



Performance and Resource Management Sub (Police) Committee

Date: WEDNESDAY, 6 FEBRUARY 2019

Time: 11.00 am

Venue: COMMITTEE ROOMS

Members: Deputy James Thomson (Chairman)
Douglas Barrow (Ex-Officio Member)
Nicholas Bensted-Smith
Deputy Keith Bottomley
Tijs Broeke
Andrew Lentin (External Member)
Kenneth Ludlam (External Member)
Caroline Mawhood (External Member)

Enquiries: Alistair MacLellan / alistair.maclellan@cityoflondon.gov.uk

Lunch will be served in the Guildhall Club at 1pm

Part of this meeting may be subject to audio-visual recording.

**John Barradell
Town Clerk and Chief Executive**

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **MINUTES**
To agree the public minutes and non-public summary of the meeting held on 23 November 2018.

For Decision
(Pages 1 - 10)
4. **PUBLIC OUTSTANDING REFERENCES**
Joint Report of the Town Clerk and Commissioner of Police.

For Information
(Pages 11 - 20)
5. **CITY OF LONDON POLICE BUDGET 2019/20**
Joint Report of the Chamberlain and the Commissioner of Police - TO FOLLOW.

For Decision
6. **HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE & RESCUE SERVICES (HMICFRS) INSPECTION UPDATE**
Report of the Commissioner of Police.

For Information
(Pages 21 - 44)
7. **3RD QUARTER PERFORMANCE AGAINST MEASURES SET OUT IN THE POLICING PLAN 2018-21**
Report of the Commissioner of Police.

For Information
(Pages 45 - 98)
8. **REVENUE BUDGET MONITORING REPORT TO DECEMBER 2018**
Report of the Commissioner of Police.

For Information
(Pages 99 - 106)
9. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**

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

11. **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 the Schedule 12A of the Local Government Act.

For Decision

Part 2 - Non-Public Agenda

12. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 23 November 2018.

For Decision
(Pages 107 - 110)

13. **NON-PUBLIC OUTSTANDING REFERENCES**

Joint Report of the Town Clerk and the Commissioner of Police.

For Information
(Pages 111 - 114)

14. **UPDATE - CITY OF LONDON POLICE ANNUAL EFFICIENCY SAVINGS /
TRANSFORM PROGRAMME**

Report of the Commissioner of Police.

For Information
(Pages 115 - 142)

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

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

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PERFORMANCE AND RESOURCE MANAGEMENT SUB (POLICE) COMMITTEE **Friday, 23 November 2018**

Minutes of the meeting of the Performance and Resource Management Sub (Police) Committee held at Committee Room 4 - Committee Rooms on Friday, 23 November 2018 at 10.30 am

Present

Members:

Deputy James Thomson (Chairman)
Nicholas Bensted-Smith
Tijs Broeke
Kenneth Ludlam (External Member)

Officers:

Simon Latham	- Town Clerk's Department
Alex Orme	- Town Clerk's Department
Tom Coniffe	- Town Clerk's Department
Alistair MacLellan	- Town Clerk's Department
Caroline al-Beyerty	- Deputy Chamberlain
Alistair Cook	- Chamberlain's Department
Kevin Mulcahy	- Chamberlain's Department
Jonathan Chapman	- Chamberlain's Department
Jeremy Mullins	- Chamberlain's Department
Cirla Peall	- Chamberlain's Department
Alistair Sutherland	- Assistant Commissioner of Police
Paul Adams	- City of London Police
Hayley Williams	- City of London Police
Kelly Harris	- City of London Police
Luke Baldock	- City of London Police
Mark Reeves	- City of London Police
Oliver Shaw	- City of London Police

1. APOLOGIES

Apologies were received from Doug Barrow, Deputy Keith Bottomley, Andrew Lentin and Caroline Mawhood.

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

Tijs Broeke declared an interest in Item 19 (IT Modernisation and Transformation) given he was an employee of Hewlett-Packard.

3. MINUTES

RESOLVED, that the public minutes and non-public summary of the meeting held on 29 June 2018 be approved as a correct record.

4. PUBLIC OUTSTANDING REFERENCES

Members considered a report regarding public outstanding references from previous meetings and the following points were made.

Reference (1) – Roadmap for delivery of IT Programme

- The Chairman noted this reference was covered by Item 19 (IT Modernisation and Transformation).

Reference (2) – Corporate Audit (Police Accommodation)

- The Chairman noted this reference was covered by Item 15 (Internal Audit of Police Accommodation Programme).

Reference (3) – Draft Workforce Plan

- The Chairman noted that this reference was covered by Item 8 (Q2 Performance against Policing Plan 2018-21).

Reference (7) – Violent Crime Statistics

- The Chairman noted this reference would be covered as part of Item 5 (HMICFRS Inspection Update).

Reference (8) – HMICFRS Stop and Search Training

- The Chairman noted that this reference was covered by Item 5 (HMICFRS Inspection Update).

Reference (9) – Internal Audit Update – FOI Requests

- The Chairman noted that this reference was covered by Item 7 (Internal Audit Update).

Reference (12) – HR Monitoring

- The Chairman noted that this reference was covered by Item 6 (Human Resources Monitoring Information).

Reference (14) – Police Telephony

- In response to a request from the Chairman, the Assistant Commissioner confirmed that the updated telephony system has gone live in September 2018. He agreed to circulate a briefing note regarding the delivery of the updated system to the Sub-Committee outside of the meeting and noted his thanks to colleagues in the City of London Corporation's Information Technology Division for their assistance in project delivery (**Reference 14/2018/P**).

RESOLVED, that the report be received.

5. **HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE & RESCUE SERVICES INSPECTION UPDATE**

Members considered an update report of the Commissioner of Police regarding Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection and the following points were made.

- The Assistant Commissioner reported that the City Police had made progress in reducing the number of outstanding recommendations from the recent HMICFRS Inspection from 34 down to 23.
- In response to a question from the Chairman, the Commissioner of Police noted that the HMICFRS had not yet released the result of their national thematic fraud inspection report.
- In response to a question, the Assistant Commissioner replied that the HMICFRS Inspectors had provided some initial feedback on their findings as a 'hot debrief'. Overall the City Police had been graded Good with some areas where there was room for improvement.
- A Member who chaired the Police Committee's Economic Crime Board commented that the initial feedback on the City Police's response to economic crime was that there was a good Force culture, and that there was room for improvement in the level of detail that was included in record keeping.
- In response to a question from the Chairman regarding the recommendation regarding the flagging of hate crime, the Commissioner noted that there had been some slippage in addressing how hate crimes were flagged appropriately. The Commissioner agreed to provide a further update on how this recommendation was being addressed at the February 2019 meeting (**Reference 16/2018/P**).
- The Chairman noted that the Inspection had noted there was a similar issue in how consistently the City Police utilised the Home Office cyber-enabled flag.
- In response to a comment from the Chairman, the Assistant Commissioner confirmed that the City Police was responding to the HMICFRS recommendation regarding responses to drug dealing networks using 'county lines' by adopting a risk reduction strategy that would target drug supply in early 2019.
- In response to a question from the Chairman regarding the HMICFRS recommendation regarding stop and search powers, the Commissioner of Police updated Members that the status of this recommendation had improved from Red to Green. The Stop and Search dashboard would be made public shortly and would cover all areas outlined in the HMICFRS recommendation. The Commissioner agreed to provide a further update at the December 2018 Police Committee (**Reference 17/2018/P**).

- In response to a question from a Member regarding stop and search training made available to City Police officers, the Commissioner of Police replied that all City Police officers had been graded for training as either Priority 1 or Priority 2. A total of 175 officers remained to be trained and this would reduce to 58 by the end of December 2018. A further four training dates had been scheduled for January 2019 and officers had been informed attendance was compulsory. Training would be delivered to all officers by the end of January 2019. The Commissioner agreed to confirm to the Members of the Sub-Committee by email when training had been delivered to all officers (**Reference 18/2018/P**).
- The Chairman concluded discussion by noting that the Best Use of Stop and Search Scheme revisit 2016 had been covered by the earlier discussion regarding the new Stop and Search dashboard.

RESOLVED, that the report be received.

6. HUMAN RESOURCES MONITORING INFORMATION - 1ST APRIL 2018 - 30TH SEPTEMBER 2018

Members considered a report of the Commissioner of Police regarding Human Resources Monitoring Information 1 April 2018 – 30 September 2018 and the following points were made.

- In response to questions from Members regarding reasons given for officers leaving the Force, and what factors were underpinning the uplift in rates of resignation, the Commissioner of Police replied that factors included the fact that the pension provision was no longer attractive as it once was and that skills attained through working in the Economic Crime Directorate meant highly-paid private sector roles were easily attainable. Nevertheless, it was common to see some officers return to the Force from private sector roles once they had gained relevant experience. Those officers were encouraged to communicate their experiences of the private sector to colleagues.
- In response to a question from a Member, the Commissioner of Police agreed to provide the relevant recruitment strategy and action plan for boosting gender and Black and Minority Ethnic (BAME) representation in the Force. The BAME action plan was currently under review at officer level and would likely feature a direct entry scheme, which past experience had shown was effective in attracting women candidates (**Reference 19/2018/P**).
- In response to a question from a Member, the Commissioner agreed to provide the action plan arising from the recent staff survey, once approved, and the headline messaging from the staff survey itself (**Reference 20/2018/P**).
- In response to a comment from a Member, the Commissioner of Police noted that they were confident the Force could achieve full

establishment by the end of February 2019 given the recent positive recruitment campaign.

- In response to a question from a Member, the Assistant Commissioner noted that the Direct Entry scheme was a national scheme, and he acknowledged that it had the potential to impact the morale of existing officers who would see new colleagues promoted immediately on joining the Force. Nevertheless, it was a hugely important scheme in addressing key areas for recruitment such as fraud and cybercrime.
- In response to a comment from a Member, the Commissioner of Police noted that the Management Information Officer would be able to convert the numbers regarding officer and police staff leavers into percentages of total workforce (**Reference 21/2018/P**).

RESOLVED, that the report be received.

7. **INTERNAL AUDIT UPDATE REPORT**

Members considered an update report of the Head of Audit and Risk Management regarding internal audit and the following points were made.

- The Head of Audit and Risk Management noted that the Internal Audit team was currently monitoring the reconciliation of police bank accounts and in particular the reconciliation between defendants' funds for deposit and the amounts credited to the bank accounts. An update on implementation could be provided to Members in January 2019 (**Reference 22/2019/P**). The Head of Audit and Risk Management concluded by noting that the 2018/19 Internal Audit Workplan was currently under development.
- In response to a request from a Member to see the minute of the Audit and Risk Management Committee meeting at which this report had been considered, another Member who was a member of that Committee noted that it had seen a different report to that before the Performance and Resource Management Sub-Committee, but nevertheless Audit and Risk Management Committee members had expressed concern at the evidence found by Internal Audit of weak internal financial controls. Moreover, the Audit and Risk Management has expressed disappointment that the Commissioner of Police or a representative had been available to attend that meeting.
- The Assistant Commissioner assured Members that a response had been provided by the Commissioner to the Audit and Risk Management Committee, and that on request the Force action plan for responding to the internal audit had been provided as well.
- The Deputy Chamberlain noted, on behalf of the Police Authority, some concern that the weak financial controls identified in the internal audit were the same controls that had been identified as a problem at financial year-end.

- The Deputy Chamberlain added that greater oversight of Police finance was now being provided on an interim basis by individuals in both the Chamberlain's Department and the City of London Police. A report on the recruitment of a Strategic Finance post would be submitted to the Policy and Resources Committee in due course. The Assistant Commissioner noted that the interim post at the Force would conclude at the end of December 2018 and that recruitment for a full-time post was underway.
- The Chairman welcomed the evidence of increased collaboration between the Authority and the Force but expressed concern at any gap in provision between the end of existing interim arrangements, and the time at which any full-time posts were in place. He added that the outstanding recommendations outlined within the report should be closed in a timely fashion.
- In response to concern expressed by a Member regarding the Red Assurance Rating of City of London Police Freedom of Information Requests 2017/18, the Head of Audit and Risk Management noted that the statutory period for acknowledgement was being met, but that there was a backlog of detailed responses (**Reference 15/2018/P**).
- In response to a comment from a Member regarding outstanding evidence for the internal audit recommendation regarding Police Seized Goods 2017/18, the Commissioner of Police commented that evidence was being gathered but that it took time to gather. A Member noted that there were seventeen separate instances where evidence was lacking and that this was an area for improvement.
- In response to comments from Members, the Head of Audit and Risk Management agreed that the format and descriptors used for current internal audit reporting could be amended to enable Members to provide more effective scrutiny (**Reference 23/2018/P**).
- The Head of Audit and Risk Management noted that likely areas for internal audit in 2018/19 would be business continuity, information technology and fuel.

RESOLVED, that the report be received.

8. QUARTER 2 PERFORMANCE AGAINST MEASURES SET OUT IN THE POLICING PLAN 2018-21

Members considered a report of the Commissioner of Police regarding Quarter 2 performance against measures set out in the Policing Plan 2018-2021 and the following points were made.

- The Assistant Commissioner provided Members with some context to the report, noting that the Force was dealing with a national increase in crime, which itself could be the result of improved processes for

recording crime. The Force had recently appointed a Gold Commander to oversee crime reduction initiatives, and measures adopted to date had led to some signs of a decrease in the number of crimes reported.

- In response to a comment from the Chairman, the Assistant Commissioner agreed to review how descriptors for performance measures could be improved to make it easier for Members to scrutinise the Force assessment of those measures and their trends.
- In response to a question from a Member regarding Measure 1 (Number of crimes committed in the City) and the charge rate for robbery, the Assistant Commissioner noted that the Chairman had been provided with a granular breakdown of data which could be shared with Members **(Reference 24/2018/P)**.
- In response to a request from the Chairman regarding Measure 5 (Capability and Impact the Force is having against countering fraud), the Assistant Commissioner agreed to provide data on long term trends at a future meeting **(Reference 25/2018/P)**.
- In response to a question from a Member regarding Measure 6 (Capability and Impact the Force is having against countering violent crime) and whether the Night Time Economy (NTE) could be looked at as a theme in countering violent crime, the Assistant Commissioner agreed that a briefing note could be given to Members of the Police Committee on steps the Force was taking to tackle crime associated with the NTE. He added that the impending Christmas and New Year period would be a challenging one from a NTE perspective **(Reference 26/2018/P)**.
- In response to a question from a Member regarding Measure 7 (Capability and Impact Force is having in policing City roads), the Assistant Commissioner confirmed that the Police Cycle Team had been reinstated.
- The Chairman commented that whilst Measure 8 (Capability and Impact Force having in providing protective security to the City) was graded Satisfactory, there remained work to be done in this area to ensure improvements were made.
- The Chairman requested that the forthcoming briefing note to Members include Measure 6 (Capability and Impact the Force is having against countering violent crime) Measure 8 (Capability and Impact Force having in providing protective security to the City) Measure 9 (Capability and Impact Force is having against countering acquisitive crime) and Measure 10 (level of satisfaction of victims of crime with the service provided by City Police).
- The Assistant Commissioner noted that the poor level of performance with relation to Measure 10 (level of satisfaction of victims of crime with

the service provided by City Police) was disappointing and one that was being looked at. It was a national issue and one that tended to centre on the speed of contact with the victim by the Police.

- In response to a question regarding Measure 11 (percentage of people surveyed who believe the City of London Police are doing a good or excellent job), the Commissioner of Police noted that this survey was live until the end of November 2018.

RESOLVED, that the report be received.

9. QUARTER 2 REVENUE AND CAPITAL BUDGET MONITORING

Members considered a report of the Commissioner of Police regarding Revenue Budget Monitoring to September 2018 and the following points were made.

- The Deputy Chamberlain noted that the emerging overspend on payroll had not been clear from the actuals recorded in previous financial forecasts. Work was required to understand how the resulting overspend would affect the Medium-Term Financial Plan.
- The double-counting of £4.5m of funding from the National & International Capital City grant had given rise to the risk that spending commitments had been made on the basis of incorrect assumptions of income. Overall, there was a significant structural deficit in the budget.
- A Member welcomed the report and requested future iterations include more tabular information. He felt that the point regarding reserves within the report was well made. Overall, he observed that the situation described had significant implications for the Police Five Year Plan.
- In response to a comment from a Member, the Deputy Chamberlain noted that the situation outlined within the report also demonstrated that there was a gap between Revenue Budgets and the Police Workforce Plan.
- The Assistant Commissioner noted that measures to address the identified overspend would be considered at officer level in late November 2018. They could include a freeze on existing spending, overtime allowances and recruitment.

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 other business.

12. **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.
13. **NON-PUBLIC MINUTES**
RESOLVED, that the non-public minutes of the meeting held on 29 June 2018 be approved as a correct record.
14. **NON-PUBLIC OUTSTANDING REFERENCES**
Governors considered a report of the Town Clerk regarding non-public outstanding references from previous meetings.
15. **INTERNAL AUDIT OF CITY OF LONDON POLICE ACCOMMODATION PROGRAMME**
Members considered an interim report of the Head of Audit and Risk Management regarding the internal audit of the City of London Police Accommodation Programme.
16. **IT MODERNISATION AND TRANSFORMATION**
Governors agreed to vary the order of items on the agenda so Item 19 (IT Modernisation and Transformation/City of London Police IT Modernisation Portfolio Blueprint) was considered next.

At this point of the meeting, two hours having elapsed, and in line with Standing Order 40 of the Court of Common Council, Members agreed to extend the meeting until business on the agenda had been concluded.
17. **PRESENTATION ON CITY OF LONDON POLICE TRANSFORM**
The Commissioner of Police was heard regarding the City of London Police Transform Programme.
18. **CITY OF LONDON POLICE TRANSFORM PROGRAMME - UPDATE**
Members considered an update report of the Commissioner of Police regarding the City of London Police Transform Programme.
19. **WORKFORCE PLAN 2018-2023**
Members considered a report of the Commissioner of Police regarding the Workforce Plan 2018-2023.
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 SUB-COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**
Members discussed one item of non-public other business.

The meeting ended at 1.02 pm

Chairman

Contact Officer: Alistair MacLellan / alistair.maclellan@cityoflondon.gov.uk

PERFORMANCE AND RESOURCE MANAGEMENT SUB (POLICE) COMMITTEE

06 FEBRUARY 2019

OUTSTANDING REFERENCES

No.	Meeting Date & Reference	Action	Owner	Status
14/2018/P	<p>26/04/18 Item 3 - <i>Minutes</i></p> <p>23/11/18 <i>Item 4- Public</i> <i>Outstanding Refs</i></p> <p>Police Telephony</p>	<p>The Assistant Commissioner had explained that Police telephony had suffered from significant issues. The Chairman asked for an update on their status and the Assistant Commissioner confirmed that this had been actioned and the issues were expected to be resolved by September 2018.</p> <p>23/01/19 Update - Briefing note sent to Clerk and circulated to Members on 23rd January 2019</p> <p>23/11/18 - The AC agreed to circulate a fuller briefing note regarding the delivery of the updated system to the Sub-Committee outside of the meeting and noted his thanks to colleagues in the City of London Corporation's Information Technology Division for their assistance in project delivery.</p> <p>Update from IT 12/11/18- The IP Telephony project will deliver an updated Telephony system and a new, separate Call Recording functionality in the first quarter of 2019.</p> <p>It will take an incremental approach to testing, building and commissioning the new solutions and decommissioning the legacy technologies to reduce organisational risk.</p>	City of London Police	COMPLETE

		<p>It has primarily been delayed as the project needs to revisit the CoL Gateway process with bids cost coming from a call recording procurement exercise and to reduce the change impact to the business;</p> <p>This new timing supports a number of operational requirements, particularly around the ongoing accommodation moves and avoiding making changes during high profile events. This revision to the timeline was approved by the IP Telephony Project Board in August 2018.</p> <p>Update 30-05-18: This originally related to a specific issue with recording of calls but an upgrade is now taking place across the Police telephony network in order to future proof it. A Gateway 3/ 4 report was submitted to the Project Sub Committee's and Police Committee's May meetings and currently the project is on track to deliver by September/October.</p>		
15/2018/P	<p>23/11/18 Item 7 - <i>Internal Audit Update</i></p> <p>FOI Requests</p>	<p>In response to concern expressed by a Member regarding the Red Assurance Rating of City of London Police Freedom of Information Requests 2017/18, the Head of Audit and Risk Management noted that the statutory period for acknowledgement was being met, but that there was a backlog of detailed responses.</p> <p>Update- 23/01/19- The below was reported to the last Force Information Management Board (IMB) and was relayed to Internal Audit as part of the January update.</p> <p>a. The backlog now stands at 61 cases and of these, data has been provided to complete 21.</p>	City of London Police/City of London Internal Audit	Status to be confirmed at the 6 February 2019 meeting.

		<p>b. Please note that a comprehensive guide to other relevant information sources has been provided to each applicant who then may be able to gather the required information without incurring cost.</p> <p>c. The Force is working to reduce the backlog to zero and this is monitored by the Commissioner as part of his oversight within IMB</p> <p>As a result of the evidence provided there remains only one recommendation outstanding from the FOI Audit and this relates to the backlog of cases as detailed above. While a plan is in place to reduce the backlog, the recommendation was kept open by audit so the Force could report when this was achieved.</p> <p>Update 06/11/18- This stems partly from a back log of departments providing information to FOI. A plan has been agreed with the Performance Information Unit where they have agreed to provide data for 5 cases a day in respect to the backlog cases concerning statistical data. With a current backlog this calculates as an exercise which would take approximately 3-4 months to clear. In addition, the publishing of additional statistical output from other sources is being considered to help clear the backlog. The backlog is being monitored by the Commissioner as part of his oversight of FOI at the Force Information Management Board.</p> <p>29/06/18- 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</p>		
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		confirmed that they would feed further information back to Members.		
16/2018/P	<p>23/11/18 <i>Item 5 – HMICFRS Update</i></p> <p>Inspection- Understanding the difference: the initial police response to hate crime”</p>	<p>In response to a question from the Chairman regarding the recommendation regarding the flagging of hate crime, the Commissioner noted that there had been some slippage in addressing how hate crimes were flagged appropriately. The Chairman noted that the Inspection had noted there was a similar issue in how consistently the City Police utilised the Home Office cyber-enabled flag. The Commissioner agreed to provide a further update on how this recommendation was being addressed at the February 2019 meeting.</p> <p>28/01/19 Update- Flagging guidance has been reviewed by the Head of Public Protection and deemed appropriate in respect of Hate Crime. The Public Protection Unit investigates all high harm Hate Crime and appropriate supervision and review ensures flags are utilised.</p> <p>Roles and responsibilities are being drafted ahead of the implementation of the Force Resolution Centre to ensure the wider use of flags continue to be applied appropriately.</p> <p>Cyber related flags are utilised in force, and the force is working to ensure the transmission of these onto the electronic Home Office Data Hub.</p>	City of London Police	COMPLETE
17/2018/P	<p>23/11/18 <i>Item 5- HMICFRS Inspection Update</i></p>	In response to a question from the Chairman regarding the HMICFRS recommendation regarding the publication of stop and search data, the Commissioner of Police updated Members that the status of this recommendation had improved from Red	City of London Police	COMPLETE

	<p>Stop and Search Data</p> <p>29/06/18 Item 6 - <i>HMICFRS Inspection Update</i></p>	<p>to Green. The Stop and Search dashboard would be made public shortly on the website and would cover all areas outlined in the HMICFRS recommendation. The Commissioner agreed to provide a further update.</p> <p>Update 23/01/19 - This is now on the website and the recommendation has gone green. Quarterly data will be published going forward.</p> <p>https://www.cityoflondon.police.uk/about-us/your-right-to-information/stopandsearch/Pages/Stop-and-Search-data-2.aspx</p> <p>Update 01/11/18- This is still shown as RED in the HMICFRS update on the agenda with rationale given. A new due date for completion of November 2018 has been given.</p> <p>29/06/18- In reference to the publication of stop-search data in the City of London Police 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.</p>		
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<p>18/2018/P</p>	<p>23/11/18 Item 5 - <i>HMICFRS Inspection Update</i></p> <p>Stop & Search Training</p>	<p>In response to a question from a Member regarding stop and search training made available to City Police officers, the Commissioner of Police replied that all City Police officers had been graded for training as either Priority 1 or Priority 2. A total of 175 officers remained to be trained and this would reduce to 58 by the end of December 2018. A further four training dates had been scheduled for January 2019 and officers had been informed attendance was compulsory. Training would be delivered to all officers by the end of January 2019. The Commissioner agreed to confirm to the Members of the Sub-Committee by email when training had been delivered to all officers.</p> <p>January 2019- The training continues with further dates allocated throughout January.</p> <p>As at 31 December 2018 –</p> <ul style="list-style-type: none"> • 309 Officers and Staff are identified as “priority 1” using the new priority audience method. • 162 of the Priority 1 officers have been trained, leaving 147 outstanding. • Sessions continue to capture the outstanding as below. • By 01 Feb 2019 (if all 129 delegates attend) there should be 18 outstanding from priority 1. <table data-bbox="819 1155 1099 1367"> <tr> <td>30/01/2019</td> <td>15</td> </tr> <tr> <td>29/01/2019</td> <td>17</td> </tr> <tr> <td>28/01/2019</td> <td>13</td> </tr> <tr> <td>23/01/2019</td> <td>13</td> </tr> <tr> <td>22/01/2019</td> <td>12</td> </tr> <tr> <td>21/01/2019</td> <td>12</td> </tr> </table>	30/01/2019	15	29/01/2019	17	28/01/2019	13	23/01/2019	13	22/01/2019	12	21/01/2019	12	<p>City of London Police</p>	<p>IN PROGRESS</p>
30/01/2019	15															
29/01/2019	17															
28/01/2019	13															
23/01/2019	13															
22/01/2019	12															
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		10/01/2019 20 14/01/2019 12 09/01/2019 15		
19/2018/P	23/11/18 Item 6 - <i>HR Monitoring Information 1st April- 30th September 2018</i> BAME Action Plan	In response to a question from a Member, the Commissioner of Police agreed to provide the relevant recruitment strategy and action plan for boosting gender and Black and Minority Ethnic (BAME) representation in the Force. Update 23/01/19- The current BAME Action Plan is being reviewed. Chief Inspector Hector McKoy is working with colleagues in HR and Equality and Inclusion to review the plan. There is work continuing to look at other forces, agencies and bodies for best practice. Once the plan has been reviewed there will then be a period of consultation with the Staff Associations. The Force will aim to send the new draft plan to Members in advance of the next Performance and Resource Management Sub Committee in April.	City of London Police	IN PROGRESS
20/2018/P	23/11/18 Item 6 - <i>HR Monitoring Information 1st April- 30th September 2018</i> Staff Survey	In response to a question from a Member, the Commissioner agreed to provide the action plan arising from the recent staff survey, once approved, and the headline messaging from the staff survey itself. Update 23/01/19- A report on the Staff Survey was submitted to the PS&I Sub Committee in December and next steps are being considered at the Force Strategic Management Board on the 30 th January 2019. The Action Plan to deliver the 8 identified commitments is being developed and will be launched once the approach has been agreed at the SMB. A copy of the plan will be circulated to Members once approved.	City of London Police	IN PROGRESS

21/2018/P	<p>23/11/18 Item 6 - <i>HR Monitoring Information 1st April- 30th September 2018</i></p> <p>Staff Leavers data as a %</p>	<p>In response to a comment from a Member, the Commissioner of Police noted that the Management Information Officer would be able to convert the numbers regarding officer and police staff leavers into percentages of total workforce for the next update to the Sub Committee.</p> <p>Update 23/01/19- the next HR Monitoring Report is due to the 21st June meeting of the Sub Committee so this will be addressed in that update.</p>	City of London Police	IN PROGRESS- Next report Due June 21st 2019
22/2018/P	<p>23/11/18 Item 7- Internal Audit update report</p> <p>Police Bank Accounts</p>	<p>The Head of Audit and Risk Management noted that the Internal Audit team was currently monitoring the reconciliation of police bank accounts and in particular the reconciliation between defendants' funds for deposit and the amounts credited to the bank accounts. An update on implementation could be provided to Members in January 2019.</p> <p>Update 23/01/19-The recommendations from this audit have now been implemented and signed off as complete by Internal Audit.</p>	City of London Police/ Chamberlain (Internal Audit)	COMPLETE
23/2018/P	<p>23/11/18 Item 7- Internal Audit Update Report</p> <p>Appendix – Format of Schedule of “live” recommendations</p>	<p>In response to comments from Members, the Head of Audit and Risk Management agreed that the format and descriptors used for current internal audit reporting could be amended to enable Members to provide more effective scrutiny.</p>	Chamberlain (Internal Audit)	

24/2018/P	23/11/18 Item 8- Q2 Performance against measures report Detection Rates	The Force could provide information in future reports on its sanction detection rates. Update 23/01/19- Detection rates have been included in the main appendix to the Q3 Performance Report on the agenda and will be so going forward.	City of London Police	COMPLETE
25/2018/P	23/11/18 Item 8- Q2 Performance against measures report Measure 5- Countering Fraud	In response to a request from the Chairman regarding Measure 5 (Capability and Impact the Force is having against countering fraud), the Assistant Commissioner agreed to provide data on long term trends at a future meeting. Update 23/01/19- Data on this has been included under Measure 5 in the main appendix A to the Q3 Crime Performance Report on the agenda, however there is only 2 years data available so no longer-term trends than the last 2 years. This data is already provided to the Economic Crime Board.	City of London Police	COMPLETE
26/2018/P	23/11/18 Item 8- Q2 Performance against measures report Briefing note on steps force is taking to reduce crime (Measure 6, Measure 8, Measure 9 and Measure 10)	In response to a question from a Member regarding Measure 6 (Capability and Impact the Force is having against countering violent crime) and whether the Night Time Economy (NTE) could be looked at as a theme in countering violent crime, the Assistant Commissioner agreed that a briefing note could be given to Members of the Police Committee on steps the Force was taking to tackle crime associated with the NTE. In addition to the above, the Chairman requested the note include what activity the force is doing in relation to Measure 8 (Capability and Impact Force having in providing protective security to the City) Measure 9 (Capability and Impact Force is having against countering acquisitive crime) and Measure 10 (level of satisfaction of victims of crime with the service provided by City Police).	City of London Police	COMPLETE

		<p>Update 23/01/19- A note was sent to the Chairman and Town Clerks office on the 6th December from the AC outlining action being taken and activity tasked in relation to violent and other crime rises.</p> <p>Updates on all the above are in the Q3 Crime Performance appendix on the agenda.</p>		
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Agenda Item 6

Committee(s): Police Performance and Resource Management Sub Committee- for information	Date(s): 6 th February 2019
Subject: Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection Update	Public
Report of: Commissioner of Police Pol 10-19	For Information
Report author: Stuart Phoenix, Head of Strategic Development	

Summary

This report provides Members with an overview of activity undertaken within the last reporting period, since your November 2018 Sub Committee, in response to reports published by HMICFRS¹. An overview of the inspection programme is detailed in this report and progress against both existing and new recommendations received is provided for Members' information in Appendix A.

Reports published

- No new Force reports have been published in the last period.

National Reports	Date:
1 new national report published: Policing and Mental Health - Picking Up the Pieces	27 th November 2018

Inspections undertaken since last report

The Integrated PEEL² Assessment 2018 took place in November 2018; publication of the report is anticipated in early April 2019.

Inspections Due

The Force has been notified of 3 inspections, preparations for which are running simultaneously:

- Counter Terrorism – Prevent- a 1 day inspection scheduled for the 14th February 2019.
- Cyber Inspection -a 3 day inspection scheduled to commence 26th February 2019. The focus of this inspection is on Action Fraud and the National Fraud Intelligence Bureau.
- Crime Data Integrity inspection- scheduled for an initial 2 weeks file review commencing 25th February 2019, this will be followed by interviews 26th to 28th March 2019.

¹ Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services

² Police Efficiency, Effectiveness and Legitimacy

Reports Due for Publication

- Thematic fraud inspection - HMICFRS are finalising their national report, publication is expected to be late March 2019.
- Custody inspection- the report is expected to be published in March 2019.

HMIC Recommendations Overview

This report details progress against the recommendations from all live inspection action plans and these are summarised in the table below and detailed fully within Appendix A. There are currently 15 outstanding recommendations, a decrease of 9 compared to the 24 outstanding recommendations reported to your Sub Committee in November 2018. There are 12 new greens to report, demonstrating good progress since your November 2018 Sub Committee.

Report	Number of open recommendations and status
Policing and Mental Health - Picking Up the Pieces	1 AMBER 3 WHITE
Joint Inspection of the Handling of Cases Involving Disability Hate Crime	1 AMBER 3 NEW GREEN
Understanding the difference: the initial police response to hate crime	2 AMBER 1 WHITE 3 NEW GREEN
Out-of-court disposal work in youth offending teams	5 AMBER
PEEL: Police Effectiveness 2017 – National	1 WHITE
PEEL: Police Effectiveness 2017 – CoLP	1 NEW GREEN
PEEL: Police Legitimacy 2017 – National	1 NEW GREEN 1 RED
Stolen freedom: the policing response to modern slavery and human trafficking	1 NEW GREEN
HMCPSI and HMICFRS National Report - Living in fear (July 2017)	2 NEW GREEN 1 AMBER
Best Use of Stop & Search Scheme Revisit	1 NEW GREEN
Recommendation Summary	Number
NEW Green	12
Amber	10
Red	1
White	4
Total Amber/Red/White Recommendations	15

Recommendation

Members are asked to receive and note the contents of this report.

Main Report

Background

1. This report provides Members with an overview of the City of London Police response to HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) continuing programme of inspections and published reports. Since the last report to your Sub Committee there has been 1 new national report published that impacts on the Force. Progress with existing recommendations as well as detail of the current inspection programme is provided below for your reference.

Current Position

New Reports

2. One new national thematic report has been published since the last report to your Sub Committee in November 2018:

Policing and Mental Health - Picking Up the Pieces

This report sets out findings from an inspection during which HMICFRS sort to understand how effective forces are at protecting and helping those with mental health problem and establish how well forces:

- identify people with mental health problems when they first contact the force
 - identify and record the number of cases involving people with mental health problems to provide the right support
 - make sure expert help is available from other organisations, in particular health professionals
3. The report highlights innovative suicide prevention work and cites the work the Force is doing in this area:

“**City of London Police** is focusing on the effect of fraud on the mental health of victims. They have responded to over 170 calls from victims of fraud since October 2016, who have described themselves as feeling suicidal. These calls are dealt with by way of public protection notices, safeguarding referrals or signposting to specialist support services.”

Inspections undertaken since the last report

4. The fieldwork for the Integrated PEEL Assessment 2018 commenced 26th November 2018. The Force was inspected against 6 of a 10 question set; 3 ‘Good’ grades from 2017 having been carried forward [Prevention, Current Demand and Workforce Treatment] and 1 area ungraded [Specialist Capabilities]. Publication of the HMICFRS report is anticipated in early April 2019.

Inspections Due

5. The Force has been notified of 3 inspections, preparations for which are running simultaneously:

Counter Terrorism - Prevent

6. The inspection programme will include visits to all 43 Home Office forces, the British Transport Police, Ministry of Defence Police and Civil Nuclear Constabulary. The Force is scheduled for a 1 day inspection on 14th February 2019.7. The inspection will focus on 4 areas: Capability, Consistency, Communication and Prevent Duty obligations.

Cyber Inspection

7. This is a thematic inspection which will include visits to a number of forces and Regional and Organised Crime Units (ROCU). The approach with respect to the City of London Police will be different to other forces and will concentrate on the role of Action Fraud and the National Fraud Intelligence Bureau in regard to cyber-crime. The Inspection commences 26th February 2019 for 3 days.

Crime Data Integrity

8. This is a rolling programme of inspection conducted by HMICFRS on all 43 Home Office forces. The Force has now been notified that its inspection will commence on 25th February 2019. This will entail a crime file review, which is scheduled to last for 2 weeks. This will be followed by fieldwork interviews commencing 25th March 2019 for 3 days.
9. HMICFRS's rolling unannounced all force Child Protection inspection is currently pending; 24 forces have been visited and reports published to date.

Reports Due

10. Two HMICFRS reports are pending that apply to the force; one national thematic and one Force level report:
 - **Fraud Inspection** – HMICFRS has indicated publication of this report is anticipated late March 2019.
 - **Custody Inspection** – an unannounced of the Force custody which took place in November 2018; this report is expected to be published in March 2019.

Current status of HMICFRS Recommendations

11. A total of 10 HMICFRS reports have been managed by the Force during the last reporting period; 1 new report was added to this total.

12. The current status of recommendations is summarised in the table below with full details contained in Appendix A. HMICFRS has not set deadlines for many of these recommendations, so the Force has set itself some challenging targets to drive forward and deliver improvements.
13. There are currently 15 outstanding recommendations, a decrease of 9 from the 24 outstanding recommendations reported in November 2018.
14. There are 12 new greens to report.

Current Status of HMIC Recommendations Summary

Recommendation Summary	Number
NEW Green	12
Amber	10
Red	1
White	4
Total Amber/Red/White Recommendations	15

NB: Definitions of the RAGW assessments are set out at the beginning of the Appendix.

Conclusion

15. The Force continues to make progress with implementation of HMICFRS recommendations which contribute to business improvement across the organisation.
16. Members are asked to note the report.

Appendix A: Full list of HMIC Recommendations currently being implemented within Force.

Contact:

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HMICFRS Report Recommendations

Traffic Light Colour	Definition of target achievement
GREEN	The recommendation is implemented
AMBER	The recommendation is subject to ongoing work and monitoring but is anticipated will be implemented
RED	The recommendation is beyond designated deadline or cannot / will not be implemented (rationale required) or
WHITE	The recommendation is not CoLP responsibility to deliver or is dependent upon another organisation delivering a product.

Policing and Mental Health - Picking Up the Pieces

A national joint report by HMICFRS
Published November 2018

This report makes 3 recommendations for the police.

Recommendations & Areas for Improvement		Status	Due Date	Comment
1	<u>Recommendation</u> By January 2019, the NPCC lead for mental health and the College of Policing should draft and agree a new national definition of mental ill-health. This should be included within the new national strategy on policing and mental health that they are developing together. All forces should then adopt this definition as soon as reasonably practicable.	WHITE	January 2019	This action is for the NPCC lead and the College of Policing
2	<u>Recommendation</u> By December 2019, forces should develop a better understanding of their mental health data, and the nature and scale of their demand. All forces should carry out a 24-hour snapshot exercise, using the new national definition of mental	WHITE	December 2019	Dependant on 1 above being delivered. The Force lead on Vulnerability has been sighted on this action.

Recommendations & Areas for Improvement	Status	Due Date	Comment
<p>ill-health in Recommendation 1. This would help them see where their mental health demand is concentrated and identify any gaps in their data. The NPCC mental health lead should set out how the data was collected during the Welsh forces' snapshot exercise.</p> <p>This exercise will help forces understand the strain on the service by assessing the combination of demand and workload. This will then help forces when establishing and reporting mental health demand in their force management statements (FMSs).</p>			
<p><u>Recommendation</u></p> <p>By August 2019, all forces should review their existing partnership mental health triage services to assess their effectiveness, and the environment they are operating in. This will help them make decisions about sustainable future services with partners to make sure mental health care needs are being met.</p> <p>If forces find any deficiencies in their triage services, they should take steps to address them as soon as reasonably practicable.</p> <p>The College of Policing has agreed to devise some practice guidelines to help forces benchmark their triage activity. We will inspect on progress in this area as part of our integrated PEEL assessments inspection framework.</p>	WHITE	August 2019	<p>Practice guidance from the College of Policing to help forces benchmark triage activity is pending. During the recent hot debrief for integrated PEEL inspection November 2018, the Force received positive feedback in this area.</p>
<p><u>Recommendation</u></p> <p>By August 2019, all forces should review their mental health training programmes, using the College of Policing learning standards, to establish whether they are giving their officers the right tools to understand and respond to people with mental health problems.</p>	AMBER	August 2019	<p>Mental health training is being delivered as part of the vulnerability training package which was designed by the College of Policing.</p> <p>Learning and Development are reviewing this training with Members of the Vulnerability Working Group on 4th February 2019.</p>

Recommendations & Areas for Improvement	Status	Due Date	Comment
<p>If forces find any deficiencies in their training programmes, they should take steps to address them as soon as reasonably practicable.</p> <p>Where forces invite outside organisations to train staff, they must make sure its content and quality are checked against College of Policing APP.</p>			<p>Findings from the review of training will then inform any revised training which will be signed off at the Vulnerability Working Group and then the Training Improvement Board which is chaired by the Cdr Ops.</p>
<p><u>Recommendation</u></p> <p>By 30 September 2019, the Department of Health and Social Care (DHSC) and the Home Office should review the overall state response to people with mental ill-health. The scope of this work should include as a minimum:</p> <ul style="list-style-type: none"> • an assessment of the implementation of the Crisis Care Concordat; • crisis response and whether people with mental health problems can access appropriate services; • the role and responsibilities of police officers when meeting people with mental health problems; and • whether there is sustainable and integrated support to prevent repeat contact. <p>The Crisis Care Concordat steering group should consider whether any changes are necessary, or should be considered, to legislation; structures; initial and ongoing training; and guidance and guidelines (for example, the APP and National Institute for Health and Care Excellence guidelines).</p> <p>The Crisis Care Concordat steering group should report to the Ministers in DHSC and Home Office with relevant recommendations, to improve the whole system relating to mental health, for:</p> <ul style="list-style-type: none"> • the Department of Health and Social Care; • the Home Office; 	<p>WHITE</p>	<p>September 2019</p>	<p>This action is for the Department of Health and Social Care and the Home Office</p>

Recommendations & Areas for Improvement	Status	Due Date	Comment
<ul style="list-style-type: none"> • the Ministry of Housing, Communities and Local Government; • NHS England; • the National Police Chiefs' Council; • the Association of Police and Crime Commissioners; • the College of Policing; • Public Health England; and • if necessary, other members of the Crisis Care Concordat steering group. 			

Joint Inspection of the Handling of Cases Involving Disability Hate Crime

A national joint report by HMICFRS and HMCPSI

Published October 2018

This report makes 4 recommendations for the police, 3 are complete and 1 is being progressed.

Recommendations & Areas for Improvement	Status	Due Date	Comment
<p>1 Chief constables should ensure that the system used to transfer information to the CPS regarding the request for charging advice clearly identifies cases where, in accordance with the definition, the police consider a case to be a hate crime.</p>	AMBER	<p>No deadlines have been set within the published report.</p> <p>Set for March 2019</p>	<p>There is a clear Hate Crime tick box on the MG3 Form which the City of London Police officers use as the standard form to submit for charging advice, which the officer in the case uses to highlight the fact that the case is a hate crime.</p> <p>Clarification is being sought as to the process steps leading to the transfer of information to the CPS to ensure that whilst we clearly articulate this information, that it is also clearly received and given due consideration.</p>

Recommendations & Areas for Improvement		Status	Due Date	Comment
2	Chief constables should ensure that all cases involving disability hate crime are accurately flagged in accordance with the Home Office counting rules for recorded crime.	NEW GREEN	No deadlines have been set within the published report.	The force has an appropriate process to identify and flag these cases at the earliest opportunity. New crimes are reviewed at the daily crime meeting and flags reviewed by the Crime Management Unit. High risk crimes are investigated by the Public Protection Unit and reviewed by the Head of the Public Protection Unit.
3	Chief constables should ensure that there is effective supervision of all disability hate crime cases, to assure themselves that investigations and subsequent case file submissions to the CPS have been completed to an appropriate standard.	NEW GREEN		Appropriate supervisory review processes are in place within the Public Protection Unit. The role of Gatekeeper ensures that case files are completed to the necessary standards before progression to the Administration of Justice department.
	Chief constables should ensure that victims are offered an opportunity to make personal statements in all relevant cases, and that, when appropriate, these statements are taken and provided to the CPS.	NEW GREEN		The offering of victim personal statement is a supervisory check within the Niche system. Independent review during Integrated PEEL 2018 review, which included a dip sample of crime files, did not raise this as an issue during the hot debrief.

Understanding the difference: the initial police response to hate crime

A national report by HMICFRS
Published July 2018

This report makes 15 recommendations. 8 are for the Force, 5 of which are complete, 2 are in progress and 1 is held at WHITE pending the outcome of a review by the NPCC lead and College of Policing.

Recommendations & Areas for Improvement	Status	Due Date	Comment
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Recommendations & Areas for Improvement	Status	Due Date	Comment
<p>2</p> <p><u>Cause of concern</u> We are concerned that flagging hate crime incorrectly has serious implications for forces in terms of their ability to understand hate crime and how it affects victims and their communities, and then respond appropriately. Incorrect flagging also undermines the integrity of published national data and analysis.</p> <p><u>Recommendation</u> We recommend that, within three months, chief constables make sure hate crimes are correctly flagged, and that forces have good enough processes in place to make sure this is done.</p>	<p>NEW GREEN</p>	<p>October 2018</p> <p>Now</p> <p>December 2018</p>	<p>Existing guidance has been reviewed by the Head of Public Protection and the current Hate Crime SOP is appropriate.</p> <p>The Head of Public Protection is currently drafting new roles and responsibilities ahead of the implementation of the reformed Force Resolution Centre to ensure appropriate processes are embedded, which includes flagging.</p>

Recommendations & Areas for Improvement	Status	Due Date	Comment
<p>3</p> <p><u>Cause of concern</u> We are concerned that some hate crime victims may be vulnerable to being targeted repeatedly and, at the moment, the risks to them aren't being assessed well enough.</p> <p><u>Recommendation</u> We recommend that, within six months, chief constables adopt a system of risk assessment for vulnerable victims of hate crime. The NPCC lead for hate crime and the College of Policing should give chief constables advice about how best to do this.</p>	NEW GREEN	January 2019	<p><u>Current Position</u> Community Policing has reviewed the current risk assessment system and adopted the advice from the NPCC lead and College of Policing. CoLP has revised the ASB SOP to include a risk assessment question set and score matrix. This captures hate crime related incidents and links into E-CINS¹.</p> <p>These enhancements further facilitate the identification of lower risk hate crime and assist in identifying and managing the response to repeat victims; high risk hate crime is already managed by the public protection unit with a suitable risk assessment process in place.</p> <p>The score matrix is available to officers within Pronto/Niche systems for them to complete when dealing with incidents.</p>
<p>5</p> <p><u>Cause of concern</u> We are concerned that the recurring risks to some hate crime victims aren't being managed well enough or consistently enough, and that the most vulnerable victims would be safer if the police routinely worked with partner organisations to manage risks to victims.</p> <p><u>Recommendation</u> We recommend that, within six months, chief constables work with partner organisations to adopt a system of risk management for vulnerable victims of hate crime. The NPCC</p>	NEW GREEN	January 2019	<p>The force already utilises the MARAC process, which is a robust risk assessment process, for hate crime incidents when appropriate and this is reflected within the Hate Crime SOP.¹ This is sufficient to manage risk effectively.</p> <p>National Guidance from the NPCC lead for hate crime and the College of Policing is pending.</p>

¹ E-CINS is a joint database used by partners to problem solve across many areas of policing

Recommendations & Areas for Improvement	Status	Due Date	Comment
<p>lead for hate crime and the College of Policing should give chief constables advice about how best to do this. They should also consider whether the principles of the multi-agency risk assessment conferences (MARAC) process are a good way to manage the risks to hate crime victims.</p>			
<p><u>Cause of concern</u> We found that forces don't consistently use the Home Office cyber-enabled flag. This means forces and the government may not have good enough information to understand how much different groups are targeted online, which means they can't make sure effective decisions are made about how to respond.</p> <p><u>Recommendation</u> We recommend that, within three months, chief constables make sure that the Home Office cyber-enabled flag is consistently applied, and that forces have adequate systems in place to make sure that this is done.</p>	AMBER	<p>October 2018</p> <p>Now February 2019</p>	<p>The Head of Public Protection is currently drafting new role and responsibilities ahead of the implementation of the reformed Force Resolution Centre to ensure appropriate processes are embedded, this includes flagging.</p> <p>Existing guidance is in place and remains appropriate at this time.</p> <p>Cyber related flags are utilised in force, and the force is working to ensure the transmission of these onto the electronic Home Office Data Hub.</p>
<p><u>Recommendation</u> Our inspection shows that some hate crime victims get a better service than others. This is because forces apply the national minimum standard of response to victims of hate crime inconsistently.</p> <ul style="list-style-type: none"> • We recommend that, within six months, the NPCC lead for hate crime works with the College of Policing to review the operational guidance about the minimum standard of response to establish if it is still appropriate and relevant for forces • We recommend that, following the review, any agreed minimum standard of response for forces should be 	WHITE	January 2019	<p>This action is for the NPCC lead for hate crime and College of Policing.</p> <p>The force complies with current guidance issued by the College of police Hate crime operation guidance 2014.</p> <p>The College of Policing will be replacing their guidance with a Hate Crime APP, but no delivery timelines have been published.</p> <p>The Head of Public Protection maintains a watching brief.</p>

Recommendations & Areas for Improvement	Status	Due Date	Comment
monitored by force governance processes, including external scrutiny.			
<p>13</p> <p><u>Recommendation</u> In our view, forces don't gather and use intelligence about hate crime consistently enough. This means forces don't have enough information to understand fully how different groups are victimised and make sure that officers make effective decisions about how to respond.</p> <ul style="list-style-type: none"> • We recommend that chief constables make sure officers know it is important to find and record more intelligence about hate crime and use it to inform the police response. 	AMBER	No date set by HMICFRS Deadline of April 2019 set	The production of a hate crime problem profile has been prioritised and will likely identify additional tasks to be taken forward.

Out-of-court disposal work in youth offending teams

A national joint report by HMICFRS and HMI Probation

Published March 2018

This report makes 11 recommendations, 5 are relevant to the Force and are in progress.

	Recommendations & Areas for Improvement	Status	Due Date	Comment
4	Recommendation Youth offending teams and chief constables should: Make sure that the requirements of youth conditional cautions are meaningful to children, and describe the desired outcomes and how these will be achieved.	AMBER	No deadline specified within the report	The force has conducted an audit which has established a baseline of the number of youth conditional cautions and shortcoming arising from their issue. Numbers are low: 8 youth cautions and 3 youth conditional cautions in the year 2017/2018. A process map will be produced to ensure officers understand their specific roles in following Authorised Professional Practice (APP), this is likely to be supported with additional guidance. This will ensure that officers are able to articulate and reinforce the implications of receiving an out of court disposal to children before they accept it.
6	Recommendation Youth offending teams and chief constables should: Make sure that all victims have a fully informed and effective opportunity to have their views heard, and to receive an appropriate restorative intervention.	AMBER	March 2019 deadline set	
10	Recommendation Chief constables should make sure that referrals to Youth Offending Teams (YOTs) are sufficiently timely to meet the needs of victims for speedy justice and achieve the objectives of out-of-court disposals; and make the YOT aware of all community resolutions given by the police.	AMBER	No deadline specified within the report	With reference to referrals to YOTs, this will be included in the process map referred to immediately above, providing clear guidance.

	Recommendations & Areas for Improvement	Status	Due Date	Comment
11	Chief constables should make sure that they have clear and consistently applied policies for the gathering of fingerprints and other biometric information in youth caution and conditional caution cases.	AMBER	March 2019 deadline set	<p>The Custody Juvenile Detainees SOP has been reviewed, amended and published [November 2018].</p> <p>The Custody – Fingerprints and non-intimate samples within a Custody Suite SOP is still being reviewed.</p>

PEEL: Police Effectiveness 2017 – National

A national report by HMICFRS

Published March 2018 There are 4 recommendations which applies to the Force; 3 are complete, 1 is held at WHITE pending input from the College of Policing

	Recommendations & Areas for Improvement	Status	Due Date	Comment
3	<p>Recommendation</p> <p>The College of Policing, working with the NPCC leads, should develop an approach to peer review. This approach should support forces to work with each other to improve how they identify, respond to and keep safe vulnerable victims. The infrastructure to support peer reviews should be in place by September 2018 with the first reviews taking place by January 2019.</p>	WHITE	September 2018 And January 2019	Details of the peer review approach have not been released by the College of Policing at this time.

Page 3

PEEL: Police Effectiveness 2017 – CoLP

A Force report by HMICFRS, Published March 2018. There are 5 recommendations for the Force and these are complete.

	Recommendations & Areas for Improvement	Status	Due Date	Comment
4	<p>Area for Improvement</p> <p>The force should enhance its approach to the 'lifetime management' of organised criminals to minimise the risk they pose to local communities. This approach should include routine consideration of ancillary orders, partner agency powers, and other methods to deter organised criminals from continuing to offend.</p>	NEW GREEN	No deadlines set by HMICFRS November 2018 deadline set to align to the PEEL inspection	<p>The Force has agreed to 4 Lifetime Offender Management Officers; these positions have been advertised internally and interviews are scheduled for the 6th and 7th February 2019.</p> <p>Successful candidates will then be trained.</p>

PEEL: Police Legitimacy 2017 – National

A national report by HMICFRS

Published 12th December 2017

There are 2 recommendations which apply to the force; 1 is complete and 1 in progress.

Recommendations & Areas for Improvement	Status	Due Date	Comment
<p>Cause of concern HMICFRS is concerned that forces are not able to demonstrate that the use of stop and search powers is consistently reasonable and fair. In particular, there is over-representation of BAME people, and black people in particular, in stop and search data which many forces are unable to explain.</p> <p>Recommendation By July 2018, all police forces across England and Wales should be regularly and frequently monitoring a comprehensive set of data and information on use of stop and search powers to understand:</p> <ul style="list-style-type: none"> the reasons for any disproportionate representation of different ethnic groups in the use of stop and search; the extent to which find rates differ between people from different ethnicities, and across different types of searches (including separate identification of find rates for drug possession and supply-type offences); and the prevalence of possession-only drug searches, and the extent to which these align with local or force level priorities. <p>Where forces identify disparities through monitoring, they should demonstrate to the public that they have:</p> <ul style="list-style-type: none"> carried out research and analysis in an attempt to understand the reasons for the disparity, and taken action to reduce the disparity, where necessary; <p>We expect forces to publish this analysis and any actions taken at least on an annual basis, from July 2018.</p>	<p>NEW GREEN</p>	<p>July 2018</p> <p>Now due November 2018</p>	<p>The stop and search dashboard is now regularly published and as at quarter 2 2018/2019 now includes details of find rates including drug possession.</p> <p>The Force Stop and Search and Use of Force working group now includes examination of outcomes by police unit.</p>

Recommendations & Areas for Improvement	Status	Due Date	Comment																		
<p>Recommendation By July 2018, and ongoing following that date, forces should ensure that all officers who use stop and search powers have been provided with, and understand, training on unconscious bias and College of Policing APP on stop and search.</p>	NEW RED	<p>Force Set deadline of December 2018</p> <p>Now set for March 2019</p>	<p>The Force has mandated training for all Police teams which undertake stop and search as part of their normal deployment, these teams have been identified.</p> <p>As at 31 December 2018 –</p> <ul style="list-style-type: none"> • 309 Officers and Staff are identified as “priority 1” using the new priority audience method. • 162 of the Priority 1 officers have been trained, leaving 147 outstanding. • Sessions continue to capture the outstanding as below. • By 01 Feb 2019 (if all 129 delegates attend) there should be 18 outstanding from priority 1. <table border="0" style="width: 100%;"> <tr> <td style="width: 150px;">30/01/2019</td> <td style="text-align: right;">15</td> </tr> <tr> <td>29/01/2019</td> <td style="text-align: right;">17</td> </tr> <tr> <td>28/01/2019</td> <td style="text-align: right;">13</td> </tr> <tr> <td>23/01/2019</td> <td style="text-align: right;">13</td> </tr> <tr> <td>22/01/2019</td> <td style="text-align: right;">12</td> </tr> <tr> <td>21/01/2019</td> <td style="text-align: right;">12</td> </tr> <tr> <td>10/01/2019</td> <td style="text-align: right;">20</td> </tr> <tr> <td>14/01/2019</td> <td style="text-align: right;">12</td> </tr> <tr> <td>09/01/2019</td> <td style="text-align: right;">15</td> </tr> </table> <p>More training dates are scheduled for February 2019.</p>	30/01/2019	15	29/01/2019	17	28/01/2019	13	23/01/2019	13	22/01/2019	12	21/01/2019	12	10/01/2019	20	14/01/2019	12	09/01/2019	15
30/01/2019	15																				
29/01/2019	17																				
28/01/2019	13																				
23/01/2019	13																				
22/01/2019	12																				
21/01/2019	12																				
10/01/2019	20																				
14/01/2019	12																				
09/01/2019	15																				

Stolen freedom: the policing response to modern slavery and human trafficking

A national report by HMICFRS

Published October 2017

There are 11 recommendations; 7 of which apply to force, 6 are completed and 1 closed.

	Recommendations & Areas for Improvement	Status	Due Date	Comment
5	<p>Recommendation Immediately, forces should ensure that all victims carrying out criminal acts under compulsion attributable to slavery or exploitation are afforded the protection of early and continuing consideration of the applicability of the section 45 defence.</p>	NEW GREEN	<p>Immediate</p> <p>A deadline of February 2019 has been set.</p>	<p>The Human Trafficking standard operating procedure deals specifically with offenders who may also be victims in these circumstances.</p> <p>The SOP has been reviewed and published in March 2018 and remains on annual review.</p> <p>There is also a specific section on the Force intranet which offers guidance, advice and external contact details for officer use.</p> <p>The Head of Public Protection has issued further guidance to officers to ensure correct practices are followed.</p>

Living in fear - the police and CPS response to harassment and stalking

A joint national report by HMCPSi and HMIC

Published July 2017

There are 22 recommendations; 4 of which apply to the Force, 2 are complete, 1 is in progress and 1 is closed.

	Recommendations & Areas for Improvement	Status	Due Date	Comment
9	<p>Chief constables should ensure that officers are aware of, and use appropriately, the powers of entry and search for stalking. Chief constables should also ensure that adequate records of these searches are compiled for audit and compliance purposes.</p>	NEW GREEN	<p>No deadline set by HMICFRS</p>	<p>Guidance exists as to the search powers available to officer under legislation.</p> <p>All stalking cases are managed by the Public Protection Unit who are fully aware of these powers and consider them in all relevant cases. All</p>

Recommendations & Areas for Improvement	Status	Due Date	Comment
		A deadline of April 2019 has been set	cases are reviewed by Public Protection Unit supervisor for initial assessment. Searches are recorded on Book 101s and stored with case papers, and noted on the Niche system.
10 Chief constables should work with criminal justice partners to identify what programmes are available to manage offenders convicted of harassment and stalking offences in their respective force areas. In the absence of such programmes, they should review whether interventions could and should be established.	AMBER		<p>The Head of Public Protection continues to seek confirmation from criminal justice partners as to what programmes they access for convicted offenders.</p> <p>The Head of Public Protection is now attending a monthly London Regional meeting around managing harassment and stalking offenders and this item is on the agenda for the next meeting to discuss and develop a London region response working with partners.</p>
11 Chief constables and CPS Area leads should monitor and ensure compliance with the national stalking protocol.	NEW GREEN		<p>The Stalking and harassment protocol forms part of the Force SOP. All cases referred to CPS must include the 'checklist' as per the protocol. This is part of the initial supervisor check on niche before submission to the Administration of Justice department. CPS will provide feedback as part of their file review highlighting any issues of compliance with the protocol.</p> <p>All stalking and domestic abuse harassments pass through Public Protection Unit and its supervisors will make decisions taking the protocol in to account.</p> <p>A Gatekeeper post has been introduced to quality assure documents pre charge and file quality post charge to ensure the force meet requirements, this will include stalking and harassment checklist.</p> <p>Domestic Abuse DIP sampling includes Stalking & Harassment cases and elements of this cover those featuring in the protocol (S-DASH completed, safeguarding measures, supervisor reviews) thus demonstrating and highlighting if we were not adhering. No issues identified.</p>

Best Use of Stop and Search Scheme revisit 2016

A Force report by HMIC, published February 2017. HMIC reported that following a revisit in November 2016 they found that the Force was compliant with the Best Use of Stop and Search scheme having previously failed on 2 requirements. HMIC further advised that the Force's monitoring and analysis could be further enhanced and these suggestions have been accepted and are reported below. Total of 3 actions: relevant to the Force these are complete.

	Recommendations & Areas for Improvement	Status	Due Date	Comment
1	Areas for Enhancement Enhance monitoring data on: - the reason for searches (e.g. drugs) by ethnicity and age	NEW GREEN	April 2017 [internal deadline] Now Due: November 2018	This analysis is now included within the published Stop and Search dashboard with effect from Qtr. 2 2018/2019 and will included as part of the standard build for future dashboards.

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Agenda Item 7

Committee(s): Police Performance and Resource Management Sub-Committee – For information	Date: 6 th February 2019
Subject: 3 rd Quarter Performance against measures set out in the Policing Plan 2018-21	Public
Report of: Commissioner of Police Pol 09-19	For Information
Report author: Paul Adams, Head of Governance and Assurance	

Summary

This report summarises performance against the measures in the Policing Plan 2018-21 for the period 1st October 2018 to 31st December 2018.

MEASURE	CURRENT ASSESSMENT	2 nd QUARTER 2018/19 ASSESSMENT	1 st QUARTER 2018/19 ASSESSMENT	4 th QUARTER 2017/18 ASSESSMENT	TREND
Measure 1: The number of crimes committed in the City	REQUIRES ACTION	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	↓
Measure 2: The capability and impact the Force is having against countering Terrorist Activity.	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	→
Measure 3: The capability and impact the Force is having against countering Cyber Attacks.	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	→
Measure 4: The capability and impact the Force is having against countering Fraud.	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	→
Measure 5: The capability and impact the Force is having in safeguarding and protecting Vulnerable People.	CLOSE MONITORING	SATISFACTORY	CLOSE MONITORING	CLOSE MONITORING	↓
Measure 6: The capability and impact the Force is having against countering Violent Crime.	REQUIRES ACTION	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	↓
Measure 7: The capability and impact the Force is having in policing City Roads.	SATISFACTORY	SATISFACTORY	CLOSE MONITORING	CLOSE MONITORING	→
Measure 8: The capability and impact the Force is having providing Protective Security to the City and responding to Public Order.	SATISFACTORY	SATISFACTORY	CLOSE MONITORING	CLOSE MONITORING	→
Measure 9: The capability and impact the Force is having against countering Acquisitive Crime.	REQUIRES ACTION	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	↓
Measure 10: The level of satisfaction of victims of crime with the service	DATA NOT AVAILABLE	DATA NOT AVAILABLE	REQUIRES ACTION	CLOSE MONITORING	→

provided by the city of London police.					
Measure 11: The percentage of people surveyed who believe the police in the City of London are doing a good or excellent job.	SATISFACTORY	REPORTED ANNUALLY	REPORTED ANNUALLY	REQUIRES ACTION	↑

Recommendation

It is recommended that your Sub Committee receives this report and notes its contents.

Main Report

Background

1. This report presents Force performance against the measures published in your Committee’s Policing Plan 2018-21, reporting for the performance to the end of the 3rd quarter (31st December 2018), details concentrate on the months of October, November and December. All relevant performance information is contained within Appendix ‘A’.
2. For the Force Performance Management Group (PMG), measures are graded around whether performance is ‘satisfactory’, requires ‘close monitoring’ or ‘requires action’. As requested at the Performance Sub-Committee meeting in May 2017 the report to your Sub-Committee continues to reflect the grading reported at PMG and the summary table shows the trend from the previous quarter over a rolling 4 quarter period where available.

Current Position

Overview of Force Performance

3. A comparison with the same period in 2017-18 shows that:
 - The level of overall crime reported in the City has fallen by 7% in December, a reduction of 48 offences compared to November. However comparing the current financial year (1st April – 31st December 2018) to the same period in 2017 still shows an increase of 26% in volume of crime, this is also reflected in the rolling 12 months figure (1st January - 31st December 2018) when compared to 2017 there is a 24% increase. These increases are mainly being driven by some high volume categories such as public disorder, shoplifting, violence without injury and theft.
 - Violence with injury has seen a slight decrease of 9% (5 crimes); typically over the Christmas period the Force would expect to see increases here. This reflects the impact of the Christmas campaign and increased police presence on the streets maximising opportunities for early intervention in drunk and/or disorderly behaviour before it escalates to these levels. However this crime type remains 30% up on the figures reported for the same period last year with 367 crimes reported this year in comparison to 283 for 2017/18.

- Violence without injury saw a slight increase in December of 2% compared to November, although the year to date figures reflect a rise within this crime type of 43% with 401 crimes reported this year compared to 280 for the same period in 2017/18.
 - Overall there remains a trend in crime increasing since the previous year and from the previous quarter.
4. Vulnerability remains a Force priority and is monitored through the Force Vulnerability Dashboard. The Force continues to monitor and address the number of individuals coming to the City to attempt suicide, the figures for this are provided within Measure 5 of Appendix A which provides a complete breakdown of the Force vulnerability dashboard. The Force is working with partners to manage this.
 5. The Force has formed a dedicated Gold Group Chaired by a Detective Chief Supt. to tackle the current trend in rising crime within the City. The 2018 Christmas Campaign trialled the new Patrol Strategy. A Detective Inspector within Force who has completed a Masters' Degree at Cambridge University regarding crime patterns in the City, as part of this work identified day and night time 'Hot Spots' where large volumes of crime occur. Patrols were allocated to each of these identified hot spots for engagement with the public/businesses and early intervention with offenders or those causing Anti-Social behaviour.
 6. The same approach is being adopted for a permanent Patrol Strategy based on the strategy adopted over the Christmas period. All Directorates are deploying staff in uniform to patrol the hot spots engaging and intervening early to address criminality. A dedicated Chief Inspector (Silver) was assigned to the Patrol Strategy with a view to having consistent command and clear oversight. Uniformed Policing Directorate are soon to take over the Daily Management Meeting from the Intelligence and Information Directorate, allowing greater control over local tasking and where resources are deployed to reduce/combat crime. The Force will monitor the crime figures to ascertain if the change in tactics is successful, as stated for measure 1 December saw a reduction in 48 crimes compared to November but it is too early to say if the Patrol Strategy tactics are having an impact on crime figures.

Performance against measures

7. There are 11 measures reflected within the Force Plan for 2018/19 reviewing overall crime, the Force Control Strategy priorities, victim satisfaction and public survey around the perception of police within the City. Reporting by exception, those that are anything other than satisfactory are detailed below with the main report containing additional analysis and information on how the Force is progressing in each area and is working to combat the rise in crime within the City:
8. **Measure 1** – Overall Crime remains flagged as Requires Action for the end of December reflecting the in-year rise of 26% overall. This represents a rise in 1089 crime for the year to date based on the same period in 2017/18.
9. The three areas with the greatest rise in volume are as follows:
 - All other Theft Offences: rise of 184 offences.
 - Shoplifting: rise of 166 offences.
 - Public Disorder: rise of 135 offences.

10. **Measure 5** – Vulnerability is reflected as Close Monitoring reflecting the in-year rise of rape and other sexual offences by 13%. While attempted suicides and stalking & harassment have decreased for December there was also a slight increase in Hate Crime and Domestic Abuse.
11. **Measure 6** – Violent Crime is marked as Requires Action to take into account the current annual rise in this crime type within Force. Currently for the year to date there is an increase of 225 crimes for the same period as last year, this represents an increase of 30%. The largest rise by volume is with violence without injury which has seen an increase of 121 crimes for the year to date.
12. **Measure 9** – Acquisitive Crime is assessed as Requires Action to reflect the in-year rise of crime of 652 offences with the same period as 2017/18. This represents a 29% increase in acquisitive crime. All other theft offences and shoplifting are the top two areas of increase in volume with theft from person the third area with the largest volume, showing a rise of 97 offences from the same period last year.
13. **Measure 10** – The Force has completed Q1 analysis and has been collating the sample populations for the survey work for the analysis of Q2 and Q3. GDPR has raised a number of limitations and potential legal issues for which the Force is seeking a position from the Information Commissioners Office; this work was being led by the National Police Chiefs' Council (NPCC). As a national position has not been forthcoming the Performance Information Unit (PIU) undertook last November to complete the application independently which is anticipated to be submitted to the City of London Corporation (CoL) Legal Team by the end of January 2019.
14. This is an extensive piece of work and unfortunately progress became challenging to maintain; as for some months now the vacancy factor in PIU has reached nearly 70%. The application once reviewed by the CoL legal team will allow the Force to undertake its Victims of Crime Satisfaction work lawfully; without the risk of reputational damage or litigation; particularly important in light of the Commissioner's portfolio. This will mean the Force is able to meet its year end statutory reporting obligations, and HMICFRS expectations. PIU are currently investigating whether the subsequent analytical work can be accelerated with support from the survey company. Once PIU have a timeframe an update will be provided to Committee as to when we can expect data for the remaining quarters of this financial year.

Background Papers:

- **Appendix 'A' Performance Summary**
- **Appendix 'B' Quarterly ASB Overview**

Contact:

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Appendix A

Measure 1	City Crime Overview	Assessment	REQUIRES ACTION
AIM/RATIONALE	To ensure the overall picture of crime within the City is monitored and emerging trends are acted upon within year.		
Reason for Assessment	This is assessed as Close Monitoring reflecting the year on year increase in overall crime.		

Crime Category	Month on Month					Financial Year To Date					Rolling 12 Months				
	Current Month	Previous Month	Frequency Change	% Change	Direction	FYTD 17/18	FYTD 18/19	Frequency Change	% Change	Direction	Previous Rolling 12 months	Current Rolling 12 months	Frequency Change	% Change	Direction
All Other Theft Offences	201	190	11	6%	↑	1083	1267	184	17%	↑	1458	1682	224	15%	↑
Arson	0	0	0	0%	○	2	0	-2	-100%	↓	2	2	0	0%	○
Bicycle Theft	20	34	-14	-41%	↓	303	391	88	29%	↑	366	456	90	25%	↑
Burglary - Business/Community	31	18	13	72%	↑	186	223	37	20%	↑	230	309	79	34%	↑
Burglary - Residential	2	2	0	0%	○	8	9	1	13%	↑	16	15	-1	-6%	↓
<i>Burglary All</i>	33	20	13	65%	↑	194	232	38	20%	↑	246	324	78	32%	↑
Criminal Damage	28	15	13	87%	↑	182	160	-22	-12%	↓	240	229	-11	-5%	↓
Death Or Serious Injury Unlawful Driving	0	0	0	0%	○	1	0	-1	-100%	↓	1	0	-1	-100%	↓
Drug Possession	31	32	-1	-3%	↓	193	276	83	43%	↑	250	340	90	36%	↑
Drug Trafficking	8	5	3	60%	↑	56	69	13	23%	↑	73	88	15	21%	↑
Homicide	0	0	0	0%	○	2	1	-1	-50%	↓	2	1	-1	-50%	↓
Miscellaneous Crimes Against Society	14	14	0	0%	○	114	107	-7	-6%	↓	156	127	-29	-19%	↓
Other Sexual Offences	5	5	0	0%	○	52	58	6	12%	↑	61	79	18	30%	↑
Possession Of Weapons Offences	4	3	1	33%	↑	44	57	13	30%	↑	55	71	16	29%	↑
Public Disorder	23	40	-17	-43%	↓	180	315	135	75%	↑	233	412	179	77%	↑
Rape	2	4	-2	-50%	↓	16	19	3	19%	↑	16	26	10	63%	↑
<i>Rape & Other Sexual Offences</i>	7	9	-2	-22%	↓	68	77	9	13%	↑	77	105	28	36%	↑
Robbery Of Business Property	1	0	1	0%	○	5	8	3	60%	↑	7	10	3	43%	↑
Robbery Of Personal Property	9	9	0	0%	○	37	67	30	81%	↑	41	94	53	129%	↑
Shoplifting	72	91	-19	-21%	↓	536	702	166	31%	↑	762	902	140	18%	↑
Stalking And Harassment	8	15	-7	-47%	↓	110	122	12	11%	↑	133	167	34	26%	↑
Theft From Motor Vehicle	9	26	-17	-65%	↓	76	137	61	80%	↑	99	175	76	77%	↑
Theft From The Person	80	87	-7	-8%	↓	427	524	97	23%	↑	569	699	130	23%	↑
Theft Of Motor Vehicle	3	3	0	0%	○	61	49	-12	-20%	↓	78	61	-17	-22%	↓
Vehicle Interference	0	2	-2	-100%	↓	13	10	-3	-23%	↓	15	11	-4	-27%	↓
Violence With Injury	49	54	-5	-9%	↓	283	367	84	30%	↑	360	468	108	30%	↑
Violence Without Injury	44	43	1	2%	↑	280	401	121	43%	↑	356	519	163	46%	↑
All Crime	644	692	-48	-7%	↓	4250	5339	1089	26%	↑	5579	6943	1364	24%	↑

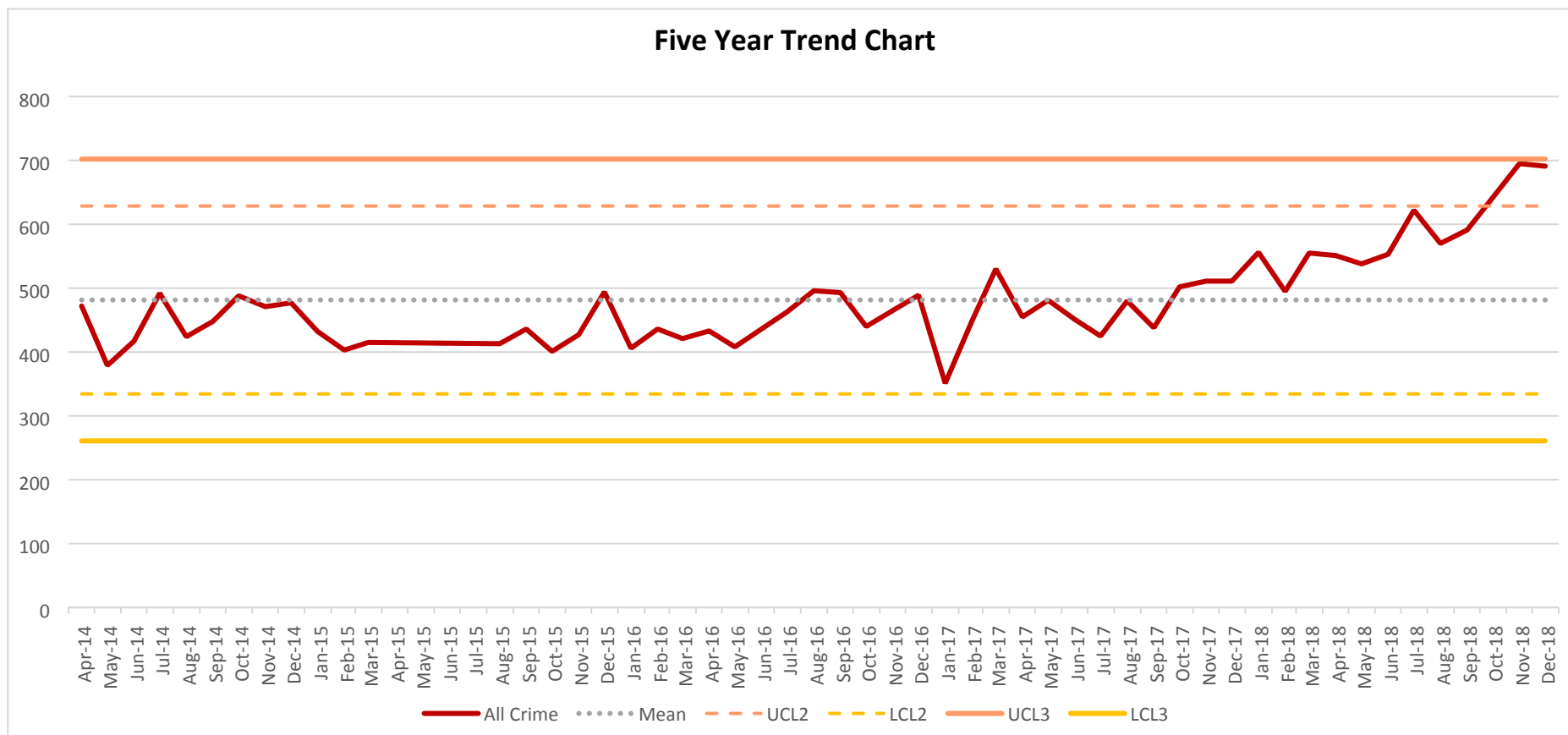
•Direction symbols: ↑ increase ↓ decrease ○ no change

•Direction colours: Green – more than 10% decrease Red – more than 10% increase Orange – less than 10% increase or decrease

NOT PROTECTIVELY MARKED - MANAGEMENT

ANALYSIS

Five Year Trend Chart



All Crime

This Month

644

-7% ↓

FYTD

5,339

26% ↑

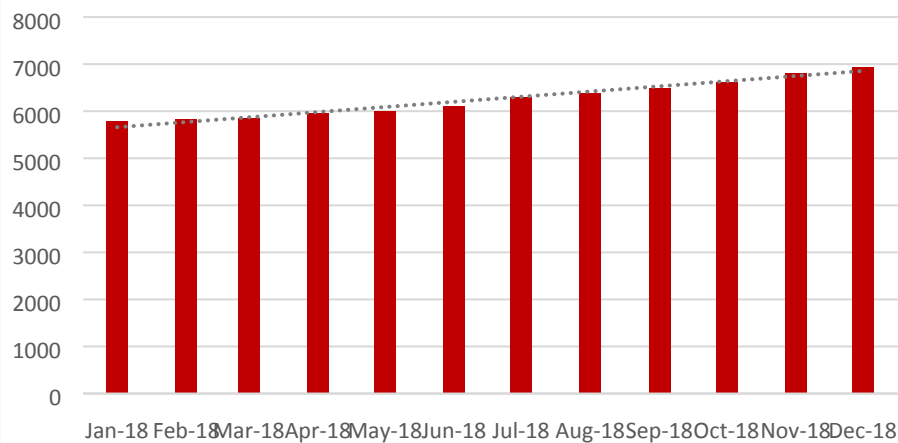
Rolling 12 Month

6,943

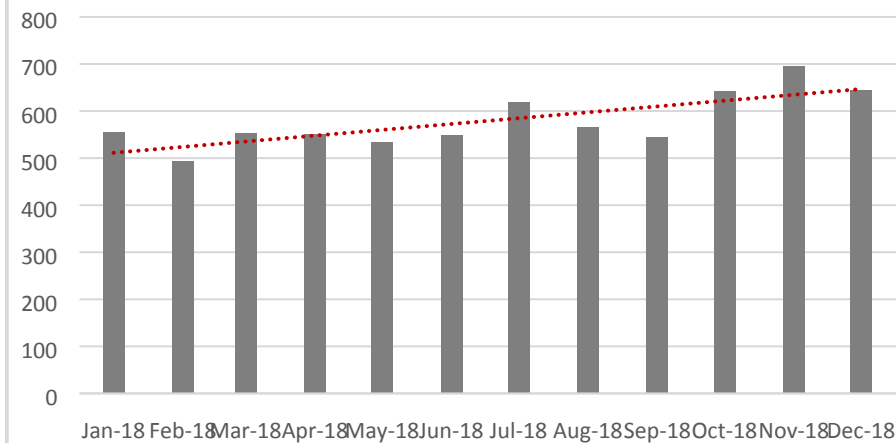
24% ↑

NOT PROTECTIVELY MARKED - MANAGEMENT

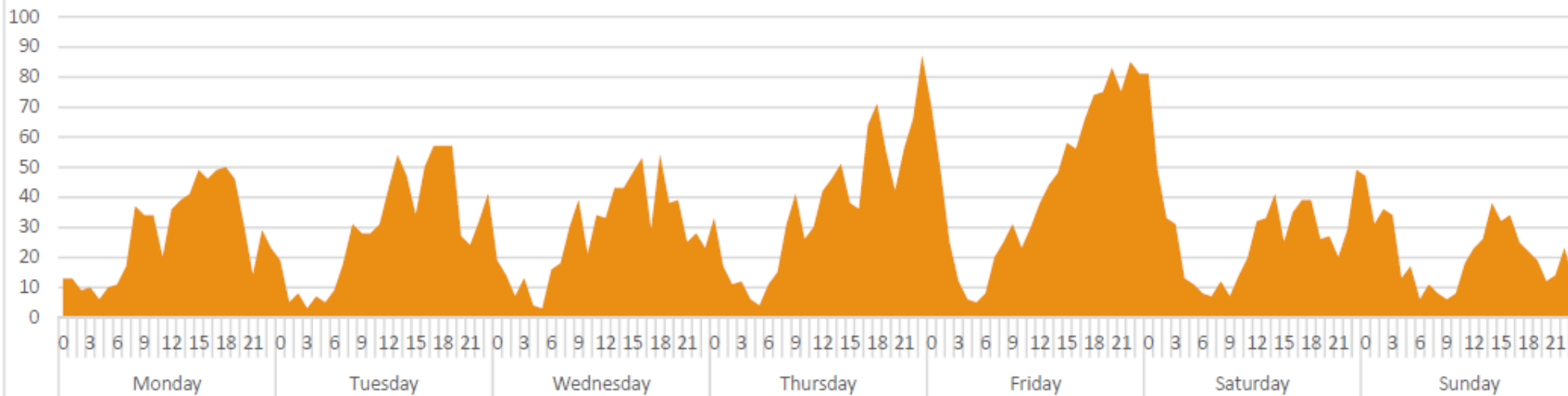
All Crime - Rolling 12 Months



All Crime - Monthly



All Crime - Time and Day



NOT PROTECTIVELY MARKED - MANAGEMENT

Crime Category	Sanctioned Detections FYTD		Positive Outcomes FYTD	
	Count	Rate	Count	Rate
All Other Theft Offences	34	3%	38	3%
Arson	1	-	1	-
Bicycle Theft	12	3%	12	3%
Burglary - Business/Community	35	16%	35	16%
Burglary - Residential	0	0%	0	0%
<i>Burglary All</i>	35	15%	35	15%
Criminal Damage	12	8%	23	14%
Death Or Serious Injury Unlawful Driving	0	-	0	-
Drug Possession	228	83%	230	83%
Drug Trafficking	34	49%	34	49%
Homicide	0	0%	0	0%
Miscellaneous Crimes Against Society	49	46%	49	46%
Other Sexual Offences	8	14%	8	14%
Possession Of Weapons Offences	24	42%	25	44%
Public Disorder	54	17%	59	19%
Rape	0	0%	0	0%
<i>Rape & Other Sexual Offences</i>	8	10%	8	10%
Robbery Of Business Property	0	0%	0	0%
Robbery Of Personal Property	1	1%	1	1%
Shoplifting	179	25%	210	30%
Stalking And Harassment	17	14%	25	20%
Theft From Motor Vehicle	2	1%	2	1%
Theft From The Person	3	1%	3	1%
Theft Of Motor Vehicle	1	2%	1	2%
Vehicle Interference	0	0%	0	0%
Violence With Injury	64	17%	71	19%
Violence Without Injury	45	11%	67	17%
All Crime	803	15%	894	17%

All Crime

The number of crimes recorded in the City has fallen by 7% for December, a reduction of 48 offences compared to November. However comparing the current financial year (1st April – 31st December 2018) to the same period in 2017 still shows an increase of 26% in volume of crime, this is also reflected in the rolling 12 months figure (1st January -31st December 2018) when compared to 2017 there is a 24% increase. These increases are mainly being driven by some high volume categories such as public disorder, shoplifting, violence without injury and theft.

Peak days for crime occurring are Thursday and Friday, escalating in the evening both days, Saturday and Sunday have noticeably lower levels than the weekdays.

The overall detection rate for offences this financial year is 15% while the positive outcome rate (including community resolutions) is 17%.

Criminal Damage

There has also been an increase in criminal damage offences in December (13 offences, 87%), this is perhaps part of a wider trend in December where more serious alcohol driven offences (public disorder, violence with injury) have decreased but lower level offending (criminal damage, drunk and disorderly arrests) have increased. When the reported criminal damage offences for December are looked at there are instances of intoxicated subjects causing damage to vehicles and also inside public houses. This would also be in line with the peak time of offending which is a Friday afternoon into the early hours of Saturday with one peak at 17:00 and another at 23:00. National positions are correct to end of October 2018 and this is the only area where there has been significant movement compared to September improving from 31st to 21st likely based on the previously observed decreases.

Drugs Offences

There has been an increase of 3 crimes for drug trafficking this month, as this is generally a low volume crime (the total number was 8) this has impacted the overall drugs change taking the 3% decrease seen in possession offences and turning it in to an overall 5% increase. This is the opposite of what has been seen in previous months with possession offences driving the increase, however since this peaked in September it has been decreasing.

Possession of Weapons

While possession of weapons has seen a slight increase in December (4 offences compared to 3 last month) it has not returned to the peak level seen through August to October, for the year to date there has been a 30% increase (13 offences). The peak times for offending are Monday and Tuesday early afternoon (14:00-15:00) and Friday 15:00-16:00. The rolling 12 month figure is starting to decrease and the monthly trend is generally downward suggesting that offences might be starting to be impacted by the focus placed on this area in previous month, both in the City, across London and nationally.

Force Gold Group

The Force has formed a dedicated Gold Group to tackle the current trend in rising crime within the City. The 2018 Christmas campaign was the trial for the new Patrol Strategy. As part of work completed by a City DI for their Master's degree, they identified day and night time 'Hot Spots' where large volumes of crime occur. Patrols were allocated to each of these identified hot spots for engagement with the public/businesses and early intervention with offenders or those causing Anti-Social behaviour.

A permanent Patrol Strategy is being written and the same approach as that which was adopted for the Christmas Campaign. All directorates deployed staff in uniform to patrol the hot spots engaging and intervening early in any evident criminality. A dedicated Chief Inspector was assigned to the Patrol Strategy with a view to having consistent command and clear oversight. Uniformed Policing Directorate are taking over the Daily Management Meeting from the I&I Directorate allowing greater local control on tasking and where resources are deployed to reduce/combat crime. The Force will monitor the crime figures to ascertain if the change in tactics is successful.

Measure 2	Counter Terrorism	Assessment	SATISFACTORY									
AIM/RATIONALE	The aim is to provide the Force with an overview of activity undertaken to combat the terrorist threat facing the City and ensure the Force is providing an adequate response to mitigate this threat.											
Reason for Assessment	The Force activity and capability is in place to mitigate threat as assessed with TT&CG submission.											
ACT & ARGUS DATA												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Number Act Awareness	162	368	225	81	72	419	536	216	111			
Percentage consider Force capable	100%	100%	100%	100%	100%	100%	100%	100%	100%			
Number Argus Attendees	61	110	50	62	48	106	85	50	20			
Percentage consider Force capable	100%	97.5%	100%	100%	100%	100%	100%	100%	100%			
COUNTER TERRORISM INVESTIGATION DEMAND												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Number of Investigations processed by CT FMIU	10	9	8	10	11	14	5	9	11			
Trend	➔	⬇	⬇	⬆	⬆	⬆	⬇	⬆	⬆			
Year to Date Rolling Total	10	19	27	37	48	62	67	76	87			
OP LIGHTNING REPORTS (Hostile Reconnaissance)												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Op Lightning Reports 2015-16	11	7	13	10	10	7	19	30	17	9	8	15
Op Lightning Reports 2016-17	20	6	12	20	17	14	21	9	12	18	11	22
Op Lightning Reports 2017-18	18	22	35	17	7	20	20	19	11	11	5	3
Op Lightning Reports 2018-19	11	8	11	11	18	8	7	10	17			
Trend	⬆	⬇	⬆	➔	⬆	⬇	⬇	⬆	⬆			

ANALYSIS

What are the issues:

44 pieces of intelligence were assessed by City of London Special Branch during October 2018. Of those, 27 pieces of intelligence related to International Counter Terrorism and 11 related to Domestic Extremism. This is a slight reduction in previous months and led to lower numbers of CT investigations during October.

The trial of a notable individual at the Old Bailey 23/10/2018 and the DFLA march in central London 13/10/2018 saw large numbers of far right & extreme right wing supporters and counter protests by the left wing. This led to increase in reporting around these events.

52 pieces of intelligence were assessed by City of London Special Branch during December 2018. Of those, 35 pieces of intelligence related to International Counter Terrorism and 13 related to Domestic Extremism.

There have been a number of Yellow vests (Gilets Jaunes) protests in central London including a blockade of London Bridge. It is anticipated that there will further protests by different groups as the Brexit deadline approaches.

What is the Force doing about the issues?

Continued liaison with national Domestic Extremism unit (NCTPOC) and attendance at fortnightly meeting. Intelligence opportunities exploited around these events and reported on to the wider CT network.

Special Branch and FIB are collating all Brexit related intel and feeding it in to the NCA and NCTPOC who are collating on a national level. Continued attendance at fortnightly meeting with national Domestic Extremism unit (NCTPOC). Intelligence opportunities exploited around these events and reported on to the wider CT network. City of London Special Branch disseminated 38 pieces of intelligence to partners across the CT Network during December.

Lightning Analysis

During October 2018 a total of 7 Op Lightning (hostile reconnaissance) reports had been submitted to CoLP SB. This figure is a decrease of 12.5% when compared to the previous month and is lower than the average total for October over the last five years which stands at 16. Although reporting during the last week of September had been high, the level of reporting at the start of October declined and only increased slightly mid-month before reducing again in the last week.

All reports had listed incidents taking place within City boundaries, with a higher number of incidents taking place in the North of the City (x 3 reports).

Five reports during October had been submitted by members of the public and two by Griffin trained security staff – an increase from the month of September when no reporting had been received from this group. Photography was the predominant Modus Operandi during October, featuring in three reports. Two reports had involved general suspicious behaviour and two reports had listed individuals engaged in filming.

During November 2018 a total of **10** Op Lightning reports had been submitted to CoLP SB. This figure is an increase from the previous two months, but is still lower than the same reporting period in 2017 which witnessed 19 reports being submitted. A decline in reporting was experienced mid-November with just one report being submitted between the 13th – 20th of the month. Griffin trained security staff had reported the highest number of reports (x 5), followed by members of the public (x 4). A City of London Police officer

had submitted the remaining report. Reporting had been evident across the City, with just one report listing an incident outside of the City on Tower Bridge. Reporting however, was highest in the South of the City (x 3 reports).

During December 2018 a total of 17 Op Lightning reports had been submitted to CoLP SB. This figure is a 70% increase from the previous month and a 54% increase in reporting when compared to the same month in 2017. A peak in reporting had been experienced mid-December with seven reports being submitted between the 16th – 22nd of the month, members of the public had submitted the highest number of reports (x 9) continuing the high level of reporting from this group during 2018. Seven reports during December had been submitted by security personnel. Reporting was evidenced across the City, with higher levels in the South.

ACT Awareness/Argus analysis

National Counter Terrorism Policing has recently promoted the Action Counters Terrorism (ACT) E learning package across the country. They claim that the number of people who now have access to the product is greater than the number of people who have ever been trained in Griffin (this is unsubstantiated however). The upshot of heavy promotion is that many businesses in the City believe that ACT E Learning has replaced ACT Awareness (previously Griffin). There has been a reduction in the number of people attending sessions as a result. The team has been working with internal communications to resolve this misunderstanding with businesses. Alongside this this shift to E-learning the CTSA team are being trained to delivery SCAN (new product for business). Staff are now trained to deliver document awareness training and have seen in an increase in postal awareness security training. It is proposed that for the new reporting period that these new products are included in the return as training shifts to meet new demands.

December is typically a lower demand month for awareness packages, which was demonstrated through the attendance figures. The teams were focussed on supporting the security review for Christmas themed events in the City and this meant a number of engagements with event organisers, security teams and local authority to assess the type of event and what threat was posed. For the CT awareness sessions that were run feedback was positive, with only constructive comments around the venue (Wood Street). The team always offer CT awareness within business, and the Wood Street event is a once a month bookable session. The team are now considering new ways to promote all of the awareness training that is on offer, outside of just ACT and Argus. This includes the development of SCAN (new CPNI product), document awareness for HR professionals, building and structural advice, public realm protection advice, post room design and procedural advice and many more.

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SERVATOR STATS												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Number of Deployments	*	*	*	66	88	51	49	51	60			
Engagement (Key Servator messages given)	*	370	700	635	1265	955	650	530	710			
Stop and Search	4	15	8	15	11	10	8	4	7			
Positive stop searches	4	9	5	11	7	8	8	2	6			
Arrests	4	11	5	9	5	10	9	3	8			
Intels	6	5	4	1	6	3	4	3	4			

*Data for these periods was not collated by the Servator team and cannot be retrospectively reported.

Measure 3	Cyber Attack	Assessment	SATISFACTORY										
AIM/RATIONALE	The aim is to provide the Force with an overview of activity undertaken to combat the cyber crime threat facing the City and ensure the Force is providing an adequate response to mitigate this threat.												
Reason for Assessment	The Force activity and capability is in place to mitigate threat as assessed with TT&CG submission.												
CYBER CRIME NFIB REFERRALS													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
2015-16 (Month)	1	2	2	0	2	4	2	0	2	0	2	1	18
2016-17 (Month)	4	7	5	6	6	5	4	3	4	8	9	0	61
2017-18 (Month)	3	5	5	6	12	6	5	4	7	8	8	10	79
2018-19 (Month)	3	5	10	9	9	9	7	0	4				54
Change (Month)	-	-	+5	+3	-3	+3	+2	-4	-3				-
Trend	-	-	↑	↑	↓	↑	↑	↓	↓				-
ANALYSIS													
Emerging Threats: Brexit and Information Sharing:													
<ul style="list-style-type: none"> Cyber crime has no borders – perpetrators, victims and infrastructure can all be in different locations spread across the globe. Cooperative working by Local Enforcement Agency’s ((LEA) with international (including European) partners has been a vital part of tackling trans-national digital crimes. If Brexit results in losing the ability to work with EUROPOL or EuroJust, Data Sharing, the option of European Arrest Warrants will greatly affect our ability to operate internationally. Many companies in the City use escrow agreements to have their data backups stored in in various locations around the world – BREXIT may impact on these agreements. Potential for increase of cyber-attacks on the UK as cyber-criminals may attempt to exploit uncertainty and inconsistency in regulations between the UK and Europe – this may be mitigated to the some extent by the measures already in place, GDPR and the Data Protection Bill. <p>Discussions are currently being had with the National Crime Agencies (NCA) National Cyber Crime Unit (NCCU) to mitigate the risk.</p>													

CYBER GRIFFIN BRIEFINGS												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Number of Cyber Griffin Events	-	-	1	1	1	1	1	0	1			
Number of people attending Cyber Griffin	-	-	40	49	55	45	46	0	28			
Satisfaction rate of attendees	-	-	-	-	87%	87%	87%	-	87%			

ANALYSIS

Attendee responses –

Attendee responses were again very positive. December was a smaller audience but contained the most interactive material to date which was mentioned in attendee feedback. Cyber Griffin events have now been booked until December 2019 and posted which has meant attendees are signing up to events throughout the year now. New survey data is starting to provide a picture of the sectors we see attending. The data set is still very small currently but Cyber Griffin appears most popular amongst Finance and Legal industries. The next baseline briefing will be held on 21st January and this is scheduled to be fully booked.

Feedback Summarised-

“The presentation was excellent and very well presented. It was a relaxed but informative morning.

“Very engaging presentation, good use of interactive material, left me feeling a sense of urgency to change my behaviours online”

What impact did the training have?

How the audience scored their knowledge of cyber security? 25% improved

How the audience scored the confidence to use this knowledge? 24% improved

Following the presentation how likely would you be in engage with the following security behaviours?

Using strong separate passwords – 53% (certain to) 36% (very likely to)

Installing the latest software – 72% (certain to) 17% (very likely to) 10% (fairly likely to)

Always backing up data – 50% (certain to) 33% (very likely to) 10% (fairly likely to) 2% (not at all likely to)

Never clicking on suspicious links – 67% (certain to) 30% (very likely to)

Making any change to personal cyber security behaviour 66% (certain to) 30% (very likely to)

Additional note–

Feedback on the table top exercises is now extremely positive –

“The exercise was brilliant. It gave me the opportunity to think in an environment and consider implications that I hadn't thought of before.”

“Very informative and gave a clear idea of dealing with a real life situation”

“Great!! Very hands on and informative. The simulated financial element keeps you engaged and is exciting, and the dramatic scale of the simulation is fun.”

Measure 4	Fraud	Assessment	SATISFACTORY										
AIM/RATIONALE	The aim is to provide the Force with an overview of activity undertaken to combat the fraud threat facing the City and ensure the Force is providing an adequate response to mitigate this threat.												
Reason for Assessment	This is graded as Satisfactory as the Force is increasing the impact it is having on Fraud committed within the City with a rise in victim compensation for this quarter.												
NUMBER OF FRAUD CRIMES REPORTED BY CITY BASED VICTIMS TO ACTION FRAUD													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
City based victim reports 2016/17	57	44	41	42	41	66	120	289	33	42	41	49	865
City based victim reports 2017/18	37	41	47	51	59	55	49	41	27	47	43	51	548
City based victim reports 2018/19	34	38	38	50	41	51	24	14	50				340
CASH SEIZURES													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Number of cash seizure first applications POCA	2	1	7	0	4	2	2	2	0				
Value of cash seizure first applications POCA	£22,750	£1,350	£521,600	£0	£316,600	£12,165	£9,475	£8,920	£0				
CASH FORFEITURE ORDERS													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Number of cash forfeiture orders POCA	0	0	0	1	0	0	0	1	0				
Value of cash forfeiture orders POCA	£0	£0	£0	£23,380	£0	£0	£0	£1,350	£0				
CASH CONFISCATION ORDERS													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	
Number of confiscation orders	10	0	3	3	1	5	10	4	1				
Value of confiscation - benefit figure	£13,755,543	£0	£2,504,259	£521,770.85	£34,085	£401,510	£2,885,523	£820,211	£282,495				
Value of confiscation - available amount	£2,027,562	£0	£2,504,259	£21,074.45	£34,085	£209,924	£155,277	£335,400	£1				
Number of victims receiving compensation	273	0	1	3	1	2	192	2	0				
Value of victim compensation	£2,016,863	£0	£1,796,840.16	£21,074.45	£34,084.89	£89,500	£500	£102,117	£0				

NOT PROTECTIVELY MARKED - MANAGEMENT

CoLP OUTCOME RATE													
		Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
18/19	% fraud investigations resulting in a positive outcome	No Data available	No Data available	No Data available	No Data available	No Data available	No Data available	No Data available	No Data available	No Data available			
17/18	% fraud investigations resulting in a positive outcome	100%	100%	100%	100%	100%	N/A	100%	83%	N/A	100%	N/A	100%
16/17	% fraud investigations resulting in a positive outcome	100% (2/2)	100% (4/4)	100% (1/1)	100% (4/4)	N/A (0/0)	N/A (0/0)	100% (3/3)	100% (8/8)	100% (2/2)	100% (1/1)	100% (4/4)	100% (1/1)

ANALYSIS

October saw 24 referrals of fraud made to the Force with a broad range of frauds.

Fraud Type	City_Of_London_Police
NFIB90_Other_Fraud	5
NFIB5A_Cheque_Plastic_Card_And_Online_Bank_Accounts	4
NFIB5D_Mandate_Fraud	2
NFIB1G_Rental_Fraud	2
NFIB50A_Computer_Viruses_Malware_Spyware	2
NFIB3A_Online_Shopping_And_Auctions	2
NFIB1H_Other_Advanced_Fee_Frauds	1
Mandate Fraud	1
NFIB2E_Other_Financial_Investment	1
NFIB1A_419_Advance_Fee_Fraud	1
NFIB3D_Other_Consumer_Non_Investment_Fraud	1
NFIB52E_Hacking_Extortion	1
Grand Total	23

*the above table shows a breakdown from the "New System", a further referral of 1 was made to CoLP, thus totalling 24.

During November **14** fraud crime reports were made by City of London based victims; **7** less than the previous month and **27** less than the previous year.

NFIB code	Number of Reports
NFIB1E_Fraud_Recovery	2
NFIB1H_Other_Advanced_Fee_Frauds	1
NFIB2E_Other_Financial_Investment	1
NFIB3A_Online_Shopping_And_Auctions	1
NFIB5A_Cheque_Plastic_Card_And_Online_Bank_Accounts	3
NFIB90_Other_Fraud	6

During December **50** fraud crime reports were made by City of London based victims; **36** more than the previous month and **23** more than the previous year. The total number of crimes reported over the nine months of 2018/19 is **340**, down on the previous year of 407 **by 67**.

A breakdown of the crimes by fraud type is recorded below. The range of fraud types is particularly broad this month compared to previous months.

NFIB code	Number of Reports	NFIB code	Number of Reports
NFIB90 - None of the Above	11	NFIB5B - Application Fraud (excluding Mortgages)	4
NFIB3D - Other Consumer Non Investment Fraud	7	NFIB3A - Online Shopping and Auctions	3
NFIB8A - Corporate Employee Fraud	6	NFIB1H - Other Advance Fee Frauds	1
NFIB5D - Mandate Fraud	6	NFIB1A - "419" Advance Fee Fraud	1
NFIB5A - Cheque, Plastic Card and Online Bank Accounts (not PSP)	5	NFIB1G - Rental Fraud	1
NFIB2E - Other Financial Investment	4	NFIB19 - Fraud by Abuse of Position of Trust	1

Operations Update

City Based Operations

Op Vanbrugh: Large scale FX trading fraud with warrants executed in 2015. Charging advice anticipated against 12 suspects in early 2019. However, following a consultation with CPS and counsel it is recognised that a full review of 125 hours of documentary footage held required for Cultural Property Implementation Act (CPIA) compliance. There is a further requirement to review 98,000 digital items that were not reviewed under initial digital review.

Operation Penrith: – Social Engineering Investigation – Losses £350,000

Main suspect and associate arrested, both now charged and remanded in custody. Examination of devices has led to the identification of over 20,000 bank account details with sufficient data to facilitate account take overs.

Protect Update

OP Broadway: CoLP continue to work with service and virtual office providers within the City and wider MPS to target harden against those looking to facilitate investment fraud.

NFIB Cyber PROTECT continue to support a number of national engagements, such as supporting FALCON at HSBC and disseminating guidance through diverse communication channels such as BBC’s See Hear.

Prevent Update

Op Broadway: ongoing prevent campaign, visiting a number of companies that information suggested were involved in investment fraud.

Prepare Update

Fraud Team A is continuing to develop a working relationship with the Pension Regulator (tPR) that recently led to the attachment of a member of tPR staff to the team for 6 months. ECA: Activity includes 3 Investigating Bribery and Corruption courses were successfully delivered, one for the NCA and two open courses.

In response to OR 13 (23/11/18) the table below which is presented to the Economic Crime Board highlights the work undertaken to bring judicial action against fraudsters from April 17 – December 18. This is as far back as the data is available.

	Force	Apr-17	May-17	Jun-17	Jul-17	Aug-17	Sep-17	Nov-17	Dec-17	Feb-18	Mar-18	2017-18	Apr-18	May-18	Jun-18	Jul-18	Aug-18	Sep-18	Oct-18	Nov-18	Dec-18	2018-19
Judicial	COLP	4			8	16	4		1	16	4	53	160					2	54		6	222
	DCPCU	1		17	2	5		10	2	1		38	2		3			2	7	177	1	192
	IFED	25	1			34						60	49					27	1			77
	NLF											0		1			1					2
Judicial Total		30	1	17	10	55	4	10	3	17	4	151	211	1	3		1	31	62	177	7	493
NFA	COLP	5	6		37	2	6			61	275	392		20	5	43	2	10	14			94
	DCPCU			16		2				35	3	56			3			3		1	1	8
	IFED	5	1			15						21	77					5	16			98
NFA Total	10	7	16	37	19	6				96	278	469	77	20	8	43	2	18	30	1	1	200
Grand Total		40	8	33	47	74	10	10	3	113	282	620	288	21	11	43	3	49	92	178	8	693

Measure 5	Vulnerable Persons	Assessment	CLOSE MONITORING					
AIM/RATIONALE	The aim is to provide the Force with an overview of activity undertaken to protect vulnerable people within the City and ensure the Force is providing an adequate response to improve public safety.							
Reason for Assessment	This reflects the 13% in-year rise in reported rape and other sexual offences.							
VULNERABILITY STATS								
Strand	July 2018	Aug 2018	Sept 2018	Oct 2018	Nov 2018	Dec 2018	Latest trend	
Adults at Risk	14	20	28	33	40	25	↓	
Child Protection, Child Sexual Exploitation and Abuse & Missing Children	Child abuse	0	2	2	0	3	1	↓
	CSE	2	2	2	1	3	2	↓
Domestic Abuse	12	12	9	17	8	12	↑	
Harmful Practices	FGM	0	0	0	0	0	0	→
	Forced marriage	0	0	0	0	0	0	→
	HBV	0	0	0	0	2	0	↓
Hate Crime	16	5	14	17	9	11	↑	
Managing Violent Offenders	8	8	8	6	6	6	→	
Mental Health & Suicides	Suicides	1	0	1	0	2	0	↓
	Attempted suicides	7	11	6	11	9	11	↑
Modern Slavery & Human trafficking	1	1	5	1	0	0	→	
Prevent	1	2	1	0	0	1	↑	
Rape and Other Sexual Offences	Rape	1	3	3	0	4	2	↓
	Other Sexual Offences	7	7	9	6	3	5	↑
Stalking & Harassment	12	13	14	19	15	7	↓	
ANALYSIS								

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Adults at Risk						
Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
Adult PPNs	14	20	28	33	40	25
	-	↑	↑	↑	↑	↓

- A 38% decrease has been seen between November and December 2018.
- There is an increase between Quarter 2 and Quarter 3, 62 Public Protection Notices were issued in quarter 2 compared with 98 in quarter 3.

Domestic Abuse						
Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
Domestic Abuse Crimes	12	12	9	17	8	12
	-	→	↓	↑	↓	↑

- There has been a slight increase in domestic abuse cases reported in December from November but these remain consistent with the number reported each month within year.
- 33 domestic abuse cases were reported in quarter 2 compared with 37 in quarter 3, representing a slight rise on the quarter.

Child Protection, Child Sexual Exploitation and Abuse & Missing Children						
Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
Child Abuse	0	2	2	0	3	1
	-	↑	→	↓	↑	↓
CSE	2	2	2	1	3	2
	-	→	→	↓	↑	↓

- Child abuse has been measured here through the number of incidents that were not transferred/cancelled which were deemed to involve a child at risk of abuse (with or without sexual exploitation): emotional, physical, sexual or through neglect or indecent images
- The above CSE figures are based upon the number of crimes that have not been cancelled/ transferred which involved CSE or non-crime incidents wherein a CSE referral was made
- The number of CSE and child abuse cases both decreased between November and December, the performance from quarter 2 to quarter 3 for CSE and Child Abuse remains the same with 6 cases reported each quarter for CSE and 4 for Child abuse in each period.

Harmful Practices						
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Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
FGM	0	0	0	0	0	0
	→	→	→	→	→	→
Forced Marriage	0	0	0	0	0	0
	→	→	→	→	→	→
Honour-Based Abuse	0	0	0	0	2	0
	→	→	→	→	↑	↓

- There have not been any crimes of this nature reported for December within the City.
- The Force has had only 2 Honour Based Abuse crimes reported within year and these were reported in November.

Hate Crime

Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
Hate Crime	16	5	14	17	9	11
	-	↓	↑	↑	↓	↑

- This has been measured through the number of crimes that have not been cancelled/transferred which are marked as having been hate-related
- There has been a 22% increase in offences between November and December 2018
- The majority of cases involved an element of racial motivation (82%)
- *In December one of the hate crimes is related to transgender issues.*
- Overall there were 35 hate crimes reported in the second quarter compared to 37 in quarter 3 representing a slight increase.

Managing Violent Offenders

Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
MAPPA nominals	8	8	8	6	6	6
	-	→	→	↓	→	→

- Two are confirmed as being high risk, with three medium and one low. They are currently being managed by COLP except 1 by MPS and 1 by Essex.

Prevent

Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
Prevent	1	2	1	0	0	1
	-	↑	↓	↓	→	↑

- One referral was made for December.

Mental Health & Suicides

Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
Suicides	1	0	1	0	2	0
	-	↓	↑	↓	↑	↓
Attempted Suicides	7	11	6	11	9	11
	-	↑	↓	↑	↓	↑

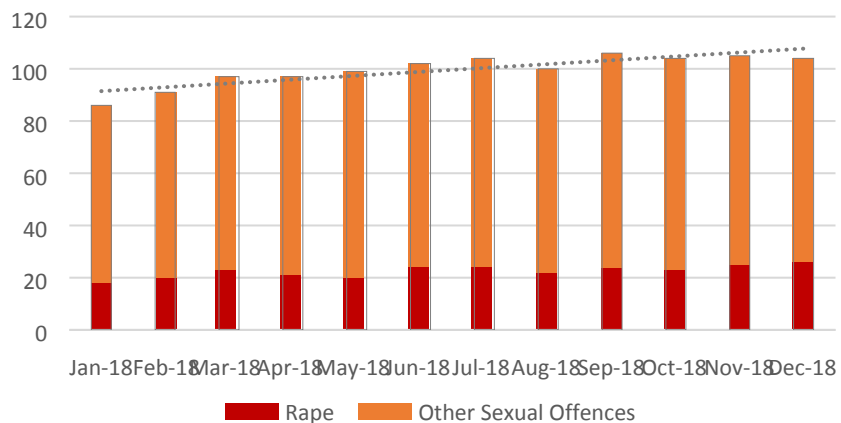
- The number of attempted suicides has increased by 22% in December.
- There has been a slight increase in attempted suicides in the 3rd quarter compared with the 2nd quarter, the Force continues to work with partners to provide support for vulnerable individuals.

Rape and Other Sexual Offences

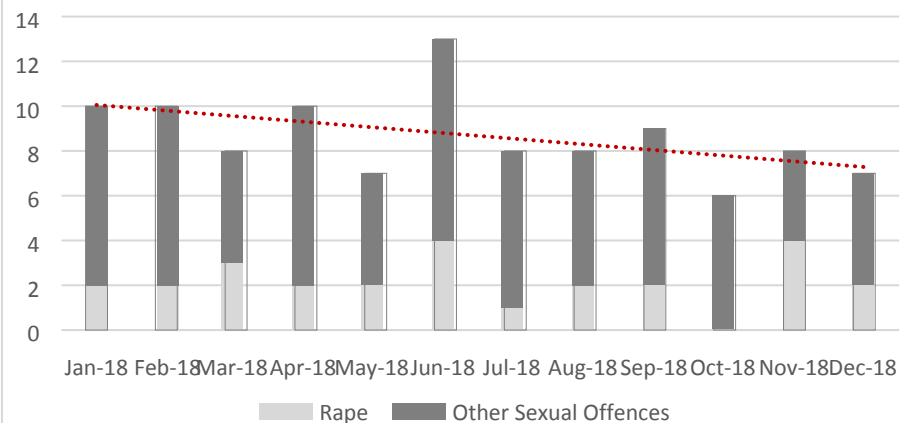
Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
Rape	1	3	3	0	4	2
	-	↑	→	↓	↑	↓
Other Sexual Offences	7	7	9	6	3	5
	-	→	↑	↓	↓	↑

- The Force has seen a steady rise in sexual offences this year as shown in the graphs on the following page.
- The peak times for this crime remain Thursday and Friday nights.
- There has been a slight decrease in reported rapes for the 3rd quarter with 7 reported compared to 6 within quarter 2.

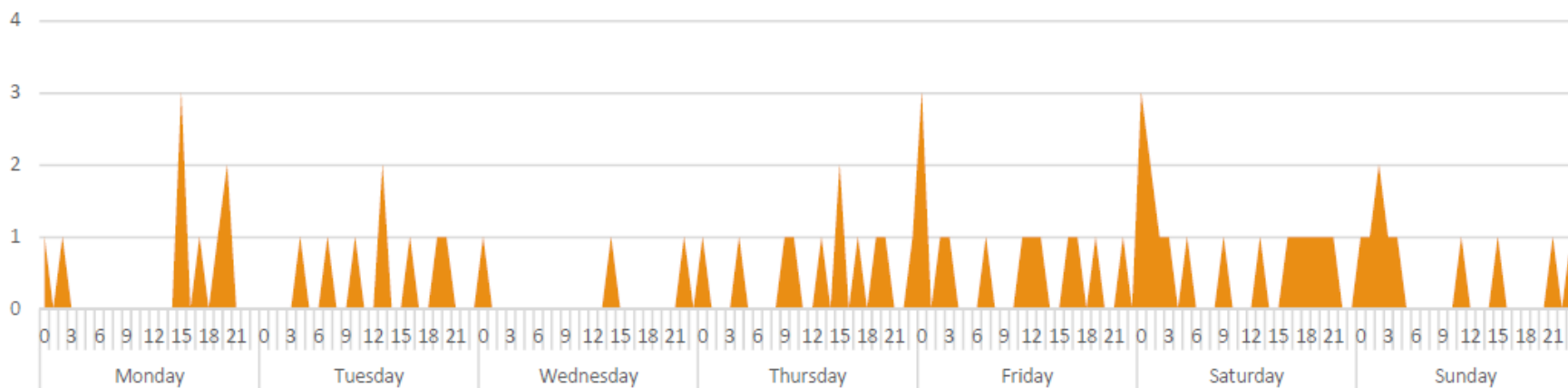
Sexual Offences - Rolling 12 Months



Sexual Offences - Monthly



Rape and Other Sexual Offences - Time and Day



NOT PROTECTIVELY MARKED - MANAGEMENT

Modern Slavery & Human Trafficking

Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
MSHT	1	1	5	1	0	0
	-	→	↑	↓	↓	→

- There were no crimes in this area reported for November or December.
- The reporting of this crime has decreased from quarter 2 to quarter 3 dropping from 7 to 1.

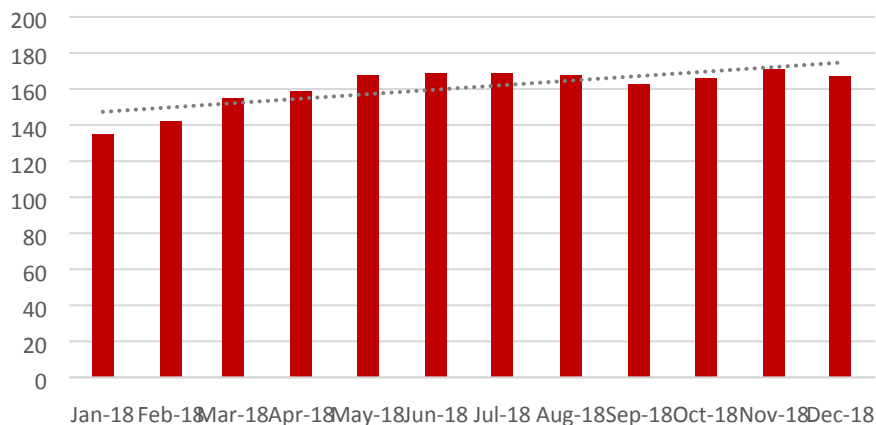
Stalking & Harassment

Indicator	July 2018	August 2018	September 2018	October 2018	November 2018	December 2018
Stalking & Harassment	12	13	14	19	15	7
	-	↑	↑	↑	↓	↓

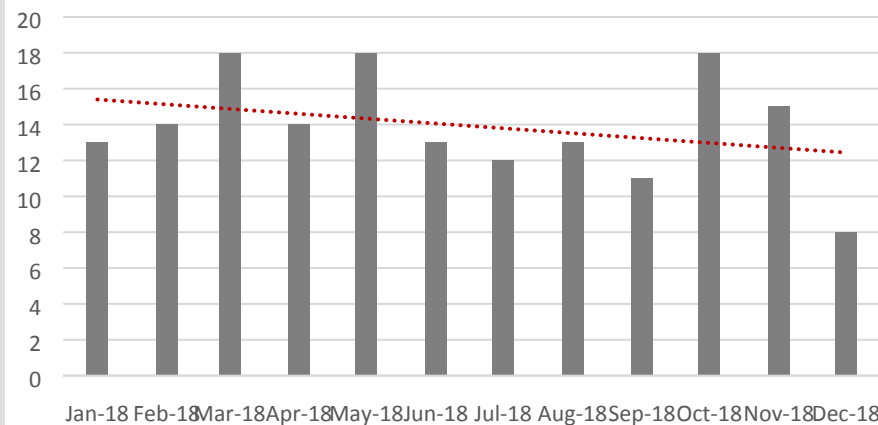
- There has been a decrease of 53% in December from November.

The number of stalking offences in December has decreased by 47% but overall financial year and rolling 12 month figures are still increased over last year. The trend on the monthly chart is a decreasing one so levels could continue to drop in the New Year. Friday is the most common day that these offences take place and so far this financial year we have achieved a positive outcome rate of 20%.

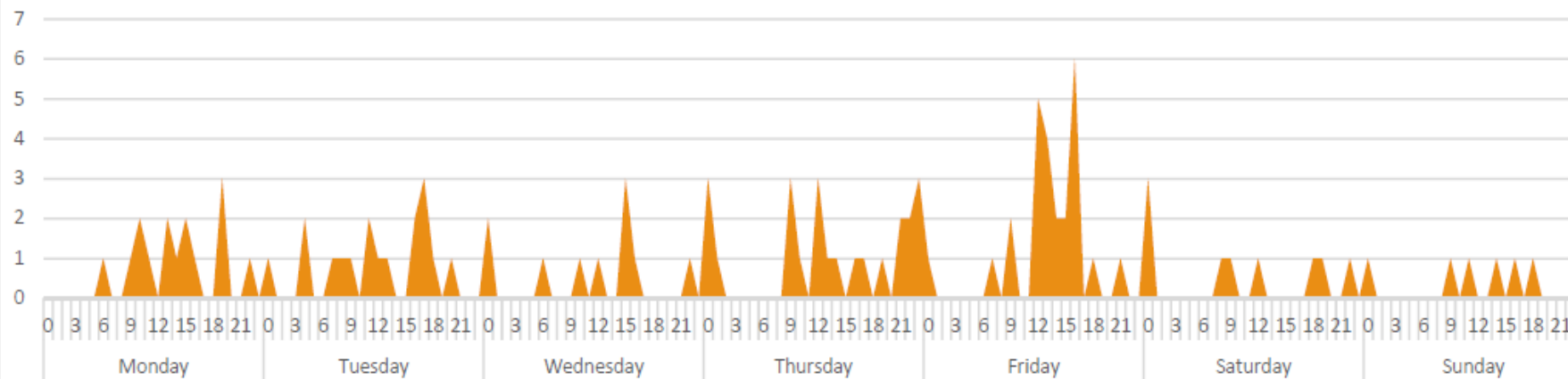
Stalking and Harassment - Rolling 12 Months



Stalking and Harassment - Monthly



Stalking And Harassment - Time and Day



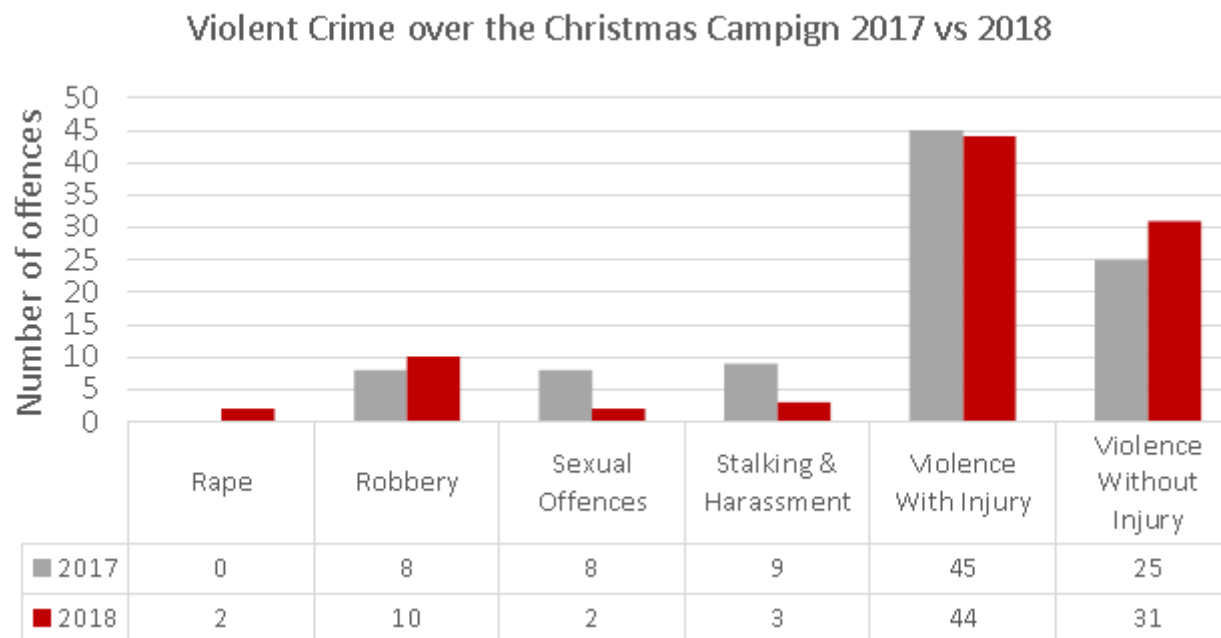
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Mental Health Overview (Taken from the November Overview produced for TT&CG)

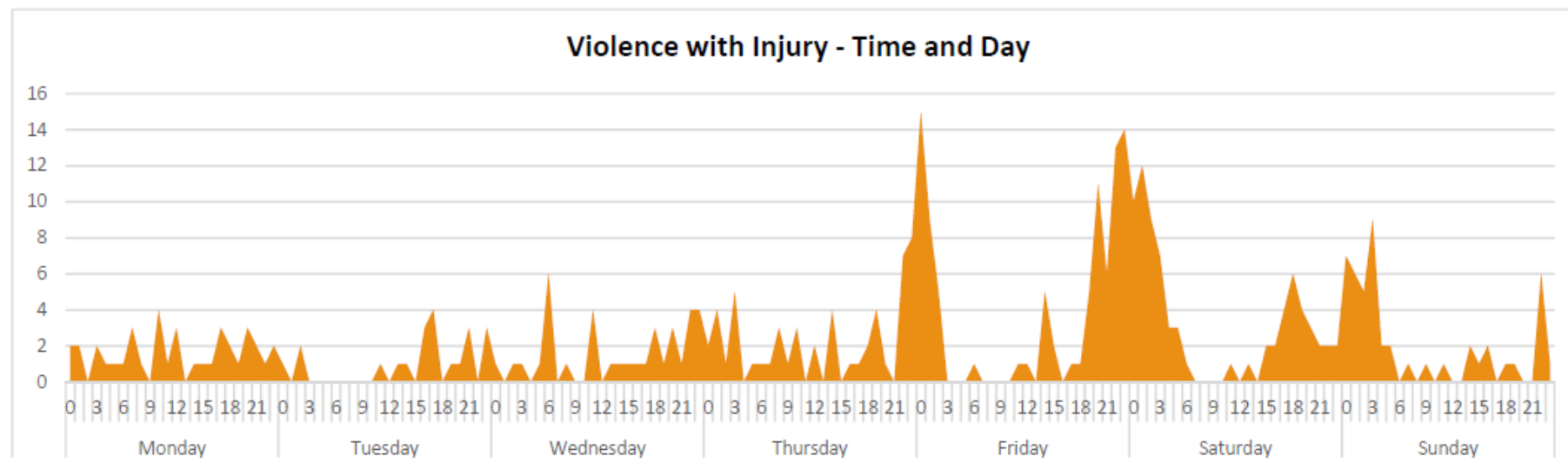
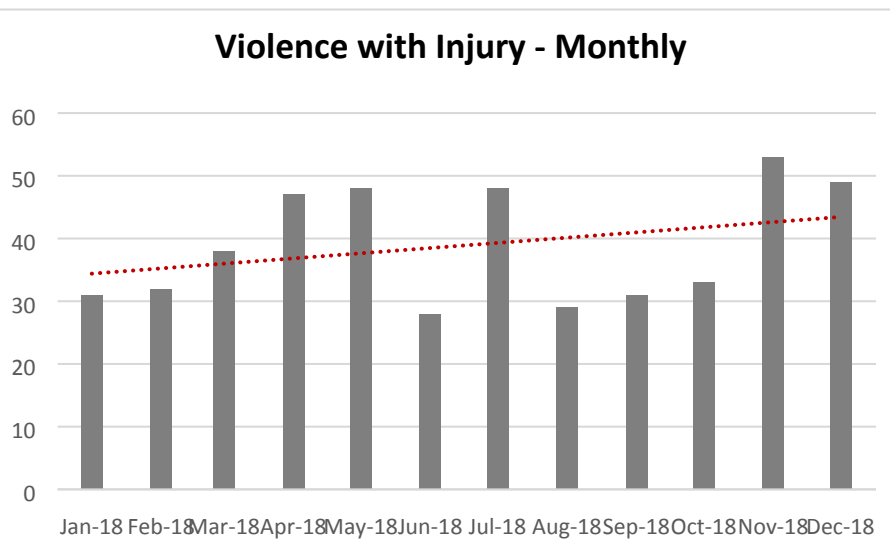
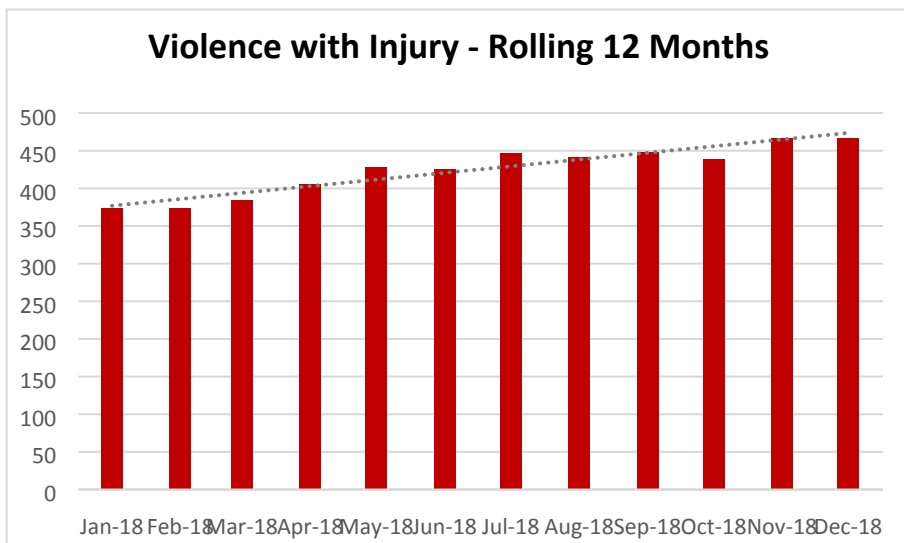
During Nov 2018, FIB recorded 85 crimes and intelligences involving vulnerable persons. Of these, 38% were related to mental health, showing that it is a significant issue for those deemed vulnerable. There were 4 repeat individuals that came to notice during the month, as a result of their mental health status.

The most common mental health issue found is depression and anxiety, followed by personality disorder/ schizophrenia and alcohol dependency. This is supported by mental health diagnosis on individuals coming in to custody – 21 offenders had a type of mental health issue. During November, a mental health triage nurse attended to 42 different incidents however, only 3 Section 136s were issued, and 28 were avoided as a result of the MHST. The majority of individuals with mental health issues are part of the transient population.

Measure 6	Victim Based Violent Crime	Assessment	REQUIRES ACTION						
AIM/RATIONALE	The aim is to provide the Force with sufficiently detailed information (intelligence and statistics) to allow it to manage its response to violent crime efficiently and effectively. Victim based violent crime is one of two categories of crime (the other being acquisitive crime) that constitutes the greatest volume of crime.								
Reason for Assessment	Assessment provided by plan owner as part of TT&CG submission.								
VICTIM BASED VIOLENT CRIME									
Crime Category	Current Month	Financial Year To Date				Rolling 12 Months			
		FYTD 17/18	FYTD 18/19	Frequency Change	% Change	Previous Rolling 12 months	Current Rolling 12 months	Frequency Change	% Change
Homicide	0	2	1	-1	-50%	2	1	-1	-50%
Violence With Injury	49	283	367	84	30%	360	468	108	30%
Violence Without Injury	44	280	401	121	43%	356	519	163	46%
Stalking And Harassment	8	110	122	12	11%	133	167	34	26%
Rape	2	16	19	3	19%	16	26	10	63%
Other Sexual Offences	5	52	58	6	12%	61	79	18	30%
Victim-Based Violence	108	743	968	225	30%	928	1260	332	35%
ANALYSIS									
Christmas Campaign Impact									
Key Findings:									
<ul style="list-style-type: none"> • In 2017, a total of 95 violent crimes occurred. This is in comparison to 2018 which showed 92 Violent Crimes. • Substantial decreases in Harassment/Sexual Assaults on females offences were observed from 2017 to 2018. • Increases were observed for Robbery of Personal Property/ Assault with Injury on a Constable/Assault without Injury offences from 2017 to 2018. • Increase in Robbery of Personal Property– majority of offences were street-based robberies of intoxicated male victims. 									

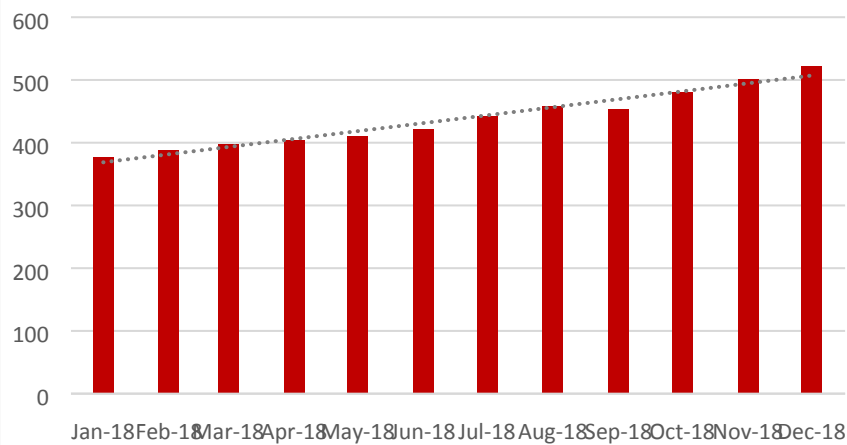


- Assault without Injury offences increased by 7 offences (31.82%) – which is line with the trend (locally and nationally) of significantly higher reporting for Common Assault for the duration of 2018 compared to 2017.
- Harassment decreased by 5 offences (66.67%) and may potentially be as a result of the change in Home Office Crime Recording as of November 2018 regarding the location of crime in relation to mobile/internet enabled crime – which it was anticipated would reduce the number of Harassment and Malicious Communication offences recorded by CoLP.
- It was expected that there would be an increase (not a decrease) in Assault with Injury and Assault with Injury Causes Serious Harm – due to the slight increasing trend for these crime types in 2018 compared to 2017 and expecting that the highest levels of violence would occur during the festive period.
- Decrease in Sexual Assault on Females. All 8 offences in 2017 occurred during Night Time Economy (NTE) hours (mostly within Licensed Premises).
- It is unknown whether these decreases are as a result of police deployments deterring crime or preventative media encouraging responsible behaviour with regards to alcohol consumption and sexual consent in particular.

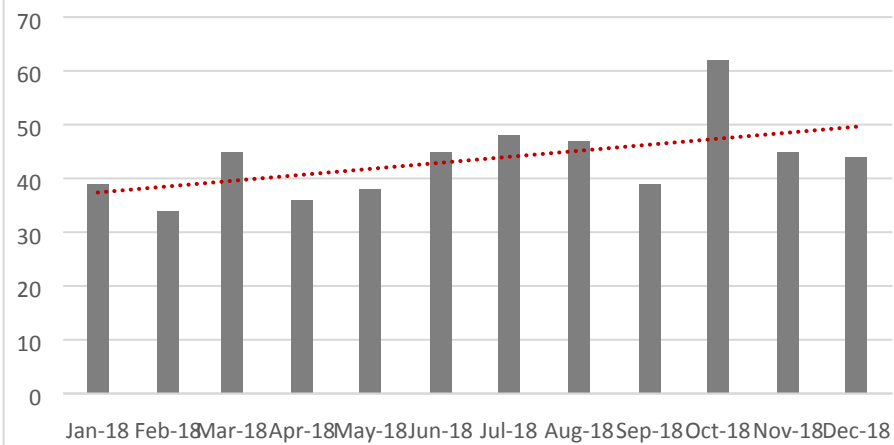


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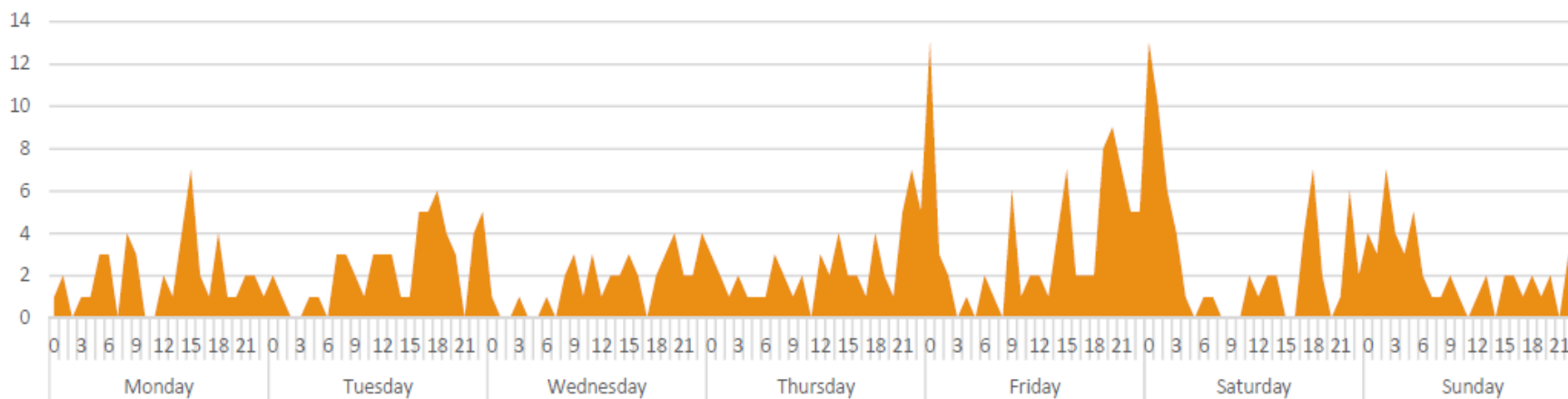
Violence Without Injury - Rolling 12 Months



Violence Without Injury - Monthly



Violence Without Injury - Time and Day



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Measure 7	Roads Policing	Assessment	SATISFACTORY													
AIM/RATIONALE	The aim is to provide the Force with an overview of activity undertaken to improve road safety within the City and ensure the Force is providing an adequate response to mitigate this threat.															
Reason for Assessment	Numerous vacancies and shortage of specialist skill set for Roads Policing.															
QUARTERLY KSI BREAKDOWN 2018/19																
	Q1				Q2				Q3				Q4			
	FATAL	SER	SLIGHT	TOTAL	FATAL	SER	SLIGHT	TOTAL	FATAL	SER	SLIGHT	TOTAL	FATAL	SER	SLIGHT	TOTAL
PEDESTRIANS	0	15	14	29	0	2	14	16	0	1	10	11	-	-	-	-
PEDAL CYCLES	0	15	23	38	0	7	23	30	0	5	15	20	-	-	-	-
POWERED 2 WHEEL	1	4	25	30	0	2	12	14	0	3	15	18	-	-	-	-
CAR OR TAXI	0	2	14	16	0	0	5	5	0	0	7	7	-	-	-	-
P.S.V.	0	1	1	2	0	0	2	2	0	1	4	5	-	-	-	-
GOODS	0	0	0	0	0	0	1	1	0	0	1	1	-	-	-	-
OTHER	0	0	0	0	0	0	1	1	0	0	1	1	-	-	-	-
Total Casualties	1	37	77	115	0	11	58	69	0	8	53	61	-	-	-	-
PI Collisions	1	37	63	100	0	11	47	58	0	18	106	124	-	-	-	-
ROAD POLICING AND SMOOTHING TRAFFIC FLOW																
		2017/18					2018/19									
		Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total					
Other operations	Phones/ Seatbelts	61	128	68	97	354	66	62	55							
Speeding in the 20mph zone	TOR	54	10	35	18	117	16	44	23							
TOTAL		115	138	103	115	471	82	106	78							
Number of vehicles seized from ANPR only		27	33	32	26	118	31	35	22							
Total number of vehicles seized from ANPR / No Ins or No DL or both		18	83	84	66	251	119	145	113							
Number of pre-planned enforcement and/or education operations targeting Large Goods Vehicle within City of London		33	38	36	45	152	34	33	27							
Number of LGV's stopped		335	353	388	412	1488	294	194	192							
Number of LGV's stopped with offences		211	237	230	241	919	200	114	158							

NOT PROTECTIVELY MARKED - MANAGEMENT

Number of offences	534	595	494	465	2088	455	270	364		
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ANALYSIS

Cycle Fixed Penalty Notices

The Force issues Fixed Penalty Notices to cyclists within the City as part of its work to ensure the roads are safe to use for all. Below is a list of the number issued by month this year as an oversight of the activity to police the activity of cyclists in line with other road users.

Cycle FPNs Issued												
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
FPN's issued by month 2018-19	7	19	21	34	19	7	8	12	5			

At present the current unit issues are as follows;

- Managing the response to offences committed by all road users
- Working with partners to reduce and prevent casualties and fatalities on the roads

Response to Cycling

The City of London Police has signed up to, and is part of the Mayor of London’s “Vision Zero” plan. This is a global project that has been adopted by numerous cities across the world. Major cities around the world are taking a stand to end the toll of deaths and injury seen on their roads and transport networks by committing to Vision Zero. London is at the forefront of this approach and the [Mayor's Transport Strategy](#) sets out the goal that, by 2041, all deaths and serious injuries will be eliminated from London's transport network. Simply, **we want to eradicate deaths and serious injuries** (Killed and Seriously Injured – KSIs) on London’s Roads by 2041.

The Vision Zero Action Plan

- **Safe speeds:** Encouraging speeds appropriate to the streets of a busy and populated city through the widespread introduction of new lower speed limits
- **Safe streets:** Designing an environment that is forgiving of mistakes by transforming junctions, which see the majority of collisions, and ensuring safety is at the forefront of all design schemes
- **Safe vehicles:** Reducing risk posed by the most dangerous vehicles by introducing a world-leading Bus Safety Standard across London's entire bus fleet and a new '[Direct Vision Standard](#)' for Heavy Goods Vehicles

- **Safe behaviours:** Reducing the likelihood of road users making mistakes or behaving in a way that is risky for themselves and other people through targeted enforcement, marketing campaigns, [education programmes](#) and safety training for [cyclists](#), [motorcycle and moped riders](#)
- **Post-collision response:** Developing systematic information sharing and learning, along with improving justice and care for the victims of traffic incidents

More information regarding this scheme can be found here: <https://tfl.gov.uk/corporate/safety-and-security/road-safety/vision-zero-for-london>

The key to making the plan work is partnership working, and the City of London Police is partnered with the City of London Corporation Road Danger Reduction and Behaviour Team and is a key stakeholder in the Road Danger Reduction and Active Travel Plan 2018 – 2023 which is a strategic five year plan that sets out the key aims and objectives to maintain a safe environment for all road users in the City of London. It follows a Safe Systems approach towards delivering Vision Zero. The plan places emphasis on partnership and engagement as we all have a role to play in reducing casualties and encouraging safer behaviours.

The full plan can be found here:

<https://www.cityoflondon.gov.uk/services/transport-and-streets/road-safety/Pages/default.aspx>

Policing Response

The City of London Police will re-brand its Traffic and Highways Operations Group (THOG) in January 2019. It will be called the Roads Policing Unit again. This is in line with all Roads Units nationally in other Forces. Significant progress has been made and the unit is up to strength for the first time in two years and now has the skills to address the great challenge of eradicating KSIs within the square mile.

A key component of this plan to address the ambition of the critical Vision Zero, will be a dedicated cycle unit. With 1 sergeant and 6 constables, the unit will be equipped to address ALL issues associated with cycling. Cycling is a huge growth area within London, with a particularly prominent rise in use in the City Of London.

Encouraging cycling is part of health and wellbeing, improved commuter experience, lower reliance on cars/vehicles but it brings challenges also. Cycling behaviour and the engagement/education and enforcement of cycling offences coupled with the complex set of variables that come with cycling, will require a dedicated team. The City of London was the first force in the country to have a cycle unit and the re-introduction of a dedicated unit will again allow us to lead the country in the use of cycles for policing the roads.

In the first week of December 2018 the Roads Policing Team carried out a day of action in line with Vision Zero. The team targeted all road users and focused on ensuring safer speeds, safer vehicles and safer driver behaviours. They were joined by partners from the DVSA, Environment Agency and HMRC.

Throughout the day of action:

- 72 vehicles were stopped by police
- 27 traffic offence reports or summons were issued
- 4 vehicle were seized for having no insurance or for driving licence offences
- 11 mechanical prohibitions were detected on vehicles by the DVSA

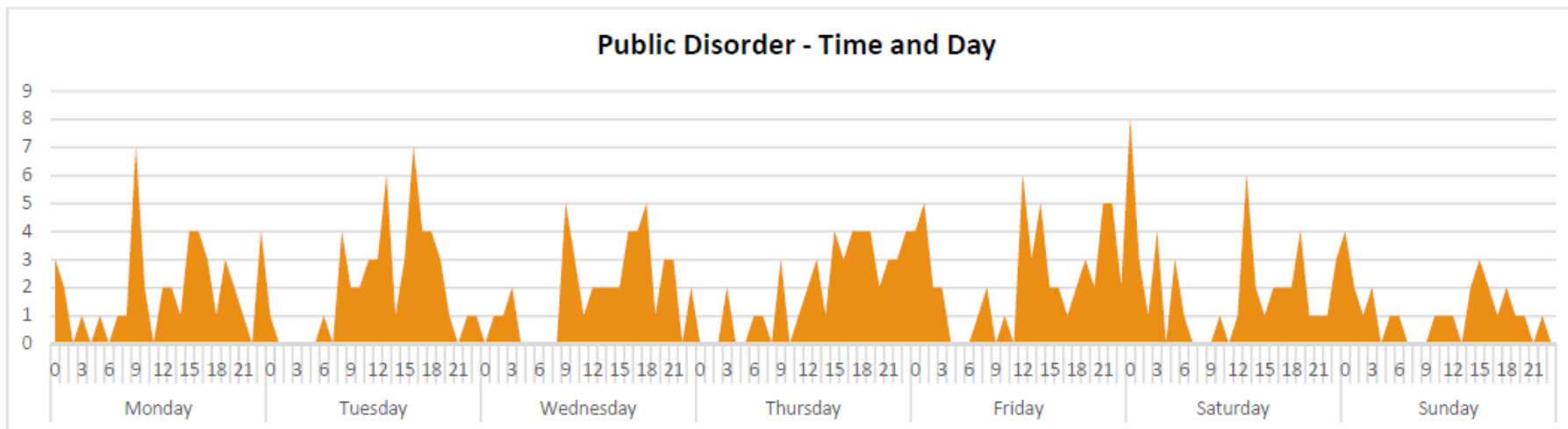
- A level 5 fine was issued for driver's hours by the DVSA
- 32 vehicles were fuel dipped and tested by HMRC
- 44 vehicles were checked by the Environment Agency with 14 needing advice and/or follow up action

Roads Policing Plan for 2019:

- Re-establish the cycle team
- Equipment has been ordered and engagement with partners is underway
- Change of reporting and recording systems is in progress. This will allow CoLP to baseline and align KPIs so that we can review our tactics versus success/areas for improvement
- Utilisation of the newly granted power Community Safety Accreditation Scheme (CSAS) to employ TfL and Local Authority enforcement, increasing visibility on the roads
- Re-introduce Op Atrium (originally aimed at improving behaviour of road users but particularly Lorry drivers and cyclists)
- In addition to Op Atrium, utilise Local Authority resources to allocate behavioural change courses both in person and online
- Work with all key partners and stakeholders to share information and work to provide an engineered solution to problems highlighted throughout the engagement, education and enforcement phases of the policing operations
- Introduce City Cycle Ambassadors, those leading by example on our roads (community based) an innovation led by CoLP
- The CoLP Communities teams continue to provide bicycle marking events utilising BikeRegister. This is the UK's leading online bicycle identification and registration initiative aiming to reduce cycle theft, identify stolen bikes and assist in owner recovery. BikeRegister is used by every UK Police Force. Marking consists of taking the frame number from the cycle and marking the cycle with a unique reference number with a chemical compound and applying a semi-tamperproof sticker. All information is recorded and logged on a secure database held by BikeRegister. City of London Police officers run these events at the rate of approximately three per week across the City and use these events to engage with cyclists and to provide advice regarding safe cycling in the City of London.

Measure 8	Public Order & Protective Security	Assessment	SATISFACTORY										
AIM/RATIONALE	The aim is to provide the Force with an overview of activity undertaken to mitigate the threat facing the City through public disorder and ensure the Force is providing an adequate response to mitigate this threat.												
Reason for Assessment	Force remains capable of dealing with current volume of disorder within City within current resources. Plans in place to fill vacancies and replace vehicles.												
PRE-PLANNED EVENT UPDATE													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD
Pre-planned Events	47	57	62	54	60	45	50	46	54				475
Events requiring police presence	53	61	64	51	56	40	62	57	90				534
Events requiring 5 officers or more	21	23	63	51	53	41	58	48	75				433
CRITICAL INCIDENTS													
	2017/18					2018/19							
	Q1	Q2	Q3	Q4	Total	Q1	Q2	Q3	Q4	Total			
Critical Incidents	3	1	5	2	11	4	0	2					
ANALYSIS													
Public Disorder - Rolling 12 Months							Public Disorder - Monthly						

Public Disorder - Time and Day



Protests:

The number of protests this year within the City are recorded within the table below:

Protests Within City													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Total
2017-18 Protests	11	18	18	25	24	11	12	15	15	8	13	9	179
2018-19 Protests	5	11	16	13	9	22	9	13	12				76
Trend	↓	↓	↓	↓	↓	↑	↓	↓	↓				↓

Public Disorder/Violence

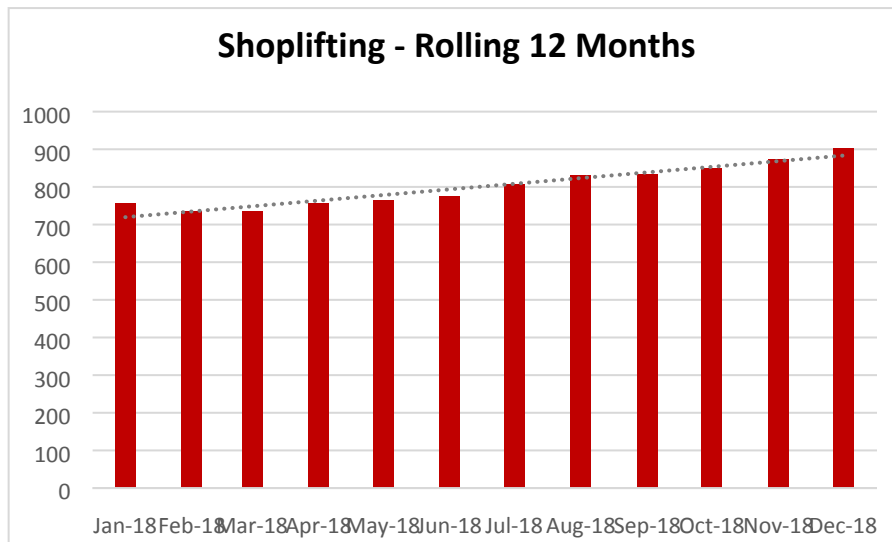
There has been a significant decrease in public disorder offences this month (43%, a reduction of 17 offences) and also violence with injury has seen a slight decrease of 9% (5 crimes), typically the Christmas period results in an increase. . This suggests the impact of the Christmas campaign and increased police presence on the streets maximising opportunities for early intervention in drunk and/or disorderly behaviour before it escalates to these levels. In previous years while there have been slight drops for public disorder in December violence with injury generally doubles from levels seen in November so this is a significant change from that pattern. Violence without injury did see a slight increase in December of 2%.

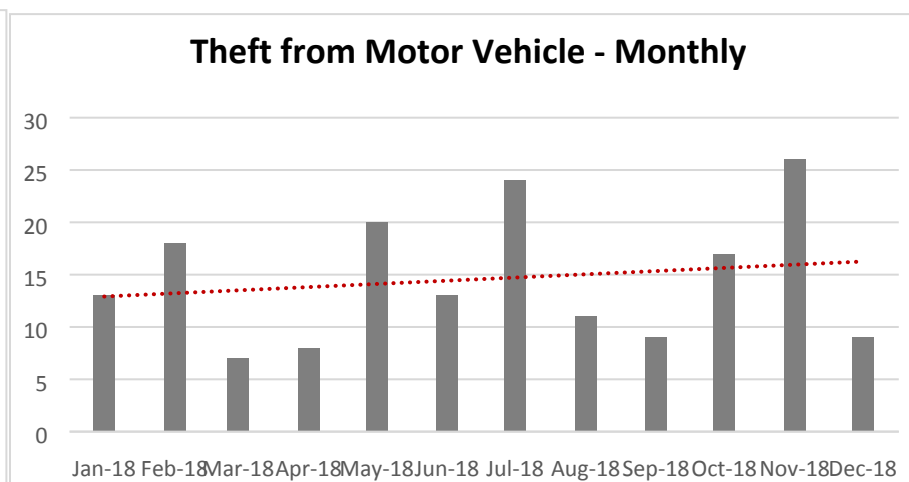
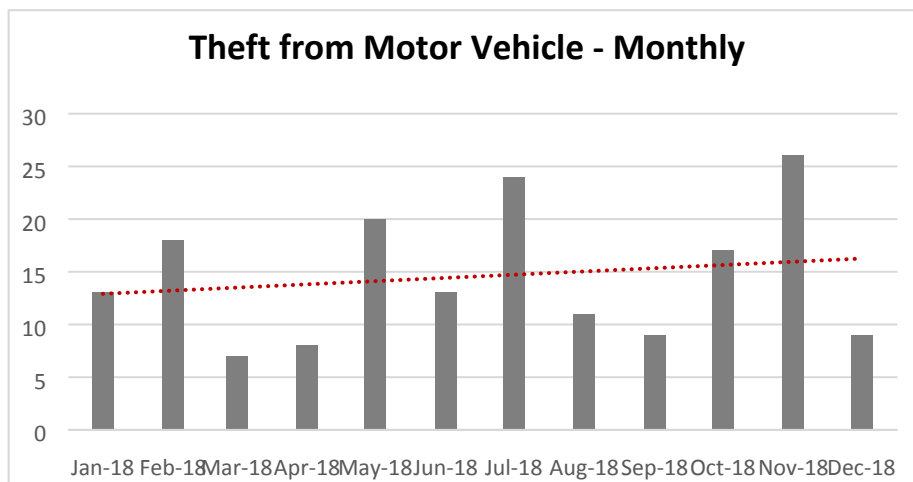
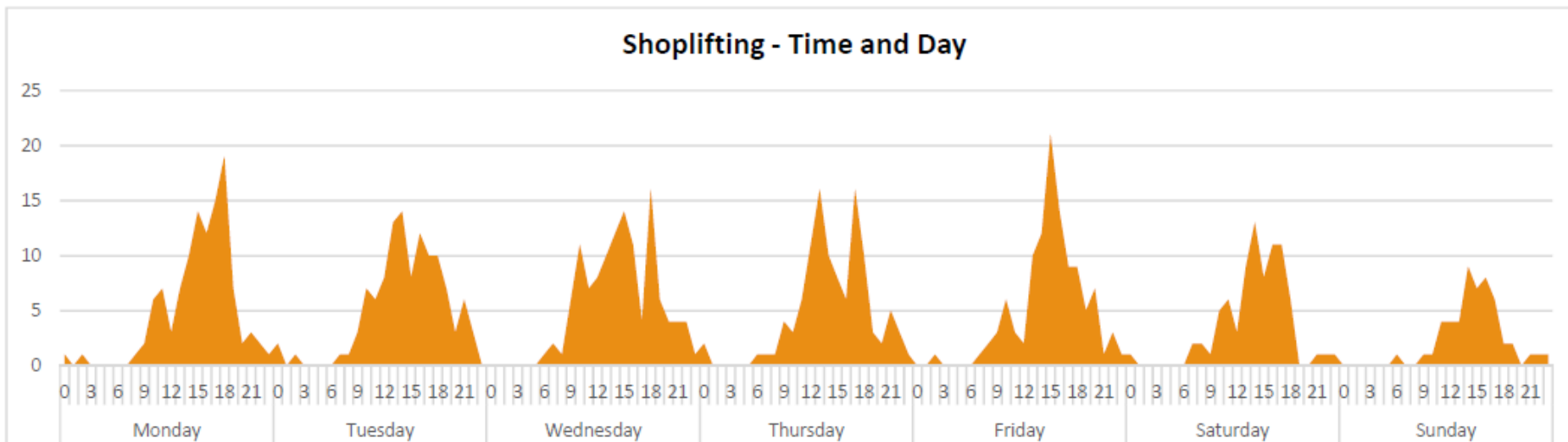
Measure 9	Acquisitive Crime	Assessment	REQUIRES ACTION						
AIM/RATIONALE	The aim is to provide the Force with sufficiently detailed information (intelligence and statistics) to allow it to manage its response to acquisitive crime efficiently and effectively. Victim based acquisitive crime represents the Force's largest volume crime area.								
Reason for Assessment	Assessment provided by plan owner as part of TT&CG submission.								
ACQUISITIVE CRIME									
Crime Category	Current Month	Financial Year To Date				Rolling 12 Months			
		FYTD 17/18	FYTD 18/19	Frequency Change	% Change	Previous Rolling 12 months	Current Rolling 12 months	Frequency Change	% Change
Robbery Of Business Property	1	5	8	3	60%	7	10	3	43%
Robbery Of Personal Property	9	37	67	30	81%	41	94	53	129%
Burglary - Residential	2	8	9	1	13%	16	15	-1	-6%
Burglary - Business/Community	31	186	223	37	20%	230	309	79	34%
Theft Of Motor Vehicle	3	61	49	-12	-20%	78	61	-17	-22%
Theft From Motor Vehicle	9	76	137	61	80%	99	175	76	77%
Vehicle Interference	0	13	10	-3	-23%	15	11	-4	-27%
Theft From The Person	80	427	524	97	23%	569	699	130	23%
Bicycle Theft	20	303	391	88	29%	366	456	90	25%
Shoplifting	72	536	702	166	31%	762	902	140	18%
All Other Theft Offences	201	1083	1267	184	17%	1458	1682	224	15%
Victim-Based Acquisitive	428	2735	3387	652	29%	3641	4414	773	21%
ANALYSIS									

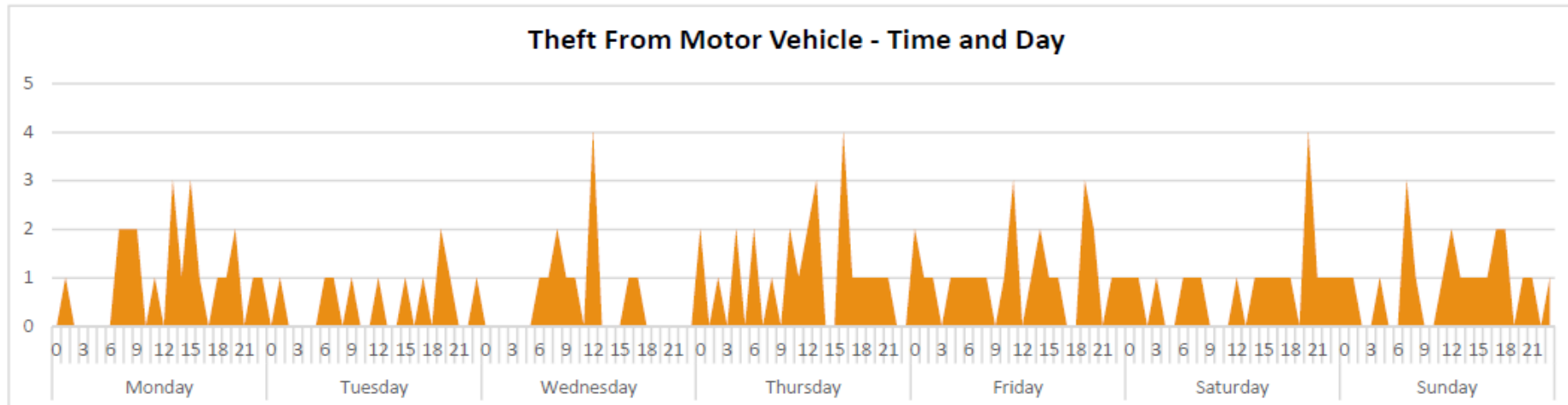
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Shoplifting

There has been a 21% decrease in shoplifting in December from November, this is likely due to a combination of factors such as many shops in the City being closed over the Christmas period and the work that continues to encourage crime prevention understanding and training amongst security guards at local businesses. The trend over both the monthly and rolling 12 month period however still shows an increase so it is possible levels will rise again in January.



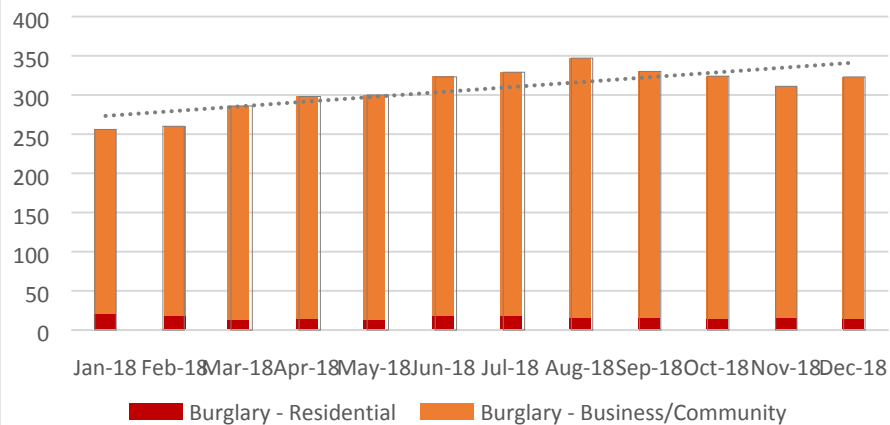




Theft from Motor Vehicle

While this is still showing an increasing trend for the financial year to date there was a significant decrease in December compared to November (a reduction of 65% or 17 offences). November's figure was higher than generally expected but some of the decrease could be in relation to work carried out with the corporation to target harden their car parks at the Rotunda and Minories. This was done through leaflet drops on cars in early December providing advice to owners and also working to increase security in terms of better trained and more security guards and improved barriers and entry systems.

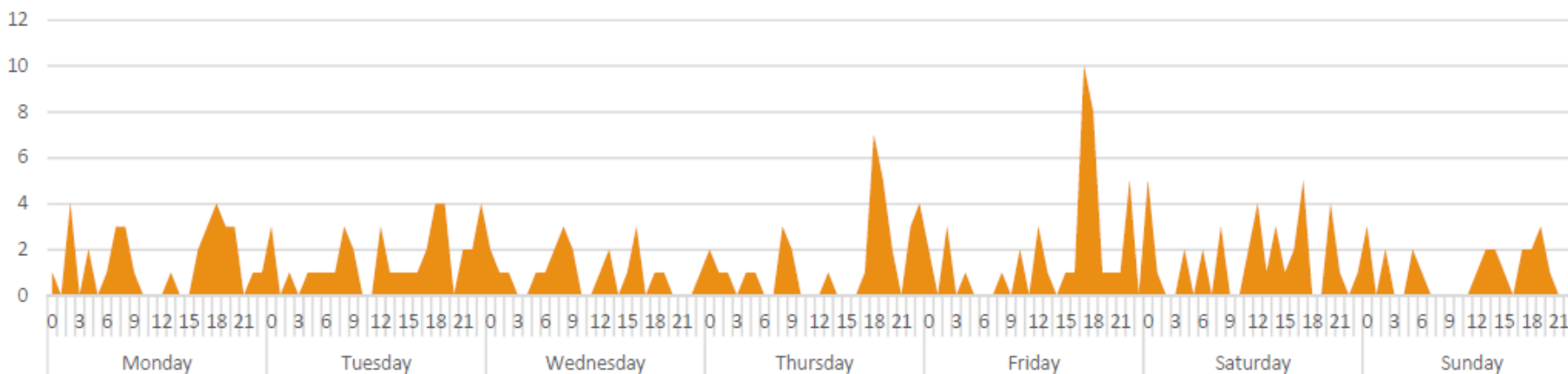
Burglary - Rolling 12 Months



Burglary - Monthly



Burglary Residential and Business - Time and Day



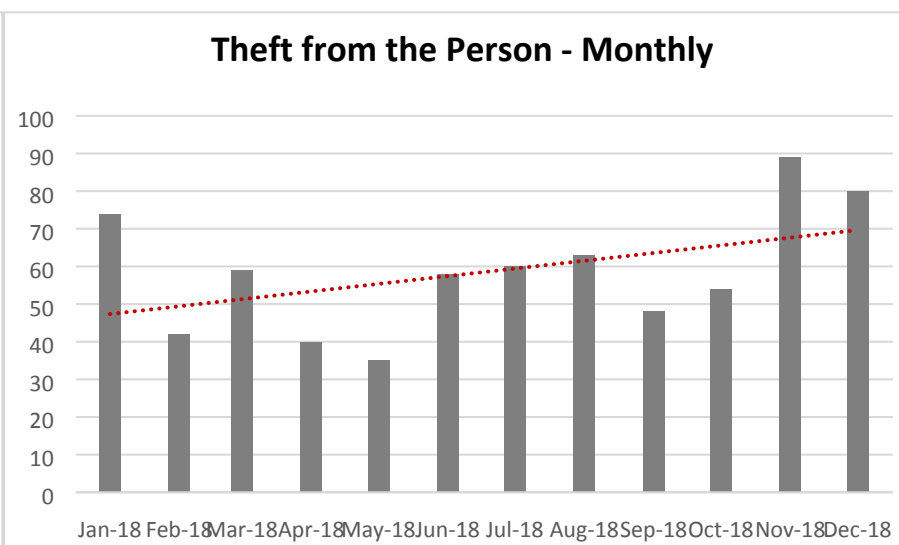
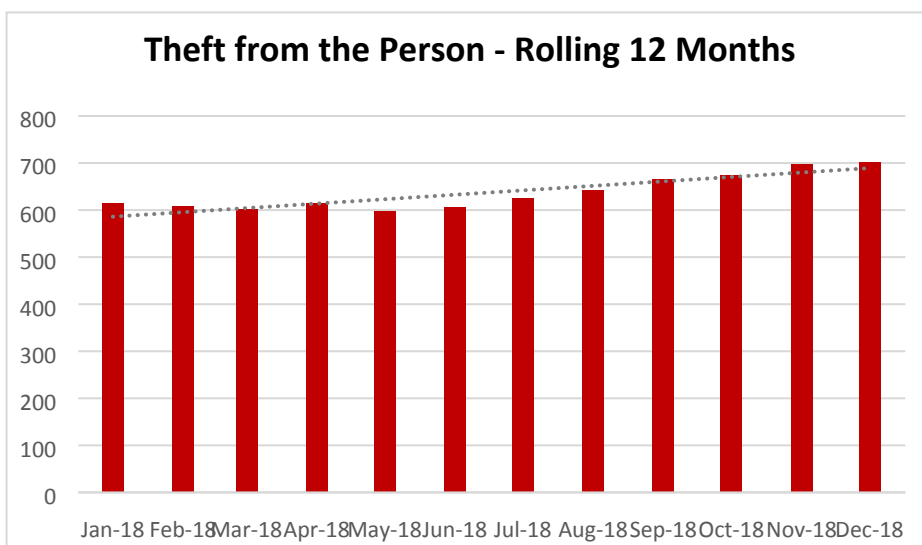
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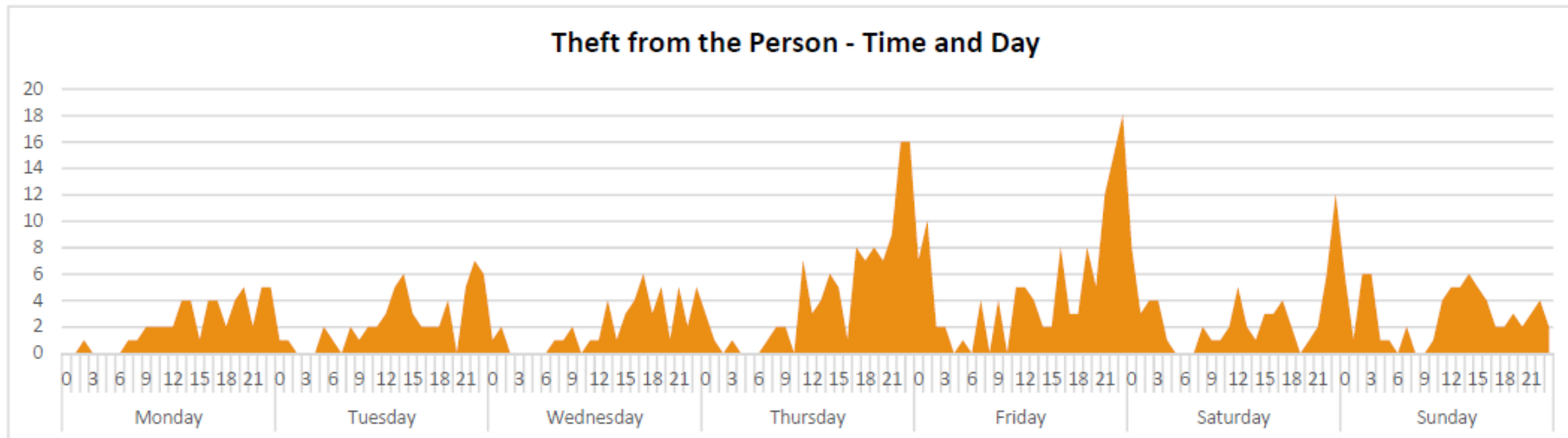
Burglary

The number of residential burglaries remains low but there has been a 72% increase in business/community burglary in December from November (an extra 13 offences taking the total for December to 31). With office buildings generally empty over the Christmas period this is always a risk as there is more opportunity for offenders, this trend may continue in to January as more people return to work and become aware of further offences. The number of outstanding burglary suspects is low at present.

Theft Offences

The level of crimes recorded under Other Theft has increased steadily over Quarter 3 (October – November) peaking in a 6% increase. This has been driven by a recent spate of distraction thefts in pubs and coffee shops, Force Intelligence Bureau is putting together a profile around this and crime squad have increased their presence around potential offence locations. Theft from the person has decreased slightly, dropping 8% (a decrease of 7 offences) but remains 23% up on the previous financial year.



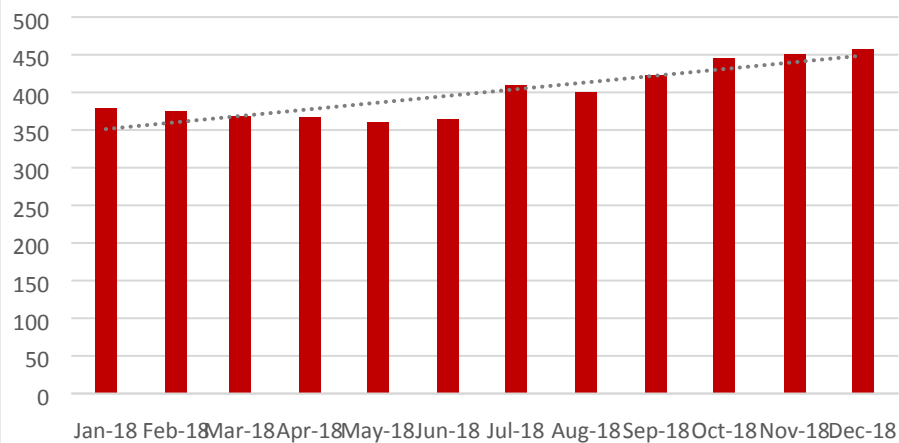


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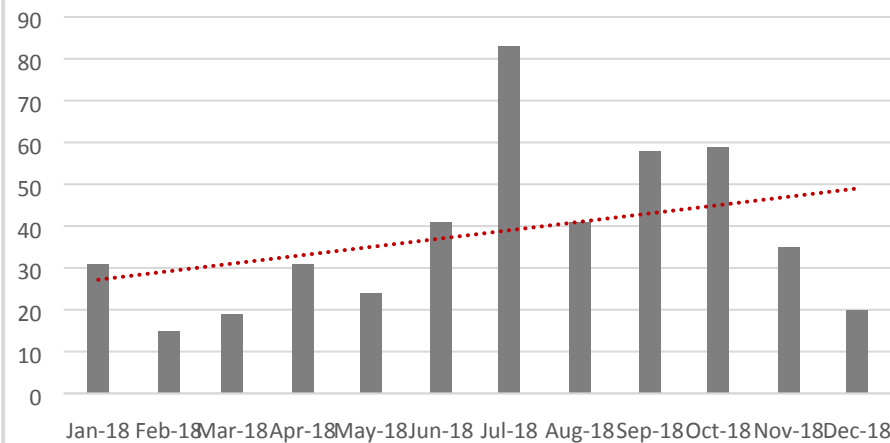
Bicycle Theft

This has decreased dramatically this December dropping 41% (14 less offences) compared to November, this may in part be due to less people cycling in to the City over the Christmas period but could also reflect good work from Operation CICLEY which includes a prevent campaign with communities and the recent distribution of D-Locks to those cyclists with poor locks in November. Across the financial year the peak time for cycle crime occurring is in the early morning Monday through Wednesday, this could reflect the time that bikes are parked up and left and as such the earliest point from which they could have been stolen and not necessarily the time the offence occurs.

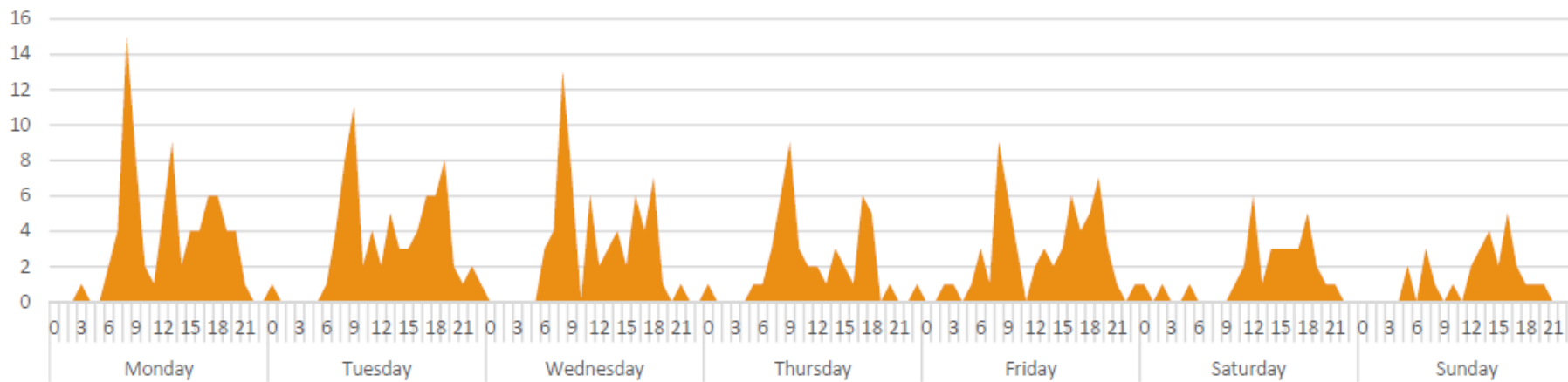
Bicycle Theft - Rolling 12 Months



Bicycle Theft - Monthly

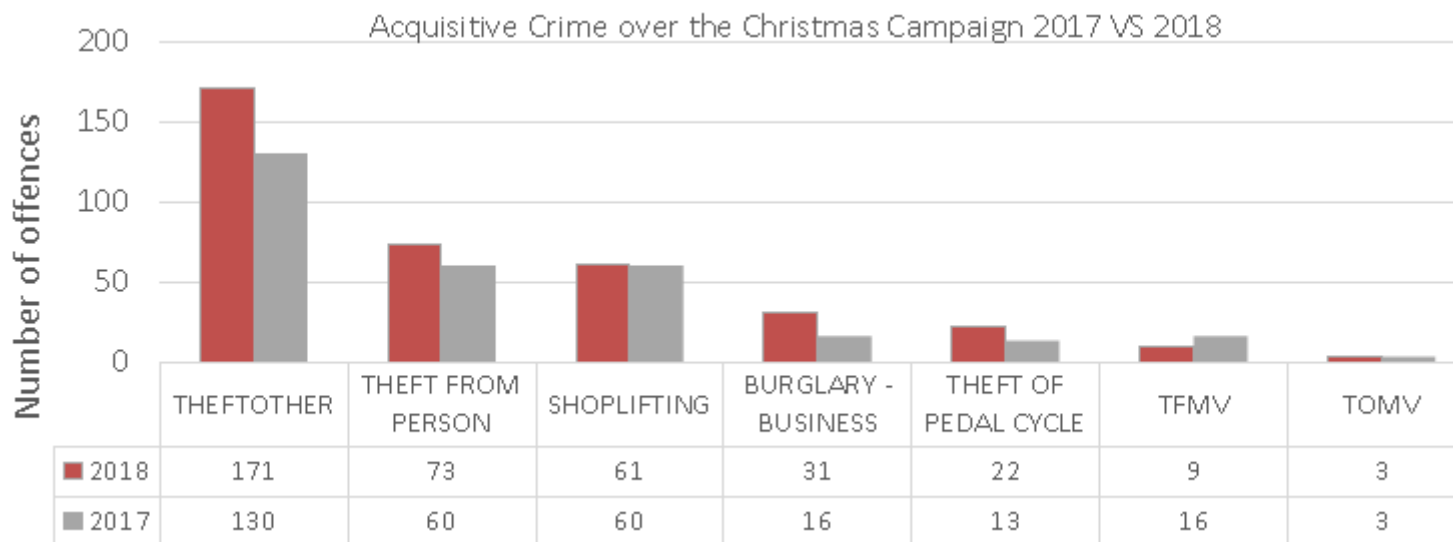


Bicycle Theft - Time and Day



NOT PROTECTIVELY MARKED - MANAGEMENT

Christmas Campaign Impact



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Performance: During the Christmas Campaign period in 2017 (last Thursday in November to the last Saturday before Christmas), a total of 277 Acquisitive crimes occurred (excluding criminal damage offences). **During the Christmas Campaign period in 2018 (using the same time periods), a total of 373 Acquisitive crimes occurred.** This is an increase of 35% in acquisitive crimes from 2017 to 2018 campaigns. However Acquisitive figures per month, indicate that December 2017 as whole suffered 413 acquisitive offences, in comparison to 418 in December 2018. This is only a small increase of 1.2%.

THEFT OTHER: During the Christmas Campaign in 2017, 130 theft other offences occurred, in comparison to 171 over the 2018 period (+32%). In 2018 an increase in gym thefts and pick pocketing offences such as the thefts of bags & phones in cafes/licensed premises was observed. One offender remains outstanding for Gym thefts. The theft other category is difficult to analyse due to the various different types of thefts which could be classified within this. Temporal analysis shows that Theft Other mostly occurred around Bishopsgate for this Christmas period. Fridays were peak offence days (correlates to the Christmas Campaign patrol days) and peak times were between 1900 hrs to 2100 hrs. Seasonality predictions indicated slight increases in this category over Christmas. During the Christmas Campaign in 2017, theft other showed hotspots as OLD BROAD STREET which differs from 2018. Key offending days were Fridays which is consistent with 2018 trends. 2017 offending times were 1900 hrs which has remained consistent with current trends.

THEFT FROM PERSON: Campaign 2017 showed 60 theft from person offences, in comparison to 73 in 2018 (+22%). This category will also include pick pocketing offences such as the distraction thefts within cafes & restaurants. There was a total of 13 distraction thefts across the City during the 2018 Christmas Campaign period – this may explain the rise in offences in this category. It should be noted that there was considerable reduction in moped & pedal cycle snatch offences despite the rises in this offence category. Temporal analysis shows that Bishopsgate, Tower Bridge and Gracechurch Street were hotspots. Thursday and Friday were peak offence days (correlates to the Christmas Campaign patrol days) and peak times were around 1900 hrs. Seasonality predictions indicated large increases in this crime category for December. During the Christmas Campaign in 2017, theft from person showed hotspots as Silk Street due to the higher number of phone snatches which differs from 2018. Key offending days were Thursdays and Fridays which remains the same.

BURGLARY BUSINESS: During the Christmas Campaign in 2017, 16 burglaries at business premises occurred, however 2018's Christmas Campaign period had 31 offences (+94%). It should be noted that in 2017, a separate campaign occurred alongside the Christmas Campaign – CID Days of Action. In December 2017, CID provided crime prevention advice to repeatedly targeted venues, which lead to businesses upgrading their door locks. A reduction in offences was observed in December 2017. In 2018, a separate campaign was not run by CID, at the same time several offenders remained outstanding over the Christmas period. Offenders also committed several burglaries within one office block (which contributed to crime figures). Temporal Analysis showed that repeat locations in December 2018 were Cheapside (5 in the same building), Bishopsgate (3), Old Broad Street (2), Watling Street (2) –all locations were commercial offices. Tuesday and Fridays were peak offence days, with peak times around 0200 hrs. Seasonality predictions indicated no change for burglary over the Christmas period. During the Christmas Campaign in 2017, burglary hot spot was KING WILLIAM STREET which differs from 2018. Key offending days were Fridays which remains the same, 2017 offending times were 1800 hrs which is very different to 2018 trends.

THEFT OF PEDAL CYCLE: Campaign 2017 showed 13 thefts, in comparison to 22 in 2018 (+69%). Although this is an increase when Christmas Campaign periods are compared, there has actually been a large reduction in theft of pedal cycles in the last 3 months. October (59), November (36) and December (as a whole) showed 20 offences which demonstrates the large reduction. December 2018 also showed as one the lowest pedal cycle theft figures for the year. Monday, Thursdays and Fridays were peak offence days over the Christmas Campaign 2018. 1200 hrs were peak offence times. London Wall and Farringdon Street were repeat locations in 2018. During the Christmas Campaign in 2017, pedal cycle thefts showed hot spots as LUDGATE HILL which differs from 2018. Key offending days were Tuesdays which is inconsistent with current trends. 2017 offending times were 1700 hrs which is different to 2018 trends.

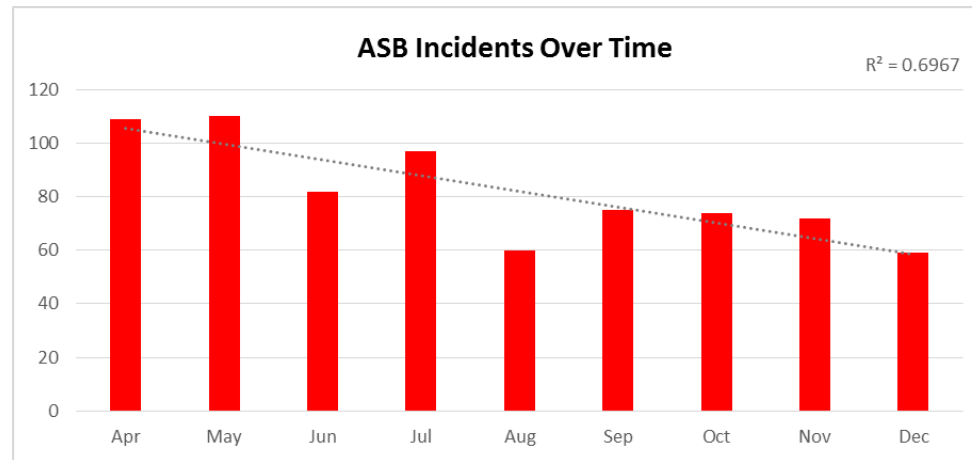
THEFT FROM MOTOR VEHICLE (TFMV): The Christmas Campaign in 2017 showed 16 offences, in comparison to the campaign period in 2018 which had 9 offences, this is a reduction of 44%. Uniformed Policing and Crime Squad conducted several patrols over the Christmas period, due to the surges in offences around the TFMV hot spot location of NCP Aldersgate Street. Large levels of Intelligence & briefings were generated as a result. This increased police activity, along with the campaign may have positively impacted crime figures. 2018 campaign peak offence days were Monday and Saturday, with peak times of 1500 hrs. During the Christmas Campaign in 2017, TFMV showed hot spots remained as ALDERSGATE STREET CP. Key offending days were Saturdays which is consistent with current trends. 2017 offending times were 0800 hrs which is different to 2018 trends.

Measure 10	Victim Satisfaction	Assessment	NO INFORMATON
AIM/RATIONALE	The aim of this measure is to provide the Force will sufficiently detailed information to manage the quality of its service provision to the victims of crime. Although victim satisfaction surveys are a statutory requirement, they provide an essential indicator of the level of professionalism the Force portrays and provides. The Force includes victims of acquisitive crime, which is not required by the Home Office, as without those victims, the sample size for the City of London would not be statistically valid.		
Reason for Assessment	No information is available for Quarters 2 & 3 due to the Force progressing issues around GDPR and data use. The previous results representing the positon for the 1 st Quarter only where the Force reported as Requires Action.		
VICTIM SATISFACTION			
RESULTS			
No information is available for this period as the victim satisfaction survey is currently on hold pending the resolution of GDPR issues around data. Quarter 2 & 3 information is ready to send to victims but until the GDPR issues are resolved the survey company is not able to undertake its role on behalf of the Force.			

Measure 11	Community Satisfaction	Assessment	SATISFACTORY
AIM/RATIONALE	This measure assesses the public’s perception of the Force, based on people who probably have not been a victim of crime but are part of the City of London community, be it in the capacity of resident, worker, or business. It will use a different survey from the Street Survey.		
Reason for Assessment	The Force have achieved a feedback response of 81% of street survey respondents stating it does an Excellent or Good job. The Force has achieved a feedback response of 83% of online survey respondents stating it does and Excellent or Good job.		
COMMUNITY SATISFACTION RESULTS			
The draft survey report has been received by the Force from the survey company. The survey was undertaken through interviewing the public in the street and through an on-line version. These results are presented separately as they have not been amalgamated due to the research methodology applied. While the report is being finalised the results highlight the following: Respondents were asked to select their three biggest concerns from a list of issues that might affect the City. For both activities (i.e. face-to-face and online), terrorism was the most widely identified concern. The face-to-face respondents’ next biggest concerns were anti-social behaviour, rubbish and litter and drug misuse/dealing; however online respondents were more likely to identify road safety and personal theft among their biggest concerns. The Force have achieved a feedback response of 81% of street survey respondents stating it does an Excellent or Good job. The Force has achieved a feedback response of 83% of online survey respondents stating it does and Excellent or Good job. Once the report has been finalised a full version will be presented for oversight and information.			

ASB DATA													
ASB	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	YTD
2017-18 (Month)	-	-	-	-	-	129	137	130	131	131	113		770
2018-19 (Month)	109	110	82	97	60	75	74	72	59				738

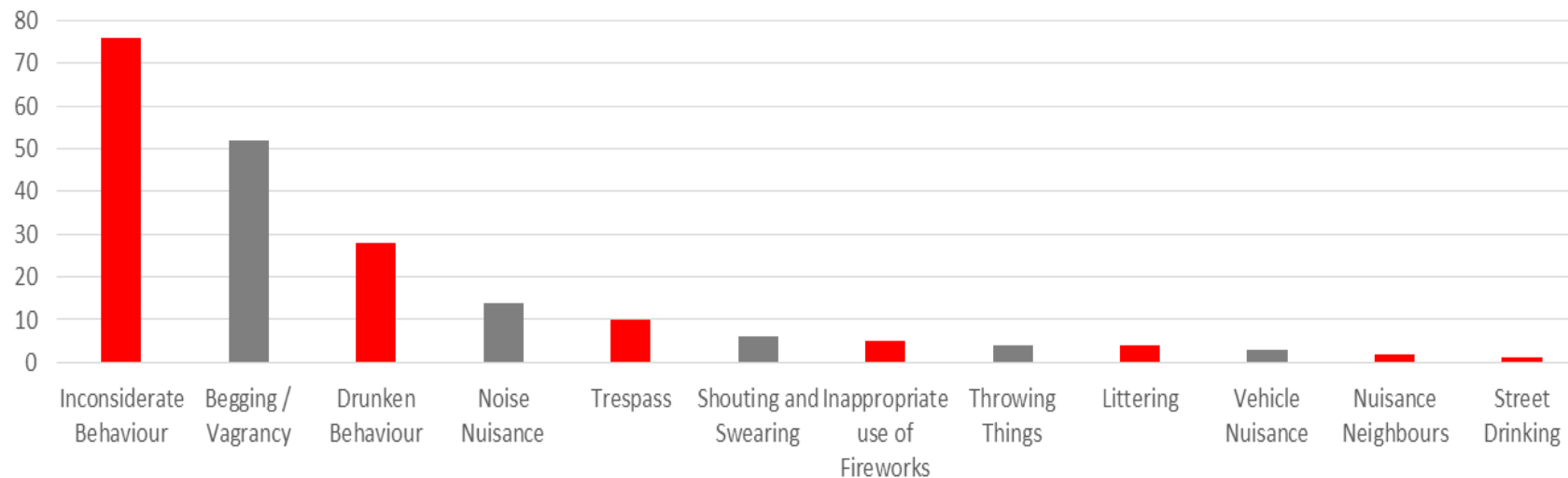
ANALYSIS



The number of ASB incidents recorded each month has continued to decrease in Quarter 3 dropping to the lowest level seen so far this financial year in December. There is a general downward trend across the year so far. Nationally forces are seeing a drop in ASB as public order increases through new recording practices, we are also seeing this increase which could account for some of the smaller numbers. There has also been a drop in all crime for December so this may be a pattern reflected in the ASB figures.

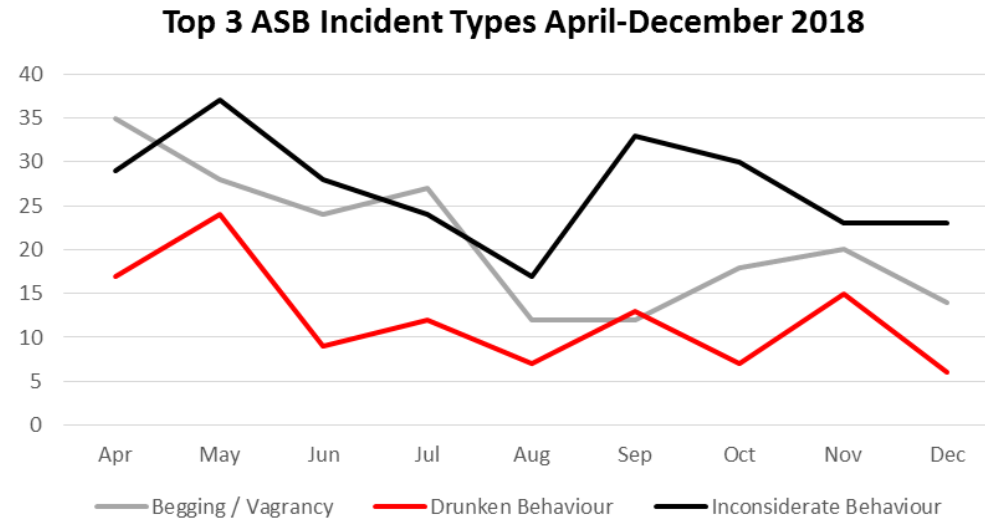
Please note these figures may appear different to those previously reported due to the ongoing work around recording of ASB incidents but are correct with the system at the time of extraction on 17th January 2019. They may change again going forward so should be treated as indicative of the general picture and not absolute. This report only covers those occurrences where both the local qualifier and stats class are input as ASB related.

ASB Incidents by Category



The above graph demonstrates that Inconsiderate Behaviour and Begging/ Vagrancy are the categories with the highest number of ASB incidents recorded. There were 76 incidents for inconsiderate behaviour and 52 for Begging/ Vagrancy. The third most recorded are ASB incidents for Drunken Behaviour; where there were 28 such reports. These three categories remain the most common from the previous report.

After reviewing records classified as 'Inconsiderate Behaviour' some records could have been recorded in other categories in the above table as they have referred to specific behaviours such as drunkenness, playing loud music, throwing objects etc. Categorisation is based on the recording officer's interpretation and where some incidents refer to multiple categories they may have been recorded against inconsiderate behaviour as a catch-all. This could explain why it is always the most prevalent category in data returns.



Inconsiderate Behaviour

The graph above shows the trend of ASB incidents for the financial year to date. There are on average 27 inconsiderate behaviour incidents a month. Qualitative analysis was completed on the incident summaries and the common themes are highlighted below in order of prevalence within the category.

- **Youths**
 - **Bicycles:** The most common complaint in this category is groups of youths causing intimidation, they are commonly reported on bicycles and/or skateboards potentially risking damage to street furniture or weaving in and out of traffic. Locations of gatherings repeatedly mentioned were the Barbican and Castle Baynard Street Tunnel, in the tunnel particularly there are reports of them intimidating other cyclists and drivers by blocking the path/road and causing them to stop.
 - **Other groups:** Other complaints include groups walking the street with fire extinguishers, using a drone and setting off smoke bombs.
- **Refusal to leave:** Commonly assistance is requested by bus drivers for passengers refusing to alight. Similar issues have occurred at businesses (including hotels) or with cab passengers.
- **Gambling games:** Incidents refer to London Bridge as the venue with Romanian nationals commonly linked to this activity. There was also a report of someone selling peanuts on the bridge without a licence.
- **Drug use:** A number of complaints were made of people taking drugs in doorways, corridors or alleyways by local residents or workers who were being impacted by this behaviour.

Outcomes

There are 52 outcomes are recorded against the 76 **Inconsiderate Behaviour** ASB records (68%). The majority (22) are complete with no suspect identified or passed on to another agency for investigation primacy (11). Other outcomes used include community resolution (2), formal action not in the public interest (5), unresolved (7), victim declines (3) and finally named suspect but investigation not in public interest (2).

Begging/Vagrancy

Incidents recorded as begging and vagrancy increased in October and November before dropping again in December, there have been on average 21 reports a month so far this financial year. It is likely some incidents have been recorded under other categories.

- **Rough Sleepers:** The majority of reports in this quarter relate to the presence of rough sleepers, usually in residential blocks or outside shops blocking an entrance or fire exit. There is an increasing number of reports of these individuals becoming aggressive when asked to leave. There were also a number of reports of people sleeping in entrances and what was described in reports as 'heckling' staff and customers at shops during the day. A final theme within the rough sleeper category was an increase in the reports including mention of drug use.
- **Begging:** There were a number of reports of individuals sitting on the street with a cup begging, this is usually outside transport hubs such as Liverpool Street Station, and in and around Bank and Cannon Street Station. There were two reports of groups of boys harassing people for change, cigarettes, food etc. inside shops and cafes.

Outcomes

Outcomes have been recorded for 41 begging/vagrancy incidents (79%). This is the category of ASB incidents that has seen the most positive outcomes with eight resulting in a community resolution.

Twenty have been passed to other agency for investigation, ten have no identifiable suspect and three have been closed as it was deemed formal action was not in the public interest.

Drunken Behaviour

Incidents relating to drunken behaviour spiked in November this quarter and were quite low in October and December. Again this may not be a true picture of incidents as drunkenness could also be recorded in other ASB categories such as shouting and swearing, inconsiderate behaviour and street drinking.

The themes of recorded incidents here were;

- **Refusal to leave:** Most reports this quarter refer to drunken individuals or groups refusing to leave a location, ranging from licenced premises to fast food restaurants, buildings with public foyers or transport vehicles.
- **Aggressive Behaviour:** Individuals becoming abusive and aggressive or fighting in the street as a result of intoxication.

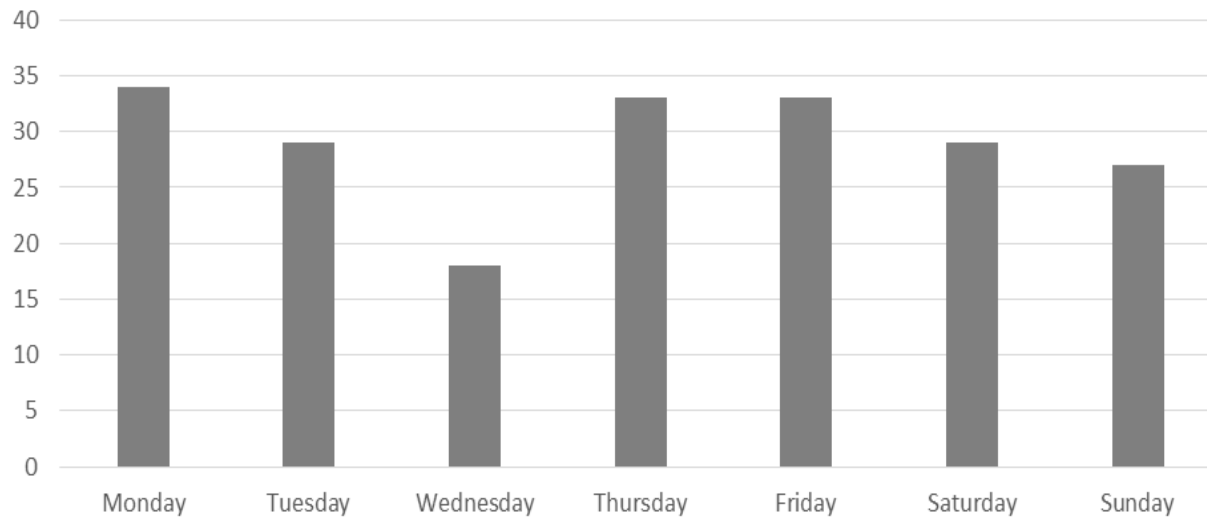
Outcomes

Most Drunken Behaviour ASB incidents have an outcome (16, 57%), two are however marked 'UU unresolved'. There has been one penalty notice for disorder in relation to a male refusing to pay his bar tab and then becoming aggressive with both bar and door staff. In other cases no further action was taken due to the following reasons; formal action not in public interest (4), no suspect identified (7) and other body investigating (2).

Days of the Week

On average there have been two ASB incidents reported a day in the current quarter. Incidents are more commonly reported on a Monday, Thursday and Friday. These three days represent 49% of all incidents, Wednesday was a trough day this quarter with around half the volume of incidents reported on the peak days.

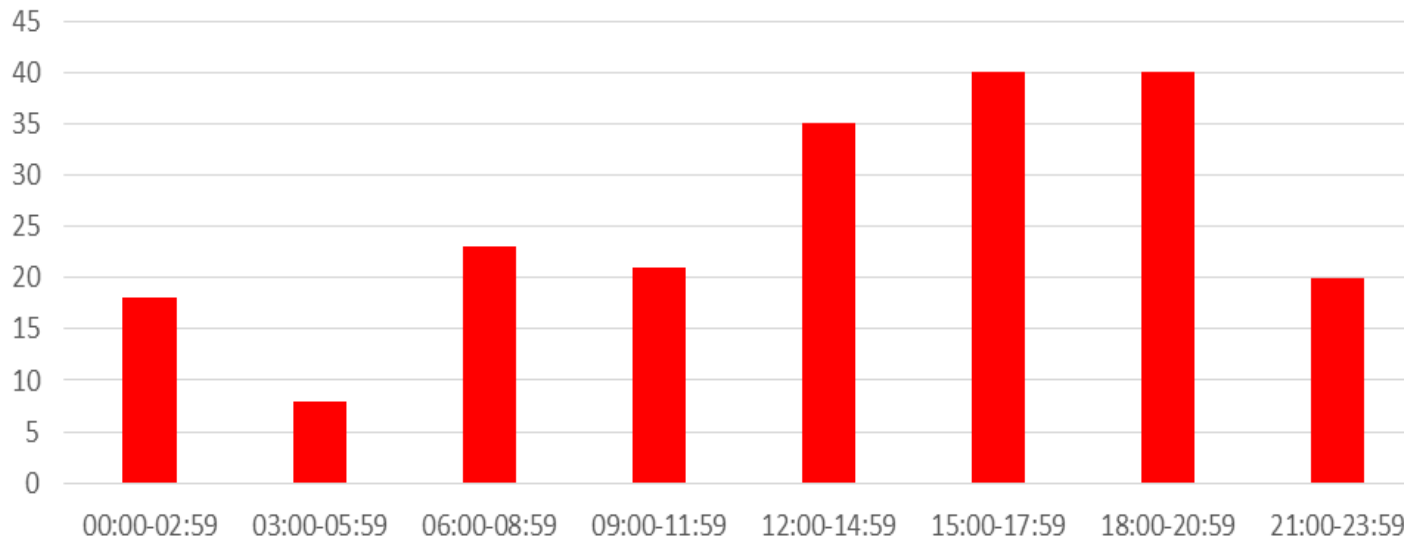
ASB Incidents by Day of Week



Time of Day

Reporting of all ASB incidents in the current period are shown in the below graph broken down by three hour periods across the day. Incident reports occur most frequently from the afternoon into the evening peaking between 15:00-20:59. After midnight reports drop off with very few occurring between 03:00-06:00.

ASB Incidents By Time of Day



Agenda Item 8

Committee: Police Performance and Resource Management Sub Committee- For information Police Committee- For information	Date: 6 th February 2019 28 th February 2019
Subject: Revenue Budget Monitoring Report to December 2018	Public
Report of: Commissioner of Police Pol 11-19	For Information
Report author: Cecilie Booth, Interim Director of Finance	

Summary

The approved Chief Officer Cash Limited budget at the start of the year was £65.6m. The forecast outturn for Police is an overspend position of £5.4m with planned mitigations of £3.1m resulting to a predicted total overspend of £2.3m (which includes full draw down of the Police Reserve).

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 Q3 forecast is £6.6m 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.

There are still some areas within this financial year that require some further work, which could improve or add further pressure to the projected outturn position. Further analysis will be carried out to analyse the cost profile of supplies and services. It is also possible that there may be further cost pressures within Action Fraud, work is being carried out with the Action Fraud Programme Manager to further develop the cost model to 31st 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 Q3 without mitigation identifies an overspend of £5.4m. The Force has four operational directorates (Crime, Economic Crime, Intelligence and Information and Uniform Policing) and one support Directorate (Business Support Directorate). The forecast is summarised below in Table 1. Details of the Revised Budget and forecast can be found in Appendix 2

Table 1: Forecast Summary

	Original Budget £m	Revised Budget £m	Actual (Q3 YTD) £m	Forecast £m	Variance £m
Total Pay	91.1	94.7	56.6	97.7	(3.0)
Non-Pay	33.4	41.2	28.1	41.3	(0.1)
Total Expenditure	124.5	135.9	84.7	139.0	(3.1)
Total Income	(55.3)	(63.7)	(31.8)*	(65.8)	2.1
Funding	(61.1)	(61.1)	(61.1)	(61.1)	0.0
Underlying Deficit	8.1	11.1	(8.2)	12.1	(1.0)
Use of reserves	(3.5)	(6.7)	0.0	(6.7)**	0.0
Deficit (pre-mitigation)	4.5	4.5	(8.2)	5.4	(0.8)
Mitigations	0.0	0.0	0.0	(3.1)	3.1
Deficit (post-mitigation)	4.5	4.5	(8.2)	2.3	2.3

The “Original Budget” column shows the approved budget. As illustrated in Table 1, the originally approved budget was severely understated due to a number of errors and omissions across pay, non-pay and income budgets. The “Revised Budget” column shows the budget required to deliver the current level of service. The projected outturn position for income and expenditure for the year is compared against the “Revised Budget”. Budget mitigations and the projected year end deficit position are also shown in Table 1, and the “Mitigations” and “Deficit (post-mitigations) reconciles back to the approved budget of £65.6m.

*Home Office grants are usually received close to year end.

** “Use of reserves” include £3.5m from General Reserves and £3.2m from Action Fraud Reserves, totalling £6.7m, as shown in Table 3.

2. Revenue

Finance Business partners are working closely with operational directorates to take steps to correct this budget to outturn by examining all pay and non-pay spends, including monitoring of vacancies, recruitment and the use of agency staff. A detailed review of core funding and funded units is also being undertaken, with a view to minimise the projected year end overspend position.

At Q3, the forecast to year end is showing overspend of £5.4m, predominately due to the erroneous addition of £4.5m, as mention in the opening summary.

Any financial impact of Deferred Weekly Leave (DWL) and time off In Lieu (TOIL) will be assessed in the final quarter of the year and incorporated in the outturn report.

2018/19 Premises Cost - a forecast overspend of £443k on rates for all Police properties is due to inadequate budgets, including previous year unpaid rates of £330k which was not accrued for. The additional expenditure is accounted for in Table 1.

The cost of the 'Rail Travel Scheme', net of employee contributions, is £800k against a budget of £500k. This results in an overspend of £300k for the year, which is accounted for in Table 1. Employee contributions are captured at the end of the financial year, and the projected outturn position is based on the previous year's contribution. The actual 2018/19 employee contribution will be determined at year end.

For future reference, the quarterly monitoring report will incorporate a high level overview of workforce planning and vacancy management.

3. Proceeds of Crime Act 2002 (POCA)

Appendix 1 shows a summary of the actual spend for Q3 against budgets. A full review of the POCA budget and level of reserves will be completed by the end of the financial year.

4. Capital and Supplementary Revenue Budgets

Further work will be undertaken to provide a full assessment of capital expenditure against the Capital Programme. Aside from Police accommodation, last year's MTFP included a £17m provision from City Fund to address the previously identified shortfall in the Police capital programme. However, there is likely to be a continuing and significant growth in police capital pressures, such as for the interim estates strategy, IT modernisation and National Policing Programmes; many of which are without identified funding. This is coupled with the absence of a depreciation (or rental on freehold buildings) charge within the 'net' Police budget to replenish the City Fund over time. Currently spend to date (at end of period 9) stands at £878k.

6. Major Programmes

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

Members are aware of the issues being experienced in the Action and Know Fraud Service which is reported separately to your Committee. Spend to date is £3.0m against a budget of £3.1m.

Accommodation programme:

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

Decant

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. Bishopsgate works are now completely on hold pending confirmation from the CoL Surveyor of the estimated completion date for New Street. These delays create significant further delays across the programme in 2019. The additional impact is upon the CoLP logistics programme and the supporting projects associated with these existing facilities.

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. The earliest anticipated vacant possession date for Wood Street is estimated as April 2020, but this date has not been confirmed.

New Build

The feasibility evaluation for the new bids was accepted by Members earlier this summer with outline design scope for the site including the Courts and Police facilities.

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 early 2019. The main programme will then mobilise from January / February 2019.

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

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. However, due to the delays within that programme, some essential works are now unavoidable. Essential works are being regularly reviewed and limited to sites with a short time frame of retention. There may be a minor overspend in 2018/19 and a detailed profile of any works will be built into cyclical works budgets for 2019/20 onwards. The financial impact will be closely monitored.

The Emergency Services Network programme

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 programme is slipping nationally and the lack of clarity is due to the lack of detailed information from national programme / Home Office.

7. Future Financial Planning

A MTFP Working Group has been established, and the Group has met to discuss the plans for producing a balanced budget for 2019/20. Recommendations from the meeting will be considered by the Resource Allocation Sub Committee as part of its usual budget setting process.

The Commissioner has established a Mitigations Plan to improve the projected outturn position and to minimise the anticipated overspend, as shown in table 2 below. The City of London Police should continue to take the agreed measures, to the value of £3m, to reduce the in-year 2018/19 budget overspend of £5.4m to £2.3m. The Mitigation Plan is considered at a weekly meeting attended by the Commissioner, Town Clerk and Finance Directors to consider progress against the plan

Table 2: Mitigation Plan

	Mitigations
1	Police Staff Recruitment Freeze
2	Freeze on Police Overtime
3	Agency Staff Rationalisation
4	Freeze on Non Pay Costs
5	Funded Units Recharge Review
6	Additional Income from the Corporate Plan

8. Other Police Funds

The Police reserves and balances are outlined in Table 3 below.

The available £3.1m Action Fraud reserve balance will be used to match expenditure as and when incurred during 2018/19.

Table 3: Other Police Funds Forecast to March 2019

Forecast Other Police Funds to 31st March 2019	2018/19 Opening Balance £m	2018/19 Projected Outturn £m	2018/19 Closing Balance £m
General	(3.50)	(3.50)	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
Total Other Police Funds	(7.11)	(7.11)	0.00

There will be a full review of POCA by the end of the financial year, and the outturn position may potentially be improved.

9. Risk Management

Table 4 below identifies the key risks and mitigating controls contained within this report:

Table 4: Risk Management

Risk	Risk Mitigation
Use of Overtime relating to Christmas/New Year that are yet to be confirmed	An estimate of known overtime has been incorporated within the report
Use of agency staff	A full analysis is being undertaken and some contracts are due to expire
Vacancy factor:	There is currently a recruitment freeze in place
Budget mitigations:	Budget mitigations are being reviewed weekly
Further cost pressures for Action Fraud	Under review
Capital Programme progress and potential slippage	The capital Programme will be fully reviewed during the final quarter of the year.
Brexit	A new cost centre has been set up to monitor costs
Vehicle fleet management	A fleet review will be undertaken

Appendix 1 - POCA Allocations for 2018/19
Appendix 2 – Forecast Detail

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POCA Reserve Allocations 2018/19

POCA - 2018/19			
Indicative Allocations: Strategic POCA Priorities			
Allocation	POCA Allocation 2018/19 £m	Actuals to Dec 18 2018/19 £m	Allocation Remaining 2018/19 £m
POCA Costs for ARTS/SARS Teams	0.3	0.18	0.12
Skynet Intelligence Hub	0.2	0.04	0.16
PCSO to Dec 2018	0	0.03	(0.03)
Operational Programmes	0	0.05	(0.05)
Voluntary Sector	0	0.13	(0.13)
	0.50	0.43	0.07

Forecast - Detailed

	Original Budget £m	Revised Budget £m	Actual (Q3 YTD) £m	Forecast £m	Variance £m
Pay					
Officers – net	47.9	48.4	35.0	48.9	(0.5)
Staff – net	21.2	22.6	16.8	22.6	(0.1)
Overtime	0.4	1.6	2.2	2.5	(0.9)
Agency	0.0	0.3	1.5	2.2	(1.8)
Pensions Contrib.	19.6	19.6	0.0	19.6	0.0
Other	2.0	2.2	1.1	1.9	0.3
Total Pay	91.1	94.7	56.6	97.7	(3.0)
Non-Pay	33.4	41.2	28.1	41.3	0.1
Total Expenditure	124.5	135.9	84.7	139.0	(3.1)
Income					
Specific Grant	(41.2)	(49.8)	(23.1)	(51.9)	2.0
Partnership	(11.1)	(11.5)	(6.8)	(11.0)	(0.6)
Fees & Charges	(3.0)	(2.4)	(2.0)	(3.0)	0.6
Total Income	(55.3)	(63.7)	(31.8)	(65.8)	2.1
Funding	(61.1)	(61.1)	(61.1)	(61.1)	0.0
Underlying Deficit	8.1	11.1	(8.2)	12.1	(1.0)
Use of reserves	(3.5)	(6.7)	0.0	(6.7)	0.0
Revised Deficit (pre-mitigation)	4.5	4.5	(8.2)	5.4	(0.8)
Mitigations	0.0	0.0	0.0	(3.1)	3.1
Deficit (post-mitigation)	4.5	4.5	(8.2)	2.3	2.3

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