



## Police Committee

**Date:** FRIDAY, 2 NOVEMBER 2012  
**Time:** 11.30am  
**Venue:** COMMITTEE ROOM, WEST WING, GUILDHALL  
**Members:** Henry Pollard (Chairman)  
Simon Duckworth (Deputy Chairman)  
Deputy Douglas Barrow  
Mark Boleat  
Bob Duffield  
Alderman Alison Gowman  
Brian Harris  
Deputy Keith Knowles  
Alderman Ian Luder  
Helen Marshall  
Deputy Joyce Nash  
Don Randall  
Deputy Richard Regan

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**Lunch will be served for Members in the Guildhall Club at the rising of the Committee**

**John Barradell  
Town Clerk and Chief Executive**

# **AGENDA**

## **Part 1 - Public Agenda**

1. **APOLOGIES**
2. **DECLARATIONS BY MEMBERS OF PERSONAL OR PREJUDICIAL INTERESTS IN RESPECT OF ITEMS TO BE CONSIDERED AT THIS MEETING**
3.
  - a) **MINUTES**  
To agree the public minutes and summary of the meeting held on 14 September 2012 (copy attached).  
**For Decision**  
(Pages 1 - 8)
  - b) **PERFORMANCE AND RESOURCE MANAGEMENT SUB-COMMITTEE MINUTES**  
To receive the public minutes and summary of the meeting of the Performance and Resource Management Sub-Committee held on 5 September 2012 (copy attached).  
**For Information**  
(Pages 9 - 12)
  - c) **ECONOMIC CRIME BOARD MINUTES**  
To receive the public minutes and summary of the meeting of the Economic Crime Board held on 14 September 2012 (copy attached).  
**For Information**  
(Pages 13 - 16)
  - d) **OUTSTANDING REFERENCES**  
Report of the Town Clerk (copy attached).  
**For Information**  
(Pages 17 - 18)
4. **STANDARD ITEM ON THE SPECIAL INTEREST AREA SCHEME**
  - a) **Community Engagement Update** (Pages 19 - 28)  
Report of the Commissioner (copy attached).
  - b) **Equality Diversity and Human Rights (EDHR) Update** (Pages 29 - 36)  
Report of the Commissioner (copy attached).
  - c) **Any other Special Interest Area Updates**
5. **BEGGING IN THE CITY OF LONDON**  
Report of the Commissioner (copy attached).  
**For Information**  
(Pages 37 - 42)

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

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

8. **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.

<b>Item No.</b>	<b>Exempt Paragraphs</b>
9a	3
9b	4
9c	3
9d	7
10	7
11	3
12	3
13	4
16	2

## **Part 2 - Non-Public Agenda**

9. a) **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 14 September 2012 (copy attached).

**For Decision**  
(Pages 43 - 44)

b) **PERFORMANCE AND RESOURCE MANAGEMENT SUB-COMMITTEE MINUTES**

To receive the non-public minutes of the meeting of the Performance and Resource Management Sub-Committee held on 5 September 2012 (copy attached).

**For Information**  
(Pages 45 - 46)

c) **ECONOMIC CRIME BOARD MINUTES**

To receive the non-public minutes of the meeting of the Economic Crime Board held on 14 September 2012 (copy attached).

**For Information**  
(Pages 47 - 48)

d) **LEADERSHIP TEAM MEETING NOTES**

To receive the notes of the meeting held on 3 September 2012 (copy attached).

**For Information**  
(Pages 49 - 50)

10. **COMMISSIONER'S UPDATES**

Commissioner to be heard.

**For Information**

11. **POLICE ACCOMMODATION STRATEGY: GATEWAY 3 - OUTLINE OPTIONS APPRAISAL**  
Joint report of the Commissioner and the City Surveyor (copy attached).  
**For Decision**  
(Pages 51 - 68)
12. **NHS COMMISSIONING OF POLICE RELATED HEALTHCARE**  
Report of the Commissioner (copy attached).  
**For Decision**  
(Pages 69 - 74)
13. **CITY FIRST UPDATE**  
Report of the Commissioner (copy attached).  
**For Information**  
(Pages 75 - 80)
14. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
15. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

**Part 3 - Confidential Agenda**

16. **CONFIDENTIAL MINUTE**  
To agree the confidential minute of the meeting held on 14 September 2012 (copy attached).  
**For Decision**  
(Pages 81 - 82)

## POLICE COMMITTEE

FRIDAY, 14 SEPTEMBER 2012

**Minutes of the meeting of the POLICE COMMITTEE held at Guildhall, EC2 on  
FRIDAY, 14 SEPTEMBER 2012 at 1.45pm**

### **Present**

#### **Members:**

Henry Pollard (Chairman)  
Simon Duckworth (Deputy Chairman)  
Deputy Douglas Barrow  
Mark Boleat  
Bob Duffield  
Alderman Alison Gowman  
Brian Harris  
Alderman Ian Luder  
Helen Marshall  
Deputy Joyce Nash  
Don Randall

#### **Officers**

Gregory Moore	- Town Clerk's Department
Ignacio Falcon	- Town Clerk's Department
Nagina Kayani	- Equalities, Diversity and Human Rights Manager
Steve Telling	- Chamberlain's Department

#### **City of London Police**

Adrian Leppard	- Commissioner
Ian Dyson	- Assistant Commissioner
Eric Nisbett	- Director of Corporate Services
Hayley Williams	- Secretariat Manager, CoLP

### **1. APOLOGIES**

Apologies for absence were received from Deputy Keith Knowles and Deputy Richard Regan.

The Chairman took the opportunity to welcome Ian Dyson in his new role as Assistant Commissioner and also to formally thank the outgoing Assistant Commissioner, Frank Armstrong, for all his hard work and dedication over the past twelve years.

### **2. DECLARATIONS BY MEMBERS OF PERSONAL OR PREJUDICIAL INTERESTS IN RESPECT OF ITEMS TO BE CONSIDERED AT THIS MEETING**

There were none.

3. **MINUTES**

The public minutes and summary of the meeting held on 11 July 2012 were approved and agreed as a correct record.

**MATTERS ARISING**

(1) **National Police Air Service** (p4) – it was noted that the Section 22a agreement had now been signed.

(2) **Charity Collections** (p6) – The Chairman advised that the he had agreed for the Committee's resolution to the Policy & Resources Committee to be deferred, as the regulatory body for street charity collections had recently released some new guidance which would need to be taken in to account. Accordingly, the resolution would now be considered along with an accompanying report in November.

3b. **PROFESSIONAL STANDARDS AND COMPLAINTS SUB-COMMITTEE MINUTES**

The public minutes and summary of the meeting held on 11 July 2012 were received.

4. **CITY OF LONDON POLICE SMARTPHONE APPLICATION**

The Committee received a report and presentation of the Commissioner providing information on the new City of London Police Application (App), which had been the subject of some concerns at the previous meeting, specifically with regard to the legal issues surrounding the App.

The Commissioner provided a short summary of the App's functions and the ways in which it worked, stressing the importance to modern Forces of utilising social media effectively. Whilst the features of the App were not anticipated to be of major operational use, the element which helped to give an indication to the Force of crowd density and movement could prove useful in crowd control situations, and the ability to use the App to communicate information and updates to people would assist in enhancing the Force's community engagement. With regard to queries as to the funding of the App, the Commissioner confirmed that its development had been met entirely through a European Commission grant and the Force had not had to contribute any costs themselves. It was clarified that the development of a similar App for Android devices had not been budgeted although it would be considered should it prove a success.

Reassurances were also given as to the legal basis for the mechanism by which the App collected data, with the Comptroller & City Solicitor's Department having been satisfied that clear permission requests and safeguards were in place and the App having also satisfied stringent European Commission standards and safeguarding checks by the London School of Economics.

RECEIVED.

5a. **COMMUNITY ENGAGEMENT**

The Committee received a report of the Commissioner providing an update on recent community engagement activities, community priorities and forthcoming events.

The Lead Member for Equality Diversity and Human Rights (EDHR) commented positively on the reference to recent dialogue between the Force and the Independent Advisory Group, highlighting the strong links between community engagement and EDHR issues.

A Member asked if the Force could provide any information as to feedback received around the fraud prevention advice given on hard to reach, vulnerable and elderly groups, and the Assistant Commissioner undertook to come back to the Member in due course.

In response to a Member's query regarding distribution of emails with information about serious incidents in the City, the Assistant Commissioner advised that it had been noted that different departments operated slightly different distribution lists when disseminating information, resulting in some individuals not receiving all relevant messages. However, he reassured Members that the Force was currently in the process of centralising all contact lists in to a single database so as to resolve this issue.

The Chairman commented that he had received a number of complaints regarding the prevalence of aggressive begging in the City and asked for a report to be prepared for a future meeting outlining what policies and targets were currently in place and what was being done to combat the issue, particularly in conjunction with the City Corporation and Broadway charity. The Assistant Commissioner gave assurances that the Force had been working hard in this area in the past few months and undertook to submit a report as requested.

RECEIVED.

5b. **STANDARD ITEM ON EQUALITY, DIVERSITY AND HUMAN RIGHTS**

The Lead Member took the opportunity to thank Beryl Cooper, the former Project Officer in the EDHR unit, for all her hard work over the years, and wished her well in her new role. The Member also expressed her gratitude to the outgoing Assistant Commissioner Frank Armstrong for his contribution in the past year since taking over the EDHR portfolio.

The EDHR Manager commented that good progress was currently being made, with the imminent introduction of equality impact assessments a key step. The Chairman commented that, given the importance of the area, it might be useful to have report to a forthcoming meeting updating the Committee on progress made to date and setting out key developments, which the Commissioner undertook to provide.

RECEIVED.

6. **ECONOMIC CRIME BOARD: APPOINTMENT OF CO-OPTED MEMBER**

The appointment of Alderman Neil Redcliffe as the co-opted Member to the Economic Crime Board was confirmed.

7. **MOPAC CHALLENGE APPOINTMENT**

The Committee considered a report of the Town Clerk concerning an invitation from the Deputy Mayor for Policing and Crime for a representative of the City of London Police Committee to take part in the "MOPAC Challenge", a mechanism whereby the Deputy Mayor scrutinises the work of the Metropolitan Police Commissioner.

Following discussion, the Committee agreed to seek further information on what this would entail before considering the matter.

RECEIVED.

8. **HMIC INTEGRITY RE-INSPECTION**

The Committee considered a joint report of the Town Clerk and Commissioner outlining the feedback received as part of HMIC's integrity re-inspection and setting out the various mechanisms and systems the Force proposed to introduce in response to the recommendations made.

A Member expressed concern at the proposal to record all declined offers of hospitality, commenting that he personally received a large number of invitations which were declined and would require a disproportionate amount of time to record. He assumed that the Commissioner's office would be just as likely to receive a high number of requests and thus, hoped that common sense could be applied to avoid unnecessary bureaucracy.

With reference to the Member's comments, the Commissioner recognised that the the Force and the Corporation operated in an environment which was very different from other places. He accepted that issue needed to be managed sensibly, although he felt strongly that it was important to keep a record of all invitations to ensure as much transparency as possible.

RESOLVED: That the measures outlined in the report being introduced by the Force and the Committee to strengthen the mechanisms to monitor and manage issues concerning police integrity be noted and endorsed.

9. **ACPO PORTFOLIOS AND CHIEF OFFICER RECRUITMENT UPDATE**

The Committee received a report of the Commissioner providing Members with an update on changes to the City of London Police ACPO portfolios following a Force review and also providing information regarding on-going ACPO recruitment plans.

RECEIVED.

10. **THE STRATEGIC POLICING REQUIREMENT**

The Committee considered a report of the Commissioner setting out details of the new Strategic Policing Requirement and proposing the introduction of a



strategic framework and Working Group to assist the Force in evidencing and challenging itself against the requirement.

The Commissioner emphasised the importance of ensuring a structured system was in place to guarantee that the Force was fully compliant with the requirement, recommending that a Lead Member be appointed to assist given the importance attached. Given the Deputy Chairman's experience in the area having served on the Force's Protective Services Group for several years, the Commissioner suggested that it might be appropriate for him to be appointed to the role, and Simon Duckworth confirmed that he would be happy to do so.

RESOLVED: That:-

- the Force's proposal to set up a Strategic Policing Requirement Working Group to assess and direct activity be endorsed; and,
- Simon Duckworth be appointed Lead Member for the SPR Working Group, which will serve to involve the Police Authority in providing independent scrutiny and challenge.

**11. BUDGET MONITORING FIRST QUARTER 2012/13**

The Committee received a report of the Commissioner providing quarterly information on financial performance. Members were advised that at the end of quarter 1 the Force's net revenue expenditure was £1.359 M (9%) over profile.

The Director of Corporate Services advised that the overspend was due to an issue concerning the recording of activity related to Dedicated Security Post funding which had since been rectified; a revised form had now been submitted which should see the correct level of funding being received. The Chamberlain took the opportunity to inform Members that the anticipated draw-down from reserves this year was now £1.5 M, down from £3.8 M, which was of course a positive development.

RECEIVED.

**12. BERNARD MORGAN HOUSE: ANNUAL REVIEW OF CHARGES**

The Committee considered a report of the Commissioner setting out proposed annual adjustments to the fees and charges at Bernard Morgan House.

A Member suggested that it might be appropriate to study the variances in rates at budget hotels in the area on different days, which altered in relation to demand. He proposed that, should it transpire that occupancy rates at Bernard Morgan House fluctuated similarly on certain days, it could be worth altering the fees and charges on certain days so as to become more competitive and increase occupancy rates. The Director of Corporate Services thanked the Member for his suggestion and advised he would explore whether or not there was sufficient data to allow for a comparative analysis and undertake this if so.

RESOLVED: That the content of the report be noted and the increase in charges by 2.6% with effect from 1st November 2012 be approved.

**13. FEES AND CHARGES 2012/13 - UPDATE**

The Committee considered a report of the Commissioner regarding the schedule of fees and charges for the financial year 2012/13.

RESOLVED: That the revised charges as set out in Appendix 1 to the report be approved.

**14. RISK REGISTER UPDATE**

The Committee received a report of the Commissioner providing a revised assessment of certain risk profiles within the Force's Risk Register, specifically in relation to Economic Crime.

A Member expressed concern that the report appeared to suggest that the Force's risk register was retrospective, observing that this would be of no use whatsoever given that the purpose of risk registers was to help identify and mitigate future risks. He also noted that there was no reference made to addressing the issue of staff morale, which he had queried at the last meeting.

The Assistant Commissioner clarified that the reference to 'retrospective' aspect of the register in fact referred to the action taken over the past year to mitigate rather than the risk register itself and apologised for the confusion. He also undertook to address the morale issue.

A Member suggested that an outstanding references report be introduced by the Town Clerk in an effort to ensure such items were highlighted in future and not missed, which the Chairman agreed would be a sensible course of action.

RECEIVED.

**15. HEALTH AND SAFETY MANAGEMENT PERFORMANCE 2011/12**

The Committee received a report of the Commissioner advising Members of progress made in developing and applying health and safety policy throughout the Force during the period 2011/12.

The Director of Corporate Services advised that two issues at the Force currently sat on the Audit & Risk Management Committee's health and safety "top ten" risk register, these being an issue relating to fire risks in certain police buildings and another regarding airwave radio coverage in the Liverpool Street Station area. Assurances were given that good progress was being made in resolving these issues.

A Member expressed concern that this information had not been provided in the executive summary of the report, stressing that a separate verbal introduction to every report was neither desirable nor should it be necessary. He further noted that reference was made to some sixteen actions for the Force to undertake which were at no point set out or explained, which was clearly not conducive to allowing efficient scrutiny to take place. It was also noted that there was no context or comparative numbers from other Forces or similar sized organisations provided to allow the Committee to judge whether or not performance was good or bad.

The Chairman asked the Force to take on board Members' comments and bear them in mind when producing future reports.

RECEIVED.

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

There were no questions.

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

There were no urgent items.

**18. EXCLUSION OF THE PUBLIC**

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

<b>Item No</b>	<b>Exempt Paragraphs</b>
19a	3
19b	1, 2 & 5
20	7
21	4
22	7
25	1

**19a. NON-PUBLIC MINUTES**

The non-public minutes of the meeting held on 11 July 2012 were approved.

**19b. PROFESSIONAL STANDARDS AND COMPLAINTS SUB-COMMITTEE MINUTES**

The non-public minutes of the meeting held on 11 July 2012 were received.

**20. COMMISSIONER'S UPDATES**

The Commissioner was heard concerning on-going and successful operations undertaken by the City of London Police.

**21. CITY FIRST CHANGE PROGRAMME- FORCE RE-STRUCTURE**

The Committee received a report of the Commissioner providing an update on progress made to date with the City First Change Programme.

**22. RISK REGISTER: NON-PUBLIC APPENDIX**

The non-public appendix to Item No.14 was noted.

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

There were no questions.

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

There were no urgent items.

25. **CONFIDENTIAL MINUTES**

The confidential minutes of the meeting held on 11 July 2012 were approved.

**The meeting ended at 3.40 pm**

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Chairman

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## **POLICE PERFORMANCE AND RESOURCE MANAGEMENT SUB COMMITTEE**

**5 September 2012**

**Minutes of the meeting of the POLICE PERFORMANCE AND RESOURCE  
MANAGEMENT SUB COMMITTEE held at Guildhall, EC2 on Wednesday, 5  
September 2012 at 12.30 pm.**

### **Present**

#### **Members**

Deputy Doug Barrow (Chairman)  
Bob Duffield  
Deputy Keith Knowles

#### **Officers**

Neil Davies	Head of Corporate Performance and Development
Ignacio Falcon	Policy Officer
Steve Telling	Chief Accountant
Paul Nagle	Head of Audit and Risk Management
Jeremy Mullins	Audit Manager

#### **City of London Police**

Ian Dyson	Commander
Eric Nisbett	Director of Corporate Services
Hayley Williams	Secretariat Manager

### **1. APOLOGIES**

Apologies were received from Don Randall.

### **2. DECLARATIONS BY MEMBERS OF ANY PERSONAL AND PREJUDICIAL INTERESTS IN RESPECT OF ITEMS ON THIS AGENDA**

There were none.

### **3. MINUTES**

The public minutes of the meeting held on 25 May 2012 were agreed.

### **4. INTERNAL AUDIT UPDATE REPORT – FINANCIAL YEAR 2012/13**

The Sub-Committee considered a report of the Chamberlain providing an update on internal audit activity for the City of London Police. The paper was intended to become a regular six-monthly report to the Sub-Committee, in line with a suggestion by the Audit and Risk Management Committee.

Following a question, a Member expressed surprise that the Internal Audit department had not been recently involved in evaluating business continuity

arrangements at the Force and the Sub-Committee asked to be informed as soon as an audit exercise was scheduled.

RESOLVED – That the report be received and its contents noted.

**5. MEDIUM TERM FINANCIAL PLAN 2012-15**

The Sub-Committee considered a report of the Commissioner with information concerning the Force's Medium Term Financial Plan for the period 2014/15. The report set out the risk profiles which had been developed using three different scenarios based on a sensitivity analysis (pessimistic, expected and optimistic) and outlined plans for addressing the financial position, including the possible use of reserves.

A debate on financial risks took place, where issues such as the possible need for a rise in Business Rate premium or the capacity for the Force to manage the reduction in police officer numbers were considered.

RESOLVED – That the report be received and its contents noted.

**6. PERFORMANCE AGAINST TARGETS FOR THE POLICING PLAN 2012-15 – FIRST QUARTER 2012/13**

The Sub-Committee considered a report of the Commissioner detailing the Force's performance against the Policing Plan targets for the first quarter of 2012/13. Out of 18 targets, only one had an 'amber' status.

There was some confusion as to why some targets had been identified as 'achieved' at this early point in the financial year and it was clarified that these should simply be regarded as 'green'. Seventeen of the targets should therefore be regarded as 'green'.

Members were interested on the impact of the Olympic and Paralympic Games on the performance measures and the Assistant Commissioner indicated that this had been smaller than anticipated. The discussion moved to the subject of general mobilisation for unforeseen public order demands and the difficulty of extrapolating figures since Operation Benbow arrangements (for joined operations alongside the Metropolitan and the British Transport Police) were deployed in case of major public order challenges.

RESOLVED – That the report be received and its contents noted.

**7. CITY OF LONDON POLICE RISK REGISTER - UPDATE**

The Sub-Committee considered a report of the Commissioner updating Members on the Force's revision of the Risk Register following comments from the Police Committee. At a previous meeting, Members had expressed concern at the likelihood ratings of risks SR04 and SR05 – relating to Economic Crime and Staff Morale, respectively – being classified as "High". The report indicated that the likelihood of SR04 had been revised to 'Medium' and its wording had changed to "*Failing to deliver as Lead Force for Economic Crime*".

Members of the Sub-Committee felt that the revised wording did not capture the nature of the risk, which in fact related to the entire 'performance' of the Force in relation to its national responsibilities. Thus, it was suggested that the Police Committee should consider replacing the words 'Failing to deliver' for the word 'performance'.

RESOLVED – That the Police Committee be asked to consider replacing the words 'Failing to deliver' for the word 'performance', in the description of the Risk SR04.

**8. HMIC POLICING IN AUSTERITY – ONE YEAR ON**

The Sub-Committee considered a report of the Commissioner summarising the main points of two reports by HM Inspectorate of Constabulary (HMIC) on police forces' approaches to dealing with the budget challenges arising from the CSR announcements. The City Police did not fall into any of the key risks areas identified in the report.

RESOLVED – That the report be received and its contents noted.

**9 QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were none.

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

There were none.

**11. EXCLUSION OF THE PUBLIC**

**RESOLVED** – That under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involved the disclosure of exempt information as defined in Part 1 of Schedule 12A of the Local Government Act.

Item No.	Exempt Paragraphs
12	4
13	7
14 – 15	-

**ITEMS CONSIDERED WHILST THE PUBLIC WERE EXCLUDED**

**12. BUDGETED WORKFORCE PLAN**

The Sub-Committee received a report of the Commissioner.

**13. CITY OF LONDON POLICE RISK REGISTER – NON-PUBLIC APPENDIX**

The Sub-Committee received a report of the Commissioner.

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

There were none.

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

There were none.

**The meeting closed at 1.30pm**

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**CHAIRMAN**

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## ECONOMIC CRIME BOARD OF THE POLICE COMMITTEE

FRIDAY, 14 SEPTEMBER 2012

Minutes of the meeting of the ECONOMIC CRIME BOARD held at Guildhall, EC2, on FRIDAY 14 SEPTEMBER 2012, at 3.55pm.

### Present

#### Members

Simon Duckworth (Chairman)  
Mark Boleat  
Alderman Ian Luder  
Helen Marshall

#### Officers

Gregory Moore - Town Clerk's Department

#### City of London Police

Ian Dyson - Assistant Commissioner  
Olly Shaw - T/Chief Supt, Economic Crime Directorate  
Hayley Williams - Corporate Support, CoLP

### **1. APOLOGIES**

Apologies for absence were received from Deputy Richard Regan.

### **2. DECLARATIONS BY MEMBERS OF ANY PERSONAL AND PREJUDICIAL INTERESTS IN RESPECT OF ITEMS ON THIS AGENDA**

There were none.

### **3. MINUTES**

The public minutes of the meeting held on 13 June 2012 were approved.

### **4. NATIONAL LEAD FORCE: FIRST QUARTER PERFORMANCE REPORT AGAINST KEY PERFORMANCE INDICATORS 2012/13**

The Committee received a report of the Commissioner summarising the Force's performance against the National Lead Force Key Performance Area framework and supporting Key Performance Indicators (KPIs) for the first quarter of 2012-13.

The Assistant Commissioner prefaced the report by explaining that this sort of performance measuring system was historically uncommon in the particular field and so the Force were seeking to introduce and develop something that clearly explained how various figures were obtained. Accordingly, he sought Members views as to whether or not the KPIs presented in this document were both appropriate and effective, and where any improvements could be made.

A Member made reference to KPI 3.4, which he felt was of particular importance, observing that two key elements needed to be included. He

advised that it would be important for the measure to also include the opening and closing figures of those cases awaiting trial, as well as the figures for acquittals and discontinuances, in order to be able to gain a fuller picture of the whole pool of cases being dealt with. For instance, at present the KPI showed that last year 141 individuals were convicted and 49 had entered guilty pleas, but there was no indication as to how many were not convicted or were still awaiting trial, making a full and accurate assessment of the position difficult. The Chairman supported the Member's comments, adding that presenting the sentence lengths in a different way, rather than through an aggregate as at present, would be useful as currently it was impossible to distinguish what sort of cases were being dealt with and where the crimes were of a particularly significant scale.

Another Member agreed that the inclusion of baseline numbers was needed as many cases took years to conclude, so a running total would be invaluable. Further, listing the number of cases which were being submitted to the Crown Prosecution Service (CPS) and their outcomes would also be useful, so that where a significant proportion of cases being rejected by the CPS it would highlight that there was an issue that needed addressing. The Chief Superintendent of the ECD advised that a form had recently been introduced which provided the Force with a qualitative assessment showing whether or not the CPS' decision not to proceed with a case was based on a quality of evidence issue or due to the public interest test, so that this could indeed be tracked and evidenced as suggested.

It was also suggested that those cases where the investigation was taken over by Serious Fraud Office but where the City Police were still assisting should be listed in some way, with some sort of method or feedback system devised to enable the Force to demonstrate their participation in such joint investigations. The Chairman commented on the importance of demonstrating this, suggesting that it would be worth looking at introducing a KPI for joint investigation as part of the National Lead Force role, to better demonstrate the Force's national value.

With regard to the survey, a Member advised that it would be sensible to list sample sizes so that when results such as 25% or 50% were obtained it demonstrated that these were not merely due to a small sample size. He stressed that it was also important to use surveys to drive a culture, rather than just as a tool to show how well the Force were doing, and to be careful that the questions being asked in surveys were pertinent to the people they were being asked to so that responses obtained were of use.

RECEIVED.

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

There were no questions.

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

There were no urgent items.

**7. EXCLUSION OF THE PUBLIC**

RESOLVED--That under Section 100A of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involved the disclosure of exempt information as defined in Part 1 of Schedule 12A of the Local Government Act.

**Item No.**  
8 - 9

**Exempt Paragraphs**  
3

**SUMMARY OF MATTERS CONSIDERED**  
**WHILST THE PUBLIC WERE EXCLUDED**

**8. ECONOMIC CRIME UPDATE - NATIONAL OPERATIONAL DELIVERY**

The Members received a report of the Commissioner providing an update on the current position of the Economic Crime national operational delivery project.

RECEIVED.

**9. FRAUD TRAINING ACADEMY: PROGRESS REPORT**

The Board received a report of the Commissioner updating Members on the current position in respect of the proposed Fraud Training Academy.

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 AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There were no urgent items.

**The meeting closed at 16.45pm.**

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**CHAIRMAN**

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## POLICE COMMITTEE

**FRIDAY, 2 NOVEMBER 2012**

### **OUTSTANDING REFERENCES**

<b>Meeting date &amp; Reference</b>	<b>Action</b>	<b>Owner</b>	<b>Status</b>
11/07/2012 Item 3, matters arising	Cyclists in the City - Report	Assistant Commissioner	<b>Pending</b> Report planned December 2012
11/07/2012 Item 23	To present an ECIS funding model to a future meeting	Director of Corporate Services	<b>Pending</b>
14/09/2012 Item 5a	Aggressive Begging in the City - Report	Assistant Commissioner	<b>Completed</b> Report on agenda 2/11/2012
14/09/2012 Item 5b	EDHR Progress Update - Report	Commissioner	<b>Completed</b> Report on agenda 2/11/2012
14/09/2012 Item 7	To seek further information on MOPAC Challenge	Town Clerk	<b>Pending</b> Information sought, not yet received
14/09/2012 Item 11	To explore possibility of altering fees/charges in line with local hotels	Director of Corporate Services	<b>Pending</b> Officers assigned task, work progressing
14/09/2012 Item 14	Introduction of an Outstanding References report	Town Clerk	<b>Completed</b> 2/11/2012
14/09/2012 Item 14	Risk Register – update on morale issue	Assistant Commissioner	<b>Completed</b> Update included in City First report on 2/11/2012 agenda
14/09/2012 Item 19a	Police Accommodation	Director of Corporate Services	<b>Completed</b> Report on agenda 2/11/2012

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<b>Committee:</b> Police	<b>Date:</b> 2 <sup>nd</sup> November 2012	
<b>Subject:</b> Community Engagement Update		<b>Public</b>
<b>Report of:</b> Commissioner of Police POL 68/12		<b>For Information</b>

**Summary**

This report contains details of engagement since the previous Community Engagement report was presented to your Committee.

As agreed at your September Committee, this report identifies engagement undertaken within defined communities under the headings of Residents, Businesses (including Small and Medium Enterprises SMEs), hard to reach groups and Transient/visiting community.

This update includes details of local priorities in the Residential Section set at Community Partnership meetings for North, West, South and East areas, which include begging and safer cycling.

Business Engagement in this period has included stakeholder meetings with businesses regarding action by the Occupy London movement; arrangements for engagement for the TUC march on the 20<sup>th</sup> October; and specific engagement with the business community on Counter Terrorism through Operation Argus (table top exercises) and Project Griffin (briefings for security staff).

Highlights from this period for engagement with hard to reach groups and the transient community include engagement with Muslim, Hindu and Sikh communities to improve trust and confidence in the police. During the recent protests by students in reaction to the UK Border Agency’s decision to revoke the London Metropolitan University’s licence to sponsor overseas students, Ward officers have engaged with the University’s authorities and students to ensure all protests were peaceful and any tensions were identified at an early stage. In addition, the Wards policing team have obtained three Anti Social Behaviour Orders (ASBOs) in this reporting period. This includes two against aggressive beggars.

The Force continues to strive to engage with the transient community to improve cycle safety under Operation Atrium.

Further Wards concerns are detailed at Appendix A.

### **Recommendations**

It is recommended that this report be received and its contents noted.

## **Main Report**

### **Section A – Residential Engagement**

1. With the conclusion of the Olympic period North, South and West areas have held Community Partnership Meetings (CPM).
2. North Area - A CPM held on Monday 8<sup>th</sup> October 2012 closed two priorities from previous meetings but asked for police to concentrate on begging in Aldersgate Street between Long Lane and Carthusian St, and rough sleeping in the John Trundle and Breton House areas. Patrols have been instigated by Wards officers to counteract the begging issue and will be taken to the next tasking meeting for more formal action.
3. West Area - Priorities from the previous meeting were closed. A new priority of good road behaviour in the Holborn Circus area was set. Details of issues at this junction have been forwarded to the Operation Atrium (a specific operation aimed at safe cycling) team for inclusion in their taskings and the Cycle Squad has been assigned to patrol the area.
4. South Area - The last CPM was held on Monday 8<sup>th</sup> October 2012. The community stated they did not have any priorities they wish the police to address for this period.
5. East Area - The community have currently not set any priorities for the area. The East Area sergeant has arranged suitable dates with their panel Chairmen for both resident and business post Olympic CPMs.
6. On the Golden Lane estate there has been an issue with a number of garages and sheds being broken into. Ward officers established that a



resident, known to be a hoarder was breaking in to store their own items, this issue has now been resolved.

7. Reports were received that three Barbican/Golden Lane residents were victims of bank scams. Crime prevention messages were placed on the Barbican Talk and Golden Lane web forums and notices were placed in communal areas. Ward officers visited elderly residents at coffee mornings and the local doctor's surgery agreed to display information posters. An Economic Crime Directorate officer attended the Barbican/Golden Lane CPM on 8<sup>th</sup> October to provide up to date advice on current scams.

Other issues raised at Ward Level are appended to this report. (See **Appendix A for full Ward breakdown**)

## **Section B – Business Engagement**

8. The 15<sup>th</sup> October 2012 marked the 1<sup>st</sup> anniversary of the birth of the Occupy London movement and the protest camp at St Paul's. Occupy London announced that they were going to protest at Paternoster Square and then go to a secret location for a two day occupation. This caused deep concerns within the business and residential community. Ward policing arranged a Stakeholder meeting with the businesses that were affected by the previous Occupy protest camp. Their concern over the policing response was addressed and a communication network was established to ensure that on the protest day there was a conduit for all to share information. Ward officers visited all small businesses and residents in the area to ensure that the community was fully engaged.
9. The relationship built up between the Force's Community Policing team and their Metropolitan Police counterparts will be utilised again in the coming month for the TUC demonstration on Saturday 20<sup>th</sup> October 2012. City officers are to be attached with the MPS community team in the control room at Lambeth. This will allow City residents and businesses to be given up to date messaging and allow City concerns to impact on the overall policing plan.
10. The Counter Terrorism department has carried out 36 briefings to companies in the City on various topics ranging from hostile reconnaissance, bomb threats, the current terrorism threat and, following a number of suicides from business premises, how to work

towards preventing suicides from their buildings. Around 130 people attended these briefings from 65 companies.

11. A further edition of the business focus newsletter was issued. The circulation has increased from 370 for the last edition to 3912 for this edition.
12. The Counter Terrorism Security Advisors have conducted 5 Argus sessions (table top exercises) and 1 Griffin (briefing for security staff) session in this period. The Argus sessions were delivered to 3 retail sectors and 2 business sectors reaching 45 attendees. One Project Griffin event reached 110 attendees.
13. The CT section is developing new CT tactics using Behaviour Detection Officers (BDO). A trial to evaluate and implement this new approach to deployments is taking place in November and December 2012. This new approach involves a more effective and strategic co-ordination of existing CoLP resources to deter and detect hostile reconnaissance. If successful, this should not only deter the selection of the City as a terrorist target, but also result in a reduction in wider crime. In order to successfully implement this tactic community engagement is vital, and with this in mind, the Force has started to train Ward police officers and PCSOs with a specific community engagement strategy. To date the force has trained 36 BDO's, 10 engagement officers and 8 engagement PCSOs. The project has been trialled on a police entry point under the supervision of the Home Office with a view to implementing it nationally. The initial pilot has been deemed a success.
14. City of London residents and businesses were surveyed to ascertain the level of satisfaction with the Force communications during the Olympics. The results of the survey showed:

**Business**

Very Satisfied	54%
Satisfied	42%
Neither Satisfied/Dissatisfied	4%

There was only one respondent that stated they were very dissatisfied and it has not been possible to ascertain whether the respondent was City based or within the MPS Area, nor was it made clear what their dissatisfaction related to.

**Resident**

Very Satisfied	60%
Satisfied	40%

Olympic engagement has been included as an agenda item at all recent CPMs and the response has been extremely positive.

15. The City of London Crime Prevention Association will meet on Wednesday, 24th October 2012, at the Carpenters Hall in Throgmorton Avenue. They will have a guest speaker, Nigel Cook, Counter Terrorism Security Co-ordinator (CT SecCO) Metropolitan Police. Mr Cook's presentation will outline the role of a Counter Terrorism Security Coordinator, explain where the role sits within the command structure for an event and examine the range of threats and vulnerabilities within the security planning process. He will also look at the implications that such events can have within the commercial sector.

**Section C – Hard to reach groups**

16. Wards police have attended various engagement and networking events with members of the City Muslim, Hindu and Sikh communities to improve trust and confidence in the police.  
With the approach of Hajj, engagement has been undertaken with the City's business and residential Muslim community on the subject of Hajj fraud and to provide advice on how individuals can protect themselves. Part of this process was an interview given on the Islam Channel, the UK's largest Muslim TV channel.
17. During the recent protests by students in reaction to the UK Border Agency's decision to revoke the London Metropolitan University's licence to sponsor overseas students, Ward officers have engaged with the University's authorities and students to ensure all protests were peaceful and any tensions were identified at an early stage.
18. A member of the Wards team attended Imam training course with the Imam for City and London Met University to get an insight into his work. In addition, Ward officers have attended two University Fresher's Fairs in the City to offer advice on crime prevention and personal safety

19. On Tuesday 9<sup>th</sup> October 2012 the Honourable Artillery Company (HAC) hosted the passing out parade of 18 police cadets. They have successfully completed the Induction Course and have attended and contributed on a regular basis. The cadets have assisted at the City Life Family Festival in Leadenhall Market, at the Saracens charity rugby match at the HAC and most recently at the Child Victims of Crime charity event at The Brewery, Chiswell Street collecting money in the foyer for the charity.
20. The Wards policing team have obtained three Anti Social Behaviour Orders (ASBOs) in this reporting period. This includes two against aggressive beggars and one against a female who makes repeated 999 calls stating she is going to kill herself. The Force is working in partnership with the relevant Health Trust to manage the female. Preparations are currently ongoing for a fourth ASBO against another aggressive beggar.
21. Ward police officers continue to staff Op Poncho (homeless /rough sleeping operation) 5 times a week, Monday to Friday, locating and engaging with rough sleepers. The latest count shows that there are currently 14 individuals sleeping out at night. This is a reduction on the previous total of 19. Recent proactive successes include the acceptance of accommodation by a long-term rough sleeper in Cloak Lane and through partnership working with the Corporation and UK Border Agency, three foreign nationals sleeping at Bassishaw Highwalk, Garlick Hill and Greystoke Place have been repatriated. Ward officers working with the Corporation have persuaded the owners of the buildings in Rose Alley to erect new fencing. This has closed off a problematic area with regard to rough sleeping. Ward officers for Mansell Street Estate are also in the process of holding meetings with the estate management to respond to complaints of rough sleepers appearing on the estate since the closure of a local hostel and to attempt to resolve some of the issues.
22. Ward officers held a meeting with estate staff from the Barbican, Golden Lane and Tudor Rose Court and Social Services to discuss contact with vulnerable and elderly residents and safeguarding measures. Ward officers are currently visiting a number of these residents who have dementia and mental health issues to assist social services gather information for assessments and checking on the welfare of those that have been refusing entry to carers.

## **Section D – Transient Community and / Visitors**

23. Wards and Crime Investigation Department staff have collaborated to combat the rise in thefts from tourists by people posing as police officers. Details of sightseeing buses and coach companies were obtained and their co-operation obtained to allow warning notices to be displayed giving advice on how police would act and what a genuine warrant card looks like. Further engagement is being explored through the City hotels to see if visitors could be given advice on arrival.
24. Operation Atrium (operation for safer cycling) has continued through this period. The force is currently running an enforcement phase where cyclists who commit traffic offences are given a fixed penalty notice. They can opt to have this ticket rescinded if they attend a road show where they receive a presentation on the law and safer cycling. The Roads Policing Team and Cycle Squad ran a separate road show at the start of October, providing advice on safety and security

## **Consultation**

25. The Lead Member for Community Engagement has been consulted in the preparation of this report.

## **Conclusion**

26. This report informs Committee members of residential, business and other community engagement activity undertaken by the Force.

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<b>Committee(s):</b> Police Committee	<b>Date(s):</b> 2 <sup>nd</sup> November 2012
<b>Subject:</b> Equality Diversity and Human Rights (EDHR) Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police POL 70/12	<b>For Information</b>
<p style="text-align: center;"><b><u>Summary</u></b></p> <p>In February 2012, the Force launched a new Quality of Service/Equality, Diversity and Human Rights Strategy (QoS/EDHR), which sought to consolidate the NPIA Equality Standards for the Police Service (ESPS) which was launched in 2010, into a plan to deliver against four key areas of work: ‘Operational Delivery’, ‘Organisational Process’, ‘Our People Our Culture’ and ‘Local Accountability’.</p> <p>In addition to the QoS/EDHR plan, the Force continues to address the issues raised by the independent Lokahi Report into retention and progression of minority staff.</p> <p>This report outlines the work that has been progressed within the last six months. Highlights include work to improve links into the Lesbian, Gay, Bisexual Transgender community; launching a domestic violence ‘toolkit’ aimed at HR and Occupational Professionals in the business community; a joint peer review by Kent and Essex Police of the Force’s progress against the NPIA Equality Standards for the Police Service (ESPS); scoping future EDHR training. The Report also identifies areas where work continues, including the development of a Talent Management Strategy under the Lokahi action plan.</p> <p>The report also includes an update on IAG consultation and EDHR Unit staff changes under the City First Change Programme.</p> <p><b>Recommendations</b></p> <p>It is recommended that Members receive this report and note its contents.</p>	

## **Main Report**

### **1.0. Background**

1.1. In February 2012, the Force launched and published the new Quality of Service and Equality Diversity and Human Rights (QoS/EDHR) Strategy on the external City of London Police website. The strategy breaks down EDHR delivery into four key areas of work; *Operational Delivery, Organisational Process, Our People Our Culture and Local Accountability*.

1.2. The QoS/EDHR Board is the strategic board that provides governance and oversight to the QoS/EDHR strategy. This board meets every quarter and is chaired by Assistant Commissioner Dyson, reporting extraordinarily to the Force's Strategic Management Board when required. The next meeting will be held on 8<sup>th</sup> November 2012. The Lead Member for EDHR, Alderman Alison Gowman, is a member of this board, together with a representative of the IAG, to provide independent advice and scrutiny.

1.3. In addition to the QoS/EDHR Strategy, work continues to progress on the recommendations made within the independent Lokahi Report, which outlines areas of improvement in relation to the progression and retention of minority staff. These recommendations could be captured within the 'Our People Our Culture' section of the QoS/EDHR action plan, but have been kept separate to date, to ensure focus is maintained on this important area of work.

### **2.0. QoS/EDHR Update**

#### **2.1. 'Operational Delivery'**

2.1.1. In June 2012 the force introduced the role of Lesbian Gay Bisexual Transgender Liaison Officers (LGBT LO), identified as good practice from the Metropolitan Police. A number of staff within the Public Protection Unit (PPU) were trained in April this year, along with two community officers who will carry out the community LO function. The main role of the LO is to help the Force identify and access LGBT communities. The Force is also working with Stonewall<sup>1</sup> to assist in identifying the City of London's LGBT community. The Force has recently renewed its membership of Stonewall to improve and provide independent advice and scrutiny on the work the Force is currently doing with lesbian, gay and bisexual (LGB) staff and members of the community. Stonewall have agreed to peer review the Force's processes and practices, which will allow the Force to be measured against their Workplace Equality Index. The

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<sup>1</sup> [http://www.stonewall.org.uk/about\\_us/2532.asp](http://www.stonewall.org.uk/about_us/2532.asp)

Workplace Equality Index is Britain's leading tool for employers to measure their efforts to tackle discrimination and create inclusive workplaces for lesbian, gay and bisexual employees. This work is due to be undertaken in early 2013.

2.1.2. In September 2012, the Force's Public Protection Unit (PPU) launched a Domestic Violence Prevention Toolkit aimed at Human Resources (HR) and Occupational Professionals in the business community. The launch was attended by Baroness Scotland and was supported by many large financial institutions. The toolkit provides advice and guidance to City employers to identify and support staff suffering domestic abuse. The PPU will distribute the toolkit to City employers, including the Force's own workforce, as well as distributing the toolkit to other Forces within the UK, continuing to raise awareness of domestic violence and the impact it has on the work place.

2.1.3. The Association of Muslim Police (AMP) introduced a dedicated 24 hour help-line available during Ramadan this year to offer advice to all staff when dealing with Muslims in an operational context (i.e. searches, arrests, interviews etc). A Ramadan Guidance document was also produced and made available to staff, which has recently been identified by NPIA as good practice. The guidance document helped to answer common questions, to assist staff engage with Muslim colleagues and the wider Muslim community during Ramadan. Through the help-line the AMP were able to assist with 5 different requests for information from staff members. The AMP is planning an event in November at Guildhall to celebrate the second Eid and the end of Hajj. The event is aimed at Muslims who work in the City of London to raise awareness of the work the City of London Police are doing around Hajj fraud, Islamophobia and also to engage with the Muslim business community.

2.1.4. Earlier this year, two members of staff attended a training course run by 'Age UK' on how to deliver personal safety advice to the elderly. The package comprised of six sessions, covering various aspects of safety and security. The first session has recently been delivered to elderly groups in Tudor Rose Court and the Barbican, and plans are in place to identify other groups who may benefit from the input. The aim is to deliver the full safety package to elderly members of the community.

## **2.2. 'Organisational Process'**

2.2.1. On 28<sup>th</sup> February 2012, the Force requested a joint peer review by Kent & Essex Police, to evaluate our progress against the 'baseline' level of the NPIA Equality Standards for the Police Service (ESPS). The result of the review has shown that the Force has achieved 'baseline' across all of the standards. The Force had self-assessed in September 2011 and reported the results to the

QoS/EDHR Board in November 2011. The Assistant Commissioner made a strategic decision at this meeting, that the Force would aim to achieve 'Integrating' level to demonstrate our continued commitment to the ESPS. Those 'Integrating' standards have been included within the QoS/EDHR action plan and the standards features as a regular agenda item at the QoS/EDHR board. Work is continuing to achieve 'Integrating' level by March 2013 when a further peer review is planned.

2.2.2. In order to meet the requirements of the Equality Act, a generic Equality Impact Assessment (EIA) has been undertaken for the City First Change Programme. However, as the programme has progressed, good practice has identified that to demonstrate 'due regard', more detailed work is required. (The EIA will allow the Force to assess the likely or actual effects of any changes to functions, on the delivery of services). As changes are agreed for each area of the Force, an EIA will be completed specifically to look at the effect of the proposed change on staff and service delivery. This will be documented separately for each area and attached to the 'Request for Organisational Change' document, required for professional and local consultation. A more specific detailed piece of work has also been commissioned to conduct EIAs on all 'functions' over the next three years. The Force will publish a three-year plan in December 2012, detailing when the functions will be reviewed. The functions will be prioritised as high, medium or low, depending on the impact they have on service delivery (i.e. stop and search would be a high priority function). Each EIA will be published on the website when complete.

## **2.4. 'Our People Our Culture'**

2.4.1. EDHR training is fundamental in ensuring that the Force clearly sets out how it expects its' staff to treat members of the community and each other. The Force has historically undertaken a wide and varied range of EDHR training, learning from its' own and others good practice on the best ways of helping staff learn and understand issues. The recently appointed EDHR Manager, Mrs Nagina Kayani, has been tasked to quality assure the current EDHR training and report to the Force Strategic Management Board (SMB) in November outlining areas of good practice and recommendations on any areas for improvement.

2.4.2. Recognising the benefits that annual staff surveys can bring to an organisation, the Commissioner requested that a staff survey was undertaken in July 2011, which was to be repeated annually. Due to the Olympics/Paralympics, the July 2012 survey was delayed and launched on 1<sup>st</sup> October 2012, for a period of four weeks. The survey will measure how people feel about working for the City of London Police with a range of questions about leadership and job satisfaction. A strategic decision was made this year, in

consultation with union and Federation Representatives, to collect diversity data; this will identify any emerging trends affecting any specific groups of staff. The results of the survey will be considered at SMB in December 2012.

## **2.5. 'Local Accountability/Local Governance'**

2.5.1. HMIC recently wrote to all Forces informing them of the likelihood of a potential inspection on 'The Use and Effectiveness of Powers to Stop and Search' during 2013. Fieldwork is currently underway during October through to December to determine whether HMIC will inspect all forces or only those perceived to be 'at risk'. HMIC will consider data from stakeholders such as the Equality and Human Rights Commission and NPIA, using data from their 'Next Steps' programme, which works with forces to ensure transparency and accountability in the use of the Stop and Search. The City of London Police have pre-empted the interest in 'stop and search' and identified how the 'Next Steps' programme could improve and challenge our operational working practices and procedures. The Force has therefore arranged for a 'Next Steps' peer review, which is due to be undertaken by NPIA on 29<sup>th</sup> October 2012.

## **2.6. Lokahi Action Plan**

2.6.1. The Lokahi Action Plan update was submitted to your March Committee and a number of areas have been progressed since this time. In the area relating to 'ensuring that transferees' skills are positively used', all officers' skills are now registered on the HR System and staff are required to regularly update their own profile and provide information. Also, as part of the City First Change Programme, engagement workshops for transferee officers have been run to capture any emerging issues from this specific group. The feedback obtained was used when drawing up City First processes and proposals. This style of engagement has proved invaluable and it will be used again during implementation. The force will use the same approach to 'engagement' when the review of the New Policing Model takes place.

2.6.2. The action to restore confidence in the complaints (Grievance) procedure regarding human relationships and working practices, has been developed and the Force now regularly publishes grievance data as part of the compliance requirement of the Public Sector Duties. The number of grievances and the reasons they are submitted is now an agenda item at the Organisational Learning Forum, where lessons learned can be implemented. A Gold Group has also been introduced which aims to monitor and manage all employee relations cases to ensure that all actions are appropriate.

2.6.3. The recommendation that informal communication processes are complemented by a transparent, prompt, formal one, has seen a specific communication strategy being introduced to support the City First Change Programme. This includes a rumour mill section where staff can ask questions; staff suggestions page; regular briefings from the Assistant Commissioner, which allow staff the opportunity to respond and to make comment; senior officer road-shows and specific events, such as the Chief Officer Team who held a live on-line Q & A session for staff on the 29<sup>th</sup> August. To support this and to improve communication flow, a new Management Briefing document is circulated for managers to brief staff and seek feedback. This process is currently being evaluated by Corporate Communications and any relevant feedback will be used to improve this system of communication.

2.6.4. To encourage and demonstrate the Force's commitment to support staff development, SMB looked at a range of options to support officers considering promotion. In July 2012 SMB agreed to provide financial support and dedicated time at work to support officers taking the first part of OSPRE for the Sergeants and Inspectors process (an exam process designed to test knowledge and understanding of the law and procedures.) Additionally briefing sessions are now incorporated into the promotion process to provide officers information and advice on preparation for interviews/assessments, making the process more transparent and providing equality of opportunity. These were recently conducted for the Superintendents promotion process.

2.6.5. The Talent Management Strategy is an outstanding area of work which encompasses many actions within the Lokahi action plan and completion of this strategy will be a significant step forward in removing barriers to staff development. The Talent Management Strategy will be submitted to SMB in December.

## **2.7. IAG Consultation**

2.7.1. The Assistant Commissioner and newly appointed Superintendent Communities have attended the last two meetings of the IAG (19<sup>th</sup> July and 27<sup>th</sup> September). The IAG had raised concerns regarding the impact of change on specific areas of the Force from the City First Change Programme. The Assistant Commissioner was able to provide reassurance on a number of issues, explaining how the Force would consult with the community and consider the impact of change on service delivery during the transition phase of the programme. The IAG had also expressed concerns around the proposed staff changes within the EDHR office. The Assistant Commissioner explained the rationale for change and acknowledged how staff changes could impact on established relationships. The Assistant Commissioner was able to reassure

members of the IAG that continuity would be managed and new staff introduced to the IAG as soon as they were identified.

## **2.8. EDHR Staff Changes**

2.8.1. As part of the City First Change Programme the staffing levels within the EDHR unit have been reviewed. Historically, the EDHR unit was staffed by a Sergeant with additional support of one member of support staff. Due to a number of factors the Sergeant in the EDHR office was retained in post when he was promoted to Inspector and latterly Chief Inspector, to retain the individual's specialist knowledge and established networks (this officer retired in 2011). The EDHR unit has also historically reported direct to ACPO with no middle management oversight. Under the City First Change Programme, the proposal for the EDHR unit has been to move the unit to sit within Strategic Development, providing direct oversight from a Chief Inspector and to reduce the Inspector (part time), Police Constable (part time) and Grade D posts to one Sergeant (full time) and one Grade D post.

2.8.2. Staff roles within Strategic Development have also been changed to ensure that staff work more flexibly across functions. In effect this means that staff can be brought in to assist the EDHR unit should workloads require additional resources. Historically, the EDHR unit have also tended to undertake all EDHR work on behalf of the Force. However, the Force has identified that this approach has not helped to 'embed' EDHR and a change of focus at senior management level has moved responsibility for considering EDHR issues back to managers and staff. This change to working practices will ensure that EDHR matters are considered as 'business as normal', which will allow the EDHR unit to focus their efforts on priority areas of work and providing support and guidance to staff.

## **3.0 Conclusion**

3.1. During the significant period of change over the next 6 – 9 months, the key issue for the Force will be to ensure that we continue to consider the impact of change on the delivery of our services to the community and the impact on staff. The City First Programme Board will continue to provide strategic oversight during the 'implementation' phase of the programme to ensure that EDHR issues are raised and considered. The work being undertaken on EIA will allow the Force to demonstrate that 'due regard' has been given to impact, at all stages of the City First Programme.

3.2. Progress on the QoS/EDHR action plan continues to demonstrate the Force's commitment to improve policies and working practices across all areas

of the Force with clear areas of good practice emerging, specifically in relation to Stonewall and stop and search.

3.3. Progress on the Lokahi Action Plan is currently working towards completion of the majority of areas by the end of 2012. The outstanding issues will be formally transferred into the relevant sections of the force QoS/EDHR plan in January 2013. The QoS/EDHR board will continue to monitor compliance.

3.4. In conclusion the Force is able to demonstrate a pro-active approach in identifying and working with minority groups within our community, through our work with Stonewall, AMP and Age UK. The Force's review of EDHR training will also ensure that staff remain well informed and aware of EDHR issues. The most significant change has been at senior officer level, reinforcing the requirement for all staff to take personal responsibility for considering EDHR issues as 'business as usual'. This has been reinforced during the City First Change Programme by the requirement to continually consider the impact of any change, on staff and on service delivery.

#### **Background Papers:**

QoS/EDHR Strategy  
QoS/EDHR Action Plan  
Lokahi Action Plan

#### **Appendices**

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<b>Committee:</b> Police	<b>Date:</b> 2 <sup>nd</sup> November 2012	
<b>Subject:</b> Update on the Force response to begging in the City of London		<b>Public</b>
<b>Report of:</b> Commissioner of Police POL 71/12		<b>For Information</b>
<p style="text-align: center;"><b><u>Summary</u></b></p> <p>At your September Committee, the Commissioner undertook to bring a specific report to a future Committee on the Force’s response to begging.</p> <p>The statistics provided within the main report represent data collated between 1<sup>st</sup> January 2012 and 10<sup>th</sup> October 2012 inclusive. In the reporting period 73 arrests have been made under the Vagrancy Act 1824 for the offence of Begging, 83Anti-Social behaviour (ASB) reports regarding begging have been created.</p> <p>There are a number of proactive Policing operations and initiatives which deal with begging; Operation Baskin focuses on identifying persons begging and arresting them under the Vagrancy Act, Operation Poncho is a joint operation between Police, CoL Housing Needs Department and Outreach services. Wards Policing run awareness campaign for the Public around known begging hotspots giving leaflets to members of the public to raise awareness of cause and effect.</p> <p>The response to dealing with begging is discussed at Strategic level meetings including the Metropolitan Police Strategic Rough Sleepers (Op Reach) meeting; the City of London Corporation Rough Sleepers Strategy meeting and the Licensing Tactical Group.</p> <p>This report evidences a number of positive approaches to dealing with begging, working with partner agencies to tackle the underlying problems including drug and alcohol dependency, homelessness and Mental Ill Health which can contribute to persons feeling the need to beg.</p> <p><b>Recommendations</b></p> <p>It is recommended that this report be received and its contents noted.</p>		

## **Main Report**

### **Background**

1. At your September Committee, the Commissioner undertook to bring a specific report to a future Committee regarding begging in the City of London and the Force's response to this issue. Begging has continuously been raised as a community priority at the Community Partnership meetings.

### **Current Position**

2. The City of London appears to be an attractive area for begging with activity focused around transport hubs, tourist attractions and more recently licensed premises during evening hours. Activity is seasonal with higher numbers of reports during the summer months.
3. All reports of Begging are treated as Anti-Social behaviour by the Police, recorded within the control room and forwarded to the ASB Coordinator within Wards Policing.
4. Between 1<sup>st</sup> January and 10<sup>th</sup> October 2012 (inclusive) the City of London Police has made 73 arrests for Begging under the Vagrancy Act 1824. There were 83 reports of persons begging during the same period. One third of all begging reports and subsequent arrests are within Bishopsgate Ward, specifically Bishopsgate and Liverpool Street, a further 23% are within Tower Ward. As data has only been being collected and collated on this issue since January 2012 it is not possible to identify any year on year trends at this stage. However, the Force will be able to report on yearly trends in a future report to your Committee.
5. Begging has been highlighted as an issue by survey respondents, at wards meetings and by residents complaining directly to elected Members. The Force is currently in the process of developing the force priorities for the Policing Plan for 2013-14 and will be looking to include begging within the wider priority of tackling Anti- Social Behaviour (ASB). Community Safety measures will be developed and reflected within the ASB priority.
6. A coordinated approach between Police and partner agencies has led to three Anti-Social Behaviour Orders (ASBOs) under the Vagrancy Act being granted within the reporting period, with a further one due

to be granted imminently. Four further applications are being compiled in respect of persistent beggars.

7. Police work with a number of partner agencies in order to tackle the underlying causes of begging, often due to drug or alcohol abuse, homelessness and Mental Ill health. Action is focussed upon identifying persistent beggars, engaging with outreach services to provide assistance on an individual needs basis, and to prosecute offenders and to collate evidence to support applications for ASBOs where individuals fail to engage.

### **Operations and campaigns**

8. There are a number of proactive policing operations and initiatives which deal with Begging:
  - **Operation Baskin** is a Police led operation with a zero tolerance approach to begging. Officers arrest those found begging. Once detained, offenders are drug tested and where tests are positive, individuals are referred to the Drug Action Team (DAT). Those who test positive for Class A drugs are entered into a treatment programme with the intention of removing the cause of the need to beg.
  - **Operation Poncho** is a partnership operation with the City of London Housing needs department, local outreach teams, re-homing charities and mental health workers. The team patrol every night and interact with homeless people to encourage them to engage with support services available and find them accommodation. This operation has contributed to the reduction in numbers of rough sleepers within the City of London from 39 at the beginning of the reporting period to 14 at the last count. A number of persons have been found accommodation including one male who had been sleeping rough for 11 years.
9. Police also work with UK Borders Agency (UKBA) to tackle those rough sleepers who are foreign nationals and there has been some success in repatriating individuals.
10. Wards Policing also work with local outreach services to run awareness campaigns educating members of the public in relation to the issues caused by begging and actively encouraging them to give money to homeless charities rather than individuals begging. The leaflets entitled 'Your kindness can kill' identify that some beggars

use the money given to them to purchase alcohol and or drugs and this can actually prevent them from getting off the streets. A forthcoming campaign will focus on Liverpool Street station in November.

11. Ward officers working with the Corporation have persuaded the owners of the buildings in Rose Alley to erect new fencing. This has closed off a problematic area in regards to rough sleeping. Ward officer for Mansell Street Estate has also held meetings with estate management to respond to complaints of rough sleepers appearing on the estate since the closure of a local hostel.

## **Enforcement**

12. In the case of persistent beggars who refuse to engage with outreach services, Police actively seek Anti Social Behaviour orders (ASBOs) through the courts. The ASB Coordinator compiles a compendium of evidence to prove to the court that the behaviour is persistent, and that the conduct is anti-social. The Court will decide as fact whether the behaviour complained of caused harassment alarm or distress to relevant persons, they must also be satisfied that an order is necessary to protect relevant persons from further anti-social acts by the defendant.
13. The collation of evidence to support an application for an ASBO takes some time, however when granted ASBOs prohibit the individual from certain activities and or bans them from certain locations and have been granted in some cases for a period of 3 years.

## **Meetings**

14. The Community Engagement Superintendent is responsible for dealing with Anti-Social Behaviour, including begging. There are a number of strategic meetings at which begging is a main focus:
  - **The Metropolitan Police Rough Sleepers Strategy meeting** (Op Reach) ensures that efforts to reduce rough sleeping in one Borough do not cause displacement to another area. This meeting also ensures cross border ASBOs can be granted to prevent similar displacement.
  - **The City of London Rough Sleepers Strategy meeting** is chaired by the Director of Children and Community Services together with Partners from Cleansing, Mental Health Service provision, Police and Broadway outreach Services. A Rough Sleepers action plan is in

existence and covers actions from ensuring that suitable accommodation is available, to utilising the City of London Technical Department to 'design out' hotspot areas.

- The recently formed **Tactical Licensing Group** chaired by the Superintendent Community Engagement meets fortnightly together with senior staff from the Environmental Health and Public Protection Department. This meeting enables the sharing of information in relation to Anti-Social behaviour including begging and feeds into the Police Intelligence led tasking meeting to ensure Police resources are effectively deployed to deal with ASB.

## **Conclusion**

15. This report informs Committee members of the coordinated partnership approaches in existence, which are actively working to reduce Anti-Social behaviour around begging in the City of London.

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# Agenda Item 9a

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# Agenda Item 9b

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# Agenda Item 9c

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# Agenda Item 9d

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# Agenda Item 12

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