

**PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE OF THE CITY OF
LONDON POLICE AUTHORITY BOARD
Thursday, 26 November 2020**

Draft Minutes of the meeting of the Professional Standards and Integrity Committee
of the City of London Police Authority Board held virtually, via Microsoft Teams, on
Thursday, 26 November 2020 at 11.00 am

Present

Members:

Alderman Alison Gowman (Chair)
Douglas Barrow
Nicholas Bensted-Smith
Tijs Broeke
Mary Durcan
Alderman Emma Edhem
Deborah Oliver
Deputy James Thomson
James Tumbridge

Officers:

Angela Roberts	-	City of London Police
Oliver Bolton	-	Town Clerk's Department
Alistair Sutherland	-	City of London Police
Gary Brailsford-Hart	-	City of London Police
Stuart Phoenix	-	City of London Police
James Morgan	-	City of London Police
Tarjinder Phull	-	Comptroller & City Solicitor's Department
Craig Mullish	-	City of London Police
Martina Elliot	-	NFIB
Stuart Phoenix	-	City of London Police
John Cater	-	Committee Clerk
Polly Dunn	-	Committee Clerk

1. APOLOGIES

Apologies were received from Caroline Addy and Alderman Jones.

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

There were no declarations.

3. MINUTES

Mr Tumbridge asked the Committee clerk to ensure that his name was recorded in the minutes as having attended the 14th September 2020 meeting - his name was currently absent.

RESOLVED - that the public minutes (including the amendment above) of the meeting held on 14 September 2020 be approved.

4. **REFERENCES**

Members received a joint report of the Town Clerk and Commissioner regarding references and the following points were made.

14/2019/P - Integrity Dashboard and Code of Ethics Update

Future meeting dates of London Police Challenge Forum to be provided to the Committee.

- No meetings are currently arranged. Members asked that this was kept as a standing item and that they would be informed should a meeting date be confirmed.

17/2019/P – Police Authority Process for Handling Complaints

Appeals Process New Review Panel Process to be reviewed after three months of operation.

- The review would be submitted to the Committee at its next meeting in February 2021.

20/2019/P – Ethical Economic Partnerships Policy

Ethical Economic Partnerships Policy to be reviewed by Professional Standards and Integrity Committee after one year of operation.

- An update was included in the pack for today's meeting. Members requested that, going forward, updated versions should be submitted on an annual basis.

1/2020/P – Integrity Dashboard and Code of Ethics Update

Case studies arising from London Police Challenge Forum Meetings to be circulated to Committee

- See 14/2019/P – once a meeting is held, case studies will be circulated to the Committee.

2/2020/P – Integrity Dashboard and Code of Ethics Update

Committee to be advised when next Victim Satisfaction Survey will be conducted

- The next Victim Satisfaction Survey would be submitted to the Committee, for information, at its next meeting in February 2021.

3/2020/P – Integrity Dashboard and Code of Ethics Update

Force Human Resources to provide report to June 2020 meeting on statistics of temporary promotions at all levels of Force

- A Report was included in the pack for today's meeting.

4/2020/P – COVID-19 FPNs

NPCC Policing the Pandemic to be circulated to the Committee

- The Chairman asked the Town Clerk to circulate the NPCC Policing the Pandemic to the Committee after today's meeting.

5/2020/P – Stop and Search Q1 2020/21

Force to review provision of breakdown by ethnicity/age of 235 stops outside City

- A Report was included in the pack for today's meeting concerning stop and search. breakdown of the figures

6/2020/P – Stop and Search Q1 2020/21

Written response to be prepared addressing issues raised by observing Member

- This was picked up on today's agenda (ITEM 7)

7/2020/P – Summary of Reviews of Police Complaints

Action Fraud Complaints Manager to attend November 2020 Committee

- The Action Fraud Complaints Manager was in attendance at today's meeting.

8/2020/P – Summary of Reviews of Police Complaints

Report on other avenues of appeal to be submitted to Committee

- The Report would be submitted to the Committee at its next meeting in February 2021.

9/2020/P – Questions – Recruitment of External Member

Recruitment process to be reviewed to ensure diverse pool of experienced candidates is identified.

- Officers explained that the Job Description (JD) still required some work; the documentation had not been updated for some time and would need to be refined before we could go out to advertise the role; officers were keen to consult Members next month (December), possibly at the Police Authority Board meeting on 16/12 to ensure that they were content with the new JD.
- In terms of a timeline, officers were working at pace to ensure that interviews were able to take place in early 2021. Members thanked officers for their work on this, whilst they were eager to press on speedily, it was important to be thorough and get this right.
- Once the JD had been agreed, it was critical that the advertisement was circulated to as wide a pool of potential candidates as possible, the Chair

asked her fellow Members to provide details to officers of any relevant portals or forums that the advert could be shared with.

- Members were also supportive of asking the Police Authority Board to waive the usual stipulation when appointing external Members (i.e. they had to live or work in the City); it was felt that this unnecessarily restricted the potential pool.

10/2020/P - IASG reports to be submitted to PSI Committee

- IASG would be meeting Members of the Committee in 2021.

RESOLVED – that the Committee noted the Report

5. OFFICERS ON ACTING AND TEMPORARY PROMOTION AT 30/11/2020

The Committee received a Report of the Commissioner of the City of London Police concerning Officers on Acting and Temporary Promotion.

The Assistant Commissioner explained that the number of Officers on acting and temporary promotion was significantly higher than the historic norm due to the Force waiting for the shape of the Transform Model to be concluded in early 2021. Currently, when vacancies have arisen, the Force have turned to internal recruits as this is the best way to ensure it was in good shape to roll out the new model quickly and effectively in 2021; the Assistant Commissioner anticipated that, once the model was in place, the numbers in the Report would decline, as the Force reverted to normal methods of application and recruitment.

The Assistant Commissioner assured Members that vigorous vetting is applied, and individuals would always fill roles that were appropriate to them; furthermore, supervision is robust and is no different to the normal line manager – direct report relationship.

The Chair thanked the Assistant Commissioner for the briefing and asked him to return with an update at the next meeting of the Committee in February.

RESOLVED – that the Committee noted the Report.

6. Q2 STOP AND SEARCH DATA - 2020-21

The Committee received a Report of the Commissioner of the City of London Police concerning Stop and Search Data for Q2.

Members took ITEM 6 and ITEM 7 together.

A Member queried the outcome rates on page 30. In response, officers, whilst pointing out that CoLP was the best performing Force in the UK in terms of positive and judicial outcomes post arrest (28%), cautioned Members that the data within the Report needed to be set in context; once an arrest was made, it could result in a range of eventualities, which did not, in and of itself, negate the overall effectiveness and efficacy of Stop and Search as a tactic in the City.

Indeed, Her Majesty's Inspectorate of Constabulary's (HMIC) recent study found that 92% of the City of London Police's Stop and Searches were deemed reasonable – this was the highest rate across all UK Forces. Whilst the picture was nuanced, the Assistant Commissioner confirmed that he would look to provide clearer explanation on the data in future.

Members queried whether the statistics concerning Stop and Search based on ethnicity could be presented in percentage terms going forward. Officers responded that they would liaise with the Stop and Search Working Group and bring a revised data set to the Committee in the future. It was agreed that some training would be offered to Committee members on this important topic of stop and search so that they could better understand and scrutinise the data and operations. This would be arranged around a meeting of the Committee in the New Year

RESOLVED – that the Committee noted the Report.

7. STOP AND SEARCH DATA BREAKDOWN

The Committee received a Report of the Commissioner of the City of London Police concerning Stop and Search Data. This response would be sent separately to the member of Common Council who raised these matters at the meeting on 14th September.

Please see the Minute for ITEM 6.

RESOLVED – that the Committee noted the Report.

8. USE OF ALGORITHMS AND AI WITHIN CITY OF LONDON POLICE

The Committee received a Report of the Commissioner of the City of London Police concerning the use of algorithms and AI.

Members welcomed the Police's cautious approach to the adoption of AI and were keen that the Force continued to track and monitor developments, particularly when it came to national or international approaches to establishing best practice in this area. Whilst this was, for now, at an embryonic stage, the technology (such as facial recognition) continues to evolve and the ethical concerns are becoming more apparent. A Member proposed that a separate session on Data Ethics, which outlined some of the concerns and potential risks that would likely emerge as the technology matured would be useful. Officers would set up a session in 2021. At least two members of the Committee had specialist knowledge in this area which it would be good to utilise.

Separately, the Chair added that she had been reassured about the Force's approach to algorithms in its procurement of a successor system to Action Fraud.

RESOLVED – that the Committee noted the Report.

9. **EQUALITY AND INCLUSION STRATEGY UPDATE**

The Committee received a Report of the Commissioner of the City of London Police concerning the Equality and Inclusion Strategy, noting that this now fell within the remit of this Committee.

The Draft (non-public) Equality and Inclusion Action Plan was circulated separately as a supporting document to this Item; this document will be finalised soon and will be circulated to Members thereafter.

In response to a query concerning recruitment and retention, the Assistant Commissioner responded that current trends for widening representation were positive and are on an upward curve. The Force is now fifth in the country for police representation from BAME communities and is also very well placed in terms of civilian staff representation; this reflected a proactive approach over recent years. Whilst the Force was now working from a good and stable base the Assistant Commissioner conceded that the number of female specials had declined recently, and more work was required to turn this around. He added that diversity amongst the Force's cadets was in a very good place, with 27 of 36 recent cadets coming from a BAME background.

In response to concerns around prioritisation, officers stressed that this was a process that would take time to mature; whilst it was unrealistic to expect all areas to be resolved in one go, officers were committed to ensuring the strategy was adopted in full and successful over the longer term.

A Member highlighted some wording on page 91 concerning the creation of a "Gold Group in response to the Black Lives Matter movement" – and asked whether the wording could be changed to something more understandable to the lay person. Officers recognised that too much jargon was unhelpful and, when finalising the Action Plan, would cut down on acronyms and other esoteric terminology where possible.

In response to a query around the feedback from focus groups and the recent staff meeting, officers confirmed that this has been embedded into the strategy. The Force's upcoming communications about the strategy would include both the raw survey results alongside how this has been built into the work.

RESOLVED – that the Committee noted the Report.

10. **INTEGRITY AND CODE OF ETHICS UPDATE**

The Committee received a Report of the Commissioner of the City of London Police concerning the Integrity and Code of Ethics.

Officers provided a brief update; it should be noted that due to the pandemic not a huge amount of work has been undertaken recently in this area.

In the potential continued absence of a London Police Challenge Forum (LPCF) meeting over the medium-term, officers would look at trying to run an internal CoLP only session to ensure that momentum around best practice was kept fresh and top of mind.

RESOLVED – that the Committee noted the Report.

11. **IOPC REVIEW INTO STOP AND SEARCH, REPORT ON THE METROPOLITAN POLICE SERVICE**

The Committee received a Report of the Commissioner of the City of London Police concerning the IOPC Review into Stop and Search.

Members took ITEM 11 and ITEM 12 together.

The Chair welcomed the offer from an officer to provide a training session for Members concerning Stop and Search; it was envisaged that this would take place in the New Year. The Chair would work with officers in the Force and Town Clerks to confirm a time convenient to the Committee.

RESOLVED – that the Committee noted the Report.

12. **ACTION PLAN: TRANSPARENCY, ACCOUNTABILITY AND TRUST IN POLICING**

Please see the Minute for ITEM 11.

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

A Member raised a question concerning whether the Force had yet received notification about the National Association of Legally Qualified Chairs' recent motion to potentially suspend tribunal panels in response to the risk of panel Members being considered personally liable for decisions they take in tribunal (and as a consequence subject to costs), concerning equality claims.

The Association wanted either the regulations to be changed or an indemnity to be put in place to cover panel members.

The Assistant Commissioner informed Members that notification had only been received earlier in the week; the Force's legal department was examining this issue and would come back to Members shortly with guidance.

Officers added that the subject of indemnity was something that had been looked at previously by the Force as a potential component of wider Corporation indemnity for employment tribunal panel members. Members asked that a Report be submitted to the Police Authority Board summarising the position.

14. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

There was no other business.

15. **EXCLUSION OF THE PUBLIC**

RESOLVED, that under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items 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.

16. **NON-PUBLIC MINUTES**
RESOLVED - that the non-public minutes of the meeting held on 14 September 2020 be approved.
17. **NON-PUBLIC REFERENCES**
Members received a joint report of the Town Clerk and Commissioner regarding non-public references.
18. **CITY OF LONDON POLICE ETHICAL PARTNERSHIPS**
The Committee received a Report of the Commissioner of the City of London Police concerning CoLP Ethical Partnerships.
19. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 2 - 1ST JULY 2020 – 30TH SEPT 2020**
The Committee received a Report of the Commissioner of the City of London Police concerning Professional Standards Statistics for Q2.
20. **PROFESSIONAL STANDARDS DIRECTORATE CASES**
The Committee received a Report of the Commissioner of the City of London Police concerning Professional Standards Statistics – Quarter 2 – 1 July 2020 – 30 September 2020
 - 20a **Case to Answer / Upheld**
Members considered cases with a case to answer/upheld.
 - 20b **No case to answer/not upheld**
Members considered cases with no case to answer/not upheld.
 - 20c **Local Resolution**
Members considered cases dealt with by local resolutions.
 - 20d **Death or Serious Injury**
Members considered cases involving death or serious injury.
 - 20e **Complaint and Conduct Regulations 2019**
Members considered cases dealt with under Complaint and Conduct Regulations 2019.
21. **ACTION FRAUD STATISTICS – QUARTER 2 – 1ST JULY 2020 – 30TH SEPT 2020**
The Committee considered a Report of the Commissioner of the City of London Police concerning Action Fraud Statistics for Q2.
22. **NFIB CASES ASSESSMENT PROCESS**
The Committee received an oral update and slide presentation concerning the National Fraud Intelligence Bureau (NFIB) cases assessment process.
23. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no questions.

24. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There was one item of non-public urgent business.

The meeting ended at 1.05 pm

Chairman