

**PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE OF THE CITY OF
LONDON POLICE AUTHORITY BOARD
Friday, 5 February 2021**

Minutes of the meeting of the Professional Standards and Integrity Committee of the
City of London Police Authority Board held at Committee Rooms, 2nd Floor, West
Wing, Guildhall on Friday, 5 February 2021 at 10.00 am

Present

Members:

Alderman Alison Gowman (Chair)
Caroline Addy
Douglas Barrow
Tijs Broeke
Mary Durcan
Alderman Emma Edhem
Alderman Gregory Jones QC
Deborah Oliver
Deputy James Thomson

Officers:

Oliver Bolton	- Town Clerk's Department
Alistair Sutherland	- City of London Police
Gary Brailsford-Hart	- City of London Police
Simon Latham	- Town Clerk's Department
Stuart Phoenix	- City of London Police
Angela Rogers	- City of London Police
Sanjay Andersen	- City of London Police
John Cater	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department
Claire Cresswell	- City of London Police
Rebecca Caldicott	- City of London Police
Rachael Waldron	- City of London Police
James Morgan	- City of London Police
Ian Younger	- City of London Police

1. APOLOGIES

Apologies were received from Nicholas Bensted-Smith and James Tumbridge

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

There were no declarations.

3. MINUTES

RESOLVED - that the public minutes of the meeting held on 26 November
2020 be approved.

4. REFERENCES

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

2/2020/P – 2 March 2020 - Item 5 Integrity Dashboard and Code of Ethics Update

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

- Officers informed Members that whilst a Report had been submitted recently to the Police's Performance Management Group, the number of responses this quarter – 14, had been significant lower than the longer term quarterly average; therefore, it would be difficult to glean as great an insight as usual. The Chair asked officers to circulate the current information and asked them to submit a (hopefully) fuller quarterly Report for the next meeting of the Committee in May.

9/2020/P - 14 September 2020 Questions – Recruitment of External Member

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

- The Chair updated Members on the current progress concerning recruitment; she noted that advertising for the role would be going live that day (i.e. 05/02/21); this included, one paid advert, a link posted to several social networks, and an item on the Police's website. In addition, Members were encouraged to cascade the advert through their own networks. The deadline for candidates to express their interest had been set for late February, with interview panels provisionally set up to take place soon after. The panel includes the Chair, Deputy James Thomson, and Rachael Waldron of the Police Authority Team.

13/2020/P - 26 November 2020 Item 8 – Use of Algorithms and AI across the City of London Police

Members 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.

- The Chair encouraged officers to move ahead at pace, with the aim to hold the session before next Committee meeting (05/05/21)

14/2020/P 26 November 2020 Item 9 – Equality and Inclusion Strategy Update

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.

- The Chair informed Members that, whilst she had received an updated version of the document, it was still in draft form. She pointed out that it would be more helpful for Members to review the final version; officers responded that the final document was almost ready, and it would include responses to the recommendations (relevant to the Police) from the Corporation's Tackling Racism Taskforce. Officers are in regular contact with Tijs Broeke who is providing Member liaison on this.

15/2020/P - 26 November 2020 Item 11 – IOPC Review into Stop and Search at the Metropolitan Police

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.

- The Chair encouraged officers to move ahead at pace, with the aim to hold the session before next Committee meeting (05/05/21)

16/2020/P - 26 November 2020 Questions – RE: Legally Qualified Chairs - 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 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 informed Members that, after discussions, there was now an acceptance that any indemnity required by panel Members will be provided by the Corporation. The Chamberlain was expected to sign this off formally very soon. Officers added that the change of wording (to cover the indemnity) was agreed at a national level, until such a time that the regulations can be changed by the Home Office.

5. ANNUAL REVIEW OF TERMS OF REFERENCE

The Committee considered a Report of the Town Clerk concerning the Committee's Terms of Reference.

Whilst the current Terms of Reference was approved without any changes, there was a discussion concerning the Committees responsibilities via-a-vis paragraph G (i.e. "Overseeing measures to promote equality, inclusion and engagement by the Force"), when it came to embedding the recommendations

of the Tackling Racism Taskforce. All were of the view that it was first appropriate to have a discussion about the (Police relevant) TRT recommendations at the next Police Authority Board meeting in March, and to review any resulting actions at the next meeting of the Committee in May.

RESOLVED – that the Committee:

- considered (and approved) the proposed change in membership of the Committee namely, that **two** external co-opted Members, can now be appointed by the Police Authority Board;
- approved the terms of reference of the Committee (as set out in appendix 1 of the Report) for submission to the City of London Police Authority Board for final approval; and
- considered whether any change is required to the Committee's frequency of meetings (meeting frequency maintained at once-a-quarter)

6. **12 MONTH REVIEW OF THE COMPLAINT REVIEW PROCESS**

The Committee received a Report of the Commissioner of the City of London Police concerning the Complaint Review Process.

The Chair thanked Members and officers for their participation and hard work in ensuring the success of the process over the past 12 months.

When it came to Member involvement on the panels, the Chair asked officers to establish a rota system to ensure that, going forward, the workload was spread out more equitably.

In the interests of maintaining scrutiny, it was suggested that, after each panel meeting, officers provide an update to each of the participating panel Members that would outline the actions resulting from any recommendations proposed. This could take the form of an email circular, and, in the event that further actions or follow up is needed, a more formal discussion can then take place at the next Panel meeting.

Separately, officers confirmed that future iterations of the Report's appendix (which outlines details about Panel decisions and recommendations) include the initials of the participating panel Members; this would hopefully make things easier to reference when it came to Members and officers reviewing decisions after the panel meeting took place.

RESOLVED – that the Committee noted the Report.

7. **ACTION FRAUD AND NATIONAL FRAUD INTELLIGENCE BUREAU (NFIB) COMPLAINTS**

The Committee received a Report of the Commissioner of the City of London Police concerning Action Fraud and NFIB complaints.

RESOLVED – that the Committee noted the Report.

8. OFFICERS ON TEMPORARY AND ACTING PROMOTION

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

The Assistant Commissioner stressed that he expected that the total number of officers acting up would reduce over the coming months. The Economic Crime Department (ECD) accounted for the highest proportion of officers in a temporary or acting role, this reflected the increased workload for ECD over the past six months; the Assistant Commissioner expected that this number would stabilise as the changes for the ECD became embedded over the coming year.

Noting that there were a number of acronyms in the document which were not immediately clear to the lay person, the Chair asked that, going forward, a glossary of acronyms and an organogram be provided as a standing item at each meeting of the Committee for Members' reference (as happens at Police Authority Board meetings).

The Chair asked that the next Report on this issue includes details about those individuals who have retired whilst serving at a higher temporary or acting rank.

Separately, the Assistant Commissioner confirmed that Members of the Independent Advisory and Scrutiny Group (IASG) were now involved in promotion panels for all ranks.

RESOLVED – that the Committee noted the Report.

9. COVID-19 FIXED PENALTY NOTICES (FPNS) AND STOP AND SEARCH UPDATE

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

In response to a query, officers confirmed that the Stop and Search data was publicly available and was regularly shared with relevant community groups.

In response to a query concerning Covid-19 related Fixed Penalty Notices (FPNs), officers explained that, under the legislation, constables had the power to direct someone in breach of the regulation to disperse and could, if appropriate, fine them. The regulations apply to all forces in England and Wales. Whilst, in the interests of transparency and accountability, offences are recorded, officers are encouraged to display judgement and discretion around issuing FPNs when faced with potentially more minor breaches.

Members agreed with the Chair's proposal that, going forward, the Committee should receive Reports concerning Stop and Search data twice a year, as opposed to the current frequency of each meeting, with the proviso that if any significant change occurs Members are alerted to it in good time. The Chair asked that a senior officer take responsibility for issuing these alerts should they be required.

Members agreed with the Chair that, until the Covid restrictions are removed, FPN data should continue to be shared with the Committee at each of its meetings.

In response to a query on the Force collaborating more with the Corporation on communications around Covid compliance/enforcement and Covid related fraud, officers reassured Members that a great deal of collaborative work was taking place, and this was producing good outcomes. They remained open to further suggestions and would reach out to the Chairman of the Police Authority Board after the meeting to discuss further.

RESOLVED – that the Committee noted the Report.

10. **AVENUES OF APPEAL**

The Committee received a Report of the Commissioner of the City of London Police concerning Avenues of Appeal.

Officers confirmed that they would circulate a link to the IOPC Statutory Guidance referred to in the Report for Members' reference after the meeting.

RESOLVED – that the Committee noted the Report.

11. **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 confirmed that City of London Police led Ethics, Integrity & Standards Panel Review session had been scheduled for 18th February – an invitation will be circulated shortly to Members of the Committee to attend the meeting.

RESOLVED – that the Committee noted the Report.

12. **POLICE INTEGRITY DEVELOPMENT AND DELIVERY PLAN REPORT 2020-21 - JANUARY 2021 UPDATE**

The Committee received a Report of the Commissioner of the City of London Police concerning the Police Integrity Development and Delivery Plan.

RESOLVED – that the Committee noted the Report.

13. **INDEPENDENT OFFICE FOR POLICE CONDUCT - POLICE COMPLAINTS STATISTICS FOR ENGLAND AND WALES 2019/20**

The Committee received the IOPC Report concerning police complaints statistics for England and Wales in 2019/20.

RESOLVED – that the Committee noted the Report.

14. **GLOSSARY - ALLEGATION TYPES (PRE AND POST 1ST FEB 2020 FOLLOWING CHANGES TO POLICE CONDUCT REGULATIONS)**

The Committee received a Report for information which provided a glossary of allegation types (pre and post 1st Feb 2020 following changes to Police Conduct Regulations)

RESOLVED – that the Committee noted the Report.

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

There were no questions.

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

There were two items of urgent business:

i) On behalf of Members and officers, the Chair of the Police Authority Board and the Assistant Commissioner, noting that this was the Chair's final meeting, expressed their sincere and fulsome thanks to Alderman Gowman for her rigorous commitment to ensuring the Committee's effectiveness during her tenure. The excellent quality of the work and scrutiny of the Committee helped to underpin and legitimise the public's support and trust for the Police in the City, and the Chair would be much missed.

ii) Noting that this would be her final meeting, the Chair thanked D/Supt Angie Rogers for her vital contributions to the work of the Committee. D/Supt Rogers had played a significant role in helping to improve the effectiveness of the Committee in recent years, and, on behalf of the Committee, the Chair wished her the very best for the future.

17. **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.

18. **NON-PUBLIC MINUTES**

RESOLVED - that the non-public minutes of the meeting held on 26 November 2020 be approved.

19. **NON-PUBLIC REFERENCES**

Members received a joint report of the Town Clerk and Commissioner regarding non-public references.

20. **ACTION FRAUD/NFIB PRESENTATION**

The Committee received a presentation of the Commissioner of the City of London Police concerning the National Fraud & Cybercrime Reporting Centre.

21. **NATIONAL FRAUD INTELLIGENCE BUREAU (NFIB)- FULFILMENT LETTERS**

The Committee received a Report of the Commissioner of the City of London Police concerning NFIB Fulfilment Letters.

22. **ACTION FRAUD STATISTICS – QUARTER 3 – 1ST OCTOBER 2020 - 31ST DECEMBER 2020**

The Committee received a Report of the Commissioner of the City of London Police concerning Action Fraud Statistics for Quarter 3 (1st Oct 2020 – 31st Dec 2020).

23. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 3 –1ST OCT 2020 – 31ST DEC 2021**

The Committee received a Report concerning the Professional Standards Statistics for Quarter 3 (1st Oct 2020 – 31st Dec 2021).

24. **PROFESSIONAL STANDARDS DIRECTORATE CASES**

The Committee received a Report of the Commissioner of the City of London Police providing a sample of recent Professional Standards Directorate cases

24.1 **Cases assessed as not conduct or performance issue - no case to answer / not upheld**

Members considered cases with no case to answer/not upheld.

24.2 **Local Resolution**

Members considered cases dealt with by local resolutions.

24.3 **Cases dealt with under Complaint and Conduct Regulations 2019**

Members considered cases dealt with under Complaint and Conduct Regulations 2019.

25. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no non-public questions.

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

There was no other non-public Business.

The meeting ended at 11.50 am

Chair