

**STRATEGIC PLANNING & PERFORMANCE (POLICE) COMMITTEE**  
**Monday, 13 November 2023**

Minutes of the meeting of the Strategic Planning & Performance (Police) Committee  
held at on Monday, 13 November 2023 at 11.00 am

**Present**

**Members:**

Tijs Broeke (Chair)  
Deborah Oliver  
Deputy James Thomson  
Helen Fentimen  
John Griffiths  
Melissa Collett (External Member)  
Moawia Bin-Sufyan (External Member)  
Adrian Hanstock (External Member)

**Officers:**

Paul Betts	- Assistant Commissioner
Umer Khan	- City of London Police
Alix Newbold	- City of London Police
Amanda Horsburgh	- City of London Police
Oliver Shaw	- City of London Police
Carly Humphreys	- City of London Police
Claire Flinter	- City of London Police
Hayley Williams	- City of London Police
Richard Riley	- Director of the City of London Police Authority (Town Clerk's Department)
Charles Smart	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department
Kezia Barrass	- Town Clerk's Department

**1. APOLOGIES**

Apologies were received from Alderman Tim Hailes. Andrew Lentin, and Munsur Ali also issued apologies and were observing the meeting online.

The Chair welcomed the new clerk to the City Corporation.

**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 and non public summary of the meeting held on 5 September 2023, be approved as an accurate record.

4. **PUBLIC OUTSTANDING REFERENCES**

Members received a joint report of the Commissioner and the Town Clerk regarding the Committee's outstanding references.

**RESOLVED**, that the report be noted.

5. **CITY OF LONDON POLICE – POLICING PLAN 2022-25- ANNUAL REFRESH 2024-25**

Members received a report of the Commissioner regarding the 2024 City of London Policing Plan Annual Refresh (2022-25).

Members were advised that consultation was taking place through Cluster Panels and an online survey. Weight would also be given to Member's feedback as representatives of their constituents and communities. Results had been received but these were being analysed and would come forward to the next meeting as part of this report update.

Members discussed the need to ensure that the Victim Strategy was sufficiently prioritised within the Policing Plan. This was considered critical.

In relation to the Youth Independent Advisory and Scrutiny Group (IASG), a Member offered to provide introductions with the Partnership for Young London.

In a discussion specifically on Cluster Panels, it was commented that they had recently been poorly attended and questions raised as to their effectiveness. In response, it was suggested that invitations go to attendees with more notice. Other online platforms may prove useful alternatives for consultation and advertising.

It was proposed that additional focus be put onto professional development, health and wellbeing of staff.

A question was raised as to whether actions arising in response to the Baroness Casey Review would feature in the refreshed Plan. It was noted the recommendations from the Casey Review had been reported separately to the Professional Standards and Integrity Committee.

In conclusion, Members asked that the Commissioner to also start considering proposals for the next three-year Plan (from 2025).

**RESOLVED**, that the report be noted.

6. **QUARTERLY HMICFRS INSPECTIONS UPDATE**

Members received a report of the Commissioner regarding the Force's ongoing response to His Majesty's Inspectorate of Constabulary and Fire & Rescue Services inspection.

It was noted that, having prioritised resources, the Force was making good progress against the historic required actions. Following a question, the

Commissioner provided assurances that sufficient resource was also being invested into preparing for future inspections, to avoid scoring poorly in future.

It was noted that some actions will have been superseded by other projects and Operations. For example, Covid-19 related actions were, where appropriate, written-off. There were, however, lessons learned in these cases.

A specific question was raised with respect to the unannounced custody inspections and Independent Custody Visiting Association (ICVA). In preparation, internal reviews had been undertaken and whilst the current Policing Estate presented some challenges, it would improve once the new purpose-built development had completed.

**RESOLVED**, that the report be noted.

## 7. **Q2 POLICING PLAN PERFORMANCE 23-24**

Members received a report of the Commissioner regarding the Quarter 2 Policing Plan Performance for 2023-24.

Members reflected positively on the success of the Cycle Team trial and the Commissioner confirmed a review into its effectiveness was ongoing.

The return of Anti-Social Behaviour levels to pre-pandemic levels drew attention and the Commissioner confirmed this was in direct correlation to increased footfall in the Square Mile. It was remarked that there was an increase in the Night-Time Economy anticipated as a result of the City Corporation's Destination City Campaign.

Before Covid-19 the uptick in crime could be associated with the cut in officer numbers. Following the uplift, however, this was not considered to be the cause and Members stressed the need to ensure the upward trends ceased.

The Commissioner reflected that there had been an increase in crime nationally. It was recognised that there were a number of societal impacts that the Force could influence, but not control. In response, the Force were ensuring response through deployability. Operations, such as Operation Reframe and Operation Niven, were also having a positive impact. The data would continue to be monitored.

The crime hotspots centred on transport hubs into the City. It was confirmed that the Force worked with the Metropolitan Police and British Transport Police but noted that many offenders were coming in from outside London. The Force shared data to help understand perpetrator profiles and made referrals to relevant boroughs.

A Member articulated the need to ensure a diverse workforce and the Commissioner agreed and confirmed positive action was being taken and the issue remained a constant focus of the Force's leadership.

Members sought more information on the ongoing support given to victims of violent crime, particularly when there was a long period of time taken to get to trial. Victim Services, a group of dedicated officers, worked with a series of partners to ensure victim support throughout this period.

It was requested that the Force publicise actions taken in response to Violence Against Women and Girls, in the lead up to Christmas. It was noted that the City of London Police were planning to be White Ribbon accredited ahead of White Ribbon Day (25 November 2023).

With regard to fraud outcomes, it was remarked that the Force was in a positive position, and this deserved recognition and should be celebrated.

A Member asked to see more goals and outcomes.

There was a discussion on Operation Mayfield, the policing operation response to the ongoing conflict in the Middle East and how it impacted the City. Members indicated a desire to be updated on the position regarding hate crime incidents in the City.

**RESOLVED**, that the report be noted.

**8. QUARTERLY COMMUNITY ENGAGEMENT UPDATE**

Members received a report of the Commissioner regarding an update on the Force's Community Engagement activity for the last Quarter.

More data was required to track impact and measure outcomes quantitatively.

It was suggested that an increased visible presence of the Police at existing City events (e.g. Wardmotes), alongside increase social media activity, may bolster ongoing Local Policing community engagement. It was also proposed that the Force work with the Head of Community Engagement at the City of London Corporation to take advantage of existing opportunities for community engagement, bringing forward topic-specific matters.

**RESOLVED**, that the report be noted.

**9. CITY OF LONDON POLICE STAFF SURVEY- QUESTION 4.1 UPDATE**

Members received a report of the Commissioner regarding the City of London Police Staff Survey and a specific update in response to whether the City of London Police was a psychologically and emotionally healthy place to work.

Members called on the Force to ensure their workforce, at all levels, was representative of the area it served, noting that those in minority groups were often the ones who felt least supported. The survey parameters and data set allowed leadership to see the groups most significantly impacted. An assessment of this would assist with more targeted action.

The Commissioner explained that external factors, principally the public's trust and confidence in policing, impacted how the workforce felt. Locally, the Force is doing well, but nationally this was a more challenging picture.

With regard to retention, and turnover of leaders, the Commissioner noted the benefits of upskilling and personal development but also recognised the impact on their teams. Regardless of these inevitable changes, the goals and values approach to management should be consistent.

**RESOLVED**, that the report be noted.

**10. CITY OF LONDON POLICE VULNERABILITY DEEP DIVE**

Members received a report of the Commissioner regarding the effectiveness of the City of London Police in identifying, supporting and safeguarding vulnerable people.

There was a question raised on the training provided to victims of Female Genital Mutilation (FGM) and honour-based violence and the Commissioner advised that work with partner organisations had been crucial in supporting this work. The wellbeing of Officers overseeing this work was also deemed critical.

On domestic abuse – the numbers reported were low because the residential population was low. The Force welcomed connections with business partners to help with those suffering from domestic abuse who may be working in, or visiting the City.

Members asked if there was enough being done to prevent and identify cases of Modern Slavery. An operational update was due to come forward in the coming year. It fell under the category of serious and organised crime and focus centred on children coming into the City; fraud; manual labour and cleaning workers.

It was considered critical that the City of London Corporation found sustainable funding for Mental Health Street Triage. In response to this it was suggested by a Member that an internal bid for increased mental health services had recently been turned down by the City Corporation.

There had been no significant rise in hate crimes reported since the conflict in Israel and Gaza. Whilst the number of hate crimes remained low, the Force did not wish to become complacent.

**RESOLVED**, that the report be noted.

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

There were no questions.

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

Thanks were extended to Paul Singh, who had recently resigned from the Committee.

Thanks were also issued to the Officers that supported the Lord Mayors Show, which took place the previous weekend.

13. **EXCLUSION OF THE PUBLIC**

The Chair confirmed with Members present that no debate was required on the item 13, the Non-Public minutes of the previous meeting. Consequently, the Committee was permitted to remain.

14. **NON-PUBLIC MINUTES**

**RESOLVED**, that the non-public minutes of the meeting held on 5 September 2023, be approved as an accurate record.

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

There were no questions.

16. **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 business.

**The meeting ended at 12.57 pm**

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Chairman

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