

Committee(s):	Date(s):	Item no.
Police Committee	19 May 2016	
Subject: Special Interest Area Scheme 2016/17	Public	
Report of: Town Clerk and Commissioner of Police	For Decision	
<p style="text-align: center;"><u>Summary</u></p> <p>This report sets out arrangements for the Police Committee Special Interest Area (SIA) Scheme for 2016/17 and requests Members to confirm appointments to each of the areas. The Scheme (attached at Appendix A) informs of key developments in each of the areas over the past year, highlighting where Member involvement has made a difference. It also gives an overview of the priorities for each special interest area over the next twelve months to assist the individual Lead Members to better scrutinise progress and measure success.</p> <p>Recommendations</p> <p>It is recommended that:-</p> <p>(a) the Special Interest Area Scheme 2016/17 (attached at Appendix A) be agreed, noting in particular;-</p> <p style="padding-left: 40px;">a. the achievements in the year 2015/16,</p> <p style="padding-left: 40px;">b. the key priorities identified for the year 2016/17,</p> <p style="padding-left: 40px;">set out in the respective area reports;</p> <p>(b) Lead Members be appointed for each area in the Scheme.</p>		

Main Report

Background

1. The Police Committee has operated a Specialist Interest Area (SIA) Scheme since 2007 in accordance with the terms set out in Appendix A (page 1). The purpose of the Scheme is for Members of the Committee to have oversight of specific areas of City of London Police work and gain expert knowledge and expertise, thus enhancing the Committee's scrutiny and performance management role.
2. The Scheme operates through a direct liaison between lead officers at Force and Members. A contact in the relevant area of business is tasked to make

regular contact with their respective SIA Lead Members, keeping them informed of developments or issues which may arise throughout the year.

3. Lead Members are also expected to oversee the work that takes place, challenging and following up issues where necessary. Lead Members are encouraged to raise issues at the Grand Committee where appropriate to ensure that appropriate action is taken. The objective of the Scheme is not to give an 'operational' role to Members; instead, it is intended to boost the support which the Committee provides to the Force in delivering outcomes.

Current Position

4. Members have maintained a significant interest in their areas over the past year and the feedback received on the operation of the Scheme in 2015/16 was very positive. Members have good working relationships with their Force contacts and are developing greater technical knowledge and expertise in their respective areas as well as following up issues more closely. Key achievements for each of the areas have been highlighted in the respective reports of the Scheme attached at Appendix A.
5. As it is customary every year, Members are asked to review the operation of the Scheme to ensure that the areas are appropriate for the Committee's business. There is one recommended change for the 2016/17 Scheme - to establish an SIA for Safeguarding & Public Protection. This role will provide oversight of the ICV Scheme, the support for victims of crime, the protection of vulnerable persons, safeguarding & public protection.
6. It will give the Police Committee a greater understanding of the work of the Force in protecting our most vulnerable persons, in supporting our victims of crime and monitor how effectively the partners work together in safeguarding our communities.
7. The current ICV Scheme SIA will be amalgamated into the new SIA area.

Consultees

8. The Commissioner of Police has been consulted in the preparation of this report and his comments are contained within.

Conclusion

9. The Police Committee operates a Special Interest Area Scheme whereby one or more Lead Members are appointed to each of the various special interest areas. The Scheme aims to improve the Police Committee's scrutiny and performance management function. The purpose of the report is for the Committee to agree arrangements of the Scheme for the ensuing year. The Scheme (attached at Appendix A) informs of key developments in each of the areas over the past year and gives an overview of the priorities the next twelve months to assist the individual Lead Members to better scrutinise progress and measure success.

Background Papers:

Report on Special Interest Area Scheme to the Police Committee, 20 May 2015

- **Appendices** [Appendix A – Special Interest Area Scheme 2015/16]

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City of London Police Committee

Special Interest Area Scheme

2016/17

INTRODUCTION

Aims & Objectives

1. The objective of the SIA Scheme is to improve knowledge on the part of Members about key areas of national and local policing and essential activities of the City Police.
2. It operates by the Police Committee nominating one or more Lead Members to each of the various special interest areas. The Police Commissioner determines a 'Contact Officer' to act a liaison with each of the Lead Members.
3. The Scheme aims to improve the Police Committee's scrutiny function when making decisions on complex issues at each meeting. It is intended that Lead Members acquire the necessary expertise by being more actively appraised of key developments in their respective areas. The objective of the Scheme is not to give an operational role to Members in their respective areas or responsibility for delivery; instead, it is intended to boost the support which the Police Committee provides to the Force in delivering outcomes.
4. Preparation and publishing of the Local Policing Plan each year involves a significant element of local consultation, in which respect, Members are well placed to reflect the views of their electorates. In order to assist in that process – and to make consultation into a two-way process, it is desirable for Members to be acquainted at first hand with how the force works, its problems, successes, etc. In this connection the SIA Scheme aims to assist both Members and the Force to deliver the level of policing service which the City community wishes to have but taking account of the constraints which may be placed upon the ability to provide that, eg. financial.

How the Scheme will work

5. Contact Officers are responsible for keeping Members appraised of developments and ensuring that they are reasonably involved in meetings/discussions where general strategic direction in each of the areas is being considered. Parties are requested to keep in touch on a reasonably regular basis – say, quarterly (more often if you wish or feel it to be necessary). It is quite possible that, as a result of these discussions, Members could put forward suggestions for improving the way in which certain things are done in the Force. Members' business/professional skills could be a real benefit. Both Members and Contact Officers are encouraged to speak freely to each other, keeping the Clerk to the Police Committee informed where relevant.
6. Members are encouraged to keep the Police Committee informed of contacts made/information obtained/any potential problems, etc.
7. Any questions from Members about the SIA Scheme should be addressed to the Police Committee Clerk.

THE 2016/17 SCHEME

Proposed changes

8. The areas below takes account of the priorities for 2016/17 in terms of policing activity, and are designed to distribute the Committee's workload more evenly amongst Members.

Areas	Recommendation
Business Improvement, Performance Management & Risk	To continue and retain the alignment with Chairmanship of Performance and Resource Management Sub-Committee
Strategic Policing Requirement Overview	To continue
Professional Standards and Integrity	To continue and retain the alignment with Chairmanship of Professional Standards and Integrity Sub-Committee
Equality, Diversity & Human Rights	To continue
Counter Terrorism	To continue
Economic Crime /Fraud	To continue and retain the alignment with Chairmanship of Economic Crime Board
Accommodation	To continue
Community Engagement & ASB	To continue
Public Order	To continue
Road Safety	To continue
Safeguarding & Public Protection	To create a new SIA Area, reflecting the increased interest in safeguarding, protection of vulnerable persons and support for victims of crime. The role will cover oversight of the ICV Scheme (amalgamating the current ICV Scheme SIA within this new area), support for victims of crime, protection of vulnerable persons, safeguarding & public protection

Business Improvement, Performance Management and Risk

Lead Member for 2015/16

Deputy Doug Barrow

Officer contact

Stuart Phoenix, Head of Strategic Development 0207 601 2213

Business Improvement

Developments in 2015/16

Implementing the recommendations made by HMIC remains a key component of business improvement. 2015/16 was the first full year of operation for the Strategic Development's Governance and Assurance Unit, which over the course of the year has developed a robust process for tracking the implementation of recommendations. The Police Committee Lead, Deputy Doug Barrow, has continued as Chairman of the Performance and Resource Management Sub Committee, and has played a key role in the refinement of that process. The Unit additionally carries out assurance exercises to assess the extent to which recommendations have actually been implemented. Tracking the implementation of recommendations made by Internal Audit has recently been added to their remit.

All HMIC report findings and recommendations made over the year are now entered onto a Force database, where the actions necessary for their implementation are also recorded. That information forms the basis of monthly reports to Performance Management Group and quarterly reports to the Police Performance and Resource Management Sub Committee. Deputy Barrow and other Members on the Sub Committee have provided valuable challenge and scrutiny in the areas reported on. Deputy Barrow has additionally had numerous meetings with HMIC Steven Otter and in these meetings he has balanced championing the Force in numerous areas while providing reassurance to HMIC of the independent oversight he provides.

HMIC produced the following reports during 2015/16:

- Joint Inspection of the investigation and prosecution of fatal road traffic collisions (national report);
- Welfare of vulnerable people in police custody (national report);
- Stop and search powers 2: are police using them effectively and fairly (national report);
- Joint Review of Disability Hate Crime follow-up (national report);
- Joint Inspection of the Provision of Charging Decisions (national report);
- Phase 1 assessment of preparedness to protect victims of so-called Honour Based Violence (HBV), Forced Marriage (FM) and Female Genital Mutilation (FGM) (national report and Force-specific assessment letter)
- In Harm's Way: the role of the police in keeping children safe (national report);
- Online and on the edge: real risks in a virtual world (national report);
- Building the picture an inspection of police information management (national report);
- Real lives, real crime: Digital crime and policing (national report);
- Firearms Licensing: targeting the risk (national report)
- PEEL Police Efficiency Report 2015 (Force and national report);
- Follow Up Inspection of Multi-Agency Public Protection Arrangements (MAPPA) (National joint report with HM Inspectorate of Probation);
- Working in Step? Local Criminal Justice Partnerships (National joint report with HM Inspectorate of Probation and HM Crown Prosecution Service Inspectorate);

- Witness for the Prosecution: Identifying witness and victim vulnerability in criminal case files (Force and national reports – joint reports with the Criminal Justice Joint Inspectorate and HM CPS Inspectorate);
- Regional Organised Crime Units (ROCUs): A review of capability and effectiveness (national report);
- The Depths of Dishonour: Hidden Voices and Shameful Crimes, an inspection of the police response to honour-based violence, forced marriage and female genital mutilation (national report);
- PEEL (Police Efficiency, Effectiveness and Legitimacy) – Police Effectiveness (Vulnerability) 2015 (national and Force report);
- Increasingly everyone's business: A progress report on the police response to domestic abuse (national).

2016/17 will see HMIC refining the Police Efficiency, Effectiveness and Legitimacy (PEEL) inspections to two major inspections: the spring Efficiency Inspection (which will incorporate legitimacy and leadership) and the autumn Effectiveness Inspection, which will assess the extent to which forces are effective at investigating crime and protecting vulnerable people from harm. Those two inspection programmes will additionally be informed by thematic inspections planned for the year, which includes counter terrorism and unannounced crime data integrity inspections.

Deputies Barrow and Pollard will continue to play a vital role in preparing for and participating in these inspections.

Performance Management

Deputy Barrow has continued to chair the Performance and Resource Management Sub Committee for the past year and has been a key individual in helping the Force deliver on Policing Plan Priorities and targets for 2015/16. Members, and in particular Deputy Barrow, were involved from an early stage with the decision to manage performance without targets, in line with current approved practice. He has also played a key role in setting and approving the measures that appear in Policing Plan.

Performance against those measures is reported monthly to Performance Management Group, chaired by the Assistant Commissioner and of which Deputy Barrow is a member. Performance is thereafter reported quarterly to the Performance and Resource Management Sub Committee, whose challenge and scrutiny role ensures Force measures remain effective; their role can and does directly impact on policing activity.

Risk Management:

Over the past year the Force has continued to improve its Risk Management processes. Oversight of the Force Risk Management Process is maintained through bi-annual meetings with the Assistant Commissioner to review the content of the Force Strategic Risk Register and ensure that the Force risk process is providing information to meet the needs of the Force and Members. The Force Risk Register is submitted to Police Committee for oversight and to provide information on the current status of the Force risk profile. Deputy Barrow is the Lead Member for risk, whose role is to provide scrutiny to the risk assessment process and to ensure that the process is robust and the risk scoring can be justified. Minutes of the Quarterly Risk Assurance meeting are provided to the Lead Member prior to his meeting with the Assistant Commissioner so that he is aware of the full discussion around Force risks and is able to question information contained within the register.

Strategic Policing Requirement Overview

Lead Member for 2015/16	Deputy Henry Pollard
Officer contact	Stuart Phoenix, Head of Strategic Development 0207 601 223

Background

The Strategic Policing Requirement (SPR) is now in its fourth year of operation. It was introduced in 2012 to articulate those threats that in the Home Secretary's view are so serious and transcend force boundaries that they require a coordinated regional or national response. The national threats have been Counter Terrorism, Serious and Organised Crime, Public Order, Civil Emergencies, Large Scale Cyber Attacks and Child Sexual Abuse, which was added in 2014/15. Police and crime commissioners and chief constables are required to have regard to these threats developing their plans and ensure they have the capacity, capability, connectivity and consistency to contribute to countering the threats.

Achievements in 2015/16

HMIC commenced a series of inspections in 2014 which was intended would span a three year period and which when complete would provide an in-depth, evidence-based review and analysis of the extent to which forces are supporting the SPR.

So far the City of London has been inspected in relation to the SPR as a whole, followed by more in-depth inspections looking specifically at Public Order and Cyber Crime. The results of those inspections, which have been reported to the Performance and Resources Sub Committee, were generally very favourable, especially the Public Order report. Although no SPR inspection took place during 2015/16, the Force has reviewed the 'tool kits' it maintains to ensure it continues to maintain the necessary capability and capacity relating to its obligations under the SPR. Deputy Pollard has met with the Head of Strategic Development to review the work that has been completed to ensure the Force can fulfil its SPR obligations. HMIC has inspected the Force in a number of other areas where the SPR, whilst not being the subject of the inspection, has featured. Deputy Pollard has maintained a dialogue with HMIC across all inspections, providing reassurance around the partnership aspects of our work with the City of London Corporation and other pan-London forces.

2016/17

HMIC has indicated they will resume their inspection of the SPR over the course of 2016/17, focusing on the counter terrorism aspect of the SPR. It is anticipated they will look at regional arrangements in the autumn, moving on to local force arrangements in early 2017. The Policing Plan 2016-19 maintains its focus on the Force's contribution to meeting the requirements of the SPR.

Professional Standards, Integrity and Human Resources

Lead Member for 2015/16	Alderman Alison Gowman
Officer contact	D/Supt. Dermot Robinson, Head of PSD 020 7601 2203 HR Director, Barbara Giles 020 7601 2230

Professional Standards and Integrity Sub Committee:

Alderman Gowman (Chairman) and Members of the Sub Committee continue to provide independent challenge of the Force's Complaints and Professional Standards (PSD) business through the Sub Committee. The Sub Committee is represented at the PSD working group by the Town Clerk's Policy & Project Officer and Alderman Gowman has been invited to attend the Integrity Standards Board.

The Chairman facilitated a workshop for the members and PSD at which the format of the subcommittee papers, the information and statistics provided were all reviewed and their purpose in the reports tested. Bearing in mind the usual (long) length of the papers it was of some concern that possibly too much information was provided that was not needed or read. The review helped both members and PSD evaluate the reports and some reduction in the volume was agreed. This will be kept under review over the following meetings.

With a new Chairman and a number of new members on the Sub Committee members have been availing themselves of either one-to-one meetings with PSD or attended a bespoke PSD Briefing. The Sub Committee's terms of reference have been expanded to specifically include Integrity and is now entitled the Professional Standards and Integrity Sub Committee.

The Organisational Learning Forum (OLF) is the main strategic meeting for all force wide learning.

The Professional Standards Directorate has continued to experience changes to its personnel this year, including a new Director and a new Detective Sergeant in the area of overt investigations. The police staff post of Civil Claims & Misconduct Manager performs the role of Deputy Director and was required to act up as Director for a period until a new Detective Superintendent was appointed. The Operations Detective Chief Inspector has been on maternity leave. The post has been covered temporarily by a T/DCI and subsequently a substantial DCI in her absence.

City Futures Change Programme:

The PSD SMT is engaging in the force's accommodation project. Short term changes have being made to current accommodation in order to support the department and the focus is now on the planned moved to Finsbury Circus in September 2016.

While the SMT considered the current structure to have been adequate, the new Director is reviewing this in association with HR and staff, ensuring that PSD is able to maintain effectiveness and performance while responding to the recommendations of HMIC and other national requirements in areas such as Vetting.

All managers within PSD have attended the CoLP Leadership Development Programme that seeks too empower and enable creative leaders, and develop their staff. All of PSD will have attended this programme by the end of the year.

Integrity Issues:

While the Integrity Standards Board was successfully set up by the head of PSD, Integrity per se is

now the responsibility of the Strategic Development Department.

The force continues to demonstrate commitment in this area by adopting the ACPO Police Integrity Model. The Framework for managing integrity within the organisation was agreed in December 2013 by the Professional Standards and Integrity Sub Committee. The Force is committed to the National Police Code of Ethics by incorporating these standards within the values of the organisation in the Policing Plan.

Integrity monitoring has continued to be a priority focus within PSD Counter Corruption Unit. There has been pro-active work within several areas of business, most notably in the regular monitoring of the Gifts and Hospitality Register and Corporate Credit Card statements. Both have been undertaken with positive collaborative working with other directorates and departments.

Back-record conversation with appropriate documentation electronically scanned onto a database has been fully completed and all cases are now fully electronically recorded. A more sophisticated Document Management System is being considered to further improve efficiency and effectiveness.

HMIC now conducts a regular inspection of PSDs. The 2015 inspection went very well with only very minor issues identified. Nationally it was recommended that forces should conduct a review of their complaints and misconduct arrangements to assess whether there is any bias in the way decisions are made. PSD & HR have committed to undertake this review jointly to ensure a consistent approach

PSD continues to provide Learning from Complaints and Conduct matters to the Professional Standards Directorate Working Group attended by the PSD SPOC's to address 'Learning' issues at a tactical level. This is also the conduit for any learning identified by the IPCC from national cases of note.

Professional Standard SPOC's within each directorate provide a link for conduct matters, sit on the PSD working group to raise issues and assist as integrity champions within their directorate.

Professional Standards Directorate Priorities (and Performance Indicators) 2016/2017

The Professional Standards Directorate Priorities for 2016/2017 support our Policing Plan. Each priority embraces the principles of City Futures and helps the directorate to maintain the highest levels of integrity.

To ensure that a succession plan is in place in relation to the PSD Management Team

- Newly appointed Director in place 2015
- Return from Maternity leave for DCI, Deputy Director – Operations, July 2016
- Deputy Director – Civil Claims and Misconduct, enabled to act-up as required.

Consolidating the knowledge of staff through training and development

- To develop the knowledge of our team.
- To continue to empower our staff

To deliver bespoke training to directorates

- To deliver training in relation to changes in the IPCC Statutory Guidance
- To provide an update in relation to national trends
- To fill training gaps identified by directorates
- To support the values of the organisation, the Code of Ethics and the Policing Plan

To develop software to proactively support integrity monitoring

- Working in conjunction with business to develop a product for law enforcement.

To support the ACPO Portfolio Performance Report – Customer Satisfaction

- To ensure 100% of external vetting requests are responded to within 2 weeks
- To ensure 80% of appeals are responded to within 10 working days of receipt
- To work to ensure 80% of appeals are not upheld
- To ensure 35% of complaints are resolved locally

To identify opportunities for revenue generation

- Identify specialist skills and opportunity

PSD priorities and performance indicators are being reviewed to ensure continued effective monitoring of complaint recording and to develop meaningful measures in respect of timeliness of investigations and quality of outcome.

During 2016/17 the Professional Standards and Integrity Sub Committee will embed the "integrity" elements of its role in order to be satisfied of the full acceptance of the Code of Ethics within the Force. Members will work with PSD to manage a smooth process for any misconduct hearings to be held in public and will liaise with other Forces (in particular with the MPS and BTP) in order to share best practice in this area

Human Resources Highlights for 2015/16

Collective Consultation

In supporting the Force to address the financial challenges that lay ahead, the HR team have worked with Directorates to identify positions that are no longer required and in providing direction and guidance in managing our legal responsibilities and ensuring that Corporation policies and procedures are followed. Whilst 39 posts were identified to be deleted at the time of writing this report, 11 members of staff are planned to leave the Force by the means of redundancy by the 1st April 2016. The process to date has been managed successfully with four appeals received at the job matching stage and two appeals received post assessment centres, all of which have been concluded internally. The HR team consulted widely across the Force on the processes used and worked in partnership with the recognised Trade Unions and Support Networks.

Recruitment

During the financial year, we have prioritised and focused on recruiting to a number of positions in supporting Directorates. On average throughout the year, we have been recruiting to 129 Police Staff posts and 84 Police Officers posts at any one time. The HR Services team have in addition been managing a number of campaigns during the year including:

- New Probationer Intakes,
- Promotion Boards for Commissioner, Assistant Commissioner, Chief Superintendent, Chief Inspectors and Sergeants; and
- Specials Intakes.

PSD / HR Collaborative Working

PSD and HR meet on a monthly basis to ensure consistency in approach to cases, both teams share their expertise and experience to ensure the speedy resolution of cases.

Case Management

The following table outlines the number of cases that have been managed from 1st April 2015 – 31st March 2016.

Case Type	ECD	CSD	UPD	I&I	Crime	Total
Grievance	2	1	0	4	0	7
Disciplinary	1	0	0	1	0	2
Sickness Absence	1	6	1	2	7	17
Capability	0	0	0	0	0	0
Employment Tribunal	2	1	0	0	0	3
Appeals Against Dismissal	0	0	0	0	0	0
TUPE	0	0	0	0	0	0
Organisational Change – including Restructures	0	1	0	0	0	1
Other	0	0	0	0	0	0

Projects Update

During 2015/16 the HR Team supported a number of different project initiatives which included:

- Completing the process management of HR Files of all staff to be digitalised in line with the Accommodation Programme
- Development and implementation of a new HR System and new servers
- Implementation of the new Professional policing promotion processes for Sergeants and Inspectors
- Completion of Phase 1 and Phase 2 of the Leadership Development Programme
- An overview and review of the Occupational Health Services to ensure value for money. This review has resulted in cost savings being identified.
- Continued review of the Job related fitness testing process and the introduction of guidance in relation to adjusted duties in line with Winsor requirements.
- Continued management and review of options for the Driving School.
- Development and completion of a number of key actions under the BME 2018 action plan
- Allowances and Market Forces Supplement Review
- Introduction of a 360 degree Appraisal process, and relaunch of the mentoring programme, providing a range of opportunities, and
- Launch of the Fast Track programme – PC to Inspector.

Priorities for 2016/17

Projects

The Projects that the team will focus on delivery during 2016/17 are:

- Continued roll out of work as identified in the People Strategy supporting the operational delivery of policing
- Roll out of Phase 3 of the Leadership Programme which will see 720 Officers and Staff receive training in leadership development.
- Further development of Leading the Future programme across the Force

- Merger of the Organisational Development and Learning and Development teams to provide a more business focused delivery.
- Development of City Futures including a Talent Management Strategy and Leadership Training Programme
- Procurement of two new contracts within the Occupational Health Service for a Physiotherapist and Cognitive Behavioural Therapist
- Launch of the HR Hub, an online resource centre for staff to access key information
- Development of initiatives to introduce apprenticeships/Internships in key roles across the Force – current work is being developed to support Uniform Policing through the Social Stock Exchange Partnership, and
- Procurement of a new Travel System to streamline and more effectively manage travel costs for business travel across the Force, ensuring standardised processes are introduced across the Corporation.

Reward and Recognition

The Reward and recognition panel meets on a quarterly basis to recognise achievements by staff and members of the public. Commendation ceremonies are held throughout the year and supported by the Chairman of the Police Committee in recognising the contributions made throughout the year of those nominated.

During early 2016, a review was undertaken of the process and new categories for Assistant Commissioner Awards added for Leadership and Innovation, in the spirit of the Leadership programme, more autonomy was given to Directorate Heads to award individuals within their own business areas.

Equality, Diversity and Human Rights (EDHR)

Lead Member for 2015/16

Lucy Sandford

Officer contact

Sergeant Asif Sadiq 0207 601 2758

Developments in 2015/16

Overview

A survey of Black and Minority Ethnic (BME) officers was conducted by the College of Policing BME Progression 2018 Programme team. The object of the survey was to support the design and development of work to improve equality within the police service. The online survey was open to all serving BME officers and was conducted between February and April 2014. As a result of the survey, forces were given guidance on best practice from across the country, to assist in improving BME representation. The report also outlined practical advice on positive action initiatives. As a result of the survey the Force has developed an action plan which highlights areas for improvement and documents work currently underway across the Force.

An independent Equality audit was commissioned by Police Commissioner Dyson. The audit found that the Equality and Inclusion strategy and action plan are comprehensive and clear. There is significant evidence to show that the commitments made within those documents are being actioned and therefore demonstrated that the Force is compliant with many of the indicators in relation to the Equality Improvement Model. Recommendations were also made as part of the audit and these have been incorporated into the Equality and Inclusion delivery plan.

City of London Police signed up to the Blue Light Pledge to drive long term change, Blue Light are working with the Police, Fire and Rescue, Search and Rescue and Ambulance services to encourage them in their capacity as employers to tackle mental health stigma in their workplace.

Police Commissioner Dyson approved a new staff network to improve CoLP's health and wellbeing. The Health & Wellbeing Network launched on the 12th April 2016, with an event at the CH Rolph Hall at Wood Street. The overall aim of the Network is to improve the well-being of all staff and Officers across the Force in order to increase motivation, attendance and the ability to work.

Priorities for 2016/17:

The Equality and Inclusion board will be looking at a number of key action plans in the coming year, namely the Stonewell Action Plan, BME Action Plan, Bluelight Action Plan and the Business Disability Action Plan. The overview of the Assistant Commissioner on the Equality and Inclusion board and the presence of directorate leads will ensure the action plans are developed. The support networks and Lucy Sandford (our Police Committee Member) will provide oversight and scrutiny of the plans. Through her work as lead on Equality and Inclusion, Lucy Sandford will provide an independent and challenging feedback as well as holding the Force to account for completion of the action plans.

The EDHR Sergeant will work with Lucy Sandford on key issues across the force and provides a high level of service both internally and externally around all elements of Equality and Inclusion.

Counter-terrorism

Lead Member for 2015/16

Simon Duckworth

Officer contact

Detective Chief Inspector Dave Service

Achievements in 2015/16

During the above reporting period the main Special Branch (SB) office has undertaken two hundred and twenty one (221) proactive and reactive investigations into not only International Related Terrorism and Domestic Extremism, but also has continued to monitor the ongoing threat from Northern Ireland Related Terrorism to the City of London.

- A total of 175 Op Lightning incidents took place during 2015 – an increase of 56% from the previous year.
- A peak in reporting was experienced during November 2015 and this was attributed to the terror attacks in Paris.

A number of factors may be present including the heightened security threat and an increase in training and awareness as a result of innovations such as Project Griffin.

This was in addition to fifty seven (57) investigations into potential terrorist fundraising.

One thousand and twenty eight briefings have been made to various audiences during the period.

On-call staff responded to over ninety nine (99) out of hours requests for bespoke Counter Terrorism (CT) assistance from CoLP officers and staff.

Detailed threat assessments were prepared for thirty two (32) high profile events and State visits which took place throughout the year.

One hundred and sixty five (165) public order threat assessments were prepared to support Operational Planning in relation to City based protests predominantly relating to Domestic Extremism issues, but also in relation to various political tensions with a Global footprint, most recently in relation to the Syria/Iraq and Ukraine.

The office has provided proactive support and deployment in support of operational activity and has continued to support the pan London CT response.

All main office staff have attended and passed mandatory training for the new National CT Network I.T. platform.

Project Servator

The operational side of Servator continues to be very successful. The core team are running at between 53% and 68% positive outcome (arrest / drug seizures /cautions) for stop and search which, as I am sure you are aware, is far greater than 'normal' stop and search results, (around 10%).

During the period January to December 2015 the Servator Team conducted 313 searches with 214 having a positive outcome in terms of arrest/seizure and/or caution. This resulted in 203 arrests, a 68% conversion rate. 76 of the arrests were for drug dealing, either Possession with intent to supply Class A / B. 48 arrests were for possession of false identity documents with intent (either on its own or with other offences). There were 107 vehicle seizures and 48 Cannabis warnings / processes.

In January and February 2016 there have been 32 searches with a 53% conversion rate, the data for March is being collated and the conversion rate is anticipated to rise accordingly.

Although these arrests may not be CT related we know that the tactics are working to help prevent Hostile Reconnaissance in taking place due to the views from our friendly hostiles and that of anecdotal evidence from MI5. The arrests also fit in the aim of Project Servator which is to 'deter terrorism and detect wider crime'.

The City of London Police is now seen as the centre of excellence for the country and is the lead force in training other forces. Recently we attended Essex police HQ to train their TSG, last week we attended an MOD facility to train their officers in Servator tactics. And over the next few months we will be rolling out commanders courses at Bishopsgate for senior officers from other forces including BTP, Essex, MET, MOD police, and Herts.

PREVENT

The Prevent Team has noticed an increase in referrals since the new statutory responsibilities came into force on the 1st July 2015 – this is in line with the national picture following the increased awareness. The Prevent Team continues to carry out a range of activities across the City and is providing assistance by special request to the National Counter-terrorism Policing Headquarters, NCTPHQ) in managing the final stages of the National Youth Consultation on Radicalisation and Travel to areas of Conflict.

The National Police Chiefs Council decreed that Police Prevent Teams withdraw from the delivery of WRAP (Workshop to Raise Awareness of Prevent). The City of London Corporation currently does not have any trained WRAP deliverers so the Prevent Team continues to assist in the delivery of some training.

The Prevent team have received 16 referrals in this reporting year. These have been from a number of sources; police, higher education, business, City of London Corporation and the community. In the last reporting year there were only 3 referrals.

To date there have been no extremist speakers identified as using City facilities. However in August 2015 there were reports that an alliance of right wing groups: Sharia Watch, Vive Charlie, Liberty GB and The Lawyers Secular Society, were planning to hold a Mohammed cartoon competition somewhere in London. In literature one of the alleged funders of the event lived in the City. He was visited by the Prevent Team as part of a disruption strategy.

In July and August 2015 there were reports of Dawah stands setting up in Tower Hill and Cheapside which had extremist literature on them. They were visited by the Prevent Team and to date have not returned to the City.

Counter Terrorism Security Advisors (CTSA)/Project Griffin

In response to the current terrorist threats, CTSA's have undertaken reviews of security at four key Corporation of London sites and we continue to work with them at a strategic and tactical level, to oversee implementation of recommendations.

The level of requests for CTSA security reviews and general inputs to organisations in the City has understandably increased dramatically following attacks in Paris and Brussels as well as many others across the globe.

It is anticipated that this trend will continue with the new buildings planned for the City of London and anticipated ongoing terrorist threat.

Over the period April 2015 to date the CTSA Section has provided seven hundred and seventy seven (777) briefings including Stay Safe, Argus and Threat updates.

Project Griffin celebrates its 12th Anniversary this year. Project Griffin has gone from strength to strength and is now being delivered in a modular and regularly updated format nationally and in many other countries around the world.

Between January 2015 and January 2016 we had 686 people attend over 22 awareness events. These were split down between 10 large events and 12 in house presentations.

CONTEST Steering Group

This period has seen the successful implementation and ongoing operation of a joint CoLP and Corporation of London CONTEST Steering Group and Working Group to oversee all work in this area in support of the H M Government Strategy.

Economic Crime / Fraud

Lead Member for 2015/16

Simon Duckworth

Officer contact

Commander Greany 020 7601 6801

DCS David Clarke 020 7601 6743

Developments in 2015/16

Commander Greany was appointed as the National Police Coordinator for Economic Crime in October 2015 and the national lead for national and regional Cyber Protect activity.

Through financial support from the Corporation, the contract for the new Action Fraud and NFIB service provider was awarded in 2015/16, with Deputy Henry Pollard and Mr Simon Duckworth providing essential connectivity with the Home Office and Corporation and aiding progression of the procurement through project and finance sub committees.

The Academy has secured new business in the public and private sectors in the UK and abroad and increased the number of delegate and course days delivered compared with 2014/15. Members have provided essential support for the Academy in respect of its external profile and proposed changes to its governance structure and legal status.

Funding was awarded from the Ministry of Justice through MOPAC for 2016/17 to continue the pan-London Economic Crime Victim Care Unit (ECVCU) established in 2014/15. Negotiations with MOPAC for the funding award were led through the Policy Manager (Town Clerk's Department).

Funding from the Home Office Innovation Fund has been granted for all for economic crime bids in 2016/17. The bids, which were supported by Deputy Henry Pollard and the Chamberlain, include:

- the capture, harvesting and sharing of false identity data collected by ID scanners in banks;
- the trial of new technology to improve the effectiveness and speed of digital evidence analysis and disclosure in major fraud investigations;
- piloting a collaboration between law enforcement and private sector asset recovery recovery firms to recover proceeds of economic crime; and
- establishment of a national economic crime learning centre in partnership with academia

Members facilitated the Joint Money Laundering Taskforce developed in partnership with the Home Office, NCA, BBA and financial institutions with the Town Clerk providing City-owned premises to host the taskforce.

Members are leading on responses to consultations on national policing issues such as the new Crime and Policing Bill and inquiries into issues such as the Proceeds of Crime Act.

Members commissioned an academic report on the Implications of Economic Cybercrime for Policing to identify the key issues and complexities surrounding cyber-enabled and cyber-dependent economic crime. The report highlighted how businesses and individuals are affected by economic cybercrime and presented practical suggestions on how they may be supported within the context of the ongoing pursue, prevent, protect and prepare agendas.

Mr Simon Duckworth, Deputy Henry Pollard, Mr Mark Boleat, Deputy Doug Barrow and the Lord Mayor continue to raise awareness of the harm from economic crime and the work of COLP in their engagement with government and industry. Examples include recent introductions through Deputy Doug Barrow to the Commissioner of Police and Director of HMRC in Hong Kong and the Lord Mayor

to High Commission staff in India which has provided opportunity to further the objectives of the Police Intellectual Property Crime Unit.

Throughout the year the ECD received a number of ministerial visits including the Home Secretary, the Minister for Preventing Abuse and Exploitation, the Minister of State for Policing and for Justice, Baroness Neville Rolfe and Baroness Scotland as well as the Chair of the National Police Chiefs' Council and Director General of the NCA. These were supported and/or facilitated by members.

Priorities for 2016/17:

- Maintain COLP's position, reputation and funding as the national police lead for economic crime
- Secure funding for the identity crime portfolio and support for a national intelligence hub
- Establish more robust information sharing gateways by facilitating changes to legislation to provide information sharing powers equivalent to those of the NCA under Section 7 of the Crime & Courts Act
- Lobby for police forces to be awarded civil asset recovery powers (akin to the NCA and SFO) and/or work in partnership with private sector asset recovery firms to recover proceeds of crime
- Deliver the new Action Fraud and NFIB service and demonstrate the benefit and value of the service to Police & Crime Commissioners, Chief Constables and other government stakeholders to pre-empt any potential top slicing of force budgets to fund the service and identify alternative (or additional) funding streams (eg sale of the model to international police agencies)
- Improve consistency of victim care and identification of at risk individuals locally and nationally and promote the Economic Crime Victim Care model with Police & Crime Commissioners to encourage take up of the model in other regions
- Deliver a 24/7 cyber-crime reporting capability so businesses have a single place to report cyber-attacks and the appropriate law enforcement response is initiated in the critical early hours of a discovery (subject to Cabinet Office funding)
- Continue to develop evidence based and predictive policing approaches to economic crime through collaboration with academia
- Increase delivery of fraud investigation training to public and private sectors and establish the Economic Crime Academy as a limited company
- Reduce under-reporting of fraud and promote compulsory reporting of fraud, particularly by the financial services sector

Accommodation

Lead Member for 2015/16

Deputy James Thomson

Officer contact

Martin O'Regan, Accommodation Programme Director, 020 7601 2111

Peter Young, Corporate Property Director, 020 7332 3757

The City of London Police has continued to develop their accommodation strategy in line with the principles set out within the original consultant's report (DTZ) in April 2012. Accommodation Board meetings continued throughout 2015, ensuring strategic objectives of the programme were monitored and achieved. Regular meetings have also continued with the Chamberlain's office, the Police Authority, the City Surveyors, the Commissioner of the City of London Police, the CoLP Accommodation Programme Director and James Thomson as Lead Member. These engagements have all contributed towards collaborative and positive progress for the overall accommodation programme.

Achievements in 2015/2016

During the past year:

The City of London Police has jointly been developing the overall accommodation programme with the Chamberlain's office and City Surveyors. Significant concept design proposals have been developed regarding the overall development of the Wood Street facility as the City of London Police Headquarters. Earlier in 2015, Members of the Projects Sub-Committee challenged officers to maximise the overall size and capacity as far as possible within the boundaries of the Wood Street site. The current feasibility design proposals for Wood Street now include the infill of the interior courtyard along with the addition of a new tower extension directly next to the existing tower on the current site.

Detailed discussions and negotiations have taken place between designers, planners and Historic England, as part of the pre-planning application process, in seeking to achieve a realistic design maximising the overall space that would be acceptable to all parties for the development. Subject to final design considerations and Member approval, a planning application will be submitted in spring 2016. The current design represents a balance between maximising space for existing capacity, provision for some expansion, whilst taking into account relevant planning, listed building and conservation considerations.

In addition to the design of Wood Street itself, work is ongoing to identify the best option for the City of London Police's parking requirements, taking into account operational capacity, alternatives and value for money. However, it is clear at this stage that some capacity in the immediate area of Wood Street is considered an operational necessity.

Decant space planning for the interim estate requirements for the City of London Police has dominated the main workflows within the programme during 2015. Options for potential sites were suggested, visited and considered, although the amount of viable and appropriate sites available remains limited. This has also highlighted the significant impact the accommodation programme will have across the service in preparing for the decant readiness of the identified buildings and the potential disruption to police operations. Current estimates suggest the decant phase alone will require the relocation of approximately 50 operational teams, involving over 500 staff.

A number of key project portfolios have been established, along with work stream meetings aligning the various logistical elements of the accommodation programme. These include:

- Wood Street design group
- Interim estate planning group
- Decant planning group
- IT portfolio management
- Finance / procurement portfolio management
- Control room portfolio (including early phase of Joint Command & Control Room with the Corporation)
- Custody design group
- Parking review group
- Digitisation project – for the reduction of retained documents
- Mobile technology development project across the Force

The above list is purely a demonstration of the level of detail required in managing such a large and complex programme. Below these key headings there is a range of significant sub projects, all focussed upon delivering the interim and final estate for the City of London Police.

Following the closure of Bernard Morgan House, the site has now been sold to Taylor Wimpey for residential development.

Priorities for 2016/2017

- Submission of full planning application for Wood Street
- Development of the concept plans to full detailed space plans for the City of London Police
- Development of Portfolio groups and work streams for the programme
- Implementation of necessary improvement works to the retained decant estate
- Completion of interim buildings as part of decant estate model
- Mobilisation of CoLP decant works programme
- Implementation of logistics and moves programme to interim estate
- Approval and development of a car park for use by CoLP
- Completion of interim Control Room project (JCCR)
- Detailed monitoring and forecasting of overall programme expenditure

Community Engagement & ASB

Lead Member for 2015/16

Deputy James Thomson

Officer contact

Chief Inspector Hector McKoy 020 7601 2526

Achievements 2015/16

Engaging and Reassuring our Communities

Community officers have continued high visibility patrols throughout the whole 2015/16 as part of our core community engagement responsibilities.

Responding to community concern in the aftermath of the Brussels attacks, officers deployed in high visibility around key areas including transport hubs and crowded places at morning rush hour to provide reassurance.

PCSOs have been deployed to estates, particularly the Mansell Street Estate, in to reassure the community and to gauge public feeling. Officers reported positive feedback related to the high visibility and engagement of officers and did not note any community tensions. Officers have also been deployed to schools for reassurance.

Our Eyes and Ears Awareness Programme set up in 2015 has gained momentum in the last six months. This scheme involves traffic wardens, Cheapside Ambassadors, Parkguard, and Street Cleansing teams. The rationale is to take advantage of colleagues from different partner organisations that spend a lot of their time on the City's streets, establishing a communication mechanism that should be a valuable source of information and intelligence.

The scheme works by our officers regularly briefing the teams on current crime trends, issues and counter-terrorism information. The return is a flow of information to Community Policing, which helps us build a picture of the any issues that may be emerging. We are now looking to expand this fully and introduce this in other areas, such as Smithfield Meat Market Security, Parks and Gardens and Car Park officers. With this in place, we can be confident we have many more pairs of eyes helping the police and the community keep the City safe.

A core responsibility for Communities & Partnerships officers is to liaise with our communities. In the first quarter of 2016, we have introduced innovative approaches to help achieve this.

Preventing pedal cycle thefts

Throughout the year we have continued to focus on the theft of pedal cycles in the City. We are about to launch our new 'Bullitt bike', (which is a large cargo style cycle enabling us to carry lots of kit), which will host 'pop-ups' for cycle marking and crime prevention concentrating on the hot spot areas that we work with our Force Intelligence Bureau colleagues to identify.

We are now dealing with all victims of cycle crime in the City contacting them and offering prevention advice and a free £85 'gold standard' lock where applicable. We have begun to offer cycle marking for free at Snow Hill Police Station between 1000-1500 hours from Monday to Friday.

Liaising with communities and construction companies on building projects

The Force's Architectural Liaison Officers (ALOs) sit within Community Policing and work closely with the Corporation planning office to identify new builds at the earliest stage to engage and provide advice on how to 'design out' crime, as well as coordinating Counter-Terrorism Security Advisers (CTSA) involvement and advice.

Our present focus includes the Eastern Cluster development and our officers are involved in the preparatory work both in terms of crime and security. We have also begun consultation on the Mansell Street residential development, and will involve local community officers in developing options to make the new estate as impervious as possible to crime and ASB from a design perspective.

A Community officer now sits on the panel of the Construction Industry Cycle Commission (CICC), which looks at the way new buildings are built in the City and encouraging and assisting constructors to incorporate cycle-friendly design.

Reviewing how we communicate with our communities

Community policing have begun to reassess the needs and requirements of the community to determine what kind of communications media would best suit the Force and the business and residential community. We have recently enhanced our use of Social Media. This has included the use of Twitter and Communities officers participated in a live Twitter question and answer session in February 2016, social media has enabled the City of London Police to reach the wider community we are currently trialling different social media applications which included interactive video streaming.

Engaging our schools and our young people

Our DARE programme continues to deliver education to the City's schools and is well-received by children and their teachers. Since January 2016, Communities officers have delivered programmes at the City of London School for Girls (Year 6); the City of London School for Boys (Year 7); and St. Paul's Cathedral School (Year 6). In the next quarter we will deliver programmes at the City's other schools, all of whom participate.

Five new DARE officers have been trained since January 2016 to further enable these programmes.

Community officers organised a visit to Wood St Police Station (January) for the reception class of St Paul's Cathedral School. They were able to visit the mounted section, had an input from the dog section and had a chance to sit in the police cars and on the motorbikes and learn a little more from our traffic officers. The 1st City of London Cub Scouts visited Snow Hill Police Station where they were able to see the custody suite and shown the process of how prisoners are booked in. They also tried on various police kit and look at the police cycles.

Our Police Cadets continue to grow from strength to strength, throughout the year they have help support the City of London Police at many of our celebrated events (Lord Mayor's Show) and including some high profile operations i.e. Christmas Campaign 2015.

Tackling and Preventing Anti-Social Behaviour

Levels of ASB in the City are low. However, we constantly review our efforts to address problems and we continue to respond, proportionately, to the concerns of our community.

For example, we continue to focus on the aggressive begging in the Bishopsgate area. Some of those who persist in aggressive begging in the City are also homeless and in most cases tend to be addicted to alcohol or drugs (or both). Some of these people are also responsible for acquisitive crime in the City.

Since this is a complex problem, we have taken a multi-agency holistic approach to addressing it, including enforcement and other interventions to prevent the problem. The Police and Corporation Street Intervention / ASB teams co-located in the Guildhall have this quarter been joined by our partner charity St Mungo's. We are monitoring this arrangement to evaluate the success of joint-working.

We continue to review the effectiveness of our enforcement and intervention activity, including

analysing the potential use of new legislation including Public Space Protection Orders (PSPOs).

The IAG meeting in March 2016 scrutinised the Force's approach to ASB. An update will be provided in the next Community Engagement Paper.

Begging

Operation Fennel is our initiative to combat begging in the City which commenced in June 2013. A person suspected of begging will be given a 'Street Awareness Initiative' voucher requiring them to attend an educational and welfare appointment with our partner charities (including St. Mungo's) and other homelessness, drug and alcohol workers and veterans' charities. The voucher allows for two warnings before arrest or summons to court.

Since December 2015, we have issued 160 Fennel vouchers to 80 individuals which resulted in 7 applications for Criminal Behaviour Orders and/or summons to court.

Rough sleeping

Operation Acton is a joint initiative with the Corporation and St. Mungo's, designed to address homelessness and rough sleeping. This quarter we held a 'pop-up hub', using local churches within the square mile to accommodate rough sleepers in order to facilitate assessment and also provide a few nights respite in sheltered accommodation. In the morning, clients were taken to a day centre and provided with breakfast and access to washing facilities. There further assistance related to housing options is offered. In February 2016, we provided accommodation to 17 rough sleepers and gave out 10 tickets. The tickets work on the basis that persons found rough sleeping or homeless were given a ticket under the operation each ticket offered the person where they could get accommodation, if that person does not engage they will be dealt with under the Vagrancy Act 1824 and processed by way of a summons.

Throughout 2015/16 we have continued our work with other agencies to reduce homelessness in the City, including in partnership with UK Border Agency which resulted in a few removals from the UK.

Working with the business community to secure vacant buildings

Community officers have continued to work with our Force Intelligence Bureau to identify vacant buildings within the City. Vacant buildings are vulnerable to occupation from squatters and known protest groups and use for raves. By working with the building managers and security, we have sought to mitigate these risks by identifying vulnerabilities in building security and advising on measures to improve and strengthen resistance to occupation.

Should a building become unlawfully occupied then Community Policing will act as the liaison for the building manager to facilitate the safe and legal removal of occupiers, supporting security staff and providing post-event advice to prevent a recurrence.

Licensing

The CoLP Licensing Team continues to work with the CoL Licensing Team undertaking joint licensing visits.

The application for a Night Time Levy in the City was successful and we are now receiving funds generated from licensed premises a number of tactical deployments are continuing to be deployed around policing our night time economy. The additional funds that we received have enabled us to secure further services of officers and allow us to increase progressive policing commitment in tackling crime/ASB associated with the night time economy in addition educating our licensed premises of certain crime types so that they can be alert.

2016/17 Priorities

- To address the impact from the introduction of the 24hrs operations of parts of the London Underground tube network. Potentially this could put increased pressures from night time economic activity.
- To increase our engagement with our different faith groups within the City. We already engage with a number of faith groups within the City of London to enhance and be more inclusive it is our intention to ensure that we are engaging with as many additional faith groups.
- To continue the work we are doing with regards to homeless/begging within the City working with our partners and providing the necessary support to those that need it.
- To continue to focus on 'hot spot' areas for ASB and ensuring that we do not see repeat locations/victims.

Public Order

Lead Member for 2015/16

Deputy Doug Barrow

Officer contact

Chief Inspector Matt Burgess Uniformed Policing Directorate
0207 601 2085

Developments and Achievements in 2015/16:

Public order Demands in the City of London

Public order offences have increased in this period by 55 offences from 210 to 265, which equates to a 26% increase. There has been a rise in victim based violent crime, from 750 to 906 offences, a rise of 20.8%. This is line with rises across London and the UK and reflects increased rigour around the reporting of crime but also greater trust and confidence in the police service. There is a dedicated police/partnership group that meets every four weeks to consider violent crime and implement appropriate tactics. This is a key area that will continue to be a principal focus and challenge in the coming year.

Public order is not just about disorder. The City of London also hosts many large scale public events, such as the Lord's Mayor Show and services at St. Paul's Cathedral, many of which are attended by Royalty. Such events often require the deployment of hundreds of officers following weeks of planning. Additionally, there are many banquets that take part at Guildhall, the Mansion House and the numerous Livery Companies in the City, events which are often attended by VIPs and visiting Heads of State. Careful planning and effective policing ensures that these events pass off with the minimum of disruption to the City's community, whilst ensuring the safety of those taking part. There have been a number of high profile events in the past year.

Anti-corporate and environmental protest groups have continued to enter the City of London to carry out protests targeting the financial sector and the effects of austerity, with the Anonymous and Climate Siren groups presenting a medium risk to the City. Whilst left wing groups are currently most likely to protest in the City due to austerity measures implemented by Governments both here and abroad, other groups with varying causes present a risk to the City. These include single interest groups such as the English Defence League and Fathers 4 Justice.

The risk posed by Occupy London as a standalone group is currently low as they now rely on other anti-austerity groups, such as Anonymous and UK Uncut, to generate numbers for events. It is unlikely they will be able to generate enough support to successfully take over another high profile public space. Should they choose to attempt this tactic in the City again, St Pauls remains a possibility, as there is not an eviction notice in place since they were last evicted from this location.

Derelict or vacant buildings in the City of London remain at risk of squatters. There are no particular groups that are associated with the use of squats. On occasion, people who have been arrested for aggravated trespass have had links with known groups, such as Occupy. All frontline officers on response teams have been briefed regarding the effective use of legislation to combat potential offences. Building owners and managers are key in dealing with building occupations as they have specific responsibilities, there is also considerable overlap with civil remedies.

The City of London may become a more attractive venue for both court cases and public inquiries that are considered sensitive. The neutral environment of the City of London is unlikely to change in the foreseeable future.

Priorities for 2016/17:

Organisational

A full review has been conducted around the specialist functions within the Uniformed Policing Directorate. The review maintained the existing arrangements, considering they were appropriate and able to ensure that public order continues to be policed in an effective and efficient manner.

The numbers and availability of specially trained officers will be monitored throughout the year and considered at the quarterly Public Order Forum meetings. The lead member attends the forum and is kept updated.

The lead member has attended the six monthly review and principal Strategic Threat and Risk meeting for firearms and public order chaired by the Commander (Operations).

Operational (known events)

Mayday Protests

There will be the annual May Day march and possibility of other protests. This is subject to continual monitoring.

HM Queen 90th Birthday Celebrations

On 10th June 2016 there will be a service at St Paul's Cathedral followed by a reception at the Guildhall.

Northern Ireland Marching Season

In 2013, Officers from the England and Wales forces and Police Scotland supported the PSNI, by sending Police Support Units across to Northern Ireland during the marching season. Officers received special training in PSNI tactics for public order prior to deployment. There is no intelligence to suggest that a request will be received this year; however officers have been trained to support a regional or national mobilisation to assist colleagues in Northern Ireland.

Ride London

This takes place on the weekend of 6/7th August. This is now an established event with full road closures for a mass participation cycle ride on the Saturday with Ride 100 on the Sunday.

Open House London

(Over 700 iconic buildings in London open their doors to visitors free of charge)

This will take place in September 2016. This is a regular event however we must be mindful of the fact that protest groups may take opportunity to gain intelligence on particular premises which could then be subject of a protest/demonstration.

State Banquet

Autumn 2016 details to be confirmed

Lord Mayors Show and Banquet

Saturday 12th November 2015.

Monday 14th November 2015

New Years Eve 2016

This event is now ticketed and does have a considerable impact on the City of London.

Intelligence

There are still a number of unidentified people involved in various protest groups, officers will continue to try and engage with any group intent on protesting in the City of London.

There is a significant challenge regarding intelligence, with protest groups controlling and censoring what they post publicly online. This is an area which will be closely monitored by the Intelligence and Information Directorate. There is difficulty in using social media to assess numbers attending events; social media can be very unpredictable and the numbers can be misleading. The lead member for this area will be kept updated in relation to our intelligence products and their importance in context with public order operations, whether they are pre-planned or spontaneous.

Independent Custody Visiting Panel

Lead Member for 2015/16	Deputy Richard Regan
Officer contact	Alex Orme, Scheme Manager

Background

City Visitors are volunteers who give up their free time to provide independent scrutiny of the treatment of those held in police detention and the conditions in which they are held. They play a vital role in bringing together police and communities closer together and enhancing public perception of police procedures and practice in relation to custody.

The Panel is presenting the annual report at this May Meeting of the Committee. The details below are a summary of the main issues dealt with in the last year.

Organisation

The City of London ICV Panel currently consists of 16 visitors who visit the custody suites at Bishopsgate Police station once a week. Deputy Regan attends the quarterly Panel meetings and, in addition, representatives of the Force attend for part of the Panel meetings so that any queries or problems that have arisen out of custody visits can be addressed. The meetings are supported by staff from the Town Clerk's department.

Achievements in 2015/16:

Custody visit throughputs – The Panel has been successful in ensuring that their spread of visits are more appropriate to the usage levels in the custody suites at particular times. They have monitored the times of all visits made alongside the level of usage of the Custody Suites. The analysis shows that the timing of visits reflects the level of Custody Usage.

As agreed in 2014, the Panel agreed to undertake a couple of visits during the Midnight to 6am slot to ensure 24 hour coverage. There were unfortunately no visits undertaken during this slot in 2015-16. The Panel aims to undertake at least four visits annually - during the Midnight to 6 am slot in 2016-17.

Access Rights to the Custody Suite - entrance to the Suite has been a long standing issue for the ICV Visitors, who would prefer direct access to allow for more efficient unannounced visits. Therefore the following was adopted as the agreed standard at the ICV panel meeting in November 2013 and was subsequently agreed by the Force. These arrangements were as follows:

The visitors will on arrival at the front desk be let into the station and be allowed to proceed to the area outside the custody suite. This would be without delay, unless unavoidable, due to the front office staff being temporarily unavailable. Front office staff will then contact the Custody Sergeant and let them know that the ICV is on their way to the suite and once the Custody Sergeant has judged it is safe for them to enter, they will be allowed access.

However, the recent introduction of more robust access arrangements (in response to the increased security threat) has resulted in some inconsistencies regarding their rights of access (causing a level of inconvenience, wasted journeys and frustration). All ICV's have recently been vetted and will be receiving new passes so the Force now needs to agree a consistent process for access.

National ICV Standards - The Force adopted the new national ICV standards produced by the ICVA in early 2015. These standards clearly set out the roles & responsibilities of the ICV, their practices and the appropriate working arrangements with the Force. This standardises arrangements and is improving the custody officers understanding of the role of the ICV.

Snow Hill Police Station Custody Suite – Representations were made by Vivienne Littlechild (the Police Committee ICV SIA representative) to the Police Committee in 2013 to remove the 2010 Police Committee target of visiting Snow Hill at least four times a year. This change was made because the custody suite was used so infrequently resulting in a large number of unproductive visits. It was agreed not to include Snow Hill visits in future rotas from early 2014 onwards. There were no programmed visits made to the custody suite in 2015-2016.

Self-Introduction – The Panel are looking at the pros and cons of a system of self-introduction. Nationally, the results of many schemes show a greater increase in the number of detainees taking up the offer of an interview – where there is self-introduction. The Panel may therefore run a pilot scheme in 2016-17 to see if it does improve the interview acceptance rates.

Healthcare Provision in the Custody Suite – the Panel continues to take a great interest in the way healthcare is provided. Visitors are satisfied with the current health care provision provided to the detainees. The Panel will continue to monitor the provision of healthcare.

Disabled Facilities – The Panel have raised the extent of disabled facilities within the Custody Suite and were generally satisfied to know that a range of provisions for disability had been put in place, although they feel that the facilities were limited and certainly not extensive.

Repairs & Maintenance – Time lag - The Panel raised a number of concerns about the time taken to institute repairs to the cells. This has been a persistent concern for the last few years. The Force has always responded rapidly to the concerns raised by our visitors – quickly rectifying problems. However, the Force has not replaced the current CCTV contract to improve the service provided. This was supposed to have been replaced in 2015.

Training – the Panel is keen to ensure that it receives training and is kept up-to-date with custody issues. There is a plan to provide refresher training in partnership with MOPAC in 2016-17.

Priorities for 2016/17:

Some of the areas that the Panel will look at during 2016/17 include:

- to increase the number of visits to at least 95% of target;
- the piloting of self-introduction arrangements
- to continue to promote and raise awareness of the work of the ICV Panel;
- to undertake four visits per year between the hours of midnight and 6 am.

Road Safety and Casualty Reduction

Lead Member for 2014/15

Alderman Alison Gowman

Officer contact

Chief Inspector Hector McKoy 020 7601 2526

Background

The City of London has a network of roads that have developed over a thousand years and have therefore not always been planned with today's traffic and pedestrian flow in mind. This means that there are a large number of different road types in a confined area which inherently causes more conflict between its users than a city with a more modern transport landscape.

This, combined with the 350,00 daily visitors, of whom an increasing amount are travelling on pedal cycles, inevitably leads to conflict resulting in collisions. In addition, the number of cyclists in London over the past decade has trebled.

In 2015 there were 387 people reported as being injured as a result of 348 road traffic collisions in the City of London, a very slight decrease on the year 2014.

For a clearer comparison on local statistics it may be beneficial to view over a longer period, such as a 3 or 5 year period rather than one year at a time which would put any small variations in numbers into context.

The three groups of vulnerable road users detailed below account for 79% of all casualties.

The number of reported personal injury collisions (for vulnerable road users) that occurred in 2015 (Jan – Dec) was 307, a reduction of 9% compared to the same time period in 2014 (337). As a result the number of persons injured has decreased from 394 to 387, a decrease of 2%. It is primarily a reduction in the number of Motorcyclists being injured that has accounted for the overall reduction, although there has also been a large reduction in Cyclist KSI casualties.

- Pedestrian casualties were 116, a reduction of one casualty compared to the figure for 2014 (117), with the combined total of fatal and serious Pedestrian casualties for each year showing a 22% increase (from 18 to 22).
- Cyclist casualties at 138 in 2015 are again similar to the 2014 figure of 140; however the number of Cyclists killed and seriously injured was 11 compared to 23 in 2014, a reduction of 52%.
- Motor cyclist casualties at 53 is a 34% reduction on 2014 (80), and motorcyclist killed and seriously injured casualties have decreased by 33% (from 9 to 6).

Organisation

The responsibility for supporting casualty reduction continues to be owned by the Superintendent of Communities within the Uniform Policing Directorate. Recent reshaping of UPD assets has resulted in 15 posts being moved to the new Transport and Highways Operations Group (THOG) to allow a greater focus on this priority area. Planning and organisation continues to be undertaken by the Safer Transport Operations Team which moves to within the THOG.

The Transport and Highways Operations Group is led by an Inspector whose role it is to co-ordinate the policing activity that is designed to support the City of London Corporation's priority to reduce casualties.

The City of London Police is supported by a TfL investment in excess of £1.5 million / year. This is secured through a Special Services Agreement that requires the CoLP to deliver specified special

services. These are planned by a small core team who use intelligence products to task resources accordingly through the Force Tasking meeting. All of these activities must be linked to the specific services mentioned in the TfL contract. This funding was increased at the beginning of the year to fund the Commercial vehicle unit which consists of 1 PS and 3 PCs and is part of the THOG. Its specific role is to focus on Large Goods Vehicles and Operator compliance. The results for this team have been outstanding during the first year and are detailed below.

Achievements in 2015:

The City of London Police continues to support the work of the award winning Pan London multi agency Industrial HGV Task Force. This team is comprised of 8 Police Officers and 8 Vehicle and Operator Services Agency (VOSA) officers, was created from additional funding provided by the DfT and TfL. The function of this task force is to identify and prosecute drivers and companies that do not comply with legislation. The City of London Police has full cost recovery for the officer seconded to this task force from a post within the THOG.

Alderman Gowman continues to take a proactive approach to this business area and engages on a monthly basis to be kept abreast of activities and has identified many opportunities for the City of London Police to advertise their enforcement and education / awareness activities within other businesses and also to combine with other CoL Road safety events.

An example of the benefits of the close involvement that Alderman Gowman has is when she invited the CoLP to the awareness day in relation to the Aldgate improvement. This allowed operational input into the lack of signage and resulted in improvements to the scheme prior to the opening of the cycle lane.

The Commercial Vehicle Unit started work on 1st April 2015 as a result in an uplift of funding from Transport for London, in recognition of where the increased risk to vulnerable users as a result of increased construction projects such as the cycle superhighway and the Bank station upgrade. Alderman Gowman has been out with this small team to witness how they work. In the reporting period, despite a number of heavy abstractions due to training the vehicle has conducted the following work:

- Stopped 1313 vehicles
- Detected 1533 offences
- Issued 692 summons and FPNs
- Totalling £61400 in fines
- Prohibited 295 vehicles

In support of the Commercial Vehicle Unit, the CoLP has introduced the Graduated Fixed penalty Notice. This is similar to the standard Fixed Penalty Notice but it allows officers to deal with offences that relate to Large Goods vehicles by way of sliding scale fines (graduated) depending on the offences and is efficiency saving. These fines move from £100 to £300 and a maximum of 3 offences can be dealt with per vehicle. This reduces the need the need to summons offenders and therefore reduces officer time completing court files, back office time processing these and the court time.

The launch of the Freight compliance Unit has enabled collation of intelligence relating to high risk operators and drivers of LGVs. A monthly detailed tasking process now takes place that involves all the enforcement agencies and this has resulted in a number of good results which include referrals of operators to the district Traffic Commissioner and also requests by Operators for help to become more compliant so that they are no longer subjected to targeted enforcement. Encouraging Operators to become compliant is one of the priorities of the London Freight Enforcement Partnership and so this joint working is achieving positive outcomes.

Introduction of the safer Lorry Scheme has been an important measure that supports casualty

reduction and the CVU has been the team that has actively enforced the new legislation that ensures that relevant vehicles operating in the City of London have all the legal safety features such as under run bars and Type 6 mirrors. This came into force in September 2015 when the CoLP prosecuted 32 offenders. In the 6 months since then there have been a further 17 offenders prosecuted. The data suggests that a greater number of lorries that enter the City of London now comply with the safer Lorry Scheme, which reduces risk to vulnerable road users.

Alderman Gowman continues to support Road Safety in a variety of ways and through her support on a number of committees and sub committees such as Streets and walkways. She has also maintained involvement in the review of the Road Danger Reduction Plan. She has undertaken regular scrutiny of the enforcement of the 20 mph speed limit by the CoLP and has ensured it is on the agenda at the Streets and walkways subcommittee so members are aware of the facts.

In the past twelve months, enforcement results indicate that the average speed of those caught offending has reduced as more offenders are caught at lower speeds than when the 20 mph was first brought in. In October 2014 66% of offenders were caught speeding at over 31 mph. In Feb 2016 that had reduced to 29%.

The Community Roadwatch scheme is an engagement programme that has been introduced this year in support of the 20 mph limit. This scheme is operated by the THOG, funded by TfL and involves members of the community working with officers and PCSOs to provide a high visibility speeding deterrent and provides for warning letters being issued to the registered keepers of offending vehicles.

Key issues for 2016/17

Continue to identify opportunities for the further development of collaborative working with partners and stakeholders to support the objectives of the Road Danger Reduction partnership.

The reshaping of police assets, designed to create a greater focus on the support of the Road Danger Reduction Plan, need to be regularly monitored to ensure that there is improved performance working towards the stretch target of 50% casualty reduction by 2020

The development and introduction of the City of London Casualty Harm Index to inform effective tasking of resources. This analysis and mapping will form an integral part of the planning and tasking process and so ensuring that the process of recording information to be used in this analysis is accurate is of great importance.

Owing to the increase in cyclists and the number of LGV journeys within the City of London it is important to ensure that the laws concerning the movement of the LGVs are adhered to so as to reduce risk. Working with partners to ensure regular enforcement of the City 7.5 tonne weight limit in the City, coupled with enforcement of the weight restriction on Tower Bridge, will help restrict the City of London to the minimum number of LGVs.

Ensuring that the correct protocols between the civil and criminal enforcement agencies are in place is important to allow this enforcement to take place.

Continued regular enforcement of the 20mph speed limit is integral to the overall speed reduction in the City of London. It is recognised that a reduction of 1 mph in average speed can result in casualty reduction of 6%. Regular enforcement will register with drivers that speed enforcement is continuous and so help change the manner of driving by suggesting greater risk of being caught offending.

2015 saw the introduction of the Community Roadwatch scheme and finding further community volunteers to undertake regular activity will support the 20 mph limit.

2015 saw the introduction of the Graduated Fixed Penalty Notice to support the new Commercial Vehicle Unit. It has been identified that to continue this support, there is an opportunity to extend

this scheme further to allow officers to effectively deal with foreign drivers without having to arrest or summons the offenders.

TfL are opening the Cycle Superhighways on the Embankment and Farringdon / New Bridge Street / Blackfriars Bridge. The effective introduction of these could increase the number of cyclists and are intended to result in safer, segregated cycle ways. Removing these cyclists from mixed modal routes could result in a reduction in casualties of cyclists and this will be closely monitored.

Efforts need to continue to ensure that cyclists use these and that they are used safely.