

## **PROFESSIONAL STANDARDS AND INTEGRITY SUB (POLICE) COMMITTEE**

**Friday, 22 September 2017**

**Minutes of the meeting of the Professional Standards and Integrity Sub (Police) Committee held at the Guildhall EC2 at 1.45 pm**

### **Present**

#### **Members:**

Alderman Alison Gowman (Chairman)  
Tijs Broeke

Lucy Sandford (External Member)  
Deputy James Thomson (Ex-Officio Member)

#### **Officers:**

George Fraser	-	Town Clerk's Department
Alex Orme	-	Town Clerk's Department
Richard Jeffrey	-	City Solicitor
Nirupa Gardner	-	Internal Audit
Stuart Phoenix	-	Head of Strategic Development, CoLP
Dermont Robinson	-	Director of Professional Standards, CoLP
Alistair Sutherland	-	Assistant Commissioner, CoLP

### **1. APOLOGIES**

Apologies were received from Deputy Doug Barrow, Nicholas Bensted-Smith and James Tumbridge.

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

There were no declarations.

### **3. MINUTES**

Members considered the public minutes from the last meeting, held on 5 June 2017.

**RESOLVED** – That the minutes be approved.

### **MATTERS ARISING**

The Chairman welcomed new Member, Tijs Broeke, to his first meeting of the Sub-Committee.

The Chairman noted that the agenda packs had been printed in their entirety on blue paper, thus signifying confidential status. The Town Clerk explained that due to printing protocol prohibiting confidential papers from being bound with non-public or public papers, it had previously been advised to print packs purely on blue paper for the purpose of the meeting. The Chairman requested that

packs be printed separately in correct accordance with their visibility classification to ensure that the tradition of the City Corporation is maintained. The Town Clerk confirmed that all future agendas for the Sub-Committee would be printed and bound in separate packs as per her request. (1)

4. **INTEGRITY DASHBOARD AND CODE OF ETHICS UPDATE**

The Sub-Committee received a report of the Commissioner of Police providing Members with an update on the Integrity Dashboard and Code of Ethics issues.

The Head of Strategic Development explained that a full report illustrating the results from the recent Staff Survey will be published in the coming weeks. He explained that an initial report had been submitted to the Police Committee on 21 September. The Chairman requested that this be circulated to all Members of the Sub-Committee that do not sit on the Police Committee. (2)

The Head of Strategic Development explained that the Integrity Standards Board had considered the addition of 5 new dashboard indicators around sponsorship as a result of the new Standard Operating Procedures (SOP).

A Member asked if there were minutes available from the London Police Challenge Forum. The Head of Strategic Development confirmed that there were, and that these could be submitted to the next meeting agenda. (3)

In reference to paragraph 11 of the report, a Member asked for further explanation on how the Force was dealing with whistleblowing. The Assistant Commissioner explained that a “bad apple” system was in place, allowing for confidential reporting through an online portal. He also clarified that a lack of online reports logged did not necessarily mean that reports weren’t being received via other means. The Chairman explained that the new ability to respond to anonymous reports with follow-up questions was very beneficial. The Director of Professional Standards explained that there were two systems in place, with the “bad apple” system active for 2-3 months at this point. He explained that there was a whistleblowing policy in place, and that there were now an increased number of non-anonymous reports being submitted to the Professional Standards Directorate. He explained that they were managing to raise awareness with other Forces, and that this was a positive step. He offered to report back to the Sub-Committee on this as required. The Deputy Chairman stated that it was useful to know that these were coming through.

The Head of Strategic Development explained that the next meeting of the London Police Challenge forum would take place on 5 December 2017, from 10:00-13:00. He agreed to circulate a note to remind members of this prior to the event. (4)

**RESOLVED** – That the report be received.

a) **Integrity Dashboard - 2017/18 Q1**

The Sub-Committee received a report of the Commissioner of Police providing the latest figures surrounding the Force Integrity Indicators.

**RESOLVED** – That the report be received.

**b) Police Integrity Development and Delivery Plan Report 2016-17**

The Sub-Committee received a report of the Commissioner of Police updating Members on the Police Integrity Development and Delivery Plan.

The Head of Strategic Development explained that a report of Crime Audits being looked into would be submitted to the following meeting. (5) The Chairman asked for clarification that this was independent of the Staff Survey report, and this was confirmed to be the case.

A Member asked for an explanation of the column headings “V1, V2 etc.” within the report. The Head of Strategic Development explained that these were analogous to “Q1, Q2 etc.”, and referred to the word “version” rather than “quarter”. A Member asked for confirmation that this was aligned to the quarters of the financial year of the UK, commencing on 1 April, and this was confirmed to be the case.

**Measure 1.9 – To ensure training on standards, values and leadership roles is available for all staff**

The Chairman asked how the training was being monitored. The Head of Strategic Development confirmed that the courses were checked off as complete during the induction process.

**Measure 1.10 – To adopt Authorised Professional Practice (APP) and national guidance for Force policies and procedures**

The Chairman asked if there was a deadline for completion of the review of all policies and procedures. The Head of Strategic Development explained that the report of policies that require updating would be considered next week at the meeting of the Performance & Resource Management Sub-Committee.

The Chairman noted that there was an error on the CoLP website that stated that referred to “Corporate pay 2015/16”, when it should refer to “2016/17”, and asked that it be corrected. (6)

A Member asked if the level of transparency provided by the CoLP regarding the publishing of Gifts & Hospitality was superseded by any other forces. They suggested that the Gifts & Hospitality report be published and made clearly visible on the CoLP website. Those present agreed that this would be beneficial. (7)

**5. QUESTIONS RELATING TO THE WORK OF THE SUB-COMMITTEE**

There were no public questions.

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

There was no further public business.

**7. EXCLUSION OF THE PUBLIC**

**RESOLVED** - That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds

that they involve the likely disclosure of exempt information as defined in Part I of the Schedule 12A of the Local Government Act.

**The meeting closed at 3.36 pm**

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Chairman

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