



Police Committee

Date: THURSDAY, 21 JANUARY 2016
Time: 11.30 am
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members: Deputy Henry Pollard (Chairman)
Deputy Douglas Barrow (Deputy Chairman)
Mark Boleat
Simon Duckworth
Lucy Frew
Alderman Alison Gowman
Alderman Ian Luder
Nicholas Bensted-Smith
Helen Marshall
Deputy Joyce Nash
Deputy Richard Regan
Lucy Sandford
Deputy James Thomson

Enquiries: Katie Odling
tel. no.: 020 7332 3414
katie.odling@cityoflondon.gov.uk

Lunch will be served in the Guildhall Club at 1pm.

N.B: Part of this meeting could be subject to audio or visual recording.

John Barradell
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **MINUTES**
 - a) To agree the minutes of the meeting held on 1 December 2015
For Decision
(Pages 1 - 6)
 - b) To receive the Minutes of the Economic Crime Board meeting held on 9 November 2015
For Information
(Pages 7 - 10)
 - c) To receive the draft minutes of the Professional Standards and Integrity Sub Committee meeting held on 20 November 2015
For Information
(Pages 11 - 14)
 - d) To receive the minutes of the Performance and Resources Management Sub Committee held on 8 December 2015
For Information
(Pages 15 - 18)
4. **OUTSTANDING REFERENCES**
Report of the Town Clerk.
For Information
(Pages 19 - 20)
5. **REVIEW OF SUB-COMMITTEES**
Report of the Town Clerk.
For Decision
(Pages 21 - 26)
6. **TERMS OF REFERENCE AND FREQUENCY OF MEETINGS**
Report of the Town Clerk.
For Decision
(Pages 27 - 30)
7. **COMMUNITY REMEDY**
Report of the Town Clerk.
For Decision
(Pages 31 - 48)
8. **POLICE PROPERTY ACT FUND**
Report of the Town Clerk.
For Decision
(Pages 49 - 56)

9. **STANDARD ITEM ON THE SPECIAL INTEREST AREA SCHEME**

- a) **Community Engagement Update**
Report of the Commissioner of Police.

For Information
(Pages 57 - 68)

- b) **Equality Diversity and Human Rights (EDHR) Update**
Report of the Commissioner of Police.

For Information
(Pages 69 - 74)

- c) **Any Other Special Interest Area Updates**

10. **ANTI-TERRORISM TRAFFIC REGULATION ORDER**
Report of the Director of the Built Environment.

For Decision
(Pages 75 - 88)

11. **POLICING PLAN**
Report of the Commissioner of Police.

For Decision
(Pages 89 - 120)

12. **REVENUE AND CAPITAL BUDGET 2016/17 AND DRAFT MEDIUM-TERM FINANCIAL PLAN UP TO 2018/19**
Joint report of the Chamberlain and the Commissioner of Police.

For Decision
(To Follow)

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

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

15. **EXCLUSION OF THE PUBLIC**
MOTION - 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.

Part 2 - Non-Public Agenda

16. **NON-PUBLIC MINUTES**

- a) To agree the non-public minutes of the meeting held on 1 December 2015

For Decision
(Pages 121 - 122)

- b) To receive the non-public minutes of the Economic Crime Board meeting on 9 November 2015

For Information
(Pages 123 - 124)

17. **STRENGTHENING THE SAFETY, SECURITY AND AMENITY OF THE CITY VISION AND CONCEPT - WAIVER APPROVAL**
Report of the Commissioner of Police.

For Information
(Pages 125 - 128)

18. **COMMISSIONER'S UPDATES**
Commissioner to be heard.

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

20. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

Confidential Agenda

21. **MINUTES**

To receive the confidential minutes of the Professional Standards and Integrity Sub Committee meeting held on 20 November 2015.

For Information
(Separately circulated)

POLICE COMMITTEE **Tuesday, 1 December 2015**

Minutes of the meeting of the Police Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday, 1 December 2015 at 11.30 am

Present

Members:

Deputy Henry Pollard (Chairman)
Simon Duckworth
Lucy Frew
Alderman Alison Gowman
Alderman Ian Luder
Nicholas Bensted-Smith
Helen Marshall
Deputy Joyce Nash
Lucy Sandford
Deputy James Thomson

Officers:

John Barradell	- Town Clerk and Chief Executive
Katie Odling	- Town Clerk's Department
Oliver Bolton	- Town Clerk's Department
Peter Kane	- The Chamberlain
Steve Presland	- Department of the Built Environment
Doug Wilkinson	- Department of the Built Environment
Steve Telling	- Chamberlain's Department

City of London Police:

Adrian Leppard	- Commissioner
Ian Dyson	- Assistant Commissioner
Commander Wayne Chance	- Commander, Operations
Commander Chris Greany	- Commander, Economic Crime
Hayley Williams	- Chief of Staff

CHAIRMAN'S OPENING REMARKS

The Chairman expressed thanks to Commissioner Leppard for his commitment to the City and its values, and in particular to the officers he has led. Mr Leppard would leave the Corporation in January 2016 and on behalf of the Police Committee and Officers present he wished him every success in the future.

Further thanks were expressed to Doug Wilkinson, Assistant Director Street Scene and Strategy who would be leaving the Corporation to take up a position at the London Borough of Newham in the new-year.

1. APOLOGIES

Apologies for absence were received from Deputy Doug Barrow, Mark Boleat and Deputy Richard Regan.

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

There were no declarations of interest.

3. **MINUTES**

RESOLVED – That the minutes of the meeting held on 5 November 2015 be approved.

4. **OUTSTANDING REFERENCES**

RESOLVED – That the list of Outstanding References be noted.

Policing Governance – The Chairman advised that a report would be submitted to a future meeting regarding the size and composition of the Grand Committee and its Subs. One Member advised that he would not support increasing the size of the Grand Committee given that it was in-line with other PCC's.

5. **STANDARD ITEM ON THE SPECIAL INTEREST AREA SCHEME**

There were no updates.

6. **APPOINTMENT OF A CO-OPTED MEMBER TO THE ECONOMIC CRIME BOARD**

RESOLVED – That Tom Sleigh be appointed as the co-opted Member to the Economic Crime Board.

7. **POLICE PROPERTY ACT FUND**

The Committee considered a report of the Town Clerk which informed Members of the applications and awards from the Police Property Act Fund during 2015 and asked Members to consider six further grants suggested by Members.

Overall, the Committee were supportive of the applications however requested further information on funding accrued in previous years.

RESOLVED – That the report be deferred to the next meeting.

8. **POLICE ARBORETUM MEMORIAL TRUST - NEW NATIONAL POLICE MEMORIAL**

The Committee received a report of the Town Clerk regarding a National Memorial project which was being run by the Police Arboretum Memorial Trust. The aim of the project was to create a national memorial that paid tribute to the UK's Police Service and honoured the dedication, courage and sacrifice of the officers who had died in service.

The Committee were supportive of the project and suggested that the City could, in addition to cash, offer gifts in kind for example, trees from open spaces.

RESOLVED – That the report be noted.

9. **PUBLIC SECTOR PENSIONS REFORM – ESTABLISHING A POLICE PENSIONS SUB-COMMITTEE**

The Committee considered a report of the Town Clerk regarding the establishment of a Police Pensions Sub-Committee.

RESOLVED – That,

- a) the creation of a Police Pensions Sub-Committee, consisting of six members (three Employer representatives, three Scheme Member representatives) be approved;
- b) Alderman Ian Luder be appointed at the Chairman of the Police Pensions Sub-Committee;
- c) the Terms of Reference be approved;
- d) following the sifting process for the five remaining Members of the Sub Committee (to be undertaken by the Chairman of the Sub-Committee and the Chairman and Deputy Chairman of the Police Committee), the appointments be submitted to the Police Committee for consideration.

10. GLOBAL CYBER ALLIANCE

The Committee received a report of the Commissioner of Police which outlined an initiative known as the Global Cyber Alliance (GCA) that the City of London Police was partnering with the District Attorney New York (DANY) to deliver as founder members.

RESOLVED – That the report be noted.

11. 2015/16 FORECAST OUTTURN FOR THE YEAR AS AT OCTOBER

The Committee received a report of the Commissioner of Police regarding the 2015/2016 forecast outturn for the year as at October 2015.

RESOLVED – That the report be noted.

12. ROAD DANGER REDUCTION PLAN

The Committee received a joint report of the Director of the Built Environment and the Commander, Operations which updated on progress made in relation to the City of London Corporation's Road Danger Reduction Plan (RDRP).

The City had a live project to improve the junction at Bank. The project was initiated and approved by Members in December 2013 and was proceeding to programme. Members noted the four objectives set for the Bank Project -

- To reduce casualties by simplifying the junction and reducing conflict.
- To reduce pedestrian crowding on the footways
- To improve air quality; and finally
- To improve the perception of place.

Members were informed that the City Corporation and Police to jointly review casualty data to improve information on causation factors and that work was being undertaken regarding casualty hot spots which would be provided to Members in due course.

The Committee discussed pedestrian behaviour which it was noted was becoming more problematic, with an increase in collision reports stating pedestrian inattention was a contributing factor. Members noted that to gain a greater understanding of how we can address some of these issues the City is developing a pedestrian model to help better understand pedestrian movement and behaviour.

The Committee referred to effective management of traffic conflicts and raising awareness to road users.

The traffic light signalling at Southwark was highlighted as a concern and it was that this matter would be raised with Transport for London.

RESOLVED – That the report be noted.

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

There were no questions.

14. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT

The Chairman reported advised he would be attending the following meetings in December 2015 -

- Fraud Academy Round table meeting
- Meeting with Bernard Hogan-Howe
- Meeting with Home Secretary
- Commendation ceremony
- Policing Plan Workshop

15. EXCLUSION OF THE PUBLIC

RESOLVED – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part 1 of the Schedule 12A of the Local Government Act.

16. NON-PUBLIC MINUTES

RESOLVED – That the non-public minutes of the meeting held on 5 November 2015.

17. SERIOUS AND ORGANISED CRIME LOCAL PROFILES- UPDATE

The Committee received a report of the Commissioner of Police which provided an update on the Serious and Organised Crime local profiles.

RESOLVED – That the report be noted.

18. CITY OF LONDON POLICE CHANGE PROGRAMME

The Committee received a report of the Commissioner of Police regarding the City of London Police Change Programme.

RESOLVED – That the report be noted.

19. EMERGENCY SERVICES MOBILE COMMUNICATIONS PROGRAMME (ESMCP)

The Committee considered and approved a report of the Commissioner of Police regarding the Emergency Services Mobile Communications Programme.

20. COMMISSIONER'S UPDATES

The Commissioner of Police was heard concerning on-going and successful operations undertaken by the City of London Police.

21. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

There were no questions.

22. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There were no items of urgent business.

The meeting ended at 1.00 pm

Chairman

Contact Officer: Katie Odling
tel. no.: 020 7332 3414
katie.odling@cityoflondon.gov.uk

This page is intentionally left blank

ECONOMIC CRIME BOARD OF THE POLICE COMMITTEE Monday, 9 November 2015

Minutes of the meeting of the Economic Crime Board of the Police Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Monday, 9 November 2015 at 11.15 am

Present

Members:

Simon Duckworth (Chairman)
Deputy Richard Regan
Deputy Henry Pollard (Ex-Officio Member)

Officers:

Alex Orme	- Town Clerk's Department
Katie Odling	- Town Clerk's Department
Oliver Bolton	- Town Clerk's Department

1. APOLOGIES

Apologies for absence were received from Deputy Doug Barrow, Mark Boleat, Lucy Frew and Helen Marshall.

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

There were no declarations of interest.

3. MINUTES

RESOLVED – That the Minutes of the meeting held on 15 July 2015 be approved.

4. NATIONAL LEAD FORCE: SECOND QUARTER (Q2) PERFORMANCE REPORT

The Board received a report of the Commissioner of Police which summarised the performance delivered against the National Policing Fraud Strategy drafted and launched last year by the City of London Police – National Lead for Fraud (NPLF).

The Board commented that the overall performance was positive.

Members noted that the Force remained well above the national average of judicial outcomes which were 21% for Q2 and 35% for Q1 with the Force returning 84% for Q2 and 47% for Q1 respectively. Some concern was expressed regarding the increase in no further action returns, the national average being 79% in Q2 and 65% in Q1 the COLP returns being 16% in Q2 and 53% in Q1.

The Board discussed the service delivery to victims of fraud and ensuring that PCC's were offering the best advice possible. Members were informed that a future piece of work would involve a discussion with PCC's around the benefits of Action Fraud.

KPI 4.1 – Impact and reach of training and strategy delivery – feedback from delegates was requested as part of the performance report to the next Board.

RESOLVED – That the report be noted.

5. **NATIONAL POLICE COORDINATOR'S OFFICE (NPCO) UPDATE**

The Board received a report of the Commissioner of Police which summarised the work of the National Police Coordinator's Office (NPCO) delivered against the Policing Fraud Strategy.

Members were informed that the Board continued to support disruption activity through NFIB which included take downs of bank accounts, web pages and telephone numbers of 40, 279, the highest recovery total seen.

RESOLVED – That the report be noted.

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

There were no items of urgent business.

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

There were no questions.

8. **EXCLUSION OF THE PUBLIC**

RESOLVED - that under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Act.

9. **NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the meeting held on 15 July 2015 be approved.

10. **OPERATIONAL UPDATE - PRIORITISED OPERATIONS**

The Board received a report of the Commissioner of Police which summarised notable pursue activity being delivered against the National Policing Fraud Strategy under the coordination of City of London Police in its capacity as National Police Lead for Fraud (NPLF).

11. **ECONOMIC CRIME ACADEMY UPDATE**

The Board received a report of the Commissioner of Police which provided an update on the Economic Crime Academy.

12. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

A question was raised regarding reporting fraud including online crime.

13. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There were no items of urgent business.

The meeting ended at 12.30 pm

Chairman

Contact
tel. no.: 020 7332 3414
katie.odling@cityoflondon.gov.uk

Officer:

Katie

Odling

This page is intentionally left blank

PROFESSIONAL STANDARDS AND INTEGRITY SUB (POLICE) COMMITTEE Friday, 20 November 2015

Minutes of the meeting of the Professional Standards and Integrity Sub (Police) Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Friday, 20 November 2015 at 11.30 am

Present

Members:

Alderman Alison Gowman (Chairman)
Helen Marshall
Deputy Richard Regan
Nicholas Bensted-Smith
Lucy Sandford

Observer

Alderman Ian Luder

Officers:

Katie Odling - Town Clerk's Department
Oliver Bolton - Town Clerk's Department

City of London Police:

Ian Dyson - Assistant Commissioner
Ian Younger - Acting Director, Professional Standards Directorate

The Chairman welcomed Nick Bensted-Smith, Oliver Bolton and Ian Younger to the meeting.

1. APOLOGIES

Apologies for absence were received from Deputy Doug Barrow, Deputy Henry Pollard 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 of interest.

3. MINUTES

RESOLVED – That the minutes of the meeting held on 14 September 2015 be approved.

The Chairman expressed thanks to Deputy Richard Regan and Helen Marshall who had recently been on the interview panel for the appointment of Legal Qualified Chairmen. In addition, the Chairman congratulated James Tumbridge

who had recently been appointed as a legally qualified Chairman for the Eastern Police Forces.

4. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**

There were no questions.

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

There were no items of urgent business.

6. **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 1 of the Schedule 12A of the Local Government Act.

7. **NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the meeting held on 14 September 2015 be approved.

8. **REVIEW OF EMPLOYMENT TRIBUNAL CASES 2011-2015.**

The Sub Committee received a report of the Comptroller & City Solicitor.

9. **PROFESSIONAL STANDARDS STATISTICS - QUARTER 2 - 1ST JULY - 30 SEPTEMBER 2015**

The Sub Committee received a report of the Commissioner of Police setting out statistical information on current and finalised cases handled by the Professional Standards Directorate.

9.1 **Summary of cases**

The Sub Committee received a report of the Commissioner of Police.

9.2 **Misconduct Hearings (NIL)**

There were no reports relating to misconduct hearings.

9.3 **Misconduct Meetings (NIL)**

There were no reports relating to misconduct meetings.

9.4 **Case to answer**

The Sub Committee received a report of the Commissioner of Police.

9.5 **No case to answer**

The Sub Committee received a report of the Commissioner of Police.

9.6 **Local Resolution**

The Sub Committee received a report of the Commissioner of Police.

9.7 **Discontinuance and Disapplication**

The Sub Committee received a report of the Commissioner of Police.

10. **INTEGRITY REPORT AND DASHBOARD**
The Sub Committee received a report of the Commissioner of Police which provided an update on the Force position in relation to integrity.
11. **IPCC POLICE COMPLAINTS INFORMATION BULLETIN Q2 - 1 APRIL 2015 - 30 SEPTEMBER 2015 INCLUSIVE**
The Sub Committee received a report of the Commissioner of Police which contained the statistics prepared by the Independent Police Complaints Commission for the reporting period 1 April – 30 September 2015.
12. **IPCC ANNUAL STATISTICS**
The Sub Committee received a report of the Professional Standards Directorate which provided details of the IPCC Annual Statistics for 2014/2015.
13. **IPCC GUIDELINES FOR HANDLING ALLEGATIONS OF DISCRIMINATION**
The Sub Committee received the IPCC Guidelines for handling allegations of discrimination.
14. **REVIEW OF STANDING OPERATING PROCEDURES**
The Sub Committee received a report of the Professional Standards Directorate regarding the review of Standing Operating Procedures.
15. **NON-PUBLIC QUESTIONS RELATING TO THE WORK OF THE SUB-COMMITTEE**
There were no questions.
16. **ANY OTHER NON-PUBLIC BUSINESS THE CHAIRMAN CONSIDERS URGENT**
The Chairman sought and received agreement to organise a workshop in April 2016 for Members to meet with the Professional Standards Directorate to look strategically about the work of the Sub Committee.

The meeting ended at 12.40pm

Chairman

Contact Officer: Katie Odling
tel. no.: 020 7332 3414
katie.odling@cityoflondon.gov.uk

This page is intentionally left blank

PERFORMANCE AND RESOURCE MANAGEMENT SUB (POLICE) COMMITTEE **Tuesday, 8 December 2015**

Minutes of the meeting of the Performance and Resource Management Sub (Police) Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday, 8 December 2015 at 11.00 am

Present

Members:

Deputy Douglas Barrow (Chairman)
Kenneth Ludlam
Deputy Joyce Nash
Deputy Henry Pollard (Ex-Officio Member)
Deputy James Thomson

Officers:

Alex Orme	- Town Clerk's Department
Craig Spencer	- Town Clerk's Department
Oliver Bolton	- Town Clerk's Department
Neil Davies	- Town Clerk's Department
Steve Telling	- Chamberlain's Department
Chris Harris	- Chamberlain's Department

City of London Police

Ian Dyson	- Assistant Commissioner
Stuart Phoenix	- Strategic Development
Hayley Williams	- Chief of Staff

1. APOLOGIES

Apologies for absence were received from Alderman Alison Gowman and Deputy Henry Pollard.

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

There were no declarations of interest.

3. MINUTES

RESOLVED – That the minutes of the meeting held on 21 October 2015 be approved.

4. OUTSTANDING REFERENCES

RESOLVED – That the list of outstanding references be noted.

5. **HMIC INSPECTION UPDATE**

The Committee received a report of the Commissioner of Police which provided an overview of the City of London Police response to Her Majesty's Inspectorate of Constabulary's (HMIC) continuing programme of inspections and published reports.

Workforce Model – Members were informed that the current workforce model was meeting demand, organisational need and financial requirements and this was evidenced from a balanced budget, achievement of savings targets and victim satisfaction rates were in line with England and Wales. The Force would be working to actively reinforce the purpose of the model.

A recommendation within the report stated that all Chief Constables should establish arrangements for the effective monitoring and audit of their firearms licensing procedures, as required by the Authorised Professional Practice. The Assistant Commissioner advised Members that the volume of licenses was so low and therefore he was reluctant to outsource this area of work to the Metropolitan Police.

Members were informed that the ROI's were currently going through the vetting process and a note regarding the next stage of the appointment process would be circulated.

With regard to the provision of mental health in custody, the Assistant Commissioner agreed to circulate information to Members after the meeting.

Members were informed that the Inspection on Annual Force Management Statements recognised that the Force had a good understanding of its demand.

RESOLVED – That the report be noted.

6. **2ND QUARTER PERFORMANCE AGAINST MEASURES FOR 2015-16 SET OUT IN THE POLICING PLAN 2015-18**

The Committee received a report of the Commissioner of Police which summarised performance against the measures in the Policing Plan 2015 – 2018 for the period 1 April – 30 September 2015.

The Sub-Committee requested that in future reports, the summary provided information on areas which the Force needed to focus on.

With regard to protecting the City of London from terrorism, the Assistant Commissioner informed Members that this was an area of work which would be included in the Policing Plan. The Force was actively working with businesses and had formed strong relationships with the military. The Assistant Commissioner agreed to look at how best to inform the public of the work being undertaken by the Force perhaps through a statement.

The Sub-Committee discussed the Night Time Economy (NTE) and whether there was scope an option to increase the scope for licensing venues.

RESOLVED – That the report be noted.

7. **HUMAN RESOURCES MONITORING INFORMATION**

The Sub-Committee received a report of the Commissioner of Police which set out the City of London police human resources monitoring data for the six month period 1st April – 30 September 2015.

RESOLVED – That the report be noted.

8. **INTERNAL AUDIT UPDATE REPORT**

The Sub-Committee received a report of the Head of Internal Audit and Risk Management which provided an update on the work of Internal Audit undertaken for the City of London Police since the last report.

Police invoices on hold - the Head of Internal Audit informed Members that he was awaiting confirmation regarding the implementation of the recommendations and this would be confirmed following the meeting.

Petty cash – Members were informed that Officers were looking to rationalise the petty cash system.

RESOLVED – That the report be noted and periodical updates provided to the Sub-Committee.

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

There were no questions.

10. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There were no items of urgent business.

11. **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.

12. **CITY OF LONDON POLICE CLAIMS (CIVIL CLAIMS (INCLUDING MOTOR CLAIMS) AND CLAIMS FOR JUDICIAL REVIEW)**

The Sub-Committee received a report of the Head of Internal Audit and Risk Management which set out the key processes in place for handling Civil Claims made against the City of London Police and managing Police claims made in respect of damaged motor vehicles for which the City has insurance cover in place.

RESOLVED – That the report be noted.

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

There were no questions.

14. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE SUB-COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There were no items of urgent business.

The meeting ended at 12.30 pm

Chairman

Contact Officer: Katie Odling
tel. no.: 020 7332 3414
katie.odling@cityoflondon.gov.uk

POLICE COMMITTEE
21 January 2016
OUTSTANDING REFERENCES

No.	Meeting Date & Reference	Action	Owner	Status
1.	08/12/14 Road Safety	Report regarding future options for Bank Junction.	Transportation and Public Realm Director supported by CoLP	In progress 25 February 2016
2.	26/02/15 Public Realm Safety	To undertake a feasibility study.	Transportation and Public Realm Director and Acting Assistant Director, Environmental Enhancements	In progress 21 January 2016
3.	26/02/2015 Barbican CCTV	CCTV upgrade	City Police/ Safer City Partnership	In progress Procurement stage
4.	24/07/2015 Visit	Visit from the Commissioner to the IPCC	Town Clerk's Department	In progress Spring 2016
5.	24/07/2015 Community Remedy Document	Further consultation required.	Community Safety Team	Complete 21 January 2016
6.	24/07/2015 Internal Audit review	Internal Audit review of how contracts are monitored and what contingency plans should be in place to mitigate risks.	Chamberlains/ Internal Audit	In progress 25 February 2016
7.	05/11/2015 Governance of Police Committee	Report regarding Policing Governance	Town Clerk's	Complete 21 January 2016
8.	05/11/2015 20mph Speed Limit	Meeting with relevant Chairmen on lobbying TfL	Transportation and Public Realm Director	To receive an update 21 January 2016

This page is intentionally left blank

Committee(s)	Date:
Police Committee	21 January 2016
Subject: Review of Sub Committees	Public
Report of: Town Clerk	For Decision

Summary

1. This report recommends that your Committee makes a number of changes to increase the size and composition of the Professional Standards and Integrity Sub Committee, the Performance and Resources Management Sub Committee and the Economic Crime Board, such that each is comprised of 10 Members.
2. It is proposed to increase the membership of the Performance and Resources Management Sub Committee and the Economic Crime Board by one co-opted Member and one Police Committee Member and to increase the Professional Standards Sub Committee by one additional co-opted Member. In accordance with usual practice, co-opted Members for the Economic Crime Board and the Professional Standards Sub-Committee will be drawn from the Court of Common Council and for the Performance and Resources Management Sub Committee; the co-opted Member will be drawn from the membership of the Audit and Risk Management Committee.
3. The proposals aim to address previous concerns regarding low attendance and inquorate meetings and will help to enhance the effectiveness and efficiency with which the two Sub-Committees and the Economic Crime Board conduct their business, whilst also allowing a broad set of skills to be drawn upon from elected Members of the Court.
4. Previous discussions have taken place regarding the size of the Grand Committee. Members may recall that in January 2012, it was agreed to reduce the Membership of the Grand Committee from 17 to 13 (11 Members of the Court of Common Council and 2 external Members) in line with the arrangements being put in to place nationally alongside the introduction of Police and Crime Commissioners and Panels. The rationale behind the decision was to enhance the effectiveness with which the Committee conducted its business. The current arrangements work well and therefore no change is proposed to the size and composition of the Grand Committee.

Recommendations

That,

- a) consideration be given to increasing the size and composition of the Economic Crime Board, the Professional Standards and Integrity Sub Committee and the Performance and Resources Management Sub Committee to 10 Members:
 - Economic Crime Board (see paragraph 4);

- Performance and Resource Management Sub Committee (see paragraph 5); and,
 - Professional Standards and Integrity Sub Committee (see paragraph 6);
- b) the Town Clerk be instructed to write to all Members of the Court seeking expressions of interest for the co-opted vacancies on the Economic Crime Board and the Professional Standards and Integrity Sub Committee and for the Performance and Resources Management Sub Committee, expressions of interest be sought from the Audit and Risk Management Committee. The Police Committee will consider the appointments at the next appropriate meeting;
- c) the changes be implemented at the annual meeting of the Committee in May 2016; and
- d) no change be made to the size and composition of the Grand Committee.

Main Report

BACKGROUND

1. In January 2012, the Police Committee undertook a review of Policing Governance. At this meeting two measures were agreed:
 - the number of Members on the Committee should be reduced from 17 to 13 (11 Members of the Court of Common Council and 2 external Members); and
 - the Economic Crime Board and each of the two Sub Committees should consist of 5 Members of the Police Committee and one additional co-opted Member, who may or may not be a Member of the Court of Common Council.
2. In May 2015, a further change was made to the size and composition of the two Sub Committees and the Economic Crime Board which made the Chairman and Deputy Chairman of the Grand Committee ex-officio Members in light of the frequency of inquorate meetings.
3. Discussions have taken place at various meetings of the Grand Committee regarding the size and composition of the sub-committees and the frequency of inquorate meetings and this report therefore provides proposals to resolve these issues and improve the effectiveness of the various sub-committees, building on previous decisions.

PROPOSALS

4. The proposals for the two Sub-Committees and the Board are detailed below for your consideration. Copies of the Terms of Reference for each are attached at Appendix A.
5. **Economic Crime Board**

<p>Proposed composition</p> <ul style="list-style-type: none"> • The Chairman and Deputy Chairman of the Police Committee (ex-officio)

- Up to six Members of the Police Committee appointed by the Police Committee
- Two co-opted Members to be appointed by the Police Committee

The Board's current membership is as follows:-

Simon Duckworth (Chairman)
 Chairman of the Grand Committee (ex-officio)
 Deputy Chairman of the Grand Committee (ex-officio)
 Nick Bensted-Smith (co-opted)
 Mark Boleat
 Lucy Frew
 Helen Marshall
 Deputy Richard Regan
1 vacancy (proposed)
1 co-opted vacancy (proposed)

6. Performance and Resource Management Sub-Committee

Proposed Composition

- The Chairman and Deputy Chairman of the Police Committee (ex-officio)
- Up to six Members of the Police Committee appointed by the Police Committee
- Two co-opted Members to be appointed by the Audit and Risk Management Committee

The Sub-Committee's current membership is as follows:-

Deputy Douglas Barrow (Chairman)
 Chairman of the Grand Committee (ex-officio)
 Deputy Chairman of the Grand Committee(ex-officio)
 Alderman Alison Gowman
 Kenneth Ludlam (co-opted Member from the Audit and Risk Management Committee)
 Deputy Joyce Nash
 Deputy James Thomson
1 vacancy(existing)
1 vacancy (proposed)
1 co-opted vacancy (proposed)

7. Professional Standards and Integrity Sub-Committee

Proposed composition

- The Chairman and Deputy Chairman of the Police Committee (ex-officio)
- Up to six Members of the Police Committee appointed by the Police Committee

- Two co-opted Members to be appointed by the Police Committee

The Sub-Committee's current membership is as follows:-

Alderman Alison Gowman (Chairman)
Chairman of the Grand Committee
Deputy Chairman of the Grand Committee
Helen Marshall
Deputy Richard Regan
Nick Bensted-Smith
Lucy Sandford
Deputy James Thomson
James Tumbridge (co-opted)
1 co-opted vacancy (proposed)

8. The proposals to amend the size and composition of the two Sub Committees and the Board and to co-opt from the wider Court will mitigate the risk of further inquorate meetings, whilst also enabling the sub-committees to benefit from the expertise of individuals not serving on the Police Committee but with relevant skills.
9. Standing Order 27.2 states that the quorum for any sub-committee shall be three and therefore no change is required.
10. It is proposed that the changes be implemented from the first Police Committee meeting of the municipal year in May 2016. The Town Clerk will write to all Members of the Court seeking expressions of interest for the co-opted vacancies and these will be considered by the Police Committee at this annual meeting so that the new Sub-Committees and the Board are formed for the start of a new financial year.

Conclusion

11. The proposed changes will enhance the effectiveness and efficiency with which the two Sub-Committees and the Economic Crime Board conduct their business whilst also allowing a broad set of skills from elected Members of the Court to be better drawn upon.

Appendix 1 – Terms of Reference

Katie Odling
Town Clerk's Department
T: 020 7332 3414
E: kate.odling@cityoflondon.gov.uk

ECONOMIC CRIME BOARD

To be responsible for:

- a. Overseeing the force's national responsibilities for economic crime and fraud having regard to the strategic policing requirement in this area;*
- b. monitoring government, and other external agencies' policies and actions relating to economic crime; and,*
- c. Making recommendations to the Police Committee in matters relating to economic crime.*

PERFORMANCE AND RESOURCES MANAGEMENT SUB-COMMITTEE

To be responsible for:

- a. overseeing the monitoring of performance against the City of London Policing Plan;*
- b. overseeing the Force's resource management in order to maximise the efficient and effective use of resources to deliver its strategic priorities;*
- c. making recommendations to the Police Committee to change procedures, where necessary, to bring about improvements in performance;*
- d. monitoring government, policing bodies and other external agencies' policies and actions relating to police performance and advising the Police Committee or Commissioner as appropriate; and,*
- e. any other matter referred to it by the Police Committee.*

PROFESSIONAL STANDARDS AND INTEGRITY SUB-COMMITTEE

To be responsible for:

- a. overseeing the handling of complaints and the maintenance of standards across the force, where necessary recommending changes in procedures and performance to the Police Committee;*
- b. monitoring the Police Committee's work in respect of conduct and appeals proceedings; and,*
- c. monitoring government, police authorities and other external agencies' policies and actions relating to professional standards and advising the Police Committee or Commissioner as appropriate.*

**The quorum for both Sub-Committees and the Board shall be three.*

This page is intentionally left blank

Agenda Item 6

Committee(s)	Dated:
Police Committee	21 January 2016
Subject: Terms of Reference and Frequency of meetings	Public
Report of: Town Clerk	For Decision

Summary

As part of the post-implementation review of the changes made to the governance arrangements in 2011 it was agreed that all Committees should review their terms of reference annually. This will enable any proposed changes to be considered in time for the reappointment of Committees by the Court of Common Council.

The terms of reference of the Police Committee are attached as an appendix to this report for your consideration.

Recommendations

- That, subject to any comments, the terms of reference of the Committee be approved for submission to the Court as set out in the appendix.
- The Committee are also asked to consider the frequency of their meetings going forward.

Contact:
Katie Odling
Telephone: 020 7332 3414
Email: Katie.odling@cityoflondon.gov.uk

This page is intentionally left blank

POLICE COMMITTEE
TERMS OF REFERENCE

1. **Constitution**

A non-ward committee consisting of:

- 11 Members elected by the Court of Common Council including:
 - a minimum of one Member who has fewer than five years' service on the Court at the time of his/her appointment; and,
 - a minimum of two Members whose primary residence is in the City of London;
- 2 external members (i.e. non-Members of the Court of Common Council) appointed in accordance with the terms of the Police Committee Membership Scheme

2. **Quorum**

The quorum consists of any five Members.

3. **Terms of Reference**

To be responsible for:

- a) securing an efficient and effective police service in the City of London and holding the Commissioner to account for the exercise of his/her functions and those person under his/her direction and control;
- b) agreeing, each year, the objectives in the Policing Plan, which shall have regard to the views of local people , the views of the Commissioner and the Strategic Policing Requirement;
- c) any powers and duties vested in the Court of Common Council as police authority for the City of London by virtue of the City of London Police Act 1839, the Police and Criminal Evidence Act 1984, the Police Acts 1996 (as amended) and 1997, the Criminal Justice and Police Act 2001, the Police Reform Act 2002, the Police Reform and Social Responsibility Act 2011 and any other Act or Acts, Statutory Instruments, Orders in Council, Rules or byelaws etc from time to time in force, save the appointment of the Commissioner of Police which by virtue of Section 3 of the City of London Police Act 1839 remains the responsibility of the Common Council;
- d) making recommendations to the Court of Common Council regarding the appointment of the Commissioner of the City of London Police;
- e) the handling of complaints and the maintenance of standards across the Force;
- f) monitoring of performance against the City of London Policing Plan;
- g) appointing such sub-committees as are considered necessary for the better performance of its duties including an Economic Crime Board, a Performance and Resource Management Sub Committee and a Professional Standards and Integrity Sub Committee.

This page is intentionally left blank

<p>Committee(s): Police Committee Safer City Partnership Community and Children’s Services Committee</p>	<p>Date(s): 21st January 2016 2nd March 2016</p>	
<p>Subject: Community Remedy Document</p>		<p>Public</p>
<p>Report of: The Town Clerk</p>		<p>For Decision</p>
<p><u>Summary</u></p> <p>This report sets out proposals for the Community Remedy Document (CRD). Under Part 6, Section 101 Anti-Social Behaviour, Crime & Policing Act 2014 the local policing body must prepare a Community Remedy Document for the local police force area, to empower victims of low level crimes and anti-social behaviour to have a say in what happens to the offender. The CRD is published on the agreement of the City of London Police Committee, following consultation with the community.</p> <p>A CRD is a list of the actions which might be appropriate in a particular case to be carried out by a person who has engaged in Anti-Social Behaviour (ASB), or has committed one of the low level offences relevant for resolution through the Community Remedy process.</p> <p>The CRD gives a victim the opportunity to make a decision on what actions an offender should carry out to repair the damage done and can be made available as an alternative to prosecuting the offender through the courts</p> <p>The government has suggested a number of possible remedies, on which the City community has been consulted as to their support for inclusion on the list of options available to victims. Following concerns raised at the Police Committee meeting in July 2015 that the response to an initial consultation had been too low, an additional consultation exercise took place. The consultation was run on the City of London’s website and by personal email to residents, detailing the remedies proposed, with the majority of the 67 respondents supporting the use of all eight remedies.</p> <p>Recommendations</p> <p>It is recommended that members endorse the proposed community remedies for inclusion within the Community Remedy Document.</p> <p>Members are asked to consider:</p> <ul style="list-style-type: none"> • Endorsement of the proposed remedies included in this report for inclusion within the CRD. • A date for publication of the CRD. 		

Main Report

Background

1. On the 20th October 2014 the Anti-Social Behaviour Crime and Policing Act 2014 came into force. Under Part 6 Section 101 the local policing body must prepare a Community Remedy Document (CRD) for the local police force area and may revise it at any time. The Community Remedy is intended to give victims more say in the punishment of perpetrators outside of the court system.
2. The CRD is a list of the actions which might, in the opinion of the City of London Police Committee, Commissioner of the City of London Police and any other community representative included in the consultation process, be appropriate in a particular case to be carried out by a person who has engaged in Anti-Social Behaviour (ASB) or has committed an offence and is to be dealt with outside of court proceedings.
3. The Act specifies how the Community Remedy will be applied and states that when a police or civilian officer has evidence that an individual has engaged in anti-social behaviour, or committed an offence; and the individual admits to the officer that he or she has done so, in certain circumstances the officer may decide it is more appropriate for the individual to carry out an action of some kind, instead of imposing other resolutions.
4. This course of action is dependent on the strength of the evidence, the appropriateness of the sanction and where they can be obtained, the views of any victim involved. If the victim expresses a view that the individual should carry out a particular action listed in the Community Remedy Document, the officer must invite the individual to carry out that action unless it appears to them it would be inappropriate to do so.
5. Under section 101(3) an action is appropriate to be carried out by a person only if it has one or more of the following objects;
 - a) Assisting in the person's rehabilitation.
 - b) Ensuring that the person makes reparation for the behaviour or offence in question.
 - c) Punishing the person.
6. There is a legal requirement to publish the CRD once it has been agreed.

Community Remedy in practice

7. The Community Remedy Document will be used as part of the existing process for delivering community resolutions. It will give the victim of low-level crime and anti-social behaviour a say in a punishment of perpetrators outside of the court system. The Community Remedy can also be used when a conditional or youth conditional caution is given, as means of consulting with the victim about the possible conditions to be attached to the caution.
8. When a community resolution is to be used the officer shall make reasonable efforts to obtain the view of the victim as to whether the perpetrator should carry out any of the actions listed in the community remedy document. If the officer considers that the action chosen by the victim is appropriate, the perpetrator should be asked to carry out that action. A combination of remedies can be used, such as reparation for damage caused and an apology to the victim.
9. The officer will have the ultimate responsibility for ensuring that the action offered to the perpetrator is appropriate and proportionate to the offence.

Relevant offences to which the remedies can be applied

10. The community resolutions already in practice within the City of London Police give the basis for the Community Remedy, therefore to maintain uniformity between both it is proposed that the following low level offences qualify for application of actions under the CRD:
 - Theft under £100 (Retail or other but excluding theft from employer)
 - Criminal Damage under £500
 - Sec.4 and Sec. 5 Public Order Act 1986 (Fear or provocation of violence/Intentional harassment, alarm or distress “low level” only)
 - Common Assault
 - Anti-Social Behaviour (low level)

Proposed Remedies

11. The Community Remedies proposed for inclusion in the document are:
 - Reparation direct to the victim for any damage caused (financial or otherwise)
 - Reparation direct to the community (unpaid work for a limited time)
 - Apology (face-to-face or by letter)

- Counselling
- Restorative Justice or mediation – third party to bring together both parties to reach common agreement
- Agreement of a contract between parties (e.g. Acceptable Behaviour Contract, Parenting Contract)
- Structured diversionary activity such as educational/training courses (self-funded or otherwise)
- Targeted intervention (e.g. alcohol treatment or anger management course)

Consultation Process

12. The City of London's Community Safety Team commenced the consultation using the City of London's website from the 20th of April 2015 for three weeks. Only a small amount of responses were received at the time, therefore it was decided at the Police Committee meeting in July 2015 that a wider consultation should take place.

13. Subsequently further consultation has taken place, with a deadline of 1st December 2015 for responses to be received, with questions extended by personal email or/and website to the following:

- City of London website
- Barbican residents
- Middlesex Street residents
- Golden Lane residents
- Hotels, Visitor Attractions and Culture Network
- Charities in the City
- Business organisations
- Partnership for Young London
- Independent Advisory Group

14. The participants above were contacted by email and information was also posted on their websites where available to encourage participation. The consultation letter emailed to residents is presented at appendix 1. The results from the consultation run from April to December 2015 are as follows from a total of 67 respondents:

- 94.03 % of participants agreed on reparation direct to the victim for any damage caused
- 89.39% of participants agreed on reparation direct to the community
- 83.58% of participants agreed on an apology being given

- 78.46% of participants agreed on counselling
 - 80.60% of participants agreed on Restorative Justice or mediation
 - 83.33% of participants agreed on contracts between parties
 - 80% agreed on structured diversionary activity
 - 86.15% of participants agreed on targeted intervention
15. The majority of respondents are in favour of seeing the City police using all eight remedies suggested by the government. Full results from the consultation are presented at appendix 2.

Corporate & Strategic Implications

16. Once the Community Remedies have been approved, the City of London Police will agree and document the process to be undertaken and provide training to front line staff. Members are asked to give due consideration to allowing time for training to take place in setting a date for publication of the Community Remedy Document.
17. All Community Remedies will be recorded and monitored for consistency and fairness in the application of the process.

Legal Implications

18. Once the CRD is complete, the advice of the Comptrollers will be sought to ensure compliance with the Anti-Social Behaviour Act.

HR Implications

19. An equality impact assessment has been carried out by the City of London Police in establishing their ASB standard operating procedure and policy.

Strategic Implications

20. Delivery of the remedies and the provisions for its implementation will be carried out by City of London Police employees.
21. It is intended that this document will follow the recognised consultation process for police related decisions, therefore it is presented for decision to the Police Committee and will be taken subsequently for information to the Safer City Partnership meeting and Community and Children's Services Committee.

Conclusion

22. The Community Remedy is a statutory requirement for all police force areas. The Community Remedy Document will be published following the approval of the City of London Police Committee and include the remedies supported during consultation with the community.
23. The Community Remedy document will be used as part of the existing process for delivering community resolutions, giving victims of low-level crime and anti-social behaviour a say in the punishment of perpetrators out of court. The Community Remedy may also be used when a conditional caution or youth conditional caution is given, as a means of consulting the victim about the possible conditions to be attached to the caution.

Appendices

- Appendix 1 – Consultation sent to residents in the City.
- Appendix 2 - Results of the consultation.

Contact:

David MacKintosh
Manager, Community Safety Team
City of London Corporation
Guildhall
London EC2P 2EJ
Tel: 0207 332 3084
David.MackIntosh@cityoflondon.gov.uk

Appendix 1

Email to residents

Dear Residents,

The government has introduced the “Community Remedy” to empower victims of low level crimes and anti-social behaviour to have a say in what happens to the offender. Every local police body has a duty to set up the Community Remedy and create a document with the possible solutions or remedies in consultation with the community and community representatives.

The Community Remedy gives a victim or a community the opportunity to make a decision on what actions an offender should carry out in order to repair the damage done instead of going to court by using a document with a menu of actions. This option can be made available as an alternative to going through the courts to prosecute the offender and can be more cost efficient and solve problems in a shorter length of time.

Example of a Community Remedy in action:

Neighbour A damages the car of neighbour B whilst under the influence of alcohol following a night of drinking heavily in a local pub Neighbour B reports this to the police and neighbour A is arrested. Neighbour A admits the offence and expresses remorse for his actions.

Rather than proceed with a prosecution, neighbour B is given the option of the Community Remedy. Neighbour B request that neighbour A:

- *Pays for the repairs to the car*
- *Writes a letter of apology.*

Neighbour A agrees to this and carries out both actions. Neighbour B is satisfied the apology is genuine and forgives the Neighbour A for the harm caused. The outcome is satisfactory to all parties and avoids the need to prosecute the offender.

The government has suggested nine possible remedies to be included in a menu of options from which a victim would be able to choose a perpetrator should do to repair their actions. We would like to get your views on the suggested remedies and if you have any suggestion about any other remedies not included in the list.

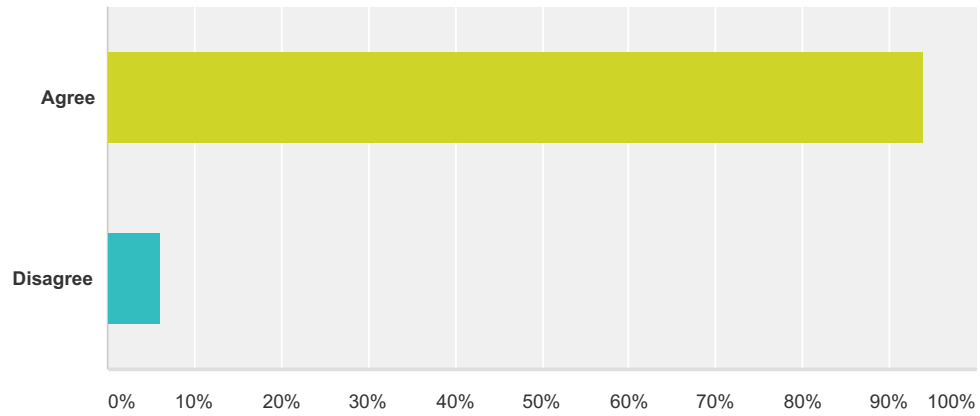
To have your say on what remedies should be included in the documents please submit the [Community Remedy Survey](https://www.surveymonkey.com/s/citycommunityremedy) <https://www.surveymonkey.com/s/citycommunityremedy>

If you would like a printed copy of the survey please contact us on 0207 332 3808. If you have any more questions you can call us or email us at safercity@cityoflondon.gov.uk
For further in depth information the Home office has published the following [Guidance](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/352562/ASB_Guidance_v8_July2014_final_2_.pdf):
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/352562/ASB_Guidance_v8_July2014_final_2_.pdf

This page is intentionally left blank

Q1 Reparation direct to the victim for any damage caused (financial or otherwise)

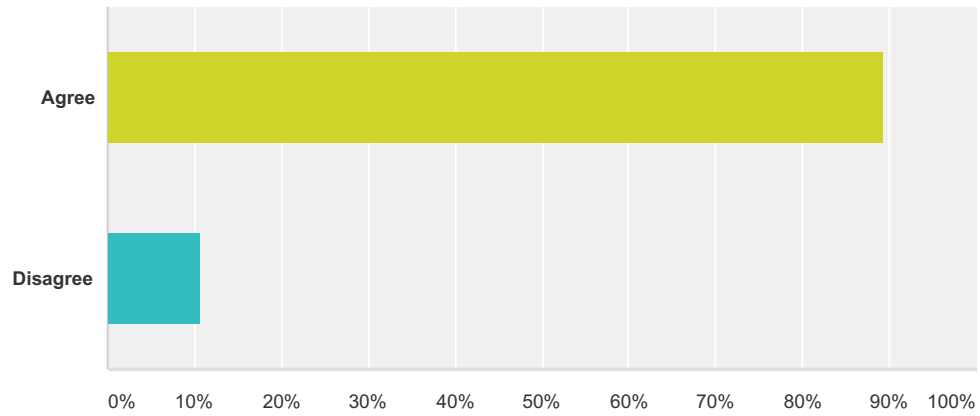
Answered: 67 Skipped: 0



Answer Choices	Responses
Agree	94.03% 63
Disagree	5.97% 4
Total	67

Q2 Reparation direct to the community (unpaid work for a limited time)

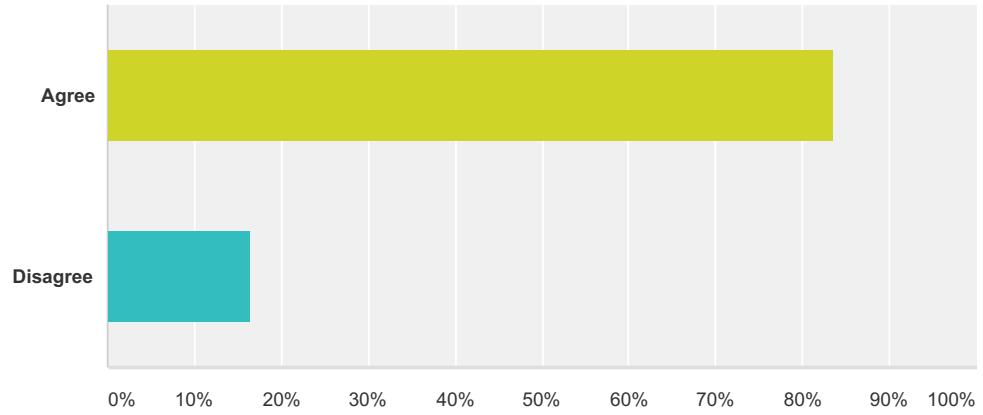
Answered: 66 Skipped: 1



Answer Choices	Responses
Agree	89.39% 59
Disagree	10.61% 7
Total	66

Q3 Apology (face-to-face or by letter)

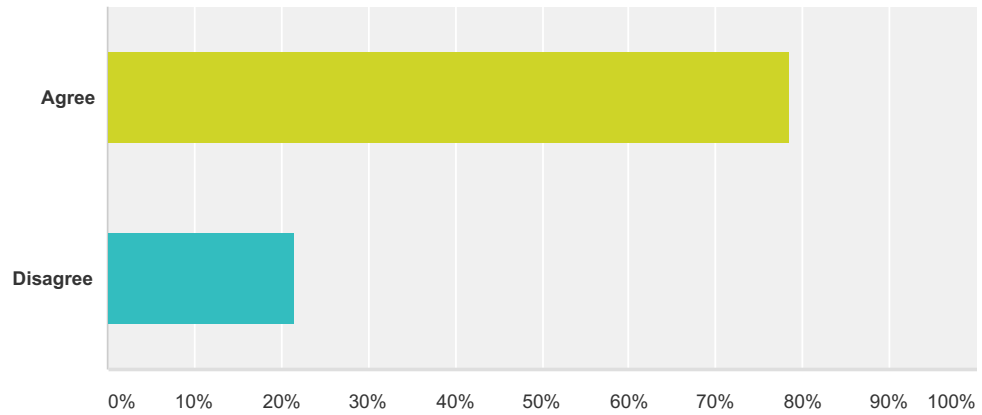
Answered: 67 Skipped: 0



Answer Choices	Responses
Agree	83.58% 56
Disagree	16.42% 11
Total	67

Q4 Counselling

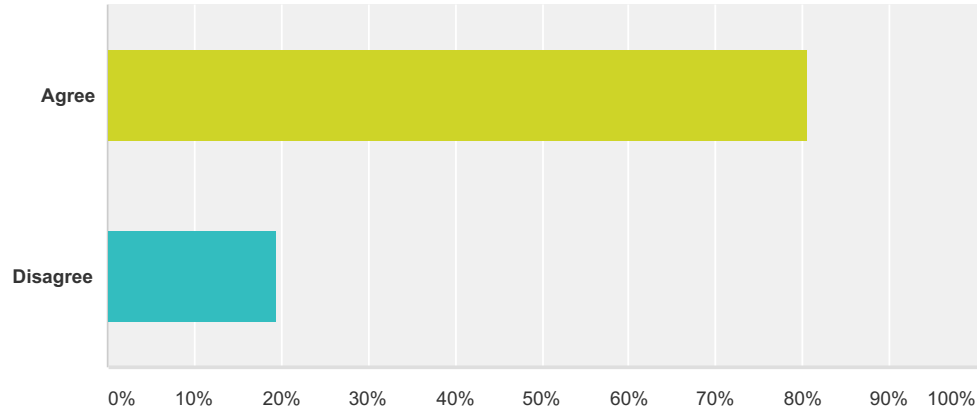
Answered: 65 Skipped: 2



Answer Choices	Responses
Agree	78.46% 51
Disagree	21.54% 14
Total	65

Q5 Restorative Justice or mediation – third party to bring together both parties to reach common agreement

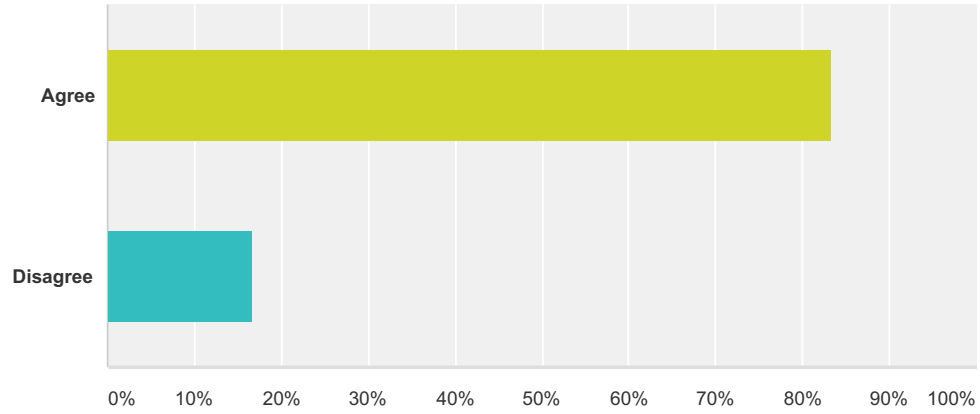
Answered: 67 Skipped: 0



Answer Choices	Responses
Agree	80.60% 54
Disagree	19.40% 13
Total	67

Q6 Agreement contract between parties (e.g. Acceptable Behaviour Contract, Parenting Contract)

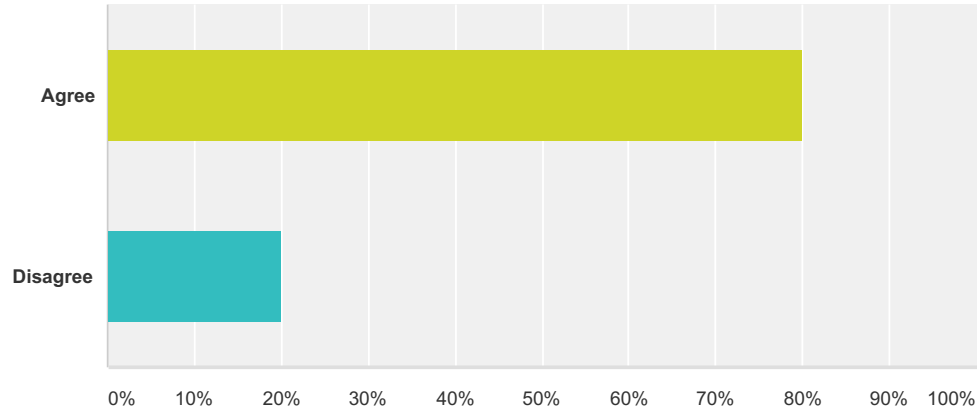
Answered: 66 Skipped: 1



Answer Choices	Responses
Agree	83.33% 55
Disagree	16.67% 11
Total	66

Q7 Structured diversionary activity such as educational/training courses (self-funded or otherwise)

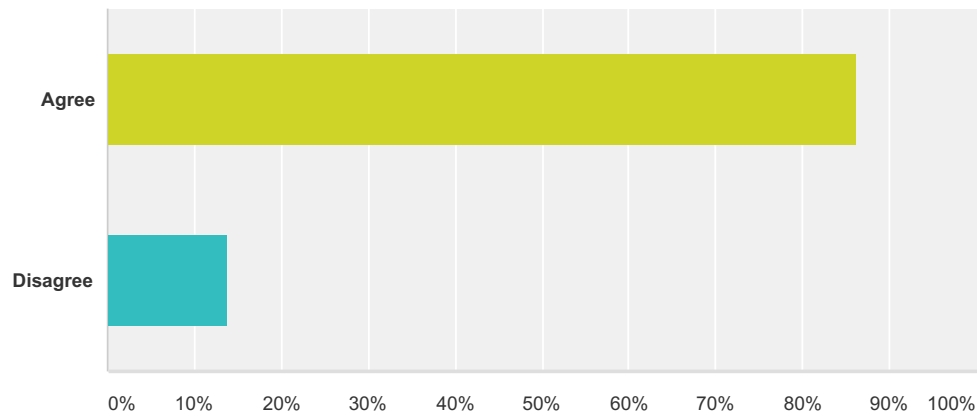
Answered: 65 Skipped: 2



Answer Choices	Responses
Agree	80.00% 52
Disagree	20.00% 13
Total	65

Q8 Targeted intervention – alcohol treatment or anger management courses

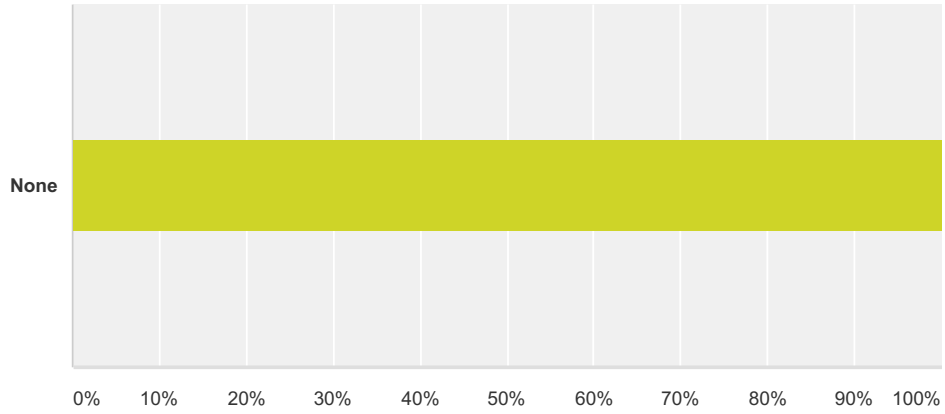
Answered: 65 Skipped: 2



Answer Choices	Responses
Agree	86.15% 56
Disagree	13.85% 9
Total	65

Q9 Do you have any other ideas of Community Remedy actions that could be added to the list?

Answered: 44 Skipped: 23



Answer Choices	Responses
None	100.00% 44
Total	44

This page is intentionally left blank

Committee:	Date:
Police Committee	22 January 2016
Subject: Police Property Act Fund	Public
Report of: Town Clerk	For Decision
<u>Summary</u>	
<p>This report informs Members of applications and awards from the Police Property Act Fund during 2015 and asks the Committee to consider six further grants suggested by individual Members.</p>	
Recommendations	
<p>Members are asked to:-</p> <ul style="list-style-type: none"> (a) note the contents of the report; (b) consider a grant of £2,500 to the following charities:- <ul style="list-style-type: none"> i. Embrace Child Victims of Crime (CC Reg. No. 1043101) ii. The Royal Humane Society (CC Reg. No. 231469); iii. City of London Police – Charity of Children (CC Reg. No. 294362) iv. The Police Rehabilitation Trust (CC Reg. No. 292941) v. Housing the Homeless Central Fund (CC. Reg. 233254) vi. Care of Police Survivors (CC Reg. No. 1101478) vii. St John’s Ambulance – City of London Branch (CC Reg. 1077265) viii. Only Connect (CC Reg. 235979) ix. The Sheriffs and Records Fund (CC Reg. 221927) 	

Main Report

1. The Police (Property) Regulations 1997 enable the surplus from the Property Act Fund to be used for charitable purposes. In 2008, the Committee reviewed the criteria for making grants in view of new requirements under the Charities Act 2006, including the duty to demonstrate public benefit. One of the changes agreed was that only registered charities will be eligible for a grant. The Constitution and Purpose of the Fund and the Criteria for Disbursements, as agreed by your Committee in November 2008 (with an amendment agreed in December 2011), are attached at Appendices A and B respectively.

2. The criteria for disbursements was reviewed in July 2014 and a number of changes were implemented including setting the maximum level of funding to any charity at £2,500 and allowing Members to fund the same charity in consecutive years.
3. The balance of the Fund now stands at £ £30,379 as at 31st March 2014.
4. Consideration of this report was deferred at the last meeting for further information on the levels of income & expenditure over previous years. This information is now included at Appendix C to this report.
5. The summary table (see Appendix C) shows income of only £1,896 being generated in the period 2013-15 compared to £29,789 for the period 2011-13. Members should therefore consider revisiting the grant requests for 2015 as agreeing all of the proposed donations would leave an opening balance of £6,879 for the 2016-17 financial year.

Requests from the Force

6. The Commissioner has requested that donations be made to the following charity:-
 - a) **Embrace Child Victims of Crime** (CC Reg. No. 1043101):
The Embrace Child Victims of Crime Charity works with police officers to brighten the lives of children who have suffered as a result of the most serious crimes and have often been the invisible victims behind the headlines.
 - b) **Royal Human Society** (CC Reg. No. 231469):
The Royal Humane Society grants awards for acts of bravery in the saving of human life and, also, for the restoration of life by resuscitation. The awards are granted to those that have put their own lives at risk to save or attempt to save someone else. Since its foundation in 1774 the Royal Humane Society committee has reviewed over 86,000 cases and made around 200,000 awards.
 - c) **City of London Police – Charity of Children** (CC Reg. No. 294362):
This charity is run for the benefit of children and young people principally with a link to the City of London. Its mission is to provide support in cases of sickness, crisis, disability and disadvantage. .
7. The Committee also undertook to donate £1,000 per annum for the next five years to the Police Memorial Trust.

Further Requests from Members of the Police Committee

8. The following charities have been put forward by Members for consideration:-
 - (a) **The Police Rehabilitation Trust** (CC. Reg. No. 292941):
Provides short intensive rehabilitation, including physiotherapy, nursing care and counselling to sick and injured serving and retired police officers in England and Wales.

- (b) **Housing the Homeless Central Fund** (CC. Reg. No. 233254):
Supports the very disadvantaged including the homeless and those in danger of losing their homes, victims of domestic violence and relationship breakdown, ex-offenders and those suffering from drug and alcohol abuse.
- (c) **Care of Police Survivors (COPS)** (CC Reg. No. 1101478)
Provides peer support to the families of police officers who have lost their lives in the line of duty.
- (d) **St John's Ambulance (City of London branch)** (CC Reg. 1077265):
Provides first aid training, first aid services, ambulance services and youth services.
- (e) **Only Connect** (CC Reg. 235979):
Only Connect is a criminal justice charity which focuses on reducing re-offending. They work with Londoners aged 16+ with recent experience of the justice system, equipping them with the necessary skills, attributes and positive networks to develop and pursue their life goals. In 2014/15, over 65% of their Members progressed into education or employment or training.
- (f) **The Sheriffs and Recorders Fund** (CC Reg. 221927):
The fund makes grants to ex-offenders for clothing, household furnishings, training courses and tools.

Consultees

9. The Chamberlain and Chief Grants Officer have been consulted in the preparation of this report.

Background Papers: *[Reports of the Town Clerk, November 2008, November 2009, December 2010, December 2011, December 2012, December 2013, December 2014]*

Contact:

Alex Orme

Policy Manager

020 7332 1971

alex.orme@cityoflondon.gov.uk

APPENDIX A

POLICE PROPERTY ACT FUND – CONSTITUTION AND PURPOSE

1. The Police Property Regulations 1997 apply to property which is:
 - (a) in the possession of the police by virtue of an order of a court of summary jurisdiction in connection with police investigations of a suspected offence where the owner of the property cannot be ascertained; or
 - (b) in the possession of the police by virtue of a court order in connection with the seizure of property where the court was satisfied that the property had been used for the purposes of committing or facilitating the commission of any offence, or was intended to be used for that purpose.
2. The Regulations provide that where property has been held for a year, in relation to an order under paragraph 1(a) above and for six months, in respect of an order under paragraph 1(b) above (provided, in the latter case there has been no successful application by a claimant of the property or no successful appeal by the offender) then the property may be sold and the proceeds of sale shall be kept in a separate account called the Police Property Act Fund (“the Fund”).
3. The Regulations provide that monies accrued in the Fund may be invested and the income so derived shall become part of the Fund. The monies accrued in the Fund may be used to:
 - defray expenses incurred in the conveyance, storage and safe custody of the property and in connection with its sale;
 - pay reasonable compensation, the amount of which shall be fixed by the Police Authority, to persons by whom property has been delivered to the police;
 - make payments of such amounts as the Police Authority may determine for such charitable purposes as they may select.
4. The Chief Officer of Police may, at the request of the Police Authority, administer the Fund in accordance with the Regulations.

POLICE PROPERTY ACT FUND – CRITERIA FOR DISBURSEMENTS

1. The organisations to which disbursements may be made should be registered charities.
2. Such organisations, which may be local or national, should be involved in work directly relating to at least one of the following:
 - (i) victim support
 - (ii) discharged prisoners
 - (iii) prisoners' families/dependants
 - (iv) crime prevention
 - (v) welfare of disadvantaged/disabled young people
 - (vi) improvement of community relations
 - (vii) welfare of present or former police officers and/or their families/dependants
 - (viii) such other charitable purposes as may from time to time be agreed by the Committee.
3. Preference may be given to organisations which are local in nature with close City connections.
4. Prior to any disbursements being made, account will be taken of any assistance which may have been given by the City of London Corporation from other sources within the previous three years.
7. Requests for assistance from the Fund will normally be considered in December each year; and disbursements will be made when the balance available in the Fund permits (this may be annually or at longer intervals).
8. The Finance Committee and the City Bridge Trust Grants Officer will be informed of any disbursements made from the Fund.
9. Up to 75% of the total fund balance is to be donated on an annual basis
10. The figure of £2,500 is set as the standardised donation amount to individual charities. Police Committee Members may choose to request that a lower amount be donated. However, only in exceptional circumstances and with the agreement of the Police Committee will this amount be exceeded.
11. Police Committee Members may request that selected charities receive donation over consecutive years, or on consecutive occasions when disbursements are made at intervals longer than one year.

This page is intentionally left blank

APPENDIX C - POLICE PROPERTY ACT FUND – Expenditure & Income Summary 2010-15

	2010/11	2011/12	2012/13	2013/14	2014/15
Opening Balance 01/04	(57,707)	(47,617)	(52,702)	(62,494)	(48,530)
Expenditure	12,000	8,000	9,000	16,500	18,500
Income	(888)	(12,092)	(17,697)	(1,896)	0
Interest	(1,022)	(993)	(1,095)	(640)	(349)
Closing Balance 31/03	(47,617)	(52,702)	(62,494)	(48,530)	(30,379)
Deficit/(surplus) for year	10,090	(5,085)	(9,792)	13,964	18,151

This page is intentionally left blank

Committee: Police	Date: 21 st January 2016
Subject: Community Engagement Update	Public
Report of: Commissioner of Police Pol 01-16	For Information
<p style="text-align: center;"><u>Summary</u></p> <p>This report details issues raised by the community and the police response to them since the last report presented in September 2015.</p> <p>The Community Team’s activities have included addressing concerns across the policing spectrum, from anti-social behaviour and community events to crime prevention, education and reassurance.</p> <p>Operation Fennel and Operation Acton continue to address the issue of begging and problems associated with homelessness respectively. There have been several intelligence-led initiatives in relation to these areas of concern and our ever-closer working with partners has secured a number of street interventions, street warnings, tickets to disperse individuals/groups and subsequent court prosecutions to robustly reinforce our message.</p> <p>The, “We Stand Together” community cohesion campaign continues nationally, with its important message reaffirmed at various events over the reporting period. This included a visit on the national day of action for the campaign at the St Stephen’s Walbrook harvest service. The Prevent Engagement Team continues to develop their relationship with the community, raising awareness around individuals that may be vulnerable to radicalisation and strategies for identifying and preventing this.</p> <p>Operation Atrium and the Exchanging Places programme continue to identify and refer cyclists found committing road traffic offences. A large number of cyclists have also had their bikes marked as a preventative measure to prevent cycle theft within the City.</p> <p>The Street Intervention Team is now fully embedded within the Guildhall. This co-location with our partners, The Community Safety Team, will build on our shared approach to addressing the concerns of our City community.</p> <p>Recommendations It is recommended that this report be received and its contents noted.</p>	

Main Report

Section A – Intervention

1. Anti-Social Behaviour – Mansion House and Angel Court

Information was received regarding rough sleepers at Mansion and Angel Court, including the often unsettling issue of individuals leaving their items unattended. This can cause great concern to the community when items are left unattended in the street – concerns range from belongings being a health hazard to a perceived terrorist incident. Officers attended and relevant police and immigration checks were conducted, with guidance given regarding unattended items and details shared with our homeless agency partners.

2. Anti-Social Behaviour – Devonshire Square

A number of complaints were received by police in relation to males sleeping rough (and the negative impact of this) in the Devonshire Square and Holborn areas. Officers located the males at the given locations and information and intelligence were obtained and shared with our partners in the Outreach Team to resolve the issue.

3. Crime Prevention – Cycle theft/cycle enabled crime

Community policing continues to lead the response to cycle crime and cycle enabled crime (phone snatches committed by persons on a pedal cycle). Pedal cycle theft has reduced by 27% (85 offences) against 2014/15 and is the focus of a crime prevention problem solving group.

Cycle Crime Week, a week of action against cycle crime, took place from the 7th of September. Working with our partners from the Safer City Partnership, Metropolitan Police, British Transport Police and Transport for London – a number of activities took place. The aim of this operation, led by PC Stuart Ford and Pat Mathiot, was to reduce cycle and cycle component theft and to emphasise the work done by police to address this pan-London problem.

Bike marking events were conducted on a daily basis across the City at various times and locations to maximise the involvement of the City community. Reaching out to as many members of our cycling community as possible will enhance the benefits of the bike marking scheme – this scheme can reduce the likelihood of a bike theft and increase the chances of a stolen cycle recovery. The initiative included attending businesses at lunchtimes for their convenience.

Free cycle locks were given to cyclists who met the set criteria and high visibility patrols by cycle officers visiting various cycle bays helped identify those who were most in need to upgrade to their cycle security and reinforced the message around keeping their bike safe and taking responsibility for security of their own property.

4. Crime prevention – Smash and grab

Crime prevention officers attended the Stop Smash and Grab event at Canary Wharf along with City Jewellers and following this, delivered crime prevention messages to premises targeted previously or susceptible to this type of crime.

5. Cycle Super Highway

A small stretch of the highway opened in the City in early December between Great Tower Street and Fish Street Hill running west to east. Enforcement, education and initial teething problems with the route were policed by community team cycle officers.

6. Crime Prevention – Youth Hostel in Carter Lane, Operation Makesafe

Operation Makesafe continues to be shared with our partners within the City. It addresses the potential for vulnerable people, notably children at risk of Child Sexual Exploitation (CSE), to become victims of crime in premises contained within the City such as hotels and hostels. Working with those in the industry is a key component in our fight against CSE.

Officers have attended the Youth Hostel in Carter Lane to engage with the management team. Staff there are to be trained using Operation Makesafe to help identify any young person at risk of CSE.

7. Operation Tinsel (force Christmas Campaign)

Operation Tinsel is the force wide Christmas Campaign and officers have supported an enhanced Licensing Team by participating in night time patrols in and around licensed premises, providing a visible presence for members of the public and staff at locations. Since the tragic events in Paris, the campaign has focused on counter terrorism in crowded places as well as the prevention of violent and acquisitive crime.

On the run up to Christmas, community officers carried out a programme of engagement with local businesses, churches, hotels, serviced apartments and other venues, conducting briefings to raise awareness of crime, child sexual exploitation and alcohol and drug abuse. These briefings were carried out along with colleagues from the CoLP Public Protection Unit and also the Counter Terrorism Department.

8. Community Safety Project

The Street Intervention Team is now co-located within the Guildhall with the Community Safety Team. This co-location provides a platform for the sharing of ideas, resources and initiatives to work towards a safer City environment for all. The teams have recently moved within the Guildhall to be nearer the Homelessness and Housing Options Team and the St Mungo's Broadway homelessness charity is also considering the possibility of co-location with them, which would provide a complete partnership approach from one location.

This team continues to focus on the issues of begging, homelessness and anti-social behaviour. Recently– the project team lead - has met with other areas of the force to review processes and recording of anti-social behaviour. This will lead to more effective officer tasking, increased intelligence harnessing and faster partnership solutions to concerns raised by the City community.

9. Squats

Intelligence continues to build on the number of premises in danger of unlawful use and occupation, commonly referred to as squatting. The Community Policing Team engages where it can with squatters and land owners to ensure peaceful solutions to this ever-complex, often civil dispute. We are increasing our efforts to concentrate on those who endeavour to target City premises for their illegal activities, especially rave activities where large disruption and serious damage and disorder can occur.

10. Anti-Social Behaviour – 65 Holborn and Fenchurch Street

Police received a large number of calls to noise and serious disruption at 65 Holborn during the weekend of 17/18th of October. Officers attended and found a crowd of people, in their hundreds, had entered and set up an illegal rave. Due to the numbers in the crowd and the dangers associated with law enforcement entering and removing large numbers of illegal persons occupying a premise, police reached agreement with the organisers to curtail their activities as early as possible. As an emerging trend, activists and illegal rave organisers continue to target a number of properties across London.

Police had on the same night prevented another large occupation in Fenchurch Street by seizing a sound system from a vehicle, as those responsible for the illegal rave in 65 Holborn were setting up their rave. We continue to work hard to identify those attempting to set up illegal raves using social media monitoring, interception of vehicles used to carry equipment and prosecution of those identified committing offences.

11. Architectural Liaison

Community Policing specialist Architectural Liaison Officers continue to advise on how best to design out crime in accordance with approved principles – the current developments of One Undershaft and 22 Bishopsgate in the east City cluster have involved significant work and liaison with Counter Terrorist Security Officers and other specialist departments, in planning for the safety of the future City landscape and environment.

12. Operation Broadway – Economic Crime Department

Operation Broadway is an initiative led by the Economic Crime Department working in collaboration with regulatory and law enforcement agencies (City of London Trading Standards, Scam Busters, HMRC, Financial Conduct Authority and the Metropolitan Police Service) and is aimed at tackling criminals committing fraud (boiler rooms), operating within the City of London. Community Policing officers continue to support this with the allocation of resources.

Section B – Engagement

13. Project Griffin and Argus

Throughout this quarter, the Community Team has continued its support for the vital Project Griffin, the City initiative that engages all business working together for a safer City. Officers took part in a Griffin event, attended by 60 delegates, where ideas and methodology continue to evolve, as do closer working relationships.

Operation Argus, a table top planning exercise, reinforces the ideals of Griffin and puts theory into practice. These operations complement each other and are always attended by community officers.

14. Cycling community – Exchanging Places at Crossrail

In an important month for highlighting the issues surrounding cycle safety through the cycle crime initiative, officers attended the Crossrail site on London Wall. With the Crossrail project starting to enter its final phases, this was a great opportunity to promote cycle safety with those building the site(s) and using heavy machinery, as well as those who will ultimately share our roads when Crossrail is complete.

15. Women’s Safety Cycling Day – Guildhall

Officers attended the Guildhall event to provide crime prevention advice, the Exchanging Places programme and bike marking. This is a joint project with the City of London Road Safety Team.

Following these events, an officer presented the work undertaken by police and partners in tackling cycle crime and cycle safety, on the London Live TV Channel to raise awareness of the issues and how people can take steps to avoid becoming a victim.

16. Hotel Toolkit

This initiative continues to progress and has yielded positive engagement from a number of establishments. This industry and its transient population are often targets for criminals and Organised Criminal Groups, the useful tool kit provides advice around theft, drug use, fraud and Child Sexual Exploitation amongst other topics. Fifteen hotels were visited by officers in this period as we seek to increase engagement in this crucial area.

17. Restorative Justice meeting with the Ministry of Justice

Officers met with colleagues from a collective of forces including Cumbria Police, Nottinghamshire Police, Staffordshire Police and the British Transport Police. This element of our policing response impacts across all of our communities and it is crucial that we share best working practice and ideas with other forces to refine and deliver the best possible service to our City communities. Restorative

Justice can provide an alternative to the standard criminal justice system and can, on occasion, be less intrusive on victims of crime and easier to provide swift resolution to level low issues. This is a victim led programme and is in use within the City area; it will continue to evolve and improve with victims of crime at its centre.

18. National Prevent Policing Week

This is a national programme that assists 16-18 year olds with key advice on employment opportunity and education. It forms part of the Prevent strand and encompasses the use of social media as a tool in a tailored workshop that will assist this age group as they enter the workplace or further their education. CoLP Prevent Officers participated in this event and engaged with relevant local schools, universities, job centres and a Bengali girls' group on a City estate.

19. World Suicide Prevention Day

An often taboo subject that leaves many individuals feeling lost, isolated and in need of assistance, sadly the City is often a draw for those wanting to take their own life, due to our iconic sites and bridges. This day was to raise awareness nationally around these issues and was fully embraced by the Community Team using twitter and high visibility patrols of certain locations.

20. 75th Anniversary of The Battle of Britain, Lord Mayor's Show, Chinese State Visit, Remembrance Sunday, St Matthew's Day Parade,

Officers from the Community Team engaged with all parties involved in the planning of these events, including the Guildhall and St Paul's Cathedral. It is recognised that it is essential the local community are fully involved in the planning of these events and kept fully informed, so businesses can continue to operate during one of the busiest times of the year for the City of London.

Our officers complete Community Impact Assessments (CIAs) for every major event. This allows us to collate all information and gain a full understanding of the potential impact on the community so we can provide an appropriate response to any needs identified. For the St Matthew's Day parade, officers from Community Policing facilitated the progress of 300 pupils marching in the road in traditional Tudor uniform from Christ's Hospital School with a musical band to St Andrews Church for a service, whilst ensuring minimal disruption to the City community.

21. Business Forums

Our Business Forums continue, providing us with a fantastic opportunity to give a bespoke service to those communities with active forums. They provide businesses with the space in which to air their views with other like business and geographical area users.

These Forums are facilitated by the City Police and include Counter Terrorist input and crime prevention amongst other topics of interest identified by

members. We are pleased to announce a new Forum in the Paternoster Square area and look forward to working with them in the future.

22. Stakeholder Engagement Programme – Economic Crime Directorate

Organised by the Strategic Delivery Unit, staff from the Money Laundering Investigative Unit, National Fraud Intelligence Bureau and the Economic Crime Academy have undertaken a stakeholder engagement programme with large organisations within the City. The primary aim of these engagements is to raise awareness of services provided by ECD that help organisations to protect themselves from fraud. Within the last quarter some of the companies that were met with as part of this programme include, Lloyds, UBS, Prudential, Standard Chartered, AON, Western Union, Investec. More specifically some of the key objectives of the programme are defined as follows;

1. Strengthen our networks in the City
2. Increase awareness of the unique services provided by COLP and how to access them
3. Gather feedback on our service so as to identify opportunities to improve service delivery
4. Develop new opportunities for collaboration

23. City Just Giving Day – Economic Crime Directorate

Working with the Community Policing Team, the Strategic Delivery Unit along with staff from Action Fraud and the National Fraud Intelligence Bureau assisted in the “City Just Giving Day” which was organised as part of a Lord Mayor of London event, by providing fraud awareness advice to the public

24. Pilot of specialist victim support – Economic Crime Directorate

Funding from MOPAC and the Corporation of London has been given to assess the viability of a specialist victim support process. This process is being piloted on victims of economic crime pan-London who report to Action Fraud, but do not receive any mainstream victim support, or whose crime is not successfully investigated. The aim of the project is to be a single point of contact for early intervention and safe guarding for London and City -based vulnerable victims to prevent them from being repeat victims and make them feel safer. This project has commenced its second year, having been given a second tranche of funding by MOPAC to continue its work until March 2016. (CoLP is in partnership with MPS, BTP and Victim Support to support this unit.)

25. Fraud prevention advice – Dedicated Card and Payment Crime Unit

A specific request was received by the Dedicated Card and Payment Crime Unit from an employee from RBS to provide fraud prevention advice to customers. Relevant staff attended the branch setting up a stall and provided presentations and distributed information that would assist members of the public in protecting themselves from credit card fraud.

26. Horizon scanning – Economic Crime Directorate

The Strategic Delivery Unit have started to distribute their horizon scanning product, which provides awareness of current fraud trends and emerging threats (as cited within media sources) to the City business community, with a view of making this helpful and educational information available to the local residential community as well.

27. Project Servator

The Community Team continually provides resources to this ongoing operation that uses behavioural detection science to deter, detect and disrupt criminal activity and hostile reconnaissance in the City. This successful operation has yielded many excellent results and has taken a number of would-be criminals off the City streets, having notable success with drug dealers entering the City, often in possession of false documentation, along with significant amounts of drugs. Officers from the team recorded an input for the World at One news programme on Radio 4 recently, taking about the project and the importance of community involvement as our eyes and ears.

The Servator team consistently provides a stop search to outcome conversion rate of almost 70%, against a national rate of less than 20%, thanks to the enhanced skills the officers involved have developed in detecting slight changes in behaviour. Members of the Independent Advisory Group (IAG) came out with the team during the Christmas campaign to view the tactics and the way stop and search is carried out by the team. Positive feedback has been received and will be discussed further at the next IAG meeting in February.

28. LGBT awareness

In addition to the #westandtogether campaign, the City of London Police now has an LGBT twitter feed that seeks to provide further contact points and information for those that prefer to use twitter. We have moved to 580 followers and continue to grow as we expand our services and accessibility to the public.

29. Eyes and ears – City awareness programme

This programme continues to educate and use the extra resources that we have “out on the ground” across partners in the City. By working closer with our partner agencies, we can use the eyes and ears of our colleagues from the City of London to inform us when they encounter situations or incidents that may require police attendance or provide intelligence on issues. We work closely with Traffic Wardens, Street Cleansing and Cheapside Ambassadors, and this community involvement will increase in 2016.

30. Everbridge - community messaging

Following the purchase of Imodus Community Messaging by Everbridge, a contract has recently been signed to move our users across the City onto the Everbridge messaging platform. This will provide an enhanced communication service and greater opportunities and flexibility in our communications across a

range of users. The contract with Everbridge is for a year whilst we work with the City of London Procurement Service on a full procurement process in 2016, to ensure best value and service delivery.

Consultation with users of our community messaging system has commenced to ensure their views and requirements are included in future service delivery. Community Policing are also looking at the possibility of developing the use of an App called Blab which will enhance social media engagement to small and medium enterprises.

31. Pegasus scheme and the vulnerable

The Community Team are beginning a proactive engagement process with those on the Pegasus scheme. This will involve a visit to all elderly vulnerable residents listed on the scheme, where officers will deliver appropriate crime prevention advice and provide contact information in the force, whilst ensuring that residents do not feel isolated from police.

32. Satisfaction surveys

683 respondents replied to the Counter Terrorism survey for this quarter. The results show 89% have been reassured by the work the City of London Police are doing to protect them from Terrorism

A satisfaction survey was sent out following the Lord Mayor's Show with the question "were you satisfied with the policing of the Lord Mayor's Show in 2015?" Results showed 95% of 197 respondents were satisfied and the force received comments of praise for the policing of the show in difficult circumstances following the tragic events in Paris the night before.

Section C – Hard to reach groups

33. Operation Fennel (begging)

Operation Fennel continues to target aggressive begging within the City boundary for our most persistent offenders. This unique and innovative operation continues to gather momentum and status as other forces seek our advice and guidance on how to implement similar programmes.

We have established closer working relationships with neighbouring boroughs so that information sharing and partnership working seeks to identify and prosecute offenders that often will be hard to identify.

34. Operation Acton (rough sleeping)

Operation Acton was built upon the methodology and success of Operation Fennel. Its working formula provided the basis for a system to identify, engage and, where necessary, prosecute persistent offenders. Operation Acton works closely with our partners in the UK Border Agency and Broadway Homeless Services and targets persistent rough sleepers who refuse to engage with

authorities and those that bring the unfortunate side effects of rough sleeping – petty crime, defecation and anti social behaviour.

The Community Policing Team run a “hub” with partners for specified periods of time to identify those in need of assistance, ensuring we have the appropriate support services in place to provide immediate help. Those who fail to engage may face prosecution.

Since the last report there have been additional prosecutions under both Acton and Fennel.

Summons applications made to Court: 18

Remand to Court: 1

CBO applications authorised: 3

CBOs granted by Court: 1

Found Guilty: 11

Summonses withdrawn due to offender being absent from the City: 2

Pending Summons processed to Court: 6

The figures listed above are a combination of both Operation Fennel and Acton results and will continue to grow as these operations develop. The Community Team will lead the rest of the City Police as we aim to employ all officers on active patrol as delegates for these operations. This will increase the knowledge and understanding in these areas and work towards a safer City.

The Community Team has led on a review of the recording and assignment of any calls to the police in relation to calls of an anti-social behaviour nature. This will lead to the refining and recording of information that will ensure a more timely response and the identification of emerging problem zones.

35. Mental Health

This area of police work continues to present a challenge in the current climate. With all emergency services facing challenges, we are continuing to identify areas for improvement and work with other agencies to try and address these. We are reviewing how patients are transported to hospitals and handover procedures at hospital and officers have provided feedback on the national consultation on the Mental Health Authorised Professional Practise, which has been produced in draft by the College of Policing.

Community Officers attended the Blue Light Peer Learning Network training to gain an increased understanding of Mental Health issues and how this can affect staff – this training will be provided force-wide. The City of London’s mental health event at Mansion House also provided an opportunity for open learning and debate on the topic of mental health in the City.

Section D – Safer Transport Operations Team

36. Operation Regina

Operation Regina is the City Police operational name for Hackney Carriage and Private Hire Vehicle enforcement with the City of London area, this is funded by Transport for London (TfL).

Operations are conducted on a day and night time basis by uniformed officers and in partnership with the taxi and Private Hire Directorate Enforcement Team and Department of Work and Pensions, examining in excess of 5300 vehicles annually and reporting drivers for offences identified within the City of London. The results of these operations are produced at a joint Metropolitan Police and Transport for London meeting, along with quarterly Taxi Trade meeting hosted by Transport for London.

1040 Operation Regina stops were carried out in October and November by officers and a variety of offences were identified and reported on.

37. Operation Port

Operation Port is the City Police operational name for taxi touting detection and enforcement within the City of London Police area. A structured plain clothes team provide weekly deployments to areas outlined and identified by the Transport for London in conjunction with the Safer Transport Operations Team, with deployments in areas of high activity at night time economy locations. In October and November, seven offenders were reported for summons and a number of intelligence reports were submitted.

Our Community Team officers were also engaged in the Transport for London Safer Travel at Night campaign, with the aim to highlight the dangers of using non-licensed vehicles for travel arrangements.

38. United Cabbies Group

The United Cabbies Group staged a protest on two dates in September, targeting Bank Junction for maximum impact. Officers produced a comprehensive Community Impact Assessment to gauge the level of disruption anticipated and ensured an engagement process with Corporate Communications to minimise disruption to the community.

Section E - Youth and Schools

39. Richard Cloudesley School

PC Stuart Ford, with assistance from PCSO's Ben Ellen and Rob Sweet, has continued to provide a Special Needs Cycle Training Programme to pupils at the school. PC Ford is currently writing a specific DARE drugs education programme for pupils, which will commence in 2016.

All three officers attended the annual awards evening again this year at the school for the 7th consecutive year, where PC Ford presented awards to students, along with a special needs bicycle purchased for the school by the CoLP Children's Charity.

40. DARE project

The DARE project continues to engage with pupils in schools across the City and on our boundaries, warning of the dangers of drug use and the destructive effects. This is always a popular presentation to schools and seeks to involve the children throughout. It continues to provide children with the decision making skills that save lives and a course for new DARE trainers will be run early in 2016 to ensure full delivery of the programme can be maintained.

41. Police Cadets

The Police Cadets have been involved in a large number of our events and operations over the last quarter and provide an essential link to the youth section of our communities. The Cadets have been involved operationally from enforcing cycling initiatives, to "age related" operations aimed at curbing the sale and consumption of alcohol to under age groups.

42. Youth Engagement

Officers from the Community Team are engaging with youth residents through sport, ensuring cohesion is enhanced and barriers decreased. PCSOs are visiting the Mansell Street Estate, developing a Football for Peace approach and enhancing the We Stand Together message.

43. School World of Work visit

Ten girls from the Mulberry School in Whitechapel spent time with the force in October, learning about the opportunities a career in policing can bring, with the aim to increase their understanding and highlight the importance for the police to represent the communities they serve.

Conclusion

This report informs Committee members of community engagement and intervention activity undertaken during the last quarter, highlighting some issues raised and how the force has addressed these.

Contact:

Helen Isaac

Superintendent, Uniformed Policing Directorate

020 7601 2102

helen.isaac@cityoflondon.pnn.police.uk

Committee: Police	Date: 21 st January 2016
Subject: Quarterly Equality and Inclusion Update	Public
Report of: Commissioner of Police Pol 02-16	For Information
<u>Summary</u>	
<p>This paper provides your Committee with an update of Equality and Inclusion related activities conducted by the Force since the previous report to your Committee in September 2015. The areas covered by this report are:</p> <ol style="list-style-type: none"> 1. Health and Wellbeing Network– A new wellbeing network is being set up to provide officers and staff with support around wellbeing. 2. BME 2018 Action Plan– Various initiatives are being rolled out as part of the BME 2018 action plan. 3. Business Disability Forum Action Plan– A action plan has been developed to implement the recommendations of the BDF review. 4. External Website Review- The CoLP external website has been reviewed by a number of external partners and a plan is being developed to implement the recommendations. 5. Deaf awareness and Visual Impairment training- Training is being offered to staff across the force around deaf awareness and visual impairment. <p>Recommendation</p> <p>It is recommended that this report be received and its content noted.</p>	

Main Report

Background

At your Committee meeting in January 2015 the Commissioner undertook to provide Members with a quarterly comprehensive written update on matters relating to the Equality, Diversity and Inclusion Portfolio. This report highlights the work that is being carried out across the Force in relation to the above and provides an update since the last quarterly report to your Committee in September 2015.

Health and Wellbeing Network

1. The overall aim of the new Network will be to improve the well-being of all staff and -officers across the Force in order to increase motivation, attendance and the ability to work. A key function of the network will be to provide alternative well-being information and services to all staff, and also enhance the visibility of existing services offered by Occupational Health.

Network Topics

- Fitness (CityFit)
 - Nutrition
 - Gentle exercise (Yoga/Pilates)
 - Holistic therapies (Osteopathy, Massage)
 - Counselling (Bereavement/Cognitive Behavioural Therapy)
 - Stress (how to manage and alleviate)
 - General health (Blood pressure/cholesterol/Posture)
 - Chronic/Long term illness
 - Personal responsibility in managing well-being
 - Occupational Health Services and bridging the gap
 - City discounts (on all things good for the mind and body)
2. The network will work together with Occupational Health, CoLP's Health and Safety Manager, other CoLP networks and people within Force who have qualifications in any of the above areas. It will host events addressing physical and mental health challenges faced by people today, especially following the Winsor review and the increase in retirement age for all. The network will also develop and promote strategies such as the 'personal wheel of support' and 'work recovery action plans' for people who require additional support at work
 3. It will look at establishing Force wide points of contact to provide support and up-to-date information about related services in the City as well as training and support for supervisors, improving their skills on how to be supportive managers without it affecting their own well-being. Training for police officers will also be delivered to set up fitness mentors in order to prepare and support others during the fitness tests.

4. Work is under way to set up the network and to have a launch event in March 2016.

BME 2018 Action Plan

5. The BME action plan has now been developed and will form part of the people strategy and positive action strategy for the Force. The action plan will include some of the areas of work below:
 - To ensure that the Force Leadership Development programme has defined elements of equalities embedded into the programme.
 - HR Business Partners to work in partnership with Directorate Heads to undertake at least annual reviews of Workforce and Succession Planning activities to identify key trends.
 - Consideration of positive action campaigns for under-represented groups.
 - Develop Recruitment Strategy for recruitment of specials and regular officers to ensure representation of community and to coincide with 2016 recruitment campaigns.
 - Establishing mock selection processes to give individuals experiences of the process where someone has not undertaken a recent interview/selection.
 - Open Days for Specialist Units to promote opportunities.
 - Development opportunities established for internal staff where unsuccessful at interview.
 - Development of an internal fast track process for talented staff within the organisation.
 - Encouraging use of Mentoring programme for mentees and mentors
 - Review of current promotion process with a view of taking on board feedback and improving the process.
6. The Force ran a positive action workshop for officers who had shown an interest in the fast track process. The feedback received from officers was excellent and an external trainer was brought in to deliver the training which the officers found beneficial. CoLP is also one of the first forces in the country to be delivering an internal positive action workshop for the fast track process for officers.

Business Disability Forum Action Plan

7. A business disability action plan has been created after reviewing the recommendations received from the review which was conducted earlier in the year by the Business Disability Forum. The action plan sits on the Equality and Inclusion Board (E and I Board) as a working plan and covers the below objective areas:
- Demonstrate to the public that disability is on the City of London Police agenda.
 - All managers and supervisors know their disability-related legal obligations and where to get help.
 - Implement whole reasonable adjustments process.
 - Demonstrate the Force has an inclusive recruitment policy.
 - Formalise our return to work process for those with long term injuries/illness or disability.
 - Ensure the public are aware that Force products and services are available and accessible to all.
 - To ensure that all suppliers consider disability-smart procurement.
 - Ensure that all communications provided to staff, customers and service users are in a format that is accessible.
 - Have a record of all Force premises to include accessibility features that are in place and any accessibility issues
 - The ICT team understand the role of adjustments and the legal obligation to respond in a timely and appropriate way

External Website Review

8. A decision was taken at the E and I Board to look at the Force's external website in order to review its content and to look at user experiences. This was to ensure that the website meets the needs of all and is fit for purpose to engage with diverse communities and people from diverse backgrounds. E&I Unit representatives were asked to source two external contacts (person or organisation) to review the external City of London Police website. A number of recommendations have been highlighted which will be developed in the coming months, which includes:
- To keep the site very simple with a structured and logical layout, bearing in mind the needs of likely visitors to the site. The site should also be used as a

way of promoting the good work being done by the Force which people may not be aware of such as the community engagement.

- Layout - There should be clearly defined layout which reflects the expected target audience and also meets the needs of people from various age groups and people with disabilities.
- Content - The interest of each of the above groups should be highlighted or very easy to find and errors and mistakes on the current website need to be fixed in order to ensure viewer expectations are met.
- It is important that the website is accessible to people who might have a visual impairment or hearing loss and the website should be designed in a way that is easy for people with any of the above to easily access, use and navigate through.
- It is important that the website is engaging for young people and that our social media presence is visible on the website. It is important for the website to be simply and easy to navigate through for elderly people.
- In general, most people who go to the site will either be looking for information or looking for a way to contact the Force. So the “contact us/ report a crime” should be prominent at the top and immediately visible to all. Also, given the current climate and the location of the Force, I think there is a strong case of Counter terrorism and Economic / Cyber Crime to have separate tabs.
- A lot of good work is being done by the Force with regards to Social and Community engagement, which should be highlighted as most visitors would probably not know about this.
- Social media should have a larger presence on the website to engage with more people

Deaf awareness and Visual Impairment training

9. The E and I Unit has organised the delivery of training for staff across the Force especially front office and custody staff on deaf awareness and visual impairment awareness.
10. The deaf awareness training package has raised awareness of the barriers faced by people who are deaf or hard of hearing, developed an understanding of solutions available to overcome these and improved the communication skills and confidence of officers who have regular contact with customers and staff who are deaf or hard of hearing.
11. The visual impairment training has improved officers’ understanding of the main eye conditions and how they affect people, emotional impact of sight loss, how to safely guide a person with a visual impairment, appropriate language and effective communication and reasonable adjustments in

compliance with the Equality Act 2010 and how to create an environment that can enable people rather than disable them.

Conclusion

12. The Force continues to work on Equality and Inclusion issues, with strong oversight through the E and I Board. Acting on the feedback from the external benchmarking exercises assists the Force to incorporate best practice into its processes. Regular reporting to your Committee ensures a rigorous scrutiny process is in place that holds the Force to account on its performance in this important area.

Contact:

T/PS T Asif Sadiq
Head of Equality and Inclusion
Asif.Sadiq@cityoflondon.pnn.police.uk
Tel: 0207 601 2758

Committee: Police (For Decision) Policy and Resources (For Decision)	Date: 21 January 2016 21 January 2016
Subject: Anti-Terrorism Traffic Regulation Order (ATTRO)	Public
Report of: Director of the Built Environment	For Decision

Summary

1. In July 2015, the Commissioner of City of London Police requested that the City of London, as traffic authority, approve the making of a Traffic Regulation Order covering the whole of the City of London, for anti-terrorism purposes (Commissioner's letter attached at Appendix 1).
2. The request is informed by advice received from the Commissioner's counter-terrorism security advisers and protective security experts from the Centre for the Protection of National Infrastructure (CPNI). The advice relates to the whole administrative area of the City with regard to the potential impact of terrorism, due to the City's intensely crowded nature and its role as a high profile world centre of economic activity.
3. The traffic order requested by the Commissioner is an Anti-Terrorism Traffic Regulation Order (ATTRO), which is a counter terrorism measure pursuant to the provisions of the Civil Contingencies Act 2004. This allows traffic orders to be put in place by the Traffic Authority under S.6,22C and 22D of the Road Traffic Regulation Act 1984, for the purpose of :
 - 'avoiding or reducing, the likelihood of, danger connected with terrorism'; or
 - 'preventing or reducing damage connected with terrorism'.

These orders can only be made on the recommendation of the Chief Officer of Police and are subject to prior statutory consultation.

4. The Commissioner has requested that an ATTRO be put in place on a permanent basis which covers the whole City, but that is contingent in nature. The contingent nature of the ATTRO being sought means that it would only be utilised as an operational response where the Police believe that this would be a proportionate counter terrorism response to the needs of an event, incident or to intelligence received. Having a permanent ATTRO in place covering the whole City is considered essential due to the high density nature of the City, and the widespread nature of potential high profile targets. The past experience of sensitive businesses changing locations within the City and, of course, the unpredictability of the threat are also important factors. Alternative options have been considered, including only having ATTROs for zones for a few selected parts of the City, but it is not considered that this would match the current and future

potential threat, bearing in mind the fast changing nature of the City and the security environment. Although covering the whole City (other than boundary and Transport for London roads) the ATTRO will only be brought into use as an operational tool under the direction of the City of London Police, where the responsible officer has sound reasons on the basis of a security assessment or tactical intelligence of a likelihood of danger or risk of damage due to terrorism.

5. Members may recall that a temporary ATTRO was put in place for the funeral of Baroness Thatcher. Having a permanent ATTRO would mean that the Police would rely on the order being generally available as an operational tool but on a contingency basis that could be “activated” at any time in accordance with the Schedule to the ATTRO (Appendix 2) which reflects the statutory requirements for making such an order . This would enable speedier activation of security measures and would meet current operational requirements. This would be particularly effective when an ATTRO is required on successive occasions for the same location as there would not be a need for several orders to be requested that could potentially lead to delay in dealing with the identified threats. The draft ATTRO (“the City ATTRO”), annexed at Appendix 2, would be implemented in accordance with the Schedule.
6. Planning and Transportation Committee approved on 15th December 2016 that an ATTRO be put in place in the City with the recommendation that authority to agree the proposed Protocol be delegated to the Town Clerk in consultation with the Chairman and Deputy Chairman; and that the use of the ATTRO be reviewed annually.

Recommendation(s)

It is recommended that Members :

1. Approve in principal the proposal for the City ATTRO, subject to the applicable statutory processes. ;
2. Authorise the Director of the Built Environment or her delegated officer to carry out consultation and publication of Notice of the proposal to make the City ATTRO;
3. Delegate to the Director of the Built Environment or her delegated officer authority to evaluate all responses to the consultation and Notice and, if there are no unresolved objections, to determine whether or not to proceed to make the City ATTRO and carry out all associated statutory processes;
4. Note that in the event of there being unresolved objections to the proposal to make the City ATTRO, they be reported to the Planning and Transportation Committee, for that Committee to determine the next step.
5. Authorise the Town Clerk in consultation with the Chairman and Deputy Chairman to agree the proposed Protocol.

6. A report on the use of the ATTRO be submitted to Members annually.
7. In the event of TfL agreeing to their roads in the City being included in the City ATTRO, and/or any neighbouring traffic authorities agreeing to their boundary roads with the City being included in the City ATTRO, (a) authorise the Comptroller and City Solicitor or his delegated officer to enter into any necessary agreements under Section 101 of the Local Government Act 1972 (or other joint working agreements) with TfL and/or neighbouring traffic authorities; and (b) authorise the Director of the Built Environment or her delegated officer to amend the ATTRO to include TfL roads and/or boundary roads with neighbouring traffic authorities, as the relevant traffic authorities may agree.

Main Report

Background

1. The Commissioner of Police requested formally in July 2015 that an ATTRO be made by the City of London Corporation, for the City of London area (see Commissioner's letter in Appendix 1). In order to progress with the request, to a timetable that provides the Commissioner with maximum benefit in a timely manner, the proposed ATTRO would cover all public highways in the City but is unlikely to include boundary roads and those for which Transport for London (TfL) are the traffic authority, at least at this stage.
2. TfL have not had the benefit of working closely with the City of London Police on these issues over recent years, and it is recognised that additional time is needed for TfL to explore whether it wishes to pursue having an ATTRO that covers streets in the City for which they are Highway Authority. It would then be entirely at TfL's discretion as to whether they accede to the Commissioners request. City of London officers and the Police will continue to work closely with TfL on this issue.
3. Discussions with neighbouring traffic authorities regarding inclusion of their boundary roads with the City will need to be progressed but due to the inevitable complexities of dealing with an ATTRO involving multiple traffic authorities, it is not proposed to defer progress of the City ATTRO pending those discussions. If it is subsequently agreed to include these roads in the ATTRO, the order will be amended accordingly.
4. The recommendations seek authority to extend the ATTRO to TfL roads and boundary roads if the relevant traffic authorities agree (and to enter into any agreements with the other traffic authorities that would be required to take forward such joint working). However, for the reasons set out under "Evaluation" (which are considered to apply to the boundary roads and TfL roads), it is considered that even without TfL and boundary roads, it is still appropriate to proceed with the City ATTRO proposal excluding those roads, rather than delay progressing the proposal for an unknown period pending the conclusion of discussions with the other traffic authorities.

5. The request for an ATTRO from the Commissioner covers the whole administrative area of the City. The request follows extensive discussion and consultation between the City of London Police, City of London officers and the Centre for the Protection of National Infrastructure (CPNI). It has been made due to the concerns of the City of London Police and CPNI regarding the potential impact of terrorism, due to the City's intensely crowded nature and its characteristic as a high profile world centre of economic activity, which gives rise to specific and grave risks unique to the City's area. It would be the first time that such a wide ATTRO is put in place in the UK.
6. It should be noted that the existing Traffic and Environmental Zone (TEZ) includes provision for the City of London Police to attend check points when required to deal with traffic and environmental issues but the operation of this Zone is not sufficient to meet the current security threat which includes types of terrorist actions which had not previously seen on the mainland of the UK when the TEZ was put in place (i.e. suicide bombing). In addition, the TEZ does not cover the whole City and only applies to motor vehicles and not to pedestrians. The proposed ATTRO will have no impact on the operation of the TEZ that is to remain in place.

Evaluation

7. The Commissioner's request is that an ATTRO is put in place that covers the whole City and that it is permanent, but contingent in nature. The contingent nature of the ATTRO means that this it would be available to the Police alone to utilise as an operational response, on the basis of the statutory criteria, where they believe that this would be a proportionate counter terrorism response to the needs of an event, incident or to intelligence received. Having a permanent ATTRO in place that covers the whole City is considered to be required due to the high density nature of the city, and the widespread nature of potential high profile targets. The past experience of sensitive businesses changing locations within the City and the unpredictability of the threat are also important factors in considering an ATTRO as a proportionate response to the assessed vulnerabilities and circumstances. Various alternatives to having the whole City covered by an ATTRO have been considered, including only having ATTROs for zones for a few selected parts of the City. However, it is not considered that this would match the current and future potential threats, bearing in mind the fast changing nature of the City and the security environment.
8. The possibility of making one or more temporary ATTROs on a case by case basis, if and when specific threats arise, has also been considered. However, the delay this would involve (even if the speedier "notice" only procedure were adopted, without prior consultation) could delay the implementation of restrictions, and such delay could prejudice the ability to reduce or remove the threat such as for emergency or intelligence based threats that require action to be taken within 24 hours.
9. Although covering the whole City (other than boundary and Transport for London roads) the ATTRO will only be brought into use as an operational tool under the

direction of the City of London Police, where the responsible officer has sound reasons on the basis of a security assessment or tactical intelligence of a likelihood of danger or risk of damage due to terrorism.

10. As traffic and highway authority, the City has the duty to secure the expeditious, convenient and safe movement of traffic (having regard to the effect on amenities) (S122 Road Traffic Regulation Act 1984) and the duty to secure the efficient use of the road network avoiding congestion and disruption (S16 Traffic Management Act 2004). The Schedule to the ATTRO at Appendix 2 sets out requirements to ensure that any restrictions will be the minimum necessary to remove or reduce the danger and are consistent with the statutory requirements for making ATTROs. In implementing the ATTRO the traffic impacts of restricting or prohibiting traffic to roads within the City, including, potentially, pedestrian traffic, will be considered. In the event of a threat, the disruption to traffic flow would also have to be weighed against the threat of more severe disruption and greater risk being caused due to failure to prevent an incident.
11. By way of further controls, the Schedule to the draft ATTRO requires that in most cases at least seven days' notice of any restrictions must be given to persons likely to be affected (unless this is not possible due to urgency or where the giving of notice might itself undermine the reason for activating the ATTRO), and notice must also in any event be given to the City, TfL and other affected traffic authorities. The requirement for notice is intended to mitigate adverse traffic impacts by enabling alternative transport arrangements to be put in place. In addition, the Schedule prohibits any restriction being in place for more than 48 hours without the prior approval of the Commissioner and the Town Clerk.
12. In considering the request for an ATTRO, regard has been given to the duty to act in accordance with the European Convention on Human Rights. In relation to possible restriction of access to property, any interference with Article 1 rights to enjoyment of property must be justified. Interference may be regarded as justified where it is lawful, pursues a legitimate purpose, is not discriminatory, and is necessary. It must also strike a fair balance between the public interest and private rights affected (i.e. be proportionate). It is considered that the public interest in being protected by the existence and operation of the ATTRO outweighs any interference with private rights which is likely to occur when restrictions are in operation. The scope of restrictions must be proportionate and should only last until the likelihood of danger or damage is removed or reduced sufficiently in the judgment of a senior police officer. It is considered that the Schedule to the City ATTRO will ensure that any interference is proportionate, and, given the risks to life and property which could arise if an incident occurred, and the opportunity provided by the ATTRO to remove or reduce the threat of and/or impacts of incidents, the ATTRO is considered to be justified and any resulting interference legitimate.

Making the ATTRO

13. The making of an ATTRO involves the same processes that apply to other traffic orders under the Road Traffic Regulation Act 1984, requiring a very clear statement of reasons for putting the order in place and public consultation on and Notice of the proposal in accordance with the Local Authorities' Traffic Orders (Procedure) (England) Regulations 2012. The proposed **Statement of Reasons** is as follows:

“The anti-terrorism traffic regulation order is proposed in order to comply with a request from the Commissioner of Police for the City of London to potentially control the movement of pedestrians and vehicles on City streets as part of a package of measures aimed at improving the security of people in crowded places and protecting damage to buildings from a potential terrorist attack.

The Order would give to the an officer of the City of London Police of the rank of Inspector or above the power to restrict all or part of any City street at their discretion on the basis of a security assessment or intelligence of a threat. The discretion must be exercised in accordance with the Schedule and any agreed Protocol for the time being in force to ensure that any interference is proportionate and that such restrictions are for the minimum extent and for the minimum period necessary.”

14. The processes for making the ATTRO in the first place are the same procedure for all Traffic Orders and will involve a statutory consultation period. A notice will be placed in the Press and on the City's website. Organisations representing various road user groups will also be contacted. A minimum period of 21 days will be allowed for any public comments or objections to the proposal. Responses will be evaluated and any unresolved objections will be referred back to the Planning and Transportation Committee for consideration.

The management of the ATTRO

15. In order to further ensure that the ATTRO is proportionate and appropriate, and to provide further transparency in how it is operated, it is proposed that a Protocol be adopted. The draft ATTRO requires the City of London Police to have regard to any Protocol in force for the time being.
16. The proposed Protocol is likely to include provisions for review of the ATTRO and Protocol by the City and City of London Police on an annual basis. This would allow for continuous checks and adjustments if required. It is also proposed that TfL and neighbouring traffic authorities would be involved in the review process were their roads to be included.

Corporate & Strategic Implications

17. Nationally, the Government has a well-documented counter terrorism strategy known as CONTEST. One of the four strands of this National Strategy is titled PROTECT. The police are able to better protect the City community through the application of the ATTRO powers. These powers came were introduced by the Civil Contingencies Act 2004.

18. Locally, The City Together Strategy has five themes. Two of these themes are relevant directly to the issue of an ATTRO.

- Supports our communities

To improve people's health, safety and welfare within the City's environment through proactive and reactive advice and enforcement activities.

- Safer and stronger

To continue to ensure the City is a safe place in which to do business, work, visit, and live.

The City of London Local Plan 2015 aims to ensure that the City remains a safe place to work, live and visit. Core Strategic Policy CS3 makes specific provision for implementing measures to enhance the collective security of the City against terrorist threats, applying security measures to broad areas, including the City as a whole. The Policy also encourages the development of area-based approaches to implementing security measures.

19. Within the framework of the Safer City Partnership, counter-terrorism is one of eight priorities for improving the City's security, and a Counter-Terrorism Thematic Group is chaired by the Assistant Commissioner. The need and actions associated with an ATTRO are being monitored by that group.

20. The Local Policing Plan for 2015-18 has as an Outcome that "the City of London is protected against the threat from terrorism and remains a safe place for all". The plan states: "the threat from terrorism and extremism remains high and is becoming more diverse and complex in how it is manifested. The City of London's historical, cultural and economic importance means it will always be an attractive target for those intent on causing high profile disruption....By continuing to protect the City of London from terrorism we will continue to protect the UK's interests as a whole". In terms of prevention, the plan states: "We will continue to work in partnership with the City of London Corporation to enhance security measures across the City of London.."

21. The City of London is vulnerable to terrorist attack due to the concentration of high profile historic, prestigious and financial targets. Consequently, this risk is top of the current Corporate Strategic Risk Register.

Financial Implications

22. The cost of making the ATTRO is expected to be £10,000 in staff cost and fees. This cost is to be funded by the existing £100,000 allocation from within the DBE Local Risk Resources that was approved in February 2015 to progress St Paul's Area Security Strategy.

23. To date, £18,000 has been spent from the £100,000 allocation (£15,000 for Staff cost and £ 3,000 for fees).

Outline Programme:

- December 2015/ January 2016: CoL Committees
- February 2016 : TRO to be advertised and start of the three weeks statutory consultation period
- March 2016: Traffic Order to be officialised unless there are unresolved objections to the proposal that will therefore be reported to the Planning and Transportation Committee.

Conclusion

Due to the exceptional characteristics of the “square mile”, the City of London is particularly vulnerable to terrorist attack, throughout the whole of its relatively small area. The City ATTRO, in the form of the draft at Appendix 2, is considered an appropriate measure which will help the Commissioner of Police to more readily and better protect the City community. The safeguards proposed in the ATTRO, Schedule and Protocol, including the provision for advance notice, and the 48 hour “cut-off”, would ensure that the City ATTRO is a proportionate measure, used to the minimum extent necessary and suspended as soon as circumstances permit.

Contact

Report Author	Clarisse Tavin
Email Address	Clarisse.tavin@cityoflondon.gov.uk
Telephone Number	020 7332 3634

Appendices

Appendix 1	Commissioner’s letter
Appendix 2	The draft City ATTRO (including the Schedule and Statement of Reasons)



Adrian Leppard QPM MBA
Commissioner

John Barradell
Town Clerk
City of London Corporation
Guildhall
London
EC2P 2EJ

Direct line Direct fax

Your ref: Our ref:

17th June 2015

Dear Town Clerk,

Recommendation for an Anti-Terrorism Traffic Regulation Order (“ATTRO”)

I write to recommend that the City of London make an Anti-Terrorism Traffic Order (“ATTRO”) in respect of the City’s roads [and by TfL in respect of their roads] within the administrative area of the City of London. This would enable the occasional restriction of roads for counter-terrorism purposes on a contingency basis.

There is an acknowledged threat to the UK of international terrorism, and past experience has demonstrated that this threat is particularly acute in crowded places, and places of economic and symbolic importance (see safer Places: A Counter Terrorism Supplement Consultation Document – DCLG/Home Office 2009). Given the characteristics of the City of London’s administrative area as an area which is intensively occupied, contains numerous symbolic sites, and a dense concentration of activities of economic importance, I consider that the circumstances meet both the criteria identified below under (i) and (ii).

The restriction would be in relation to:

- (i) Avoiding or reducing, or reducing the likelihood of, danger connected with terrorism to persons or property on or near a road ; and/or
- (ii) Preventing or reducing damage connected with terrorism (as defined by Section 1 Terrorism Act 2000).

City of London Police HQ
Address 4th Floor, Guildhall Yard East, London EC2V 5AE

An ATTRO enables traffic comprising vehicles and/or pedestrians to be regulated (the extreme of which would be closure of a road) for preventative purposes in connection with Counter Terrorism. An order typically backs up physical security measures in order to preclude vehicles and/or pedestrians from entering or proceeding along a highway within the designated area. For this type of Traffic Regulation Order (TRO) it can only be progressed by way of recommendation from ourselves at the Police.

The ATTRO that I am recommending would be permanent but of a contingency nature and would likely be zoned. To prevent access to a defined area by a determined vehicle-borne attacker, physical measures are typically but not necessarily required. If you are supportive of this ATTRO, CoLP and City officers will work together. I shall be recommending that for local implementation within the City of London, authority for implementation is held at the rank of Inspector or above and reviewed by an officer of the rank of Superintendent or above. Training and awareness will also be provided to police officers and staff.

I further recommend an annual review process of the ATTRO, which I believe is proportionate and necessary given the number of stakeholders affected and emerging security threats.

May I thank the City of London Corporation for its consideration of this ATTRO recommendation, which I believe will provide us with a further protective layer to keep the City safe from terrorism.

I look forward to hearing from you.



City of London Police HQ

Address 4th Floor, Guildhall Yard East, London EC2V 5AE

www.cityoflondon.police.uk

Appendix 2: The draft City ATTRO

“ The City of London (Protective Measures) (No. 1) Traffic Regulation Order 2015”.



TRAFFIC MANAGEMENT ORDER

2015 No.

The City of London (Protective Measures) (No.1) Order 2015

Made:

Coming into operation:

The Common Council of the City of London, on the recommendation of the Commissioner of Police for the City of London, and after consulting Transport for London in exercise of the powers conferred by sections 6, 22C, 22D and 124 of, and Part IV of Schedule 9 to, the Road Traffic Regulation Act 1984(a) and section 8 of, and Part I of Schedule 5 to, the Local Government Act 1985(b), and of all other powers thereunto enabling hereby make the following Order:-

1. This Order shall come into operation on *** 2015 and may be cited as The City of London (Protective Measures) (No.1) Order 2015.
2. In this Order:-

“Boundary Road” means any road on the boundary of the area for which the Common Council of the City of London is the traffic authority and for which a neighbouring borough is the traffic authority, and for which the Common Council of the City of London is the traffic authority for only part of the road;

“enactment” means any enactment, whether public, general or local, and includes any order, byelaw, rule, regulation, scheme or other instrument, having effect by virtue of an enactment and any reference in this Order to any enactment shall be construed as a reference to that enactment as amended, applied, consolidated, re-enacted by or as having effect by of any subsequent enactment;

“terrorism” has the same meaning as in section 1 of the Terrorism Act 2000(c); and

“traffic authority” has the same meaning as in section 121(A) of the Road Traffic Regulation Act 1984.

3. No person shall enter or proceed in, or cause a vehicle to enter or proceed in, any street or length of street for which the Common Council of the City of London is the traffic authority (other than a Boundary Road).
4. Article 3 of this Order shall be commenced, suspended or revived at the discretion of a police officer of the City of London Police of the rank of Inspector or above to such extent and for such period as they may specify. Any discretion of the police officer shall be exercised in accordance with the Schedule to this Order and shall have regard to any Protocol for the time being in force between the Common Council of the City of London and the City of London Police.
5. Nothing in Article 3 of this Order shall apply to anything done with the permission or at the direction of a police constable in uniform.
6. So far as the prohibition in this Order conflicts or is inconsistent with the provisions of any other Order made under the Road Traffic Regulation Act 1984, the prohibition in this Order shall prevail.

Dated this * day of ** 201*

Transportation and Public Realm Director

SCHEDULE

Criteria for Commencing, Suspending and Reviving The City of London (Protective Measures) (No. 1) Traffic Regulation Order 2015 (“the Order”).

(1) Criteria for commencement, suspension or revival

The Order will only be commenced, suspended or revived, and only to the extent necessary, for the following purposes:

1. avoiding, or reducing the likelihood of, danger connected with terrorism; and
2. preventing or reducing damage connected with terrorism.

(2) Commencement or Revival of the Order

The Order may not be commenced or revived unless a police officer of the rank of Inspector or above is satisfied that they have sound reason for doing so based on a specific threat, security assessment or specified intelligence that there is a threat of danger or damage due to terrorism. On reaching that decision, they shall, as soon as reasonably possible, begin the notification procedure set out in paragraph (4), below.

(3) Suspension of the Order

Once the Order has been revived or commenced it will be suspended as soon as a City of London police officer of the rank of Inspector or above is satisfied that the likelihood of danger or damage connected with terrorism relied upon to commence or revive the Order is removed or reduced, The Order may be suspended in part if the preceding circumstances arise only in respect of part of the operation of the Order.

(4) Notification

1. Before commencing, suspending or reviving the Order the City of London Police must publish a notice (in this Order called “notice of intent”) briefly describing the general nature and effect of the proposals, and naming or describing the roads to which the proposals relate (unless the giving of such notice is considered inappropriate having regard to its purpose or cannot be given due to urgency)
2. Subject to para. 4.1 above, a notice of intent must be publicised in such ways as may be appropriate for the purpose of informing persons likely to be affected by the proposals at least seven days before the proposals take effect (or such lesser period as may be appropriate having regard to the circumstances).
3. The Order must not be commenced, or revived unless the City of London Police have given prior notice of the proposals to the Common Council of the City of London, Transport for London, and any other traffic authorities likely to be affected by the proposals at least seven days before the proposals take effect or as soon reasonably practicable.
4. Where the decision is made to suspend the Order (or any part of it) the City of London Police shall notify the Common Council of the City of London, Transport for London,

and any other traffic authorities affected of the suspension as soon as possible after the decision is made to suspend the Order (or any part of it).

(5) Criteria for determining the extent of the restrictions

The Order will only be commenced or revived in accordance with the following:

- (1) Access will only be restricted to the minimum number of roads necessary to remove or reduce the danger;
- (2) Access will be restricted only to the minimum number and types of road users necessary to remove or reduce the danger;
- (3) Access will only be restricted for the minimum period necessary to remove or reduce the danger; and
- (4) In no circumstances will access be restricted for a continuous period longer than 48 hours without the prior approval of the Commissioner of Police and the Town Clerk ([or his nominated deputy](#)).

Statement of Reasons

Anti Terrorism Traffic Order

“The anti-terrorism traffic regulation order is proposed in order to comply with a request from the Commissioner of Police for the City of London to potentially control the movement of pedestrians and vehicles on City streets as part of a package of measures aimed at improving the security of people in crowded places and protecting damage to buildings from a potential terrorist attack.

The Order would give to an officer of the City of London Police of the rank of Inspector or above the power to restrict all or part of any City street at their discretion on the basis of a security assessment or intelligence of a threat. The discretion must be exercised in accordance with the Schedule and any agreed Protocol for the time being in force to ensure that any interference is proportionate and that such restrictions are for the minimum extent and for the minimum period necessary.”

Committee(s): Police	Date(s): 21 st January 2016
Subject: Policing Plan 2016-2019	Public
Report of: Commissioner of Police Pol 03/16	For Decision
<p><u>Summary</u></p> <ol style="list-style-type: none"> 1. This report presents the draft revised Policing Plan 2016-19 for the City of London, informing the community, stakeholders and staff how the City area is to be policed. Members are asked to consider the text only; the plan will be professionally designed and formatted prior to publication. 2. The Force and Court of Common Council (in its capacity as a police authority) are required to continue to publish a policing plan by the Police Act 1996 due to being exempt from the legislative requirement to publish a police and crime plan. 3. There remains a national expectation that police forces continue to reduce crime. The national requirement to support the national strategic policing requirement remains, and has been retained in the plan as a separate priority area. The priorities proposed in the plan, detailed immediately below, support both national requirements. The priorities are: <ul style="list-style-type: none"> • Counter terrorism; • Fraud; • Public order; • Cyber crime; • Safer roads; • Victim based crime; • Antisocial behaviour. 4. Members considered and endorsed a draft of the plan, subject to amendments, at a workshop on the 18th December 2015. 5. High level financial information is included within the plan based on the current medium term financial plan, which has been reported to your Committee separately. 6. It is recommended: <ul style="list-style-type: none"> • Your Committee adopts the Draft Policing Plan 2016-19 	

appended to this report as the Policing Plan for the City of London, subject to any further amendments agreed by your Committee and the Commissioner.

- Following approval the plan is published on the internet by 31st March 2016; and
- Measures contained within the plan are considered separately by your Police Performance and Resources Sub Committee, to which performance against the plan will be reported quarterly.

Main Report

Background

1. Legislation requires Police and Crime Commissioners to publish police and crime plans in place of traditional policing plans¹. That requirement does not apply to the Court of Common Council in its capacity as policy authority for the City of London. The Force and your Committee continues to be governed by the relevant sections of the Police Act 1996 with respect to the publication of policing plans.² However, where possible the Force and Authority has resolved to align the format of its policing plan with the general requirements of policing and crime plans.
2. The responsibility for drafting the policing plan and advising a police authority on its contents remains with the Commissioner of Police. However, guidance and legislation is clear that the police authority must approve and subsequently own the published plan.

Current Position

3. The Police Act 1996³ requires the police authority to issue, before the beginning of each financial year, a policing plan setting out:
 - (a) the proposed arrangements for the policing of that area for the period of three years beginning with that year; and
 - (b) its policing objectives for the policing of its area during that year.

¹ Police Reform and Social Responsibility Act 2011

² S. 6ZB Police Act 1996 (as amended by the Police Reform and Social Responsibility Act 2011)

³ S.6ZB as above

4. Although the plan covers a period of three years, there is a requirement to review and republish the plan annually.
5. There is a requirement that policing plans (and their policing and crime plan equivalents) must have regard to any national strategic policing priorities stipulated by the Home Secretary.⁴ Such priorities are currently articulated by the Strategic Policing Requirement; the Force's approach to this appears prominently in the draft plan. Additionally, the plan takes account of Government policy statements regarding reducing crime, addressing ASB, supporting the vulnerable, accountability and value for money.

Developing the plan

6. A comprehensive policing plan review process is conducted each year which informs the development of the plan. That process considers any changes to legislation and Government policy, the Force's and City of London Corporation's risk registers, formal partnership obligations and the results of consultation and engagement activities. Benchmarking against a broad range of Police and Crime Plans is also carried out.
7. Members of your Committee have been instrumental in shaping this year's plan through participation at a workshop held on 18th December 2015, where a substantively complete draft of the plan was considered. At that workshop a number of minor drafting amendments were requested, all of which have been incorporated into the plan being considered by your Committee. Members attending the workshop also endorsed the principal changes to the plan, including:
 - Changes to the layout of the plan –
 - placing the Force's values at the forefront of the plan.
 - a focus on operational priorities, presented to highlight effectiveness and prevention activities.
 - Replacing the Strategic Policing Requirement priority with a new Cyber crime priority.
 - Combining the Fraud and National Lead Force priorities into a single priority.

⁴ As determined under s.37A of the 1996 Act

8. Members will be aware from participation in the policing plan workshop that the priorities were only set following a robust review of intelligence, threat, national drivers and results of engagement activities. The range of the priorities naturally mirrors the range of roles fulfilled by the Force, from pan-London and national responsibilities (counter terrorism fraud and public order) to addressing City-specific, community concerns around volume crime, road safety and antisocial behaviour associated with the night time economy. The order of the priorities reflects the threat, risk and harm posed by each area.

Policing Priorities for 2016-19

9. The policing priorities for 2016-19 presented in the plan are:
 - Counter terrorism;
 - Fraud;
 - Public order;
 - Cyber crime;
 - Safer roads;
 - Victim based crime;
 - Antisocial behaviour.

Measures

10. Members will be aware that the Force has not set or relied on targets over the past year. This continues to reflect the substantively national stance that is wary of the unintended impact that targets can have on officer behaviour, crime recording and resource allocation and which is considered contrary to the Police Code of Ethics.
11. Over the past year it has become clear that targets are not essential to managing performance. The Force will continue to measure and manage performance across a broad spectrum of activities.
12. With the exception of a measure dedicated to cyber crime, the measures have been carried forward from last year's plan. This will allow performance to be assessed over a longer period of time which makes trend information more meaningful. The measures are a combination of statistical levels indicating an outcome (such as

levels of satisfaction or level of crime) and qualitative measures around work the Force must do to support a particular objective. An example of the latter is the work done by the Force to support safer roads in the City of London.

13. It is proposed that your Police Performance and Resources Sub Committee has formally approves the measures at their meeting (proposed for 24th February) and the plan is approved subject to this taking place. Performance against the measures will be reported to your Police Performance and Resources Sub Committee quarterly.

Finance

14. The plan contains high-level details only of the Force's anticipated income and expenditure over the term covered by the plan. The charts included are based on the latest approved Medium Term Financial Plan. The Force's funding situation is extremely fluid compared to other forces and this makes accurate forecasting over the entire term of the plan very difficult. It is likely that the figures contained in the plan, even though they cover a three year period, will change in the next iteration.
15. The plan additionally includes details of how the Force intends to address its continuing budgetary challenges.

Publishing the plan

16. It is very rare for forces to produce hard copies of policing plans with the norm being for plans to be published on force and authority websites. Hard copies can be made available on request, although this is usually limited to a simple print of the PDF document on the website. There have not been any external requests for hard copies of any of the policing plans over the past seven years. However, as last year, the Force intends to commission a professionally designed plan for internet publication based on the attached draft. The cost is likely to be in the region of £1500.
17. It is proposed to include end of 3rd quarter performance data to publish the plan on the internet by 31st March 2016. This can be easily updated during April/May 2016 with end of financial year performance data once available, and thereafter an amended version of the plan published on the intranet. Due to the date of the deadline for this Committee it has not been possible to include that information in the draft Plan, however, it will be included in the formatted version that will be supplied to your February Committee.

Proposals

18. This Report proposes:

- Your Committee adopts the Draft Policing Plan 2016-19 appended to this report as the Policing Plan for the City of London, subject to any additional amendments agreed by your Committee and Commissioner and the approval of measures by the Police Performance and Resources Sub Committee; and
- Following approval the Plan is published on the internet by 31st March 2016; and
- Measures contained within the plan are considered separately by your Police Performance and Resources Sub Committee, to which performance against the plan will be reported quarterly.

Strategic Implications

19. The Policing Plan directly supports the City of London Corporation's Vision to support and promote the City of London as the world leader in international finance and business services, maintaining high quality, accessible and responsive services benefiting its communities, neighbours, London and the nation.

20. The Policing Plan also has regard to the priorities of the Safer City Partnership.

Conclusion

21. Issuing and publishing a Policing Plan remains a statutory obligation on the Force and Court of Common Council in its capacity as police authority. The Policing Plan appended to this report is compliant with current guidance on those matters policing plans must address. Accordingly, your Committee are invited to adopt the proposed Plan as the Policing Plan for the City of London.

Attached Papers:

Draft City of London Police Policing Plan 2016-19.

Contact:

Stuart Phoenix

020 7601 2213

email: stuart.phoenix@cityoflondon.pnn.police.uk

City of London Police Policing Plan



Proud to deliver exceptional policing services

2016-2019

Contents

Our values	3	Appendices	18
Our mission	4	- Accountability	19
Introduction and background	5-6	- Measures	20-21
Policing priorities 2016-15	7	- Structure	22
- Counter terrorism	8	- Resources	23
- Fraud	8	- Performance	24-25
- Public order	8	- Contact	26
- Cyber crime	8		
- Safer roads	9		
- Victim based crime	9		
- Antisocial behaviour	9		
Effectiveness	10-11		
Preventing crime	12-13		
Supporting victims and the vulnerable	14		
Supporting the Strategic Policing Requirement	15		
Efficiency and budgets	16-17		

Our values

Integrity

Integrity to us means acting in accordance with the values of the organisation. It is about being trustworthy, reliable and committed. There is an expectation that staff have the confidence and support of their colleagues to challenge behaviour that falls below expected standards.

Our behaviour, actions and decisions will always support the public interest and those we work in partnership with. We value public trust and confidence in policing and to earn this we will be open to scrutiny and transparent in our actions. We will respond to well founded criticism with a willingness to learn and change.

We will ensure that the public can have confidence in the integrity of the data used and published by us; we will make sure that all crime is recorded ethically and in accordance with all current guidance.

Fairness

We are an organisation that believes in openness, honesty and fairness. We believe in mutual trust and respect, and in valuing diversity in our role both as an employer and as a public service provider.

We will support equality by creating an environment that maximises everyone's talents in order to meet the needs of the organisation and those of the community we serve.

Professionalism

Professionalism is a quality that we value highly. We will investigate crime professionally and thoroughly, doing everything in our power to protect those at the greatest risk of harm.

We expect our staff to be dedicated to professional development, both for themselves and the people they are responsible for, and empowered to use discretion and common sense to make operational decisions at the correct level.

Our professionalism ensures that we meet the needs and demands of our customers to deliver high quality, fast, effective and efficient services.

We fully support the National Police Code of Ethics and expect out officers and staff to abide by its principles. Our values underpin everything that we do.

Our mission

As the police force for the nation's financial heart our core mission is to protect the UK from economic crime and maintain the City of London as one of the safest places in the country. We will do this by upholding the law fairly and firmly; preventing crime and antisocial behaviour; keeping the peace; protecting and reassuring the community; investigating crime and bringing offenders to justice.

We are an organisation that continually strives to deliver for our community, achieve excellence in everything we do and in doing so deliver an exceptional policing service. This is not just in relation to maintaining high performance but also being recognised as a worldwide centre of excellence for our policing services.

Introduction

Welcome to our refreshed policing plan for 2016 in which we set out how intend to police the City of London over the coming three years.

The world has many great cities; however, the City of London is unique amongst them. It remains the world's leading international financial and business centre and is home to over 200 multinational companies and 12500 small and medium sized enterprises. It is a City where ancient traditions are observed yet sit comfortably alongside modern business practices. Our community is diverse, comprising of residents from every social group and background, businesses that range from international concerns to small medium sized enterprises, workers and visitors. Around 9,000 residents¹ call the City of London home although every day that number swells 400,000² as people arrive in the City to work. The City has an established and expanding, vibrant night time economy, with more people than ever visiting bars, clubs and restaurants after work and at weekends. A major tourist destination and arts centre, the City attracts some 11 million visitors per year³. It is an exciting place to live, work and visit.

The continuing security and safety of the City of London is key to its success, whether as a base for a company, a place to live or somewhere to spend leisure time. Even though crime levels are amongst the lowest in the country, we are not complacent about tackling criminality and remain committed to fighting crime at all levels. Although we fulfil a national role tackling fraud and other serious criminality, our local role is no less important to us. It is often the case that residents' and workers' priorities will be different from those that impact on large corporations but their concerns are given no less appropriate regard. This distinction between our national and local roles is reflected in the range of our priorities.

Crime is changing. Rapid developments in technology that are undeniably beneficial to business and individual convenience present a multitude of opportunities to criminals to extend more traditional criminality into the virtual world we all use to send emails, interact with friends and family or pay a bill. The threat posed by cyber crime is such that it features for the first time as a separate priority. We are helping to lead the response to cyber crime and during late 2015, we became a founding member of the Global Cyber Alliance, a not for profit international organisation that has been set up to confront and prevent malicious cyber activity.

¹ Office for National Statistics 2011 census population cited as 7,400 plus 1,370 with a second home in the City of London

² Economic Development Unit, City of London Corporation

³ 2013 Facts of Tourism Report, City of London Corporation

The continuing threat from terrorism and fraud-related crime to the safety and security of the City of London remains constant and consequently they remain key priorities for us.

We have continued to expand our role as the national police coordinator for economic crime. The national strategies and structures we have developed are being implemented by police forces at local and regional levels. Our coordinated approach to protect activity has resulted in collaboration between law enforcement and other key partners meaning prevention campaigns have greater reach and impact. Over the next five years a joint investment from the Government and Corporation of London will be used to transform the information communication technologies that support Action Fraud and the National Fraud Intelligence Bureau delivering a fully integrated and improved service to law enforcement, the public and industry. The Economic Crime Academy is working with partners and stakeholders to improve training in the prevention, detection and investigation of fraud and economic crime. We will continue to work closely with the National Crime Agency (NCA), providing an effective link between the NCA and regional organised crime units to ensure a robust and effective response to the threat from fraud.

The impact of organised criminality and large scale fraud is focused most often on individuals. We are committed to ensuring victims are at the heart of everything we do. We recognise that some people are more vulnerable than others and we will ensure that our response to those who are vulnerable is appropriate to their needs.

The Square Mile hosts a number of high profile events; the Mansion House and Guildhall alone host several hundred events annually, from small business meetings to major banquets attended by Royalty and Heads of State. Policing an area as diverse and important as the City brings with it unique challenges quite unlike anywhere else in the country, and where clearly any disruption to 'business as usual' would have a significant impact on the diverse range of interests located here.

As all police forces, we continue to face significant financial challenges; however, our ability to deliver an efficient, effective and financially sustainable service to the City of London remains paramount. The finance section of this plan shows how we will achieve this and provides details of how we will continue to make further savings.

Developing our priorities

Our priorities, which form the core of our policing plan, are set with our Police Committee. We engage with our community and listen to their concerns so they can influence how policing is delivered in the City of London. Engaging with key people ensures that our service is bespoke to the needs of the business City, whilst engagement at the most local level, with residents and workers, ensures that grass-roots concerns are heard and addressed.

We pay close regard to our obligation to support the national Strategic Policing Requirement, which sets out matters relating to terrorism, serious organised crime and civil unrest that the Home Secretary considers to be national threats transcending force boundaries. Cyber crime also features and last year, the threat posed by child sexual exploitation was added to the requirement. Over the past three years, the Strategic Policing Requirement has featured as a separate priority in our policing plan. We have decided that as many of our priorities directly support our national commitments in addition to the needs and concerns of our community, it no longer needs to be cited as a separate priority.

When setting our priorities we also take account of our commitments to the Safer City Partnership and to the City of London Corporation’s key aim for a safe and secure City. This ensures that we support community safety priorities, just as our partners have regard to our priorities when setting their own.

Our resulting priorities address both our national and local obligations.



Priorities for 2016-19

Counter terrorism

- The threat from terrorism and extremism remains high and is becoming more diverse and complex in how it is manifested. The City of London's historical, cultural and economic importance means that it will always be an attractive target for those intent on causing high profile disruption. Over recent years we have worked hard to strengthen engagement with our community; we will continue to develop different ways to engage and work with partners in a coordinated way to deter, detect and disrupt terrorist activity. Our strategies and approach to dealing with terrorism means we are fully able to support the Strategic Policing Requirement . By continuing to protect the City of London from terrorism we continue to protect the UK's interests as a whole.

Fraud

- As the *National Lead Force for Fraud*, tackling fraud and setting the national strategy for dealing with it is a central pillar of our policing plan. Reducing the harm caused by fraud on the lives of our residents, workers and visitors is a key element of this, as is prevention and reduction of crime within the City's financial markets in order to maintain the integrity and prosperity of the country's financial heartland. We work closely with and support other partner agencies in their efforts to combat economic crime. We host one of the largest and experienced fraud investigation capabilities which has a local and national remit. The intelligence and analytical capabilities we have as the national reporting centre for fraud and cyber crime benefits national law enforcement pursue, protect and prevent strategies. Our Economic Crime Academy plays a key role in delivering the national prepare strategy and is a centre of excellence that educates and up-skills individuals and businesses across public and private sectors, enabling them to identify and combat fraud. Our approach to tackling fraud and cyber-enabled fraud nationally will improve the quality, consistency and delivery of services provided to victims of economic crime in the City and beyond.

Public order

- The City of London's position at the heart of global finance results in it being an attractive location for protesters and demonstrations. Whilst we recognise individuals' right to protest, this has to be balanced with the community's rights to go about their lawful business without being subject to serious disruption, disorder, damage or intimidation. A significant factor in the City's pre-eminence in business is the degree of safety felt by the people living, working and visiting here. It remains imperative that, together with our partners, we continue to maintain the capability and capacity to deal with spontaneous protest or unrest. Our priority extends to the effective policing of the many large scale public events that occur in the City each year.

Cyber crime

•Cyber attacks cover everything from small-scale email frauds to sophisticated large-scale attacks driven by diverse political or economic motives that could wreak havoc on national information systems or infrastructure. As the host of the national fraud and cyber crime reporting centre, we will ensure that we understand the threat faced by the City of London and the country as a whole. We will equip our officers and staff with the necessary skills and training to ensure our service to victims is effective, that we have the capability and capacity to investigate cyber crime effectively and help prevent individuals and businesses from becoming victims of cyber crime.

Safer roads

•Safer roads continues to be highlighted by residents, workers and visitors as important. Reducing the number of people killed or seriously injured on the City’s roads is a goal that we share with the City of London Corporation and other partners, such as Transport for London. Our priority is to support the City of London Corporation in achieving their reduction target through enforcement and education activities, whilst at the same time improving road use for all users.

Victim based crime

•The low levels of crime recorded in the City of London makes it one of the safest places in the country; in fact, we have achieved year on year reductions in overall levels of crime over the past fourteen years. We will continue to focus on those areas that intelligence and our community tells us are the most important. In common with other policiing areas, the City of London has experienced increases in levels of violent crime over the past two years. We will maintain our focus on preventing and tackling violent crime and bringing offenders to justice.

Antisocial behaviour

•In addition to being the business heart of London, the City of London is a vibrant cultural and social centre. A thriving night-time economy brings with it the potential for increased levels of antisocial behaviour and alcohol related offences. Antisocial behaviour (ASB) takes many forms but it all affects the quality of life of residents, workers and visitors to the City. Although we have reduced levels of ASB by over 30% over the past 3 years our community tells us it remains an issue for them; ASB has therefore been retained as a priority. Prevention is a key element of our approach to tackling ASB, however, when it does occur we will deal with it effectively, ensuring victims receive an excellent quality of service, particularly if they are vulnerable or the ASB is a recurring problem.

Ensuring our priorities are effective

Counter terrorism - we will

- Work in partnership with our community, national and international partners to protect the City of London from terrorism
- Provide up to date protective security advice and guidance to residents and businesses
- Engage with groups and individuals to prevent them from turning to terrorism and extremism
- Develop new and improve existing tactics to counter the threat from terrorism
- Use intelligence and analysis to target the deployment of resources to deter, detect and disrupt terrorism
- Make full use of existing and emerging technology (CCTV and automatic number plate recognition) to complement our service delivery

Fraud - we will

- Focus our efforts on the issues that are the greatest threats to our community and businesses
- Address serious organised crime and continue to target organised crime groups
- Engage with our residents, workers, businesses and financial regulators to determine their priorities around tackling fraud
- Adopt a collaborative approach where possible to address the economic crime threat whether through education, prevention, disruption or enforcement
- Continue to engage with police and crime commissioners and the National Police Chiefs' Council regarding the implementation of national economic crime strategies

Fraud (continued) - we will

- Continue to work with stakeholders, including the National Crime Agency, and the wider regional, national and international counter-fraud community to protect the City and national interests, and tackle criminals overseas that target the UK
- Improve our service to victims of fraud by:
 - encouraging victims to report fraud and cyber crime
 - identifying vulnerable victims to ensure they receive the help and support they need
 - influencing and supporting policy making at a national level
 - providing a national investigation capability
 - contributing to the national understanding of fraud threats and criminality and developing proactive intelligence and prevention strategies to address it

Public order - we will

- Work in partnership with the City of London Corporation and other stakeholders to support the planning for large scale events with a proportionate, effective policing plan
- Engage with our community to address concerns, providing advice and resolving policing related matters
- Engage with event organisers, protest groups, stakeholders and partners, providing proportionate policing plans where necessary, to support event organisers
- Use information and intelligence systems effectively
- Work closely with our partners in the Metropolitan and British Transport Police ensuring an efficient collaborative response, particularly in relation to Pan London issues which affect the City of London
- Use approved tactics with accredited practitioners and capture learning to improve our effectiveness, efficiency and service to our community

Cyber crime - we will

- Enhance understanding of cyber crime through working in partnership with other law enforcement agencies, and apply proactive intelligence and prevention strategies to address it
- Train our frontline staff (including call centre and front desk staff) to recognise cyber-related reports of crime to enhance intelligence and evidence gathering
- Train our officers in the skills necessary to investigate cyber crime effectively
- Embed tackling cyber crime into core community policing
- Be flexible across geographical boundaries

Safer roads- we will

- Proactively target offenders who use the roads to cause danger to other road users
- Engage with road user groups to identify opportunities to provide timely education and enforcement activities
- Pay particular attention to vulnerable road users (pedestrians, cyclist and motorcyclists)
- Work with Transport for London by delivering special services that keep the City's roads safe
- Investigate serious collisions, support victims and their families and, where appropriate, prosecute offenders that flout road safety laws

Victim based crime- we will

- Work in partnership and be innovative in our approach to tackling crime, targeting hotspots and known offenders
- Adopt a collaborative approach to problem solving to maintain the City of London as a low crime, safe area
- Tackle alcohol-related crime through a joined up, partnership approach
- Mount specific, targeted operations to address emerging challenges and provide quality-focused investigations, with high quality evidence supporting successful prosecutions
- Ensure victims can easily report crime and thereafter, receive a professional response
- Maintain our focus on incidents of domestic abuse and child protection, which remains an integral part of our victim care strategy

Antisocial behaviour (ASB)- we will

- Engage with community groups and partners to identify and address the ASB concerns of individuals and groups
- Together with our partners, make best use of available tools to deal with incidents
- Use intelligence effectively to deploy officers to patrol hotspots where begging and ASB is an issue
- Identify where victims are vulnerable or where there is recurring ASB
- Work with our partners and maintain our focus on rough sleepers and aggressive beggars
- Act on feedback from satisfaction surveys about how we have dealt with ASB to improve our service delivery

Preventing crime

Counter terrorism

- We will maintain our preparedness to respond to a terrorist incident by regularly testing our own plans and working with businesses and partners to exercise theirs. We will enhance our methods of information sharing to encourage our community to report suspicious behaviour, creating a hostile environment for terrorists. We will continue to work in partnership with the City of London Corporation to enhance security measures across the City of London, including early engagement to design out susceptibility to an attack. We are committed to maintaining and enhancing our *Ring of Steel* and high visibility policing patrols.

Fraud

- With fraud as prevalent as it is and often committed by criminals hidden behind the anonymity of the internet, prevention and disruption of cyber-enabled fraud will be an increasing focus of our efforts over the coming years. We will coordinate this nationally through our Economic Crime Prevention Centre and ensure fraud prevention advice is extended to City businesses, residents and workers through the Safer City Partnership. We will disrupt criminals who commit fraud by tackling criminal enterprises operating from offices in the City and closing down fraudulent websites. We will continue to support regulators, including the Financial Conduct Authority, to help employees identify and challenge fraud and money laundering and thereby improve market ethics. Our Economic Crime Academy will provide specialist training and advice to not only improve the quality and effectiveness of fraud investigation but also assist people prevent fraud.

Public order

- We will continue to engage with event organisers to minimise the impact that those events might have on the City of London, whether they occur here or pass through. To protect the City effectively we plan our approach meticulously with our partners and maintain a number of suitably trained and equipped officers can be deployed to deal with public order incidents at a variety of levels: this can range from local specialist support around 'night time economy' venues to large-scale pan-London events. We will ensure that appropriate resources are tasked to undertake both patrols and interventions linked to known areas of threat and risk, preventing offences from being committed and increasing community confidence.

Preventing crime (continued)

Cyber crime

- As the threat posed by cyber crime expands, so our response must keep pace. As with more traditional crime types, prevention is a powerful tool to not only help prevent people from becoming involved in cyber crime but also protect our community from becoming victims of cyber crime. We will work with businesses to educate them about the threat and how it can be countered and will engage with the public to provide cyber crime prevention advice.

Safer roads

- We will continue to undertake visible enforcement activities to deter road users from breaking traffic laws and putting other road users at risk. When appropriate, and supporting national road strategies, we will enhance criminal justice sanctions for offending with an educational programme aimed at improving road skills and understanding to prevent re-offending. Over the course of this plan we will increase the range of educational schemes that we can refer offenders to. We will continue to deliver targeted educational campaigns to improve road user behaviour, supporting our and the City of London Corporation's aim to reduce the number of accidents and injuries on the City's roads.

Victim based crime

- Crime prevention remains a powerful tool in empowering people to act to keep the City safe. Maintaining and building on relationships with our residents, businesses and workers will encourage them to take an active citizen role. Our partnership work, principally with the Safer City Partnership, but also with partners in the security industry, ensures that we continue to tackle crime effectively so as to keep the City of London as crime-free as possible. We will use intelligence effectively to identify crime and disorder hotspots and trends so that resources can be matched to demand. Maximising officer visibility and accessibility in hotspot areas will deter offending. We will continue to identify and target persistent offenders to reduce re-offending.

Antisocial behaviour

- We will actively promote, with our partners, effective stewardship and crime prevention activities within licensed premises. These activities will also include initiatives aimed at reducing acquisitive crime and violent crime. Officers will use a variety of tactics to prevent and disrupt ASB, especially when it is associated with the night time economy. We will continue to be proactive rather than reactive in our approach to behaviour which has a detrimental impact on the lives of individuals, where possible preventing antisocial behaviour before it happens.

Supporting victims and the vulnerable

The voice of the victim is paramount, which is why we place victims at the heart of everything we do, whether it is protecting people, preventing people from falling prey to criminals or having become a victim, helping them through the criminal justice process. Through our implementation of national best practice in this area and adherence to the *Victim Code*, we assess every crime to ensure that victims of all crime types receive the service they both expect and deserve.

We recognise that some victims are more vulnerable than others and our response adapts accordingly to cater to those needs. We employ a specialist vulnerable victim co-ordinator, who supports all victims of sexual offences, domestic violence or child sexual exploitation. Our specialist Public Protection Unit deals with all issues relating to child protection, sexual offences, hate crime, adult abuse and domestic abuse (including honour based violence, forced marriage and female genital mutilation). We work closely with partner agencies, including Children's Social Care, Adult Social Care, Mental Health Services and Victim Support. We use specialist, skilled staff to investigate these crimes and will maintain our operational focus on this important area to ensure we can continue to protect the public.

Vulnerability is usually associated with those crime types referred to above; however, vulnerable victims can also be victims of antisocial behaviour, fraud, identity crime or indeed any other type of crime, and our staff have been trained to recognise this to ensure appropriate safeguards are put in place.

We will continue to provide an accessible reporting service for victims of fraud and cyber crime nationally and provide advice to reduce repeat victimisation. Our national Policing Strategy for the Victims of Fraud will help to professionalise the national police response to fraud victims by developing a methodology and definition for identifying vulnerable victims. We will provide all forces with details of victims in their areas, ensuring all victims are considered under the Victim Code.

Supporting the Strategic Policing Requirement

The Strategic Policing Requirement (SPR) requires all police forces to ensure that they can fulfil national responsibilities for tackling criminal or terrorist threats and harms or other civil emergencies. The areas covered by the SPR have been selected because they either affect multiple police force areas or require action from multiple forces, resulting in a national response. We have put in place a number of mechanisms and processes to ensure that we can fully support the Strategic Policing Requirement when called upon to do so.

Counter terrorism	Public order	Civil emergencies	Cyber crime	Serious organised crime	Child sexual abuse
<ul style="list-style-type: none"> • Terrorism is rated among the highest risks and remains an enduring threat to the UK. The ability to flex and pool resources and intelligence is crucial to the national response to the terrorist threat. We will meet all the national requirements relating to skills, knowledge and infrastructure to enable us playing a full part in our regional and national counter terrorism obligations. 	<ul style="list-style-type: none"> • The primary objective of policing public order situations is to keep the peace and preserve order using the minimum force necessary. Exceptional public order demands can emerge with little notice, so forces need to retain the capability and capacity to respond effectively. We have ensured that our public order capability and capacity meets all national standards, with the appropriate numbers of skilled officers ready for deployment when required. 	<ul style="list-style-type: none"> • The Civil Contingencies Act 2004 places a legal responsibility on all forces to provide an appropriate response to emergencies, whether they are the result of natural disasters or intentional actions. We have in place protocols that ensure an appropriate response, individually or in collaboration with other forces and partners to incidents involving mass casualties, chemical, biological or radiological events or as first responders to a terrorist incident. 	<ul style="list-style-type: none"> • Cyber attacks cover everything from small-scale email scams to sophisticated large-scale attacks driven by diverse political or economic motives that could wreak havoc on national information systems or infrastructure. We will ensure that we understand the threat faced by the City of London (and the nation in relation to cyber enabled fraud). 	<ul style="list-style-type: none"> • Serious and organised crime includes a range of activities, from the illegal supply of commodities, to fraud and violence committed by multi-million pound enterprises. To deliver fully our obligations in this area we have ensured that we understand the threat we face and can collaborate with other forces and partners in tackling the threat; this includes maintaining appropriate levels of skilled staff and contributing to a multi-agency intelligence capability. 	<ul style="list-style-type: none"> • The recent increases in reports of child sexual abuse (CSA) requires forces to have a joined-up approach to provide an integrated, robust policing response. We will ensure skilled investigators are available to help victims and bring offenders to justice. We will continue to work in partnership with other forces and with local agencies to ensure that the most vulnerable members of our community are protected.

Our efficiency

As all police forces, we continue to face significant financial challenges over the medium term; our particular challenge is to save £13.2m over the course of this plan, which is in addition to the considerable savings we have already made over the past 4 years. However, we are determined to maintain our professional service delivery in the face of reducing budgets and have developed an extensive efficiency programme that will ensure we have a secure financial footing against which we can continue to deliver policing to the City of London.

Our strategy to make the necessary savings is based on the following areas:

- We have invested a significant sum of money in one-off spends that will deliver considerable savings over the course of this plan and beyond. 2015 saw the beginning of a phased move to new accommodation which has a reduced footprint compared to our current estate and which will be much cheaper to run than the buildings we presently occupy. It will also allow us to end expensive leases for current buildings that will no longer be required. Our accommodation programme is being complemented by new technology that means our staff are no longer desk bound to one location. The ability to work agilely, less constricted by traditional office locations and hours, means that staff are able to work more effectively and efficiently from any location. For officers on the street, this will mean the ability to complete processes using mobile devices, negating the need for separate reports or returning to the office to use a computer.
- We have reduced our supplement from our revenue budget to our capital programme budget.
- We will continue to seek to increase our income wherever we can; this will include maximising the opportunities under the Proceeds of Crime legislation, applying for grants including National, International and Capital City funding and generating income from our Economic Crime Academy services to businesses, nationally and internationally. We will continue to operate funded taskforces, which we will operate on a full-cost recovery basis.
- We will reduce our pay costs through the implementation of directorate reviews and discrete projects. Examples of initiatives that will be implemented over the course of this plan include enhanced collaboration arrangements with the City of London Corporation to deliver a joint community safety hub and a joint control room. We have already implemented a managed service for the provision of ICT services. Over the course of 2016/18 we plan to reduce our staff numbers by 15%.

We are able to supplement our savings plan with approved and controlled use of reserves, subject to them not falling below a minimum level. We are confident that our strategy will provide us with the financial security to plan for the future and deliver a balanced budget by the end of this plan.

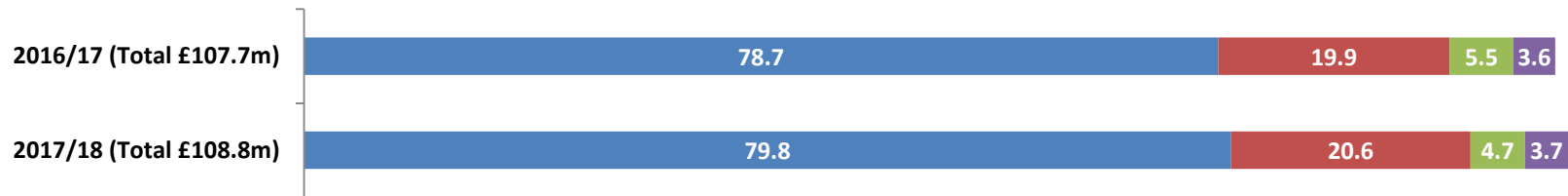
Unlike most other police forces a significant part of our funding comes from a combination of sources other than the Home Office. To plan effectively over the medium term therefore we have made assumptions when developing our financial strategy, including general rates of inflation and the business rate premium (an element of business rates that are levied and applied to security), amongst other things. The charts below provide a high level summary of our anticipated expenditure and income over the following two years of this plan.

INCOME (Projected) £m



- Home Office and CLG Core Grants
- Other Gov Grants, includes National Lead Force, Dedicated Security Posts and National, International and Capital City Grant
- Partnership Income, includes Late Night Levy and dedicated unit funding
- Business Rate Premium (General £3m, NLF £2.1m)

EXPENDITURE (Projected) £m



- Employees
- Supplies, Services and Third Party Receipts
- Premises and Transport
- Central Support Services

Appendices

Accountability

The Court of Common Council continues to act as our police authority in accordance with the provisions of the City of London Police Act 1839 and the Police Act 1996. Their role is broadly similar to the role of a Police and Crime Commissioner, which is:

- to ensure the City of London Police runs an effective and efficient service by holding the Commissioner to account;
- to ensure value for money in the way the police is run; and
- set policing priorities taking into account the views of the community.

These, and other key duties, are specifically delegated to the Police Committee which fulfils the combined functions of Police and Crime Commissioners and Police and Crime Panels. Eleven of the thirteen members are Common Councilmen, ensuring direct accountability to the electorate. The remaining two are independent persons drawn from the City community who are appointed through an open recruitment process. The Committee represents the City's residents, businesses and the many thousands of people who come to work in the Square Mile every day. The Police Committee meets eight times a year, facilitating its role to ensure an effective and efficient police force. Its scrutiny function is enhanced by a Police Resources and Performance Sub-Committee, a Professional Standards and Integrity Sub-Committee and an Economic Crime Board. Other City Corporation committees, such as the Finance Committee and Audit and Risk Management Committee, complement this scrutiny function and secure value for money in all aspects of police work.

Our community is consulted on how the Square Mile is policed; both we and the City of London Corporation organise regular events to engage with residents and businesses in the City and obtain views on what our local policing priorities should be. To achieve outcomes that matter to local people, the City of London Corporation is able to draw from expertise in the wide-ranging areas of services it provides and establish effective and strong partnership working, for example, through the Safer City Partnership, the City of London's Community Safety Partnership.

Measures

Along with many other police forces and Police and Crime Commissioners, we have not set any formal targets in this plan. This is not because targets are difficult to achieve or we are not concerned about being a high performing force; it is because we recognise targets can unwittingly adversely impact on behaviour and how crime is recorded. We need to be able to concentrate our resources where they are needed to address important or sometimes emerging issues, not just to chase a numerical target. We are committed to being a high performing police force. We will continue to closely monitor performance across a range of measures, which will also be reported quarterly to the Police Performance and Resources Sub Committee for scrutiny and oversight.

We will ensure that the public can have confidence in the integrity of the data used and published by us; we will make sure that all crime is recorded ethically and in accordance with all current guidance. The following measures, which support delivery of our priorities, are those that our Police Committee will hold us to account against in the delivery of this plan.

- Counter terrorism:** The level of specific counter terrorism deployments that are completed
The level of community confidence that the City of London is protected from terrorism
- Road safety:** The level of evidence-based education and enforcement activities supporting the City of London Corporation's casualty reduction target
The number of disposals (Traffic Offence Report, Fixed Penalty Notice or Summons) from manned enforcement activities
- Public order:** The percentage of those surveyed who are satisfied with the information provided to them about large scale, pre-planned events and how those events were ultimately policed
- Tackling crime:** The level of victim-based violent crime
The level of victim-based acquisitive crime
- Cyber Crime:** *To be inserted following consideration by the Police Performance and Resources Sub Committee*
- Tackling ASB:** The level of antisocial behaviour incidents

Fraud:

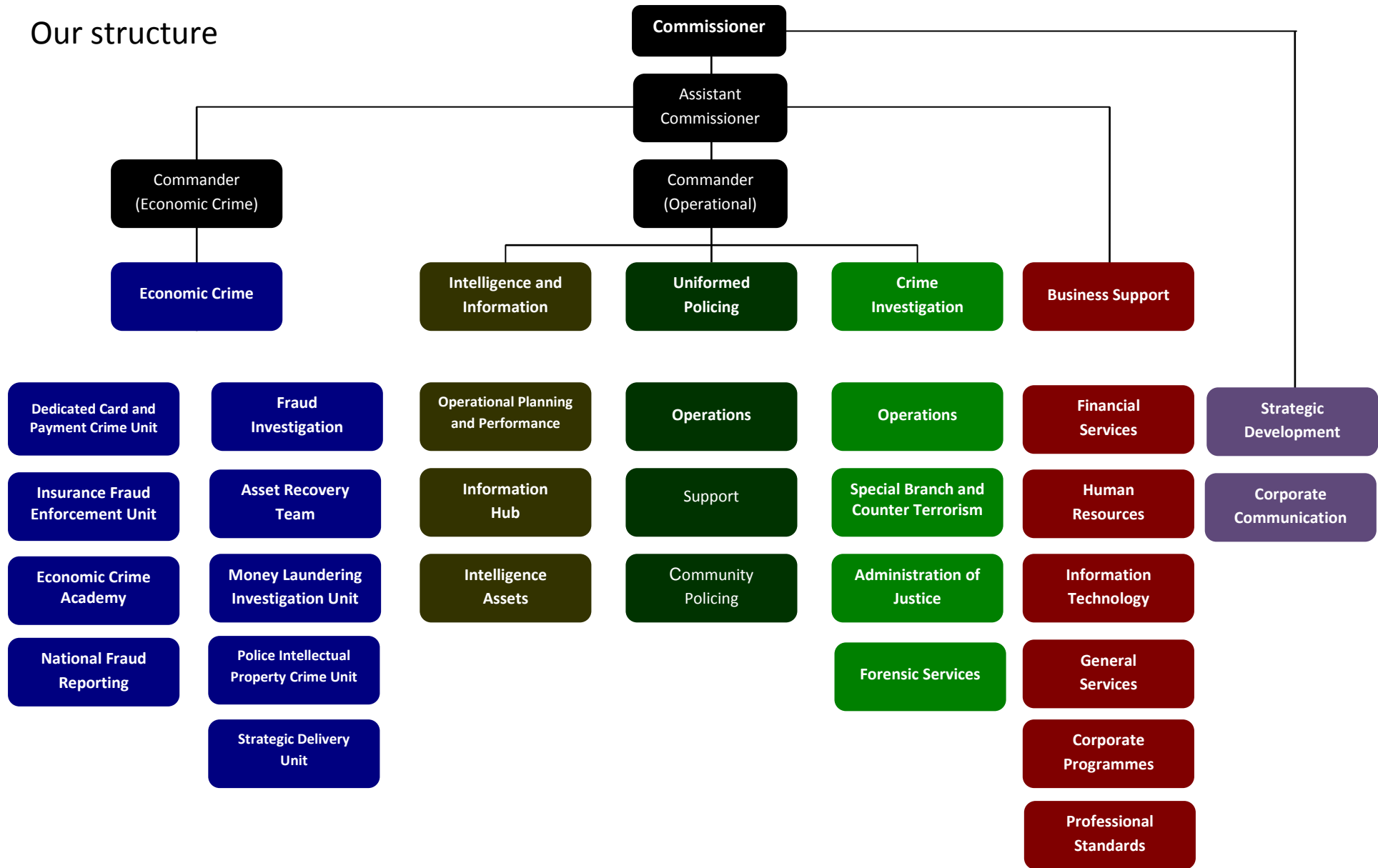
- The percentage of victims of fraud investigated by the Economic Crime Directorate who are satisfied with the service provided
- The level of City Fraud Crime, investigated by ECD resulting in a positive action whether through offender disposal, prevention or disruption
- The value of fraud prevented through interventions
- The attrition rate of crimes reported to Action Fraud
- The level of complaints against Action Fraud
- The level of the National Lead Force's return on investment
- The percentage of victims of fraud satisfied with the Action Fraud reporting service

Satisfaction:

- The percentage of victims of crime satisfied with the service provided by the police
- The percentage of people surveyed who believe the police in the City of London are doing a good or excellent job

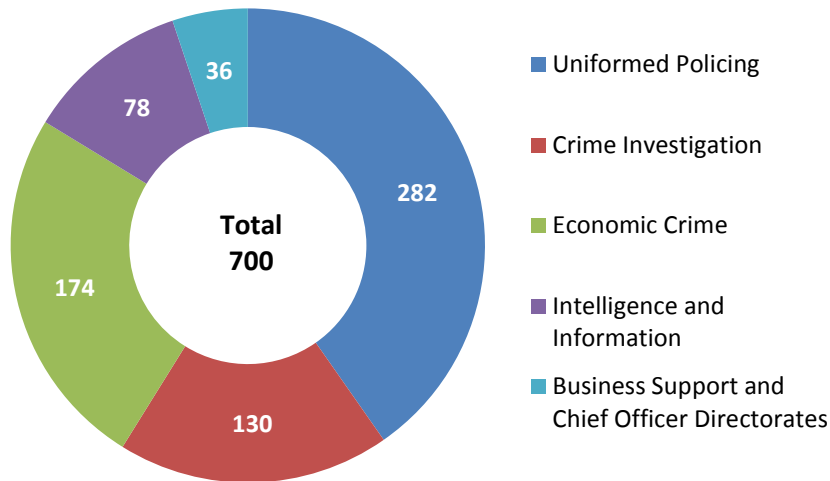
Performance against these measures will be reported quarterly to the Police Performance and Resources Sub Committee.

Our structure

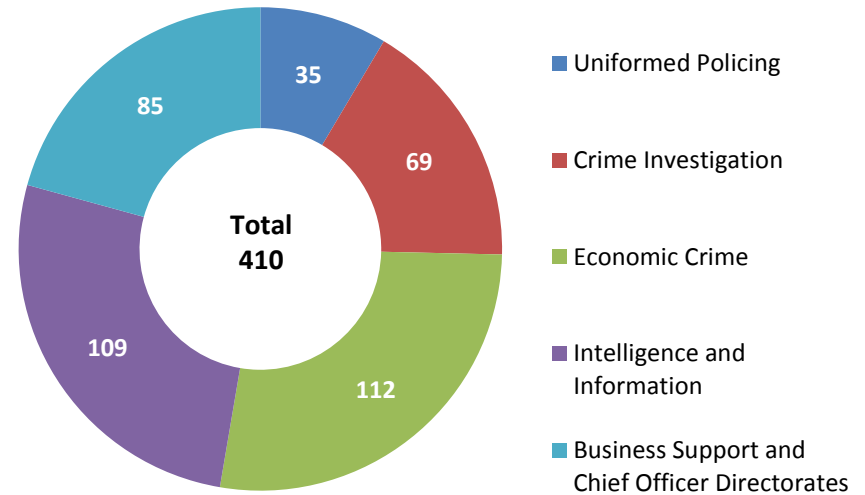


Our resources

Police Officers



Police Support Staff



Through our People Strategy, we will develop our staff to their full potential and through effective planning we will ensure that our staff and officers have the necessary skills and experience that we can match to current and future demand.

P

erformance

Note: Performance table for 3rd qtr performance to be inserted (data not available in time to meet Committee deadline)

Note: Performance table for 3rd qtr performance to be inserted (data not available in time to meet Committee deadline)

Contact us

www.cityoflondon.police.uk

101

Non emergency police number, in an emergency always dial **999**

Follow us on twitter @CityPolice

Join us on Facebook City Community Cop

Public enquiries and reporting crime:

Bishopsgate Police Station

182 Bishopsgate, London, EC2M 4NP
Open 24 hours

Snow Hill Police Station

5 Snow Hill, London, EC1A 2DP
7.30am – 7.30pm Monday to Friday

Wood Street Police Station

37 Wood Street, London, EC2P 2NQ
7.30am – 7.30pm Monday to Friday

Headquarters (not open to the public)

City of London Police, Guildhall Yard East, Guildhall Buildings, London, EC2V 5AE

Map of the City to be included in final published version

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank