



## Police Authority Board

**Date:** MONDAY, 27 APRIL 2020  
**Time:** 2.00 pm  
**Venue:** VIRTUAL PUBLIC MEETING (ACCESSIBLE REMOTELY)

**Members:** Douglas Barrow (Chairman)  
Deputy James Thomson (Deputy Chairman)  
Nicholas Bensted-Smith  
Deputy Keith Bottomley  
Tijs Broeke  
Simon Duckworth  
Alderman Emma Edhem  
Alderman Alison Gowman  
Sheriff Christopher Hayward  
Alderman Ian Luder  
Andrew Lentin (External Member)  
Deborah Oliver (External Member)  
Deputy Henry Pollard

**Enquiries:** Kerry Nicholls  
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### Accessing the virtual public meeting

Members of the public can observe this virtual public meeting at the below link:  
<https://youtu.be/DmCwmGXrkXc>

**John Barradell**  
**Town Clerk and Chief Executive**

### **Future Meetings (all at 11.00am)**

14 May 2020  
2 July 2020  
3 September 2020  
22 October 2020  
26 November 2020

# **AGENDA**

## **Part 1 - Public Agenda**

1. **APOLOGIES**

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

3. **MINUTES**

To agree the public minutes and non-public summary of the meeting held on 27 February 2020.

**For Decision**  
(Pages 1 - 8)

4. **PUBLIC OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

**For Information**  
(Pages 9 - 16)

5. **COMMISSIONER'S PUBLIC UPDATES**

a) **Update on Operation TAMAR**

The Commissioner and Chief Officers to be heard.

**For Information**

b) **Update on National Lead Force**

The Commissioner and Chief Officers to be heard.

**For Information**

c) **Update on Force Finances (New Financial Tracker)**

Report of the Commissioner.

**For Information**  
(Pages 17 - 20)

6. **CHAIRMAN'S PUBLIC UPDATE**

The Chairman to be heard.

**For Information**

7. **ECONOMIC CRIME PUBLIC UPDATE**

Report of the Commissioner.

**For Information**  
(Pages 21 - 24)

8. **PERFORMANCE AND RESOURCE MANAGEMENT PUBLIC UPDATE**

Report of the Commissioner.

**For Information**  
(Pages 25 - 38)

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

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

11. **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 Schedule 12A of the Local Government Act.

**For Decision**

**Part 2 - Non-Public Agenda**

12. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 27 February 2020.

**For Decision**  
(Pages 39 - 44)

13. **NON-PUBLIC OUTSTANDING REFERENCES**

Joint Report of the Town Clerk and Commissioner.

**For Information**  
(Pages 45 - 46)

14. **COMMISSIONER'S NON-PUBLIC UPDATES**

a) **Non-Public Update on Operation TAMAR**

The Commissioner and Chief Officers to be heard.

**For Information**

b) **Non-Public Update on National Lead Force**

The Commissioner and Chief Officers to be heard.

**For Information**

c) **Non-Public Update on Force Finances (New Finance Tracker)**

The Commissioner and Chief Officers to be heard.

**For Information**

15. **CHAIRMAN'S NON-PUBLIC UPDATE**

The Chairman to be heard.

**For Information**

16. **ECONOMIC CRIME NON-PUBLIC UPDATE**

The Commissioner and Chief Officers to be heard.

**For Information**

17. **PERFORMANCE AND RESOURCE MANAGEMENT NON-PUBLIC UPDATE**

The Commissioner and Chief Officers to be heard.

**For Information**

18. **PROFESSIONAL STANDARDS AND INTEGRITY NON-PUBLIC UPDATE**

Report of the Commissioner.

**For Information**  
(Pages 47 - 50)

19. **ACTION FRAUD - NEXT STEPS**

Joint Report of the Town Clerk and the Chamberlain

**For Decision**  
(Pages 51 - 78)

20. **POLICE ACCOMMODATION STRATEGY: DECANT PROGRAMME NEW STREET  
REQUEST FOR BUDGET INCREASE**

Joint Report of the City Surveyor, Chamberlain and Commissioner

**For Information**  
(Pages 79 - 120)

21. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE  
BOARD**

22. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND  
WHICH THE BOARD AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC  
ARE EXCLUDED**

## **POLICE AUTHORITY BOARD** **Thursday, 27 February 2020**

Minutes of the meeting of the Police Authority Board held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 27 February 2020 at 11.00 am

### **Present**

#### **Members:**

Douglas Barrow (Chairman)  
Deputy James Thomson (Deputy Chairman)  
Nicholas Bensted-Smith  
Deputy Keith Bottomley  
Tijs Broeke  
Andrew Lentin (External Member)  
Deborah Oliver (External Member)  
Deputy Henry Pollard

#### **City of London Police Authority:**

Simon Latham	- Deputy Chief Executive
Alex Orme	- Head of Police Authority Team
Oliver Bolton	- Deputy Head of Police Authority Team
Rachael Waldron	- Compliance Lead
Alistair MacLellan	- Town Clerk's Department
Chandni Tanna	- Town Clerk's Department
Dr Peter Kane	- Chamberlain & Treasurer
Alistair Cook	- Head of Police Authority Finance
Paul Chadha	- Comptroller & City Solicitor's Department
Ian Hughes	- Department of the Built Environment

#### **City of London Police Force:**

Ian Dyson	- Commissioner
David Evans	- Commander (Operations and Security)
Cecilie Booth	- Chief Operating and Chief Financial Officer
Oliver Shaw	- Detective Superintendent
Hayley Williams	- City of London Police

#### **1. APOLOGIES**

Apologies were received from Simon Duckworth, Sheriff Chris Hayward and Alderman Alison Gowman.

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

There were no declarations.

#### **3. MINUTES**

**RESOLVED**, that the public minutes and non-public summary of the meeting held on 22 January 2020 be approved as a correct record.

4. **OUTSTANDING REFERENCES**

Members considered a joint report of the Town Clerk and Commissioner regarding outstanding references and the following points were made.

- The Town Clerk noted that 5/2020/P (Community Scrutiny Group inclusion in Special Interest Area Scheme) had been absorbed into 34/2019/P (review of Community Scrutiny), and 6/2020/P should be amended to 5/2020/P.
- A Member noted that it was his understanding that the feasibility of an exercise yard at Bishopsgate was due imminently and requested an update in advance of the April 2020 meeting (37/2019/P).
- The Commissioner noted that a report on Ethical Economic Partnerships (41/2019/P) would be submitted to the September 2020 meeting.
- A Member requested that a new reference for a Board away day in May 2020 be created (6/2020/P).

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

5. **MINUTES - PERFORMANCE AND RESOURCE MANAGEMENT COMMITTEE**

**RESOLVED**, that the draft public minutes and non-public summary of the Performance and Resource Management Committee meeting held on 7 February 2020 be received.

6. **MINUTES - POLICE PENSIONS BOARD**

**RESOLVED**, that the draft public minutes and non-public summary of the meeting held on 3 February 2020 be received.

7. **MINUTES - ECONOMIC CRIME COMMITTEE**

**RESOLVED**, that the draft public minutes and non-public summary of the Economic Crime Committee meeting held on 27 January 2020 be received.

8. **CITY OF LONDON POLICE BUDGET MONITORING Q3**

Members considered a report of the Commissioner regarding Budget Monitoring Quarter 3 2019/20 and the following points were made.

- In response to a query, the Chief Operating and Finance Officer noted that a deep dive on non-pay items had been conducted and a summary could be provided outside of the meeting (7/2020/P).
- A Member noted that the Performance and Resource Management Committee had been able to scrutinise the pay items in the budget to an appropriate degree – the Committee would at its future meetings conduct a similar exercise on non-pay items.

- The Commissioner noted that the Chief Operating and Finance Officer, took the post when the 2019-20 budget had already been built and some of the legacy issues were as a result of how that budget was built., However, the Chief Operating and Finance Officer had built the budget for 2020/21 which would provide Members with greater assurance and oversight of pay and non-pay items. He asked Members to bear in mind that the Force had at points over the past financial year been carrying up to 100 vacancies.
- A Member welcomed the spending rate analysis set out within the report.
- A Member expressed concern that the vacancy rate was highest in crime and uniform policing – key areas in the City of London Policing Plan.
- In response to a question regarding re-payment of policing costs for the XR protests in 2019-20, the Commissioner replied that the Force would not be reimbursed by the Home Office for any cost items above 1% of the Force's budget. He agreed to clarify outside of the meeting whether this was per policing event, or an aggregate figure for the financial year (8/2020/P).
- A Member commented that an issue such as this – Home Office reimbursement – was one to be factored into the Force and Authority's emerging corporate engagement.

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

**9. POLICE FUNDING SETTLEMENT 2020/21 AND IMPACT ON MEDIUM TERM FINANCIAL PLAN**

Members considered a report of the Treasurer regarding the Police Funding Settlement 2020/21 and impact on Medium-Term Financial Plan.

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

**10. CITY OF LONDON POLICE REVENUE AND CAPITAL BUDGET 2020/21**

Members considered a report of the Commissioner regarding the City of London Police Provisional Revenue and Capital Budget 2020/21 and the following points were made.

- A Member noted that the narrative regarding the corporate plan should refer to the National Lead Force function (9/2020/P).
- In response to a question, the Chief Operating and Financial Officer noted that the savings tracker was subject to monthly review by an officer-level working party, with a quarterly update provided to Members.
- A Member suggested that savings should be phased on a monthly basis to assist in identifying what saving lines were at risk in a timely fashion.

- The Commissioner assured Members that the bottom line of savings would be achieved by the Force.
- Members discussed to what extent they should direct what savings should be made by the Force to achieve its bottom line. The Deputy Chief Executive noted that, ultimately, the budget was approved by both the Finance Committee and the Court of Common Council. The Treasurer added that the City of London Corporation was seeking to integrate its business plans and budgets more effectively, which would have implications for the Force and the Board.

**RESOLVED**, that subject to comment made the provisional 2020/21 revenue budget be approved.

**11. REQUEST FOR DELEGATED AUTHORITY - CITY OF LONDON POLICING PLAN 2020-2023**

Members considered a request for delegated authority regarding the City of London Police Policing Plan 2020-23. The Commissioner reassured Members that the whole Board would have an opportunity to see the final version of the Plan offline well in advance of 1 April 2020 prior to it being approved by the Town Clerk for publication.

**RESOLVED**, that Members,

- delegate authority to the Town Clerk, in consultation with the Chairman and Deputy Chairman of the Police Authority Board, to approve the final City of London Policing Plan 2020-23 (10/2020/P).
- Note that the Policing Plan will be published on 1 April 2020.

**12. ANTI-TERRORISM TRAFFIC REGULATION ORDER**

Members considered a report of the Director of the Built Environment regarding the Anti-Terrorism Traffic Regulation Order.

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

**13. GOVERNANCE REVIEW**

The Chairman was heard regarding the City of London Corporation Governance Review, noting that whilst the deadline for individual submissions was 2 March 2020, it would be a useful exercise for the Board to review its own governance at an informal meeting, to be convened by the Town Clerk (11/2020/P).

**14. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD  
Electric Scooters**

In response to a question from a Member regarding education and enforcement activity for the riders of electric scooters, the Commander (Operations and Security) acknowledged the growing popularity of electric scooters and noted that there were current debates to legalise their use as a climate friendly mode of transport. Since July 2019 the City of London Police had taken part in a pan-



London approach to the issue. In summary, a warning is issued to an electric scooter user on the first occasion (of which 119 had been issued in the City since July 2019). If the same rider came to notice again the scooter would be seized. There had to date been 3 such seizures to date.

### **Additional Funding for Police Forces**

In response to a question regarding how the Force would be held accountable for reduction in crime, particularly in light of the fact that economic crime constituted 50% of all crime but attracted only 1% of funding, the Commissioner replied that it was likely issues such as violent crime would be high on the government's agenda. Nevertheless, it was his impression in the wake of the Mackey/Savill Review that there was a growing awareness that combating fraud was a responsibility of all 43 Forces in England and Wales.

### **Business Continuity and COVID-19**

In response to a question regarding the Force's planning ahead of a possible COVID-19 epidemic, the Commander (Operations and Security) noted that he was chairing the Gold Group for the Force's response. He noted that the Force was putting measures in place both as a responder, and an employer and working with partners including the City of London Corporation and other emergency service providers as part of London Resilience. Moreover the Force was making enquiries among its contractors to establish what measures they were putting in place to mitigate the impact of COVID-19 on delivery of contracts and supply chains.

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

There were no items of other business.

16. **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 Schedule 12A of the Local Government Act.

17. **NON-PUBLIC MINUTES**

**RESOLVED**, that the non-public minutes of the meeting held on 22 January 2020 be approved as a correct record.

18. **NON-PUBLIC OUTSTANDING REFERENCES**

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

19. **NON-PUBLIC MINUTES - POLICE ACCOMMODATION WORKING PARTY**

**RESOLVED**, that the draft non-public minutes of the Police Accommodation Working Party meeting held on 13 February 2020 be received.

20. **NON-PUBLIC MINUTES - PERFORMANCE AND RESOURCE MANAGEMENT COMMITTEE**

**RESOLVED**, that the draft non-public minutes of the Performance and Resource Management Committee meeting held on 7 February 2020 be received

21. **NON-PUBLIC MINUTES - ECONOMIC CRIME COMMITTEE**

**RESOLVED**, that the draft non-public minutes of the Economic Crime Committee meeting held on 27 January 2020 be received

22. **COMMISSIONER'S UPDATES**

The Commissioner was heard regarding current issues facing the Force.

23. **SHARED SERVICES**

The Commissioner provided a verbal update regarding shared services.

24. **NATIONAL ENABLING PROGRAMME (NEP) - EXTENSION OF CONTRACT**

Members considered a report of the Commissioner regarding the National Enabling Programme (NEP) – Novation and Extension of Contract.

25. **NATIONAL ENABLING PROGRAMME (NEP) - NOVATION OF CONTRACTS**

Members considered a report of the Commissioner regarding the National Enabling Programme (NEP) – Accountable Body – Novation of Contracts.

*At this point of the meeting, two hours having almost elapsed, Members agreed to extend the meeting until all items of business had been considered in line with Standing Order 40 of the Court of Common Council.*

26. **TRANSFORM PROGRAMME: UPDATE ON THE DEVELOPMENT OF CITY OF LONDON POLICE TARGET OPERATING MODEL (TOM) AND ALIGNED EFFICIENCIES**

Members considered a report of the Commissioner regarding the Transform Programme: update on the development of City of London Police's Target Operating Model (TOM) and aligned efficiencies.

27. **NON-COMPLIANT PROCUREMENT WAIVER**

Members considered a report of the Commissioner regarding a Non-Compliant Procurement Waiver.

28. **SUMMARY OF CITY OF LONDON POLICE BUSINESS AT CITY OF LONDON CORPORATION COMMITTEES**

Members considered a report of the Town Clerk regarding a summary of City of London Police Business at City of London Corporation Committees.

29. **REPORT ON ACTION TAKEN**

Members considered a report of the Town Clerk regarding action taken since the last meeting.

30. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There were no questions.

31. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE BOARD AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There was no other business.

32. **CONFIDENTIAL MINUTES**

**RESOLVED**, that the confidential minutes of the meeting held on 22 January 2020 be approved as a correct record.

33. **CITY OF LONDON COMMUNITY TRIGGER CASE REVIEW**

Members considered a report of the Head of Community Safety regarding a City of London Community Trigger Case Review.

**The meeting ended at 1.04 pm**

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Chairman

**Contact Officer: Alistair MacLellan / [alistair.maclellan@cityoflondon.gov.uk](mailto:alistair.maclellan@cityoflondon.gov.uk)**

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## CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

15/2018/P	Item 4 Outstanding References	Barbican CCTV will form part of Secure City Programme when CCTV is reviewed in the round.	Commissioner of Police	<b>DUE SIX MONTHS POST-CROSSRAIL OPENING</b>
30/2019/P	October 2019 Item 8 Quarterly Community Engagement Update	Cyber Griffin-Evaluation report on outcomes to be submitted to the January Cyber Griffin Oversight Board and then to February PAB	Commissioner/ Chief Exec	<b>DUE JULY 2020</b> The evaluation of Cyber Griffin commissioned by the COL, is going to be completed by external consultants and the tender returns were received on 7 February. 2020 The plan is for the evaluation to be completed by April 2020. It will then need to go through CoL/CoLP oversight and working groups in May/ June so would recommend the report is timetabled for July PAB.
31/2019/P	October 2019 Item 8 Quarterly Community Engagement Update	Lead Member for Road Safety acknowledged figures sent but asked for further fuller breakdown and analysis including repeat locations. and to be circulated to Police Authority Board  SIA Member to be consulted ahead of report submission to Board.	Commissioner of Police	<b>DUE JULY 2020</b> Road Policing Unit Inspector states that interim figures have been supplied to the Member. Please see update below at 32/2019/P on the Road Danger Reduction report.  <b>COMPLETED</b> RPU Inspector met with the SIA lead Member and briefed an update. As per update below, report will be submitted to the Board once COVID-19 timeline is clearer.

## CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

32/2019/P	October 2019 Item 8 Quarterly Community Engagement Update	Annual update on Road Danger Reduction Plan to be submitted to include elements on cycling education and enforcement in the City of London.	Commissioner / Director of the Built Environment	<b>IN PROGRESS – PROPOSED FOR JULY 2020</b> Road Policing Unit Inspector has sent information regarding cycling education and enforcement to Department of Built Environment (DBE) for inclusion in the joint report. DBE state that they have still been unable to achieve the April deadline owing to staff changes. CoLP Senior Management from UPD have been in touch with DBE Senior Management in order to try and get this progressed by next formal meeting of the Board in July 2020.
34/2019/P	November 2019 Item 7 – Special Interest Area Update	Review of new Community Scrutiny body to be submitted to the Board in May 2020. Consideration to be given to where new Community Scrutiny Group (CSG) falls within Special Interest Area Scheme and what appropriate Member engagement with CSG might look like.	Commissioner of Police	<b>DUE MAY 2020 – PROPOSED FOR JULY 2020</b> This was due at the May 2020 meeting but is likely to be deferred owing to the CoLP required response to COVID-19. Suggested revised submission date is July 2020.

## CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

37/2019/P	November 2019 Item 9 – Annual Update on Custody of Vulnerable Persons	Police Authority Board to be updated on progress on options for provision of exercise yard at Bishopsgate Police Station	Commissioner of Police	<p><b>IN PROGRESS</b></p> <p>A costed plan report was submitted to the informal Capital Buildings Committee on the 18 March. Pending approval under urgency procedure, the timeline will be:</p> <ol style="list-style-type: none"> <li>1. Capital Buildings Committee approved the CoLP financials update report that now includes this project and remains within overall decant budget</li> <li>2. Tender / 3 quotes for works - 6 weeks from March (assume end of April) Covid19 restrictions will delay obtaining competitive quotes. Gateway / submission of report for works approved (April ) CoLP is setting the small minor works project up now with surveyors. Works mobilisation May / June</li> <li>3. Works completion July / August</li> </ol> <p>If this can be shortened it will be. However, there will be lead in times for the components that make up the yard, so this allows for that. SIA lead for Public Protection has been informed of the above timeline.</p>
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## CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

41/2019/P	November 2019 Item 14 – AOB – Ethical Economic Partnerships Policy	The Force should consult at the earliest opportunity with the Chairman and Deputy Chairman of the Police Authority Board, and the Chief Executive of the Police Authority, about the legal form, financial value and reputational risk of any potential external economic partnership prior to this being formalised by the Force, including where appropriate taking any decision to the Police Authority Board; The Force should publish a register of organisations that the Force is in partnership with, including high level details; and the Force should provide an annual report to the Police Authority Board on its external partnerships. Ethical Partnership reporting to be submitted to PSI Committee and Police Authority Board.	Commissioner of Police	<b>DUE SEPTEMBER 2020</b> Report to September 2020 meeting.
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## CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

3/2020/P	January 2020 Item 9 – Annual Review of Terms of Reference	Proposal on term limits to be submitted to Policy and Resources Committee and Court of Common Council, and to City Governance Review.	Town Clerk	<b>IN PROGRESS – LIKELY DUE APRIL 2021</b> This was due for submission to March 2020 Policy and Resources Committee. However, due to COVID-19 all terms of reference and memberships continue unchanged until further notice.
4/2020/P	January 2020 Item 10 – Quarterly Community Engagement Report	Cdr Operations to explore the possibility of data collation and analysis demonstrating impact of mental health triage to potentially support case for national roll-out.	Commissioner of Police	<b>COMPLETE</b> CI Communities reports that the Mental Health Street Triage (MHST) scheme is already a national scheme owned by NHS Clinical Commissioning Group (CCG). However, it is up to individual Force's in discussion with their PCC's and Local Authorities as to whether they implement the scheme (with the support of the NHS). Some Forces have implemented a similar scheme to City of London Police and others with a larger geographical area to cover have chosen to have MH triage assessors within their Control Rooms who will give advice or go out as necessary to relevant incidents if appropriate. There is no question that the scheme is a success, has a positive impact and is desirable in most Forces, but it is a

## CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

				matter for individual PCC's, Local Authorities and Force's to decide, taking into consideration their budgets and their policing priorities.
5/2020/P	January 2020 Items 10 and 11 – Quarterly Reporting for Community engagement and E&I	Force to liaise with Authority and SIA Members to determine report format for six-month period.	Commissioner of Police	<b>IN PROGRESS – PROPOSED JULY 2020</b> The lead member for Community Engagement and E&I was written to on 23 January 2020 outlining reports and data provided already to various committees and seeking his views. The Lead Member has indicated that he is giving this further consideration and thought.
6/2020/P	February 2020 Item 4 – Outstanding References	Board Away Day to be convened in May 2020.	Town Clerk	<b>IN PROGRESS – PROPOSED SEPTEMBER 2020</b> Options for w/c 18 May 2020 were being explored, but it is now proposed this reference is deferred pending clarity over COVID-19 timeline.
7/2020/P	February 2020 Item 8 – City of London Police Budget Monitoring Q3	Detail on non-pay items to be circulated outside of meeting.	Chief Operating and Chief Finance Officer	<b>COMPLETED</b> Email circulated to Members on 28 February 2020 at 3.58pm

## CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

8/2020/P	February 2020 Item 8 – City of London Police Budget Monitoring Q3	Clarification on whether Home Office would not reimburse cost items above 1% of Force budget on either an aggregate or case by case basis.	Commissioner of Police	<b>COMPLETED</b> The Home Office has now confirmed it is on a case by case basis rather than cumulative. However, if there were a number of events in any 1 year then that would be taken into consideration as part of the overall bid.
9/2020/P	February 2020 Item 10 – City of London Police Revenue and Capital Budget 2020/21	Narrative regarding corporate plan to reference National Lead Force function.	Chief Operating and Chief Finance Officer	<b>COMPLETED</b> This feedback will be factored into the next iteration due for consideration in January 2021.
10/2020/P	February 2020 Item 11 – City of London Police Policing Plan 2020-2023	Delegated authority granted to Town Clerk to approve, in consultation with Chairman and Deputy Chairman, the City of London Police Policing Plan 2020-2023 in advance of 1 April 2020, noting that all Members of the Board will be given sight of the final plan in advance of it being approved.	Town Clerk	<b>COMPLETED</b>

## CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

11/2020/P	February 2020 Item 13 – Governance Review	Informal meeting to be convened to discuss Police Authority governance.	Town Clerk	<b>COMPLETED</b> Meeting was scheduled of 18 March 2020 but was cancelled due to COVID-19 public health advice. Given Lord Lisvane’s deadline for responses passed at the start of March, Members were invited to make individual submissions instead.
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## Finance Briefing Paper- Police Authority Board 27<sup>th</sup> April- For information

The purpose of this paper is to provide members with an indicative outturn position for the 2019/20 financial year, and an updated position on the savings tracker for the 2020/21 financial year.

Please note that the outturn position may change between the time of writing and the closedown deadline of 30<sup>th</sup> April.

The Q3 report presented a projected outturn position of a £0.6m overspend, with full use of the £2.5m POCA reserve. The main pressure reported were the unfunded increase in Police Officer pension contributions in the region of £2.5m based on full establishment, and funding the half year effect of the recruitment of the 67 new posts.

The financial position has improved significantly since Q3, and subject to full closedown, early indications predicts an overall overspend of £1.4m, which will be funded from the POCA reserve, i.e. the position has improved by £1.7m.

The key areas of improvement are set out below:

### Reasons for improvement (£1.7m)

- Agency – an improvement of £0.6m since Q3 due to agency staff rationalisation
- An additional £0.2m received from HO to cover costs related to the Extinction Rebellion protests.
- An additional £0.1m income from Corporate Plan and International Training
- An improvement of £0.5m through a review of outstanding commitments
- Additional capital salaries recharged of £0.1m
- Funded Units recharge review resulting in an increase of external funding in the region of £0.2m

### POCA Reserve analysis -

The opening balance of the POCA reserve was £2.5m. At Q3 it was anticipated that the POCA reserve would be fully utilised to fund the additional costs incurred in-year. During 19/20, £0.5m was received from HO, as budgeted.

A summary of the POCA reserve is shown below:

	£'m
POCA balance b/f at start of year	2.5
Funds required to cover the overspend	(1.4)
Additional in-year POCA receipts	0.5
POCA Reserve c/f to 20/21	1.6

### 19/20 National Uplift – 44 Officers

A Home Office grant of £0.212m was awarded to CoLP for the national uplift, covering the period 1<sup>st</sup> September 2019 to 31<sup>st</sup> March 2020. The purpose of the grant is to provide initial recruitment related funding to police forces to support the uplift of police officers with the view to prevent crime and increase frontline visibility. This allowed for

staffing costs to aid HR, Vetting and L&OD as well as other related costs to enable work on the uplift to start in 19/20 so that delivery would not be unduly delayed.

It is expected at this stage the full grant amount of £212k will be claimed and included in the final 19/20 accounts.

### **20/21 National Uplift – 44 Officers**

The increase in core grant of £3.9m includes the additional funding to deliver the 44 officer uplift. In addition to this, ring-fenced funding of up to £1.2m has been allocated to reimburse qualifying costs in respect of the uplift. The funding is contingent on recruitment and will be paid quarterly in arrears, subject to quarterly returns. We are recruiting in line with HO releases of funding throughout the year.

Of the 44 posts, (decided using the STRA):

- In post - 10
- Selected with start date – 4 (June)
- Still to be recruited – 30 (all to be advertised by end of the summer)

The 44 posts will be deployed across the Force as follows:

- 1 PS & 6 PCs in Fraud
- 1 PS & 5 PCs Support Group
- 10 PCs in Response
- 2 PCs Taser Instructors
- 4 PCs in Force Resolution Centre
- 4 PCs to open source internal Intel resource area
- 4 DCs in the Crime Squad
- 2 PSs into AOJ under evidence review
- 5 PCs in L&OD.

### **Summary update on the 67 uplift.**

- In post - 56
- Selected in vetting - 3
- Still to be recruited – 8

### **Attrition**

For information we had attrition of 70 officers in 19/20 and so current recruitment activity across all strands seeks to replace and allow for this as well as attrition in 20/21

The 2020/21 savings tracker is shown in Appendix A, as updated at the April meeting of the working party.

CITY OF LONDON POLICE: OFFICIAL - RECIPIENT ONLY

Savings Tracker

Ref	Saving Name	Description	Lead	Confidence H / M / L	2020/21 £000	2021/22 £000	2022/23 £000	2023/24 £000	2024/25 £000	Saving Delivery	Action Plan
1	New Target Operating Model (structural element)	Removal of duplicated posts and improved rank / grade ratio. Cessation of non-core activities (eg Coroners service). Reduction in back office costs and administrative functions through expansion of internal self-service facilities incl. overtime / expenses	Oliver Shaw	H	860	860	860	860	860	G	Saving achieved - Posts held in Holding Branch pending finalisation of Target Operating Model. 2 posts have already been removed from the finance structure due to reduction in transactional processing requirements and 1 from HR. A further post will be removed from HR in 2020/21. Equivalent Holding Branch posts now removed from CoLP's Target Operating Model (future workforce requirements).
2	Enlarging the 'police family' incl. increased use of CSAS powers	Reduction in variable costs (e.g. overtime linked to the policing of major events such as LMS / London Marathon / Christmas Campaign	Oliver Shaw	M	100	200	300	300	300	G	Saving achieved - Changes to variable shift patterns introduced in order to reduce the need for overtime. Saving applied to overtime budget
3	Improved use of existing resources - overtime	Reduction in variable operational costs (e.g. overtime payments) through the introduction of variable shift patterns	Oliver Shaw	H	50	50	50	50	50	G	Saving achieved - Changes to variable shift patterns introduced in order to reduce the need for overtime. Saving applied to overtime budget
4	Improved use of existing resources - annualised hours	Better deployment of officers in support of Operational Orders through introduction of annualised hours shift pattern	Sarah Williams	M	200	200	200	200	200	A	Saving to be achieved through reduction in overtime budget. May not achieve full year effect (Q3 and Q4 only), so additional savings may have to be found in other areas. Annualised hours cannot be implemented until the Oracle upgrade and the latest version of Origin HR have been installed and tested. Currently this is unlikely to be until September 2020 at the earliest. If this timeline changes the action will be updated further, but for the foreseeable future there will be no change.
5	Participation in efficiency related national policing programmes - NEP	<div>- National Enabling Programme (NEP): provides a central IT spine for policing / cloud computing</div> <div>- Emergency Services Network (ESN): replaces the aging and expensive Airwave communications system</div> <div>- Single Online Home (SOH): provides a common web platform across policing</div> <div>- National Law Enforcement Data Service (NLEDS): merges duplicated information systems</div>	TBC	L	1,300	1,300	1,300	1,300	1,300	R	<div>Proposal includes a number of workstreams including the National Enabling Programme, Single Online Home, Emergency Services Network and National Law Enforcement Data Service. Unlikely to realise full saving requirement in 2020/21.</div> <div>National Enabling Programme (NEP): MintTulip consultants estimate a revenue saving of £300K pa.</div> <div>Emergency Services Network (ESN): CoLP's estimated share of national revenue savings is £400K pa.</div> <div>National Enabling Programme (NEP): Will deliver a reduction in staffing costs through collaborated service delivery and automated processes (£600K).</div> <div>Throughout January we have run five business process change workshops together with staff from the NEP and Deloitte. There was one workshop for each of the Use Cases which are: Chief Officer Group Governance, Video Training, Crime Prevention Engagement, Daily Management Meetings, Authorisation for Foreign Travel. Finance were invited along to each of these workshops and attended as required. Deloitte have produced draft benefits report and circulation for review.</div> <div>On the 5th of February a Financial Deep Dive session was held to review IT and Data Management - this identified a provisional net cashable saving of £300k. The cost of printing has been identified as a further potential cashable saving with amounts to be confirmed.</div>
6	Participation in efficiency related national policing programmes - NCB	National Commercial Board Programme (NCB): will explore opportunities to enter shared service agreements across policing in areas such as legal services, fleet and procurement	TBC	L	-	400	400	400	400	A	National Commercial Board (NCB) programme predicts savings of £350m across policing. Pro rata, CoLP share would be circa £2m p.a. Recognising the force's existing level of local authority collaboration – expectation is 10 – 20% of this figure. No saving required for 2020/21. Future arrangements to be progressed for 2021/22
7	IT Transformation - Rationalisation of existing systems	Subsuming functionality within the force's existing Record Management System (Niche RMS). Deletion of licencing costs for existing forensic / operational diary solutions	Pete Digby / Jonathan Chapman	M	-	100	100	100	100	G	Niche forensic model - time savings in existing forensic systems. Remains on review for 2021/22
8	IT Transformation - Rationalisation of IT hardware	30% reduction in monthly SIM / contract costs	Jonathan Chapman	H	20	20	20	20	20	G	Full review of equipment, devices and lines being undertaken by IT. Review of telephone contracts also underway.
9	Increase in commercial activity and income generation	Development of new income generating commercial services within International Development & Training Unit. Renegotiation of existing contracts already in progress. Review of fees and charges full cost recovery and funded units. Commercial opportunities including sale of merchandise in partnership with MPS, Driving School and Firing Range	David Lawes / Cecilie Booth	H	950	1,050	1,350	1,650	1,700	G	<div>Saving to be delivered through the following arrangements - Sponsorship (£100,000), International training (£100,000), Review of funded Units (£250,000), Review of fees and charges (£50,000), Renegotiation of existing contracts (£200,000). Future year opportunities through the Eastern BID. New income stream from merchandising (£50,000), Driving School (£100,000) and Firing Range (£100,000). Arrangements are being progressed.</div> <div>Additional income of £413k has been secured for 2020/21 - IFED £180k, Tasers £92k, Tactical Illuminators £76k, community policing £45k and superintendent funding of £20k</div>
10	Digitisation of external services	Roll-out of on-line payments for fines and linked enforcement activity (e.g. administration process for seized vehicles)	TBC	M	100	100	100	100	100	A	Handheld devices to enable spot fines not currently charged (£50,000). Introduction of online payments (£50,000)
11	Expanding collaborative opportunities (3ES / other public organisations)	Joint service provision of offender management and mental health services	Oliver Shaw	L	-	120	120	120	120	A	Savings to be identified for 2021/22
12	Average salary reduction through recruitment policy	Bringing in new recruits at the lower end of the pay band as opposed to the higher end	Julia Perera	H	400	500	750	1,300	2,350	A	Saving equates to 16 PC vacancies costed at the top of the grade but filled by probationers. Difference between top and bottom of the grade is £25,000. Vacant posts costed at top of the grade. Current workforce predominantly at the top of grade. Vacancy management will increase this further.
13	GYE Estates / FM arrangements	Efficiencies in FM spend at GYE. Linked to the shared services review, aim to eliminate duplication between COL and CoLP	Martin O'Regan	M	170	170	350	450	500	A	'Saving to be delivered from review of 24/7 manned reception and security arrangements at GYE. PO to be raised for new doors. CCTV costs pending. Door control for lift & lift car adjustments cost pending. Estimates have now been received for the enabling works to allow the security contract to be terminated. However, due to Covid impact agreement of works completion cannot be confirmed. If works are delayed by 6 months of the financial year then 50% savings will only be achieved against the original target of £170k
14	Support services	Review of support service provision. Clearer alignment between COL and CoLP and reduction in duplication and inefficiency. Including Procurement, Transactions, IT, Corporate Comms. Using HMIC and CIPFA benchmarks.	Cecilie Booth	M	350	380	450	800	850	A	Savings from duplication between COL and CoLP. Main areas Procurement, FM and IT, followed by Corporate Comms, Project Management, Strategic Unit, Finance and HR. Shared service review progressing jointly between COL and CoLP
15	Asset Recovery	POCA and asset recovery income	TBC	H	100	100	100	200	200	G	A more proactive approach to asset recovery. Identification of all regional grants and funding and shared arrangements with MPS.
16	Roll out of new accommodation, Estates and Fleet	Closure of Snow Hill and Wood Street Police Stations. Rationalisation of existing FM contracts and fleet replacement	Martin O'Regan	Snow Hill - H	496	496	496	496	496	G	Saving to be delivered through the closure of Snow Hill and Wood Street. Budgets have been removed as part of detailed budget setting. Saving includes closure of Shakespeare Tower. Delays to closure of Wood Street will put pressure on achieving the full saving in 20/21. Update Snow Hill - closure achieved and all costs from April 2020 being charged to CoL. Only risk will be loss of search staff w/c 16th March if Corona virus impact.
				Wood Street - L	634	634	634	634	634	R	Wood St / target remains Dec. Currently on target. Possible risk is delay of DOSF. Wood Street remains a risk dependent upon completion of external projects.
					5,730	6,680	7,580	8,980	10,180		

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<b>Committee(s):</b> Police Authority Board	<b>Date(s):</b> 27/04/2020
<b>Subject:</b> Economic Crime Public Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police Pol 31-20	<b>For Information</b>
<b>Report author:</b> Alix Newbold, Economic Crime Directorate	

## Summary

This report highlights key work, challenges and opportunities of the Economic Crime Directorate during the COVID-19 crisis. Business continuity plans have been successfully implemented and City of London Police is leading the police response to COVID-19 related fraud resulting in notable operational success and high profile crime prevention messaging to the public.

Work to establish a new phishing reporting tool in partnership with the National Cyber Security Centre, a new Action Fraud contact centre site in Newcastle and a Police Intellectual Property Crime Unit in the North West have all continued at pace and without interruption.

## Recommendation

Members are asked to note the report.

## Main Report

### Background

1. This report highlights key work, challenges and opportunities of the Economic Crime Directorate during the COVID-19 crisis.

### Current Position

2. Business continuity plans have been effectively implemented across all economic crime functions and a majority of staff are working from home. This is in line with government recommendations and to enable those who are self-isolating without symptoms to continue working. This includes staff within the Action Fraud contact centre operated by Concentrix.

### National reporting

3. Telephone calls to the contact centre initially reduced in the lockdown period but the volume of online reports remained largely consistent and is rising. This reduction in telephone contact is not expected to be a long term trend but has

resulted in improved performance in the contact centre, reducing average speeds to answer and abandonment rates.

MONTH (Week Commencing)	Offered Calls (Core Service)	Abn %	* Average Speed to Answer in minutes (ASA)	* Average Call Handling Time (AHT)	Website reports
<b>BASELINE: Weekly Average: from Jan/Feb</b>	<b>10,403</b>	<b>48.2%</b>	<b>15.79</b>	<b>21.30</b>	<b>7,322</b>
<b>Week 3: 30/03/2020</b>	<b>4,817</b>	<b>11.3%</b>	<b>3.08</b>	<b>14.15</b>	<b>7,164</b>
<b>Week 4: 06/04/2020</b>	<b>4,936</b>	<b>4.0%</b>	<b>0.52</b>	<b>11.62</b>	<b>7,509</b>
<b>Week 5: 13/04/2020</b>	<b>6,189</b>	<b>10.8%</b>	<b>2.30</b>	<b>11.32</b>	<b>9,394</b>

*\* Figures in red represent the average figure across both months. Call volumes reflect the core service (8am - 8pm) Mon - Sun*

- Despite the reduction in telephone contact, in the week commencing 13 April fraud and cyber crime reports<sup>1</sup> recorded by the National Fraud Intelligence Bureau were only 2% below weekly averages in January and February indicating that crime reporting is returning to usual levels.
- As at 19 April, there had been 960 COVID-19 related fraud and cyber reports to Action Fraud representing £2.25m in losses and over 3,900 phishing email reports. COVID-19 related fraud and cybercrimes are less than 3% of all other fraud and cyber crime reports.

### Key work

- City of London Police has been working with the Home Office to identify funding to open a second contact centre site in Newcastle and increase the overall Action Fraud headcount to 94FTE following the review by Sir Craig Mackey. 15 new staff will commence providing Action Fraud services, working from their homes, on 1 May.
- City of London Police has played a leading role in establishing Project Etherin, the overarching law enforcement response to fraud during the crisis, led by the National Economic Crime Centre. Under Project Etherin, City of London Police is leading and coordinating the police response in England and Wales. Project Etherin objectives are to:
  - Deliver consistent public messaging which will reassure, educate and protect
  - Support vulnerable victims at most risk
  - Anticipate, identify and respond to changes in offending behaviour
  - Reduce the opportunity for crime
  - Identify and disrupt offenders who are seeking to take advantage of the crisis
- City of London Police worked with the National Cyber Security Centre to expedite the launch of a new public phishing reporting tool which in its first day received 4,416 reports and resulted in the takedown of 69 phishing sites.

<sup>1</sup> Note that telephone calls to Action Fraud result in both crime and information reports based upon definitions within National Crime Reporting Standards and Home Office Counting Rules. Action Fraud also receives telephone calls from victims following up on previous reports. Therefore, the level of reduction in telephone contact is not mirrored by the same level of reduction in recorded crime

9. The City of London Police Intellectual Property Crime Unit has extended its remit and is providing essential support to Operation Surfer (the National Crime Agency operation targeting the illicit supply or offering of personal protection equipment and cures/testing kits).
10. Within 24 hours of the receiving information from the Medicines and Healthcare Products Regulatory Authority and the United States Food and Drug Administration, a British man making and selling counterfeit treatment kits internationally was arrested, charged and remanded in custody. 300 treatment kits and 20 litres of chemicals used to produce the kits were seized during the arrest. The treatment kits are thought to contain potassium thiocyanate and hydrogen peroxide, which are extremely harmful chemicals when the user is instructed to wash and rinse their mouth with them. The unit has also been issuing cease and desist notices to stop the selling of fake NHS lanyards and other IP infringing products for sale online.
11. Following agreement from the Intellectual Property Office, recruitment for officers for a Police Intellectual Property Crime Unit Northern Hub continues in partnership with the North West Regional Organised Crime Unit.
12. The Dedicated Card and Payment Crime Unit has incorporated COVID-19 fraud into its current priorities. Over the past two weeks, the unit has successfully targeted and disrupted several criminal gangs involved in sending COVID-19 related scam texts and emails to unsuspecting members of the public. It has executed warrants in London, Leicestershire and Dorset seizing devices used to send bulk scam messages including fake HMRC text messages offering financial support and refunds. The unit is actively progressing another 6 investigations to executive action.
13. City of London Police has undertaken engagement with the media to raise public awareness of the threat from COVID-19 fraud. The first press release was issued in March. This was covered by a number of national outlets including the Telegraph, Guardian, Independent, Daily Mail, Sun, Metro and Daily Express. The story was also picked up by nearly 20 regional titles. A follow-up release was issued two weeks later. This, again, received widespread coverage in print and online. City of London Police officers took part in interviews across BBC Breakfast, BBC Evening TV news and local BBC radio stations including Tees, Somerset, Manchester, Norfolk, Nottingham, Yorkshire and Jersey.
14. City of London Police has provided regular alerts to policing and other law enforcement partners on the types of offending being perpetrated to inform crime prevention advice. The Action Fraud website and social media pages are frequently updated with the latest advice. COVID-19 fraud prevention messaging has resulted in 20.6m social media impressions and 9.3m social media accounts reached as its content has been shared by numerous police forces, police and crime commissioners, local councils, banks and journalists.
15. The social media content has generated a constant level of press coverage in all types of media from more finance-focused outlets like the Financial Times to more consumer-based titles like the Daily Mirror. To help reach audiences that may not

be online as much, we have taken part in further interviews on radio and TV including BBC's The One Show, ITV News, The Steph Show on Channel 4 and LBC.

## **Conclusion**

16. Business continuity plans have been successfully implemented.
17. City of London Police is leading the police response to COVID-19 related fraud resulting in notable operational success and high profile crime prevention messaging to the public.
18. Work to establish a new phishing reporting tool in partnership with the National Cyber Security Centre, a new Action Fraud contact centre site in Newcastle and a Police Intellectual Property Crime Unit in the North West have all continued at pace and without interruption.

## **Appendices**

None

<b>Committee(s):</b> Police Authority Board	<b>Date(s):</b> 27/04/2020
<b>Subject:</b> Performance and Resource Management Public Update	<b>Public</b>
<b>Report of:</b> Commissioner of Police	<b>For Information</b>
<b>Report author:</b> Strategic Development and HR Services	

## Summary

Members will be aware that the Force in normal circumstances reports quarterly to the Performance and Resource Management Committee on a number of areas. Under the current arrangements whilst the Force and Authority are responding to the COVID-19 Epidemic, the Police Authority Team on behalf of Members, has requested that a brief update be provided to give a high level overview of Performance and Resource Management Committee areas of business for the Police Authority Board agenda.

The report contains:

- A high level overview of performance against the Policing Plan Measures to end of February 2020 (latest full data available) (Appendix A)
- HR Dashboard including establishment, strength, sickness and Diversity data to end March 2020.(Appendix B)
- Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) overview of reports, recommendations/ AFIs and reporting by exception only (Reds) as at end of March 2020. (Appendix C)

Finance resource management has been covered in the Finance Update (tracker) which is a separate agenda item.

## Recommendation

It is recommended that Members note the report.

## Main Report

### Background

1. Members will be aware that the Force in normal circumstances reports quarterly to the Performance and Resource Management Committee on a number of areas.
2. Owing to the current situation with COVID-19, the Police Authority Team has requested the Force provide a short update on key data to the virtual Police Authority meetings being held every 3 weeks.

## **Current Position**

3. For Member's information the following is provided:

- A high level overview of performance against the Policing Plan Measures to end of February 2020 (latest full data available)- This relates to the Policing Plan for 2019-20, for which the Force is still collating end of year data. This shows 2 areas as 'requires action'.  
Measure 1- The number of crimes committed in the City  
Measure 9- The capability and impact the Force is having against countering Acquisitive Crime.  
A summary of crime data showing comparisons to the previous year and rolling 12 months is attached at Appendix A.
- HR Dashboard including data on establishment, strength, sickness and diversity data to end March 2020.
- A summary of Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) activity- overview of reports, recommendations/ AFIs and reporting by exception only (Reds) as at end of March 2020.

## **Conclusion**

4. The Force recognises the need for continued Member scrutiny during this time and will endeavour to assist with Member queries as appropriate.

## **Appendices**

- Appendix A- Crime Performance and statistics summary to end of February 2020.
- Appendix B- HR Dashboard
- Appendix C- HMICFRS update

## Policing Plan Measures 2019-20- Appendix A

### Summary

This shows a high level summary of performance against the measures in the Policing Plan 2019-20 for the period 1<sup>st</sup> April 2019 to 29<sup>th</sup> February 2020.

MEASURE	Assessment at end February 2020	3 <sup>rd</sup> Quarter 2019-20	2 <sup>nd</sup> Quarter 2019-20	1 <sup>st</sup> Quarter 2019-20	TREND
<b>Measure 1:</b> The number of crimes committed in the City	REQUIRES ACTION	REQUIRES ACTION	REQUIRES ACTION	REQUIRES ACTION	➔
<b>Measure 2:</b> The capability and impact the Force is having against countering Terrorist Activity.	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	➔
<b>Measure 3:</b> The capability and impact the Force is having against countering Cyber Attacks.	CLOSE MONITORING	CLOSE MONITORING	SATISFACTORY	SATISFACTORY	➔
<b>Measure 4:</b> The capability and impact the Force is having against countering Fraud.	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	SATISFACTORY	➔
<b>Measure 5:</b> The capability and impact the Force is having in safeguarding and protecting Vulnerable People.	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	➔
<b>Measure 6:</b> The capability and impact the Force is having against countering Violent Crime.	REQUIRES ACTION	REQUIRES ACTION	CLOSE MONITORING	CLOSE MONITORING	➔
<b>Measure 7:</b> The capability and impact the Force is having in policing City Roads.	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	➔

<b>Measure 8:</b> The capability and impact the Force is having providing Protective Security to the City and responding to Public Order.	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	➡
<b>Measure 9:</b> The capability and impact the Force is having against countering Acquisitive Crime.	REQUIRES ACTION	REQUIRES ACTION	REQUIRES ACTION	REQUIRES ACTION	➡
<b>Measure 10:</b> The level of satisfaction of victims of crime with the service provided by the city of London police.	DATA RECEIVED but analysis still to be completed by PIU	DATA RECEIVED but analysis still to be completed by PIU	DATA RECEIVED but with PIU for analysis	Currently under direction of Force Performance Management Group	N/A
<b>Measure 11:</b> The percentage of people surveyed who believe the police in the City of London are doing a good or excellent job.	SATISFACTORY	SATISFACTORY	Reported Annually	Reported Annually	➡

A copy of the Crime Statistics for Measure 1- The number of crimes committed in the City at end of February 2020 is shown below.



## Measure 1: The number of crimes committed in the City at end of February 2020

### Crime Volumes by Category

Crime Category	Month on Month					Financial Year To Date					Rolling 12 Months				
	Current Month	Previous Month	Frequency Change	% Change	Direction	FYTD 18/19	FYTD 19/20	Frequency Change	% Change	Direction	Previous Rolling 12 months	Current Rolling 12 months	Frequency Change	% Change	Direction
All Other Theft Offences	223	196	27	14%	↑	1594	2534	940	59%	↑	1710	2784	1074	63%	↑
Arson	1	0	1	0%	○	0	3	3	-	○	0	3	3	-	○
Bicycle Theft	31	38	-7	-18%	↓	444	412	-32	-7%	↓	483	441	-22	-5%	↓
Burglary - Business/Community	13	30	-17	-57%	↓	274	285	11	4%	↑	312	312	0	0%	○
Burglary - Residential	0	2	-2	-100%	↓	13	22	9	69%	↑	15	22	7	47%	↑
<b>Burglary All</b>	<b>13</b>	<b>32</b>	<b>-19</b>	<b>-59%</b>	<b>↓</b>	<b>287</b>	<b>307</b>	<b>20</b>	<b>7%</b>	<b>↑</b>	<b>327</b>	<b>334</b>	<b>7</b>	<b>2%</b>	<b>↑</b>
Criminal Damage	23	19	4	21%	↑	198	254	56	28%	↑	228	278	50	22%	↑
Death Or Serious Injury Unlawful Driving	0	0	0	0%	○	0	0	0	-	○	0	0	0	-	○
Drug Possession	27	63	-36	-57%	↓	358	539	181	51%	↑	388	571	185	48%	↑
Drug Trafficking	12	10	2	20%	↑	92	154	62	67%	↑	97	184	87	89%	↑
Homicide	0	0	0	0%	○	1	2	1	100%	↑	1	2	1	100%	↑
Miscellaneous Crimes Against Society	18	16	2	13%	↑	153	239	86	56%	↑	160	252	92	58%	↑
Other Sexual Offences	4	3	1	33%	↑	67	68	1	1%	↑	72	75	3	4%	↑
Possession Of Weapons Offences	4	5	-1	-20%	↓	63	73	10	16%	↑	67	77	10	15%	↑
Public Disorder	32	34	-2	-6%	↓	394	451	57	14%	↑	438	488	50	11%	↑
Rape	1	1	0	0%	○	27	15	-12	-44%	↓	30	16	-14	-47%	↓
<b>Rape &amp; Other Sexual Offences</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>25%</b>	<b>↑</b>	<b>94</b>	<b>83</b>	<b>-11</b>	<b>-12%</b>	<b>↓</b>	<b>102</b>	<b>91</b>	<b>-11</b>	<b>-11%</b>	<b>↓</b>
Robbery Of Business Property	0	5	-5	-100%	↓	41	38	-5	-12%	↓	41	40	-1	-2%	↓
Robbery Of Personal Property	9	6	3	50%	↑	82	119	37	45%	↑	90	130	40	44%	↑
Shoplifting	70	65	5	8%	↑	824	827	3	0%	↑	911	919	8	1%	↑
Stalking And Harassment	17	11	6	55%	↑	132	114	-18	-14%	↓	151	128	-23	-15%	↓
Theft From Motor Vehicle	19	22	-3	-14%	↓	159	161	2	1%	↑	168	168	2	1%	↑
Theft From The Person	102	89	33	48%	↑	590	862	272	46%	↑	650	905	255	39%	↑
Theft Of Motor Vehicle	1	3	-2	-67%	↓	52	34	-18	-35%	↓	53	37	-16	-30%	↓
Vehicle Interference	1	3	-2	-67%	↓	14	10	-4	-29%	↓	14	10	-4	-29%	↓
Violence With Injury	29	37	-8	-22%	↓	432	352	-80	-19%	↓	470	379	-91	-19%	↓
Violence Without Injury	43	60	-17	-28%	↓	505	674	169	33%	↑	554	752	198	36%	↑
<b>All Crime</b>	<b>680</b>	<b>698</b>	<b>-18</b>	<b>-3%</b>	<b>↓</b>	<b>6509</b>	<b>8240</b>	<b>1731</b>	<b>27%</b>	<b>↑</b>	<b>7077</b>	<b>8951</b>	<b>1874</b>	<b>26%</b>	<b>↑</b>
Victim-Based Violence	94	112	-18	-16%	↓	1164	1225	61	5%	↑	1278	1352	74	6%	↑
Victim-Based Acquisitive	489	439	30	7%	↑	4087	5302	1215	30%	↑	4425	5768	1343	30%	↑
Crimes Against Society	93	128	-35	-27%	↓	1080	1456	396	37%	↑	1148	1552	404	35%	↑

•Direction symbols: ↑ increase ↓ decrease ○ no change

•Direction colours: Green – more than 10% decrease Red – more than 10% increase Orange – less than 10% increase or decrease

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## HR Dashboard

Month: March 2020

Establishment vs Strength		
	Officers	Staff
Establishment	843	518.22
Strength	767.72	444.49

Joiners		
Directorate	Officers	Staff
BSD	0	3
Crime	2	2
ECD	0	2
I&I	0	1
UPD	27	0
<b>Total</b>	<b>29</b>	<b>8</b>

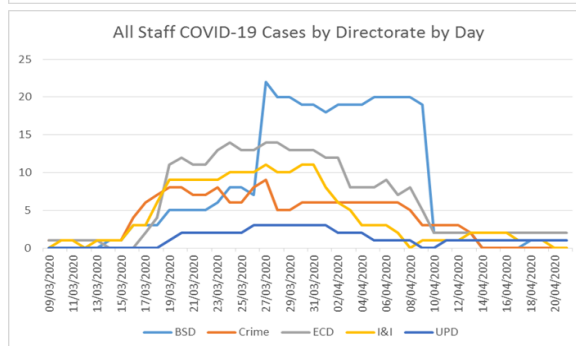
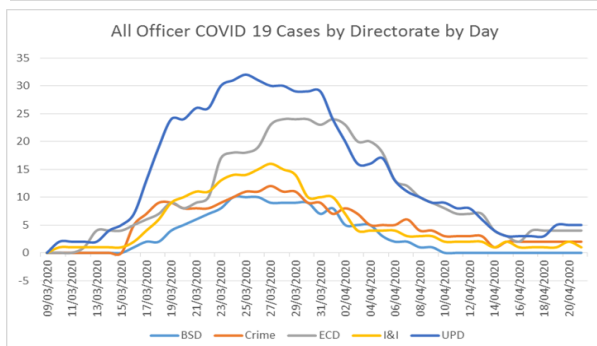
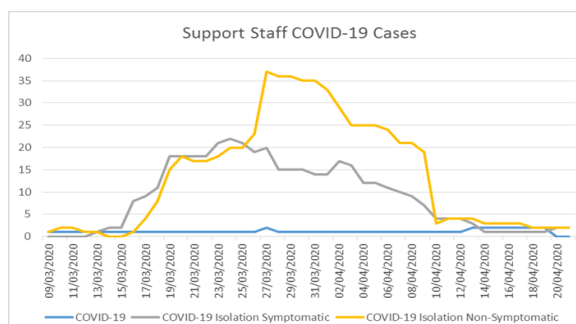
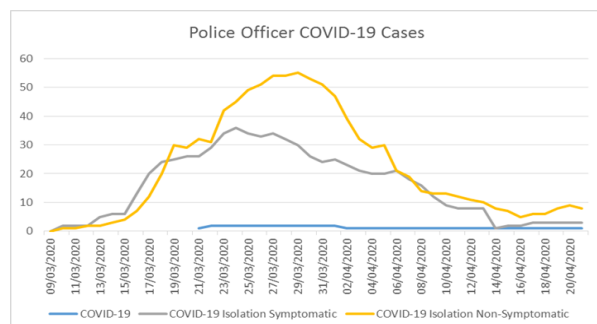
Leavers		
Directorate	Officers	Staff
BSD	1	0
Crime	2	1
ECD	2	1
I&I	1	1
UPD	5	0
<b>Total</b>	<b>11</b>	<b>3</b>

Please note the below table entitled **Sickness Working Days Lost** does not include sickness data relating to COVID-19.

Sickness Working Days Lost		
Directorate	Officers	Staff
BSD	4	38
Crime	32	75
ECD	49	102
I&I	174	161
UPD	183	40
<b>Total</b>	<b>442</b>	<b>416</b>

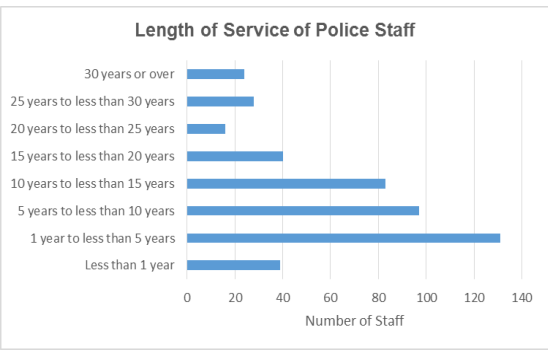
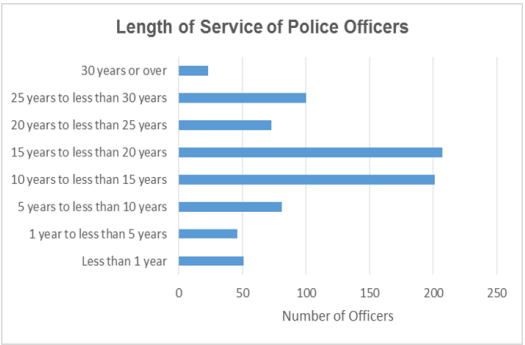
Officers Recuperative/Adjusted Duties		
Directorate	Recuperative	Adjusted
BSD	0	4
Crime	6	5
ECD	12	6
I&I	5	6
UPD	3	6
<b>Total</b>	<b>26</b>	<b>27</b>

Please note the graphs below indicate **COVID-19 related cases**.

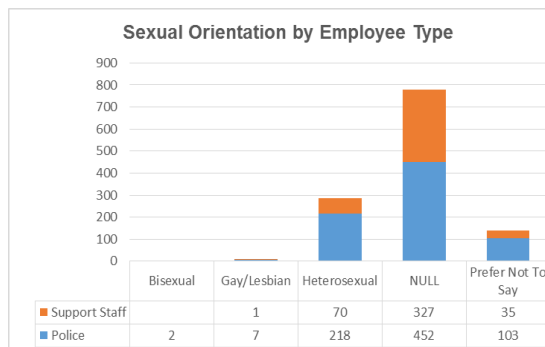
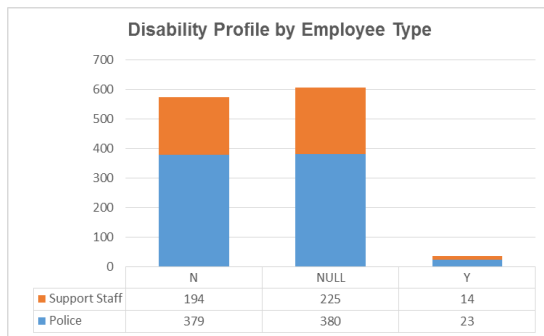
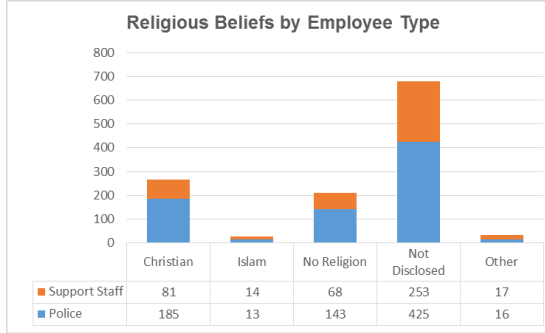
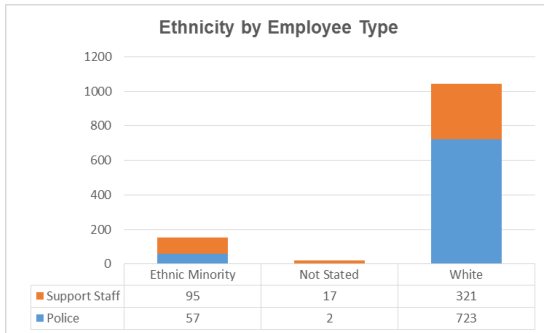
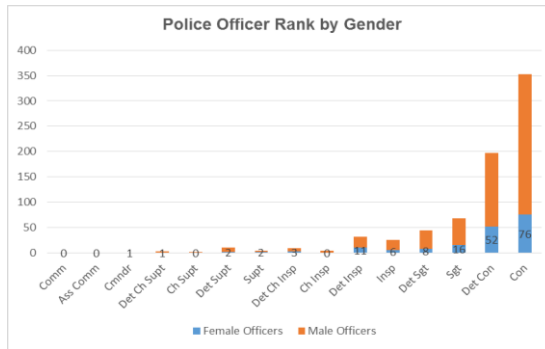
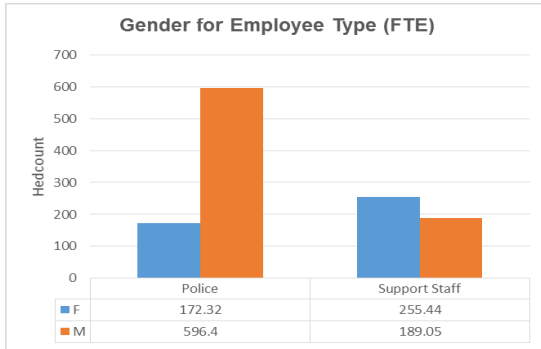


### Recruitment Overview:

- Planned probationer intakes: 30th March 2020 - 24 probationers joined the Force, July 2020, November 2020, and March 2020
- Specialist transferees
- Transferees following recruitment processes
- Use of the CoLP return scheme to retain our experienced officers
- Direct Entrant Detectives through Police Now: The contract has now been signed with Police Now. A cohort of Direct Entrant Detectives for City of London Police will commence their police Now training in December 2020 which is the next planned intake for this scheme.
- Use of paid advertising to attract candidates during the late summer for the probationer pool. Metro and Evening Standard
- Close monitoring of attrition rates
- The 44 from the uplift and the 67 has led to the following action having been taken (with most of the funding from the £212 g rant):
  - Additional resourcing for vetting
  - Additional resources in HR (revised processes)
  - Additional resources for L&D to cope with probationer training
  - Weekly Gold and Silver meetings held with HR and PSD (vetting) to closely monitor recruitment progress



## Diversity Forcewide



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**Appendix C-**  
**HMICFRS Inspections – Summary update for Virtual Police Authority Board – 27<sup>th</sup> April 2020**

HMICFRS Report title	Number of open recommendations/areas for improvement and status			
	Previous report to your committee [February 2020]		Current report to your committee	
	National report	Force report	National report	Force report
<b><u>New Reports</u></b>				
Counter-terrorism policing - an inspection of the police's contribution to the government's Prevent programme			1 AMBER	
Integrated Offender Management			4 AMBER	
National Child Protection Inspections: 2019			2 AMBER 1 CLOSED	
Multi-agency response to child sexual abuse in the family			No actions for the force	
Evidence led domestic abuse prosecutions			3 AMBER 2 NEW GREEN	
<b><u>Previous Reports</u></b>				
	Previous report to your committee [February 2020]		Current report to your committee	
	National report	Force report	National report	Force report
Cyber: Keep the light on	5 AMBER		1 WHITE 2 NEW GREEN 2 AMBER	
Shining a light on betrayal: Abuse of position for a sexual purpose	3 AMBER		3 AMBER	
Leading Lights: An inspection of the police service's arrangements for the selection and development of chief officers	1 AMBER		1 AMBER	

HMICFRS 2019 inspection of Sussex Police and review of national recommendations for stalking or harassment offences	1 NEW GREEN 1 NEW RED		1 NEW GREEN  All complete	
Crime Data Integrity inspection 2019		1 NEW GREEN 5 AMBER		3 NEW GREEN 2 NEW RED
The Poor Relation - The police and CPS response to crimes against older people	3 AMBER		1 NEW GREEN 1 NEW RED 1 AMBER	
PEEL 2018/2019		1 NEW GREEN 2 NEW RED 7 AMBER		3 RED [2 NEW] 6 NEW GREEN
Fraud: Time to Choose	2 RED 5 AMBER 3 NEW GREEN		1 RED 5 NEW GREEN  1 AMBER	
Report on an unannounced inspection visit to police custody suites – City of London Police		2 NEW GREEN 18 AMBER		12 AMBER 4 NEW GREEN 2 NEW RED
Policing and Mental Health - Picking Up the Pieces	1 NEW GREEN 1 WHITE		1 WHITE	
Understanding the difference: the initial police response to hate crime	1 NEW RED 1 WHITE		1 NEW GREEN 1 WHITE	
PEEL: Police Effectiveness 2017 – National	1 WHITE		1 WHITE	
<b>Recommendation Summary</b>	<b>Previous report to your committee [February 2020]</b>		<b>Current report to your committee</b>	
	<b>National report</b>	<b>Force report</b>	<b>National report</b>	<b>Force report</b>
<b>New reports</b>	1 [no actions for the force]	0	5	0
		0		
<b>New Green</b>	0	0	2	0



Amber	0	0	10	0
White	0	0	0	0
Closed	0	0	1	0
<b>Sub-total – New Reports [Amber/Red/White Recommendations]</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>0</b>
<b>Previous reports</b>				
<b>NEW Green</b>	5	4	10	13
<b>Amber</b>	17	30	8	12
<b>Red</b>	4	2	2	7
<b>White</b>	3	0	4	0
<b>Sub- Total – Previous Reports [Amber/Red/White Recommendations]</b>	<b>24</b>	<b>32</b>	<b>14</b>	<b>19</b>
<b>Total Prior Report Amber/Red/White Recommendations</b>	<b>24</b>	<b>32</b>	<b>25</b>	<b>19</b>
	<b>56</b>		<b>44</b>	

9 recommendations are shown as RED:

**Force Report: Crime Data Integrity inspection 2019**

- 1 NEW RED relates to the forces ability to collect and analyse equality data from its Crime and Incident systems. A decision was made at Crime Standards Board that the force will improve wherever possible despite system difficulties. Guidance is to be prepared for officers to enable more complete data to be collected.
- 1 NEW RED relates to the requirement to improve its use of cannabis warnings, penalty notices for disorder and community resolutions, to make sure it only issues them in accordance with national guidance. An Out of Court Disposal audit was presented to February 2020 Crime Standards Board which found little improvement.

**National Report: The Poor Relation - The police and CPS response to crimes against older people**

- 1 NEW RED relates to the force working with other relevant organisations, to review whether victim support services can be provided in a better way.

**Force Report: PEEL 2018/2019**

- 1 RED relates to obtaining feedback from vulnerable victims other than domestic abuse. This feedback is obtained by via the Independent Domestic Abuse Advisor [victim support] which has a part time vacancy. A successful candidate has been identified, pending vetting. The types of vulnerable victims that feedback is to be obtained from is being defined.
- 1 NEW RED relates to the force strengthening its response to county lines, which are criminal networks involved in the distribution of drugs to different areas of the country that frequently exploit children and vulnerable people. A peer review has been undertaken which was positive; some enhancements have been identified that the force is considering taking forward as a programme of work with partners.

- 1 NEW RED relates to the implementation of appropriate counter corruption software. Software has been identified, a project manager assigned, budget has been identified – IT have raised technical issues which are currently being investigated.

**National Report: Fraud: Time to Choose**

- 1 RED relates to the requirement to publish a timetable for implementing the revised Know Fraud system, making clear which services are to become available at each stage of implementation and thereby enabling forces to make use of each service. The delayed delivery of enhancements and related issues with the contractor have prevented a timetable being produced and communicated with Chief Constables. Future communications to Chief Constables are planned as key decisions are made regarding the future way ahead.

**Force Report: City of London Police – Joint inspection of police custody**

- 1 NEW RED relates to improving the quality of custody records and associated assurance processes. Whilst it is being embedded within the custody management regime, the production guides for officers illustrating good recording practises has been delayed due to staff abstraction.
- 1 NEW RED relates to the introduction of a template checklist to ensure standardised daily cell checks are undertaken and recorded – Implementation is imminent [late April 2020].

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