



City of London Police Authority Board

Date: WEDNESDAY, 29 JULY 2020

Time: 11.00 am

Venue: MICROSOFT TEAMS

Members: Deputy James Thomson
Douglas Barrow
Caroline Addy
Munsur Ali
Nicholas Bensted-Smith
Deputy Keith Bottomley
Tijs Broeke
Alderman Emma Edhem
Alderman Alison Gowman
Alderman Timothy Hailes
Dawn Wright
Andrew Lentin (External Member)
Deborah Oliver (External Member)

Enquiries: Alistair MacLellan
alistair.maclellan@cityoflondon.gov.uk

The public side of this meeting can be viewed online at <https://youtu.be/5OjXjivJogk>

John Barradell
Town Clerk and Chief Executive

Future meeting dates (all at 11.00am)
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. **COURT ORDER 2020**

To receive the Order of the Court of Common Council dated 16 July 2020 appointing the City of London Police Authority Board until the first meeting of the Court in April 2021.

For Information
(Pages 1 - 2)

4. **ELECTION OF CHAIRMAN**

To elect a Chairman in line with Standing Order 29 of the Court of Common Council.

For Decision

5. **ELECTION OF DEPUTY CHAIRMAN**

To elect a Deputy Chairman in line with Standing Order 30 of the Court of Common Council.

For Decision

6. **MINUTES**

To agree the minutes and non-public summary of the meeting held on 22 June 2020.

For Decision
(Pages 3 - 12)

7. **OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

For Information
(Pages 13 - 18)

8. **CITY OF LONDON POLICE AUTHORITY BOARD AND ITS COMMITTEES 2020/21**

Report of the Town Clerk.

For Decision
(Pages 19 - 34)

9. **SPECIAL INTEREST AREA SCHEME 2020-21**

Report of the Town Clerk.

For Decision
(Pages 35 - 76)

10. **CHAIRMAN'S PUBLIC UPDATE**
The Chairman to be heard.
- For Information**
11. **COMMISSIONER'S PUBLIC UPDATES**
The Commissioner and Chief Officers to be heard.
- For Information**
12. **CITY OF LONDON POLICE RESERVE - STRENGTH AND COMPOSITION**
Report of the Commissioner.
- For Information**
(Pages 77 - 80)
13. **ROAD DANGER REDUCTION & ACTIVE TRAVEL PLAN 2020/21 - 2022/23**
Joint report of the Director of the Built Environment and the Commissioner.
- For Information**
(Pages 81 - 100)
14. **QUARTERLY COMMUNITY ENGAGEMENT UPDATE**
Report of the Commissioner.
- For Information**
(Pages 101 - 112)
15. **ANNUAL REPORT ON PROFESSIONAL STANDARDS ACTIVITY - 2019/20**
Report of the Commissioner.
- For Information**
(Pages 113 - 132)
16. **INTEGRITY AND CODE OF ETHICS UPDATE**
Report of the Commissioner.
- For Information**
(Pages 133 - 136)
17. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**
18. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**
19. **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

20. **NON-PUBLIC APPENDIX TO ITEM 12 - CITY OF LONDON POLICE RESERVE - STRENGTH AND COMPOSITION**
To receive the non-public appendix to Item 12 (City of London Police Reserve – Strength and Composition).
- For Information**
(Pages 137 - 138)
21. **NON-PUBLIC MINUTES**
To agree the non-public minutes of the meeting held on 22 June 2020.
- For Decision**
(Pages 139 - 144)
22. **NON-PUBLIC OUTSTANDING REFERENCES**
Joint Report of the Town Clerk and Commissioner.
- For Information**
(Pages 145 - 146)
23. **CHAIRMAN'S NON-PUBLIC UPDATE**
The Chairman to be heard.
- For Information**
24. **COMMISSIONER'S NON-PUBLIC UPDATES**
The Commissioner and Chief Officers to be heard.
- For Information**
25. **NATIONAL LEAD FORCE**
The Commissioner and the Chief Executive to be heard.
- For Information**
- a) **National Lead Force Update on Economic and Cyber Crime Portfolios**
Report of the Commissioner.
- For Information**
(Pages 147 - 162)
- b) **Next Generation Service, National Fraud and Cyber Crime Reporting & Analysis - Project launch and procurement funding - TO FOLLOW**
Report of the Commissioner.
- For Decision**
26. **SHARED SERVICES - TO FOLLOW**
The Chief Executive and the Commissioner to be heard.
- For Information**

- a) **Resolution - Efficiency and Performance Sub (Finance) Committee**
To receive a resolution of the Efficiency and Performance Sub (Finance) Committee regarding Shared Services dated 10 July 2020.

For Information
(Pages 163 - 164)

27. **FINANCIAL MANAGEMENT CAPABILITY REVIEW OF THE CITY OF LONDON POLICE - DRAFT IMPROVEMENT PLAN**
Report of the Commissioner.

For Information
(Pages 165 - 210)

28. **TRANSFORM**
The Chairman to be heard.

For Information

29. **POLICING THE CITY BRIDGES - FUNDING**
Report of the Commissioner.

For Decision
(Pages 211 - 220)

30. **LONDON BRIDGE INQUEST - PREVENTION OF FUTURE DEATHS**
Report of the Commissioner.

For Information
(Pages 221 - 230)

31. **CITY OF LONDON POLICE - NEW APPROACH TO CRIME/HARM REDUCTION AND TASKING**
Report of the Commissioner.

For Information
(Pages 231 - 242)

32. **CITY OF LONDON POLICE DIGITAL INTERVIEW RECORDING PROJECT LESSONS LEARNED**
Report of the Chamberlain.

For Information
(Pages 243 - 250)

33. **THE CITY OF LONDON COMMUNITY TRIGGER RECOMMENDATIONS JANUARY 2020: UPDATE ON ACTION PLAN REPORT**
Report of the Head of Community Safety.
N.B. subject to consultation this report may be moved to the public side of the agenda.

For Information
(Pages 251 - 258)

34. **CITY OF LONDON POLICE - RELOCATION FROM WOOD STREET POLICE STATION**
Report of the City Surveyor.

For Information
(Pages 259 - 276)

35. **REPORT ON ACTION TAKEN**
Report of the Town Clerk.

For Decision
(Pages 277 - 280)

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

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

Part 3 - Confidential Agenda - Circulated Separately

38. **CONFIDENTIAL MINUTES**
To agree the confidential minutes of the meeting held on 22 June 2020.

For Decision

RUSSELL, Mayor	RESOLVED: That the Court of Common Council holden in the Guildhall of the City of London on Thursday 16 th July 2020, doth hereby appoint the following Committee until the first meeting of the Court in April, 2021.
----------------	--

CITY OF LONDON POLICE AUTHORITY BOARD

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 their appointment; and,
 - a minimum of two Members whose primary residence is in the City of London;
- 2 non-voting external members (i.e. non-Members of the Court of Common Council) appointed in accordance with the terms of the Police Authority Board Membership Scheme

The Chairman and Deputy Chairman to be elected from among Court of Common Council Members of the Board.

Effective April 2021, there shall be a maximum continuous service limit of three terms of four years, with immediate past Chairs qualifying for a further four-year term. Service as Chair/Deputy Chair shall not count towards an individual's term limit.

2. **Quorum**

The quorum consists of any five Members.

3. **Membership 2020/21**

- 6 (4) Nicholas Michael Bensted-Smith, J.P.
- 5 (4) Keith David Forbes Bottomley, Deputy
- 12 (4) Alison Jane Gowman, Alderman
- 3 (3) Tijs Broeke
- 3 (3) Emma Edhem, Alderman
- 11 (2) Douglas Barrow
- 6 (2) James Michael Douglas Thomson, Deputy
- 1 (1) Dawn Lindsay Wright, *for three years*
- 1 (1) Munsur Ali
- 1 (1) Caroline Kordai Addy
- 1 (1) Timothy Russell Hailes, J.P., Alderman

Together with two non-City of London Corporation Members:-

Andrew Lentin (*appointed for a four-year term to expire in September 2021*)

Deborah Oliver (*appointed for a four-year term to expire in September 2022*)

4. **Terms of Reference**

To be responsible for:-

- (a) securing an efficient and effective police service in both the City of London and, where so designated by the Home Office, nationally, and holding the Commissioner to account for the exercise of his/her functions and those persons 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 committees as are considered necessary for the better performance of its duties.
- (h) To appoint the Chairman of the Police Pensions Board.

This page is intentionally left blank

POLICE AUTHORITY BOARD **Monday, 22 June 2020**

Minutes of the meeting of the Police Authority Board held at virtually on Monday, 22 June 2020 at 11.00 am

Present

Members:

Deputy James Thomson (Chairman)
Douglas Barrow (Deputy Chairman)
Nicholas Bensted-Smith
Deputy Keith Bottomley
Alderman Emma Edhem
Alderman Alison Gowman
Sheriff Christopher Hayward
Alderman Ian Luder
Andrew Lentin (External Member)
Deputy Henry Pollard

City of London Police Authority:

John Barradell	- Chief Executive
Simon Latham	- Deputy Chief Executive
Alex Orme	- Head of Police Authority Team
Oliver Bolton	- Deputy Head of Police Authority Team
Chandni Tanna	- Town Clerk's Department
Chloe Rew	- Town Clerk's Department
Antoinette Duhaney	- Town Clerk's Department
Alistair MacLellan	- Town Clerk's Department
Alistair Cook	- Head of Police Authority Finance
Jeremy Mullins	- Internal Audit
Bukola Soyombo	- Chamberlain's Department
Paul Chadha	- Comptroller & City Solicitor's Department
Ian Hughes	- Department of the Built Environment

City of London Police Force:

Ian Dyson	- Commissioner
Cecilie Booth	- Chief Operating and Chief Financial Officer
Hayley Williams	- City of London Police
Oliver Shaw	- Detective Superintendent
Pete Digby	- T/Detective Superintendent
Fiona Murphy	- Chief Inspector

1. APOLOGIES

Apologies were received from Tijs Broeke, Simon Duckworth and Deborah Oliver. The Town Clerk noted that Deputy Henry Pollard would be leaving the meeting at midday.

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

There were no declarations.

3. **MINUTES**

RESOLVED, that the public minutes and non-public summary of the meeting held on 5 June 2020 be approved, subject to the following amendments:

- Nick Bensted-Smith having sent apologies at Item 1 (Apologies).
- Graeme Biggar being noted as Director General of the National Economic Crime Centre (NECC) at Item 5 (Chairman's Public Updates).
- Reference to the Away Day at Item 5 (Chairman's Public Updates) be amended to the July 2020 meeting of the Board.

4. **OUTSTANDING REFERENCES**

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

30/2019/P – Cyber Griffin Evaluation Report

- The Deputy Chief Executive noted that the issue of carry-forward of funding had yet to be resolved and that a substantive update would be provided at the July 2020 meeting.

31/2019/P – Road Safety Figures and 32/2019/P – Road Danger Reduction Plan

- The Special Interest Area (SIA) Member noted that she was content with the progress made on these two references and that a report was due in July 2020.

34/2019/P – Review of new scrutiny body

- In response to a question, the Commissioner agreed to confirm whether the Independent Advisory and Scrutiny Group (IASG) had met during COVID-19.

3/2020/P – Review of Terms of Reference

- Members were mindful the recent rollover of terms until April 2021 due to COVID-19 and **RESOLVED**, that it be recommended to the Court of Common Council that changes to maximum term limits should take effect from that date, rather than July 2020.

RESOLVED, that the report be received.

5. **CHAIRMAN'S PUBLIC UPDATE**

The Chairman was heard in public session and made the following points.

Police Authority Member Briefings

- The Chairman welcomed the attendance of over 30 Members of the Court of Common Council at an online briefing on 18 June 2020 with the Commissioner on equality, diversity and inclusion in the City of London Police, and noted that a second briefing was scheduled for 26 June 2020, following which a read-out of both briefings would be issued to the Court.

Home Affairs Select Committee – MacPherson Review: 20 Years On

- The Chairman noted that the Select Committee had announced earlier that month that its inquiry into the MacPherson Review: 20 Years On would be resumed shortly.

Operation TAMAR

- The Chairman noted that both he and the Deputy Chairman received daily updates from the Commissioner regarding the Force's response to COVID-19 (Op TAMAR).

City of London Police Authority Informal Workshops

- The Chairman concluded by noting that he and the Deputy Chairman had been holding a series of informal workshops with the Deputy Chief Executive and Commissioner to discuss joint activities between the Force and Authority, such as Special Interest Areas and governance structures e.g. the format and terms of references of the Board's committees. Members would be given full oversight of any proposed changes in due course.

6. COMMISSIONER'S PUBLIC UPDATES

The Commissioner was heard in public session and the following points were made.

Reading Terrorist Incident

- The Commissioner noted the minute of silence held earlier at 10.00am for victims of the terrorist incident in Reading on 21 June 2020, adding that it was a stark reminder of the threat of terrorism in the UK. The incident was being investigated by Metropolitan Police Counter-Terrorism Command, and the Force had reviewed its current security plans in light of the incident.

Operation TAMAR

- The Commissioner reported that sickness levels across the Force remained low. Across the City, there was a slow re-opening of businesses taking place, with around 260 premises including cafés, retail

and pubs offering off sales which had reopened. One New Change remained broadly closed for business. Intelligence suggested that many businesses were working towards reopening in September 2020.

Public Order

- There had been further protests in support of Black Lives Matter on the weekend of 20/21 June, with no significant public order issues reported. Members were asked to note that since the advent of protests in the wake of the death of George Floyd, it was estimated that 220,000 persons had engaged in protest in the UK with minimal arrests made. The Force did face a challenge in policing protests given that protesting in groups contravened COVID-19 guidance on distancing.

National Lead Force

- The Commissioner reported that he had participated in a call with the Home Secretary on 15 June 2020 that had included the Metropolitan Police Commissioner and representatives from National Police Chiefs Council. Topics under discussion included the impact of COVID-19 on the City and the national issue of fraud.
- In terms of fraud, calls to Action Know Fraud had returned to pre-COVID-19 levels, and COVID-19 remained a significant modus operandi for fraudsters. Investment fraud and online sales fraud had also increased, although software fraud had decreased due to the closure of call centres that were typically based in Asia.

Finance

- The Force continued to monitor its COVID-19-related expenditure, which currently stood at around £300,000.
- In response to a question, the Commissioner replied that from footfall surveys that officers were undertaking, an estimated 5,500 persons were travelling into the City each day with a slight increase due to retail. It was clear that many City businesses were evaluating their ways of working given that COVID-19 had revealed the ease with which many employees could work from home.

7. DRAFT ANNUAL REPORT 2019/20

Members considered a report of the Commissioner regarding the Draft Annual Report 2019/20 and the following points were made.

- The Chairman invited Members to submit any detailed comments and typographical corrections to the Force via the clerk.
- In response to comments, the Commissioner agreed to clarify wording around the report being produced in-house at no cost – this section was meant to note that the report had been produced without using an

expensive external agency option but the Commissioner acknowledged there would be some opportunity cost from his own staff completing the work. The Commissioner also undertook to cross-reference the statistics quoted within the report with other reporting made to the Board, noting that any disjoint was likely due to more up-to-date figures being included in recent reports.

- In response to further comments, the Commissioner undertook to review whether Stop & Search could be usefully referenced within the report, and the reason behind sexual offences being recorded in a variety of disparate columns within the report rather than as a coherent set.
- The Commissioner also agreed to consider whether the detection rate could be included in the report alongside the crime rate, the latter of which was a reporting obligation.
- Given some of the proposed amendments were significant, it was agreed that authority be delegated to the Town Clerk in consultation with the Chairman and Deputy Chairman to approve the finalised report ahead of its submission to the Court of Common Council in July 2020 **(23/2020/P)**.

RESOLVED, that subject to the comments made, authority be delegated to the Town Clerk to approve, in consultation with the Chairman and Deputy Chairman, the Annual Report 2019/20 for submission to the Court of Common Council.

8. **HMICFRS INSPECTION UPDATE**

Members considered a HMICFRS Inspection Update report of the Commissioner and the following points were made.

- The Chairman noted that on-site HMICFRS inspections had ceased during lockdown. He felt that the progress made on recommendations outlined within the report was healthy, with those outstanding due for completion within six months.
- The Commissioner noted that the purpose of the report was to provide Members with assurance that the Force took HMICRS recommendations seriously. On-site inspections were not expected to recommence before the end of 2020.
- In response to a comment, the Commissioner reassured Members that work to address PEEL 2018/19 Recommendation (2) *Feedback from vulnerable victims* had been refocused following its extension to June 2020 and that concrete progress would take place imminently.
- In response to a comment regarding the collection of equality data (Crime Data Integrity Inspection 2019 Recommendation (5)) the Commissioner replied that the Force had started collecting data around

age and gender, and software and procedures were being updated to allow the collection of data regarding race and disability.

- In terms of Integrated Offender Management Recommendation 9 and further inputs for safeguarding the 'voice of the child', the Commissioner agreed to provide feedback to the Lead Member outside of the meeting **(24/2020/P)**.

RESOLVED, that the report be received.

9. POLICING PLAN 2019-20- PERFORMANCE AGAINST MEASURES FOR END Q4

Members considered a report of the Commissioner regarding Policing Plan 2019/20 – Performance against measures for end Q4 and the following points were made.

- The Commissioner noted that the increase in crime was disappointing although cautioned against direct comparison with national figures due to local variations. Members were asked to note that violent crime was static and that the crime trend immediately before COVID-19 had been plateauing. Increased crime figures were also due in part to the reduced establishment and vacancy rate carried by the Force during 2019-20 which were now being recruited to. Lastly, the Force's detection rate was healthy.
- A Lead Member commented that whilst offences for 2019/20 appeared to be down, this was due to specialist activity by the Force. In reply, the Commissioner noted that whilst the Force was in receipt of funding from Transport for London to undertake some Roads Policing operations, it had lacked officers to undertake that activity due to the vacancy rate.
- A Member expressed disappointment over the number of cycling Fixed Penalty Notices issued in 19-20 compared to 18-19 (165 in 2018/19 vs 102 in 2019/20) given the level of concerns raised by the public regarding cycling. The Commissioner again noted that this was an area that has been adversely affected by the vacancy rate.
- The Chairman welcomed the ASB Highlight Report provided as an appendix.

RESOLVED, that the report be received.

10. HUMAN RESOURCES MONITORING INFORMATION-1 OCTOBER 2019 TO 31 MARCH 2020

Members considered a report of the Commissioner regarding Human Resources Monitoring Information – 1 October 2019 – 31 March 2020 and the following points were made.

- The Commissioner noted that the Force was giving added focus to reviewing the reasons given by officers and staff for leaving the Force.

- The Chairman noted that he would welcome an update on how quickly the vacancy rate could be closed now the Force had resumed recruitment, and that future reporting include the level of staff and officer attrition broken down by department and by rank/ grade.
- In response to a comment regarding Force BAME officers and staff, the Commissioner noted that the Force was handicapped by the fact it had not recruited probationers since 2010. The challenge was now to improve BAME recruitment and retention. Of the March 2020 probationary intake, one-third were of BAME background and the scheduled July 2020 intake had a similar percentage of BAME background.
- In response to a request, the Commissioner agreed to amend future reports to ensure tribunal data related to those lodged during the year, closed during the year, and those that remained 'live' during the year **(25/2020/P)**.
- The Commissioner concluded by noting that Force staff would be encouraged to engage with the City of London Corporation staff survey.

RESOLVED, that the report be received.

11. **INTERNAL AUDIT UPDATE**

Members considered an update report of the Head of Audit and Risk Management (City of London Corporation) regarding Internal Audit and the following points were made.

- In response to a question, the Head of Audit and Risk Management confirmed that the Force was continuing to review whether Procurement Contract Management should sit with the Force or with the Authority – it was an issue that could usefully be included in discussions around shared services **(26/2020/P)**.
- In response to a question, the Head of Audit and Risk Management confirmed that work was ongoing on Transform Phase 2 with a report due in August 2020.

RESOLVED, that the report be received.

12. **THE CITY OF LONDON POLICE PENSIONS BOARD - REVIEW OF ACTIVITIES FOR THE PERIOD 1 APRIL 2019 TO 31 MARCH 2020**

Members considered a report of the City of London Police Pensions Board – Review of Activities for the period 1 April 2019 – 31 March 2020 and the following points were made.

- A Member who served as Chairman of the Police Pensions Board noted that his term as Chairman was coming to an end and that an Employee Member of the Board was due to become Chairman, as per the Police

Pension Regulations 2015. An Employer Member would become Deputy Chairman. Candidates had made expressions of interest for both roles.

RESOLVED, that the report be received.

13. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**
Speeding Enforcement via Speed Cameras

In response to a question, the Commissioner noted that officers had been out on the ground during lockdown to enforce speed limits and statistics in support of that could be provided outside of the meeting **(27/2020/P)**. Staff tasked with processing camera activations had been working from home, with some limitations. A Member noted that a Detective Superintendent from the Metropolitan Police Roads and Transport Policing Command had issued a Tweet that she would refer to the Force reporting a 281% on-year increase in speeding offences and queried whether this increase would correspond with offences in the City.

14. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**
Delegated Authority – Capital Budget

The Town Clerk noted that the Board had considered the Force's Provisional Revenue and Capital Budgets at its February 2020 meeting, and that some further work was required to finalise the Capital Budget Report ahead of its submission to the City's Resource Allocation Sub-Committee.

RESOLVED, that authority be delegated to the Town Clerk in consultation with the Chairman and Deputy Chairman to consider the Force's finalised Capital Budget Report ahead of submission to the Resource Allocation Sub (Policy and Resources) Committee in July 2020 **(28/2020/P)**.

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 I of Schedule 12A of the Local Government Act.

16. **NON-PUBLIC MINUTES**

RESOLVED, that the non-public minutes of the meeting held on 5 June 2020 be approved.

17. **NON-PUBLIC OUTSTANDING REFERENCES**

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

18. **CHAIRMAN'S NON-PUBLIC UPDATES**

The Chairman was heard in non-public session.

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

The Commissioner was heard in non-public session.

20. **SHARED SERVICES UPDATE**

The Deputy Chief Executive provided an update on Shared Services.

21. **TRANSFORM PROGRAMME: PROGRESS UPDATE INCLUDING IMPLEMENTATION PLAN**

Members considered an update report of the Commissioner regarding the Transform Programme, including an implementation plan.

22. **GATEWAY 2 - BODY WORN VIDEO REFRESH**

Members considered a Gateway 2 report of the Commissioner regarding Body Worn Video Refresh.

23. **GATEWAY 5 ISSUE - HR INTEGRATED TIME MANAGEMENT AND E-EXPENSES**

Members considered a Gateway 5 Issue report of the Commissioner regarding HR Integrated Time Management and e-Expenses.

At this point of the meeting, two hours having 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.

24. **GATEWAY 1/2/3/4 - EDISCOVERY PROJECT**

Members considered a Gateway 1/2/3/4 report of the Commissioner regarding the eDiscovery Project.

25. **GATEWAY 4C - SECURE CITY PROGRAMME**

Members considered a joint Gateway 4c report of the Director of the Built Environment and Commissioner regarding Secure City.

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

There were no non-public questions.

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

There were two items of other business – a late update report of the Commissioner regarding Mackey Review Recommendations, and a confidential item.

1a. Mackey Review Recommendations - City of London Police Update

Members considered a late update report of the Commissioner regarding Mackey Review Recommendations.

2a. Confidential Item

The Chief Executive and Deputy Chief Executive were heard in confidential session.

The meeting ended at 1.24 pm

Chairman

Contact Officer: Alistair MacLellan / alistair.maclellan@cityoflondon.gov.uk

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	DUE SIX MONTHS POST-CROSSRAIL OPENING
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	Chief Exec/ Commissioner	IN PROGRESS Update to be provided at 29 July2020 Board
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	IN PROGRESS Supt Helen Isaac and Insp Myles Hilbery met with Alderman Gowman on 2 July 2020 and provided a further update on this matter. The Lead Member for Road Safety has also been provided with a copy of the draft Road Danger Reduction Plan by the Department of the Built Environment ahead of its presentation to the Board.
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	COMPLETE Report on agenda

CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

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	Now due September 2020 The IASG met on the 10 June 2020 and an update was circulated to Members by the Clerk to PAB on the 23 June 2020 to inform Members of this.
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	IN PROGRESS - July 2020 Update We are working with City of London colleagues to shorten the quotation times to speed up the process where possible. <ul style="list-style-type: none"> • Project team established including Custody management (UPD) • Custody Specification assessment by accreditors will be completed by 24/7/20 • Specification sign off confirmed to quotation process w/c 27/7/20 • Cost evaluation of quotes assume 2 weeks (7/8/20) with City Procurement (unless we can direct award

CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

				<p>through framework to shorten)</p> <ul style="list-style-type: none"> • PO raised w/c 10/8/20 • 8-10 weeks manufacture • 2 weeks installation • Target completion 9-16th October (unless production etc can be shorter – see above) • Develop project timeframe (Gantt flow chart) • 2 weekly update reports from contractor /project team (once engaged) • Weekly high-level summary report to key members
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;	Commissioner of Police	<p>IN PROGRESS</p> <p>It was agreed at the May 2020 Board that the Force would submit a list of current partnerships to the September 2020 Board. It was noted that no new partnerships were in development at present due to COVID -19 response.</p>

CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

		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.		
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	COMPLETE
22/2020/P	5 June 2020 Public Questions	Update report on Specials to be submitted to July Board	Commissioner	COMPLETE Report on July 2020 agenda
23/2020/P	22 June 2020 Draft Annual Report 2019/20	Minor comments to be submitted to Force via clerk / Delegated Authority to Town Clerk in consultation with Chairman and Deputy Chairman to approve final Annual Report that	Town Clerk	COMPLETE All feedback and amendments were collated and made to the Annual Report and this was sent in for Court of Common Council deadline.

CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

		incorporates substantive comments around inclusion of Stop & Search / recording of sexual offences / scope to include detection figures.		
24/2020/P	22 June 2020 HMICFRS Inspection Update	Note to be issued to the Board regarding progress towards delivering training on safeguarding and 'voice of the child' as part of Integrated Offender Management Recommendation (9)	Commissioner of Police	COMPLETE This note was sent to the Clerk to circulate to Members on the 2 July 2020 and issued by email at 4.46pm.
25/2020/P	22 June 2020 HR Monitoring Report	Future iterations to include (a) attrition rate of officers/staff by department and rank/grade (2) table breakdown of tribunals opened, in-flight, and closed during the year.	Commissioner of Police	IN PROGRESS The next 6 monthly HR Monitoring report is due to the November 2020 P&RM Committee
26/2020/P	22 June 2020 Internal Audit Update	Contract Management to be included in Shared Services Review	Commissioner of Police/ Chief Exec	COMPLETED

CITY OF LONDON POLICE AUTHORITY BOARD – PUBLIC REFERENCES

27/2020/P	22 June 2020 Public Question regarding traffic enforcement via speed cameras	Note to Lead Member regarding traffic enforcement for speeding during lockdown	Commissioner of Police	COMPLETE This was sent to Alderman Gowman on 30 June 2020
28/2020/P	22 June 2020 Any Other Business	Delegated authority to Town Clerk in consultation with Chairman and Deputy Chairman to approve Capital Budget report for submission to Resource Allocation Sub-Committee in July 2020	Commissioner of Police/ Treasurer/ Chief Exec	COMPLETE This was approved for submission and was submitted to 9 July 2020 RASC.

Acting Chairman requested the below be added to PAB ORs

P&RM Committee 2/2020/P	P&RM Committee 7 February 2020 Item 5 – Budget Monitoring Q3	Force Reserves Policy to be developed.	Commissioner of Police/ Treasurer	IN PROGRESS The Chief Operating and Finance Officer reports that this report is still in progress and will require consultation, so will be submitted to the September 2020 or October 2020 PAB.
---	--	---	---	---

Committee(s): City of London Police Authority Board	Date(s): 29 July 2020
Subject: City of London Police Authority Board and its Committees 2020/21	Public
Report of: Town Clerk	For Decision
Report author: Alistair MacLellan	

Summary

This report requires Members to agree whether the frequency of meetings of the Board and its Committees should return to a six-weekly/quarterly cycle respectively or move to a monthly/quarterly cycle as per Appendix 1. The report then requires Members to consider the appointment of the Economic Crime Committee, Performance and Resource Management Committee and Professional Standards and Integrity Committee, including agreeing their refreshed terms of references, membership, appointment of co-opted Members, and appointment of Chairs (Appendix 2). Members will note in particular that it is recommended that the Performance and Resource Management Committee adopt a twin-track terms of reference covering both Policing Plan and Performance, and Finance, Asset Management and Change. Members are also called on to consider whether the Chair of the Professional Standards and Integrity Committee should continue to have the power to make determination of reviews of police complaints or whether this power should be returned to a convened Review Panel made up of any three Members of that Committee. Finally, Members are asked to consider whether the Police Accommodation Working Party and Medium Term Financial Plan Working Party remain necessary and require constituting for a further year. Finally, Members are asked to make appointments to a number of other bodies.

Recommendation(s)

Members are asked to:

- Agree on the frequency of meetings of the Board and its Committees as per paragraph 3 and Appendix 1.
- Consider the proposal to request that role descriptions and person specifications for Members of the Board be refreshed and/or developed, where appropriate (as per paragraph 2 and paragraph 6).
- Appoint the Board's Committees and their respective Chairs as per paragraph 7 and Appendix 2.
- Consider the appointment of Working Parties as per paragraph 8 and Appendix 2.
- Consider appointments to other bodies as per paragraph 9.

Main Report

Current Position

1. Following a delay in the appointment of Grand Committees for 2020/21 due to COVID-19, the Court of Common Council at its 16 July 2020 meeting agreed to establish its Grand Committees, including the City of London Police Authority Board, for the ensuing year. As

this is the first meeting of the Board since its establishment, Members are invited to agree the frequency of the Board's meetings, appoint its Committees, and the make appointments to other bodies.

2. In anticipation of the delivery of recommendations by Lord Lisvane as part of his review of City of London Corporation governance, the report sets out some proposed changes to the terms of reference(s) of the Committees of the Board with a view to strengthening the Authority's scrutiny and oversight of the Force.

Proposals

3. **Frequency of Meetings.** The Board has typically met every six weeks, with its Committees meeting quarterly. At the outset the COVID-19 crisis, this tempo changed to fortnightly and then monthly meetings of the Board, with all Committee meetings cancelled. Members are invited to consider whether they wish to return to a six-weekly tempo of Board meetings and quarterly tempo of Committee meetings, or whether a refreshed tempo of monthly Board meetings and quarterly Committee meetings should be adopted (**Appendix 1**).
4. If the revised tempo of meetings set out at Appendix 1 is adopted, it is recommended that it be adopted from September 2020 onwards and arrangements made accordingly.
5. **Appointment of Committees and Co-Opted Members.** Members are invited to review the various terms of reference of the Board's Committees set out at **Appendix 2**. Each of the proposed Committees includes the appointment of a number of Co-Opted Members. In making those Co-Opted appointments, Members should be mindful of the skills, experience and background that each candidate demonstrates in their supporting statement and make the appointment accordingly. Members are reminded that they may amend the proposed terms of reference and composition of each of these Committees, for example through increasing the number of Co-Opted candidates appointed to each Committee.
6. In being mindful of the skills, experience and background of candidates for co-option, and in anticipation of the delivery of recommendations by Lord Lisvane as part of his review of City of London Corporation governance, Members may also wish to request that the Town Clerk develop role descriptions and person specifications for Members of the Board and its Committees, for review and adoption at a future meeting.
7. The recommendations regarding Committees, Working Parties and other bodies are as follows:
 - a. **Economic Crime Committee**
 - i. Approve its terms of reference.
 - ii. Appoint up to five Members of the Board (in addition to the Chairman and Deputy Chairman).
 - iii. Appoint two Co-Opted Members.
 - iv. Appoint a Chair for 2020/21.

b. Performance and Resource Management Committee

- i. Approve its terms of reference (noting that the power of the Chair to make determinations in consultation with two other Members of the Committee and the Chairman and Deputy Chairman of the Board requires review i.e. should that remain the case, or should the power to make determinations lie with a Review Panel).
- ii. Appoint up to five Members of the Board (in addition to the Chairman and Deputy Chairman).
- iii. Appoint two Co-Opted Members.
- iv. Approve the appointment of two Co-Opted Members by the City's Audit and Risk Management Committee, noting that it is proposed that this be reduced to one Co-Opted Member of that the Committee from April 2021.
- v. Approve the appointment of a Member of the Finance Committee.
- vi. Appoint a Chair for 2020/21.

c. Professional Standards and Integrity Committee

- i. Approve its terms of reference, noting (1) the proposed addition of responsibility for monitoring equality, inclusion and engagement by the Force and (2) the requirement to review whether it remains appropriate for the power to make determinations on Review Panel matters continues to lie with the Chair of the Committee in consultation with at least two Committee colleagues, and the Chairman and Deputy Chairman of the Board.
- ii. Appoint up to five Members of the Board (in addition to Chairman and Deputy Chairman).
- iii. Appoint two Co-Opted Members.
- iv. Note the ongoing appointment of Mia Campbell as external Co-Opted Member for a term expiring September 2021.
- v. Appoint a Chair for 2020/21.

d. City of London Police Pensions Board

- i. To appoint the Chair and Deputy Chair.
- ii. Endorse the amended terms of reference.

8. Working Parties. Members are invited to consider whether the following Working Parties should be established for 2020/21, or whether their areas of work can be included in the terms of reference of the Board's Committees.

- a. **Police Accommodation Working Party.** This met six times during 2019/20. As per its terms of reference at **Appendix 2** its role is to oversee Force requirements with regards to the Police Accommodation Strategy and Decant, prior to those matters being considered by the Capital Buildings Committee. If Members choose

to move to a monthly meeting tempo for the Board, it is recommended that this Working Party be discontinued and its business referred to the Performance and Resource Management Committee, and the Board where appropriate. This would arguably be a more efficient use of Member and Officer time given that the Board's monthly meetings would fall at convenient intervals between the six annual meetings of the Capital Buildings Committee.

- b. **Medium-Term Financial Plan Working Party.** This met twice during 2019/20. Members are invited to consider whether it should continue into 2020/21 or whether its business can be handled by either the Performance and Resource Management Committee and/or the Board.

9. **Appointments to other Bodies.** Members are asked to consider the following appointments for 2019/20.

- i. **Streets and Walkways Sub (Planning and Transportation) Committee** – One Member. Previously Alderman Alison Gowman.
 - ii. **Digital Services Sub (Finance) Committee** – One Member. Previously Deputy Keith Bottomley.
 - iii. **Homelessness and Rough Sleeping Sub (Community and Children's Services) Committee** – Up to two Members. Previously Tijs Broeke and one vacancy held over.
 - iv. **Safer City Partnership** – One Member. Previously Doug Barrow.
- b. Note the appointment of Chairman and Deputy Chairman of Police Authority Board to the **Capital Buildings Committee**.
 - c. Note appointment of Chairman and Deputy Chairman (or their representatives) to the **Crime and Disorder Scrutiny Committee**.
 - d. **Association of Police and Crime Commissioners** – One Member. Currently Simon Duckworth OBE DL (appointed 14 May 2020 for a final term for 2020/21, who has since left the Board).

10. **Committee Key Contacts.** For reference, Members are informed of lead officers/teams responsible for the work for each Committee at **Appendix 3**.

Appendices

- Appendix 1 – Frequency of Meetings 2019 / Proposed Tempo 2020/21
- Appendix 2 – Committee Terms of Reference(s)
- Appendix 3 – Committee Headline Key Contacts

Alistair MacLellan

Town Clerk's Department

T: 020 7332 1416

E: alistair.maclellan@cityoflondon.gov.uk

Appendix 1 – Frequency of Meetings 2019 / Proposed Tempo 2020/21

Quarter	Month	2019 Tempo (for comparison)	Proposed Tempo
Quarter 4	January	ECC (late month) PAB (late month)	PAB (early month) Committees (late month, or early February) (Q3 reporting)
	February	PRM (early month) PAB (late month)	PAB
	March	PSI (mid-month)	PAB
Quarter 1	April	PAB (early month) ECC (early month) PRM (late month)	PAB (early month) Committees (late month, or early May) (Q4 reporting)
	May	PAB (mid-month)	PAB
	June	PSI (early month) PRM (late month)	PAB
Quarter 2	July	ECC (early month) PAB (mid-month)	PAB (early month) Committees (late month, or early September) (Q1 reporting)
	August	Recess	
	September	PSI (mid-month) PAB (mid-month)	PAB
Quarter 3	October	ECC (mid-month) PAB (late month)	PAB (early month) Committees (late month, or early November) (Q2 reporting)
	November	PRM (late month) PSI (late month) PAB (late month)	PAB
	December		PAB

Appendix 2 – Committee Terms of Reference(s)

PROPOSED DELETIONS ARE STRUCK THROUGH AND PROPOSED ADDITIONS ARE MARKED IN RED TEXT

Economic Crime Committee

Composition

- ~~• The Chairman and Deputy Chairman of the Police Authority Board (ex-officio).~~
- ~~• Up to five Members of the Police Authority Board appointed by the Police Authority Board.~~
- Up to six Members of the Police Authority Board appointed by the Police Authority Board (in addition to the Chairman and Deputy Chairman of the Board)
- Up to two co-opted Members to be appointed by the Police Authority Board.

Terms of Reference

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 Authority Board in matters relating to economic crime.*

Membership 2019/20

Nick Bensted-Smith (Chairman)
Deputy Keith Bottomley
Simon Duckworth
Alderman Emma Edhem
Andrew Lentin
Deputy Henry Pollard
James Tumbridge (Co-Opted)
Deputy Robert Merrett (Co-Opted)
Doug Barrow (Ex-Officio)
Deputy James Thomson (Ex-Officio)

Frequency of Meetings

Quarterly

Performance and Resource Management Committee

Composition

- ~~The Chairman and Deputy Chairman of the Police Authority Board (ex-officio);~~
- Up to five Members of the Police Authority Board appointed by the Police Authority Board, **in addition to the Chairman and Deputy Chairman;**
- Two co-opted Members to be appointed by the Audit and Risk Management Committee; and
- Up to ~~one~~ **two** co-opted Member to be appointed by the Police Authority Board.
- **A co-opted Member to be appointed by the Finance Committee.**

Terms of Reference

To be responsible for:

Policing Plan and Performance

- a. overseeing the monitoring of performance against the City of London Policing Plan **and measure crime and harm reduction against appropriate benchmarks;***
- b. monitoring government, policing bodies and other external agencies' policies and actions relating to police performance and advising the Police Authority Board or Commissioner as appropriate;*
- c. Oversight of the delivery of the City of London Police Corporate Plan and Strategic Policing Requirement;*
- d. Monitoring of HMICFRS reporting and implementation of recommendations, and other relevant reporting.*
- e. Monitoring of Human Resources issues not covered by the Professional Standards and Integrity Committee.*

Finance, Asset Management and Change

- f. overseeing the Force's resource management in order to maximise the efficient and effective use of resources to deliver its strategic priorities **including monitoring against budget, scrutiny of proposed budgets, and the Medium Term Financial Plan;***
- g. Scrutiny and recommendations around capital spend and programmes.*
- h. Oversight of Force Commercial Projects;*
- i. Oversight of Risk and Transform;*
- j. Scrutiny of Police Accommodation strategy requirements.*
- k. Scrutiny of internal audit reporting and implementation of recommendations.*

- l. making recommendations to the Police Authority Board to change procedures, where necessary, ~~to bring about improvements in performance;~~*
- m. any other matter referred to it by the Police Authority Board.*

Membership 2019/20

Deputy James Thomson (Chairman)

Doug Barrow (Ex-Officio)

Nicholas Bensted-Smith

Deputy Keith Bottomley

Tijs Broeke

Andrew Lentin

Deborah Oliver

Dawn Wright (Co-Opted)

Kenneth Ludlam (later Dan Worsley) (Audit and Risk Management Committee Co-Opted Member)

Caroline Mawhood (Audit and Risk Management Committee Co-Opted Member)

Frequency of Meetings

Quarterly

Professional Standards and Integrity Committee

Composition

- ~~• The Chairman and Deputy Chairman of the Police Authority Board (ex-officio)~~
- Up to five Members of the Police Authority Board appointed by the Police Authority Board, **in addition to the Chairman and Deputy Chairman**
- Up to two co-opted Common Council Members to be appointed by the Police Authority Board
- One external co-opted Member to be appointed by the Police Authority Board.

Terms of Reference

To be responsible for:

- overseeing the handling of complaints and the maintenance of standards across the force, where necessary recommending changes in procedures and performance to the Police Authority Board;*
- ~~*monitoring the Police Authority Board's work in respect of conduct and appeals proceedings; and,*~~
- monitoring the Force's handling of misconduct cases and related organisational learning;***
- monitoring government, police authorities and other external agencies' policies and actions relating to professional standards and advising the Police Authority Board or Commissioner as appropriate.*
- overseeing the work of the City of London Police Integrity Standards Board, whose purpose is to direct and co-ordinate the auditing of the key indicators in relation to the City of London Police Integrity Dashboard, delivery of associated action plans and promoting the understanding of the Police Code of Ethics.*
- the determination of reviews of police complaints submitted to the City of London Police Authority.*
- The power to make a determination on reviews to lie with the Chair of the Committee, who in doing so is required to consult with at least two other Members of the Committee*
- In making their determination the Chairman of the Committee will also consult with the Chairman and Deputy Chairman of the Police Authority Board.*
- ~~*The power of the Chair of the Committee to make a determination to be reviewed by 1 July 2020.*~~
- Overseeing measures to promote equality, inclusion and engagement by the Force.***

Membership 2019/20

Alderman Alison Gowman (Chair)

Caroline Addy (Co-Opted Common Councillor)

Doug Barrow (Ex-Officio)
Nicholas Bensted-Smith
Tijs Broeke
Mia Campbell (Co-Opted External Member)
Alderman Emma Edhem
Deborah Oliver
Deputy James Thomson (Ex-Officio)
James Tumbridge (Co-Opted Common Councillor)

Frequency of Meetings

Quarterly

City of London Police Pensions Board

(Note for the City of London Police Authority Board – these changes bring the terms of reference in closer alignment with the Police Pensions Regulations 2015, and have been reviewed by the Police Pensions Board at its October 2019 meeting, and are now put to the Board for endorsement).

Composition

- ~~• Three Scheme Manager Representatives~~
- ~~• Three Scheme Member Representatives~~
- ~~1. The Chairman of the Sub-Committee is appointed by the Police Authority Board. The Chairman of the Police Pensions Board then appoints the Committee.~~
- A Chair and Deputy Chair appointed by the Scheme Manager¹
- The Chair and Deputy Chair shall not both be Employer representatives² or Member representatives³
- At least four, and no more than twelve, voting Members appointed by the Chair with Scheme Manager approval
- An equal number of Employer representatives and Member representatives shall be appointed to the Board
- The Chair may appoint, with Scheme Manager approval, up to four independent⁴, non-voting Members to the Board

Terms of Reference

In line with the requirements of the Public Services Pensions Act 2013 and the Police Pensions Regulations 2015 for the management of the City of London Police's Pension Scheme, to be responsible for assisting the Scheme Manager (the City of London Police) in the following matters:

¹ The Scheme Manager for the City of London Police Force (except the Commissioner) is the Commissioner of the City of London Police (Regulation 7 of Police Pension Regulations). The Scheme Manager for the Commissioner of Police is the Court of Common Council. The functions in relation to both to be delegated to the Police Authority Board (Regulation 11(2) of the Police Pension Regulations).

² An Employer representative is a person appointed to the Board for the purpose of representing employer for the scheme.

³ A Scheme Member representative is a person appointed to the Board for the purpose of representing members of the scheme.

⁴ An Independent Member is a person who is neither an employer representative nor a member representative.

- a) Securing compliance with the scheme regulations and other legislation relating to the governance and administration of the scheme and any statutory pension scheme that it is connected to with
- b) ~~Securing compliance with requirements imposed in relation to the scheme and any connected scheme by the Pensions Regulator; and~~
- c) Securing compliance with requirements imposed in relation to the scheme and any connected scheme by the Pensions Regulator in relation to the Scheme, or any statutory pension scheme that is connected with it; and
- d) The performance of the scheme manager's functions under the Police Pensions Regulations 2015
- e) Other such matters as the scheme regulations may specify.

Quorum

- Three Members, with at least one Employer Representative and one Scheme Member representative present.

Frequency of Meetings

- Three times per year

Terms

- Board Members are appointed to three 4-year terms (total 12 years).

Membership 2019//20

Alderman Ian Luder (Chair – Scheme Manager)
 John Todd (Deputy Chair – Scheme Member)
 Alex Barr (Scheme Manager)
 Helen Isaac (Scheme Manager)
 Tim Parsons (Scheme Member)
 Mike Reed (Scheme Member)

Police Accommodation Working Party

Composition

- a. Chairman and Deputy Chairman of the Police Authority Board;
- b. Police Committee Members who are also Members of the Capital Buildings Committee;
- c. Commissioner of the City of London Police;
- d. City Surveyor;
- e. Chamberlain (or nominated deputy);
- f. Town Clerk (or nominated deputy);
- g. Police Accommodation Programme Director (City of London Police);
- h. Director of Estates and Support Services (City of London Police)

Terms of Reference

To be responsible for:

- a. Reviewing the requirements proposed by the Force for the new police station;
- b. Reviewing the requirements proposed by the Force for the different strands of the decant;
- c. Challenging the requirements to ensure that they are sufficient to meet the current and future needs of the Force, while representing value for money; and
- d. Defining the Force requirements for sign-off by the Police Authority Board prior to submission to the Capital Buildings Committee.
- e. Ensuring that the Capital Buildings Committee is fully informed of the dependencies and that these are reflected in the overall accommodation programme.
- f. Ensuring that the disposal strategy does not compromise operational requirements and that contingencies are appropriately considered.

Membership 2019/20

Doug Barrow

Deputy James Thomson

Deputy Keith Bottomley

Sheriff Chris Hayward

Alderman Alison Gowman

Alderman Ian Luder

Commissioner of the City of London Police

City Surveyor

Chamberlain

Town Clerk

Director of Estates and Support Services, City of London Police

Assistant Director of Estates and Support Services, City of London Police

Frequency of Meetings

The working party is proposed to meet initially on a monthly basis before moving to bimonthly as agreed appropriate by its members (*N.B. in practice this Working Party has met every six weeks*).

Medium Term Financial Plan Working Party

Composition

- Chairman of Police Authority Board
- Deputy Chairman of Police Authority Board
- Three Members of the Police Authority Board

Terms of Reference

- To provide additional Member scrutiny of the Medium-Term Financial Projections which will inform the Medium-Term Financial Plan;
- To review further relevant information regarding City of London Police Force requirements ahead of the January 2019 Resource Allocation Sub (Policy and Resources) Committee.

Membership 2018/19

Doug Barrow (Chairman)

Deputy James Thomson (Deputy Chairman)

Andrew Lentin

Nick Bensted-Smith

Tijs Broeke

Frequency of Meetings

As required.

Appendix 3 – Committee Key Contacts

Committees	Force	Authority
Economic Crime Committee	Commander (NPCC Coordinator for Economic Crime)	Police Authority Team
Professional Standards and Integrity Committee	Head of Professional Standards Directorate	Police Authority Team
Performance & Resource Management Committee	Head of Strategic Development	Police Authority Team and Corporate Strategy and Performance
City of London Police Pensions Board	Chief Operating and Chief Financial Officer	Corporate Treasurer

Committee(s): Police Authority Board	Date: 29 th July 2020
Subject: Special Interest Area Scheme 2020-21	Public
Report of: Town Clerk	For Decision
Report author: Alex Orme	

Summary

This report sets out arrangements for the Police Authority Board Special Interest Area (SIA) Scheme for 2020/21 and requests Members to confirm appointments to each of the areas. The Scheme (attached at Appendix A) informs of key developments in each of the areas over the past year, highlighting where Member involvement has made a difference. It also gives an overview of the priorities for each special interest area over the next twelve months to assist the individual Lead Members to better scrutinise progress and measure success.

Recommendations

It is recommended that-

- (a) the Special Interest Area Scheme 2020/21 (attached at Appendix A) be agreed, noting in particular:
 - (i) the achievements in the year 2019/20; and
 - (ii) the key priorities identified for the year 2020/21.
- (b) Lead Members be appointed for each area in the Scheme.

Main Report

Background

1. The Police Authority Board has operated a Specialist Interest Area (SIA) Scheme since 2007 in accordance with the terms set out in Appendix A (page 1). The purpose of the Scheme is for Members of the Board to have oversight of specific areas of City of London Police work, to provide focused scrutiny on key areas of Force business and gain specialist knowledge and expertise, thus enhancing the Committee's scrutiny and performance management role.
2. The Scheme operates through a direct liaison between lead officers at Force and Members. A contact in the relevant area of business is tasked to make regular contact with their respective SIA Lead Members, keeping them informed of developments or issues which may arise throughout the year.
3. Lead Members are also expected to oversee the work that takes place, challenging and following up issues where necessary. Lead Members are encouraged to raise issues at the Police Authority Board where necessary to

ensure that appropriate action is taken. The objective of the Scheme is not to give an 'operational' role to Members; instead, it is intended to boost the level of scrutiny and challenge which the Police Authority Board provides to the Force.

4. The SIA scheme has been recognised as notable practice by the HMI as it provides more informed oversight and scrutiny of the Force. It is also, regarded by the Force as an important aspect of the Police Authority Board's oversight and scrutiny of Police business.

Current Position

5. Members have maintained a significant interest in their areas over the past year and the feedback received on the operation of the Scheme in 2019/20 was very positive. Members have good working relationships with their Force contacts and are developing greater technical knowledge and expertise in their respective areas as well as following issues more closely. Key achievements for each of the areas along with the priorities for 2020/21 have been highlighted in the respective reports of the Scheme attached at Appendix A.
6. As it is customary every year, Members are asked to review the operation of the Scheme to ensure that the areas are appropriate for the Board's business. Following a comprehensive review in June and July of 2020, the following changes are recommended for the 2020/21 scheme:
 - a) The removal of the SIA for Business Improvement, Performance and Risk Management. The oversight and scrutiny functions will be performed by the Performance and Resource Management Committee – which is to be split into two strands – the first looking at the Policing Plan and Performance, and the second at Finance, Asset Management and Change. The two strands will ensure that the Police Authority Board has a comprehensive understanding of the Force's business management processes, performance and resources. This will mean that the Committee will provide more robust and informed oversight.

The Policing Plan and Performance strand will include oversight of the delivery of the COLP Corporate Plan and the Strategic Policing Requirement. The Finance, Asset Management and Change Strand will include oversight of the Force's Commercial Projects, Police Accommodation, Risk and Transform.

The Force will continue to provide an annual update on performance and resource management - which will be included in the SIA scheme report.

- b) The SIA for Professional Standards and Integrity (and Human Resources) will be discontinued because the appropriate level of oversight and scrutiny for this area of business can be provided by the Professional Standards & Integrity Chairman and the Committee. Human Resources (HR) will be moved to create a new SIA for HR, Equality and Inclusion to provide a better fit.
 - c) The SIA for Equality, Diversity and Human Rights will continue but will be renamed as it will include Human Resources (see paragraph above). The SIA

will be Human Resources, Equality and Inclusion. These are all critical areas of police business that require enhanced oversight and scrutiny by the Board.

The SIA Lead will continue to have oversight of diversity and human rights.

Please note that the SIA Lead role is in addition to the oversight and scrutiny of Human Resources already provided by Performance & Resources Management Committee and the oversight of diversity, inclusivity and unconscious bias provided by the Professional Standards and Integrity Committee.

- d) The Strategic Policing Requirement Overview SIA will be discontinued. The scrutiny and oversight of the Strategic Policing Requirement will be provided by the new Policing Plan and Performance strand of the Performance & Resources Management Committee.
- e) The SIA for Economic Crime/Fraud and Cyber-Crime will be discontinued because the appropriate level of oversight and scrutiny for this area of business can be provided by the Economic Crime Committee, Performance and Resource Management Committee and the Police Authority Board.

The Force will continue to provide an annual update on economic crime/fraud & cyber-crime - which will be included in the SIA scheme annual report.

- f) The SIA for Community Engagement and ASB and the SIA for Public Order will be discontinued. The two special interest areas will be replaced by a SIA for Neighbourhood Policing. The new SIA has been formed in response to the Force's new sector policing model, which is to be implemented in September 2020.

The Force's new sector policing leads will be responsible for community engagement, preventing and tackling ASB and maintaining public order. The oversight and scrutiny of these important areas of police business will therefore be covered by this SIA.

- g) That an SIA for Transform will be established. This role will provide oversight of the Force's transform programme and the review of shared services. This will give the Police Authority Board a greater understanding of the Force's modernisation agenda. This will mean that the Board will provide more robust and informed oversight.
- 7. There will be a review of the specialist advice and technical support provided to SIA Lead Members during 2020/21 – which will be used to refresh the SIA arrangements for 2021/22. However, as an interim measure for the 2020/21 scheme, it is proposed that the appropriate Corporation Link Officers will provide professional advice and guidance to SIA Lead Members, when required. This is in addition, to the support already provided to Lead Members by the Police Authority Team and Committee and Member Services.
 - 8. Members please note that the Force key contacts and Corporation link officers/teams that support, advise and guide the Chairman of the Economic

Crime Committee, Professional Standards Committee and the Performance and Resource Management Committee are set out in Appendix 3 of the City of London Police Authority Board and its Committees 2020/21 paper that is also on this agenda.

Consultees

Officers of the City of London Police have been consulted in the preparation of this report and their comments are contained within.

Conclusion

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

Appendices

Appendix A – Special Interest Area Scheme 2020/21

Alex Orme

Police Authority Team
Town Clerk's

T: 020 7332 1397

E: alex.orme@cityoflondon.gov.uk



City of London Police Authority Board

Special Interest Area Scheme

2020/21

INTRODUCTION

Aims & Objectives

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

How the Scheme will work

5. The Force Contact Officers (key contacts) are responsible for keeping Members appraised of developments and ensuring that they are reasonably involved in meetings/discussions where general strategic direction in each of the areas is being considered. Parties are requested to keep in touch on a quarterly basis (more often if you wish or feel it to be necessary).
6. Corporation Link Officers will provide professional advice and guidance to SIA Lead Members, when required. This is in addition, to the support provided to Lead Members by the Police Authority Team and Committee and Member Services
7. It is quite possible that, as a result of these discussions, Members could put forward suggestions for improving the way in which certain things are done in the Force. Members' business/professional skills could be a real benefit. Both Members and Contact Officers are encouraged to speak freely to each other, keeping the Clerk to the Police Authority Board & the Police Authority Team informed where relevant.

8. Members are encouraged to keep the Police Authority Board informed of contacts made/information obtained/any potential problems, etc.
7. Any questions from Members about the SIA Scheme should be addressed to the Police Authority Board Clerk or the Police Authority Team.

THE 2020/21 SCHEME

Proposed changes

8. The areas below take account of the policing plan priorities for 2020/21, removes the current duplication of the role with the main Committees and are designed to provide additional oversight and scrutiny of critical areas of policing business. The proposed six SIA's for 2020/21 are in **(bold)**.

Areas	Recommendation
Business Improvement, Performance & Risk Management	To discontinue. The oversight and scrutiny function are now performed by the Performance & Resource Management Committee. The Force will provide an annual update on performance and resource management – which will be included in the SIA scheme annual report.
Strategic Policing Requirement Overview	To discontinue. The oversight and scrutiny function are now performed by the Performance & Resource Management Committee.
Professional Standards and Integrity (& Human Resources)	To discontinue. The oversight and scrutiny function are performed by the Professional Standards and Integrity Committee. Human Resources will become part of the new Human Resources, Equality & Inclusion SIA.
Equality, Diversity & Human Rights	To continue. The SIA will include oversight & scrutiny of Human Resources and will therefore become the SIA for Human Resources, Equality & Inclusion.
Counter Terrorism	To continue
Economic Crime and Fraud & Cyber Crime	To discontinue. The oversight and scrutiny function will be performed by the Economic Crime Committee, Performance and Resource Management Committee and Police Authority Board. The Force will continue to provide an annual update for this area – which will be included in the SIA scheme annual report.
Community Engagement & ASB	To discontinue. The oversight and scrutiny function will be covered by a new SIA for Neighbourhood Policing
Public Order	To discontinue. The oversight and scrutiny function will be covered by a new SIA for Neighbourhood Policing
Road Safety (& Casualty Reduction)	To continue
Safeguarding & Public Protection (Vulnerability & ICV Scheme)	To continue.
Transform	To create a new SIA Area, reflecting the increased interest in the Force's modernisation agenda. This role will provide oversight of the Force's transform programme and the review of shared services

The proposed Special Interest Area's for 2020/21, the Force key contacts and the Corporation's Link Officers/Service

9. The recommended five Special Interest Area's for 2020/21 along with the Force key contacts and the proposed Corporation's link officers/service (*in italics*) are set out in the table below: *Please note, support is provided to SIA Lead Members from the Police Authority Team (PAT) and Committee and Member Services, when appropriate – these are also included in the table below (please see column 4 of the table)*

SIA Areas	COLP Key Contact	COL Link Officers or Service (Proposed)	Police Authority Team (Proposed)
Human Resources, Equality & Inclusion	HR Director	<i>Corporate HR & Business Services</i>	<i>Head of Police Authority Team (PAT)</i>
Counter Terrorism	Detective Superintendent, Crime Directorate	<i>Director of Security – Town Clerks</i>	<i>Deputy Chief Executive - Police Authority (PA)</i>
Neighbourhood Policing	TBA	<i>Head of Community Safety</i>	<i>Deputy Chief Executive (PA), Head of PAT</i>
Road Safety (& Casualty Reduction)	Superintendent, Uniformed Policing	<i>Strategic Transportation Officer (DBE)</i>	<i>Deputy Head of PAT</i>
Safeguarding & Public Protection (Vulnerability & ICV Scheme)	Detective Chief Inspector, Public Protection Unit	<i>Social Care Service (CCS)</i>	<i>Head of PAT & the PA Compliance Lead</i>
Transform	Detective Superintendent, Transform Programme	<i>Deputy Chief Executive (PA)</i>	<i>Head of PA Finance</i>

Business Improvement, Performance & Risk Management	
Lead Member for 2019/20	Deputy James Thomson/Andrew Lentin (Risk)
Officer contact	Stuart Phoenix, Head of Strategic Development 0207 601 2213

Business Improvement

Implementing the recommendations made by Her Majesty's Inspector of Constabulary, Fire and Rescue Services (HMICFRS) remains a key component of business improvement. In common with recent years, 2019/20 has been a busy year from an HMICFRS perspective, conducting 2 Force-specific inspections (Crime Data Integrity and the Integrated PEEL Assessment) and publishing 12 other national reports that the Force must comply and respond to. The Police Authority Board Lead, Deputy James Thomson continues to play a key role in the refinement of Force processes relating to this area.

All HMICFRS report findings and recommendations made over the year continue to be entered onto a Force database, where the actions necessary for their implementation are also recorded. That information forms the basis of reports to Performance Management Group and thereafter quarterly reports to the Police Performance and Resource Management Committee. Deputy Thomson and other Members on that Committee have provided valuable challenge and scrutiny in the areas reported on, and have played an important role in representing the Police Authority in meetings with HMICFRS where they have balanced championing the Force in numerous areas whilst providing reassurance to HMICFRS of the independent oversight provided.

During 2019/20 the Force was inspected under the 'Integrated PEEL Assessment' (IPA) process, which has replaced the separate Efficiency, Effective and Legitimacy inspections, even though each of those areas continue to be assessed within the IPA. Whilst there was no 'field work' involved in the actual inspection, HMICFRS have observed key Force meetings and reviewed processes and documentation.

Preparations for these inspections and the Force's response to previous ones has resulted in a number of business improvements, including a reformed Independent Community Scrutiny Group, and implementation of enhanced stop and search processes and monitoring. The Force continues to refine its approach to preparing for and responding to HMICFRS inspections. The delivery of an enhanced "HQ Function" as part of Transform will facilitate a more joined up and proactive approach to business improvement across the Force.

Performance Management

As with Business Improvement, Deputy Thomson has been a key individual in shaping how the Force reports on its delivery of Policing Plan Priorities for 2019/20 and has been a key contributor to how those priorities are expressed in the revised policing plan for 2020-2023.

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

Over the course of the current year, the Force will be implementing its HQ function that will, supported by new technology, incorporate an enhanced Business Information team. In so doing, the

Force will continue to refine its approach to reporting performance so that it meets the needs of the Committee, and evidences more effectively the impact its activities are having on all areas of Force activity.

Risk Management:

Over the past year the Force has continued to develop its Risk Management processes to ensure it remains fit for purpose and supports the delivery of front line policing services. A key development has been a revision of the risk template used by the Force to link risk identification more tacitly with the Force's 'business as usual'. Oversight of the Force Risk Management Process is submitted to the Police Authority Board on a bi-annual basis. This allows members to oversee the risk profile of the Force, conduct scrutiny into the control measures put into place to mitigate risks as well as challenge Force risk assessments.

Andrew Lentin is the Lead Member for risk providing scrutiny to the risk assessment process, ensuring it is robust and the risk scoring can be justified. The lead member is invited to meet with the Assistant Commissioner on a bi-annual basis before formal submission of the risk register to the wider Police Authority Board.

Minutes of the quarterly Risk & Business Continuity meeting are provided to the Lead Member prior to any meeting with the Assistant Commissioner so that they are aware of the full discussion around Force risks and is able to question information contained within the register. At the Risk & Business Continuity Group the Assistant Commissioner challenges risk scorings and assumptions made by risk owners to ensure that the risk register reflects a true and accurate position. This provides confidence that the risk position reported to Senior Managers and the Board. It additionally allows the Assistant Commissioner to effectively brief the Police Authority risk lead as part of their one to one meeting agenda.

The Force risk position is formally agreed at the Senior Management Board (SMB) where amendments to the risk register proposed by the Risk & Business Continuity Group are ratified. SMB receive a bi-monthly risk position and confirm the Force strategic risk profile ensuring the Commissioner and other senior managers are able to input into the Force strategic risk register following the work of the Risk & Business Continuity Group in providing scrutiny into the document.

A recent Peer Review of the Force's risk arrangements, conducted by Kent Police, found the Force risk process is very well evolved, and continues to develop utilising feedback from end users as well as advice given by Members on how risks should be presented for discussion at the Police Authority Board.

Strategic Policing Requirement Overview

Lead Member for 2019/20	Deputy Henry Pollard
Officer contact	Stuart Phoenix, Head of Strategic Development 0207 601 223

Background

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

2018/19

As last year, an element of HMICFRS's Integrated PEEL Assessment included assessing the extent to which the Force was meeting its obligations to support the SPR, with a continued specific focus on protective services. The SPR has become 'business as usual' to such an extent (it is an intrinsic element of the Strategic Threat and Risk Assessment (STRA) and features prominently in the Policing Plan priorities) that HMICFRS found the Force has good specialist capabilities and effective arrangements in place to ensure it can fulfil its national responsibilities. This area is not graded due to the sensitive nature of the area being assessed and HMICFRS not wanting to place vulnerabilities in this area in the public arena. If HMICFRS had any issues with specific concerns around a force's ability to fulfil its obligations in this area, they undertook to write to the Chief Constable and Police and Crime Commissioner to detail those issues. City of London Police has not received any such letter. None of the areas for further improvement cited in the report relate to SPR areas.

City of London Police's commitment to supporting the SPR has been retained in the revised policing plan (2017-2020), which has been updated for the 2019/20 financial year.

Deputy Pollard has met with the Head of Strategic Development to review the work that has been completed to ensure the Force continues to fulfil its SPR obligations.

2019/20

It is likely that the SPR will continue to feature in the Integrated PEEL Inspection under the guise of 'specialist capabilities'. It will also continue to feature prominently in the Force's Strategic Threat and Risk Assessment (STRA).

The national agenda for specialist capabilities, and the role played by individual forces in the delivery of those specialist capabilities is still being scoped by the National Police Chiefs' Council.

Professional Standards, Integrity (and Human Resources)	
Lead Member for 2020/21	Alderman Alison Gowman (Professional Standards & Integrity only)
Officer contact	D/Supt. Angela Rogers, Head of PSD 020 7601 2203 HR Director, Julia Perera 020 7601 2230 Head of Strategic Development, Stuart Phoenix 0207 601 2213

Professional Standards and Integrity

Alderman Alison Gowman continues to maintain responsibility for The Professional Standards and Integrity Committee. This committee provides detailed oversight of professional standards in the City of London Police. During 2019/20, it received statistical updates on complaint cases and trends relating to the nature of allegations in complaints, and the means by which those allegations are resolved. The Sub-Committee continues to perform a highly detailed scrutiny function to examine the casework of every complaint recorded by the Force – this is unique among all Offices of Policing and Crime Commissioners and local policing bodies.

The Committee has worked with the Director of the Professional Standards Department (PSD) to ensure that the papers reviewed by Members contain sufficient information to be able to assess whether an appropriate outcome was reached, while not unnecessarily revealing personal details of individuals involved or creating extra workload.

In 2019/20 the Committee continued to look at matters of conduct; it received updates on all misconduct meetings and hearings which had been dealt with by the Force. The Committee receives updates on Unsatisfactory Performance Procedures (UPP), which concern performance or attendance issues (as opposed to misconduct). It continues to receive updates on Employment Tribunal cases concerning police officers and police staff. These outlined the nature of claims and the outcome of cases. A report from the Integrity Standards Board (ISB) and integrity dashboard are also scrutinised. This includes the gifts & hospitality received by the Chief Officer team.

During the reporting year the members visited the PSD department and met with the Director of PSD Angie Rogers, and the Senior Management Team – they also were provided a number of inputs from the areas within the PSD department to gain a valuable insight of the investigation standards. Members reflected that the experience had been worthwhile.

The Committee continues to support the Force in ensuring themes identified in complaint or conduct cases are progressed as issues of Organisational Learning. This is done through the PSD Working Group (PSDWG). The Force's Organisational Learning Forum (OLF), chaired by the Assistant Commissioner, includes representation from all Force Directorates and has a series of working groups focusing on specific areas of organisational learning, including PSD, Custody and Public Order. The Committee is represented by Oliver Bolton, from the Town Clerk's Department, who attended meetings of the PSDWG in 2019/20, and the Sub-Committee received a digest of highlighted areas/themes of learning at every meeting.

Integrity and Ethics

During 2019/20 the Force also underwent a peer review of its arrangements supporting the Police Code of Ethics and ethical decision making. The review was conducted by a Professor of Criminology and Ethics (Bath Spa University) and Chief Superintendent from Devon and Cornwall Police. The review was broadly complimentary of the Force's arrangements. Observations made in the review have informed the revised Integrity and Code of Ethics development plan.

HMICFRS

In September 2019 HMICFRS published “Shining a light on betrayal (abuse of position for sexual purpose)”. This was a national report that focused on one aspect of the PEEL Legitimacy criteria covering abuse of position for sexual purposes. It considered the progress forces have made tackling this issue following previous reports on the subject dating back to 2015. The report and its findings were submitted to both your Police Performance and Resources Committee and Professional Standards and Integrity Committee.

Organisational Learning

Learning issues are central to the work of PSD. Complainants often express that they want the officer/organisation to acknowledge what went wrong and understand how the Force will ensure that similar issues will not happen again. The Organisational Learning Forum (OLF) chaired by AC Sutherland, is well established, has been operating for several years and meets on a quarterly basis.

The work of the OLF cuts across the organisation, it is a decision making forum and if necessary, issues are escalated to the Force’s Strategic Management Board (SMB). The OLF has the responsibility for the strategic overview of learning across all Directorates. It is supported by tactical groups focusing on Custody, Public Order, Stop and Search and Professional Standards, to tackle learning on a local level.

PSD and Human Resources (HR) meet monthly to discuss the outcomes of misconduct proceedings to ensure parity between police officers and police staff.

PSD team updates

The Team have settled into their offices within the New Street building. There has been a high level of staff turnover in the past year and staffing levels have often been below the recognised levels within the department. In addition, business cases have been put forward and authorised for new roles within the Counter Corruption unit, Vetting and Complaints. An increase in the level of recruitment has occurred to fill these new roles and vacancies. There is currently only one vacant position within vetting which is due to be filled in July. August 2020.

CoLP PSD is continuing to develop its collaboration agreement with the British Transport Police CCU PSD. The teams are co-located, and internal works are being planned to allow the teams to work in a more effective office environment to support collaborative working in the future.

The changes to the Police Regulations since 1st February 2020 has made the emphasis on learning both as an Organisation and Individual level the core focus. This can only enhance and reinforce the steps that PSD have already taken in this direction. PSD has experienced more proactive interactions with local uniform supervisors who are managing more effectively and have confidence to deal with underperformance effectively.

Following on from the success of internal communications and PSD training inputs, PSD have recruited an Engagement Officer. The Engagement officer is working extensively across the force to promulgate learning, provide training, education and advice to support our officers and staff in maintaining the highest standards of professional behaviour. PSD has seen an increase in internally referred conduct matters and requests for advice. There has been an increase in the quantity and quality of confidential anonymous reports of wrongdoing to the two way reporting system ‘Bad Apple’, and the use of Safecall.

Complaints

Complaints have reduced year on year since 2017. It is hoped that this trend will continue into 2020 and beyond with increased use of practice requiring improvement. This moves away from a culture of blame for low level complaints and conduct to an environment of learning and improvement. It is known to promote better working practices and increase motivation in staff.

The number of complaints against police officers remains relatively low given the high numbers of interactions with members of the public, often in challenging circumstances. A number of terrorist incidents and the perception of policing has an impact towards complaints. Covid19 will likely have an impact on the public perception on the whole of British Policing. Subsequent complaints that are received either during or after this period, however, are unlikely to be reflected in the complaint data for some time.

CoLP have introduced Single Online Home which signposts users to a 'one stop shop' to report matters either positive/negative thus making reporting easier. Covid19 restrictions and forced increased time at home will undoubtedly have an impact on whether individuals have time to chase investigations or matters, and where they may not have complained prior to this unprecedented period.

The number of complex and multiple complaints and conduct matters has increased over the last number of years. There are more investigations where the IOPC are involved, (this may reflect their increase in staff levels to accept a higher case load). This IOPC involvement has an impact on the PSD investigation team. There is an early trend being experience whereby the IOPC are sending more investigations back for local investigations than previously. If this trend continues it may require a future uplift in resourcing to support its maintenance.

PSD record/log complaints recorded against Action Fraud – a National service - where complainants are often only seeking an update. This early resolution will not only increase confidence in the City of London Police but assist in lowering further the number of complaints recorded against the Force. However the intervention of Members of Parliament writing into the CoLP on behalf of constituents has increased dramatically over the last year and PSD recording these in an attempt to show the workload that they are generating, a further post has been created to deal with the increase workload that the Action Fraud creates.

Whilst the number of complaints against City of London officers is relatively low compared to the national statistics, PSD continue to look for smarter working practices to assist in dealing with complaints and conduct matters concisely, impartially and ensuring that the City of London continues to deliver an exceptional policing service

PSD Priorities for 2020-2021

- Vetting – Efficiently and effectively support the timely recruitment of police officers through the National Uplift Programme and other recruitment programmes for the maintenance of existing staffing levels through the introduction of a new vetting system and SLAs.
- Complaints – Effective implementation of the 2020 complaint and misconduct regulations and the culture of performance and learning through, for example, the use Practice Requiring Improvement, while addressing the timeliness handling of low level expressions of dissatisfaction particularly in the area of Action Fraud complaints.
- Counter Corruption Unit- to ensure full integration of the Control Strategy and associated PIEE's. These products will drive all activity of the department alongside tasking.
- Robust plans to address those with repeat incidences of complaints through several avenues such as ensuring all organisational and individual learning is identified within public complaints and disseminated appropriately through the Organisational Learning Forum, PSD Working Group and other communication tools. Increasing the use of practice requiring improvement as an outcome from complaints. It assists officers in identifying areas for personal improvement and provides space to self-reflect on

incidents. This will have more beneficial outcomes for officers and the organisation through creating a culture of learning and self-improvement where staff are supported.

- Maintain low levels of misconduct through the Engagement officer working extensively across the force to promulgate learning, provide training, education and advice to support our officers and staff in maintaining the highest standards of professional behaviour. In addition, the Counter corruption unit will continue to conduct extensive prevention tactics to stop corrupt activity before it occurs. This includes creating a culture that adopts and understands the ethos or practice requiring improvement. PSD will continue to support line managers through PSD training at all management events as well as new joiner and transferees.

Human Resources

Workforce Management

The City of London Police has a five year Workforce Plan which was introduced in December 2018. It is closely linked with the Strategic Threat and Risk Assessment (STRA) process and focuses on recruitment, progression and retention as well as skills the force require immediately and, in the future, and is supported by a 5 year recruitment plan. The Workforce plan is updated twice yearly to ensure that as a force we have an understanding of our current priorities, demands and threats, mapped against our workforce numbers, skills and demographics, the latest version due for publication in July 2020.

The Workforce Plan brings together the BAME and attraction action plans, and through the Strategic Workforce Planning Meeting we monitor delivery of these plans.

Recruitment

During the first half of 2019 we undertook limited recruitment due to the recruitment freeze that was put in place, as well as holding around 80 vacancies at any one time, but due to increases both from City of London Corporation & The National Police Officer Uplift funding, we are now on an upward trajectory with a high volume of recruitment campaigns taking place as well as changes into how we advertise which will improve our force's representation.

Following the decision to recruit again after a significant period of austerity and recruitment freeze, HR has undertaken the following campaigns in this reporting period:

- 3 Student Officer Campaigns
- Promotion Boards for Commander, Chief Superintendent, Chief Inspectors and Sergeants
- 107 Police Officer campaigns
- 5 Police Officer Transferee Campaigns
- Fast Track Constable – Inspector process
- 102 Police Staff Campaigns
- Specials Intakes

PSD / HR Collaborative Working

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

Case Management

The following table outlines the number of cases that have been managed from 1st April 2019 – 31st March 2020. Some of the cases indicate began prior to 1 April 2019 however have been managed in this reporting period.

Case Type	ECD	BSD	UPD	I&I	Crime	Total
Grievance	5	4	6	2	2	19
Disciplinary	0	0	1	1	1	3
Capability	0	1	0	0	0	1
Employment Tribunal	0	0	3	0	3	6
Appeals Against Dismissal	1	0	0	1	0	2
Other	1	0	0	0	0	1

Equality and Diversity

When compared nationally CoLP is ranked as second highest among all forces nationally (excluding BTP who are non HO force) for BAME Staff representation rates and fifth highest for officer representation (excluding BTP).

The force continues to review its BAME Action Plan, which is based on the national NPCC Workforce Representation, Attraction, Recruitment, Progression & Retention Delivery plan, which will drive further changes in this area. As a force we are undertaking a number of different initiatives to ensure we attract a diverse range of applicants.

An example of this is the student officer intake in March 2020 which was 30% BAME. Across the force our BAME representation for officers grew from 6.9% in December 2019 to 8% at the end of May 2020. With further intakes planned this year this is positive step forward.

We are currently working with 'Police Now' to utilise a direct entry detective route for January 2021. This will bring in high calibre graduate candidates through an agreed national process directly to our Crime Directorate. This will help improve numbers and also adopt this innovative and culturally changing approach to becoming a detective within policing. Previous Police Now and Direct Detective recruitment campaigns have received a high level of BAME and female applicants. As a force we are also supporting our internal officers and staff through application writing and interview workshops as well as developing a senior BAME and Gender progression programme which will look to improve the representation across the force for both BAME and females. The force's Equality & Inclusion Board continues to oversee the work on these plans and how BAME representation can be encouraged further in the force.

Projects Update

During 2019/20 the HR Team supported a number of different project initiatives which included:

- Development and implementation of a new HR System and new servers
- Launch of the new recruitment system and careers website
- Launch of a book on – book off (BOBO) system for the force using HR Self Service
- The automation of overtime via the BOBO system
- Detailed planning and preparation for a skills audit across all staff & officers
- A College of Police programme to produce national standards for PDRs across policing
- A 3 Tier mentoring programme
- Plans for the introduction of reverse mentoring
- A process of 360 degree feedback for certain staff & officers
- The introduction of new promotion courses for officers promoted to Sergeant & Inspector.
- The introduction of the Police Visual Handbook

- The development of the HR self-service system to all self-declaration of protected diversity information (i.e. sexual orientation)
- The planning for an electronic DSE Management System launching later this year

Priorities for 2020/21

Projects

The Projects that the team will focus on delivery during 20/21 are:

- Developing our attraction strategy to continue and further improve the diverse makeup of probationer student intakes and the workforce generally.
- Working with Police Now to bring in a direct entry detectives
- Introduction of a senior BAME and Gender progression programme
- Introduction of a new reporting tool (Orbit) providing far better management information for use both strategically and by local managers.
- Further interfaces between core HR systems and national police systems such as Chronicle and NPOCC (the National Police Coordinating Centre who deal with requests for mutual aid and national mobilisation).
- Development and launch of the new qualifications framework (PEQF) in conjunction with Coventry University.

Reward and Recognition

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

Equality, Diversity and Human Rights (EDHR)

Lead Member for 2019/20

Tijs Broeke

Officer contact

Kam Dhaliwal Equality & Inclusion Manager 0207 164 8212

Overview 2019/2020

The year has been productive with some notable highlights, detailed within this summary. Work has continued with key stakeholders and harder to reach groups to understand better the community and its policing needs. Staff surveys, equality data and staff feedback are used to understand how we can make the Force more efficient, effective and representative for the future.

The Force

The current establishment of the City of London Police allows for 728 officers and 468 staff, and we currently employ 759 officers and 460 staff. Approximately 57% of our staff are female and one in four officers is female, which is consistent with the Metropolitan Police Service (MPS). Approximately, 6.6% of officers and at least 21% of our staff come from a BAME background which is higher when compared to most police forces, but lower than the MPS, where 15% of officers and 25% of staff come from a BAME background¹.

- New Terms of Reference for the Equality & Inclusion Board have been developed, whilst the Board itself is now supported by an E&I Operational Delivery Group chaired by a Chief Superintendent. This Group will drive improvements across the Force and report into the E&I Board.
- The Work Experience programme has continued supporting positive action. A 38 students have now undertaken work experience with the Force from a variety of Black, Asian, Minority Ethnic (BAME) backgrounds.
- The Equality & Inclusion Manager has taken part in peer reviews of other forces using the NPCC Equality Plan and HMICFRS inspection criteria. This engagement with other police forces and organisations has been invaluable in bringing organisational learning into the Force.
- The Force published its Gender Pay gap data on time and was broadly consistent with the previous year's data. There was an increase in the Mean Hourly rate, where overall, women earned 1.5% more than men and in the Mean Bonus, where overall, women earned 16.7% more than men.
- The Equality & Inclusion Manager was instrumental in recruiting and thereafter providing awareness training to new members of a reformed Independent Community Scrutiny Group.
- The Forces Staff Support Network² continue to be active and contribute to Force business in addition to supporting their membership. The Health and Wellbeing Network has been particularly active in promoting good physical and mental health. Other networks have supported staff empowerment and developmental courses, provided mentoring programmes, and provided input into recruitment campaigns and training (e.g. transgender awareness is now part of the Custody Management training course).
- BPA & AMP are working closely with Race Champion to increase numbers and retention.
- One of the Force's Chief Superintendents has become joint Chair of the National LGBT Group and hosted a national conference for all forces' LGBT networks.

- The Force's BAME Action Plan continues to be led by the Force Race Champion who works very closely with the Black Police Association, the Head of HR and the Head of Organisational Learning.
- Various dashboards now routinely reflect equality data, particularly in the areas of stop & search, use of force and vulnerability.
- Unconscious bias training has now been delivered to all frontline staff to help them to understand better the impact of their actions and decisions.
- A major piece of work is now underway to fundamentally review the Equality and Inclusion function of the Force, which will lead to a new overarching strategy to be presented to the September Senior Management Board.
- The Force will continue to monitor any changes and recommendations to Equality, Diversity and Inclusion legislation.

1 Source: Police workforce, England and Wales, 31 March 2019 second edition; City of London Police Public Sector Equality Duty Report 2019 and MPS Workforce Data Report June 2019.

2 Black Police Association; Association of Muslim Police, Women's Network, LGBT+ Network, Health & Well-being Network, Christian Police Association & Disability Enabling Network.

Counter-terrorism	
Lead Member for 2019/20	Deputy James Thomson
Officer contact	Detective Superintendent Dermont Robinson, Crime Directorate

The threat to the UK from International Terrorism is currently SUBSTANTIAL, indicating 'an attack is likely'. The threat level was reduced from SEVERE ('an attack is highly likely') in November 2019. The threat to Great Britain from Northern Ireland Related Terrorism continues unchanged, assessed as being MODERATE ('an attack is possible but not likely'), reflecting the ongoing aspiration to commit attacks on the British mainland. The level been MODERATE since March 2018.

CoLP Special Branch continues to lead on the collation and development of intelligence related to terrorism and domestic extremism and investigates all instances of potential terrorist activity in the City of London. Counter Terrorist Security Advisors (CTSAs) continue to provide expert advice to enhance the protective security of the City.

During November 2019, the UK witnessed its first terror attack since September 2017, when Usman KHAN killed two people while attending an event hosted by Cambridge University at Fishmongers Hall in the City of London. KHAN, a British national, had previously been convicted in 2012 for planning terror attacks including the targeting of the London Stock Exchange and the Dean of St Pauls Cathedral. KHAN was known to have been a supporter of both Al-Qaeda and Al-Muhajiroun, but is understood to have participated in various disengagement and rehabilitation programmes both within prison and on his release.

The City of London will continue to remain an attractive target for terrorists and in February 2020 ISIS supporter Safiyya Shaikh pleaded guilty to a charge of planning a terror attack at St Paul's Cathedral in 2019.

The threat from Right Wing (RW) terrorism remains high and is considered the fastest growing terror threat to the UK. In London, and in particular within the City of London, this threat most commonly presents itself as public disorder. During the summer of 2019 the appearance of Stephen YAXLEY-LENNON (aka Tommy ROBINSON) at the Old Bailey attracted in excess of 200 supporters, illustrating that the Right Wing community still has the ability to organise and mobilise large numbers of supporters at short notice. CoLP Special Branch provided support in response to both this incident and the investigation into Fishmongers Hall attack.

CoLP is fully integrated into National and London structures and has attended all scheduled and extraordinary Security Review Committee (SRC) meetings throughout 2019 and into 2020. These meetings, led by the MPS and National Counter Terrorism Policing leads, comprise national membership and take place at least fortnightly. Information from these meetings is cascaded within CoLP through fortnightly Contest¹ Steering Group meetings, thus ensuring coordinated police deployments and appropriate information sharing.

During 2020 CoLP undertook a comprehensive review of its existing Counter Terrorism and Protective Security meetings. This resulted in the introduction of a Contest Steering Group, chaired by the force Commander (Operations), replacing the previous Security Group, and providing a more

¹ Contest is the UK Government's Counter Terrorism Strategy comprising four key strands; Prevent, Protect, Prepare and Pursue

holistic approach across the four strands of Contest. This group is supported by a Contest Working Group and both meetings include membership from the City of London Corporation.

During 2019 the Special Branch Fixed Intelligence Management Unit (FIMU), the single point of entry into CoLP for all Counter Terrorism / Domestic Extremism matters, received 4653 separate items - an increase of 27% from the total received in 2018. 270 of the items received during 2019 were further developed into intelligence or investigations by Special Branch. These reports originated from a variety of sources and included intelligence received from other police forces, the Security Service and other intelligence partners, the general public and security personnel, as well as from other CoLP departments arising from their investigations.

CoLP Special Branch operates an 'on call' structure for enquiries or advice out of office hours. This was utilised 58 times during 2019 in response to, for example, reports of potential hostile reconnaissance and people of interest arrested within the City. The Special Branch team has three accredited Financial Investigators who support financial enquiries from our own force Economic Crime Directorate, with whom they liaise regularly, and from Counter Terrorism Finance units across the UK.

Operation Lightning is the response to and the investigation of potential terrorist hostile reconnaissance. During 2019 CoLP Special Branch received and investigated 121 Operation Lightning reports: a figure on a par with the previous year. Unlike previous years when a UK or overseas terrorist attack generated a higher level of reporting of potential hostile reconnaissance, the Fishmongers Hall terrorist attack in November 2019 appears to have had little impact upon the level of reporting, with reporting during the remainder of 2019 being at its lowest level since 2013. The majority of reporting continued to be from security personnel (51% of reports in total with 31% being from ACT² trained security staff). Members of the public submitted 28% of all 2019 reports. During the first four months of 2020, 26 Operation Lightning reports were received by CoLP Special Branch representing a decrease when compared to the same period in previous years, predominately due to the Covid19 pandemic and the UK 'lockdown'. Reporting of potential hostile reconnaissance is expected to increase during 2020 in line with increased footfall as Covid19 restrictions are lessened.

Of those reports submitted at the start of 2020, a similar trend continues with security staff and members of the public reporting the highest numbers (42% and 23% respectively).

As part of the community's crucial involvement in Project Servator, the Force leads on SCaN (See, Check and Notify)³ training for businesses across the City and leads the national co-ordination and delivery of SCaN courses in partnership with the National Counter Terrorism Security Office (NACTSO). SCaN is becoming increasingly popular and its effectiveness was highlighted when a SCaN trained member of staff identified unusual behaviour by a man male who produced an imitation handgun inside St Paul's. The incident was quickly resolved, and the man arrested.

CoLP continues to deliver Project Servator training and support to Forces nationwide through the National Project Servator Team and has also significantly increased the posts assigned to deliver Project Servator deployments in the City of London as part of the uplift agreed for 2019/20.

The Prevent strand of Contest aims to stop people becoming terrorists or supporting terrorism and addresses all forms of terrorism and extremism. CoLP has an officer dedicated to the delivery of Prevent locally and they maintain strong engagement with City communities.

² ACT (Action Counters Terrorism) is a range of guidance and training products intended to raise awareness and encourage reporting and is delivered locally by CoLP Counter Terrorism Security Advisors

³ SCaN aims to help businesses and organisations maximise safety and security using their existing resources and is delivered by Counter Terrorism Security Advisors with a range of modules available

Delivery of Prevent had previously been within Community Policing but has now been restructured to become an integrated part of the CoLP Protective Security Office, working alongside Counter Terrorism Security Advisors. This ensures a more effective and inclusive approach and creates additional opportunities for engagement.

During the period April 2019 to April 2020 CoLP received 13 Prevent referrals. Of those only one related to a City resident (referrals are shared with, and subsequent assessments are led by, the force in which the subject resides), which was an 8 year old child who had raised concerns following comments made within their school. This case was managed effectively and proportionally, and the child received suitable support.

Five of the referrals related to students and one was a worker in the City. In many cases mental health was a factor in the behaviours that caused concerns.

Engagement is undertaken in partnership with the City of London Corporation Prevent team with whom CoLP has a very strong relationship with effective joint working and we remain grateful for this ongoing support and commitment.

CoLP Counter Terrorism Security Advisors (CTSAs) continued to experience the same high demand for security advice that was seen during the previous year. CoLP recruited an additional police officer and the CTSA team is now fully staffed. Newer members of the CTSA team continue to work towards their accreditation through the national training programme comprising courses, ongoing Continuous Professional Development and assessed work. CTSAs continue to support our business community maintaining an excellent reputation and delivering against all priorities set by the National Counter Terrorism Security Office who routinely approach the CoLP team to lead on national initiatives.

The CTSA team is within the same management structure as the tasking and coordination of all CoLP Counter Terrorism activities, including the coordination of the dedicated Project Servator team. This integration of protective security advice and the coordination of operational policing deployments is unique to CoLP and provides a very effective Counter Terrorism policing model. CTSAs have an excellent relationship with the City of London Corporation, Department of Built Environment, creating seamless processes and building in security to all public realm sites and new developments. The relationship is acknowledged as being an exemplar of good practice.

The CTSA team continues to deliver all of the modular elements of the ACT range of products as well as bespoke training and awareness sessions to meet the specific needs of the City of London. This includes the delivery of postal security awareness training, identity document awareness and the various (SCaN) modules.

During the past reporting period CTSAs have delivered the following;

- Project ARGUS – 19 sessions to 553 attendees.
 - A three hour exercise to test organisational preparedness for a terrorist attack.
- ACT 'Awareness' that includes SCaN for all – 42 sessions to 979 attendees
 - These are two hour long courses delivered to industry
- ACT 'Operational' – 3 sessions to 65 attendees
 - These are two hours long to test ground level preparedness during a terrorist attack
- ACT 'Strategic' – 7 sessions to 91 attendees
 - This is a two hour long session aimed at senior management aimed to instil CT measures within the company.

- SCaN ‘Decision Makers’ – 11 sessions to 36 attendees
 - This is a half hour session to explain the purpose and benefits of SCaN
- SCaN ‘for all’ – 76 sessions to 1188 attendees
 - Half hour session on See Check and Notify
- SCaN ‘Customer Facing’ – 101 sessions to 735 attendees
 - Two and half hour session for customer facing staff on See Check and Notify
- SCaN for ‘Communications professionals’ – 4 sessions to 36 attendees
 - This two hour session provides an overview on how online messaging can deter hostiles from attack planning
- Document Awareness – 9 sessions to 79 attendees
 - These raise awareness of the use of false documentation by extremists.
- Postal security awareness – 12 sessions to 107 attendees
 - These raise awareness of and test postal screening and security protocols.
- Telephone threat – 3 sessions to 15 attendees
 - These raise awareness of how to deal with a telephone / email threat
- CT briefings / Threat update – 10 sessions to 133 attendees
- Bespoke Table Top exercises 2 for 24 people

The CTSA team continues to advise businesses on security improvements and works with the tiered Protective Security Improvement Activity (PSIA)⁴ sites as set by the Office for Security & Counter Terrorism (OSCT) within the Home Office as well as our Critical National Infrastructure (CNI) sites.

In July 2019, the National Counter Terrorism Security Office released revised Crowded Places guidance and CoLP CTSAs continue to develop this and to work with the City of London Corporation to provide appropriate governance structures to drive this important work. The City of London Corporation Public Realm Board and Senior Security Boards provide welcome oversight and support. This collaborative approach is recognised nationally as best practice.

Looking ahead

The terrorist threat to the UK is becoming more diverse and multi-dimensional with a growing threat from right wing extremism which is likely to continue throughout 2020. Although in recent months right wing extremist activity across the UK has been low, there is the potential for this to increase in response to the Covid19 pandemic, over claims of its origin. Sinophobia may manifest itself in community tensions with Chinese and South-East Asian communities which has the potential for exploitation by right wing groups to push their narrative and garner new support. The end of the transition period of the UK leaving the EU at the end of 2020 may also contribute to a rise in activity. Lone actors inspired by ISIS will continue to remain the greatest threat to the UK. Returnees from Syria are deemed to pose a long-term security threat due to the training some have received, and the mind set and ideologies they hold.

With the introduction of restrictions in relation to foreign travel as part of the containment of the spread of Covid19, the potential for greater border controls and a slow return to regular international travel, it is possible that individuals with a terrorist motivation could seek to enter Europe and the UK illegally and exploit existing migrant methodologies. Clandestine entry in vehicles / containers with the assistance of criminal facilitators or the use of small maritime crafts could be exploited. Travel restrictions may also have an impact on UK individuals wishing to travel to the Middle East region for terrorist training.

⁴ PSIA is the mechanism used to ensure a consistent, national and auditable approach to the security of crowded places

The Government is undertaking public consultation during 2020 in respect of proposed legislation to introduce a 'Protect Duty' on organisations, and owners & operators of events. This proposal gathered momentum following pressure from families of some of the victims of the 2017 Manchester Arena terrorist attack and could create a legal duty to provide protection from terrorism. It is unclear what impact any legislation will have on businesses, local authorities or policing but it is likely to increase demand for CTSA advice and require a review of existing governance structures.

The need for a 'whole society' response to countering extremism continues to be imperative and CoLP's joined-up approach with industry and the City of London communities will become even more important. The process of compiling the Counter Terrorism Local Profile by the CoLP Prevent team was rejuvenated in 2019. This seeks to identify local threat and vulnerability relating to terrorism and helps police and local partners to prioritise activities. This will inform our engagement and ensure a common understanding of the issues impacting upon the local community.

We look forward to the continued support of the City of London Police Authority Board

Economic Crime / Fraud / Cyber Crime

Lead Member for 2019/20	Nick Bensted-Smith
Officer contact	Commander Karen Baxter 0207 699 4781

Developments in 2019/20

In April 2019, HMICFRS published a thematic inspection on fraud. The report supported the model having a National Lead Force role held by City of London Police. It also identified services to victims across the country were inconsistent and, in some circumstances, inadequate. The report identified 21 recommendations and areas for improvement. A majority were for COLP to deliver. All but one of the recommendations have been delivered to date, including the publication of the first national fraud policing strategy endorsed by National Police Chiefs' Council.

An undercover investigation into Action Fraud in 2019 identified inappropriate behaviour by some call handlers resulting in a lowering of public confidence in the service. Immediate action was taken to address this. It included disciplinary action against 6 individuals, and implementation of an improvement plan addressing contact centre culture, supervision and training. The Corporation commissioned an independent review by Sir Craig Mackey.

The Mackey review recognised the challenges faced by the Action Fraud/ National Fraud Intelligence Bureau (NFIB) service including a mismatch between capacity and demand and an ICT system that is not fully functional. It made 15 recommendations for improvement which are being implemented. This included an increase in Action Fraud contact centre capacity which has now been implemented through the creation of a second site in Newcastle. The Corporation has provided substantial contractual and commercial support for COLP in relation to its current supplier and the future strategy for contract.

A new intelligence capability was created to develop a more proactive approach to tackling fraud and support cross-force working on high harm threats. This was supported by a new COLP/National Crime Agency proactive taskforce hosted in the City to respond to actionable intelligence. Regional fraud development officers were established across the country to improve COLP's reach and coordination across local and regional policing.

In late 2019 the Home Secretary issued a directive for law enforcement to "step up" the response to fraud. Working with the National Economic Crime Centre, COLP developed an operational plan under the project name Otello. This resulted in the first national strategic tasking issued for fraud to mobilise a multi-agency law enforcement response.

Since then COLP has developed its leadership role within policing to including coordination of policing operations nationally. This approach was piloted for courier fraud which was targeting the elderly and vulnerable. This resulted in over 60 arrests across forces and more than a £1m in victim monies frozen. Following the outbreak of COVID-19 this model was quickly applied for fraud linked to the pandemic resulting in over 20 arrests and 150 disruptions to websites, telephones and email accounts.

Funding from the Intellectual Property Office was secured (£0.5m) to extend the Police Intellectual Property Crime Unit into the North West offering new opportunity to disrupt organised economic crime. This funding was negotiated by COLP. It will be resourced by the North West Regional Organised Crime Unit and tasked and coordinated from the City.

In the City new processes were put in place for all City elections in partnership with the Corporation

election team. Since these processes were implemented, the general election and the Polish general election (polling station) were successfully managed without any complaints.

The Home Office has undertaken a Fraud Review and is currently considering options for transformational reform of the fraud response including the role of COLP within the law enforcement landscape. COLP worked with the Home Office and National Economic Crime Centre to influence the outcome of the review and plans for capability development. This was supported through engagement with the Home Office by the Town Clerk's department.

There continues to be substantial parliamentary attention on the police response to fraud and COLP gave evidence at the Home Affairs Select Committee on the COVID-19 response. The Remembrancer's office provided support for the preparation of written and verbal evidence related to this inquiry. Throughout the year COLP received a number of ministerial visits to its Economic Crime Directorate, which were supported and/or facilitated by Members.

Members and the Corporation continue to raise the external profile and international reach of the Academy. The roll out of the Economic Crime Victim Care Unit model, developed in London with support from MOPAC and the Town Clerk's department, has continued to be rolled out across policing and now operates in 5 forces.

Action Fraud maintains a role as the national reporting centre for cyber crime as well as the national lead role for Cyber Protect. Project Fortis, which is being led by the National Cyber Security Centre (NCSC), is a new IT solution that will provide a new platform for businesses to report and bring together all reports of cyber across the range of agencies. COLP is represented on the Project Fortis governance board.

COLP worked with the NCSC to create a new public phishing reporting tool and website disruption processes. The launch of this reporting tool was expedited to respond to COVID-19 phishing attacks and resulted in over 500,000 reports and 3,700 previously unknown malicious domains being blocked in the first 6 weeks of operations.

COLP has continued to develop its Cyber Griffin service, with funding, skills and promotional support from the Corporation. Cyber Griffin has worked with some of the largest organisations in the country facilitated by introductions from the Corporation. The Corporation also facilitated access to specialists whose advice shaped the service. Following COVID-19 social distancing restrictions, the Cyber Griffin operating model needed to change. This involved investment in new digital infrastructure. The Corporation supported this change in direction and within two weeks of the pandemic the first digital services were up and running. COLP was the first force to deliver national webinars and used its platform to support other forces in delivery of protect advice. The team also conducted a cyber maturity assessment of the British Virgin Islands.

Priorities for 2020/21

- Maintaining and redefining the NLF role including developing and evolving the strategy to tackle fraud in collaboration with the Home Office, National Economic Crime Centre, National Cyber Security Centre, policing and other partners in the public and private sectors
- Implement recommendations from the Mackey review
- Improve the Action Fraud / NFIB service, demonstrating the benefit and value of the service to Police & Crime Commissioners, Chief Constables and other stakeholders. This includes re-procurement of the managed service contract, continued roll out of the Economic Crime Victim Care Unit, and work in partnership with UK Finance to share data more dynamically
- Implement the North West IP crime unit and secure funding to expand other funded units

- Establish a fraud coordination HQ to embed the new approach to operational coordination of policing activity against high harm threats, and drive up judicial outcomes nationally
- Continue to develop the Cyber Griffin service offering both within and outside the City

Community Engagement & ASB	
Lead Member for 2019/20	Tijs Broeke
Officer contact	Superintendent Helen Isaac

Achievements 2019/20

Ministry of Housing, Communities and Local Government funding

We have built a working relationship with the Ministry of Housing, Communities and Local Government (MHCLG) and secured funding for two officers (£180,000 p.a.) to embed within the Corporation of London to work specifically on vulnerable people and anti-social behaviour issues in the City of London. These officers work closely with the newly appointed ASB Co-Ordinator within the Corporation Community Safety Team and also with the Outreach teams.

A review of the initial six month pilot has recently taken place and the findings were very positive, particularly in terms of the effectiveness of the partnership working between the Force and the Corporation. The impact of COVID has however meant that funding will not now be extended until the end of 2020, as the Government has embarked on a review of all its funded projects.

Operation Luscombe

Following the success of Operation Luscombe in achieving a 49% reduction in reported begging across the City of London, the model has been adopted nationally by the National Police Chiefs Council lead for ASB (ACC Andy Prophet of Essex Constabulary) and is now seen as the preferred police response to begging, endorsed in addition by the Home Office.

Serenity Integrated Mentoring

We have rolled out Serenity Integrated Mentoring (SIM). This is an innovative mental health workforce model that brings together the police and community mental health services to better support people with complex mental health needs. SIM intervention teams slowly reduce the pattern of high risk behaviour. Every patient is different, but the best results so far nationally have seen crisis calls and demand reduced by up to 90%. We now have officers trained in SIM and will be monitoring the impact of this model in 2020/21 through a trained supervisor and as part of our mental health reporting.

Rough Sleeping and Homelessness Sub Committee

Working with the Corporation of London, we are supporting the Rough Sleeping and Homelessness Sub-Committee which works with partners across all areas of homelessness, rough sleeping and vulnerability to ensure that all partners are held to account and to ensure an appropriate response from all partners to the issue of rough sleeping and homelessness in the City of London.

Suicide Prevention Steering Group

The police continue to co-chair the Suicide Prevention Steering Group with the Corporation of London and over the last four years completed suicides in the City of London reduced from 15 in 2016 to three in 2019. We are still working hard to further reduce this figure to 0.

Mental Health Street Triage

CoLP and CoL, together with the Clinical Commissioning Group for the NHS continue to fund Street Nurses to work directly with the City of London Police to assess any members of the public within the City of London who are going through any mental health crisis. This service works in conjunction with the police and offers advice and support to people who may be experiencing mental health difficulties at the pre-arrest stage, thereby reducing the number of people detained under section 136 who are not mentally ill.

The service prevents offending and reduce re-offending by intervening at the earliest possible stage in the criminal justice pathway when someone is identified as having a mental illness, learning disability or dual diagnosis and is at risk of offending or re-offending.

The teams are able to triage and screen for assessment, support the police with any decision making and follow up plans and liaise, refer and / or signpost to other teams and organisations.

Immediate access to a trained mental health team has reduced the need for members of the public to be taken into custody or to a place of safety. Street Triage, as part of the national crisis care programme, has reduced the use of police cells nationally as a place of safety for people experiencing a mental health crisis by more than 50%. In the City of London this scheme has significantly reduced the number of people detained under section 136, providing those in crisis access to care plans or other suitable arrangements without the need to attend hospital.

Public Space Protection Order

Working with the Corporation Community Safety Team, we have successfully achieved agreement for a Public Space Protect Order to be implemented on the day of the London Marathon following years of anti-social behaviour on a particular part of the route. This is the first PSPO to be implemented in the City of London and the order will remain in place on the day of the London Marathon for three years. The order will prevent street drinking and the taking of psychoactive substances.

Office Move

The Community Team have moved out of Snow Hill police station and are now based at Bishopsgate Police Station. We have also moved out of the police office in the Barbican. We still have dedicated officers who focus on the residential areas of Barbican and Golden Lane.

Independent Community Scrutiny Group

The Independent Advisory Group has been re-launched and is now called the Independent Community Scrutiny Group. There is a new Chair of this group and terms of reference have been agreed. Membership of this group has grown significantly and there will be a focus on scrutinising stop and search and use of force activity, as well as all other areas previously focussed on by the IAG, with the following objectives:

- To critically appraise organisational policies, practices and procedures.
- To make significant contributions to both strategic and tactical considerations (which should be presented to the IASG at planning stage), particularly with reference to critical incidents.
- To make observations both within the CoLP service and in regard to the role it plays in the wider community.
- To promote just and fair relations between the CoLP service and the communities it serves.

- To provide an effective external monitoring process to ensure that the CoLP is adhering to both use of force and Best Use of Stop and Search (BUSS) principles, in particular ensuring both qualitative and quantitative data are monitored.

The IASG meets quarterly and membership is open to individuals who reside, work in or have an interest in the City of London.

Licensing

The CoLP Licensing Team continues to work closely with the CoL Licensing Team, undertaking joint licensing visits and taking a pro-active approach to addressing any issues. The police Licensing Team have moved from Walbrook Wharf to the Guildhall in conjunction with the Corporation Licensing Team.

The Late Night Levy in the City is now in its seventh year and a regular forum with premises operators ensures they have a say in how the funds are used. The Levy provided a considerable increase in resources over the busy Christmas period and in December funded a successful pilot of joint patrols between a police officer and London Ambulance Service paramedic to relieve the heavy demand on the emergency services caused by the night time economy.

The Late Night Levy will continue to contribute towards retaining an Inspector and PC post in the licensing team.

Public Order	
Lead Member for 2019/20	Emma Edhem
Officer contact	Superintendent James Morgan, Uniformed Policing Directorate. 0207 601 2102

Year in Review – 2019/20

The reporting year has been dominated by environmental protests, principally under the aegis of Extinction Rebellion (XR). This form of protest is assessed as persistent, with a highly motivated and experienced group of activists who are keen to pursue high profile activities in support of their cause. XR has now become the UK's pre-eminent environmental protest group.

Their sustained and high profile protests in April and October 2019 presented a planning, resourcing and intelligence gathering challenge for City Police and policing across London. Each period of protest lasted approximately two weeks, and placed considerable pressure on all of London policing, not just public order units and command teams. Beyond the protest period, these events have placed an enduring pressure on policing, through the Criminal Justice System.

Of particular note was the Animal Rebellion protest at Smithfield Market during October: this demonstrated good practise in preparing for, and delivering the policing of protest within the City, with learning for the future. This highlighted the partnership approach to policing public order at its best. The City of London Police worked extremely closely with key partners in the Corporation of the City of London and at Smithfield to develop contingency plans ahead of the protest. Through effective liaison with the protestors, it was possible to reach agreement on how the protest could be conducted safely and with minimal disruption, with the protestors leaving the next morning as agreed. The year has also seen protest turn into disorder at the sentencing of Stephen Yaxley-Lennon in July; and the Green Anti-Capitalist Front (GAF) protest outside the Stock Exchange in February.

Lessons

The experience of preparing for and policing Animal Rebellion demonstrated best practise in preparing for and minimising the impact of protest: close liaison between the police, the Corporation, affecting businesses and the protestor. Whilst this will not always be possible (due to lack of protestor engagement or planning time) this should be the 'gold standard' we work towards.

Horizon Scanning

Environmental protest (principally linked to XR) will continue to present a challenge for policing as a whole, not just public order policing; in particular because of the pressure their protest exerts on police resources.

Wider protest, and the associated potential for disorder, (as evidenced by the GAF protest in February) will continue to be risk we will be planning to mitigate. The economic consequences of the COVID pandemic may also influence the likelihood in the City and across London over the coming year.

Focus of 2020/21

In line with the Force's wider priorities, our focus for Public Order policing can be split into four broad areas:

- **Counter Terrorism.** Maintaining the capability to respond to a terrorist incident; to support counter terrorism preventative measures through high visibility patrolling and to sustain our CBRN response and command capabilities.
- **Policing protest and disorder.** We will ensure an appropriate and proportionate policing plan is in place to respond to protest and incidents of disorder within the City. We will continue to support pan-London policing of protest when requested to do so under Operation BENBOW.
- **Provide Specialist Public Order** capability in support of the wider Force. Our Level 1 unit will continue to provide specialist resources to allow other parts of the Force to counter crime and pursue offenders. We envisage greater demand, in particular in support of proactive work by the Economic Crime Directorate.
- **Support Local Policing to reduce and prevent crime.** We will provide skilled and experienced officers, in a targeted manner, in support of local policing prioritised to prevent crime and pursue offenders.

Resources, Capability and Capacity

Level 1 Public Order Officers					
(Projected establishment under Transform in Brackets)					
Inspector	1 (1)	Sergeants	4 (6)	PC	28 (36)
Level 2 Public Order Officers					
Inspectors	5	Sergeants	13	PCs	55

Regional/National Mobilisation Commitments. We are currently able to sustain and maintain our regional and national mobilisation commitment of 2 protected Police Support Units (PSUs).



Public Order Commanders. We currently have a cadre of 5 Gold, 6 Silver and 10 Bronze Public Order Commanders. All are nationally accredited to command Public Order operations.

Growing Level 1 Unit (Support Operations Group). Under Transform we aim to grow the strength of the Support Operations Group to allow it to provide a greater level of support across the Force. The large pool of Level 2 officers provides a fertile recruiting ground for this unit. Sustaining interest in and commitment to Public Order training at Level 2 will be key to supporting this growth. Interest in these roles remains buoyant, so attracting suitable candidates is not considered a risk; the challenge will come from the sequencing of moves across the Force.

Fleet Reliability. The reliability of our Fleet is a key concern for the generation of our Public Order capability. Our current Fleet is reaching the end of its operational service life and is due to be replaced, through the ULEZ-replacement loan provided by the Corporation. New public order carriers are on order, and we await confirmation of a delivery date from the suppliers (this has been impacted by COVID19).

Public Order Offences

The majority of Public Order Act offences recorded within the City relate to the Night Time Economy. The total offences recorded for 2019/20 showed a 12% increase against 2018/19. These offences are concentrated on Bishopsgate, Liverpool Street and London Wall.

	Total FY 2018/19 (Previous year)	Total FY 2019/20 (Current year)	Frequency Change	Percentage Change
All Public Order Offences	424	476	52 	12% 

Road Safety and Casualty Reduction

Lead Member for 2019-20

Alderman Alison Gowman

Officer contact

Superintendent Helen Isaac

Background

The City of London has a network of roads developed over a thousand years which therefore have not always been planned with today's traffic and pedestrian flow in mind. This means that there are a large number of different road types in a confined area which inherently results in more conflict between its users than a City built with a more modern transport landscape. Work undertaken to police the roads is monitored by the force's Performance Monitoring Group and is consistent with the Mayor of London's 'Vision Zero' objective, working with the Corporation of London to reduce the number of people killed or seriously injured (KSI) on City roads and eliminate all KSIs by 2041.

Annual Statistics

From April 2019 – March 2020 there were 279 casualties from 249 personal injury road traffic collisions in the City of London. Of these, 22 casualties sustained serious injuries, and there was 1 fatality (this was not a recordable road traffic collision, but is a recorded road death). This is a decrease of 25 fatally or seriously injured casualties (52%) on the previous year.

Total Casualties from Personal Injury Collisions by Financial Year

	TOTAL CASUALTIES FOR THE FISCAL YEAR OF:											
	2019 - 20				2019 - 18				2018 - 17			
CLASSIFICATION	FATAL	SER.	SLIGHT	TOTAL	FATAL	SER.	SLIGHT	TOTAL	FATAL	SER.	SLIGHT	TOTAL
PEDESTRIANS	1	9	88	98		19	77	90	2	26	80	108
PEDAL CYCLES		6	53	59		15	106	127		20	98	118
POWERED 2 WHEEL		4	24	28	1	9	69	79		11	63	74
CAR OR TAXI		2	68	70		2	39	41		1	63	64
P.C.V.		1	8	9		2	11	13		1	19	20
GOODS		0	7	7			2	2		1	2	3
OTHER		0	8	8			3	3				0
TOTAL	1	22	256	279	1	47	307	355	2	60	325	387
Total Casualties	1	22	256	279	1	47	307	355	2	60	325	387
PI Collisions	1	22	249	249	1	46	307	355	2	60	318	380

The figure in red, 68, is believed disproportionate due to ability now to report on-line. The result being someone can report themselves away from the scene as the victim in a car, with whiplash for example.

The three groups of most vulnerable road users are pedestrians, pedal cyclists and motor cyclists. These accounted for 66% of all casualties, a reduction from 2018/19 when vulnerable road users accounted for 83% of all casualties.

The number of reported personal injury collisions (for vulnerable road users who sustained any level of injury) that occurred in 2019/20 was 185, a significant reduction of 37.5% from 2018/19 when the figure was 296.

Vulnerable Road User Personal Injury Collisions by financial year

Casualties	2019/20	2018/19	2017/18
Pedestrian	98	90	108
Cyclist	59	127	118
Motor Cyclist	28	79	74
Total	185	296	300

Oversight for this Special Interest Area is conducted by Alderman Gowman. Throughout 2019/20 Alderman Gowman has worked on a variety of projects, including as the Chair of the Corporation of London's Active City Network and the City's representative on the London Road Safety Council. Alderman Gowman liaises between these organisations, the City of London Police (CoLP) and the Corporation's Road Safety Team.

The City of London Police Roads Policing Unit continues to be supported by TfL funding secured through a Special Services Agreement.

Achievements in 2019

Vision Zero remains at the very core of our work, with an overarching strategy of working together with partners to eradicate deaths and serious injuries from our roads. The 'Fatal 4' offences; excess speed, mobile phone use, failing to wear a seat belt and drink/drug driving are prioritised in all that we do to support the ambition of Vision Zero. In 2019/20, 1079 tickets for driving offences were handed to motorists by officers, with 69% of these issued by Roads Policing officers. In addition, 528 vehicles were seized for no driving license or no insurance offences.

Drug driving is now the third highest offence for which arrests are made in the City and officers from Roads Policing arrested more offenders for this crime than any other unit in the force. Nationally there was a 20% increase in the number of prosecutions for drug driving last year and research carried out by road safety charity Brake found that impairment due to drugs was officially recorded as contributing to 484 KSIs in the UK in 2018, with the true figure believed to be much higher. Whilst it is impossible to attribute a number to what we have prevented through our focus on this area, the prevalence of this offence and its contribution to KSIs means we will continue to focus on the identification and prosecution of drug drive offenders on City streets.

We continue to work with colleagues in the Corporation of London and this year attended in support of their Lunchtime Streets events with officers from their Strategic Transportation department. These events removed motor vehicles from a street over the lunchtime period so people could enjoy their lunch in a safer and more pleasant environment. Officers from the force also worked with the CoL on bike marking events set up across the City during the year.

The Transport and Highways Operations Group and Safer Transport Operations Team were re-named as the Roads Policing Unit in 2019, bringing officers together as one unit and combining skill sets. During this year we have been joined by a number of new staff and additional training has been provided across the wider team. This has strengthened the breadth and depth of the skills base on the team, allowing delivery of other services including Tactical Pursuit and Containment (TPAC). Introduction of this, and other skills onto the team has led to the development of a small roads crime

team and more collaborative work with the other London forces to deny criminals the use of the road as part of the whole force approach to addressing acquisitive and violent crime. This work has the benefit of also uncovering roads offences, as these are often committed in the execution of other criminal activity. As a result of this work the team received coverage on the BBC Crimewatch programme in March 2020. Officers working collaboratively on roads across London have recovered approximately £200,000 and made in excess of 100 arrests, 91% of which relate to high harm offenders (those with recent previous for violence, carriage of weapons and drugs trafficking offences). In addition, two viable firearms, 18 knives and 15 other offensive weapons have been recovered.

Specialist roads policing officers have also been involved in operations to tackle vehicle-enabled crime and in support of community policing operations to tackle neighbourhood issues. Operation Romsey was established to tackle youths on pedal cycles who were gathering in the City and local MPS area causing anti-social behaviour. Officers from the Roads Policing Unit, Mounted Section, Support Group and Communities all worked together, and a number of Section 35 Dispersal Orders were established to disperse the youths.

This year officers on the team have received training on use of social media platforms. This has seen a significant increase in the visibility of the department, both internally and externally. This highlights good work of the team but is also an excellent way to engage with the wider community who actively follow the department's work.

The CoLP Commercial Vehicle Unit (CVU) has continued working as part of the pan-London Freight Compliance Unit, undertaking targeted enforcement of commercial vehicles in conjunction with the Driver and Vehicle Standards Agency and the Metropolitan Police. This has resulted in 69 operations in 2019/20 within the City of London area, with 556 commercial vehicles stopped, resulting in 439 commercial vehicles with offences (79%). In total, 612 offences were identified. There have been improvements in working relationships this year with a number of specific partner agencies. This has afforded further collaborative and cross border multiagency working, including a two week long pan London Commercial Vehicle Enforcement Operation (City of London, Essex, Metropolitan Police, and Hertfordshire). The team has developed working relationships with the Environment Agency, Department for Welfare and Pensions, HMRC and also Immigration, resulting in joint operations targeting both roads and occupational offences.

The CVU have used specialist training to increase and maintain skills expertise within the team. The team are now part of the National Carriage of Dangerous Goods (CDG) practitioners' forum which has been set up to proactively target dangerous goods being transported on the national and London's road network.

Plans for 2020/21

The Roads Policing Unit will continue to target the 'Fatal 4' offences to reduce the number of KSIs on our roads, taking part in the National Police Chiefs Council (NPCC) campaigns throughout the year. Roads Policing officers are now taking the lead within the Force for delivery of cycle training and also delivery of speed training to the wider force, to increase the opportunities for more road's engagement and enforcement. All Roads Policing officers have been trained to use the handheld speed detection devices, already leading to an increase in detections during the recent NPCC speed enforcement campaign. A number of officers on response teams have volunteered to be trained, enabling a 24/7 capability for the detection of speeding offences.

With the likely increase in cycling and a rapidly changing City environment due to COVID-19 in 2020/21, officers from across uniformed policing have been invited to volunteer for a three day cycle

course planned and delivered by Roads Policing officers, to run throughout 2020/21. Cycling will be encouraged for officers as the best way to travel around the City, increase visibility and detect and deter offences.

Roads Policing will work with the Strategic Transportation Department to address any potential issues caused by the planned changes to the City's streets, introduced to encourage social distancing measures and enable the increased use of cycling and walking for commuters. An initial street survey of the changes has been carried out by officers and any likely impact assessed, forming a starting point for the development of policing plans where necessary in 2020/21 to ensure City streets are safe for all users.

Safeguarding and Public Protection (Vulnerability & ICV Scheme)	
Lead Member for 2019/20	Deputy Keith Bottomley
Officer contact	DCI Matt Mountford/DI Anna Rice (0207 601 2620) & Rachael Waldron ICV Scheme Manager

Safeguarding and Public Protection (Vulnerability)

Developments during 2019/20

The CoLP Force Intelligence Bureau have developed and produced new vulnerability profiles, one for adults and one for juveniles, these combine previously separate areas such as DA and sex offences into one which allows trends and changes to be identified more easily. The profiles include recommendations for improvements for the force. The recommendations are reviewed at the Vulnerability Working Group to provide oversight and included in strand 4P plans for implementation.

A second phase of force wide vulnerability training was started, this was designed to capitalise on the successes of the first phase which reached all officers and staff and build on the knowledge and skill delivered. This was put on hold due to COVID 19. Public protection and CID officers joined multi-agency domestic abuse training with the MPS and CPS, covering evidence led prosecutions, stalking and harassment, changes in legislation and other key areas.

The Vulnerable Victim Advocate is a vital resource for supporting victims of the most serious and impacting crimes, offering advice, risk assessment, problem solving and links with other agencies. Police funding for this role has been secured on an ongoing basis within the Public Protection Unit. In addition, the Domestic Abuse, Vulnerability and Risk Officer role set up within the CoL to coordinate VAWG work between agencies was submitted for funding review. Police funding for this was also authorised on an ongoing basis. Additional support for high risk victims of domestic abuse has been secured through Victim Support. An additional part-time Vulnerable Victim Advocate funded from the Corporation's POCA fund will be recruited to deal with CoL referrals and provide other services for vulnerable victims.

Officers and police cadets conducted two phases of proactive tests of hotels responses to CSE scenarios. A third phase was cancelled due to COVID 19. Follow up visits and training events were conducted in both instances. In addition, a training event was conducted for hotels and licensed premises covering alcohol, vulnerability domestic abuse, sexual offences and CSE. All City hotels, and some outside have been contacted and almost all have been involved with testing or training.

Operation Encompass has been developed and put into practice this year. This is a national initiative for forces to engage with schools and form a working relationship to support children affected by domestic abuse. Although the responsibility is for forces to work with local schools, the public protection unit are also using this operation when referring cases to other forces to prompt them to initiate support.

The National County Lines Coordination Centre conducted a peer review that looked at our response to and preventative measures relating to the exploitation of children and vulnerable people by cross-

border drug gangs. The initial write up on the safeguarding element was positive, particularly praising the collaborative relationship between PPU and CSC.

A Modern Slavery and Human Trafficking training conference was organised and was well attended by officers and staff across the force as well as partner agencies. A dedicated investigator training course was also delivered to investigators and specialists.

Future Challenges 2020/21

- Adapting to and also pre-empting the changing needs of safeguarding as COVID19 conditions progress and as we look forward to the adaptations needed as lockdown conditions are relaxed.
- Continuing to improve the force's response to domestic abuse and to sexual offences through partnership initiatives involving the MPS and CPS.
- Working with the CoL to secure longer term funding for the Vulnerable Victim Advocate – which will include a review of demand and current service provision for victims of crime
- To review officer training and the provision of advice to victims around stalking and particularly cyber stalking in light of changes in social interaction.
- To refresh and roll out a domestic abuse campaign giving consideration to LGBT+ communities and spotting the signs in the community.
- To ensure COLP has the capability to complete surveys of vulnerable victims of crime in order to fulfil Home Office requirements and obtain feedback from those we protect.

Safeguarding and Public Protection (The ICV Scheme)

Background

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

The Panel is presenting the annual report in September. The details below are a summary of the main issues dealt with in the last year.

Organisation

The City of London Independent Custody Visitor (ICV) Panel currently consists of 11 visitors who visit the custody suites at Bishopsgate Police station once a week (and other occasional visits to Brewery Road facility). Deputy Keith Bottomley attends the quarterly Panel meetings, and in addition, representatives of the Force attend for part of the Panel meetings so that any queries or problems that have arisen out of custody visits can be addressed. The meetings are supported by staff from the Town Clerk's department.

Highlights in 2019/20:

Force Response to HMICFRS custody inspection

There was an unannounced Inspection of the City of London's Custody Suite by the Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) in 2018. Progress against the recommendations and areas for improvement (AFIs) from the report continue to be reviewed by the SIA Lead for Safeguarding & Public Protection, the ICV Scheme Manager and the Performance and Resource Management Sub Committee.

The custody inspection report highlighted concerns about the lack of strategic oversight, the lack of exercise facilities at Bishopsgate Custody Suite and Appropriate Adult provision for vulnerable detainees and young people in custody. It should be recognised that substantial progress has been made across these key areas of concern.

Whilst improving aspects of detainee privacy and the delivery of appropriate exercise provision are still outstanding, work is now being undertaken to ensure that the exercise yard and upgrades to CCTV facilities are complete by October 2020. Further improvements have also been identified across appropriate adult service provisions for vulnerable detainees and young persons in custody, with a memorandum of understanding nearing completion. This contract has been extended to include appropriate adult cover to vulnerable adults and children across a 24/7 basis.

A review of travel assistance arrangements provided to detainees upon release has also been undertaken, with the force currently formalising arrangements to secure and supply travel warrants to cover journeys across Network Rail and TFL.

National Accreditation – The Panel has been rated as a Silver scheme by the National Association as part of their assessment framework.

Reporting Forms – ICVs have continued to monitor in detail detainee treatment following the introduction of new reporting forms last year. ICVs have continued to focus on vulnerable detainees and their treatment and have frequently noted examples of good practice in this regard, particularly in terms of detainees being provided with routine access to Health Care Professionals (HCP's) and showers. Menstrual products and female officers have also been routinely offered to women and girls during their time in custody, and arrangements for religious observance and dietary requirements have also been more widely facilitated.

The Coronavirus (COVID-19) outbreak at the end of March 2020 drew further attention to the need to ensure greater parity of care and effective oversight was in place in relation to detainee health and welfare. The CoLP Custody Team and Scheme Manager worked together to ensure electronic copies of reporting forms could be accessed across the course of the COVID-19 outbreak. This allowed for any issues relating to detainee welfare and hygiene to be identified easily, and for any corrective action required to occur in adequate time.

Panel Training – The Panel have received training on vulnerability, Use of Force and dignity in Police custody. ICVs will also be attending future refresher training delivered by MOPAC across issues relating to vulnerability and assertiveness.

Custody visit throughputs – The Panel have continued to spread visits across the week, which has enabled ICVs to continue to visit at the busiest times. The Panel continue to undertake their first visits between the hours of Midnight and 6am and have been pleased with service provided by the CoLP Custody Team.

Appropriate Adults – This service is commissioned by Community and Children’s Services (CCS). A revision of the service has been undertaken to ensure routine provision is in place for vulnerable adults across a 24-hour basis. The Scheme Manager is now being consulted on the revision to the current contract and is currently undertaking work to ensure independent assessment of the service is complete by the National Appropriate Adult Network service. ICVs will continue to monitor the service and report their findings across visits.

Priorities for 2021/22

Some of the areas that the Panel will look at in 2021/22 include:

- Promoting and raising awareness of the work of the ICV Panel and being aware of national trends.
- Working with ICVA to improve custody policy and practice.
- Further engagement with CoLP, PAB Committee and CoL Corporation Surveyors Department to ensure that exercise provision is in place at Bishopsgate Exercise Yard.
- Working with Home Office, National Police Estate Group and wider stakeholders to ensure the CoLP Custody CCTV Project upgrade occurs in line with National Standards.
- Jointly working with CoLP Custody Team to trial the introduction of Samaritans into Bishopsgate Custody Suite.

Committee(s): Police Authority Board- For information	Date(s): 29 th July 2020
Subject: City of London Police Reserve – Strength and Composition	Public
Report of: Commissioner of Police Pol 50-20	For Information
Report author: James Phipson, Special Commander	

Summary

At Police Authority Board on 5th June 2020 in response to a Member question on Black and Minority Ethnic (BAME) recruitment in the Special Constabulary, the Chairman requested a report on the present composition of the City of London Police Reserve (comprising the Special Constabulary and Volunteers) with particular focus on Female and BAME representation.

This report is presented to the Board for information.

Recommendation

It is recommended that Members note the report.

Main Report

Background

1. At your Police Authority Board (PAB) on 5th June 2020, in response to a Member question on Black and Minority Ethnic (BAME) recruitment in the Special Constabulary the Chairman requested a report on the present composition of the City of London Police Reserve (comprising the Special Constabulary and Volunteers) with particular focus on Female and BAME representation.

Current Position

2. As at Monday 6th July 2020, the numbers in the application process, in vetting/training and deployed are as follows:

Role	Application being processed	In Vetting/training	Current Numbers	Note
Special Constables	7	17	78	2 new joiners since last report to Force strategic Workforce Planning (SWP)
Volunteers	16	10	18 (107*)	4 new joiners since SWP report *Including FANY ¹ & volunteers outside the Reserve
Cadets	-	-	36	At present the Cadets sit within Communities and not the Reserve.

Table 1- Source HR DMS

As referenced in the table, a comprehensive report on the Reserve's strength and composition is submitted every month to HR/Strategic Workforce Planning (SWP) and includes the following:

- Special Constabulary (SC) & Volunteer numbers by rank and directorate
- SC numbers available for duty and Independent Patrol status
- SC breakdown by gender and BAME

The full report submitted for June 2020 is set out at Appendix 1 and is summarised below:

Type	At 30/6/2020	Target
SC	76	100
SCs at Independent Patrol Status:	78.3%	75%
Volunteers	14 (now 18 4 have joined since June)	Unlimited
SCs in Specialist Directorates (ECD, Crime, I&I, PSD)	22	As per operational requirement
Volunteers in Specialist Directorates	14	As per operational requirement
Female	21.62%	35% (national target is 30%)
BAME	16.22%	20% (or in line with Force Target)

Table 2- Source HR DMS

Gender/BAME Representation

3. The Force has made significant progress in improving Female and BAME representation for volunteers and Special Constables (SCs) by encouraging applications from each category. 20 probationer SCs were due to commence training in April 2020 and would have included 10 female and 8 BAME SCs. However, due to Covid-19 this course will now commence in September 2020

¹ FANY- First Aid Nursing Yeomanry

and we are in the process of confirming its (reduced) numbers and composition. This cohort will make a significant difference to our Female and BAME representation, taking us some way above the national averages in each category. We are also encouraging those with disabilities to apply to appropriate volunteer roles.

4. CoLP Reserve is determined to improve Female, BAME and disability representation, whilst reassuring other applicants that they are welcome and will not suffer any form of discrimination as a result of our efforts.

Capacity

5. A full time Reserve Coordinator (for whom third party sponsorship was obtained) was recruited in early 2019 but decided to take early retirement in autumn 2019, and the role has been vacant since then, significantly reducing our capacity to recruit and process new volunteers and specials. On 7th July 2020 an individual commenced work as the part-time Police Reserve Support Manager. This role will oversee all the Reserve's recruitment and support processes, reporting directly into HR, the Reserve Senior Leadership Team (SLT) and other interested stakeholders (such as deploying directorates). The uplift has caused some capacity issues in relation to vetting, HR and Occupational Health (medicals) which has inevitably created delays in volunteer recruitment and SCs. This now appears to be partially resolved, however the focus has been on recruiting permanent FTE officers.

Reporting

6. All Volunteers are being brought into the Reserve reporting structure, which will enable comprehensive reporting of performance and other criteria across the reserve (and not just the Special Constabulary as at present). The national "Duty sheet" performance monitoring system has been extended to all volunteers and the new Reserve Support Manager will enable the Reserve/HR to report on other criteria such as representation.

Volunteers

7. The numbers of volunteers are growing slowly and steadily, and our focus is on quality rather than quantity. 18 volunteers have joined the force since the initiation of the Reserve project in 2019 and numbers are expected to grow steadily. 4 volunteers have joined the Reserve in the past fortnight, including a Business Continuity expert; a Corporate Governance/project management Consultant (who is managing the implementation of the MPS' new control system); and two ex-regular officer volunteers (and one special) as part of the Commissioner's Covid appeal. It is these skills the volunteer project was created to target and acquire. The rate of growth is dependent on the ability of directorates to identify and manage appropriate volunteer roles. We are investing significant energy in stimulating this demand, with new roles being created across the force, including in Finance, ECD, and UPD.

8. We have identified and formed a number of strategic partnerships to ensure that all demand can be met with appropriate volunteers of the highest calibre. On Tuesday 14th July 2020 a new pilot partnership with Chartered Institute for Securities and Investment (CISI) was launched, which aims to generate volunteers with specialist financial and corporate skills from the City community. Other candidate organisations keen to participate include CMS Cameron McKenna, the Honourable Artillery Company (HAC) and Institute of Chartered Accountants in England and Wales (ICAEW). Our key aim is to ensure that any growth in volunteer numbers is appropriate, supported and managed, and that expectations are managed.

Cadets

9. Operational and recruitment activity for the Cadet unit has been suspended as a consequence of Covid-19. The unit presently sits within UPD/Communities and not within the Reserve. This is under review, and it is intended to relaunch the unit in tandem with a new partnership with the Worshipful Company of Grocers. The launch date has been postponed twice (again due to Covid-19) but will take place at the earliest appropriate opportunity.

Appendices

Appendix 1 (Non-Public pending confirmation its content is public) Report to SWP of Reserve Composition in June 2020

Contact

*James Phipson
Special Commander
City of London Police*

Committee(s): Police Authority Board Planning and Transportation Committee	Date(s): 29 July 2020 8 September 2020
Subject: Road Danger Reduction & Active Travel Plan 2020/21 - 2022/23	Public
Report of: Director of the Department of Built Environment Commissioner of Police Pol 57-20	For Information
Report author: Samantha Tharme , Road Danger Reduction & Behaviour Change Team, Department of Built Environment Supt Helen Isaac, City of London Police	

Summary

This 5 year Road Danger Reduction and Active Travel plan (RDR Plan) was developed with the ambition of getting the City on target for meeting the Vision Zero objectives outlined in the Mayor's Transport Strategy, whereby the annual number of people killed or seriously injured (KSI) in traffic incidents is zero by 2041. This plan is integral to the Transport Strategy Delivery Plan which is updated annually. The RDR Plan has been updated to cover the period 2020/21 - to 2022/23. The schemes within this which are particularly relevant to Road Danger Reduction are included as an appendix to this report.

Since March 2020 funding for the Transport Strategy and therefore the Road Danger Reduction Plan has been affected by TfL pausing all usual Local Implementation Plan funding. TfL has prioritised available funding for temporary interventions on London's streets to allocate greater space for walking and cycling, and help reduce the risk of infection from Covid-19. Given this situation the plan will be reviewed once we have a clearer indication of funding and programme implications later this year.

The draft plan can be seen in Appendix 2. It includes a number of behaviour change, enforcement, engagement and engineering initiatives that support safer travel by active modes (walking and cycling), whilst reducing road risks at source.

The draft plan includes:

- Work to request permission for 15mph speed limit is continuing this year in discussion with CoLP. During the covid-19 response an advisory 15mph limit is in place and we will be monitoring speeds during this period.
- Encourage the uptake of intelligent speed adaptation (ISA) in the Square Mile the roll out of bus ISA on routes which operate in the Square Mile and through our own fleet procurement practices
- All Change at Bank - Junction and surrounding streets, walking and public realm improvements – scheme development.
- St Mary Axe - Experimental timed closure, allowing pedestrian priority.
- Road Danger Reduction priority schemes at a number of locations.

Covid-19 joint response working.

CoLP officers are engaged on the City Transportation's operational group which is managing the introduction and any issues around the on-street temporary measures being implemented as a response to Covid-19 and preparing for the return to work. A number of actions have been identified to ensure a timely response to any issues, including:

- a new cycle training plan to ensure more officers are able to move around these areas quickly and are better placed to address those who may be causing a danger to others. Any issues arising will be approached working in partnership with the Strategic Transportation Team in the CoL.
- Where specific issues are raised requiring a response, these will be monitored through the Force's daily management process, with outcomes reported at the Force's Tactical Tasking and Coordination Group for oversight and allocation of any additional resource required.

Roads Policing Officers continue to patrol the adapted areas as part of their routine patrols and as yet no issues have been encountered or reported.

Recommendation(s)

Members are asked to note the report and the draft Road Danger Reduction and Active Travel Plan 2020/21 – 2022/23 .

Main Report

Background:

1. In July 2018, TfL released the Vision Zero Action Plan which proposes following the Safe System Approach. The City's Transport Strategy proposal 20, adopts the safe system approach and the principles of road danger reduction to deliver Vision Zero. We have adopted an earlier target to eliminate death and serious injuries on the City's streets by 2040, to tie in with our Transport Strategy. Our interim targets are that no more than 35 people a year are killed or seriously injured by 2022 and that there are fewer than 16 deaths or serious injuries a year by 2030.
2. The Safe System approach ensures road danger reduction is delivered across four themes:
 - Safer streets
 - Safer speeds
 - Safer vehicles
 - Safer behaviours
3. This plan is integral to the Transport Strategy Delivery Plan which is updated annually. The Transport Strategy Delivery Plan has been updated to cover the period 2020/21 - to 2022/23. The schemes within this which are particularly relevant to Road Danger Reduction are included as an appendix to this report

2019/20 joint working and campaigns.

4. The theme for 2019 was 'Be Brake Ready'. The full list of 2019 programme is in the appendix, key joint activities include:
 - City of London Police - support to their winter speed enforcement campaign, Speed Campaign - safer speeds with schools; safer riders forum promoting training and safer drivers - van forum promoting training. Additional police enforcement time was funded in order to meet shared road danger reduction priorities, particularly targeting speed.
 - The 2Wheels campaign targeting Motorcycle and cyclists. Support and engagement with motor and pedal riders to better understand the issues and research opportunities to make riding safer through the Riders Forum.
 - Working through the Riders Forum on a campaign to be delivered in partnership with Motor Cycle Industry Association, City Police and London Fire Brigade. One week of offering free locks and training, followed by a week of police enforcement.
 - Mobile phone/Distracted campaign with schools and LRSC - Lead in the development of the London Road Safety Council Distraction Campaign for safer behaviours and road safety.
 - Adult cycle training and maintenance checks delivered, at quarterly intervals.

Capital projects and schemes 2019/20

5. Key progress at the year-end on projects and activities to deliver Vision Zero and help mitigate the CR20 - Road Safety corporate risk, includes:
 - Ludgate Circus - banned left turn experiment at Ludgate Circus to address pedestrian casualty / safety issue.
 - Bank on Safety scheme - Approximately 50% of pavement widening at Bank junction complete at the end of March, before pausing due to the CCOVID-19 pandemic.
 - Road Danger Reduction priority schemes - Works to deliver safety improvements at Gresham Street/Old Jewry and Basinghall Street are substantively complete.
 - Begun data cleaning and analysis of casualty and speed data to support the 15mph submission to the Department for Transport (DfT).
 - Supporting the implementation of a 20mph speed limit on all Transport for London Road Network (TLRN) streets within the Square Mile.
 - City Streets 20 mph Streets south of Upper and Lower Thames Street brought into 20 mph limit alongside TfL scheme
 - Puddle Dock Pedestrian route - safety and provision of new walking route, works commenced (further scheme elements to be delivered by TfL on TLRN)
 - Cycle route Quietway 11 Queen Street upgrade - Cycle infrastructure upgrades partially completed.

Current Position:

RDR Plan 2020/21-2022/23

6. The Road Danger Reduction Plan has been drafted for the next 3 year period, but given the pause on funding in the current financial year and potential future year implications the RDR cannot be finalised. TfL funding covers a significant proportion of our behaviour change programme but there is some City funding and staff time committed between City of London Police and City Transportation teams which will allow some elements of the training and campaigns programme to continue.
7. The pause on funding of schemes has implications for delivering the City of London Transport Strategy in the immediate future. In the longer term the projects and initiatives delivered as part of the response to Covid-19 recovery may enable delivery of some elements of the Transport Strategy quicker than originally planned.
8. We will review the City's Transport Strategy 3 year Delivery Plan which includes all road danger reduction schemes in September. Other funds available for capital schemes may also be impacted but less likely in current financial year.
9. TfL have diverted current year spend to temporary measures which are designed to address safety issues but in particular with relevance to government guidelines on safe distances, in the response to covid-19 and the return to work. Some of these measures may be considered for more permanent intervention, which will need to go through usual approval

procedures but which may deliver some road danger reduction measures sooner than planned. .

10. Working in partnership with the City Police is an essential element for successful delivery of all of the ten steps, and integral to the delivery of all four themes of the Safe System Approach: Safer Streets, Safer Speeds, Safer Vehicles and Safer Behaviours, therefore this draft plan has been prepared with City Police to be seen as a joint document. The key actions are set out in the table in appendix 2.
11. Actions which are continuing in 2020/21 during the pause on funding include:
 - Work to request permission (from the DfT/Secretary for State) for 15mph speed limit is continuing this year in discussion with CoLP. During the covid-19 response an advisory 15mph limit is in place and we will be monitoring speeds during this period.
 - We will encourage the uptake of intelligent speed adaptation (ISA) in the Square Mile by asking TfL to prioritise the roll out of bus ISA on routes which operate in the Square Mile by 2022 and by adopting ISA in our own fleet procurement practices
 - We will continue to use our Planning powers to encourage high standards of freight operation for large development sites.
12. Capital projects which address road safety issues continuing in 2020/21 (as funding already committed) include:
 - All Change at Bank - Junction and surrounding streets, walking and public realm improvements – scheme development.
 - St Mary Axe - Experimental timed closure, allowing pedestrian priority.
 - Liverpool St Crossrail Integration - Walking improvements to junction and surrounding public realm (in conjunction with Crossrail) and to streets connecting Liverpool Street Station - Phase 1 – Under construction, fully funded by Crossrail in immediate area around station;
 - City of London Street Accessibility Standard and Audit, and plan for delivery

Current partnership working update - Covid-19 impact.

13. CoLP officers are engaged on the City Transportation's operational group which is managing the introduction and any issues around the on-street temporary measures being implemented as a response to Covid-19 and preparing for the return to work.
14. A number of streets around the City of London have been identified for adaptation to allow for the increase in people walking and cycling to work during the post-COVID-19 return to work. Officers from the CoLP have carried out a site survey of these, identifying which may increase the likelihood of collisions or other issues occurring and those where the new measures are unlikely to have an impact. The force has developed a new cycle training plan to ensure more officers are able to move around these areas quickly and are better placed to address those who may be causing a danger to others. Any issues arising will be approached working in partnership with the Strategic Transportation Team in the CoL.

15. Officers from Roads Policing will attend sites with a member of the Strategic Transportation Team to carry out joint surveys of road user behaviour during busy periods and assess whether the measures contribute to an adverse impact and if so, the likely causation factor(s), such as road design, poor signage, lack of knowledge or inconsiderate behaviour. This information will decide the most appropriate course of action, with both teams working together on solutions, but leading on different aspects.
16. The Strategic Transportation Team will take the lead on education and communication activity with CoLP support and where enforcement is needed, officers from CoLP will provide this. Where specific issues are raised requiring a response, these will be monitored through the Force's daily management process, with outcomes reported at the Force's Tactical Tasking and Coordination Group for oversight and allocation of any additional resource required. Roads Policing Officers continue to patrol the adapted areas as part of their routine patrols and as yet no issues have been encountered or reported.

Collision Statistics

17. During the past 5 years, KSIs have remained fairly constant, averaging 50 per year. This is lower than any London Authority, but is not in line with the 2020 target of 25 KSI set in the *2013 Road Danger Reduction Plan*. Detailed analysis of the 2018 and 2019 data is still being undertaken by CoLP, with support from City Transportation to understand location and nature of collision. Initial analysis indicates there are reductions in collisions, but given the need to look at accident data over rolling averages for trend analysis, and ensure clear understanding of reasons, further analysis and investigation is taking place.

Corporate & Strategic Implications

18. Delivery of the Transport Strategy and RDR Plan helps mitigate corporate risk CR20 – Road Safety.
19. Delivery of the Transport Strategy supports the delivery of Corporate Plan outcomes 1, 3, 5, 8, 9, 11 and 12. It also indirectly supports the delivery of Corporate Plan outcomes 2 and 4.

Implications

20. The requirement to pause on LIP funding has an impact on funding to the City of up to £1.27 million. It is possible that some of this work can go ahead in the second half of 2020/21 depending on TfL funding and priorities and further approvals. LIP funding makes up almost all of the RDR campaigns and training budget and some of the smaller RDR streets projects, therefore having an impact on this area of work. TfL anticipate further announcements on current year funding will not be given until September 2020 at the earliest. Although TfL funding covers a significant proportion of our behaviour change programme there is some City funding and staff time committed by both City of London Police and City Transportation teams which will allow some elements of the training and campaigns programme to continue

Conclusion

21. Funding from TfL is paused for all LIP programmes and projects. Work on transport and public realm projects with all or part TfL funding will only continue where considered appropriate, but with consideration to prevent abortive work and ensure that no unnecessary costs are incurred. Work on projects and schemes is also proceeding with caution to understand the emerging traffic/behaviour patterns where these are fundamental to any proposals.
22. Measures adopted over the last five years for road danger reduction have been successful in delivering an improvement in the casualty rate in the City. More significant reductions in killed and serious injury numbers will require the adoption of new and more radical measures that prioritise active travel and support Healthy Streets.
23. The RDR Plan focuses on what we can do in the short term. Longer term reduction in casualties will rely heavily on the delivery of the measures proposed in the Transport Strategy for the City. Some of the covid-19 response measures may be considered for more permanent intervention, which will need to go through usual approval procedures but which may deliver some road danger reduction measures sooner than planned.
24. A review of the RDR Plan will take place in Autumn 2020 once the funding position is clearer and be brought back to the this Board and Planning & Transportation Committee.

Samantha Tharme

Road Danger Reduction and Behaviour Change Manager
Department of the Built Environment

T:

E: Samantha.tharme@cityoflondon.gov.uk

Appendices

- Appendix 1: 2019 joint working and campaigns.
- Appendix 2: draft plan of schemes and behaviour change activity

This page is intentionally left blank

Appendix 1: Programme of joint Campaigns and Activity 2019.

	January	February	March	April	May
Theme 2019 Be Brake Ready	Winter New Year New you		Spring into Action Active Travel		
National Campaigns/ Events	New Years Resolutions National Heart Month (BHF)	Time to Talk (Mental Health) Go Green Week (11-15)	International women's day (3 mar) Earth Hour (22)	Easter Walk to work day (5) World Health day (7)	National Walking Month Walk to Work Week Mental Health Awareness
COLP Campaigns/ Events	Speed Campaign (14-27) (Joint Campaign) >Safer Speed with School	CDG operation (18-24) (Joint Campaign) > exchanging places and RS education	Seatbelt campaign (11-24)	Mobile phone campaign (15-28) (Joint Campaign) > Distraction campaign with schools/LRSC	2Wheels campaign (20-31) (Joint Campaign) > Motorcycle or cyclists
RDR Campaigns/ Events	Construction Best practice - Future Fleet Forum Business engagement RoadShows Community engagement RoadShows Safer Riders and Drivers >Transport Strategy consultation >Safer Riders - riders Forum, promote training >Safer Drivers - van Forum, promote training >Business Engagement - ACN board Meeting >ACN Board Meeting >Future Fleet Forum - safer freight >Ludagate Circus Report >RDRP	Safer Schools Business engagement RoadShows Community engagement RoadShows >Time to Talk lunchtime walk >Pedestrian training >Driver Assessments / RSA ongoing >Lunchtime streets trail - community engagement >Prepare the for lunchtime Streets St Mary Axe > CCS and City Mark judging	Lunchtime Streets Trail - St Mary Axe Business engagement RoadShows Community engagement RoadShows >Riders event >Parklet in Chancery Lane >Benefits of walking and cycling > Exchanging places & RS day at Mace	Promoting Active Travel Business engagement RoadShows Community engagement RoadShows >Mobile phone campaign with the LRSC >LRSC partnership >Ludagate Circus Report Press release >ACN Board meeting >ODG	Construction Best practice Business engagement RoadShows Community engagement RoadShows Walking Map launch >City Mark Awards >Lunchtime walks >2Wheels campaign >Hackney & City Walking & Cycling >RDRP

June	July	August	September	October	November	December
Summer Active Travel			Autumn Car Free and Be Bright - Be Seen			Winter Christmas
Green transport week Bike Week (10-16) National Clean Air Day	Summer Holidays	Summer Holidays Cycle to work day (15 Aug)	European mobility week World car free day Cycle to work day National Fitness day (26 sept)	Clocks go back	Commute smarter week Road safety week	Christmas
Alcohol & drugs campaign (24-30)	Alcohol & drugs campaign (1-7) CDG op (22-28)	Speed Campaign (12-25) (Joint Campaign) > TBC	2Wheels campaign (9-22) (Joint Campaign) > TBC	Tyre Safety Month (Joint Campaign) > TBC	No insurance week (4-10) Mobile Phone Campaign (Joint Campaign)	Drugs and alcohol (18-1) (Joint Campaign) > TBC
Safer Schools Business engagement RoadShows Community engagement RoadShows Best Practice >Road Safety Day >Best Practice Guide launch >Safer Riders - riders Forum, promote training >Safer Drivers - van Forum, promote training	Business engagement RoadShows Community engagement RoadShows >Prepare the for lunchtime Streets St Mary Axe >Prepare the for lunchtime Streets Chancery L >Prepare the for car free day Cheapside? >ODG	Business engagement RoadShows Community engagement RoadShows Lunchtime Streets - St Mary Axe >Prepare the for lunchtime Streets St Mary Axe >Prepare the for lunchtime Streets Chancery L >Prepare the for car free day Cheapside >RDRP > ACN Board meeting	Lunchtime streets / Car Fee Day - Chancery L Business engagement RoadShows Community engagement RoadShows >Safer Riders - riders Forum, promote training >Safer Drivers - van Forum, promote training	Clocks go back Campaign Event Business engagement RoadShows Community engagement RoadShows > Clocks go back Campaign	Road safety week Business engagement RoadShows Community engagement RoadShows Road safety week	Christmas Campaign Event Business engagement RoadShows Community engagement RoadShows > Christmas Campaign

Appendix 2 Draft Road Danger Reduction Action Plan

This action plan is integral to the Transport Strategy Delivery Plan. The impacts of Covid-19 could affect funding and programme dates. Project start and end dates of schemes and areas of activity will be reviewed in September 2020

Safer Streets

Ref	Category	Project description	Project start	Project end
1	Area Improvements	<p>Barbican and Smithfield – A range of projects will be delivered including:</p> <ul style="list-style-type: none"> • Healthy Streets Plan • Smithfield public realm and transport improvements works • Beech Street air quality and public realm improvements 	<p>2019/20 2021/22 2018/19</p>	<p>2020/21 2026 2022/23</p>
2	Area improvements	<p>City Cluster, including Lime St, St Mary Axe, Leadenhall Street – A range of projects will be delivered including:</p> <ul style="list-style-type: none"> • Healthy Streets Plan • Traffic management and vehicle access restrictions • Greening & public realm improvements 	<p>2019/20 2019/20 2021/22</p>	<p>2022/23 2020/21 2030</p>
3	Area improvements	<p>Fleet Street and Temple Area: between Chancery Lane and Ludgate Circus</p> <ul style="list-style-type: none"> • Healthy Streets Plan (Implementation 2025-2040) • Temple area – greening, traffic management and public realm improvements 	<p>2020/21 2019/20</p>	<p>TBC 2023</p>
4	Cycleways	Monument via Bank – cycleway proposed to connect	Jan-20	March-23

		CS1 extension		
5	Cycleways	Connect Bank to CS1 - either by Moorgate or Liverpool Street. Two alternative routes under consideration		
6	Cycleways	Aldgate to Blackfriars via Bank - cycleway with improvements along route	Jan -20	March-24
7	Cycleways	Quiet Way Q11 upgrades including Queen Street	Feb-20	Sept-20
8	Major projects	Bank Junction various improvements: Bank on Safety – current improvement works on public realm and walking All Change at Bank – transformational improvement works on public realm and walking	Jan 19	Jul-20 Sep-22
9	Major projects	St Paul's gyratory removal and Museum of London roundabout – traffic management improvements	2013/14	2025

10	Major projects	Liverpool St Crossrail Integration public realm and walking improvements including streets connecting Liverpool Street Station	2019/20	2021
11	Major Pro	Moorgate Crossrail Integration public realm and walking improvements including streets connecting Moorgate Station	2019/20	2021
12	Major Projects	100 Minorities public realm improvements	2019-2020	2020-2021
13	RDR and Healthy Streets Minor Projects	Puddle Dock – creating a new walking route on Puddle Dock to connect with the new TfL crossing on Upper Thames Street into the City, which will provide a more direct route from Blackfriars Pier	Feb 20	March 21
14	RDR and Healthy Streets Minor Projects	A programme of minor projects of under £1m to tackle road danger and deliver improvements to people walking and cycling. Projects in the plan period include: Old Broad Street Gresham Street/Wood Street/Bread Street footway widening Creechurch Lane/Leadenhall Street junction improvement	Jun-20	March 21

15	Minor Projects	Mansion House Station - walking and public realm improvements, including routes to rail stations	2019/20	2020/21
16	TfL Safer Junctions / Healthy Streets	<p>A programme of TfL projects to tackle road danger, which include:</p> <ul style="list-style-type: none"> • Ludgate Circus - junction improvement • Bishopsgate/Camomile Street - junction improvement • Gracechurch and Fenchurch Street - junction improvement • Monument Junction - junction improvement • King William, Arthur Street and Monument Street - filter through- traffic, junction narrowing • Mansell Street - new crossing by Alfie Street 	Jan 2019	June 2020/21

Safer Vehicles

Ref	Category	Project description	Project end
17	Fleet Standards	Requirement in all new City Corporation freight related contracts for high standards of road safety operations (FORS compliance) extending to include deliveries by vans (Van Smart or FORS)	Ongoing (Staff time – cost neutral)
18	Fleet Standards	City Mark/Considerate Contractor Scheme Annual awards: Encouraging construction sites to sign up to CLOCS to encourage high standards of road safety for freight operations	Ongoing (£10k per year + staff time)
19	Fleet Standards	Acceleration of the uptake of Direct Vision Standard	Ongoing (Staff time)

		and Safety Permits by construction sites in the City.	
20	Fleet Standards	Support and championing of additional use of accreditation in other vehicle sectors	Ongoing (Staff time)
21	Enforcement	CoLP operations to seize vehicles with no road tax	Ongoing
22	Enforcement	CoLP Operation Giant using ANPR to catch drivers of vehicles without insurance or MOT (Over 300 vehicles seized in 2019)	Ongoing
23	Enforcement	CoLP Commercial Vehicles Unit stopping HGVs on City Boundary streets, checking for all possible infractions on vehicle and driver	Ongoing
24	Logistics	Two 'last mile' logistics hubs in underutilised City Corporation assets by 2022. A further three hubs by 2025	2021/22
25	Logistics	Retiming of deliveries, working with businesses across the City to encourage non-essential freight to be delivered out of peak time	Ongoing

Safer Behaviours

Ref	Category	Project description	Project end
26	Enforcement	CoLP campaign targeting the Fatal Four (Speed, Drink/Drug Drive, Seat Belts, Mobile Phones). CoL budget to support these campaigns.	Ongoing
27	Enforcement	CoLP Operation Atrium - Cycle Red Light enforcement with on street safety video for education	Annual Oct 2020
28	Enforcement	Safer Biker - Working with LFB, CoLP, MCIA, MAG to engage with motor bikers to go more slowly, look out for people walking. Followed by dedicated Operation on motorcycling for enforcement	Ongoing
29	Enforcement	National Police Chiefs' Council (NPCC) Calendar - The CoLP follow the national calendar of action on road safety related campaigns	Ongoing
30	Campaigns & Community engagement	Engagement with all communities to encourage safer behaviours through initiatives including: Active City Network, Road Danger Reduction Road Shows Target all schools on STARS, pedestrian training St	Ongoing

		Pauls and SJC, road safety days at SJC and CoLSchool for Girls)	
31	Campaigns & Community engagement	Annual programme of Behaviour Change Campaigns targeting a change in the attitude of all road users. Campaigns that address risky or inappropriate behaviour but do not have a specific enforcement element to them.	Ongoing
32	Campaigns & Community engagement	<p>Proposed Joint Campaign: Pilot Cycling Ambassador Programme - train and equip safer cycling ambassadors to support enforcement of the rules of the road both with cyclists and other road users.</p> <p>Support for all new schemes (TfL and CoL) – in partnership with CoLP all new schemes will involve community engagement, launch events/activities and additional police officers during first weeks of live operation</p>	Annual programme
34	Campaigns & Community engagement	Driving Assessment every three years for all City of London employees who drive for work	Ongoing (Staff time – cost neutral
35	Assessments & Training	Driving Assessment every three years for all City of London employees who drive for work	Ongoing
36	Assessments & Training	Cycle skills training – for City workers,	Ongoing

		residents and students.	
--	--	-------------------------	--

Complementary Measures

Ref	Category	Project description	Project Start& Project End
37	Traffic Reduction	<p>Consolidated Deliveries</p> <ul style="list-style-type: none"> • Sustainable logistics centre – Feasibility and scheme development for co-location major suppliers (Implementation in 2030). • Consolidation of Deliveries – at CoL sites • Planning requirement to consolidate deliveries for major new developments 	<p>Start : 2020/21</p> <p>End : 2030</p>
38	Traffic Reduction	Sustainable Servicing Programme – development of policy and guidance working with TfL	<p>Start : 2019/21</p> <p>Project end : 2030</p>
39	Traffic Reduction	Supporting and Championing next gen road user charging	
40	Community Engagement	Lunchtime Streets at Carter Lane, Liverpool Street, St Mary Axe, Chancery Lane, Cheapside.	Ongoing
41	Innovation	Kerbside uses review – Assessment of street parking/loading activity, to identify opportunity to improve on-street delivery and reduce vehicles numbers	<p>Project start : August 2019</p> <p>Project end : Jun 20</p>

42	Innovation	Future City Streets Programme – identify opportunities to support and trial innovative approaches to RDR	
----	------------	--	--

Committee(s): Police Authority Board - For information	Date(s): 29 th July 2020
Subject: Quarterly Community Engagement Update	Public
Report of: Commissioner of Police Pol 53-20	For Information
Report author: Supt Helen Isaac, Communities and Partnerships	

Summary

This report provides an update on the engagement taking place during the COVID-19 lockdown period, as usual activities in these areas have been impacted: (1) Counter Terrorism (CT) and Prevent; (2) Safe-guarding the Vulnerable; (3) PREVENTion of Fraud and Cyber Crime; (4) Anti-Social Behaviour (ASB); (5) Engagement with the Independent Advisory and Scrutiny Group (IASG)

- 1. Counter-terrorism and Prevent:** Work within CT continues with Prevent activities adapted around the lockdown restrictions and the Counter Terrorism Security Advisor (CTSA) team supporting the City of London Corporation in the development of plans to close roads and widen footpaths to facilitate a return to the City as the lockdown further eases.
- 2. Safeguarding and Vulnerability:** The Public Protection Unit (PPU) has ensured appropriate messaging has gone out in an attempt to engage with those who may be trapped at home in abusive relationships during lockdown. Key safeguarding and investigative functions have been maintained throughout this period.
- 3. PREVENTion of Fraud and Cyber Crime:** The aim of Cyber Griffin over this period has been to produce digital versions of existing services and to run new online services, detailed in this report. Officers in Economic Crime have also been working hard throughout the period to highlight COVID-19 related fraud types, with national media appearances and proactive investigations taking place to highlight and combat this.
- 4. ASB:** Work is ongoing to reduce instances of ASB and the end of year ASB report is provided in this report, showing a decrease in incidents reported for 2019/20. This is particularly marked during the period of lockdown which saw a sharp decline in reported ASB in April 2020.
- 5. Independent Advisory Scrutiny Group (IASG) Engagement:** Engagement with the IASG has been continued through their representation at the COVID-19 Gold Group meetings and via video conference meetings.

Recommendation

It is recommended that Members receive the report and note its contents.

Main Report

Counter Terrorism

PREVENT: April - June 2020

Referrals

The Prevent team has received 1 Prevent referral over this period which concluded in a Prevent referral being sent to the MPS.

Low referrals due to COVID-19 as most businesses are either closed or working from home and educational establishments have been closed.

Prevent team delivering WRAP sessions, meetings / Media and Prevent stalls:

Since March the Prevent team has been unable to deliver any face to face Prevent training sessions due to COVID-19.

The Prevent team are in contact with

- the Counter Terrorism Policing HQ National Prevent team via conference calls and emails
- Universities and schools during this period.

The Prevent induction session was delivered via zoom to transferees to the force x 2 days

The Prevent coordinator attends a virtual London Prevent Network meeting bi-weekly.

The Prevent coordinator is delivering a virtual session to Department for Children and Community Services (DCCS) in August.

A support and guidance document is being circulated via Corporate Communications Department on Twitter, via CoL Corporate Communications Dept, education forums and Prevent lead for universities to signpost them to the "LET'S TALK ABOUT IT WEBSITE" to obtain support and report.

A press release on 1st May in Evening Standard was released by the MPS directly to Parents and carers asking for their support on PREVENT.

A video which was launched in January 2020; some secondary schools in London were shown the video which has been advised to continue in order to encourage people to watch the video. (The 'Hate' film is available to view on YouTube at: <https://youtu.be/3ppFEyiwPsA>).

A COVID-19 Prevent Information Pack has been designed by the CoL Prevent Team which has been circulated to education forums and universities.

Stalls/Engagement

All stalls have been cancelled for this period due to COVID-19.

Internal Women's Network/Islamic Women's Network

Prevent officers have continued supporting some of the various networks to understand the role of Prevent and, for them, have the knowledge and confidence to come forward with any concerns.

Officer attends on a weekly basis the Islamic Women's group, and has a good rapport with them, however the team has been making contact with the Islamic Women's group team leader via the mobile during this time.

Practical Training Package

The Prevent team has produced a practical training package to identify signs of radicalisation and what to do when this occurs. The package is complete and includes a case study, the definition of radicalisation, the aim of the Contest strategy and understanding of the 4 P's and where Prevent sits in the Force. This work will be ongoing in the force to provide guidance and understanding to officers around Prevent.

Mobile networking group

A Prevent referral document has been uploaded onto the portable mobile working devices. This work has now been completed meaning that officers can fill out Prevent referrals whilst on mobile patrol.

Regional Meeting/Training

The Prevent team is continuing to work with the Prevent teams from around the country looking at the best ways for improving professional and best practice.

CT Local Profile (CTLP)

The CTLP has been completed and will be launched in the near future.

PREPARE & PROTECT:

Counter Terrorism Security Adviser (CTSA) team:

The CTSA team proactively support the Protect and Prepare elements of the national CONTEST Strategy, delivering on protective security advice, CT awareness, both physical and people security measures and ensuring our community is prepared as possible in dealing with a terrorist attack. A fundamental part of the CTSA role is face to face engagement, assessment and product delivery. The unprecedented situation created by COVID 19 has meant that around 95% of the City's transient population

has vacated offices and buildings, which has significantly changed the profile of the City in terms of threat.

The CTSA team has had to shift their approach to adapt to this situation to ensure that we understand the new profile, what are the new vulnerabilities created by this situation and also thinking of different ways to engage with our community. To achieve this the team has in this period:

- Set up a three tier engagement strategy. Tier one businesses are those that have the highest profile in the City and largest populations. These contacts benefitted from a regular telephone conference with the on duty Silver Commander. Tier two are the remaining key contacts and businesses that we engage with as part of business as usual. These contacts receive regular email communication and updates from the Silver meetings. Tier three are those smaller businesses and shops that we do not ordinarily engage with regularly in terms of CT. The Project Servator team has been tasked to engage on the ground, and update on whether these places are open or closed and engage with any security on site. This tiered system has helped ensure good coverage on engagement through this testing period.
- We have established a new application through ESRI (Geographical information system mapping) which allows businesses to update directly their current occupancy and on site security provision. Servator officers are also able to input the tier three information and crowded places surveys. This application was an innovative solution to an emerging issue and nothing like this has been replicated elsewhere in the country that we know of. The result has been a dashboard that gives us situational awareness of busy areas, those buildings that may be more vulnerable or supermarkets or shops that are open or closed. We continue to develop this application with a view to ensuring its longevity beyond COVID 19.

The team has continued to support the City of London Corporation through the Public Realm Security Advisory Board (PRSAB) and has successfully adapted to online meetings to ensure that where possible the positive work around crowded places and changes in planning has continued. The team has also continued with the crowded places assessments although this has been hampered by the current situation. The team has supported national Counter Terrorism Policing to address emerging threats because of COVID 19 and we have several officers as national SPOCS.

The team has supported the City of London Corporation on the development of plans to close roads and widen footpaths to facilitate a return to work as the lockdown further eases. We stand by to support the implementation of this, both by giving protective security advice, but also supporting with enhanced police patrols if they are required through CT tasking. We are also working with TfL on their plans.

On the horizon the team is ready to adapt to what will be a dynamic picture in terms of threat and vulnerability. The return of people to the City is unpredictable, but through the work completed so far we are in a good position to maintain oversight on what is happening and (with our partners in TfL and City of London Corporation) react accordingly.

Safeguarding and Vulnerability

The Public Protection Unit (PPU) has worked with Corporate Communications to ensure appropriate messaging has been circulated via the website, social media and Skyline publication in an attempt to engage with those who may be isolated at home in abusive relationships. This includes links to support agencies and resources. PPU is preparing an updated version of the Domestic Abuse Spotting the Signs Toolkit for employers, to include information around managing staff who are working from home and may be at risk. Posters have been circulated to City estates relating to child protection and domestic abuse encouraging residents and the public to encourage people to raise concerns for welfare of neighbours or others in the community.

CoLP has concentrated on ensuring key safeguarding and investigative functions have been maintained, working closely with partners through the Local Safeguarding Boards to ensure communication is maintained and the sharing of information continues. Multiagency meetings such as MARAC and child protection meetings continue to be serviced and attended virtually. PPU has minimum staff actually physically within the office on a daily basis to manage investigations, enquiries and victim/suspect meetings with remainder working on investigations from home. As anticipated there has been a reduction in the number of vulnerable adult and children coming to notice reports (PPN) due to fewer people on the streets. Additionally, there have been fewer abuse crimes recorded for the same reason.

Prevention of Fraud and Cyber Crime

Immediately before the pandemic Cyber Griffin was running at capacity with services fully booked approximately 3 months in advance; as a result COVID 19 engagements dropped dramatically. The team anticipate that it will not be able to return to pre-COVID delivery model for some considerable time, so detailed below are the changes Cyber Griffin has made to meet its objectives in the very different environment.

Cyber Griffin's new digital services:

Our aim over this period has been to produce digital versions of our existing services and to run new online services where there is a meaningful opportunity to do so.

- Home working series – In the first weeks of the lockdown we recorded and released a 'Home Working Video Series'. These bite-size videos are designed to walk homeworkers through keeping themselves safe online using simple practical examples. The series is available both on the Cyber Griffin website and YouTube. At time of writing the series has had thousands of views and has been adopted by various companies as part of their awareness campaigns.

Home working series: <https://www.youtube.com/watch?v=uyKPDIPxrTY>

- National webinar series – Also in the first weeks of the lockdown we created a webinar platform and coordinated with protect teams from around the country to

produce the National Policing Protect Network Webinar Series. This 14 part Cyber Griffin hosted series has been running two (nationally available) webinars a week since late April. There have been an average of 150 attendees per webinar on our platform which can facilitate up to 500 per session. Most policing regions have now appeared in the series which (at time of writing) has five events left to run. The series feedback has been recorded and is very positive to date.

National webinar series:

<https://www.eventbrite.co.uk/o/national-policing-protect-network-30099872466>

- Digital Griffin – Over this period we prepared online versions of our original services which went live in May. Cyber Griffin now offers incident response training, Cyber Capability assessments and briefings digitally on request. Regarding Baseline Briefings specifically, the unit ran two open attendance digital briefings weekly. The Cyber Griffin website has been updated with all of these changes and now has live signup enabled.

Cyber Griffin Website:

<https://www.Cybergriffin.police.uk>

In summary, the unit has now completed setup of the digital services we plan to run over the coming months. The earliest of these have now met with success. The digital versions of Cyber Griffin's original services however are still establishing themselves. We have not yet seen a return to the attendance we had prior to COVID 19 and in the coming quarter we aim to address this. We have been collecting both quantitative and qualitative data on these new deliveries, but it is not well established enough to be used as a demonstration of service performance yet.

Fraud

The Economic Crime Directorate has continued to work on investigations throughout this period, with a focus on the increase in fraud linked to COVID 19. This includes counterfeit masks and test kits, also phishing & smishing using COVID as the pretext (such as acquiring victims' personal data using bogus email, or text messages particularly using reputable HM Government organisation such as HMRC). Data captured is then used to carry out frauds.

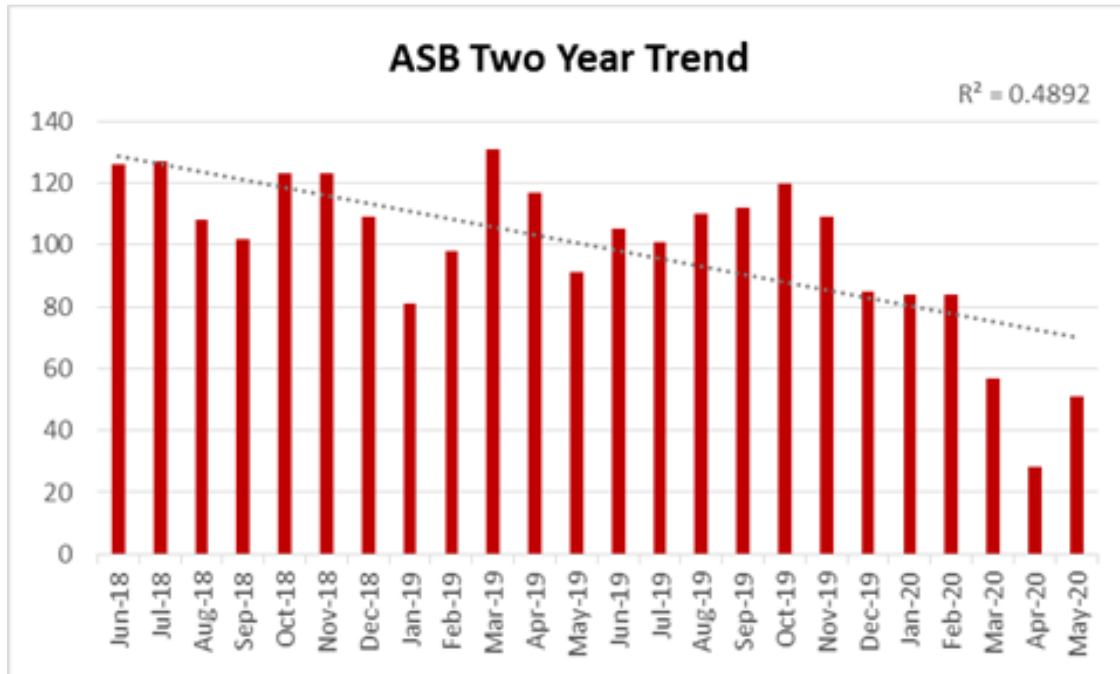
There were around 20 operational deployments to tackle this fraud to the end of June 2020 and considerable communications going out in the media and on other channels to warn potential victims and highlight the problem. A number of TV and radio interviews have also been undertaken featuring Cmdr Baxter and DCS Blackburn, to raise awareness.

Coordination intelligence related to economic crime and linked to COVID 19 is feeding into the National Economic Crime Centre. The National Fraud Intelligence Bureau (NFIB) has disseminated daily and weekly briefing documents to partners identifying threats and trends. NFIB has put out alerts to the public via social media and online to raise public awareness of fraud risks linked to COVID 19

Tackling and Preventing Anti-Social Behaviour (ASB)

Anti-Social Behaviour (ASB)

The chart below shows the 2 year trend for ASB, with a fall from December 2019 onwards and noticeably sharp fall in April 2020 during the lockdown.

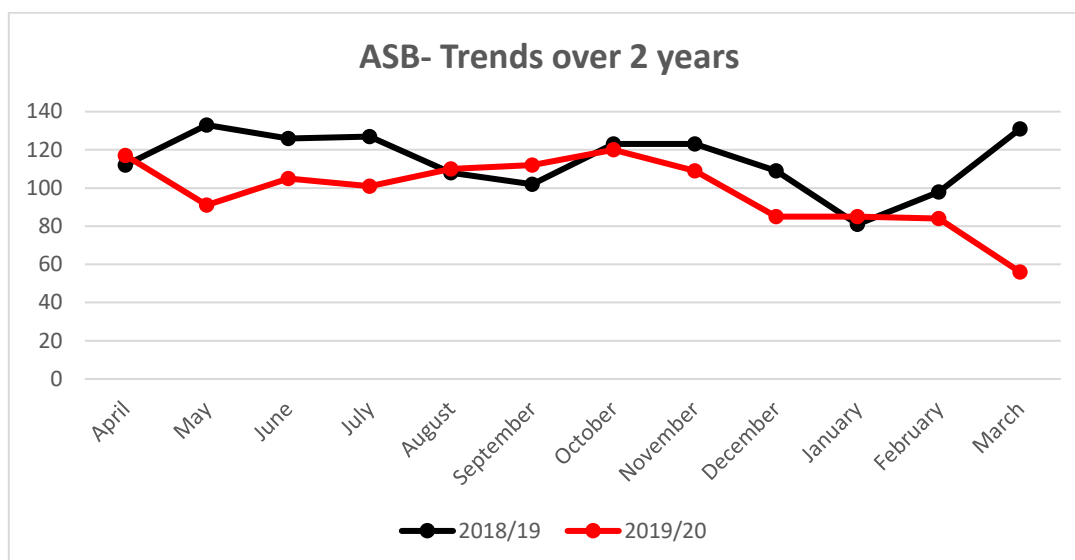


Data Highlight Review of ASB in 2019/20

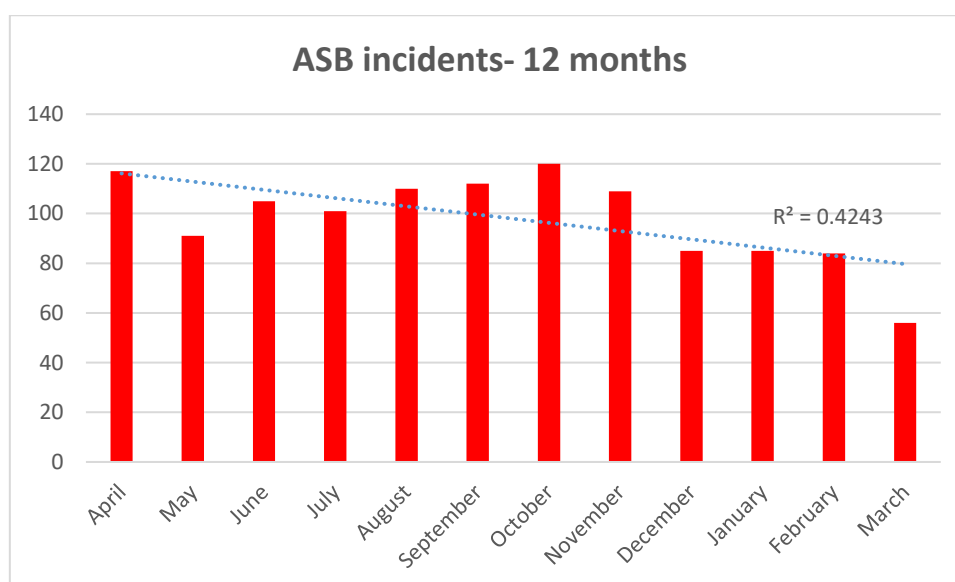
a. Key Findings

- There has been a decrease in ASB incidents in 2019/20 compared to 2018/19.
- The decrease is particularly evident in March where there has been a very large decrease most likely due to COVID 19.
- The most common issues raised were classified as Inconsiderate Behaviour, and many also featured drunken behaviour and/or begging and vagrancy- these were also the top 3 ASB incident categories in 2018/19 so ASB trends have remained the same.

b. ASB Incident Data Overview



The graph above compares trends for ASB incidents over the last two years. Despite similar levels for August-October to 2018/19 there have been lower levels of ASB incidents in 2019/20. This is particularly evident in March where the variance is greatest. From the graph above it would be expected that an increase would be experienced in March however this is the lowest it has been all year. This trend is likely to continue with much lower levels of ASB due to the reduced footfall and impact of COVID19. All licensed premises in the City were closed as well as any shops and premises that are not considered essential.



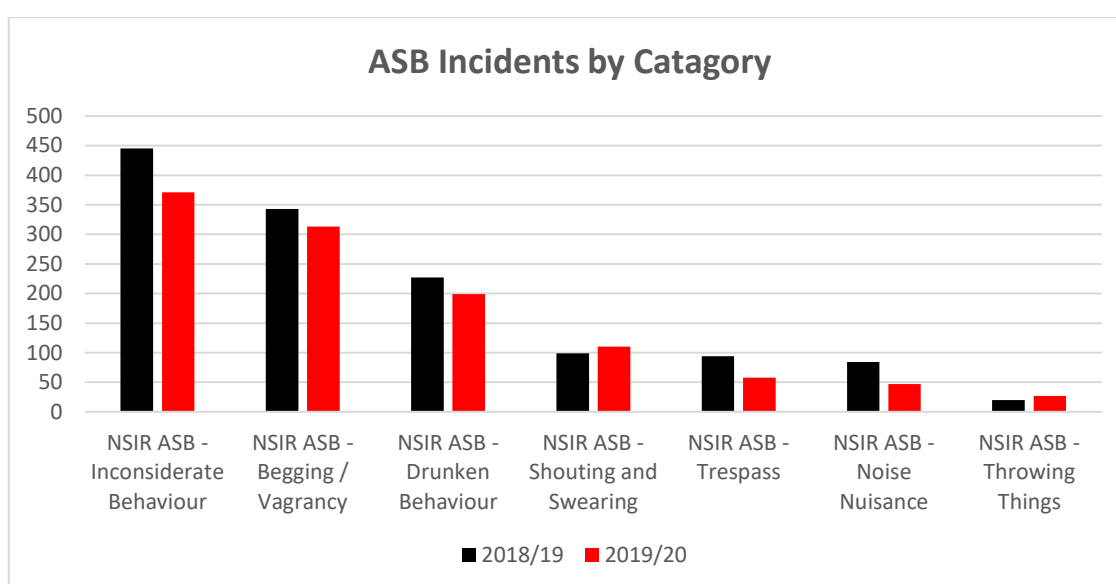
The graph above breaks the last 12 months down and it demonstrates a decreasing trend of ASB incidents throughout the year. ASB incidents peaked in October 2019 and were particularly high for the period of August-November 2019. Since December there has been a much lower volume of ASB incidents month on month with March during lockdown noticeably lower.

Month (2019-20)	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar
Incidents	117	91	105	101	110	112	120	109	85	85	84	56

The quarterly period Jan-March 2020 recorded an average of only 75 incidents, this is compared to 92 in the previous three month period and 114 in the quarter previous to that. Although this year follows the recognised pattern where December and January has lower ASB due to the Christmas period and the spike experienced in March last year is not reflected in the data for this year. Again this is most likely due to COVID19.

c. Data Breakdown

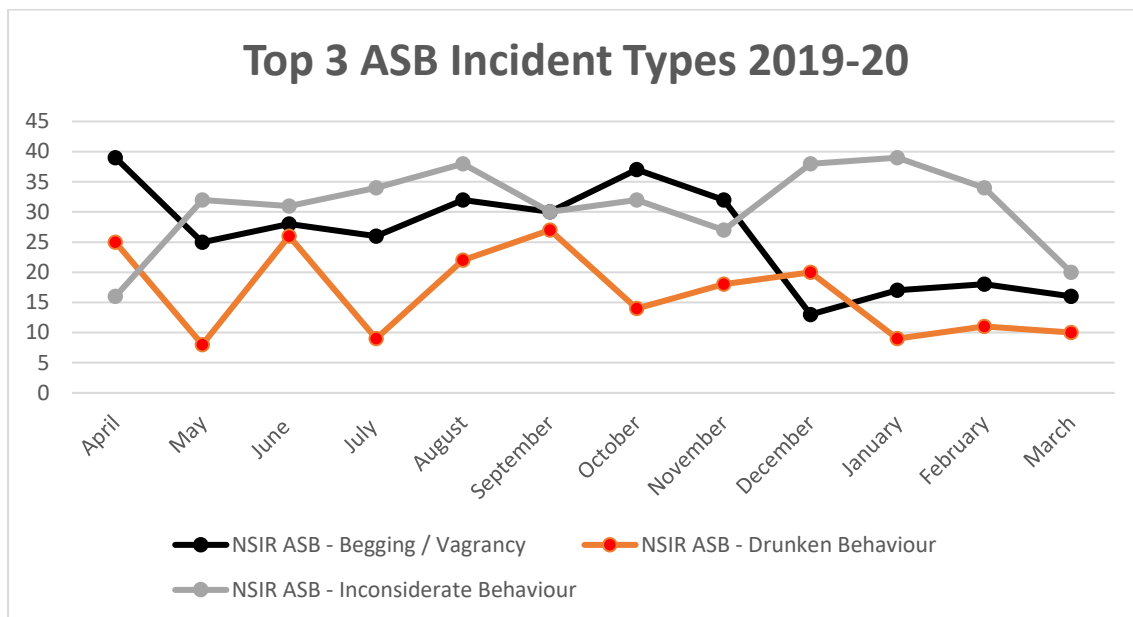
i. Highest Recorded Categories of ASB



The above graph demonstrates the most common categories of ASB incident over each year. Despite volumes being smaller in 2019/20 the same types of ASB incidents are most common.

Inconsiderate Behaviour is the most common category of incident recorded with just over 371 incidents in 2019/20 this is a decrease of 74 (445) since 2018/19. The next most common categories of incident are **Begging/Vagrancy** with 313 and **Drunken Behaviour** with 199 incidents. These three categories are consistently the highest recorded.

After reviewing records classified as '**Inconsiderate Behaviour**' some records could have been recorded in other categories in the above table as they have referred to specific behaviours such as drunkenness, playing loud music, throwing objects etc. Categorisation is based on the recording officer or staff interpretation and where some incidents refer to multiple categories they may have been recorded against inconsiderate behaviour as a catch-all. This could explain why it is always the most prevalent category in data returns.



The above breakdown of the top three ASB categories demonstrates that the overall fall in incidents during December was driven by a dramatic fall in Begging/Vagrancy. This category was relatively stable with between 25 and 40 incidents per month throughout the year, but fell to only 13 in December 2019, with a minimal rise to 18 in January 2020 which has continued in February and March 2020.

In contrast, Drunken and Inconsiderate Behaviour both rose in December with drunken behaviour falling off in January and also remaining consistent for February and March 2020- this is likely to be due to Christmas parties etc. Inconsiderate behaviour maintained its increase in February 2020 before dropping slightly in February and eventually falling dramatically in March 2020, due to the lockdown.

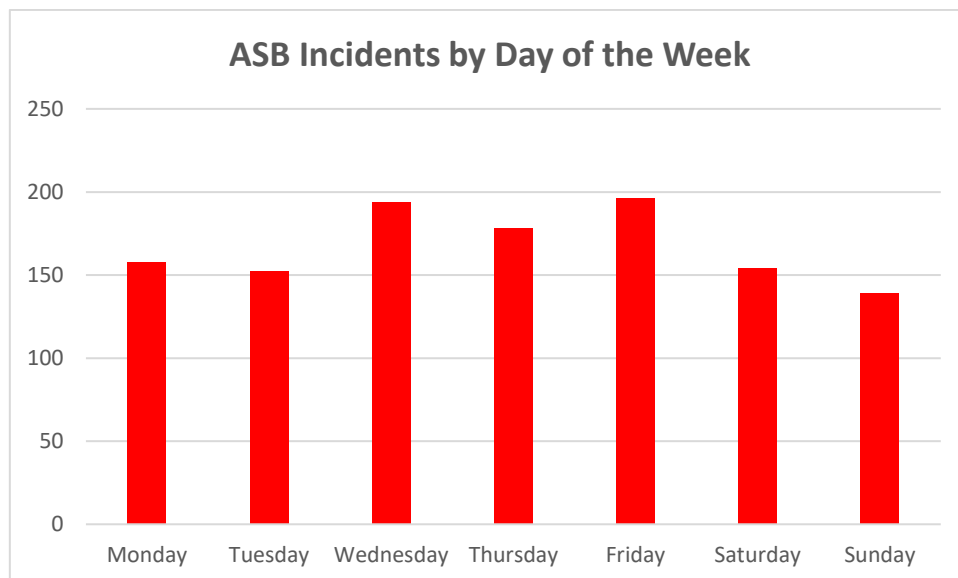
The majority of Begging/Vagrancy incidents related to rough sleepers blocking entrance points, and refusing to wake up and/or move on. There were also complaints of abusive behaviour towards passers-by or staff, busking and begging, and public urination/defecation.

Drunken behaviour issues reported in the period included people refusing to leave licenced premises, demonstrating aggressive behaviour and starting fights, and public urination. The majority involved a solo male offender, although there were similar reports featuring groups of males.

Many of the reports of Inconsiderate Behaviour could have been included under the drunken behaviour or begging/vagrancy incident types. A large proportion of the additional issues included youths gathering on private property, skateboarding and cycling without permission, and smoking cannabis. Further incidents featured people arguing and refusing to leave premises.

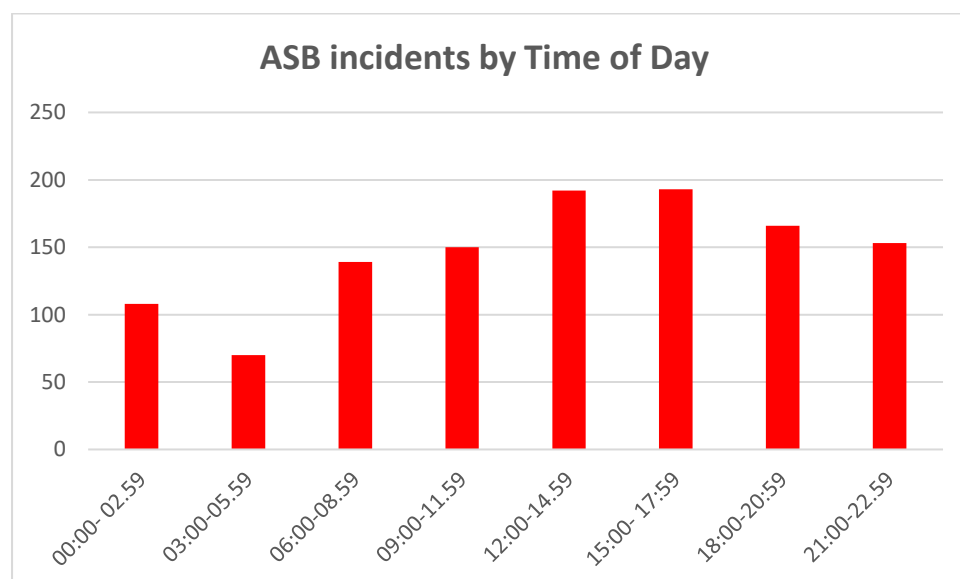
ii. Days of Week

On average there have been three ASB incidents reported per day during the current yearly period. Incidents are most commonly reported on Friday and Wednesdays. Friday has been the most common day for ASB incidents to occur when analysing by quarter with Wednesday not usually showing as a trend, however when analysing a year of data this is a clear trend. Weekends are also relatively low.



iii. Time of Day

Reporting of all ASB incidents in the current period are shown in the below graph broken down by three hour periods across the day. Incident reports tend to be lower in the early hours of the morning through to lunchtime. Occurrences then peak during the evening rush hour and from 9pm to midnight. Looking at the incident types, Begging/Vagrancy incidents are mostly recorded during the mornings from 0900 hours, while Inconsiderate Behaviour starts at midday peaking in early evening. As might be expected, Drunken Behaviour is highest during the late afternoon though to the early hours of the morning.



Offender Management

The Offender Management Team has worked hard over the lockdown period and although the hearing of Criminal Behaviour Order (CBO) applications has been delayed by COVID 19, the team has been successful this month in excluding a persistent offender well known for shoplifting and anti-social behaviour from the City for five years. A further five CBO applications are pending court hearings and another nine have been pre-written in readiness. An additional 24 CBOs are also being worked on by the team at this time, putting us in a strong position to use these robust measures to stop prolific offenders in the City of London.

Engagement with the IASG

Contact with the Independent Advisory and Scrutiny Group has been maintained during this period, with meetings taking place by video conference rather than in person. The Chair of the IASG has been a member of the COVID 19 Gold group, attending weekly meetings on the Force's response to dealing with the issues experienced during the pandemic. In May an extraordinary meeting to brief IASG members on the Force response to COVID 19 was convened via video link by T/Commander Evans as Gold Commander and Supt Isaac as Silver. T/DCI Felton also attended from ECD to provide members with an update on the work of the department in tackling the trends in fraud seen as a result of COVID 19. A further IASG meeting took place on the 10th of June via video conference for members to receive a presentation from the Independent Office for Police Complaints (IOPC) on their work and scrutinise stop and search and use of force data.

Conclusion

This report informs Members of some of the engagement activities undertaken during the COVID 19 lockdown period and provides an end of year review of ASB, showing the impact of lockdown on these issues and how the Force has adapted.

Contact

Helen Isaac
Superintendent Communities and Partnerships
T: 020 7601 2401
E: helen.isaac@city-of-london.pnn.police.uk

Committee(s): Police Authority Board- For information	Date(s): 29 th July 2020
Subject: Annual Report on Professional Standards Activity – 2019/20	Public
Report of: Commissioner of Police Pol 48-20	For Information
Report author: DCS Angie Rogers / PC Ann Roberts obo Assistant Commissioner Alistair Sutherland	

Summary

This report provides a comprehensive overview of activities relating to Police Professional Standards over the year 2019/20, giving an account of both the work of your Professional Standards and Integrity Sub-Committee and of the Force's Professional Standards Department (PSD) during this period.

Your Sub-Committee discharges an essential role of oversight and scrutiny of the Force's handling of complaint and conduct matters. It also provides invaluable support to the work of the Organisational Learning Forum (OLF) and the Force's Integrity Standards Board (ISB) incorporating the Police 'Code of Ethics'.

This report also provides a summary of performance statistics¹ which are submitted annually to the Independent Office for Police Conduct (IOPC). Overall the recorded number of complaint cases has increased in this period. This is partially attributable to an increase in complaints recorded/logged relating to Action Fraud, the fraud reporting service hosted by the Force which has a national remit. Complaints relating to City of London Police personnel have seen an increase against the previous year – which was particularly low. Figures are low relative to the number of interactions with the public and to the complaint figures for other Forces.

The City of London Police's PSD records complaint cases within the target of 10 days (79%). The time the Force takes to complete local investigations which is lower than the national average (88 days compared to the national average of 152 days). The levels of upheld appeals (both Force and IOPC appeals) reflect the excellent investigation standards of the Professional Standards Department, with only three appeals (non- recording) being upheld in the reporting period.

PSD continues to improve the visibility of the department through improved internal communication and PSD training inputs across the Force.

The Organisational Learning Forum (OLF) monitors trends identified as potential concerns and identifies where action such as changes to operational procedures or specific training might drive service improvements. During 2019/20 examples of action taken following OLF include a number of changes to procedures, including but not exhaustively, use of body worn cameras and autism awareness training.

NB: For the benefit of Members, a glossary of technical terms has been included as an Appendix.

¹ Last bulletin produced by the IOPC Q3 due to changes in Police Regulations

Recommendations

That the report is received and its contents noted.

Main Report

The Professional Standards and Integrity Sub-Committee

1. The Professional Standards and Integrity Sub-Committee has responsibility for providing detailed oversight of professional standards in the City of London Police. During 2019/20, it received statistical updates on complaint cases and trends relating to (a) the nature of allegations in complaints, and (b) the means by which those allegations are resolved. The Sub-Committee continues to perform a highly detailed scrutiny function to examine the casework of every complaint recorded by the Force – this is unique among all Offices of Policing and Crime Commissioners and local policing bodies.
2. The Sub-Committee has worked with the Director of the Professional Standards Department (PSD) to ensure that the papers reviewed by Members contain sufficient information to be able to assess whether an appropriate outcome was reached, while not unnecessarily revealing personal details of individuals involved or creating extra workload.
3. In 2019/20 the Sub-Committee continued to look at matters of conduct; it received updates on all misconduct meetings and hearings which had been dealt with by the Force. The Sub-Committee receives updates on Unsatisfactory Performance Procedures (UPP), which concern performance or attendance issues (as opposed to misconduct). It continues to receive updates on Employment Tribunal cases concerning police officers and police staff. These outlined the nature of claims and the outcome of cases. A report from the Integrity Standards Board (ISB) and integrity dashboard are also scrutinised. This includes the gifts & hospitality received by the Chief Officer team.
4. During the reporting year the members visited the PSD department and met with the Director of PSD Angie Rodgers, and the SMT – they also were provided a number of inputs from the areas within the PSD department to gain a valuable insight of the investigation standards. Members reflected that the experience had been worthwhile.
5. The Sub-Committee continues to support the Force in ensuring themes identified in complaint or conduct cases are progressed as issues of Organisational Learning. This is done through the PSD Working Group (PSDWG). The Force's Organisational Learning Forum (OLF), chaired by the Assistant Commissioner, includes representation from all Force Directorates and has a series of working groups focusing on specific areas of organisational learning, including PSD, Custody and Public Order. The Sub-Committee is represented by Oliver Bolton, from the Town Clerk's Department, who attended meetings of the PSDWG in 2019/20, and the Sub-Committee received a digest of highlighted areas/themes of learning at every meeting.

The Work on Police Integrity & Code of Ethics

6. Integrity is driven within City of London Police by three units: Strategic Development holds the Force lead for overseeing how integrity is embedded in the organisation,

principally through initiatives delivering the objectives of the National Police Code of Ethics. PSD educates, monitors and investigates issues that impact on integrity while Organisational Development Department is responsible for ensuring that integrity informs and enhances workforce development.

7. City of London Police continues to deliver initiatives supporting workforce and organisational integrity. The Chairman of the Professional Standards and Integrity Committee supports these activities as a critical friend, which helps to drive continuous improvement in this area. Amongst the things the Force now has in place are:

- A quarterly Integrity Standards Board (ISB) that is chaired by the Assistant Commissioner and attended by the Chairman of the Professional Standards and Integrity Committee together with a representative from the Police Authority. The Board considers information against a range of indicators that highlight where individual or organisational integrity might be called into question. The Board also receives regular updates on activities to promote and embed the Police Code of Ethics into business as usual. During 2019/20 the indicators that are considered by this board were revised, and were informed by feedback from Members of your Professional Standards and Integrity Committee.
- An annual Integrity and Code of Ethics development plan, which is considered at your Professional Standards and Integrity Committee.
- An internal group of Ethics Associates, who meet to consider ethical dilemmas and situations as part of the Regional London Police Challenge Forum, of which the City of London Police was a founding member. The Force shares hosting the meetings, alternating with the British Transport Police and Metropolitan Police Service. The Commander Operations and the Head of Strategic Development are both members of the Regional Police Ethics Network and the national UK Police Ethics Guidance Group.

8. During 2019/20 the Force also underwent a peer review of its arrangements supporting the Police Code of Ethics and ethical decision making. The review was conducted by a Professor of Criminology and Ethics (Bath Spa University) and Chief Superintendent from Devon and Cornwall Police. The review was broadly complimentary of the Force's arrangements. Observations made in the review have informed the revised Integrity and Code of Ethics development plan.

HMICFRS² Legitimacy Inspection

9. Part of HMICFRS's annual inspection programme examines forces' legitimacy. The inspection looks specifically at the extent to which forces:

- Treat people with fairness and respect;
- Ensure their workforce act ethically and lawfully; and
- Ensure the workforce themselves have been treated with fairness and respect.
- The last report relating to the City of London Police was published in May 2019, details of which were included in the previous annual review submitted to your Board. No Integrated PEEL³ Assessment for 2019/20 has taken place.

² Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services

³ Police Efficiency, Effectiveness and Legitimacy

10. In September 2019 HMICFRS published “Shining a light on betrayal (abuse of position for sexual purpose)”. This was a national report that focused on one aspect of the PEEL Legitimacy criteria covering abuse of position for sexual purposes. It considered the progress forces have made tackling this issue following previous reports on the subject dating back to 2015. The report and its findings were submitted to both your Police Performance and Resources Committee and Professional Standards and Integrity Committee.

Independent Office for Police Conduct (IOPC)

11. The IOPC collects complaint data from all 43 Forces in England and Wales and produces a quarterly statistical bulletin. Each Force is provided an individual Bulletin containing complaint data, data compared to the “most similar force” (which the CoLP does not have given its unique size and remit) and national data. The IOPC also reports on its own performance. It produces an Annual Report on complaint statistics which allows Forces to see all national Force data together, and outlines any national trends on the reporting, investigation and appeals to the IOPC. The full annual report for all Forces for the previous year’s data 2019/20 is published later into this year period. This maybe delayed by both the impact of the changes to the Police Regulations on the data and the Covid-19 pandemic. The IOPC acknowledge the complaints generated from Action Fraud which is a national service.

12. CoLP PSD referred 6 cases to the IOPC during 2019-20⁴. During the same period the total number of method of investigation (MOI) decisions by the IOPC were for 5 to be locally investigated by CoLP, 1 to be independently investigated by the IOPC and 0 to be supervised by the IOPC. Currently the IOPC is conducting a total of 3 independent investigations. The volume of independent investigations reflects an increase in staff, span and scope of the IOPC involvement and the case referral criteria.

13. According to IOPC data, the City of London Police’s PSD performs well in terms of the time the Force takes to complete local investigations which is lower than the national average (88 days compared to the national average of 157 days⁵). The levels of upheld appeals (both Force and IOPC appeals) reflect the excellent investigation standards of the Professional Standards Department, with three appeal (non- recording) being upheld in the reporting period.

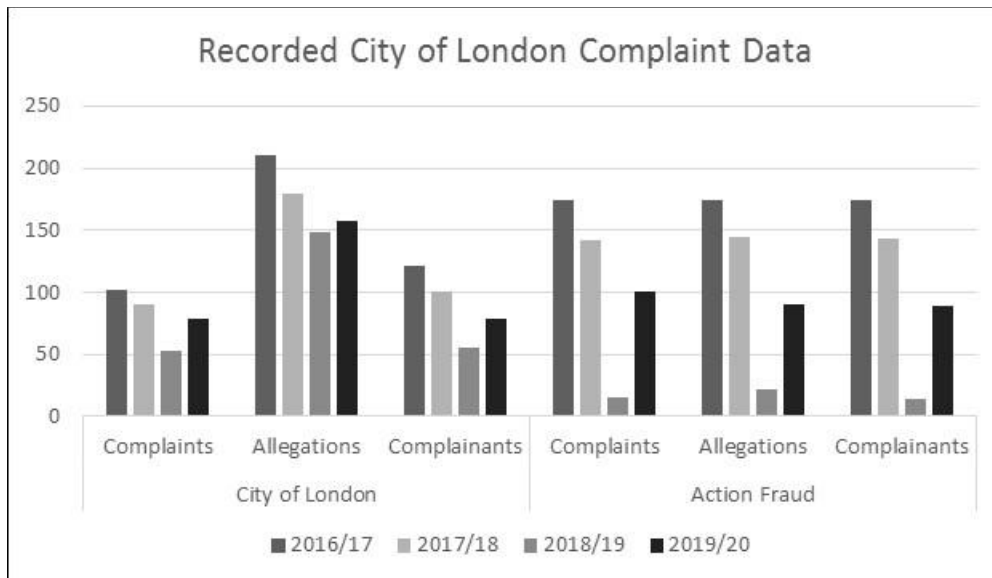
Complaints

Recorded Complaints

⁴ Rolling year – some matters recorded during the previous quarter or year

⁵ Based on the last published quarterly bulletin by the IOPC Q3 (01/10/2019-31/12/2019)

	City of London			Action Fraud		
	Complaints	Allegations	Complainants	Complaints	Allegations	Complainants
2016/17	102	210	121	174	174	174
2017/18	90	180	100	142	145	143
2018/19	53	148	56	15	22	14
2019/20	79	157	79	101	90	89



14. The City of London Police is the national Lead Force within the UK for Economic Crime investigation and since April 2013, receives all reports of fraud reported across England and Wales through the 'Action Fraud' reporting process. Complaints regarding the delivery of the Action Fraud service are recorded under the Appropriate Authority of the City of London Police. The IOPC has acknowledged the complaints generated from Action Fraud as a national service, but the figures are included with the City of London data (due to falling within the remit of the City of London Police Appropriate Authority).
15. During 2018/19 PSD were recording all AF complaints and sending them to ECD who resolved them. PSD were able to reduce the number of AF complaints formally recorded under Schedule 3, by evoking the Action Fraud Complaints policy at the time where all complaints went through their complaints process before PSD would consider a formal complaint under Schedule 3. This significantly reduced the number of complaints being recorded but probably increased the number of complaints and queries that the NFIB Info Hub were dealing with. This gave an unreliable reflection of the volume of complaints regarding the AF process and the scale of the problem being dealt with.
16. Of those complaints that PSD recorded, they only related to service failings e.g. not providing updates when requested. Complaints about decisions not to disseminate reported fraud for investigation were no longer recorded as it was agreed with the IOPC, and supported on appeal, that these met the Schedule 3 exemptions. These figures did not include the rise in MP letters that ECD were attempting to deal with. These are now being dealt within PSD, which has included a requirement to increase

staff to address this demand, and the increased logging of complaints for PSD rather than ECD resolution, whether in or out of Schedule 3, under the new regulations – including those we would have previously non-recorded. Therefore the data during 2018/19 cannot be compared against any other period.

17.The volume of recorded Action Fraud complaints is extremely low compared to the number of fraud reports to Action Fraud. 2019/20 complaint figures represent 0.01% of all Action Fraud reports received in the same period.

18.Members of Parliament who write in on behalf of a constituent are now provided written information relating to the process and expectations of the Action Fraud reporting tool. If their constituent remains dissatisfied, the process they need to take to make their own complaint. MP's cannot make a complaint on their behalf.

Allegations Recorded

19.A total of 247 allegations were recorded in 2019/2020. In terms of nature of allegations, the *highest* categories were:

Type:	Number allegations:	Overall percentage
General Policing Standards	60	24%
General level of service*	27	11%
Incivility, impoliteness and intolerance	22	9%
Other irregularity in procedure	18	7%
Other neglect or failure in duty	13	5%
Other Assault	14	6%
Discriminatory behaviour	11	4%
Decisions*	10	4%

*denotes new regulation allegation types from 01/02/20

20.2019/20 City of London Police complaint data accounts for 44% of the total cases recorded. This is a reversion to data in 2017/18 where Action Fraud cases formed the majority at 61%. This is due to the adjustment in recording standards of complaints relating to Action Fraud last year where the CoLP accounted for 78%.

21.General Policing Standards, General level of Service* and Decisions* allegation types are almost all relating to Action Fraud. *new regulation allegation types from 01/02/20.

22.The allegation type Incivility has returned as the highest allegation type. However with the use of Body Worn Video (BWV) most allegations are not substantiated. Many of these allegations are surrounding perceived communication skills. Neglect of Duty still remains within the highest allegation categories in this reporting period. This allegation type has been the highest in the previous three year's data, and reflects the national picture. Other irregularity in Procedure is a similar category and of the procedural types where expectations have not been met. All of these allegation types, where possible,

have learning disseminated. The effective use of Body Worn Cameras have been instrumental in the investigation of such recorded complaints and the outcomes.

23. There were 11 allegations of “discriminatory behaviour” recorded during 2019/20; these sub categorise into 5 Race, 3 Other, 1 Mental Health, 1 Gender, and 1 Disability. Of this allegation type 10 were finalised⁶ following a PSD investigation, with outcomes as follows: 7 allegations were ‘not upheld’, 2 were Locally Resolved. One allegation was withdrawn by the force.

Finalised Allegations

24. In the last year a total of 139 allegations were finalised. 129 of which were investigated by PSD. A total of 4 (3%) were upheld. *Table shows highest Allegation categories finalised.*

Type:	Number allegations: Upheld	Number of Allegations: Locally Resolved	Total Allegations (Finalised by all means)
General Policing standards	0	20	27
Incivility, impoliteness and intolerance	1	14	20
Other neglect or failure in duty	0	7	16
Other irregularity in procedure	0	9	15
Discriminatory behaviour	0	2	10
Other Assault	0	0	6

25. There has been an increase in Local Resolution as a means to finalise allegations. During 2019/20 Including Action Fraud data, 50% allegations were finalised by means of Local Resolution. Figures for the previous year was 36%. National average data for end of Q3 2019/20 is reported as 50%. Any adjustments in Action Fraud complaint recording have a dramatic impact upon Local Resolution data where most complaints are a service recovery. Local resolution figures are returning to the same levels prior to the Action Fraud data recording changes. This finalisation is no longer relevant following the regulation changes this type of organisational complaint will be logged and service recovered.

Complainant Characteristics

Ethnicity

26. PSD does record data relating to the ethnicity of the complainant. However, meaningful data is difficult to collect as complainants are often reluctant to self-identify. 74 out of the 168 complainants (44%) did not state their ethnicity. The highest category

⁶ The finalised allegations are from a rolling period therefore may not be cases recorded in the same year.

recorded is White British, 24 complainants have self-defined their ethnicity within this group (14%). These are similar statistics to previous years.

Gender and age

27. A total of 168 complainants were recorded in 2019/20. Of these 118 stated they were male, 34 female and in 16 cases gender is unknown. Most complainants do not state age, but from what the Force has recorded, the highest category is 40-49 years of age with 20 (12%). This is the same age group as the previous year. Of the groups aged 20-39 a total of 32 complainants disclosed their age (19%). 85 complainants provided no data (51%).

Organisational Learning Forum and other internal groups

28. Learning issues are central to the work of PSD. Complainants often express that they want the officer/organisation to acknowledge what went wrong, and understand how the Force will ensure that similar issues will not happen again. The Organisational Learning Forum (OLF) chaired by AC Sutherland, is well established, has been operating for several years and meets on a quarterly basis.
29. The work of the OLF cuts across the organisation, it is a decision making forum and if necessary issues are escalated to the Force's Strategic Management Board (SMB). The OLF has the responsibility for the strategic overview of learning across all Directorates. It is supported by tactical groups focusing on Custody, Public Order, Stop and Search and Professional Standards, to tackle learning on a local level.
30. The Professional Standards Department Working Group (PSDWG) is attended by Oliver Bolton from the Town Clerk's Department, representing the Sub-Committee. The Chairman of the Professional Standards and Integrity Sub-Committee attends the Integrity Standards Board for independent oversight. Any identified PSD learning issues that need to be addressed at a more strategic level are elevated to the OLF. The PSDWG also reviews the 'Learning the Lessons' bulletins issued regularly by the IOPC and ensures that lessons contained within them are addressed and disseminated across the Force. PSD also publish a quarterly Professionalism Bulletin.
31. During 2019-20, the PSDWG took the lead on a number of topics identified as areas for organisational learning, case study example:-

Autism Awareness training

A complaint was made following a stop by an officer who was on a bicycle who pulled alongside the driver of a vehicle and knocked on his window telling him to pull over. The motorist concerned suffers from autism and was immediately thrown into confusion as he was not aware of breaking any law. When the officer told him to pull over his options were to stop on the zig-zag lines on a pedestrian crossing or double red lines which he considered would be against the law. He told the officer he was autistic but was required to pull into a narrow cul-de-sac where he felt anxious and trapped. Complainant felt that the officer did not understand how his condition was making him feel and if the officer had communicated better the anxiousness he felt as a result could have been averted.

Learning identified:-

This incident involved a member of the public (N) who suffers from autism being required to stop by a constable in uniform. Due to his condition this immediately had an adverse effect. He is aware that stopping a motorist with autism is not an everyday occurrence for our officers he felt having brought the fact that he suffered from autism to the attention of the officer, the officer did not understand the turmoil he was now in and merely raised his voice.

The incident was prepared as a training scenario and was initially passed to Corporate Communications to raise awareness via the City of London Police intranet page. Coincidentally however an Autism Awareness Event was also being prepared for City of London Police employees. The prepared training scenario was shared and was used during the event on 25th June 2019. The Investigating Officer attended as a representative for the Professional Standards Directorate.

There is also a collaborated autism alert card in conjunction with MPS/BTP/CoLP that has just been launched, supported by the National Police Autism Association, these will be available for members of the public to carry and can provide if stopped by an officer.

Learning and development have amended their training packages to incorporate this learning. The mobile Toughpads were also uploaded with all the relevant information/guidance.

Criminal Investigations

32. There have been none recorded during the reporting period.

Misconduct

33. Misconduct can be categorised as being either 'misconduct' or 'gross misconduct', the latter being the more serious. Where it is determined that an officer has a case to answer, misconduct matters are heard at a misconduct meeting and gross misconduct is dealt with by means of a hearing. During the reporting period 2019/20, 7 misconduct cases were recorded within PSD. A total of 7 misconduct cases were finalised during the reporting period (some of these cases had been carried over from previous years). Currently 8 misconduct cases remain live investigations. Of the misconduct cases finalised during the reporting period the outcomes⁷ were as follows:-

a) Misconduct Hearings

Two Misconduct Hearings have been held:

In the first hearing - (IOPC independent investigation), the proceedings were stayed and the charges Not Proven.

In the second hearing (IOPC directed), – the finding was No Action against the officer.

b) Misconduct Meetings

There have been no meetings held in the reporting period.

⁷ Some cases involve more than one officer & those involved may receive different disciplinary outcomes

c) Management Action

In two cases there was a Case to Answer –Misconduct and the officer(s) were given formal management action. In one case there was a Case to Answer - Not misconduct.

d) No Action

In one case there was No Case to Answer, and no further action was taken against the officers.

e) Members of Police Staff

No cases involving police staff have been finalised during the reporting period. HR deal with most civilian cases due to their employment with the COL.

Unsatisfactory Performance Procedures (UPP)

34. During the reporting period one Misconduct case had significant learning and the Special Constable received a UPP action plan.

Staffing

35. During 2019/20 Assistant Commissioner Alistair Sutherland, continues to oversee the work of the Professional Standards Department within Business Support Directorate. The current Director of Professional Standards is D/ Supt Angie Rogers. Deputy Director Ian Younger continues his role of Misconduct and Civil Claims manager. DCI Claire Cresswell maintains her role as Deputy Director completing the Designated Appropriate Authority role, making decisions for all complaint and conduct cases.
36. The Team have settled into their offices within the New Street building. There has been a high level of staff turnover in the past year and staffing levels have often been below the recognised levels within the department. In addition business cases have been put forward and authorised for new roles within the Counter Corruption unit, Vetting and Complaints. An increase in the level of recruitment has occurred to fill these new roles and vacancies. This continues to date.
37. CoLP PSD is continuing to develop its collaboration agreement with the British Transport Police CCU PSD. The teams are co-located and internal works are being planned to allow the teams to work in a more effective office environment to support collaborative working in the future.

Future Governance and Regulatory Changes

38. The final phase of the reforms to the Police Disciplinary and Complaints system went live nationally on 1st February 2020. The focus has turned extensively towards a learning culture in all but the most serious conduct cases. The Professional Standards Directorate have conducted extensive communications and guidance across the force to support these changes. A brief overview of the main changes are provided below:
39. Conduct changes:

- There will be a revised definition of misconduct – only serious breaches of the Standards of Professional Behaviour that warrant a professional taint of at least a written warning will be classed as misconduct.
 - Low-level wrongdoing, mistakes & underperformance falling short of public expectations that does not warrant a professional taint of written warning will immediately leave PSD and be dealt with by line managers as Practice Requiring Improvement (PRI).
40. PRI is NOT a misconduct outcome. It is a non-adversarial process between the Participating Officer and Reviewer/ Supervisor:
- Participating officer provides an account.
 - Reviewer undertakes reasonable and proportionate fact finding.
 - Discussion stage – consider the whole person and their welfare.
 - Reflective Review Action Report – summary and any learning actions stored in PDR.
 - Safeguard – any account is not admissible if unforeseen disciplinary proceedings were to follow.
41. This form of outcome has received several encouraging reviews across the force about the positive experience it provides for all parties and the improvements seen at the end of the process.
42. There will also be improvements in transparency, cooperation and fairness. PSD will disclose terms of reference for complaints and conduct cases to the officer as standard practice. In addition, officers will receive investigation reports when there is no case to answer. A written explanation will be provided when an investigation is over 12 months – this will include steps to be taken to progress the investigation expeditiously.
43. Future outcomes
Future misconduct outcomes have been altered, they now will be: No action, refer to PRI, written warning, final written warning, dismissal without notice, and reduction in rank (this will be given if the officer is not fit to perform duties of the rank, has bought the rank into disrepute, or is unable to command). The scale of reduction is unlimited.
44. Public Complaints
- Every report of dissatisfaction will be officially logged/recorded.
 - The term and process of 'Local Resolutions' will be replaced by a new process; complaints will receive a reasonable and proportionate investigation relevant to the circumstances and complaint.
 - Finalisations change from 'upheld' and 'not upheld' to 'service fell short of that expected from the police service' and 'service was at a level expected from the police service'. This removes the focus from individual blame to a service delivery.
45. The Professional Standards Directorate has worked intensely to ensure that the ethos of the changes and the regulatory demands of the new reforms are fully adopted. This has been facilitated by extensive stakeholder engagement with regional and national PSD departments, the IOPC and the Professional Standards and Integrity Sub Committee members. The changes have been overwhelmingly positive for our

complainants, officers and PSD staff and we will continue to monitor the effect the new regulations have on our performance throughout the next year.

46. Moving into 2021 and beyond it may become more complex to compare complaints data due to the changes in police complaint regulations. The new changes require all expression of dissatisfaction to be recorded and they are separated into schedule 3 and non-schedule 3 complaints depending on their seriousness and how they can be resolved. The team will work on comparison data over the next reporting periods to ensure some statistical analysis and explanation is possible moving forward.
47. PSD has worked extensively to improve its capability and capacity in order to acquire 'outstanding' criteria in the HMIC Legitimacy Review. This has been achieved through the purchase of new systems, recruitment, and development of the Counter Corruption Strategy which supports learning and prevention activity. All of this should work to vastly improve the HMIC rating experienced moving into the next year and beyond. The team will continue to work with stakeholders and critical friends across the force to create the most effective PSD that it can on behalf of the force.

Conclusion

48. Complaints have reduced year on year since 2017. It is hoped that this trend will continue into 2020 and beyond with increased use of practice requiring improvement. This moves away from a culture of blame for low level complaints and conduct to an environment of learning and improvement. It is known to promote better working practices and increase motivation in staff.
49. The number of complaints against police officers remains relatively low⁸ given the high numbers of interactions with members of the public, often in challenging circumstances. A number of terrorist incidents and the perception of policing has an impact towards complaints. Covid19 will likely have an impact on the public perception on the whole of British Policing. Subsequent complaints that are received either during or after this period however, are unlikely to be reflected in the complaint data for some time.
50. CoLP have introduced Single Online Home which signposts users to a 'one stop shop' to report matters either positive/negative thus making reporting easier. Covid19 restrictions and forced increased time at home will undoubtedly have an impact on whether individuals have time to chase investigations or matters, and where they may not have complained prior to this unprecedented period.
51. The number of complex and multiple complaints and conduct matters has increased over the last number of years. There are more investigations where the IOPC are involved, (this may reflect their increase in staff levels to accept a higher case load). This IOPC involvement has an impact on the PSD investigation team.

⁸ CoLP recorded 71 allegations per 1000 employees, National Average 205 allegations per 1000 employees IOPC 2019/20 Q3 – *Police Workforce, England and Wales, 31st March 2019 (National Statistics)*

52. The changes to the Police Regulations since 1st February 2020 has made the emphasis on learning both as an Organisation and Individual level the core focus. This can only enhance and reinforce the steps that PSD have already taken in this direction.
53. Following on from the success of internal communications and PSD training inputs, PSD have recruited an Engagement Officer. The Engagement officer is working extensively across the force to promulgate learning, provide training, education and advice to support our officers and staff in maintaining the highest standards of professional behaviour. PSD has seen an increase in internally referred conduct matters and requests for advice. There has been an increase in the quantity and quality of confidential anonymous reports of wrong doing to the two way reporting system 'Bad Apple', and the use of Safecall.
54. PSD record/log complaints recorded against Action Fraud – a National service - where complainants are often only seeking an update. This early resolution will not only increase confidence in the City of London Police but assist in lowering further the number of complaints recorded against the Force. However the intervention of Members of Parliament writing into the CoLP on behalf of constituents has increased dramatically over the last year and PSD recording these in an attempt to show the workload that they are generating, a further post has been created to deal with the increase workload that the Action Fraud creates.
55. Whilst the number of complaints against City of London officers is relatively low compared to the national statistics, PSD continue to look for smarter working practices to assist in dealing with complaints and conduct matters concisely, impartially and ensuring that the City of London continues to deliver an exceptional policing service.

Appendices

Appendix 1- Glossary of terms

Contacts:

Alistair Sutherland

Assistant Commissioner

T: 020 7601 2005

E: Alistair.Sutherland@city-of-london.pnn.police.uk

Detective Chief Superintendent Angie Rogers

Head of Professional Standards

T: 020 7601 6945

E: Angie.Rogers@city-of-london.pnn.police.uk

This page is intentionally left blank

Annex A: glossary of terms

Allegation: An allegation may concern the conduct of a person or persons serving with the police or the direction and control of a Police force. It is made by someone defined as a complainant under the Police Reform Act 2002 (see 'complainant' below). An allegation may be made by one or more complainants. A complaint case may contain one or many allegations. For example, a person may allege that they were pushed by an officer and that the officer was rude to them. This would be recorded as two separate allegations forming one complaint case. An allegation is recorded against an allegation category.

Chief officer: 'Chief officer' is a collective term that refers to the heads of police forces (chief constables for all forces except the Metropolitan Police and City of London Police, which are each headed by a commissioner).

Complainants: Under the Police Reform Act 2002, a complaint may be made by:

- a member of the public who claims that the conduct took place in relation to them
- a member of the public who claims they have been 'adversely affected' by the conduct, even though it did not take place in relation to them
- a member of the public who claims to have witnessed the conduct
- a person acting on behalf of someone who falls within any of the three categories above. This person would be classed as an 'agent' or 'representative' and must have the written permission of the complainant to act on their behalf. A person is 'adversely affected' if they suffer distress or inconvenience, loss or damage, or are put in danger or at risk by the conduct complained of. This might apply, for example, to other people present at the incident, or to the parent of a child or young person, or a

friend of the person directly affected. It does not include someone distressed by watching an incident on television.

A 'witness' is defined as someone who gained their knowledge of that conduct in a way that would make them a competent witness capable of giving admissible evidence of that conduct in criminal proceedings or has anything in their possession or control that would be admissible evidence in criminal proceedings.

One complaint case can have multiple complainants attached to it and one individual can make more than one complaint within the reporting year.

Subjects: Under the Police Reform Act 2002 (PRA 2002), complaints can be made about persons serving with the police as follows:

- Police officers of any rank
- Police staff, including community support officers and traffic wardens
- Special Constables

Complaints can also be made about contracted staff who are designated under section 39 of the PRA 2002 as a detention officer or escort officer by a chief officer.

Complaint case: A single complaint case may have one or more allegations attached to it, made by one or more complainants, against one or more persons serving with the police.

Direction and control: The IOPC considers the term 'direction and control' to mean general decisions about how a force is run, as opposed to the day-to-day decisions or actions of persons serving with the police, which affect individual members of the public – including those that affect more than one individual.

Disapplication: Disapplication only applies to allegations linked to complaint cases received on or after 22 November 2012.

A full list of the allegation categories available and their definitions can be found in the IOPC's Guidance on the recording of complaints. There are certain circumstances in which a complaint that has been recorded by a police force does not have to be dealt with under the Police Reform Act 2002 (PRA 2002). For allegations linked to complaint cases received on or after 22 November 2012, this is called disapplication. It can only happen if certain circumstances apply:

- If more than 12 months have passed between the incident, or the latest incident, giving rise to the complaint and the making of the complaint and either no good reason for the delay has been shown or injustice would be likely to be caused by the delay.
- If the matter is already subject of a complaint made by or on behalf of the same complainant.
- If the complainant discloses neither their name and address nor that of any other interested person and it is not reasonably practicable to ascertain these.
- If the complaint is repetitious.
- If the complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints.
- If it is not reasonably practicable to complete the investigation or any other procedures under the PRA 2002.

If the complaint was not required to be referred to the IOPC, the police force can carry out a disapplication. If the complaint was referred to the IOPC and the IOPC has either referred the complaint back to the force or determined the form of investigation, the force must apply to the IOPC for permission to carry out the disapplication.

Disapplication appeal: An appeal may be made to the relevant appeal body against the decision to disapply the requirements of the Police Reform Act 2002. There is no right of appeal where the complaint subject to the disapplication relates to direction and control or where the IOPC has given permission for the disapplication.

Discontinuance: A discontinuance ends an ongoing investigation into a complaint. It can only occur if certain circumstances apply:

- If a complainant refuses to co-operate to the extent it is not reasonably practicable to continue with the investigation.
- If the force decides the complaint is suitable for local resolution.
- If the complaint is repetitious.
- If the complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints.
- If it is not reasonably practicable to proceed with the investigation.

If the complaint was not required to be referred to the IOPC, the police force can discontinue a local investigation; otherwise, they must apply to the IOPC for permission to discontinue the investigation. In the case of a supervised investigation, the police force has to apply to the IOPC for permission to discontinue the investigation.

Discontinuance appeal: An appeal may be made to the relevant appeal body against the decision by a police force to discontinue the investigation into a complaint. There is no right of appeal where the complaint subject of the investigation discontinued relates to direction and control, where the IOPC has given permission for the discontinuance or if the discontinuance is carried out by the IOPC in relation to a supervised investigation.

Invalid appeals: There are a number of reasons why an appeal may be judged to be invalid. These are:

- If the appeal is not complete. An appeal must be in writing and contain certain information such as the details of the complaint, the name of the police force whose decision is subject of the appeal and the grounds of appeal, although the relevant appeal body may still consider an appeal even if it does not consider the appeal complete.
- If there is no right of appeal. Only a complainant or someone acting on his or her behalf can make an appeal. If anyone else tries to, the appeal is invalid. An appeal must also follow a final decision in relation to a complaint from the force (or, in the case of non-recording where no decision has been made, at least 15 working days must have passed between the complainant making their complaint and submitting an appeal against the non-recording of that complaint).
- If the appeal is made more than 28 days after the date of the letter from the Police force giving notification of the decision (which is capable of appeal) to the complainant and there are no special circumstances to justify the delay. The right of appeal in relation to direction and control complaints is limited, as noted in the definition for each appeal type above; full details can be found in the IOPC's Statutory guidance.

Dispensation: Dispensation only applies to allegations linked to complaint cases received before 22 November 2012.

There are certain circumstances in which a complaint that has been recorded by a police force does not have to be dealt under the Police Reform Act 2002 (PRA 2002). For allegations linked to complaint cases received before 22 November 2012, this is called dispensation. It can only happen if certain circumstances apply:

- If more than 12 months have passed between the incident, or the latest

incident, giving rise to the complaint and the making of the complaint and either no good reason for the delay has been shown or injustice would be likely to be caused by the delay.

- If the matter is already subject of a complaint made by the same complainant.
- If the complainant discloses neither their name and address nor that of any other interested person and it is not reasonably practicable to ascertain these.
- If the complaint is repetitious.
- If the complaint is vexatious, oppressive or otherwise an abuse of the procedures for dealing with complaints.
- If it is not reasonably practicable to investigate the complaint.

Gross Misconduct: A breach of the Standards of Professional Behaviour so serious that dismissal would be justified

Investigation: If a complaint is not suitable for local resolution, it must be investigated. This involves the appointment of an investigating officer who will investigate the complaint and produce a report detailing the findings about each allegation and any action to be taken as a result of the investigation. There are two different types of investigation referred to in the report:

- Local investigations: Are carried out entirely by the police. Complainants have a right of appeal to the relevant appeal body following a local investigation.
- Supervised investigations: Are carried out by the police under their own direction and control. The IOPC sets out what the investigation should look at (which is referred to as the investigation's 'terms of reference') and will receive the investigation report when it is complete. Complainants have a right of appeal

to the IOPC following a supervised investigation.

Investigation appeal: This applies to all complaints investigated by the police force itself or where the investigation has been supervised by the IOPC. The complainant may appeal to the relevant appeal body on a number of grounds in relation to the investigation, which are set out in the 'findings' section of the report. There is no right of appeal in relation to the investigation of a direction and control complaint.

Investigation outcomes:

- **Unsubstantiated / Substantiated:** These are the outcomes of allegations that have been judged solely in terms of whether evidence of misconduct was found. This outcome will only apply to allegations linked to complaint cases recorded before 1 April 2010. As time progresses there will be fewer allegations with these outcomes.

- **Not upheld / Upheld:** As of 1 April 2010, police forces are expected to also record whether a complaint is upheld or not upheld. A complaint will be upheld if the service or conduct complained about does not reach the standard a reasonable person could expect. This means that the outcome is not solely linked to proving misconduct.

Local Resolution: For less serious complaints, such as rudeness or incivility, the complaint may be dealt with by local resolution. Local resolution is a flexible process that can be adapted to the needs of the complainant. A local police supervisor deals with the complaint, which might involve providing an explanation or information; an apology on behalf of the force; providing a written explanation of the circumstances and any action taken; or resolving the complaint over the counter or by telephone.

Local Resolution appeal: Complainants are entitled to appeal to the relevant appeal body against the outcome of a local resolution.

There is no right of appeal where the complaint locally resolved relates to direction and control.

Management Action: A way to deal with issues of misconduct other than by formal action. They can include improvement plans agreed with officers involved.

Misconduct: A breach of the Standards of Professional Behaviour

Misconduct Hearing: A type of formal misconduct proceeding for cases where there is a case to answer in respect of gross misconduct or where the police officer has a live final written warning and there is a case to answer in the case of a further act of misconduct. The maximum outcome at a Misconduct Hearing would be dismissal from the Police Service.

Misconduct Meeting: A type of formal misconduct proceeding for cases where there is a case to answer in respect of misconduct, and where the maximum outcome would be a final written warning.

Non-recording appeal: Under the Police Reform Act 2002, the police have a duty to record all complaints about the conduct of a serving member of the police or the direction and control of a police force.

Complainants have the right to appeal to the IOPC in relation to the non-recording of their complaint on a number of grounds. These are set out in the 'findings' section of the report. The appeal right in relation to direction and control complaints is limited; full details can be found in the IOPC's Statutory Guidance.

Sub judice: After recording a complaint, the investigation or other procedure for dealing with the complaint may be suspended because the matter is considered to be sub judice. This is when continuing the investigation / other procedure would

prejudice a criminal investigation or criminal Proceedings. There are a number of factors Police forces should consider when deciding whether a suspension is appropriate. The complainant must be notified in writing when the investigation / other procedure into their complaint is suspended and provided with an explanation for the decision. A complainant has the right to ask the IOPC to review that decision.

Unsatisfactory Performance Procedures

(UPP): Procedures which are available to deal with performance and attendance issues.

They are not, as such, dealt with by Professional Standards, but by the Force's Human Resources Department.

Withdrawn: A complainant may decide to withdraw one or more allegations in their complaint or that they wish no further action to be taken in relation to their allegation/ complaint. In this case, no further action may be taken with regard to the allegation/ complaint.

Police Terminology

AA: Appropriate Authority

ANPR: Automatic Number Plate Recognition

ATOC: (Association of Train Operating Companies) agreements.

To be authorised to travel within the ATOC agreement warranted officers must sign to join the scheme and an agreed amount is taken from their wages at source. When they begin working at CoLP officers are provided with a warrant card which previously permitted travel on the over ground trains within a specific region in the south east of the UK. As long as the warrant card did not have the words 'Not for Travel' across it officers were considered to be in the ATOC agreement. This has since changed and officers now receive a Rail Travel card to be shown alongside their warrant card to confirm they are in the agreement.

Other forces have similar schemes including Essex Police who issues their officers in the

agreement with a travel card. This has to be shown with a warrant card. With both CoLP and Essex Police when officers leave the force they are required to hand back both their warrant and travel cards. If they are transferring forces and required to travel by train the expectation would be that they would buy a train ticket on their first day before their new warrant card and now travel card are issued.

BWV : Body Worn Video

CAD: Computer Aided Dispatch

CCJ: County Court Judgement

DPS: Directorate Professional Standards (Metropolitan Police Service)

DSI: Death or Serious Injury

ECD: Economic Crime Directorate

FI: Financial Investigator

HCP: Health Care Professionals

I&I: Intelligence and Information Directorate

IOPC: Independent Office of Police Conduct

MIT: Major Investigation Team

MPS: Metropolitan Police Service

NFA: No Further Action

NUT: National Union of Teachers

PCO: Public Carriage Office

PHV: Private Hire Vehicle

PMS: Property Management System

PNC: Police National Computer

POCA: Proceeds of Crime Act

SAR: Subject Access Request

SAR: Suspicious Activity Report

SIO: Senior Investigating Officer

SOP: Standard Operating Procedure

STOT: Safer Transport Operations Team

TFG: Tactical Firearms Group

TfL: Transport for London

TPH: Taxi and Private Hire

UNIFI: City of London Crime and Intelligence
Database

UPD: Unformed Policing Directorate

IC Codes:

IC1 – White – North European

IC2 – Dark European

IC3 – Black

IC4 – (South) Asian

IC5 – Chinese, Japanese, or other South-East
Asian

IC6 – Arabic or North African

IC9 – Unknown

Committee(s):	Date:
Police Authority Board	29 th July 2020
Subject: Integrity and Code of Ethics Update	Public
Report of: Commissioner of Police Pol 49-20	For Information
Report author: Head of Strategic Development, City of London Police	

Summary

This report would, in normal circumstances, be submitted to the Professional Standards and Integrity (PS&I) Committee. In view of the temporary suspension of the Committees of the Police Authority Board during the Covid-19 lockdown period, it is provided here to update Members on the current position relating to work in the area of Integrity and Ethics, which has been impacted by the Covid-19 but is now adapting to different ways of working.

Integrity Standards Board:

The Force's Integrity Standards Board (ISB) last met on 26th February 2020 and was reported to the PS&I Committee. The meeting scheduled for June 2020 was cancelled due to arrangements put in place by the City of London Corporation during the Covid-19 lockdown. The next meeting will take place on 15th September 2020 and depending on the government guidance in force at the time will probably be via telephone conference or Microsoft Teams.

Code of Ethics Update:

There have not been any London Police Challenge Forums (LPCF) since December 2019. A date was scheduled for April 2020 for a re-launch of the LPCF (at which it was to be rebranded to the Police Ethics Engagement Forum), however that was cancelled following the Covid-19 lockdown. The MPS Co-ordinator of the LPCF is currently exploring effective ways that these events can take place remotely, however, it will rely on all participant having access to MS Teams or similar, which is not yet available to the majority of City of London Police (CoLP) personnel. This should change over the summer as new IT is rolled out across the Force.

The Regional and National meetings have managed to operate remotely, with discussions dominated by issues relating the Covid-19 situation (e.g. the impact on the quality of decision making in the face of rapidly shifting priorities, changing to legislation and enforcement of guidance).

The Integrity Standards Development Plan has been reviewed by the Head of Strategic Development, but has not yet been through any Force governance

processes. Following formal consideration and approval by the Force, it will be submitted to the next available PS&I Committee for information.

The plan includes progress against areas for improvement (AFIs) identified by HMICFRS¹ that are relevant to the PS&I Committee. However, Members received this information as part of the full HMICFRS update provided to your Police Authority Board on 22nd June 2020.

Recommendation(s)

Members are asked to note the report.

Main Report

Current Position

Integrity Standards Board

1. The Integrity Standards Board (ISB) was constituted to monitor the dashboard on a quarterly basis and to consider other issues relating to integrity. The Board is chaired by the Assistant Commissioner and is attended by the Chairman of the Professional Standards and Integrity (PS&I) Committee and a representative from the Town Clerk's department.
2. The last board was held on 26th February 2020. A meeting was scheduled for June, however, following the Covid-19 lockdown a number of force meetings were temporarily halted, with ISB being one such meeting. Depending on Government guidance in force at the time, the next meeting is likely to be 'virtual', in common with most other meetings currently. Despite the June meeting not taking place, the Force continued to gather the data for the dashboard, which has been reviewed outside of the normal meeting structure by the Head of Strategic Development to ensure there was nothing critical that required specific Force intervention. The next meeting is scheduled for 15th September 2020.

Code of Ethics Update

3. There have not been any London Police Challenge Forums (LPCF) since December 2019. A date was scheduled for April 2020 for a re-launch of the LPCF (at which it was to be rebranded to the Police Ethics Engagement Forum), however that was cancelled following the Covid-19 lockdown.
4. During May, an attempt was made to run a phone-in discussion to test the viability of it running as a concept in place of physical meetings, however, it was felt that the free-flowing nature of the discussion and rapid exchange of thoughts that normally takes place at the LPCF was hampered by the medium to such a degree that it did not work effectively. The MPS Co-ordinator of the

¹ Her Majesty's Inspectorate of Constabularies, Fire and Rescue Services

LPCF is currently looking at other methods of holding these meetings, including using video applications such as Teams or Zoom, however, currently CoLP personnel do not have access to either application on their work machines. This will change over the summer as Teams is rolled out across the Force. No new dates have yet been arranged by the MPS Co-ordinator.

5. Within the MPS (who lead on the LPCF), the senior officer who led on the initiative has been promoted and moved to a different force. The MPS has taken the decision to move responsibility for integrity and ethics to their Professional Standards Directorate (it had been sited independently of that Directorate, similar to the current position in CoLP).
6. During April 2020, the Head of Strategic Development took part in an online meeting with the Institute of Business Ethics, who are developing a new ethics training guide for use by private and public sector organisations. When complete, the Force will be provided with a copy, which will be reviewed for best practice that the City of London Police can make use of.
7. The last report to the PS&I noted that the LPCF had been in discussion with a new group set up by the banking and financial service industries to consider the ethical leadership issues resulting from the public perception issues those industries have faced in recent years. It was envisaged that 2 or 3 events per year would be held, with invitations extended to the LPCF. Regretfully, due to the ongoing Covid-19 restrictions, no events have yet been organised or taken place.

Regional Police Ethics Network and UK Police Ethics Guidance Group

8. No physical meetings of the Regional Police Ethics Network or the UK Police Ethics Guidance Group have taken place since the last report to the PS&I Committee. Both groups have, however, managed to operate remotely.
9. The last UK Police Ethics Guidance Group (UKPEGG) was held on 23rd April 2020 as a telephone conference. It was the first one to be hosted by the new NPCC lead, who is the Deputy Chief Constable of Dorset Police. It was a much shorter event than usual, with the main points of business concerning the publication of national guidance relating to sexual harassment in the workplace, and noting that the College of Policing (in attendance) are now leading on revising the National Police Code of Ethics. No timescales were provided regarding how long this is expected to take.
10. The Regional Police Ethics Network usually meets a few days before the UKPEGG so that any outcomes can be fed into the national forum, however, the April meeting was cancelled due to Covid and was not held remotely. The latest meeting of the regional group took place on 1st July 2020 using Skype.
11. The meeting covered the following points:

- a. The impact Covid-19 is having on decision making due to rapidly changing legislation, shifting priorities and issues relating enforcing guidance.
 - b. It was noted that member forces had temporarily halted their internal boards (a couple had held 1), but these were slowly being re-introduced as organisations adapt to different ways of working.
 - c. Publication of the regional group's annual report, which is expected over the next month.
 - d. Referral of a dilemma to the UKPEGG, raised by the British Transport Police relating to competing priorities impacted by closing a railway line.
 - e. Decision to hold an 'on-line' regional conference during October 2020.
12. The group also heard how 2 members of the group (the ACC of Dorset Police and a Professor of Criminology and Ethics) have been involved in national briefing meetings, advising boards on the ethical impact of proposals and decisions.

Integrity Standards Development Plan

13. The Integrity Standards Development Plan is usually submitted to the PS&I Committee for information. The plan has been reviewed by the Head of Strategic Development, however, the cancellation of the last ISB means it has not been considered by the members of that group and has not therefore been through any Force governance processes. Following approval, it will be submitted to the next PS&I Committee.
14. The plan includes progress against areas for improvement (AFIs) identified by HMICFRS² that are relevant to the PS&I Committee. Members received this information as part of the full HMICFRS update provided to your Police Authority Board on 22nd June 2020.

Stuart Phoenix

Head of Strategic Development

T: 020 7601 2213

E: Stuart.Phoenix@cityoflondon.pnn.police.uk

² Her Majesty's Inspectorate of Constabularies, Fire and Rescue Services

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

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

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

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

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) 7 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) 2 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

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