



City of London Police Authority Board

Date: WEDNESDAY, 25 MAY 2022
Time: 10.00 am
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members: Deputy James Thomson (Chair)
Tijs Broeke (Deputy Chair)
Caroline Addy
Munsur Ali
Nicholas Bensted-Smith
Alderman Professor Emma Edhem
Alderman Timothy Hailes
Deborah Oliver
Deputy Graham Packham
Dawn Wright
Andrew Lentin (External Member)
Sir Craig Mackey (External Member)

Enquiries: Richard Holt
Richard.Holt@cityoflondon.gov.uk

Accessing the virtual public meeting

Members of the public can observe this virtual public meeting at the below link:

<https://youtu.be/-Aae3ja2vE8>

A recording of the public meeting will be available via the above link following the end of the public meeting for up to one municipal year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material.

John Barradell
Town Clerk and Chief Executive

AGENDA

NB: Certain items presented for information have been marked * and will be taken without discussion, unless the Committee Clerk has been informed that a Member has questions or comments prior to the start of the meeting. These for information items have been collated into a supplementary agenda pack and circulated separately.

Part 1 - Public Agenda

1. **APOLOGIES**

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

3. **MINUTES**

a) **Public minutes of the City of London Police Authority Board held on the 25th of April**

To approve the public minutes and non-public summary of the City of London Police Authority Board held on the 25th of April.

For Decision
(Pages 7 - 12)

b) **Public minutes of the City of London Police Authority Board meeting held on the 28th of April**

To approve the public minutes and non-public summary of the City of London Police Authority Board meeting held on the 28th of April 2022.

For Decision
(Pages 13 - 18)

4. **OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

For Information
(Pages 19 - 20)

5. **CHAIR'S PUBLIC UPDATE**

Report from the Chair.

For Information
(Pages 21 - 24)

6. **COMMISSIONER'S UPDATE**

Report of the Commissioner and Chief Officers.

For Information
(Pages 25 - 28)

7. APPOINTMENT OF MEMBERS TO THE POLICE AUTHORITY BOARD COMMITTEES

- a) **Up to Two Co-Opted appointments to be made from the Membership of the Court of Common Council to the Economic and Cyber Crime Committee**
For Decision
- b) **Up to Two Co-Opted appointments to be made from the Membership of the Court of Common Council to the Strategic Planning and Performance Committee**
For Decision
- c) **Up to Two Co-Opted appointments to be made from the Membership of the Court of Common Council to the Resource, Risk and Estates Committee**
For Decision
- d) **Up to Two Co-Opted appointments to be made from the Membership of the Court of Common Council to the Professional Standards and Integrity Committee**
For Decision

8. DRAFT CITY OF LONDON POLICE ANNUAL REPORT 2021-22
Report of the Commissioner.

For Discussion
(Pages 29 - 48)

9. *CITY AND HACKNEY SAFEGUARDING CHILDREN PARTNERSHIP (CHSCP) CHILD Q PRACTICE REVIEW
Joint report of the Commissioner and Director of Community and Children's Services.

For Information

10. *POLICE, CRIME, SENTENCING AND COURTS BILL
Report of the Remembrancer.

For Information

11. ***QUARTERLY COMMUNITY ENGAGEMENT UPDATE**

Report of the Commissioner.

For Information

12. ***UPDATE ON VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) ACTIVITY**

Report of the Commissioner.

For Information

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

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

15. **EXCLUSION OF THE PUBLIC**

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

For Decision

Part 2 - Non-Public Agenda

16. **NON-PUBLIC MINUTES**

To approve the non-public public minutes of the City of London Police Authority Board meeting held on the 28th of April 2022.

For Decision

(Pages 49 - 50)

17. **NON-PUBLIC OUTSTANDING REFERENCES**

Joint Report of the Town Clerk and Commissioner.

For Information

(Pages 51 - 52)

18. **CHAIR'S NON-PUBLIC UPDATE**

Chair to be heard.

For Information

19. **COMMISSIONER'S UPDATES**

Report of the Commissioner and Chief Officers.

For Information

(Pages 53 - 54)

20. **NATIONAL POLICE CENTRE FOR ECONOMIC AND CYBER CRIME- VISION PAPER**

Report of the Commissioner.

For Decision
(Pages 55 - 70)

21. **POLICING PLAN STAKEHOLDER ENGAGEMENT**

Report of the Commissioner.

For Decision
(Pages 71 - 98)

22. ***NATIONAL LEAD FORCE PLAN 2020-23- REFRESH**

Report of the Commissioner of Police.

For Information

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

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

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CITY OF LONDON POLICE AUTHORITY BOARD **Monday, 25 April 2022**

Minutes of the meeting of the City of London Police Authority Board held at
Committee Rooms, 2nd Floor, West Wing, Guildhall on Monday, 25 April 2022 at
9.00 am

Present

Members:

Deputy James Thomson (Chair)
Tijs Broeke (Deputy Chairman)
Alderman Professor Emma Edhem
Deborah Oliver
Dawn Wright

Officers:

Oliver Bolton	- City of London Police Authority
Rachael Waldron	- City of London Police Authority
Polly Dunn	- Town Clerk's Department
Angela McLaren	- City of London Police
Hayley Williams	- City of London Police

1. APOLOGIES

Apologies were received from Alderman Timothy Hailes, Andrew Lentin and Deputy Graham Packham.

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

There were no declarations.

3. ORDER OF THE COURT OF COMMON COUNCIL

Members noted the Order of the Court of Common Council dated 21 April 2022 appointing the Board and setting its terms of reference for the ensuing year.

4. ELECTION OF CHAIRMAN

The Board proceeded to elect a Chairman in accordance with Standing Order No. 29. Deputy James Thomson being the only Member expressing a willingness to serve was duly elected for the ensuing year and took the Chair.

The Chair welcomed Deborah Oliver as an elected Common Councillor, having served previously as an External Member of the Board.

The Chair noted that Deputy Keith Bottomley had issued his resignation to the Board and thanked him for his contribution.

5. ELECTION OF DEPUTY CHAIR

The Board proceeded to elect a Deputy Chairman in accordance with Standing Order No. 30. Tijs Broeke being the only Member expressing a willingness to serve was duly elected for the ensuing year.

6. **CITY OF LONDON POLICE AUTHORITY BOARD'S COMMITTEES AND APPOINTMENTS**

Members considered a report of the Town Clerk regarding the City of London Police Authority Board's Committees and appointments.

RESOLVED, that

Members agree that it would be appropriate to maintain the current tempo of meetings as outlined in Appendix 1.

Members approve the Chair, Deputy Chair, Member, External Member and Committee Member role descriptions at Appendix 3.

Note the continuation of the Special Interest Area (SIA) Scheme at **Appendix 5, and** a review of the Scheme due in July 2022.

Noted the vacancy for the ICV Lead, formerly held by Deputy Keith Bottomley and appointed Tijs Broeke for an interim period subject to seeking expressions of interest from the wider Board.

Each Committee be increased in size to include six Members of the Board.

Each Committee quorum be revised to "three Members at least two of which will be Court of Common Councillors".

With regard to the,

Economic & Cyber Crime Committee (ECCC)

- a) Members note the inclusion of the appointment of the Chairman of Policy & Resources Committee or their nominee to the ECCC;
- b) Members note the responsibility of Policy & Resources Committee to appoint a further one of its Members to the ECCC;
- c) Members approve the revised terms of reference and composition as proposed in Appendix 2;
- d) Alderman Emma Edhem, Alderman Timothy Hailes, Andrew Lentin, Deputy Graham Packham and Dawn Wright be appointed for 2022/23.
- e) Deputy James Thomson be appointed Chair for 2022/23; and Tijs Broeke be appointed Deputy Chair for 2022/23.
- f) Members note the continuation of the External Independent representatives appointed in 2021.

- g) Members note that the co-opted Court of Common Council places on the Committee were to be advertised after the meeting and appointed in May 2022.

Strategic Planning & Performance Committee (SPPC)

- a) Members approve the revised terms of reference as proposed in Appendix 2.
- b) Caroline Addy, Munsur Ali, Alderman Timothy Hailes, Andrew Lentin and Deborah Oliver be appointed for 2022/23;
- h) Tijs Broeke be appointed Chair for 2022/23; and Andrew Lentin be appointed Deputy Chair for 2022/23.
- i) Members note the continuation of the External Independent representatives appointed in 2021.
- j) Members note that the co-opted Court of Common Council places on the Committee were to be advertised after the meeting and appointed in May 2022.

Resource, Risk & Estates Committee (RREC)

- a) Members approve the revised terms of reference as proposed in Appendix 2.
- b) Alderman Emma Edhem, Alderman Timothy Hailes, Andrew Lentin and Dawn Wright be appointed for 2022/23;
- c) Alderman Timothy Hailes be appointed Chair for 2022/23; and Tijs Broeke be appointed Deputy Chair for 2022/23.
- d) Members note the continuation of the External Independent representatives appointed in 2021.
- e) Members note that the co-opted Court of Common Council places on the Committee were to be advertised after the meeting and appointed in May 2022.

Professional Standards & Integrity Committee (PSIC)

- a) Members approve its revised terms of reference, including that 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 Chair and Deputy Chair of the Board

- b) Members approve the revised terms of reference as proposed in Appendix 2.
- c) Caroline Addy, Nicholas Bensted-Smith, Alderman Emma Edhem and Deborah Oliver be appointed for 2022/23;
- d) Caroline Addy be appointed Chair for 2022/23; and Deborah Oliver be appointed Deputy Chair for 2022/23.
- e) Members note the continuation of the External Independent representatives appointed in 2021.
- f) Members note that the co-opted Court of Common Council places on the Committee were to be advertised after the meeting and appointed in May 2022.

City of London Police Pensions Board

- Cllr John Todd be appointed as Chairman for 2022/23, subject to his willingness to serve;
- Alexander Barr appointed as Deputy Chairman for 2022/23, subject to his willingness to serve; and
- Members endorse the terms of reference at Appendix 2.

Streets & Walkways Sub (Planning & Transportation) Committee

- Deputy Graham Packham to be appointed.

Digital Services Committee

- Alderman Emma Edhem to be appointed.

Homelessness & Rough Sleeping Sub (Community & Children's Services) Committee

- Tijs Broeke and Munsur Ali be appointed.

Safer City Partnership

- Tijs Broeke be appointed for 2022/23; and
- Members note that Tijs Broeke will act as Deputy Chair of the SCP for 2022/23.

Association of Police and Crime Commissioners

- Note that Deputy James Thomson remains the APCC Member and that this appointment is within the gift of the APCC Board.

Capital Buildings Board

- Members note the appointment of the Chair and Deputy Chair of the Police Authority Board to the CBB.

Crime and Disorder Scrutiny Committee

- Members note the appointment of the Chair and Deputy Chair of the Police Authority Board to the CDSC.

7. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD

There were no questions.

8. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was one item of urgent business regarding Board vacancies.

Members discussed the two External Member vacancies. It was agreed that the non-resident/City Worker vacancy would be awarded to one of the existing external Members on the Board's subs. The remaining City resident/City worker vacancy will need to go to advert.

In both instances a recommendation will be brought to the Board and would need to be ratified by the Court.

The meeting ended at 9.33 am

Chairman

Contact Officer: Polly Dunn
Polly.Dunn@cityoflondon.gov.uk

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CITY OF LONDON POLICE AUTHORITY BOARD **Thursday, 28 April 2022**

Minutes of the meeting of the City of London Police Authority Board held at
Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 28 April 2022 at
1.45 pm

Present

Members:

Deputy James Thomson
Tijs Broeke (Deputy Chairman)
Caroline Addy
Munsur Ali
Alderman Professor Emma Edhem
Deputy Graham Packham
Dawn Wright
Andrew Lentin (External Member)
Deborah Oliver

Officers:

Polly Dunn	Town Clerk's Department
Oliver Bolton	City of London Police Authority
Rachael Waldron	City of London Police Authority
Alistair Cook	Head of Police Authority Finance
Paul Chadha	Comptroller & City Solicitor's Department

City of London Police:

Angela McLaren	Commissioner, City of London Police
Paul Betts	Assistant Commissioner
Pete O'Doherty	Assistant Commissioner
Nik Adams	City of London Police
Chris Bell	City of London Police
Emma Cunnington	City of London Police
Hayley Williams	City of London Police

1. APOLOGIES

Apologies were received from Nick Bensted-Smith, Alderman Timothy Hailes, Sir Craig Mackey.

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 16 February be approved as an accurate record.

4. **CHAIR'S PUBLIC UPDATE**

Members received a verbal update of the Chair regarding the Authority and Force priorities on both Local Policing and National Economic and Cyber Crime.

RESOLVED – That the update be noted.

5. **OUTSTANDING REFERENCES***

The Committee considered a joint report of the Town Clerk and Commissioner which set out Outstanding References from previous meetings of the Board.

The ATTRO process had been updated to include a requirement for the Chair of the Board to be notified of its enactment.

The Community Engagement Updates would form part of reporting through SPPC.

RESOLVED – That the report be noted.

6. **COMMISSIONER'S UPDATE**

Members received a verbal update of the Commissioner and covered a number of topics including:

- Details surrounding a Misconduct Hearing which had resulted in the dismissal of the officer concerned.
- A New Members induction session to be held on 11 May.
- Updates concerning Extinction Rebellion protests and fraud and cyber crime.

There was a discussion about the increase in urinating in the streets and how best to report this. Equally, how the issue might be prevented when the City was encouraging a return of the Night Time Economy. The Force and Authority were asked to link in with other parts of the Corporation to ensure they were engaged with this particular Anti Social Behaviour concern (ASB) (6/2022/P).

RESOLVED – That the update be noted.

7. **COMMUNITY SAFETY AND CRIME REDUCTION**

Members received a report of the Interim Police Authority Director regarding the Community Safety and Crime Reduction.

A brief update on the future of the Safer City Partnership (SCP) was given by the Town Clerk and Members were asked to consider the recommendations which were approved.

RESOLVED –

- Agree the process for allocating 10% of proceeds of crime recovered by City of London Police under the Asset Recovery Incentivisation Scheme to the Safer City Partnership should be reviewed
- Consider options to suspend or cap the provision of proceeds of crime funding to the Safer City Partnership during the review
- Agree the Safer City Partnership is the appropriate multi-agency mechanism for the new serious violence duty, subject to agreement by the Safer City Partnership
- Note the recommendations of the PCC Review

8. COMMITTEE MINUTES*

Members received various draft public minutes and non-public summaries of its Committees.

9. CITY OF LONDON POLICE STAFF SURVEY - FUTURE APPROACH

Members received a report of the Commissioner regarding the City of London Police Staff Survey – future approach.

In order to improve participation levels, Members discussed the importance of communicating to staff what the survey was and why it was needed. It was felt that motivation to participate would come from seeing results of feedback given.

An emphasis was put on the quality of questions and the ability to use free text to hold senior management to account.

Staff Networks had been engaged.

The company involved had a promising track record with other forces. These could be used for some benchmarking in future.

RESOLVED, that the report be noted.

10. REPORT OF ACTION TAKEN BETWEEN MEETINGS*

RESOLVED, That the report be noted.

11. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD

There were no questions

12. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

A question around the work on the Special Interest Areas was raised. A review would be brought forward after initial consideration by SPPC.

The Chair briefly touched upon plans discussed at the previous meeting regarding the recruitment efforts surrounding the two external vacancies on the Board. Members were supportive of a similar process to the previous recruitment campaign. Any panel would be comprised of the Chair, Deputy Chair, Director of the Authority and possibly an HR Rep.

Tijs Broeke was to act as the interim ICV Lead following Deputy Keith Bottomley's departure. Interested Members were asked to contact the clerk.

13. **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.

14. **NON-PUBLIC MINUTES**

RESOLVED – That the non-public minutes of the meeting held on 16 February be approved as an accurate record.

15. **NON-PUBLIC OUTSTANDING REFERENCES***

Members received a report of the Town Clerk and Commissioner regarding the Board's non-public outstanding references.

RESOLVED – that the report be noted.

16. **NON-PUBLIC COMMITTEE MINUTES***

Members received various draft public minutes and non-public summaries of its Committees.

17. **CHAIR'S NON-PUBLIC UPDATE**

There was no further update.

18. **COMMISSIONER'S UPDATES**

Members received a verbal update of the Commissioner.

19. **CORPORATE CHARITIES REVIEW RECOMMENDATIONS FOR THE CITY OF LONDON POLICE WIDOWS AND ORPHANS FUND (208175) AND THE VICKERS DUNFEE MEMORIAL BENEVOLENT FUND (238878)**

Members received a report of the Managing Director of Bridge House Estates.

20. **REPORT OF ACTION TAKEN BETWEEN MEETINGS***

Members received a report of the Town Clerk regarding action taken between meetings.

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

There were no questions.

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

There were no items of urgent business.

All officers departed the meeting with the exception of the Town Clerk and Commissioner of Police.

23. PROPOSALS FOR THE ORGANISATIONAL DESIGN OF THE POLICE AUTHORITY TEAM

Members received a verbal update of the Town Clerk regarding proposals for the organisational design of the Police Authority Team.

The meeting ended at 3.14 pm

Chairman

Contact Officer: Polly Dunn
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City of London Police Authority Board – Public Outstanding References

1/2022/P	27 January 2022 Item 8 – ATTRO	Ensure that notification of the Chair of the Board when the ATTRO is going to be used, be formalised.	Commissioner Director of the Environment	Complete- the template for requesting an ATTRO has been amended to include an aide memoire to inform the Chair of PAB when the ATTRO is granted. A copy of this template was sent to the Chair for information on the 29 April.
4/2022/P	16 February 2022 Item 8- Quarterly Community Engagement Update	The output of cluster panels, and commitments made to attendees, was to be circulated to Members for information	Commissioner	Complete-- Cluster panels were held on the 4 and 16 May where Members of the panel were updated on progress against the previous issues raised. The DWOs have been and will continue to use the Nextdoor App and other social media platforms to update panel members and the public on progress.
6/2022/P	28 April 2022 Item 6 Commissioner's Update	The Force and Authority were asked to link in with other parts of the Corporation to ensure they were engaged with this particular Anti Social Behaviour concern (Urination)	Commissioner of Police/ Dir Police Authority	In Progress- CoLP & CoL ASB leads are reviewing the concerns raised by the Member at April PAB and are formulating an appropriate response.

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Committee(s): Police Authority Board	Dated: 25 May 2022
Subject: Chair's Update	Public
Report of: James Thomson	For Information

Police Authority Team

Richard Holt, representing the Town Clerk, has taken over from Polly Dunn as Clerk for the Police Authority Board.

On behalf of the Police Authority Board I would like to put on record our thanks for the support Polly Dunn has provided to the board and its committees at a time when the Town Clerk's department has been going through significant change and resourcing pressures.

I would also like to put on record my personal thanks to Polly who also was Clerk whilst I was Chairman of the City of London School so I have enjoyed her support for the last 4 years.

Committee appointments

We will shortly be launching the recruitment of:

- One external member of the Police Authority Board who must be a resident or worker within the City
- One external member where there is no requirement to work or live in the City and where we will be encouraging co-opted members on the committees of the Police Authority Board to apply.

The names of elected members who have put themselves forward for co-option from the Court of Common Council onto the committees of the board will be circulated separately.

Association of Police and Crime Commissioners

I attended recently an event for Police and Crime Commissioners at the National Crime Agency. The importance of fraud being included in the Online Safety Bill and the work of the Police Authority, City Police alongside the NCA and others was noted.

The NCA is elevating the risk of cyber as one of its priorities for national security reflecting the increasing importance placed on fraud and cyber by Government and the Home Office.

There is a clear appetite from PCCs for more information around fraud and cyber. The engagement nationally being led by Assistant Commissioner O'Doherty was noted by some PCCs.

Engagement

The City Police has developed an engagement plan and stakeholder mapping and will be working with the Police Authority and Corporation to build on this. Engagement events include:

- Dinner held at Guildhall on 16 May in support of the International Counter Terrorism conference being hosted in London.
- Upcoming private dinner for the Security Minister.
- An event will be planned to mark the 20th Anniversary of DCPCU with UK Finance.

I hosted with the City Police a newly elected members briefing on 11 May which was well attended and well received. Future all member briefings are being planned around protective security, local policing, and fraud and cyber.

There is a clear appetite for information to be available on the City Police website – for example around Sector Policing and upcoming Cluster meetings.

An informal members group is also to be established with members that have experience in fraud and cyber.

Legislative reform

The City will be working closely with government officials to ensure our interests in the Bills announced in the Queen's Speech are appropriately considered – most notably regarding the Financial Services Bill, Online Safety Bill, and Economic Crime and Corporate Transparency Bill. We are also expecting the Law Commission to report in the Spring on a failure to prevent economic crime offence as part of its work on corporate criminal liability.

The inclusion of paid-for advertising in the forthcoming Online Safety Bill was a major step forward in the fight to reduce online crime and helps cement the benefits of including fraud as a priority harm.

I welcome the Economic Crime Bill, which will further strengthen powers to tackle illicit finance, reduce economic crime and help businesses grow.

Policing Funding Formula Review

The police authority and force have had further engagement with the Police Funding Formula review policy team. It was reassuring to hear the demand from fraud and cyber crime (which is over 50% of estimated crime) is being factored into the model by the Home Office which makes it clear to forces about the importance of resourcing for this prevalent crime.

It was also noted that the funding formula, often driven by population, does not work for the City given the City's residential demographics or its role nationally.

We expect to see a consultation from the Home Office before parliamentary recess on the proposed principles and indicators. This will be followed by a consultation later in the year which will provide detail on force allocations.

Equalities and Inclusion

The Race Action Plan which aims to improve policing for Black people was published yesterday (24 May). The National Police Chiefs' Council sets out a vision for a police service that is anti-racist and trusted by Black people. With confidence in policing by members of the Black community lower than any other group, delivery against this vision is a critical priority for policing including the City of London Police.

I look forward to hearing how this plan will be delivered in the force and suggest its plan is shared at the next Professional Standards & Integrity Committee, and Police Authority Board after that. There are a range of actions applicable to us, as Police Authority which will also require implementation and the police authority team are working through any key areas of change and support we should be providing.

Economic crime

Following the wider Corporation governance changes, the revised FCCRAS Procurement Committee met on Tuesday (17th), where new attendees were briefed on the critical programme and taken through the down select for suppliers, moving the programme on to its next important stage of delivery.

The police authority team is working with City of London Police and Mansion House on a dinner with the Security Minister hosted by the Lord Mayor, following the successful event last October. Along with recent ministerial visit to the City, this shows a genuine political commitment to the City's agenda on supporting the national response to economic and cyber crime.

Safeguarding

The results of the HMICFRS Child Protection re-inspection were published this month. I was pleased to see City of London Police has made some improvements in the way in which it protects vulnerable children and has made significant progress in addressing the recommendations from the HMICFRS Child Protection Inspection in 2019.

However, there is still more the force can do to help keep them safe and with this in mind, progress on how the force is implementing these recommendations as soon as possible should be a focus at the next Strategic Planning and Performance Committee.

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Agenda Item 6

Committee(s): Police Authority Board	Dated: 25 May 2022
Subject: Commissioner's Update- May 2022	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police	For Information
Report author: Angela McLaren Commissioner	

Summary

At the April Police Authority Board, it was agreed that the Commissioner's verbal updates would now be presented to the Board as formal written updates.

The public updates for the Commissioner of Police, the Assistant Commissioner Operations and Security and Assistant Commissioner Economic and Cyber Crime are attached.

These give highlights of activity since the last update to your April Board

Recommendation(s)

Members are asked to note the report.

Appendices

- Appendix 1 – Commissioner's and Assistant Commissioner's Updates



Police Authority Board - Commissioner Angela McLaren's Update

25 May 2022

Public Update

Murder Enquiry

On the 1st of May Emmanuel Odunlami was the victim of a violent robbery which sadly resulted in his death. A murder investigation is underway which is being overseen by Commander Khan. To date suspects have been identified and two arrests made. The investigation team is working at pace and changes are fast moving. Further information will be provided by AC Betts.

Engagement with New Members

On 11th May the Chief Officer Team and colleagues gave a briefing on the policing plan to new members of the Court of Common Council. This was an excellent opportunity to explain the work of the force both locally and nationally. Further engagement events will be scheduled throughout the year.

Sentencing of Officer dismissed by the Force

Members will be aware of the dismissal of SC Wright-Fisher following the fast-track misconduct hearing on 25th April. He has since been sentenced at Norwich Magistrates court following his conviction for three counts of making indecent images of children, contrary to the Protection of Children Act 1978.

Police Authority Board – Commissioner’s Update – 25 May 2022

Public Update – Local Operations and Security

CT-

- The UK Threat level remains at SUBSTANTIAL (means an attack is likely).

Public Order-

- 27th April- ALDERSGATE. Police Support Units deployed along with specialist Evidence Gatherers and a De Bonding Team in response to a planned protest. This was a peaceful protest in response to links to the fossil fuel industry. The protest ended without incident.
- 30th April/01st May Pan London response to planned Extinction Rebellion protests, no deployments.

Vulnerability-

- A report has been released this month about the search of the 15-year-old girl, known as Child Q. The City of London Police and City of London Schools are working with City of London Corporation Children and Community Services. A joint report detailing how key learning points are being implemented by each organisation has been prepared and appears on the agenda today.

Sector Policing-

- Op Goliath (thefts from licensed premises) has resulted in the proactive arrest of a suspect in Watling Street. Subsequently charged with 6 City offences, 1 BTP offence and 1 MPS offence.
- The first Operation Reframe (Night-time Economy Violence against Women and Girls (VAWG) offences reduction) was concluded as a success with 8 arrests, £1000 cash seizure and 40 licensed premises inspected. 35 persons were engaged with and were aided by a Medic and Mental Health Team at the welfare tent, including 3 vulnerable women.

Notable Work - Local Operations and Security

- On Saturday 14th May 2022 at 2055 hours, two suspects were seen by a witness, attempting to force the door into an address in HIGH HOLBORN. Officers contained the building forcing the suspects to attempt escape via a fire exit. Officers pursued and detained both suspects who were arrested for Burglary. Both suspects have been released under investigation for two suspected Burglaries and going equipped to commit theft.

Police Authority Board – Commissioner’s Update – 25 May 2022

Public Update – NLF

National Co-Ordinator’s office

- Force engagement continues with visits to forces around the country to help improve the national fraud response. West Midlands and Yorkshire area forces are carrying out a reverse engagement with the City Police to help review and gather any learning for the City of London Police’s local fraud response.
- The force engagement programme has a team visiting the South-West over the next week to assist with improving and focussing their fraud response.
- The City of London Police are chairing the Economic Crime Policing Board and have used this to push the Spending Review and PUP uplift recruitment, which will drive efficiency increases. They will also use this to support forces implementing the latest 2 recommendations approved by the National Strategic Co-ordination Group (NSTCG), which are for forces to include “fraud” on local crime and police plans, and for fraud to be included on local performance dashboards.
- The force is working with the Home Office and the National Economic Crime Centre (NECC) on a ministerial Fraud Action Plan to help steer the fight against fraud in the future.

DCPCU (Dedicated Card and Plastic Crime Unit)

- The end of Year report was released on the 16th of May – This shows figures that are the most successful ever in the 20-year history, with 101 million pounds in savings to industry and 41 Organised Crime Group disruptions. A force record.
- DCPCU have started a new collaboration with Her Majesty’s Revenue and Customs (HMRC), with an HMRC investigator embedded and assisting with cyber related fraud.

IFED- Insurance Fraud Enforcement Dept

- The unit, which has recently celebrated its 10th anniversary, has also been working with Brazilian forces, with foreign officer visits to London to help tackle Brazilian based insurance fraud which has become prevalent.

PIPCU- Police Intellectual Property Crime Unit

- The unit were given an award for outstanding commitment to protecting Intellectual Property at the international Anti-Corruption conference in Washington and gave speeches in their work to a global high-level audience of anti-counterfeit and piracy organisations.

ACTION FRAUD

- Action Fraud’s ‘Holiday Fraud’ campaign launches w/c 23 May - to coincide with the main UK booking season. Last year this campaign attracted significant national interest across traditional and social media.

ECVCU – Economic Crime Victim Care Unit

- The unit expanded the number of forces now serviced by CoLP’s in-house team. Currently, 37 forces are receiving a level 1 service (non-vulnerable victims) but all 43 will be included by the end of May.

NFIB – National Fraud Intelligence Bureau

- The team have increased the volume of disseminated fraud reports to meet the new capacity created by an expansion in the number of regional Proactive Economic Crime Teams (PECTs) and NLF investigators. This change will support the Policing Plan measure ‘*To increase the total number of positive outcomes recorded in relation to fraud across the country*’.

Notable Work

- Commissioner Angela McLaren and Assistant Commissioner Pete O’Doherty appeared in two episodes of the National Cyber Resilience Group’s (NCRG) Cyber Versed podcast. The podcasts can be found on [Apple Podcasts](#) and [Spotify](#).
- The news that two teenagers were charged in relation to a City of London Police investigation into a hacking group received widespread international news coverage, including on the [BBC](#), [The Evening Standard](#) and [The Daily Mail](#).
- A journalist from The ‘i’ newspaper reported that she had previously criticised Action Fraud “without truly understanding what it does”, after learning more about the service from Detective Chief Superintendent Matt Bradford, Detective Chief Superintendent Oliver Shaw and Service Delivery Director Chris Bell.

Committee(s): Police Authority Board – For information and discussion	Dated: 25 May 2022
Subject: Draft City of London Police Annual Report 2021-22	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police Pol 36-22	For information and discussion
Report author: Emma Cunningham, Head of Strategic Development	

Summary

The draft Annual Report, representing the achievement of the City of London Police for the past financial year, is submitted to the Board for information and discussion. The report contains information on crime, financial and staff statistics, as well as a summary of performance and highlights within the year.

It is requested that any comments on the report be sent via the Police Authority Team, to the Head of Strategic Development (emma.cunnington@cityoflondon.police.uk) by Friday 10th June 2022.

The Chair's foreword is a work in progress and will be added into the final version. Similarly, the Medium-Term Financial Plan will be included within the annual report in the final version.

Recommendations

Members are asked to:

- Review the Annual Report 2021-22 and provide any comments to the Head of Strategic Development, via the Police Authority Team
- Note that a final version of this report will be submitted to the Police Authority Board on 30th June 2022 for approval before its onward submission to the Court of Common Council in July.

Main Report

Background

1. The Annual Report serves as the vehicle for the Commissioner of Police to reflect upon what has been achieved in the past financial year and to report on crime, resources and financial statistics. It will be officially published after it has been presented to the Court of Common Council.

Current Position

2. It should be noted that the Annual Report measures against the previous Policing Plan (2020-23) and Members will be aware of the new Policing Plan (2022-25), which next year's Annual Report will report against.
3. Members may also recall that due to the cost of production, a decision was made in 2017 for the Annual Report to be viewed online only and accessible via the City of London Police. This has meant that this year's report has again been produced in-house at no additional cost.
4. As you will see, the Annual Report is in-keeping with the approach adopted in recent years and is a short, compact document. The report takes a high-level overview of what was achieved against the previous year's priorities and in doing so, it is hoped the report replicates how the force is dedicating resource towards the force priorities. This slimmed down and high-level approach is also in keeping with Her Majesty's Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) request that our communications illustrate 'you said – we did'.
5. The Chairman's Foreword is a work in progress and will be added into the final version. Similarly the Medium-Term Financial Plan is still being worked up and will be included in the final version of the plan.
6. Following an initial discussion on the Annual Report and any specific feedback submitted to the Head of Strategic Development via the Police Authority Team outside of the meeting, the Police Authority Board will be asked to approve the final version of this Annual Report at its meeting on 30th June 2022 before its onward submission to the Court of Common Council.

Corporate & Strategic Implications

7. Strategic implications – The Annual Report measures performance and highlights against the Policing Plan 2020-23.
8. Financial implications – The Medium-Term Financial Plan will be included in the final version of the Annual Report.
9. Resource implications – The Annual Report shows the high level break down of resources of staff and officers within each section.
10. Legal implications – none.

11. Risk implications – none.

12. Equalities implications – The Annual Report sets out an update and progress made on the Force's Equality & Inclusion Strategy.

13. Climate implications – The decision to not print copies of the annual report has a positive environmental impact.

14. Security implications – None.

Conclusion

15. The Annual Report is a corporate document which provides a high-level record of the Force's achievements in the preceding financial year in an easily accessible and engagement format.

Appendices

- Appendix 1 – 2021-22 Draft Annual Report

Emma Cunningham

Head of Strategic Development

E: emma.cunnington@cityoflondon.police.uk

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City of London Police

Annual Report 2021/22

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CoLP Cadet Annual Report

Our priorities

NB:- Please note that a new [Policing Plan for 2022-25](#) has been recently launched but this annual report assesses performance of 2021-22 based on the previous iteration of the [Policing Plan 2020-23](#).

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[Link](#)



Economic and Cyber
crime

We will protect the public and reduce the harm from fraud by providing national leadership and coordinated services that are valued by policing and meet the needs of victims. We will also lead the policing response to wider economic and cyber-crime threats.



Counter Terrorism

We will continue to work tirelessly with partners in law enforcement and other agencies to protect the Square Mile from this threat and be leaders in the provision of protective security.



Serious organised
crime

We will ensure we have the capacity and capability to tackle serious organised crime effectively to protect the Square Mile and the City of London is viewed as a hostile environment for organised crime groups.



Violent and acquisitive
crime

Working with the Safer City Partnership and with a focus on crime prevention, we will ensure levels of violent and acquisitive crime remain low in the City of London.



Local policing

Our focus on local policing (which includes roads policing, public order, antisocial behaviour and vulnerability) will ensure the City of London remains a safe, low crime area for all those that live, work or visit here.

Commissioner's Foreword



I am pleased to present this annual report which reviews the progress of the City of London Police between the 1st April 2021 and 31st March 2022.

This continued to be an unusual period as we adapted to the changing face of the COVID-19 pandemic. It was also a period that saw trust and confidence in policing face unprecedented challenge.

The City started to come back to life - a welcome sight - but at the same time people continued to live more of their lives online. These changes have impacted how we police and we have had to adapt and stay responsive to ensure we keep people safe in both the physical and virtual world.

As mentioned above, this has been and will continue to be a very difficult period for policing. Trust, confidence and legitimacy are very much in the spotlight and under the microscope. The murder of Sarah Everard by a serving police officer and other tragic deaths, such as those of Joana Henry and Nicole Smallman, Julia James, Gracie Spinks, Sabina Nessa and Bobbi-Anne McLeod have understandably sent shockwaves across UK policing and impacted upon the trust and confidence felt amongst the public

Our commitment to tackling violence against women and girls (VAWG) and rebuilding trust and confidence is fully reflected in our new Policing Plan and the creation of our Professionalism and Trust business area which will focus on VAWG, Integrity Standards, Equality & inclusion and will be the focus for addressing community concerns, and building internal confidence across the workforce.

We have engaged and listened to our communities, our officers and staff, and have reflected this feedback into our new vision and values. A vision that sees us trusted by communities to deliver policing with professionalism, integrity and compassion.

I am proud to be leading the City of London Police and look forward to working collectively to deliver a modern engaging and professional service for all our communities.

Angela McLaren
Commissioner, City of London Police

Chair's Foreword



Policing Plan Performance

Every year we agree our policing priorities with our Police Authority Board within our Annual Policing Plan. In 2021/22, the Force set out the following priorities within this document:



Each of these areas had several performance measures associated with them that are monitored by our Police Authority to track our performance.



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1,287 judicial outcomes recorded by police – **43%** increase on last year



4,548 Project Servator deployments – **56%** increase since last year



Recruited **66** new joiners, **10.6%** were from Black, Asian or Minority Ethnic backgrounds



Recovered over **£29m** in assets compared to £5.9m in 2020/21



Positive outcome rate for stop and search was **35%**



Alerted the financial sector to **35,400** bank accounts and compromised credit cards linked to fraud with a value of almost **£58m**



Compared to last year, there has been a **38%** increase in investigations supported or coordinated to safeguard children.



There continues to be a reduction of victim-based violent crimes of **32%** compared to the 2019-20 baseline, although there has been an increase in the rolling 12-month period of **80%** in Q4 compared to previous year when lockdown restrictions were tighter.



378 public protection notices related to children and **758** relating to adults have been submitted, compared to 265 and 493 last year respectively.



Informed banking of **£54m** money at risk and confirmed **£2.2m** repatriated to victims



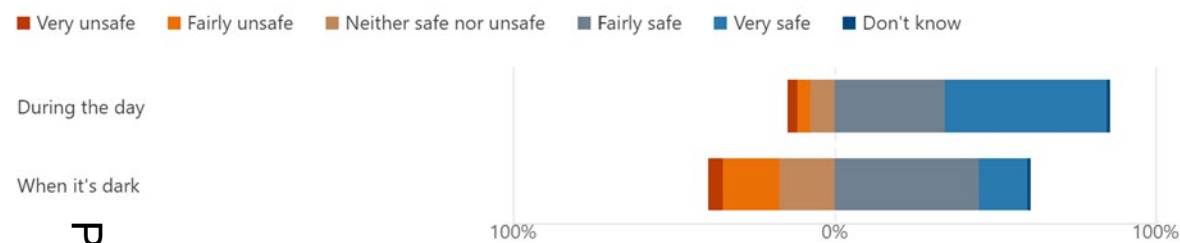
The number of positive outcomes for 2021/22 was at **21%**



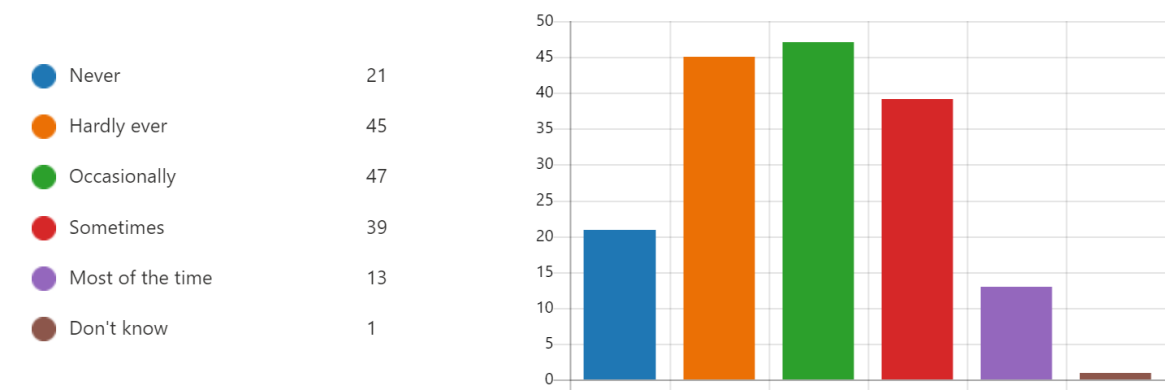
Community Feedback

Each year we undertake a survey of residents, workers and visitors to the City of London to identify public concerns and priorities and how we can address these through the delivery of our Policing Plan. The results of this year's survey were used to inform discussions with our Police Authority Board to set our 2022-23 Policing Plan priorities.

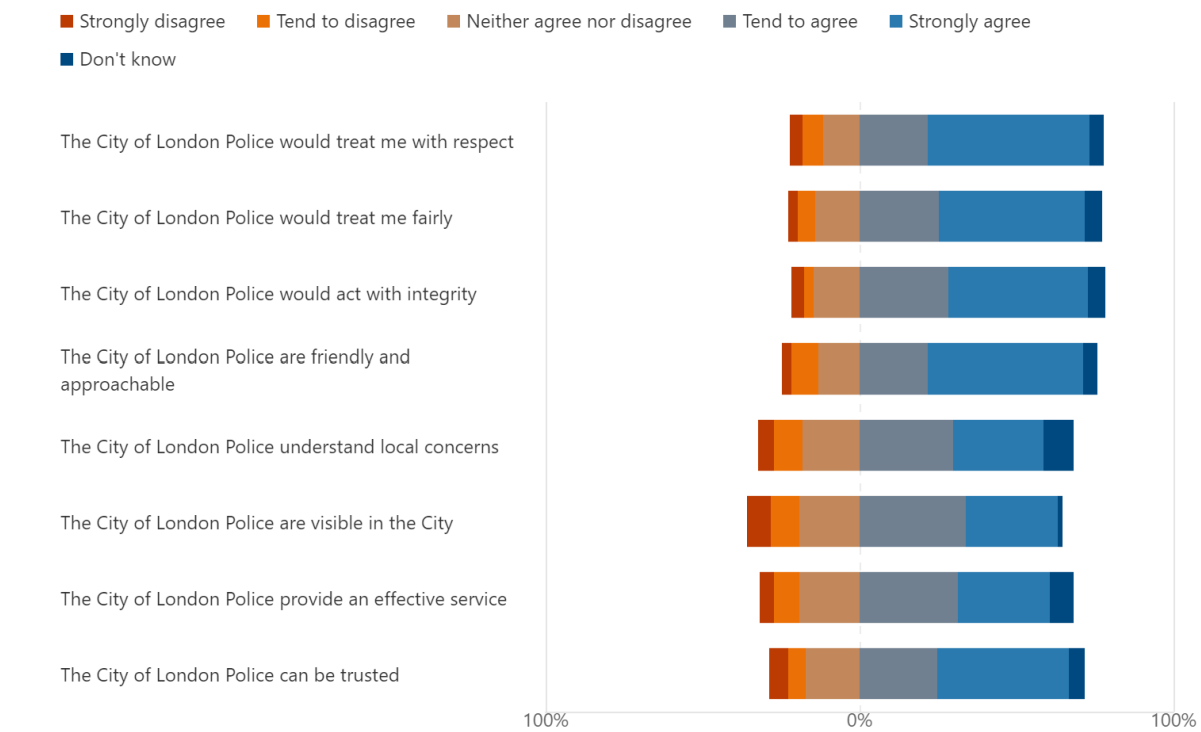
Q: Thinking about when you are in the City of London, please tell us how safe or unsafe you feel at different times.



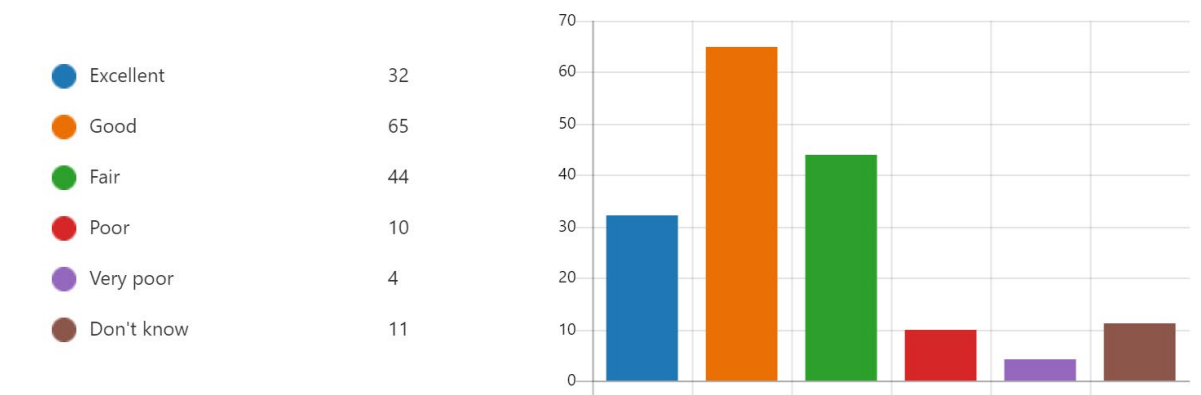
Q: How often, if at all, do you worry about becoming a victim of crime in the City of London?



Q: Thinking about if you were to have contact with the City of London Police, how much do you agree or disagree with the following statements?



Q: How good a job do you think the City of London Police is doing?

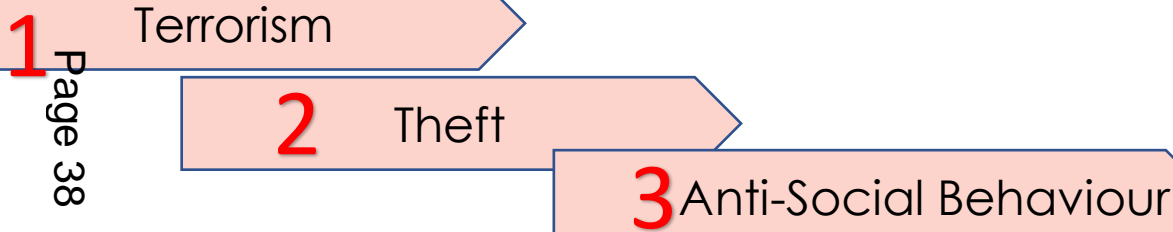


Q: If you were to report a crime or incident in future, how confident are you that you would receive a good service from City of London Police?

Very confident	37
Fairly confident	82
Not very confident	23
Not at all confident	13
Don't know	11



As part of the Community Survey, we asked you what your priority areas were for policing activities in order to ensure these concerns are addressed within our annual Policing Plan considerations. This year the following top three priorities were identified by respondents to our survey:



Responding to your feedback

To ensure the public remain safe in the Square Mile – day and night – we have undertaken several additional activities to target criminality and safeguard the public:

- Continued a programme of engagement with partners ([Victim Support](#) & City Corporation)
- Ran a social media campaign highlighting how victims can report sexual abuse
- Trained licensed premises in relation to vulnerability and sexual violence
- Supported the [Good Night Out](#) and [Reframe the Night](#) campaigns
- Participated in the national [StreetSafe](#) tool pilot

Highlights

To make the City of London the safest city area in the world.



Preventing re-offending

Our custody partnered with [Oak London](#) in March this year, a charity that supports men aged 18 to 30 who are at risk of offending or reoffending.

47% of adults are reconvicted within a year of being released from custody in the UK, and the risk of reoffending by young people and adults who have served a custodial sentence rises to 75%. To keep a person in prison costs the taxpayer £41,000 a year and reoffending currently costs the UK economy £11 billion a year. By contrast, each person who goes through Oak London costs the charity £800 and, having secured full funding for 2022, there is no cost to the individual.



Participants in Oak London's programme are taken out of the capital for a residential course and enrolled on a range of activities and seminars, before returning to London to be part of a 12-month mentoring programme and a community project.

Representatives from the charity have given presentations to Custody staff as part of their continuous professional development training. Now, details of the service the charity offers will be given to arrested persons who fit the criteria on their arrival in Custody. Custody staff can then refer detainees to the charity with their permission.

Vulnerability

One of the main duties of policing is to protect the vulnerable within society. With the mental health impact of the pandemic, the protection of the vulnerable remains a key service and demand remains high within the Square Mile.

Counter Terrorism – pursue

Over the course of the year, the Pursue Team investigated a number of incidents of hostile reconnaissance within the City, including:

- Section 58 Terrorism Act arrest of a subject taking images of Bishopsgate Police Station
- Section 58 Terrorism Act arrest of a subject taking images of Paternoster Square and LSE.
- Section 58 Terrorism Act arrest of a subject taking images of Paternoster Square and LSE. A full CT investigation was completed and valuable CT intelligence was passed to partner agencies.



Counter Terrorism Conference

This year, our Counter Terrorism Security Advisors (CTSAs) hosted the inaugural Counter Terrorism Conference – CT2022. This event brought together more than 150 security professionals, business leaders and counter terrorism experts. During the event, a new tool, the 'Notify Pad' designed by the CTSAs was showcased. The aim of which is to ensure the correct information is obtained when reporting suspicious activity which allows for early notification of risks that may harm the City of London.

Local Vulnerability Assessments

Our CTSA team has continued to work on supporting the protective security of crowded places through completion of 'Local Vulnerability Assessments' on priority sites. In addition, the CTSA team has continued its close working relationship with the City Corporation by supporting them across security work programmes and projects, including Hostile Vehicle Mitigation plans, pavement licences and public realm advisory projects.

The CTSA team have delivered numerous products to disrupt terrorism, including attack planning activity such as hostile reconnaissance. These include See Check and Notify, Action Counters Terrorism training, etc.

Ask for Angela Scheme launched in the City

'Ask for Angela', a scheme which provides visitors to licensed premises with a codeword so they can get help if they find themselves in an uncomfortable situation, launched in October 2021 in the Square Mile.



Bicycle theft reduction

The City of London Police have run a successful operation in reducing cycle theft, digital media advertising and engagement stands were deployed to support the ongoing efforts and provide suitable education to the public on crime prevention practises. The high visibility of the police in hot spots worked as a detriment to offenders in the area while the police actively target this type of crime. Using a mix of modern and historic crime prevention messaging including 'lock it or lose it' enforced the message. Signage was created and displayed at Cycle bays around the City of London displaying our crime prevention message and how the local services can assist them. As part of the Bike registry scheme several hubs were set up in hotspot areas resulting in around 1300 bikes being registered.

National Servator

The National Project Servator Team (NPST) is based in the City of London Police, and works to Counter Terrorism Policing HQ. The NPST leads on Disruptive Effects (including hostile behaviour detection, deterrence and security minded communications) for all police forces in the UK and sets the national standards for other government departments who can use similar tactics. They are also responsible for the operationalisation of these tactics for businesses, with the SCA package which is delivered by our CTAs.

Working with the Home Office, CPNI and NaCTSO, the team will be integral in supporting the roll out of the Protect Duty, and Publicly Accessible Locations over the next 3 years, developing products that match the change in demand, particularly from the private sector.

To deliver a policing service that is valued by those who live, work and visit the City of London.



Preventing Economic Crime

The Force secured a six-year Criminal Banning Order for a fraudster targeting vulnerable members of the public. He exploited the pandemic by using 'COVID-19' as the subject of his messages, resulting in just under £1 million of losses and eroding public confidence in genuine COVID-19 messages from the Government. The defendant had also built fake websites to use in large-scale fraud and was selling advanced BOT programs to Organised Crime Groups.



Intellectual Property Crime

This year there was a successful operation where four raids, led by our Intellectual Property Crime Unit (IPCU), the Northwest Police Intellectual Property Crime Unit and Greater Manchester Police, uncovered an estimated £15 million worth of branded clothing, shoes, electricals, watches, jewellery, perfume and medicine, suspected to be counterfeit. In total, over 45,000 items were seized.

This joint action between the three forces, Border Force and Immigration Services, also saw 7 people arrested – 6 for offences relating to the importation and distribution of counterfeit goods, and 1 for intent to supply prescription drugs.

Fake Voluntary Emission Reduction credits

Earlier this year, two men were convicted of fraudulent trading of Voluntary Emission Reduction (VER) carbon credits that were essentially worthless. Paul Seakens and Luke Ryan used high pressure sales tactics to sell these credits on the basis that they were good and promising investments. In reality, there was no market for investors to sell them on and no realistic likelihood of there ever being one.

Total losses attributed to the victims identified in the case amounted to over £1.8m (although this is likely to be under-estimated). Financial analysis of bank statements showed well in excess of £30 million went through various company accounts controlled by Seakens.

Successful conviction of a £125,000 "money muling" scammer

A successful DCPCU investigation into a £125,000 "money muling" has resulted in a 3-year prison sentence. Prince Sean Namalima, 20, from Wolverhampton, pleaded guilty to conspiracy to convert criminal property. Namalima was found to have transferred and withdrawn money from various bank accounts belonging to other individuals recruited to accept large amounts of illegally obtained money. Officers seized a mobile phone when they searched his address and found that the phone contained images of bank payment cards, bundles of cash and videos of him using ATMs or carrying large amounts of cash.



Christmas Party assault

Nabil Zardi, 51, of Isleworth, was found guilty of two counts of sexual assault at Inner London Crown Court in August 2021. He had previously denied all charges against him. He sexually assaulted a woman twice while at her Christmas party in the City of London. He was sentenced to:

- Two-year community order
- Five-year notification requirement
- 30 days rehabilitation activity requirement
- £300 court costs and £90 victim surcharge
- 15 hours unpaid work requirement

Operation Luscombe

The City of London Police continue to run Operation Luscombe, an operation that was authored by the Partnerships team, to combat antisocial behaviour linked with begging. As lead force for this operation, we have continued to maintain a significant reduction in begging within the City and its associated antisocial behaviour to the tune of 49%. Working alongside this project is the forces wider stance to assist the local authority and the GLA in reducing homelessness within the capital. We work alongside a number of key partners to achieve this aim and operate a bi-weekly hub to assist the homeless into accommodation.

Romance scams

A DCPCU investigation into Prince Rodriguez, 23, of Hackney, London was sentenced to four years in prison after pleading guilty to committing 6 counts of fraud, 2 counts of money laundering and breaching a restraining order.

Rodriguez was initially identified as being involved in a number of romance scams. The investigation then revealed he moved onto committing fraud against a number of banks by submitting counterfeit loan applications and contacting the bank to dispute transactions on accounts under his control in order to receive significant refunds. The money was retrieved by the bank and all victims fully refunded.



Cyber Griffin (2)

Since its inception in 2018, [Cyber Griffin](#) has trained over 23,000 people, delivered more than 670 services and engaged with 650 organisations.

We are extremely pleased with the success of the accreditations we have now integrated into our services, attracting more take up of the programme.

Cyber Griffin has now become a largely digital service which has built its ability to offer all Cyber Griffin services year on year. We are pleased to report our strongest year to date.

Finally, the Cyber Unit are pleased with the feedback we have had from our cyber capability assessment service. Feedback shows that this service has made lasting security changes to their information security management systems (ISMSs). This is complex work which make positive results all the more satisfying to receive.

Project Servator celebrates 8 years

Our Project Servator team utilise a suite of tactics to combat the threat of terrorism within the City such as stop & search and resolution conversations to engage with the public. This tactic has been developed over a number of years and despite the impact of the pandemic, we have continued to increase the use of this activity within the City. This year saw the Force celebrate 8 years of using this tactic within the Square Mile.

Project Servator has worked alongside to build relationships and provide See, Check and Notify (SCaN) training to some of London's most iconic sites.



Drugs arrests

Three members of an OCG were jailed for a total of 23 years after drugs worth £500,000 were seized following a series of warrants by the City of London Police:

- Wesley Candida, 30, of Woodford Green, Essex, was sentence to 11 years in prison for three counts of conspiracy to supply Class A drugs and possession of criminal property
- Vanessa Candida, 29, of Woodford Green, Essex, was jailed for six years for three counts of conspiracy to supply Class A drugs and possession of criminal property
- Wanderson Rocha Dos Santos, 31, of Tower Hamlets, was sentenced to 6 years imprisonment for three counts of conspiracy to supply Class A drugs.



Major Crime Team

In July, our Major Crime Team (MCT) commenced an investigation into gang related violent disorder and GBH (wounding) where a male was stabbed twice during a gang motivated disorder outside VQ bar in Aldgate.

The MCT quickly established that whilst a violent disorder had occurred there was clearly one aggressing group of 8 suspects and a victim group who were acting to defend themselves. The MCT quickly identified the main aggressor who could be seen stabbing the victim as he ran away. As a result, all suspects were identified.



Community Engagement

Over the last year, there has been significant work undertaken in relation to community engagement and our wider partnership working. We have fundamentally changed our policing model with the launch of Sector Policing with dedicated ward officers tackling local crime and anti-social behaviour issues. To complement this, we have now fully launched the City Cluster Panels – each is made up of local people who agree a realistic and achievable course of action to address the issues raised by the community. Where appropriate to the demographics of the Cluster, every effort is made to ensure that a diverse group of people are recruited.

Special Constables

The force presently has 73 Special Constables, with a new cohort of 12 commencing training in summer 2022.

- Over the past 12 months we have focussed on the return to BAU following the pandemic, implementing the recommendations arising from a comprehensive staff survey in spring 2021, delivering bespoke refresher "back to work" training to all officers requiring it, and returning duty hours and productivity to pre-pandemic levels. Progress against key metrics include:
- 72% Independent Patrol Status
 - 50% of all duties (6,500 hours) on response (compared to 30%/4,309 hours in 2016)
 - 2,750 duty hours policing the South-Western sector of the City during the initial lockdowns. To our knowledge, this is the first time that Special Constables have assumed *routine medium-term* responsibility for policing part of a major city.
 - 2021 Christmas campaign best supported ever, with 16 & 17 officers on duty on key nights.
 - In 2021 the special constabulary delivered 2,469 duties, 43 arrests, 69 assist arrests, 519 vehicle stops, 74 drivers reported, 542 incidents attended, 8 s136 MHA detentions and 230 stop and account/search.
 - SCs remain active in specialist units including MPS Raptor Units, public order (16 SCs public order trained including the first 2 SCs in the UK to complete the MPS Public Order command course), cycle squad, ECD (Academy, NFIB & ECVCU), control room, Administration of Justice, and L&D.
 - Diversity remains a focus: BAME representation has been increased to 17% and female representation remains at 21% (although this follows the transfer of 7 female SCs to the regular service in 2020)

Classification	Pre – OP ILLUM INATE	OP ILLUM INATE	% Chang e
Theft	198	119	-40%
Violence Against the Person	124	114	-8%
Anti-Social Behaviour	47	50	6%
Public Order	35	29	-17%
Sexual Offences	10	9	-10%
Robbery	8	3	-63%
Total	422	324	-23%

Mental Health Street Triage service

The City of London Police work in partnership with the Clinical Commissioning Group and the NHS to provide a Mental Health Street Triage service. The service has been successfully run since 2017. This service in the past 12 months has been uplifted to include additional hours, covering from 9am until 3am. Over the past twelve months the service has helped to avoid 77% of police encounters ending in a detention under the Mental Health Act. Positive engagement with people in mental health crisis after initial police contact has been trialled for the past 12 months. This model has significantly reduced return rates of persons in distress.

Suicide Prevention

In mid 2021 the City Police conducted environmental visual audits of all the bridges in the City to explore potential opportunities to implement structural changes to the built environment to dissuade/prevent those in distress for using those locations as sites of contemplation to end their lives. This survey has resulted in the City of London Corporation conducting structural surveys to all the City bridges to implement those proposals.



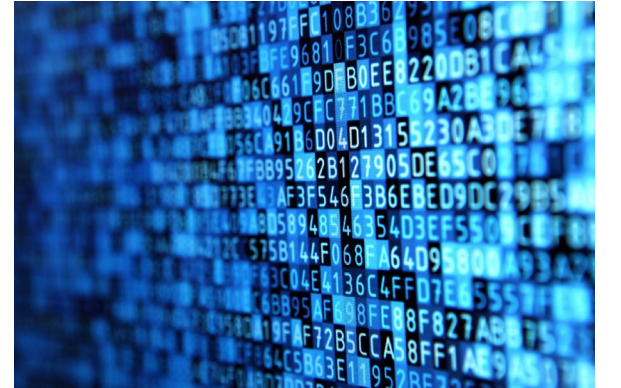
The Partnership and Prevention Hub are working with several external partners to achieve a more integrated approach to suicide prevention across Central London, this includes the private security sector and charitable partners, such as the RNLI. It is hoped that these projects will allow for early detection and mitigation for those in mental health crisis.

Action Fraud

Action Fraud campaign activity:

- Action Fraud led a total of 8 national campaigns in 2021
- Collaborated or supported on 10+ partner campaigns including joint initiatives with the NECC, Cyber Protect and NCA.
- Amplified and shared NHS communications on emerging COVID19 threats, trends and national messaging across the year.
- The best performing campaign of 2021/22 was the Action Fraud / Cyber Protect Christmas campaign. This messaging achieved 18.7m reach and 88.7m impressions.

To be a police force with global influence and impact.



Business Email Compromise frauds

Our Cyber Unit worked in conjunction with the FBI and Microsoft Digital Crimes Unit to identify and pursue two suspects responsible for a significant credential harvesting campaign, used for a number of very convincing Business Email Compromise frauds against a number of high-profile companies and losses are in the millions. We assisted with arrests in both the USA and Nigeria. The USA suspect is on remand and the Nigerian suspect awaits extradition.

Largest Ever Proceeds of Crime Forfeiture in the UK

We worked together with the Crown Prosecution Service (CPS) and the private sector to achieve the largest ever proceeds of crime forfeiture in the UK. Du Toit & Co LLP (a South African law firm operating from the UK) and Xiperias Ltd (a Cypriot registered company) both agreed to forfeit €34m (£28.75m), to settle litigation alleging that the funds in two bank accounts were the proceeds of crime.

Officers worked with the CPS, partners from Europol, foreign law enforcement agencies and stakeholders from the private sector, including Lloyds Banking Group, to conduct an expeditious investigation involving lines of enquiry in multiple jurisdictions across three continents. The investigation identified overwhelming evidence that the monies were unlawfully obtained from international money laundering and layered through the UK banking system to present a veneer of legitimacy.

Tackling Serious and Organised Crime

We worked with Gloucestershire Constabulary's Serious and Organised Crime Unit to tackle a London-based Organised Crime Group (OCG), who have been targeting elderly and vulnerable victims across the South West. This led to officers from Gloucestershire executing a warrant on 6 April at an address in London, supported by the Force and our digital dog, Fred.

Four offenders were present, one of whom was caught in the act of making a telephone call to an elderly victim who had already handed over £8,000 and was in the process of transferring more money to suspects. Our officers then went onto search other addresses where £20,000 in cash, Rolex watches, designer clothing and documentation relating to the cash purchase of a £40,000 vehicle were found. All four offenders were charged with conspiracy to commit fraud by false representation and possession of criminal property and were remanded at court.

Our 2021 Christmas Campaign

Each year, the City experiences a rise in visitors over the Christmas period where people come to the Square Mile for entertainment, bars and restaurants during the festive period. Led by Local Policing Command Team and supported by the rest of the City of London Police 'Operation Illuminate' aimed to protect and reassure everyone who works and lives in the City of its safety, taking offenders off the streets and offering help and support to any victims of crime. This saw a 23% reduction in crime over the period.

Amazon Web Services & Schools Project

During the year, we worked with Amazon Web Services on our Schools Project. This involved 43 students from across 5 schools participating in a series of workshops focusing on self-development, accessing digital careers, policing opportunities, and tackled issues such as online bullying and other crimes affecting young people. This has received excellent feedback from all participants, and we will now look to develop this further over the coming year.

To build new ethical economic partnerships.

Secure City Programme

The Secure City Programme is a 3 year programme due to conclude in March 2023. It consists of 5 workstreams and 2022 will be a key year for the programme.

The project plan aims to have all on street cameras upgraded and all bridge cameras installed by November 2022 to the decommissioning of the legacy system.

The new Azure based video management system is currently in test phase with a number of cameras operating within it. It is planned for a soft launch into the Control room in March 2022, and the gradual addition of new cameras as they come online. By November 2022, this will include connectivity with the Metropolitan Police Service, Transport for London and British Transport Police.



The City of London Police developed a specialist protective security course for the Middle East, as part of a government to government programme, combining both first responder skills and Counter Hostile Reconnaissance, underpinned with a strong focus on community engagement.


CoLP provided a key theme lead for an initial female cadet programme being delivered in the Middle East. Our Officer supervised a blended team of serving and retired officers and ex military instructors.

Mexico SESNP project

CoLP have developed a force wide Strategic Threat and Risk Assessment Process delivering a far more efficient way with which to define capability and capacity. This ground-breaking initiative was suggested for utility in Mexico, and is currently being delivered virtually to Nezahualcoyotl, a Municipality in the Metropolitan district of Mexico City.

To have an innovative, skilled, agile and diverse workforce in a culture that supports inclusivity and empowers our people

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Police Uplift Programme

The current recruitment campaign to recruit up to 100 new constables as part of its commitment to the national Police Uplift Programme has been an excellent opportunity to talk to the local community and beyond and attract people to join the Force. Since January 2022, we have attended 41 outreach events and have attracted over 540 people to apply.



Equality & Inclusion Update

Our vision is to ensure that all communities, individuals, charities and businesses receive an excellent and consistent experience. Our Force engages with local, national and international communities across the globe, who all have diverse needs. We know that we cannot achieve this vision without a high performing workforce that embraces diversity and inclusion at its core.

To help us achieve this vision, we have introduced an Equality strategy. This strategy is shaped by:

- Best practice feedback from the Inclusive Employers Standard benchmarking audit;
- Anonymous focus groups, 1:1 interviews, and an all-staff survey;
- National Police Chiefs' Council (NPCC) Equality, Diversity and Inclusion (EDI) strategies and toolkits;
- Public Sector Equality Duty reports including gender pay gap and staff demographic data;
- Existing City of London Police work in this area including the Black, Asian & Minority Ethnic action plan;
- City of London Police Leadership principles;
- National Police Code of Ethics;
- Current best practice in inclusion and diversity.

Equality & Inclusion Strategy

Our Equality & Inclusion Strategy has six workstreams:

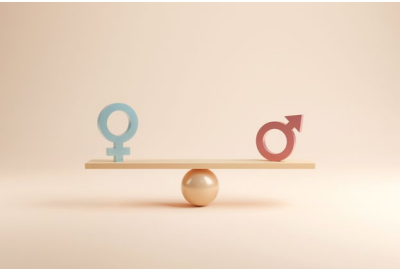
-  Recruitment and onboarding
-  Training and development
-  Health and wellbeing
-  Community engagement
-  Leadership and culture
-  Retention and exiting the organisation

The Commissioner is the strategic lead for the strategy and action plan. The Professionalism and Trust Portfolio lead, is responsible for overseeing the activities of the action plan. Each action plan work stream, is led by a senior leader, who is supported by specialist advisors, staff support networks and union representatives. To ensure we achieve the ambitions and successful measures set out in our strategy, the action plan and toolkits are smarter, measurable and achievable. The force provides a quarterly update to the Police Authority Board, who hold Chief Officers accountable for the Force performance and the progress of strategy.

Our full Equality strategy can be found here: [Team and objectives | City of London Police](#)

Gender Pay Gap

Every year the force publishes its Gender Pay Gap Data (GPGD) figures. The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Each year the force compares the Gender Pay Gap figures to understand any changes or trends.



Comparing CoLP GPGD 2020 to 2021

Hourly pay gap – For median hourly pay, men and women earn the same. In 2020, there was a gap of 0.5% (in favour of women) but that gap was closed in 2021. When comparing mean (average) hourly pay, women's mean hourly pay was 3% higher than men's in 2020, but in 2021, the gap was 1.1% higher, closing the gap by 1.9%.

Our gender pay gap figures for the previous years can be found in our Public Sector Equality Duty Report here: [Equality and diversity employment statistics | City of London Police](#)

Professionalism & Trust

As part of the restructure of our services within 2021/22, we formed a new business area to focus on Professionalism and Trust. Listening to the feedback from the public and the media around the perceptions of policing within the UK following a number of high-profile incidents involving Metropolitan Police officers, we are determined to show that police officers can be trusted and that we provide a professional and valued service to all members of society.

To showcase the work, we are undertaking around this area, this section of our annual report is dedicated to our professional standards, equality and inclusion work and how we are responding to the national focus on tackling Violence Against Women & Girls (VAWG).



Over the course of this year, we have developed a [Strategic Delivery Plan](#) to combat violence against women and girls.

This plan is based upon three pillars:

Relentlessly Pursuing Perpetrators

This area focuses on our ongoing commitment to bring more perpetrators of violence against women and girls to justice, working with partner agencies as a "whole system" response. This includes work to reduce case attrition and to address concerns and experiences of victims.



Creating Safer Spaces

This area focuses on protecting women and girls in public spaces, at home and online. We will continue to work closely with our partners, and in particular with the City of London Corporation, to protect women from victimisation.



Improving Trust and Confidence in Policing

This area focuses on our commitment to improve internal and external trust and confidence. We know that we must do more to earn the trust and confidence of women and girls, ensuring that our officers and staff uphold the highest professional standards.



Crime Statistics

We monitor criminality within the City, so that we can react to emerging trends and patterns to keep residents, workers and visitors as safe as possible. The impact of COVID-19 saw crime reduce in 2020/21. During 2021/22, we saw footfall to the City return; this resulted in a rise in criminality. Within our Policing Plan, we aimed to ensure the level did not reach that recorded in 2019/20 – this was achieved.


Positive Outcome Rate




The outcome of providing a policing service to the victim is ensuring there is a positive outcome from an investigation, e.g. conviction of the suspect. We aim to put the victim at the heart of each investigation, ensuring we provide resolution, so that victims have faith in the provision of our service.






2019/2020	2020/2021	2021/2022
21%	33%	21%









(In 2020/21, the pandemic allowed the Force to focus on more investigations, increasing our positive outcome rate.)








Crime Category	Positive Outcomes 2019/2020		Positive Outcomes 2020/2021		Positive Outcomes 2021/2022	
	Count	Rate	Count	Rate	Count	Rate
All Other Theft Offences	121	4%	42	10%	44	4%
Arson	0	-	2	100%	0	-
Bicycle Theft	18	4%	23	6%	32	12%
Burglary – Business/Community	59	19%	56	43%	20	9%
Burglary – Residential	2	9%	1	6%	0	-
Burglary All	61	18%	57	39%	20	9%
Criminal Damage	52	19%	48	27%	36	13%
Death or Serious Injury Unlawful Driving	0	-	0	-	0	-
Drug Possession	508	89%	474	84%	490	82%
Drug Trafficking	122	77%	74	148%	45	96%
Homicide	2	100%	0	-	0	-
Miscellaneous Crimes Against Society	130	49%	63	29%	75	36%
Other Sexual Offences	15	19%	9	31%	6	7%
Possession of Weapons Offences	40	50%	25	50%	34	63%
Public Disorder	109	23%	84	33%	121	23%
Rape	2	13%	1	8%	0	-
Rape & Other Sexual Offences	17	18%	26	63%	6	5%
Robbery of Business Property	14	39%	3	25%	2	13%
Robbery of Personal Property	9	7%	6	9%	1	1%
Shoplifting	352	40%	196	35%	239	35%
Stalking & Harassment	13	11%	12	15%	12	11%
Theft from Motor Vehicle	2	1%	2	3%	1	1%
Theft from the Person	26	3%	8	3%	6	1%
Theft of Motor Vehicle	8	20%	4	11%	5	10%
Vehicle Interference	1	9%	0	-	0	-
Violence with Injury	93	26%	55	52%	50	12%
Violence without Injury	132	18%	89	29%	94	16%
All Crime	1830	21%	1277	33%	1313	21%

ALL CRIME			
2019/2020	(2020/2021)	2021/2022	% Change compared with 2019 benchmark
8716	(3862)	6322	-28% 

ALL OTHER THEFT OFFENCES	ARSON	BICYCLE THEFT	BURGLARY BUSINESS/COMMUNITY
2019/2020	2019/2020	2019/2020	2019/2020
2677	3	441	310
2020/2021	2020/2021	2020/2021	2020/2021
413	2	375	130
2021/2022	2021/2022	2021/2022	2021/2022
1054	3	267	211
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
-61% 	0	-39% 	-32% 

BURGLARY RESIDENTIAL	BURGLARY ALL	CRIMINAL DAMAGE	DEATH OR SERIOUS INJURY UNLAWFUL DRIVING
2019/2020	2019/2020	2019/2020	2019/2020
24	334	270	0
2020/2021	2020/2021	2020/2021	2020/2021
16	146	179	0
2021/2022	2021/2022	2021/2022	2021/2022
18	229	278	0
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
-25% 	-31% 	3% 	0
DRUG POSSESSION	DRUG TRAFFICKING	HOMICIDE	MISCELLANEOUS CRIMES
2019/2020	2019/2020	2019/2020	2019/2020
573	158	2	261
2020/2021	2020/2021	2020/2021	2020/2021
564	50	0	217
2021/2022	2021/2022	2021/2022	2021/2022
599	47	0	211
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
4% 	-71% 	-100% 	-20% 

OTHER SEXUAL OFFENCES	POSSESSION OF WEAPONS OFFENCES	PUBLIC DISORDER	RAPE
2019/2020	2019/2020	2019/2020	2019/2020
77	78	470	16
2020/2021	2020/2021	2020/2021	2020/2021
29	50	258	12
2021/2022	2021/2022	2021/2022	2021/2022
92	54	535	28
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
19% 	-31% 	14% 	75% 
ALL SEXUAL OFFENCES	ROBBERY OF BUSINESS PROPERTY	ROBBERY OF PERSONAL PROPERTY	SHOPLIFTING
2019/2020	2019/2020	2019/2020	2019/2020
93	36	122	890
2020/2021	2020/2021	2020/2021	2020/2021
41	12	66	562
2021/2022	2021/2022	2021/2022	2021/2022
120	15	96	689
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
29% 	-58% 	-21% 	-23% 

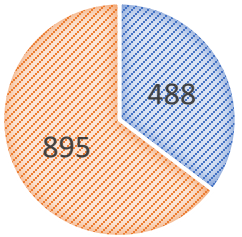
STALKING & HARASSMENT	THEFT FROM A MOTOR VEHICLE	THEFT FROM PERSON	THEFT OF MOTOR VEHICLE
2019/2020	2019/2020	2019/2020	2019/2020
115	170	902	38
2020/2021	2020/2021	2020/2021	2020/2021
81	79	317	37
2021/2022	2021/2022	2021/2022	2021/2022
110	155	799	49
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
-4% 	-9% 	-12% 	29% 
VEHICLE INTERFERENCE	VIOLENCE WITH INJURY	VIOLENCE WITHOUT INJURY	
2019/2020	2019/2020	2019/2020	
11	365	707	
2020/2021	2020/2021	2020/2021	
0	105	308	
2021/2022	2021/2022	2021/2022	
0	422	590	
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	
-100% 	16% 	-17% 	

VICTIM-BASED VIOLENCE	VICTIM-BASED ACQUISITIVE	CRIMES AGAINST SOCIETY
2019/2020	2019/2020	2019/2020
1282	5621	1540
2020/2021	2020/2021	2020/2021
535	2007	1139
2021/2022	2021/2022	2021/2022
1242	3353	1446
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
-3% ↓	-40% ↓	-6% ↓

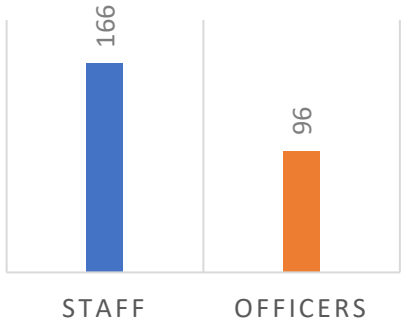
Our Resources

TOTAL

Staff Officers



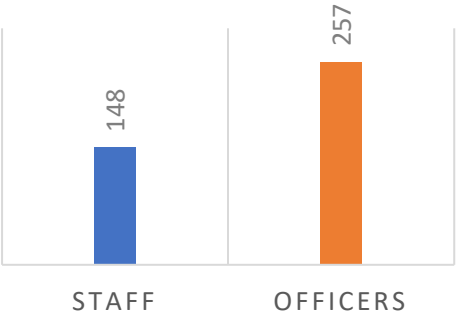
CORPORATE SERVICES



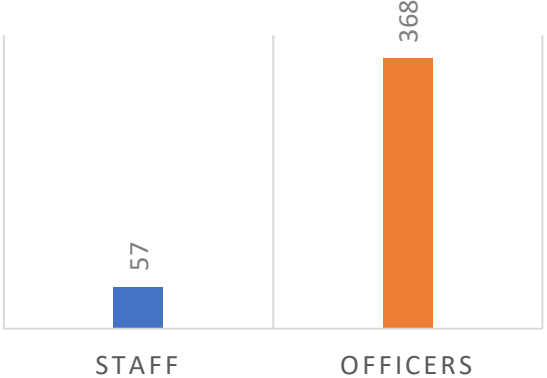
NATIONAL LEAD FORCE



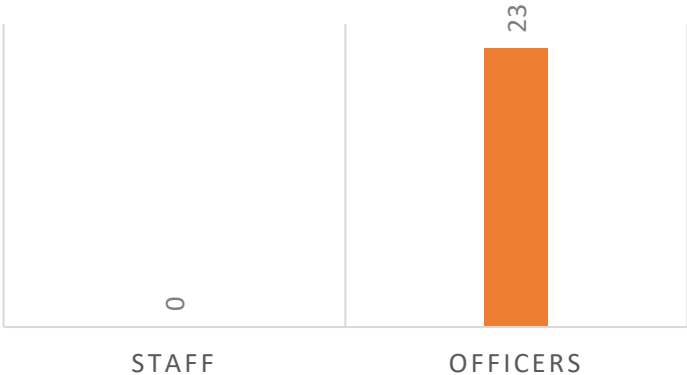
SPECIAL OPERATIONS



LOCAL POLICING



REGIONAL ROCU

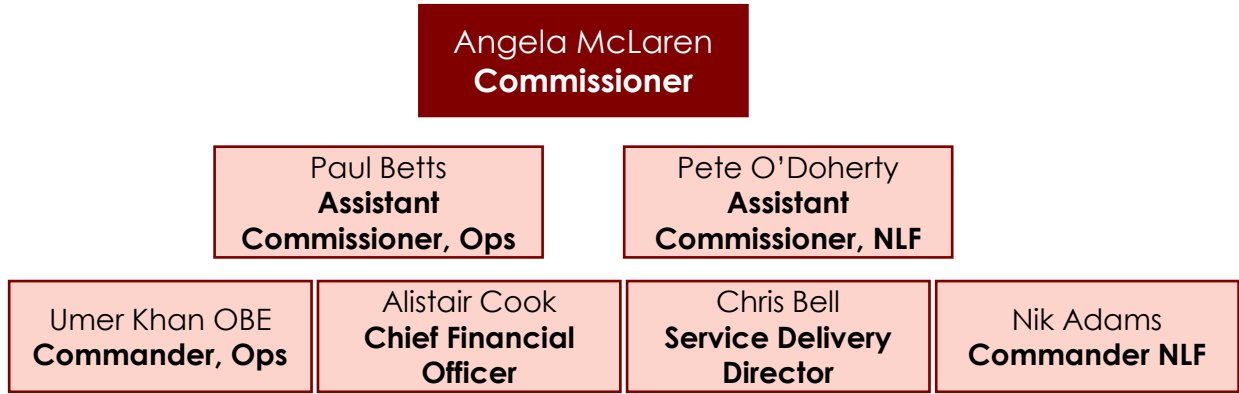


Our Finances (to be completed)

Expenditure and Income 2021/22					2020/21	
Revenue	Latest Approved Budget		Outturn (unaudited)		Outturn	
	£'000	%	£'000	%	£'000	%
EXPENDITURE						
Premises related expenses						
Transport related expenses						
Supplies and services						
Third party payments						
Central and other related charges						
Surplus transferred						
Capital expenditure (inc. Financing Costs)						
Total other expenditure						
Employees (inc. Pensions)						
Total Expenditure						

INCOME						
Home Office revenue grants						
Police Authority						
Total basic income						
Other Home Office revenue grants						
Other grants, reimbursements and contributions						
Surplus transferred						
Customer, client receipts and recharges						
Total income						

Our Senior Leadership Team



Our Police Authority Team

The Court of Common Council is the Police Authority for the Square Mile as set out in the City of London Police Act 1839. Under Section 56 of the Act, the Common Council delegated to the Police Board all its police authority functions (with the exception of the appointment of the Commissioner). The Committee's role is to make sure the City of London Police runs an effective and efficient service by holding the Commissioner to account; to ensure value for money in the way the police is run, and to set policing priorities considering the views of the community.

Police Authority Board Members	Resources Risk and Estates Committee	Police Pensions Board	Strategic Planning & Performance Committee	Professional Standards and Integrity Committee
Deputy James Thomson (Chair) Tijs Broke (Deputy Chair) Caroline Addy Munsur Ali Douglas Barrow Nicholas Bensted-Smith Deputy Keith Bottomley Alderman Professor Emma Edhem Alderman Timothy Hailes Graham Packham Dawn Wright Andrew Lentin (External Member) Sir Craig Mackey (External Member) Deborah Oliver (External Member)	Alderman Timothy Hailes (Chair) Deputy James Thomson (Deputy Chair) Deputy Keith Bottomley Tijs Broeke Helen Fentimen Deputy Jamie Ingham Clark Andrew Lentin Graham Packham Dawn Wright Deputy Philip Woodhouse Dan Worsley (External Member) Adrian Hanstock (External Member) Michael Landau (External Member)	Alexander Robertson Martin Marr (Chair) John Todd (Deputy Chair) Henry Nicholas Almroth Colthurst Helen Isaac Timothy Parsons Mike Reed Economic Crime and Cyber Committee Deputy James Thomson (Chair) Tijs Broeke (Deputy Chair) Deputy Keith Bottomley Graeme Doshi-Smith Alderman Professor Emma Edhem Alderman Timothy Hailes Deputy Edward Lord Alderman Bronek Masojada Dawn Wright Deputy Catherine McGuinness (Ex-Officio Member) Michael Landau (External Member) Andrew Lentin (External Member)	Tijs Broke (Chair) Andrew Lentin (Deputy chair) Caroline Addy Munsur Ali Deputy Keith Bottomley Helen Fentimen Alderman Timothy Hailes Deborah Oliver Deputy James Thomson Deputy Philip Woodhouse Moawia Bin-Sufyan (External Member) Adrian Hanstock (External Member)	Caroline Addy (Chair) Deborah Oliver (Deputy Chair) Douglas Barrow Nicholas Bensted-Smith Tijs Broeke Mary Durcan Alderman Professor Emma Edhem Helen Fentimen Michael Mitchell (External Member) Alice Ripley (External Member) Deputy James Thomson

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