



City of London Police Authority Board

Date: MONDAY, 12 DECEMBER 2022
Time: 11.00 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
Helen Fentimen
Alderman Timothy Hailes
Deborah Oliver
Deputy Graham Packham
Dawn Wright
Melissa Collett (External Member)
Andrew Lentin (External Member)
Sir Craig Mackey (External Member)
Michael Mitchell (External Member)

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

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<https://youtu.be/cT1nb22leUw>

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John Barradell
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**

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

3. **MINUTES**

To approve public minutes and non-public summary of previous meeting of the City of London Police Authority Board held on the 24th of November.

For Decision
(Pages 5 - 10)

4. **OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

For Information
(Pages 11 - 14)

5. **COMMITTEE MINUTES**

For Information

a) **Draft minutes of the Strategic Planning and Performance Committee**

To receive the draft public minutes and non-public summary of the Strategic Planning and Performance Committee meeting held on the 17th of November.

For Information
(Pages 15 - 20)

b) **Draft minutes of the Resource, Risk and Estates Committee**

To receive the draft public minutes and non-public summary of the Resource Risk and Estates Committee meeting held on the 4th of November.

For Information
(Pages 21 - 26)

6. **CHAIR'S PUBLIC UPDATE**

Report of the Chair.

For Information
(Pages 27 - 28)

7. **COMMISSIONER'S UPDATE**

Report of the Commissioner.

For Information
(Pages 29 - 32)

8. **ANNUAL REVIEW OF TERMS OF REFERENCE**

Report of the Town Clerk.

For Decision
(Pages 33 - 36)

9. **QUARTERLY EQUALITY AND INCLUSION UPDATE**

Report of the Commissioner.

For Information
(Pages 37 - 74)

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

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

12. **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

13. **NON-PUBLIC MINUTES**

To approve non-public minutes of previous meeting of the City of London Police Authority Board held on the 24th of November.

For Decision
(Pages 75 - 78)

14. **DRAFT MINUTES OF THE RESOURCE, RISK AND ESTATES COMMITTEE**

To receive the draft non-public minutes of the Resource Risk and Estates Committee meeting held on the 4th of November.

For Information
(Pages 79 - 80)

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

The Chair to be heard.

For Information

16. **COMMISSIONER'S UPDATES**

The Commissioner & Chief Officers to be heard.

For Information

17. **CITY OF LONDON POLICE FRAUD AND CYBER CRIME REPORTING AND ANALYSIS SERVICE- FULL BUSINESS CASE**

Report of the Commissioner.

To follow.

For Decision

18. **SAFEGUARDING ADULTS REVIEW**

Report of the Independent Chair of the Safeguarding Adults Board.

For Information
(Pages 81 - 102)

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

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

Part 3- Confidential Agenda

21. **POLICE AUTHORITY TEAM RECRUITMENT**

Report of the Town Clerk.

To be circulated separately.

For Information

CITY OF LONDON POLICE AUTHORITY BOARD **Thursday, 24 November 2022**

Minutes of the meeting of the City of London Police Authority Board held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 24 November 2022 at 11.00 am

Present

Members:

Deputy James Thomson (Chair)
Nicholas Bensted-Smith
Helen Fentimen
Alderman Timothy Hailes
Deputy Graham Packham
Andrew Lentin (External Member)
Michael Mitchell (External Member)

Officers:

Richard Holt	- Town Clerk's Department
Chandni Tanna	- Town Clerk's Department
Bob Roberts	- Deputy Town Clerk
Alix Newbold	- Interim Director of Police Authority
Alistair Cook	- Head of Police Authority Finance

City of London Police:

Angela McClaren	- Commissioner, City of London Police
Peter O'Doherty	- Assistant Commissioner, City of London Police
Paul Betts	- Assistant Commissioner
Umer Khan	- Commander, City of London Police
Christopher Bell	- City of London Police
Nicholas Adams	- City of London Police
	- City of London Police

1. APOLOGIES

Apologies were received from Dawn Wright and Sir Craig Mackey.

The Chair welcomed the newly appointed Police Strategic Communications and Engagement Coordinator to their first meeting of the Board.

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

There were no declarations.

3. MINUTES

The Board considered the draft public minutes and non-public summary of the Police Authority Board meeting held on the 27 of October 2022.

RESOLVED – That the public minutes and non-public summary of the Police Authority Board meeting held on the 27th of October 2022 be approved.

4. **OUTSTANDING REFERENCES**

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

In response to query raised by the Chair Officers updated on the policy and requirements regarding the Protect Duty, noting that the coordination between the various responsible authorities was a local authority function.

The Board noted that a report to be considered in relation 14/2022/P on mental health policies for the City of London Police and partners would be presented in January of 2023.

RESOLVED – That the report be noted.

5. **CHAIR'S PUBLIC UPDATE**

The Board received the Chair's public update.

RESOLVED- That the report be noted.

6. **COMMISSIONER'S UPDATE**

The Board received the Commissioner's public update.

A Member of the Board thanked the Force for their work to support the Lord Mayor's Show.

The Board discussed opportunities for engagement relating to sentences for fraud convictions noting that the City of London Policing were working with directly Crown Prosecution Service on this matter.

RESOLVED- That the report be noted.

7. **Q2 REVENUE & CAPITAL BUDGET MONITORING, 2022/23**

The Board received a report of the Commissioner on the Q2 Revenue and Capital Budget Monitoring 2022/23.

The Chair of the Resource, Risk and Estates Committee observed that he was overall pleased with the direction of travel for the budget and the reporting format but noted that more work was required to properly align staffing to the budget. In addition, he added that the variations within the budget also needed to be better managed.

In response to a Board Member's query it was confirmed that chargeable overtime had been budgeted for.

RESOLVED- That the report be noted.

8. **QUARTERLY UPDATE ON VIOLENCE AGAINST WOMEN AND GIRLS ACTIVITY**

The Board received a report of the Commissioner which provided the Quarterly update on Violence Against Women and Girls Activity.

Responding to the Chair's question the methodology for analysing the outcomes of this work was explained noting that the success of many of these campaigns were, to a large extent, dependent on business engagement.

A Member highlighted the work on Operation Hood and asked how the cultural changes were being assessed. In response Officers explained that the outcome of the staff survey would be presented to the Board in the first quarter of the next year adding that the Professional Standards and Integrity Committee would be the primary body to develop this policy.

RESOLVED- That the report be noted.

9. **QUARTERLY COMMUNITY ENGAGEMENT UPDATE**

The Board received a report of the Commissioner on the Quarterly Community Engagement Update.

The Chair requested that the Board be updated on the Crime and Disorder Scrutiny Committee and the Safer City Partnership.

RESOLVED- That the report be noted.

10. **CITY OF LONDON POLICE RISK REGISTER UPDATE**

The Board received a report of the Commissioner on the City of London Police Risk Register Update.

RESOLVED- That the report be noted.

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

There were no questions.

12. **CITY OF LONDON POLICE (COLP) TRANSFORM PROGRAMME- CLOSING REPORT**

The Board received a report of the Commissioner on the City of London Police Transform Programme Closing report. The Chair explained to the Board that he requested that the report be considered in the public session.

The Board noted that the report on the corporate services review was the vital next step on this work and commented that the term transform was not helpful and should not be used going forward.

RESOLVED- That the report be noted.

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

There were no items of urgent business considered in the public session.

14. **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.

Item No.	Paragraph(s) in Schedule 12A
15,16,17,18 and 22	3
20	4
21	7

15. **NON-PUBLIC MINUTES**

The Board considered the draft non-public minutes and non-public summary of the Police Authority Board meeting held on the 27 of October 2022.

RESOLVED – That the non-public minutes and non-public summary of the Police Authority Board meeting held on the 27th of October 2022 be approved.

16. **NON-PUBLIC OUTSTANDING REFERENCES**

The Committee received a joint report of the Town Clerk and Commissioner which set out the non-public Outstanding References from previous meetings of the Committee.

RESOLVED – That the report be noted

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

The Board received the Chair's non-public update.

RESOLVED- That the report be noted.

18. **COMMISSIONER'S UPDATES**

There was no further update from the Commissioner in the non-public session.

19. **POLICE MTFP UPDATE AND RESERVES STRATEGY**

The Board considered a report of the Commissioner on the Police MTFP Update and Reserves Strategy.

RESOLVED- The report be approved.

20. **CORPORATE SERVICES REVIEW- UPDATE**

The Board was no longer quorate and, therefore, in accordance with Standing Order 36.3 the formal meeting was dissolved with the remaining items noted informally.

The Board received a report of the Commissioner on the Corporate Services Review update.

RESOLVED- That the report be noted.

21. **SECURE CITY PROGRAMME (SCP) ISSUES REPORT**

The Board received a joint report of the Executive Director of the Environment Department and the Commissioner on the Secure City Programme Issues Report.

RESOLVED- That the report be noted.

22. **NON-PUBLIC APPENDICES**

The Board received the non-public appendices for Item 10.

RESOLVED- That the report be noted.

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

There were no questions.

24. **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.

25. **CONFIDENTIAL MINUTES**

The Board considered the draft confidential minutes of the Police Authority Board meeting held on the 27 of October 2022.

RESOLVED – That the confidential minutes of the Police Authority Board meeting held on the 27th of October 2022 be approved.

12:57

Chair

Contact Officer: Richard Holt
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City of London Police Authority Board – Public Outstanding References

9/2022/P	25 May Item 10 Police, Crime, Sentencing and Courts Bill	The Chair requested that the Board receive a joint report on Force's policy and requirements from the Protect Duty.	Commissioner of Police/ Town Clerk	In Progress- Further to the update provided to September PAB, no further guidance has yet been issued by the HO. It is expected at the beginning of December. Cdr Ops and Security is in discussion with the Strategic Director of Security and Counter Terrorism, City of London Corporation and Director of City Operations, Environment Dept, City of London Corporation and an update will be provided in the New Year.
13/2022/P	27 October Item 10 Independent Visitor Annual Panel report 2021-22	Chair resolved to write to Deputy Keith Bottomley on behalf of the Board to thank him for his service as the Independent Visitor Panel Member Sponsor.	Chair/ Police Authority	In Progress: letter has been drafted for the Chair's approval
14/2022/P	27 October Item 10 Independent Visitor Annual Panel report 2021-22	Confirmed that a report dealing with mental health policies for the City of London Police and partners would be prepared for the consideration of the Board.	Commissioner of Police/DCCS/ City and Hackney Public Health	In Progress- due at January 2023 PAB
15/2018/P	Item 4 Outstanding References	Barbican CCTV will form part of Secure City Programme when CCTV is reviewed in the round.	Commissioner	This OR was formally closed at the January 2022 PAB meeting with the below update. Under the Secure City Programme there is no plan to

				<p>add additional cameras into the Barbican Residential Estate. The Barbican Centre CCTV is separate to Secure City and any improvement in capability there is managed by the Barbican. However, the Secure City Programme in the future will look at the opportunity to ingest Barbican Centre CCTV feeds into the main video management system accessed by the police. This would be done to support emergency response only.</p> <p>Additionally, the Safer City Partnership has agreed a new Strategy with a specific ASB working group which will explore an evidence based response to ASB issues identified on the Barbican Estate.</p>
16/2022/P	Item 9 Quarterly Community Engagement Update	The Chair requested that the Town Clerk update on the Crime and Disorder Scrutiny Committee	Town Clerk/ Police Authority	<p>In Progress- Draft Terms of Reference for the Crime and Disorder Scrutiny Committee have been finalised for Member consideration at an informal meeting of the Committee. It is hoped that time in diaries can be found for this meeting to be</p>

				convened in December or early January.
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STRATEGIC PLANNING & PERFORMANCE (POLICE) COMMITTEE **Thursday, 17 November 2022**

Minutes of the meeting of the Strategic Planning & Performance (Police) Committee held
at on Thursday, 17 November 2022 at 10.00 am

Present

Members:

Tijs Broeke (Chair)
Deborah Oliver
Adrian Hanstock (External Member)
John Griffiths
James Thomson

In attendance:

HMICFRS Inspectors

In attendance virtually:

Helen Fentimen
Moawia Bin-Sufyan
Caroline Addy
Munsur Ali

Officers:

Richard Holt	- Town Clerk's Department
Alix Newbold	- Interim Police Authority Director
Paul Betts	- Assistant Commissioner, City of London Police
Carly Humphreys	- City of London Police
Nik Adams	- City of London Police
Hayley Williams	- City of London Police
Emma Cunningham	- City of London Police
Matt Mountford	- City of London Police
Richard Waight	- City of London Police
Valeria Cadena	- Community and Children's Services Department

1. APOLOGIES

Apologies were received from the Deputy Chairman Andrew Lentin, Alderman Tim Hailes and Helen Fentimen.

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

There were no declarations received.

3. MINUTES

The Committee considered the draft public minutes and non-public summary of the previous meeting of the Strategic Planning and Performance Committee held on the 5th of May 2022.

RESOLVED- The public minutes of the previous meeting of the Strategic Planning and Performance Committee held on the 5th of May 2022 be approved as an accurate record.

4. **PUBLIC OUTSTANDING REFERENCES**

The Committee received a joint report of the Town Clerk and Commissioner on the public actions from the previous meeting of the Committee.

RESOLVED- That the report be noted.

5. **HMICFRS UPDATE**

The Committee received a report of the Commissioner which provided the HMICFRS Inspections Update.

The Police Authority Board Chair requested further information on when the Force would be reporting on issues relating to vetting to the Professional Standards and Integrity Committee. Officers highlighted that the issues regarding the vetting of prospective staff was a national issue which had not been highlighted in the City of London Police but that a report would be prepared for the Professional Standards and Integrity Committee in November. It was added that, whilst the report had not been finalised, early indications from the Serious and Organised Crime Inspection were positive.

Replying to a Member's query Officers provided an update on the actions arising from the HMICFRS's recommendations noting that the direction of travel on most actions was positive. In addition, the Committee were informed of continuing issues regarding the provision of Appropriate Adult services.

Officers confirmed, in response to the Committee's discussion, that a continuing assessment process was in place to ensure ongoing improvement.

Following a request from the Chair it was confirmed that the deep dive on child protection services would be presented to Members in 2023.

RESOLVED- That the report be noted.

6. **CITY OF LONDON POLICE - POLICING PLAN 2022-25- ANNUAL REFRESH 2023-24**

The Committee received a report of the Commissioner on the City of London Policing Plan 2022-25 Annual Refresh 2023-24.

The Chair highlighted the Policing Plan workshop for Members which was due to be held before the Police Authority Board meeting on the 12th of December and requested that community feedback be incorporated into the plan for this session. In addition, the chair requested that a senior member of the Community and Children's Services Department attend the next meeting of the Committee to report on the cooperation

between the Corporation and Force, adding that the proper constitution of the Crime and disorder Scrutiny Committee was vital for Member oversight of this work.

In response to a Member's query the engagement plan for the policing plan was outlined.

Replying to a comment from the Chair it was agreed that a rationalisation of the performance measures and better articulation of the proactive engagement on trust and confidence in the Force was required in the Policing Plan.

The Town Clerk confirmed that an invitation to the Policing Plan Workshop would be forwarded to those Members of the Police Authority Board's Committees that did not also serve on the Board.

RESOLVED- That the report be noted.

7. Q2 POLICING PLAN PERFORMANCE 22-23 PLUS APPENDED PERFORMANCE FRAMEWORK

The Committee received a report of the Commissioner on the Q2 Policing Plan Performance 22-23 and an appended Performance Framework. The Chair commended Officers for the response to the incident at Bishopsgate and commented on the importance of the public seeing that crimes are responded to appropriately.

The Chair requested that grading criteria and analysis be added to this report where 'no grading' was shown when it is next presented to committee.

In response to a Member's query Officers explained the established processes for ensuring appropriate reaction to the reported data but noted that the relatively low numbers in the City meant that percentage changes were not always illustrative of wider trends.

A Member expressed concern that the Force's diversity statistics were not trending in a positive direction.

RESOLVED- That the report be noted.

8. QUARTERLY COMMUNITY ENGAGEMENT UPDATE

The Committee received a report of the Commissioner which provided the Quarterly Community Engagement Update.

The Chair commented that it was vital to ensure there was the required collaboration between the City of London Corporation and Police adding that he would be writing to the Town Clerk requesting the urgent work on the Crime and Disorder Scrutiny Committee and the Safer City Partnership Board. Officers confirmed that work was being undertaken to agree an updated terms of reference for the Crime and Disorder Scrutiny Committee to facilitate correct Member oversight of the Safer City Partnership Board which, it was added, would be meeting on at least a quarterly basis, with the next meeting due on the 30th November.

Replying to a Member's question Officers explained the methodology used to achieve the appropriate balance between daytime and night policing concerns.

The anti-social behaviour data was highlighted by the Chair of the Police Authority Board and requested further information on the specifics of policing in the Barbican. It was confirmed that Officers would report back to a future meeting of the Committee to provide this detail. It was noted that the Barbican Estate had introduced its own reporting system which may not align with formal reporting of incidents to the police.

Following a Member's enquiry it was confirmed that the Force was engaged with the Business Improvement Districts in the City of London.

RESOLVED- That the report be noted.

9. **VICTIM SERVICES UPDATE (DEEP DIVE)**

The Committee received a report of the Commissioner which provided the Deep Dive on Victim Services Update.

In response a question from the Chair Officers undertook to explore how best to record victim services relating to Action Fraud noting the importance of maintaining a distinction between the local and national policing work. It was noted this was reported to the Economic and Cyber Crime Committee.

Following a Member's comment Officers confirmed that, given the relatively low levels within the City of London, the highest level of service should be provided to victims of domestic abuse.

The Chair requested that short update be provided to the next meeting of the Committee on the progress against the Policing Plan measures with regard to victim services.

RESOLVED- That the report be noted.

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

The Committee received a report of the Commissioner which provided an update on Violence against Women and Girls Activity.

The Chair highlighted that he and the Chair of the Police Authority Board would be attending the operation Reframe the Night operation on the 3rd of December.

Following a query from the Chair on the engagement with women and girls from minority groups the Officers explained the work that was being undertaken to especially engage with these groups noting that this had proven to be a difficult issue for many forces. It was agreed that an update on this work would be provided to the Committee when appropriate.

Officers confirmed, in response to the Chair's enquiry it was confirmed that the Year 2 Plan would be presented to the Committee in February 2023.

In response to a Member's concern it was confirmed that the Professional Standards and Integrity Committee would be the appropriate body to consider concerns regarding culture within the Force.

RESOLVED- That the report be noted.

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

There were no questions in the public session.

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

There was no urgent business considered in the public session.

13. **NON-PUBLIC MINUTES**

The Committee considered the draft non-public minutes of the previous meeting of the Strategic Planning and Performance Committee held on the 5th of May 2022.

Resolved- The non-public minutes of the previous meeting of the Strategic Planning and Performance Committee held on the 5th of May 2022 be approved as accurate record.

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

There were no public questions.

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

There was no non-public urgent business considered.

The meeting ended at 11.30 am

Chair

Contact Officer: Richard Holt
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RESOURCE, RISK & ESTATES (POLICE) COMMITTEE Friday, 4 November 2022

Minutes of the meeting of the Resource, Risk & Estates (Police) Committee held at on
Friday, 4 November 2022 at 2.00 pm

Present

Members:

Alderman Timothy Hailes (Chair)
Deputy James Thomson
Dawn Wright
Alderman Professor Emma Edhem
Helen Fentimen
Michael Landau

In attendance virtually:

Michael Mitchell
Dawn Wright
Deputy James Thomson

Officers:

Richard Holt	- Town Clerk's Department
Alix Newbold	- Interim Director, Police Authority
Alistair Cook	- Head Police Authority Finance and Force CFO
Mark Paddon	- Deputy Chief Financial Officer, City of London Police
Steven Reynolds	- Deputy Chief Financial Officer, City of London Police
Paul Betts	- Assistant Commissioner, City of London Police
Mari Ladu	- Chief Operation Officer, City of London Police
Ruth Johnson	- City of London Police
Martin O'Regan	- City of London Police
Paul Adams	- City of London Police
Hayley Williams	- City of London Police

1. APOLOGIES

Apologies were received from Adrian Hanstock, Deputy Randall Anderson, Deputy James Thomson, Dawn Wright and the Deputy Chair Tijs Broeke.

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

There were no declarations.

3. MINUTES

The Committee considered the public minutes and non-public summary of the previous meeting of the Resource, Risk and Estates Committee held on the 5th of September 2022.

RESOLVED- That the minutes of the previous meeting of the Resource, Risk and Estates Committee held on the 5th of September 2022 be approved as an accurate record.

4. PUBLIC OUTSTANDING REFERENCES

The Committee received a joint report of the Town Clerk and Commissioner on the public actions from the previous meeting.

The Chair commented that it was important that the City of London Corporation also contribute to the development of the City of London Police Corporate Services Review.

RESOLVED- That the report be noted.

5. CHIEF FINANCE OFFICER & CHIEF OPERATING OFFICER UPDATE

The Committee received a joint report of the Commissioner of Police and the Police Authority Treasurer which provided the Chief Finance Officer and Chief Operating Officer update.

The Chair highlighted the high percentage of the budget dedicated to workforce and requested an update on the Corporate Services Review. Officers explained that a timeline for the Review had been agreed and that an update on the review recommendations would be prepared for Member consideration at November PAB. The Chair commented on the importance of savings in this area to the overall budgetary position.

A Member expressed their concern that general policing spending reductions would impact adversely on the City of London Police. In response Officers explained that extensive scenario testing would be vital in building effective mitigations for the impact of external factors.

RESOLVED- That the report be noted.

6. Q2 REVENUE & CAPITAL BUDGET MONITORING, 2022/23- COVER PLUS SLIDE PACK

The Committee received a report of the Commissioner on the Q2 Revenue & Capital Budget Monitoring 2022/23.

The Chair commented that the wide variations in the budget and planning for known future pressures needed to be better managed. Officers noted this and added that the Force's finance function had been strengthened which would create capacity to manage these processes more effectively.

In response to a Member's query Officers confirmed that Police Officer posts were not being held vacant to balance the budgetary position.

Replying to a Member's question Officers explained the asset recovery process, noting that not all funds recovered in these processes were received by the City of London

Police. Officers undertook to confirm the levels of funds recovered under the asset recovery process in the next update.

Officers outlined the inflationary assumptions made within the budget and explained that an ongoing monthly monitoring process had also been established.

The Committee discussed the rules governing the expenditure of funds from the Proceeds of Crime Act noting that the Police Authority Board would be consulted on the use of funds outside of projects identified in the report.

RESOLVED- That the report be noted.

7. **Q2 WORKFORCE MONITORING REPORT- 2022-23**

The Committee received a report of the Commissioner on the Q2 Workforce Monitoring Report 2022-23.

Replying to the Chair's enquiry Officers confirmed the monitoring process for assessing the risk of operational impact from vacancies.

Following the Committee's discussion on the issues of vetting and inappropriate hires into police forces it was agreed that a report be prepared for the Professional Standards and Integrity Committee which considered this subject in relation to the City of London Police as part of the update on recent HMICFRS inspections in this area.

Officers confirmed that every effort was being made to hit the diversity targets and it was hoped that the uplift plan would be able to contribute to this project.

RESOLVED- That the report be noted

8. **CITY OF LONDON POLICE RISK REGISTER UPDATE**

The Committee received a report of the Commissioner on the City of London Police Risk Register Update.

The Chair suggested that the Force consider if any of the risks presented in the report should be the subject of a deep dive session. He asked the Commissioner to consider for future meetings.

RESOLVED- The report be noted.

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

There were no questions received in the public session.

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

There was no urgent business considered in the public session.

11. **EXCLUSION OF THE PUBLIC**

RESOLVED, That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following item(s) 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.

12. **NON-PUBLIC MINUTES**

The Committee considered the non-public minutes of the previous meeting of the Resource, Risk and Estates Committee held on the 5th of September 2022.

RESOLVED- That the non-public minutes of the previous meeting of the Resource, Risk and Estates Committee held on the 5th of September 2022 be approved as an accurate record.

13. **NON-PUBLIC OUTSTANDING REFERENCES**

The Committee received a joint report of the Town Clerk and Commissioner on the non-public outstanding references from the last meeting.

RESOLVED- That the report be noted.

14. **POLICE MTFP UPDATE AND RESERVES STRATEGY**

The Committee received a report of the Commissioner on the Police MTFP Update and Reserves Strategy.

RESOLVED- That the report be noted.

15. **FUTURE POLICE ESTATE PORTFOLIO UPDATE**

The Committee received a joint report of the City Surveyor and Commissioner on the Future Police Estate Portfolio Update .

RESOLVED- That the report be noted.

16. **NON-PUBLIC APPENDICES**

The Committee received the non-public appendices for the Risk Register at Item 8.

RESOLVED- That the report be noted.

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

There were no questions received in the non-public session.

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

There was no items of urgent business considered in the non-public session.

The meeting ended at 3.25 pm

Chair

Contact Officer: Richard Holt
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Committee(s): Police Authority Board	Dated: December 2022
Subject: Chair's Update	Public
Report of: James Thomson	For Information

HMICFRS

The Chair and Police Authority Director met with HMICFRS as part of the ongoing PEEL inspection of the City of London Police. The report is expected to be published at the end of February or early March.

Economic crime

The Association of Police & Crime Commissioners hosted an online event on 13 December for PCCs and Parliamentarians to hear about how illegal money lending can be identified and tackled in their force areas and constituencies. Although a threat at any time of year, people most vulnerable to falling prey to loan sharks and illegal forms of money lending could be more susceptible in the context of current cost of living pressures, particularly in the lead up to Christmas. Speakers included representatives from the APCC's Economic and Cyber Crime Portfolio and the England Illegal Money Lending Team.

The Police Authority will be hosting a dinner on 18 January to recognise the importance of public private partnerships in tackling fraud. The event will also recognise the existing 20 year partnership between UK Finance, City of London Police and Metropolitan Police (Dedicated Card and Payment Crime Unit) and the 10 year partnership between the Association of British Insurers and City of London Police (insurance Fraud Enforcement Unit).

The Association of Police & Crime Commissioners' quarterly general meeting will be held in the City on 25 and 26 January. The event will include a workshop session on economic crime followed by an early evening reception on 25 January hosted by the Police Authority.

Violence Against Women and Girls

On 5 December, the Police Authority hosted a Member briefing on how the City Police and Corporation are working together, and with partners, to tackle crime and anti-social behaviour linked to the night time economy, including creating a safer environment for women and tackling violence against women and girls.

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Agenda Item 7

Committee(s): Police Authority Board	Dated: 12 December 2022
Subject: Commissioner's Update	Public
Which outcomes in the <i>City Corporation's Corporate Plan</i> 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 Pol 120-22	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 Operations and Security and Economic and Cyber Crime are attached.

Recommendation(s)

Members are asked to note the report.

Note that the period between meetings is much reduced and as a result there is less information within this report than would usually be expected.

Lord Mayor’s Banquet

A successful policing operation took place to ensure the security and success of the Lord Mayor’s Banquet on 28th November.

Acquisitive & Violent crime

Operation Niven has been continuing its excellent work in combatting phone thefts. Results included 100 devices recovered from the execution of a warrant at an address and 30 more devices from a second.

Protest activity

Officers on patrol discovered a spontaneous XR protest at No.1 Wood Street where two protestors had used fire extinguishers to spray a substance over the windows of the company. Two suspects were searched and then arrested for possession of articles with intent to cause criminal damage.

Night-time Economy

Operation Tinsel, the City of London Police Christmas campaign has now been launched. This is aimed at the extra footfall and potential for ASB in the run up to Christmas as well as World Cup matches. Extra assets working to a specific Bronze commander (including licensing officers) will ensure there is a preventative policing presence in any hotspots.

The next full partnership Op Reframe on 3rd December will be focused on ‘By Standers’ and how they can support people in the NTE. This will be augmented with taxi touting and safe journey advice and assisted by CoLP roads policing teams. There will be a large attendance from partners and observers as part of the Christmas campaign including NPCC VAWG lead DCC Maggie Blyth.

Anti-Social Behaviour (ASB)

Estate patrols have been a dedicated tasking for Local Policing. This has included Barbican, Golden Lane, Middlesex Street and Mansell Street. Dedicated Ward Officers are now up to strength in terms of the 12 posts with recruitment ongoing for the additional 6 post recent investment.

Professionalism & Trust

There has been VAWG activity across White Ribbon Day which the force supported, with communications on the 25th November as well as the UN initiative of 16 days to work against violence towards women.

The briefing for Op Tinsel will include inputs from these events to ensure that all officers deployed are aware and doing their best to combat violence against women and girls and to identify and reduce vulnerability.

Police Authority Board – Commissioner’s Verbal Update – 12 December 2022

Public Update – National Lead Force

Note that the period between PAB November and December PAB meetings has been short and as a result there is reduced information to impart.

Notable Operations

Op Elaborate

November saw the launch of Op Elaborate which CoLP Lead Force Ops Room are coordinating with the Met Police. 51 cases have been disseminated to regions and executive action is taking place. Results are still being gathered but the press piece was widely picked up by national media.

Op Quinn

Suspect was committing a courier fraud and was identified by technical work that was carried out to locate the victim’s stolen phones (taken by the suspects) and by tracking goods purchased using the victim accounts. Sentenced to 2.5yrs imprisonment.

Action Fraud and FCCRAS

Formal Approvals for the appointment of the FCCRAS supply chain were received from Court of Common Council on 16 November 2022. With approvals now completed, formal Procurement Outcome letters to all bidders (successful and unsuccessful) were released on 17 November 2022.

Economic Crime and Cyber Academy

On Thursday 17th November the Academy presented to law enforcement from across the UK a training event in collaboration with UK Finance on ‘Tokenisation’. Part of the Academy series of short 1-hour events to provide detailed knowledge on economic crime risks and emerging threats to 532 delegates online.

Campaigns & Media

Commander Nik Adams was interviewed live on national SKY news in relation to Operation Elaborate and the work done between the Metropolitan Police Service and City Police to co-ordinate and execute the actions.

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Committee(s) City of London Police Authority Board	Dated: 12/12/2022
Subject: Annual Review of Terms of Reference	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	3, 8 & 10
Does this proposal require extra revenue and/or capital spending?	N
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: The Town Clerk	For Decision
Report author(s): Richard Holt, Governance Officer	

Summary

This report calls for the annual review of the Police Authority Board's Terms of Reference.

Recommendation(s)

Members are invited to:

- approve, subject to any comments, the terms of reference of the Board be approved for submission both the Policy and Resources Committee and the Court of Common Council, as set out at Appendix 1, and that any further changes required in the lead up to the Court's appointment of Committees be delegated to the Town Clerk in consultation with the Chair and Deputy Chair; and
- consider whether any change is required to the constitution or frequency of the Committee's meetings.

Main Report

1. Each grand committee of the Court of Common Council is obliged to review its terms of reference annually and in good time for any changes to be considered before committees are reappointed by the Court in April each year.
2. The terms of reference of the City of London Police Authority Board are attached as an appendix for your consideration. Suggested deletions have been ~~struckthrough~~ and additions underlined.
3. It has become apparent that clarity in the Board's quorum is required to make explicit the respective voting rights of the Court of Common Council Members and External Members appointed to the Board. To reflect this, the proposed revision to

the Terms of Reference is for the quorum to be specified as 'any five voting Members'.

4. It is also suggested that the Terms of Reference is updated to reflect the appointment of two further External Members to the Board.
5. The Board is also required to review the frequency of its meetings and constitution. At present the Board is scheduled to meet ten times in 2023. These do not currently include any informal meetings or sub-committees.
6. Note that the Membership as it appears in Appendix 1 is correct as of April 2022. Any changes made to the membership after this time will be incorporated in the final Court Report for 2023.

Corporate & Strategic Implications

7. Members should consider the current scope of the Board's Terms of reference, and bear in mind the impact of any proposed changes, particularly resource, legal and equalities implications.

Conclusion

8. Amendments to the Terms of Reference are put forward for the consideration of Members.

Appendix 1 – Draft Terms of Reference 2023

Richard Holt

Governance Officer

E: Richard.Holt@cityoflondon.gov.uk

KEAVENY, Mayor	RESOLVED: That the Court of Common Council holden in the Guildhall of the City of London on Thursday 21 st April 2022, doth hereby appoint the following Committee until the first meeting of the Court in April, 2023.
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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
- 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, with the disapplication of disqualification criteria 9(b) and 9(c), the requirement to reside or work within the City of London.

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 voting Members.

3. **Membership 2022/23**

- 1 (1) Deborah Oliver T.D. *for one year*
- 8 (4) James Michael Douglas Thomson, Deputy
- 3 (3) Dawn Linsey Wright, *for three years*
- 3 (3) Munsur Ali
- 3 (3) Caroline Kordai Addy
- 3 (3) Timothy Russell Hailes, J.P., Alderman
- 8 (2) Nicholas Michael Bensted-Smith, J.P.
- 7 (2) Keith David Forbes Bottomley, Deputy
- 2 (2) Graham David Packham, Deputy
- 5 (1) Emma Edhem, Alderman
- 5 (1) Tijs Broeke

Together with up to four non-City of London Corporation Members:-

Andrew Lentin (*appointed for a four-year term to expire in September 2025*)

Sir Craig Mackey (*appointed for a four-year term to expire in September 2025*)

Michael Mitchell (*appointed for a four-year term to expire in September 2026*)

Melissa Collett (*appointed for a four-year term to expire in September 2026*)

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 City of London 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) to approve the annual budget and capital programme of the Force and Authority;
- (f) monitoring and reviewing the Force's performance across a range of equality, diversity and inclusion measures, setting strategic objectives for the Force where appropriate;
- (g) the handling of complaints and the maintenance of standards across the Force;
- (h) monitoring of performance against the City of London Policing Plan, including the Force's strategic priorities as National Lead Force for Economic Crime;
- (i) monitoring of performance of the force in its capacity as National Lead Force for Economic Crime in partnership with the Home Office;
- (j) overseeing and scrutinising the Force's work to prevent and reduce crime in partnership with relevant agencies in the City of London;
- (k) ensuring local community needs are identified, considered and met as effectively as possible, including through the Policing Plan;
- (l) appointing such committees as are considered necessary for the better performance of its duties; and
- (m) To appoint the Chairman of the Police Pensions Board.

Committee(s): Professional Standards and Integrity Committee Police Authority Board	Dated: 29 November 2022 12 December 2022
Subject: Quarterly Equality and Inclusion Update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1 and 3
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 114-22	For Information
Report author: T/Chief Supt Sanjay Andersen; DCI Carly Humphreys, Professionalism and Trust	

Summary

This report provides an update regarding Equality & Inclusion (E&I) activity within the City of London Police (CoLP) from a national and local perspective, since the last update to your September Committee. Appendix A provides a number of slides to outline our delivery of the E&I Strategy through a consolidated E&I Delivery Plan.

The report also includes highlights of activity regarding the E&I workstreams, in addition to updated Key Performance Indicators (KPIs) for Equality and Inclusion and Diversity Workforce Data.

Recommendation(s)

It is recommended that Members note the report.

Main Report

Background

- The Delivery Plan provided in Appendix A represents a consolidated Plan for all outstanding deliverables across the below plans:

- National Police Chiefs Council (NPCC) Equality & Inclusion (E&I) Plan;
- Police Authority Board (PAB) recommendations;
- Tackling Racism Taskforce (TRTF) recommendations;
- Black and Minority Ethnic Action Plan, and
- Lesbian, Gay, Bi-sexual and Transgender + (LGBT+) Action Plan.

The Plan is arranged in cross cutting workstreams and is regularly updated for internal and external review and scrutiny, most recently discussed at the October E&I Strategic Board.

Current Position

b. National updates:

As previously updated, the national Police Race Action Plan (PRAP) was released as a first iteration in May 2022. This required all forces to individually engage with members of the public, business specific communities, and internal employees; the Professionalism and Trust (P&T) team ran a number of specific sessions to provide an opportunity for them to feed-back on the Plan. Nationally, 5,100 responses were received, it has been reported that these have been largely supportive

This was consistently communicated internally and externally through articles and links to the national work, in addition to specific feedback sessions run by the Professionalism and Trust (P&T) team. Nationally, this has provided 5,100 responses which are reported to have been largely positive about the steps being taken by Policing to become anti-racist. The City of London Police (CoLP) has been selected as an 'ice breaker' force and will work closely with the NPCC Task and Finish groups to promulgate good practice across the four workstream areas of:

1. Internal Culture and Inclusivity (ice breaker area).
2. Use of Police Powers (ice breaker area).
3. Community Engagement and Relations.
4. Protection against Victimisation.

The P&T team is working with our Black Police Association (BPA) to translate the PRAP into a local delivery plan which also consolidates local recommendations, such as staff surveys and independent assessments. This plan is now in final review with the Black Police Association (BPA) and will be released across the organisation once completed. To reassure members, the PRAP was disseminated to business and thematic leads for ownership around actions earlier this year. This has ensured that we make early progress before we receive a both a final version of the PRAP and the local consolidated Action Plan which will be refreshed in line with the national updates.

The P&T team await the results of their contribution to the pilot survey of Black and Black-heritage police officers and staff which was co-ordinated by the National Police Chiefs Council (NPCC) and Home Office's Police Uplift Programme.

Members will note that a detailed report for VAWG is included in the committee pack for review.

c. Local updates:

- The Equality and Inclusion Manager is continuing to work with the Head of Strategic Development to refresh and publish our new Equality and Inclusion Strategy. This will be shared with Committee Members following internal sign-off.
- The organisation has now procured a mid-term review of our position within the Inclusion Maturity Model to help establish how we are progressing. The review will consider our policies, processes, staff surveys, HR data, EDI Action Plans, training & development, recruitment, senior leadership messaging and general communication. The review should be completed by the end of January 2023 and the Board Members will be updated with progress in the next Committee paper.
- The staged review of the organisation's Equality, Diversity & Inclusion (EDI) processes are still ongoing. As previously updated, *Stage One* (initial consultation) has been completed. *Stage Two* remains ongoing, a refreshed ToR (Appendix B) has now been agreed, there is also a full review of the Staff Support Networks and Associations (SSNAs) underway; this has now also included a re-allocation of Workstream Leads following new Chief Superintendent appointments. The next step will be *Stage 3* and will focus on a review of our overarching Equality, Diversity & Inclusion (EDI) Action Plan, particularly to ensure that national changes are reflected in our local plan and compliment our work within our VAWG (Violence Against Women and Girls) and Race Action Plans. Additional work will also review the support programmes and schemes we offer for underrepresented groups, such as our successful PALs (Positive Action Leadership) programme and our Diversity Allies Scheme, to ensure that they provide meaningful delivery.

d. Highlights of the E&I strand work completed since the previous update include:

1. Recruitment and onboarding

- The Force has recruited 102 student constables year to date with the next intake due to join us on the 28th November which will see us having achieved our uplift target of 986 officers. This November intake currently has our highest number of students from underrepresented groups making up 53% of the cohort. We have also recruited 83 transferees with a further 14 confirmed to start in November and up to 15 planned to join us in December (depending on attrition). We have now closed our adverts for student constables and transferees and have a large pipeline which we will utilise for our future recruitment.

- The Outreach programme continues to attend events to promote recruitment for underrepresented groups in particular. Events have included the London Careers Fair, open days at Aviva, Southwark College careers events and continued social media campaigns.

2. Leadership and Culture

- The Commissioner has agreed the outline plan for CoLP's forthcoming series of internal E&I employee awareness events, these will be framed around *Inclusion* and *Compassionate Leadership* and will cover topic areas of Values, Ethics, Equity and Belonging.

These launch events will be held in November and December 2022 and will be mandatory for all Police Officers and Police Staff to support our roadmap to improve internal culture. Although the focus for these events will be on internal culture, future events will expand the inclusivity agenda to encompass our communities and stakeholders.

- The force's Data Bias Working Group met again in October 2022 to conclude its 12-month review on this subject. A proposal will be brought to the Force's next E&I Strategic Board for consideration and approval.
- Our Leadership & Organisational development (L&OD) team have now delivered the third module of the 2022 Positive Action Leadership Scheme (PALS) to seven employees from minority ethnic backgrounds. Topics covered to date have included presentation skills, values, feedback, networking skills, imposter syndrome and growth mindset. Feedback from the delegates has been extremely positive.
- The L&OD team are also working on a proposal for a Positive Action Programme for the Sergeants and Inspectors promotion process, this will be presented at the People Board.
- The College of Policing has recently announced that the senior Police National Assessment Centre and subsequent Strategic Command Course are being replaced by the Police Executive Leadership Programme. The aim is to ensure a more effective assessment and development approach for aspiring Chief Officers. There will be specific effort undertaken to identify, develop and support a pipeline of officers with the potential to become Chief Officers from minority and under-represented groups. Further details will be released by the College in December 2022.
- Friendly Ear Scheme: This is a new tool being developed to support student officers in their early career and improve the organisation's retention rates. As with many forces delivering on the police uplift, with an increase in numbers, the organisation has also experienced an increase in probationers exiting. The Scheme provides a confidential contact mechanism for student officers to discuss concerns with a more

experienced officer, thereby exploring supportive options for the officer to remain in the organisation. Appendix C provides fuller details on what the Scheme has to offer.

3. Community Engagement

- The organisation has continued working with the successful Amazon Web Services (AWS) 'Schools Project'. This included meeting with a number of young people from different schools, colleges, youth groups and charities at Experience Haus studio on Saturday 24th September 2022 as a launch event. Working alongside the Metropolitan Police, the organisation will engage in a number of follow-up events sponsored by AWS.
- The Partnership and Prevention Hub¹ is looking to implement a Schools programme via an external provider to educate young people on current issues, provide visible reassurance in City schools, and improve relations with the Young Community. Procurement has commenced and benchmarking has begun, to identify when is best to launch the programme with maximum impact.
- As previously reported, the Force Volunteer Cadet Unit now has a cohort of 27 cadets (11 male, 16 female and 66% of those from Black and Minority Ethnic backgrounds). The Cadet Unit has continued to receive national attention regarding its work alongside officer and staff. Additionally, the cadets recently won the Annual National Cadets Competition for the best visiting team in First Aid at the National First Aid Competition. Subject to funding and staffing considerations, plans are being explored to expand the cadets in relation to age and numbers.
- Plans are underway to introduce a Youth Independent Advisory Group (YIAG). The aim of the YIAG is to act as a critical friend to CoLP, challenge conventional thinking and stimulate the viewpoints, ideas, experience, and skills of young people on current issues affecting policing. Young people will have an opportunity to review, challenge and develop policies and procedures that will impact upon young people and make improvements in service delivery. A paper is imminently due to be submitted around governance and implementation of the YIAG to the Force.
- The Strategic Research & Analysis Unit has produced a CoLP Community Profile – pulling together data from various sources to provide a picture of the various groups within the City of London and map its diverse communities. This profile will be continually updated with the Census results later this year. This, along with our calendar of events and meetings, will be published on the internet.

¹ The Partnership and Prevention Hub is focused on problem solving, reassurance and engagement. Hub Officers support Dedicated Ward Officers with specialised knowledge of crime prevention and community enforcement options to develop long-term problem solving approaches to high harm and volume crime priorities. The Hub develops community relationships and leads on Business Crime Reduction Partnerships at a tactical level.

4. Health & Wellbeing

- The key focus for this area remains on the mental health of our staff and developing our activity collectively within the force to improve it. In line with this, the following activity has been completed:
 - Mental Aid first aider training completed - 20 staff have been trained, which further supports the force ambition to look after the Mental Health (MH) of our staff.
 - PISP(Post Incident Support Procedure) structure established - 12 officers and supervisors are to be trained over a 2-day period , this is scheduled to commence in November.
 - MH courses for Supervisors launch in October.
 - Trauma Risk Management (TRiM) process and referral mechanism is being used and officer and staff signposted to this service.
 - L&OD have also launched MH courses for Supervisors, these went live in October.
- This quarter, in response to the national cost of living crisis, there has been a greater focus on financial wellbeing. Financial awareness training for employees was delivered with Police Mutual Assurance and the Police Federation who provided support and seminars outlining further tips and budgeting advice. The wellbeing page on the force intranet has also been refreshed with financial planning activities included on the site.

5. Retention and Exiting the organisation

- The working group has identified the need to ensure that there is an additional “retention conversation” as part of ‘business as usual’ line management. It is also recommended that there are at least two “retention conversations” within the notice period. This would also ensure that there is a two-tier data capture phase to better understand why people are leaving the organisation.
- Further work is being completed to improve support and advice to all levels of line management with the aim of improving the culture towards “retention conversations”. In particular, that people wanting to exit the organisation, to a degree should be anticipated, and therefore “retention conversations” should take place prior to this point.

e. Diversity Workforce Data

The Diversity Workforce data continues be presented to this Committee for oversight and scrutiny.

Please refer to Appendix D for full details.

f. Performance Measures

The force has undertaken a review of how it measures progress and success against their E&I Strategy. Key Performance Indicators are aligned to the new Policing Plan 22-25. As part of the ongoing E&I Review, the KPIs will also be evaluated to ensure that they measure delivery for both national and local objectives.

Please refer to Appendix E for full details.

Conclusion

- Appendix A – Highlight summary of progress made against the E&I Action Plan
- Appendix B – E&I Strategic Board Terms of Reference
- Appendix C – The Friendly Ear Scheme
- Appendix D – EDI Report Workforce Equality Data October 2022
- Appendix E - KPI Measures Table.

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Workstream	Recruitment, Onboarding and L&OD	Owner	Director of HR	Date	11/10/22	Project RAG		Benefit RAG	
Workstream objectives				Priority					
<div>Page 45</div> <ul style="list-style-type: none"> • CoLP to undertake detailed analysis of workforce data and produce aspirational targets • Complete a cradle to grave review of all recruitment processes • Review our vetting approach with regards to those with protected characteristics with a priority focus on minority ethnic groups • Set up feedback processes for unsuccessful candidates and promote development plans for future potential candidates • Ensure transparency with all recruitment, progression and exit from service data in respect to all protected characteristics • Ensure diversity visibility throughout recruitment process • Police leaders should through their continuing professional development seek out opportunities to understand issues that affect underrepresented groups and address them through strategy and action planning • Police leaders should consider the use of 'reverse mentoring' to be more engaged with their workforce • Equip selection panels with unconscious bias training for all those involved in the recruitment process • Invest in training and development of Police leaders • CoLP to develop a talent management program for upward and lateral development • CoLP to ensure mentoring/coaching and support mechanisms are in place to support officers with protected characteristics • Staff with Protected Characteristic should at the commencement of their service be sign posted to support groups to seek early guidance should it be required • Review the PCDA programme to ensure it aligns with E&I plans and principles 	Description					Date			
	Aspirational targets have been agreed by E&I board					Complete			
	Review our recruitment and attraction structure and people					Complete			
	Review promotion processes end to end					Ongoing			
	Cultural Workshop- Agreement next steps / outcomes					19 Jan 22			
	Reverse Mentoring - phase 2 continues					Ongoing			
	Community Engagement plan for PEQF					March 2022			
	PALs cohort 2 launched, 3rd module delivered with 4th scheduled for 2 November					Ongoing			
	Pilot of Mentivity Training #2					Feb 2022			
	Delivery of forcewide awareness programme on Values, Ethics, Equity, Belonging – 'Our People, Our Values'					June 2022			

Workstream	Health and Wellbeing	Owner	Inspection and improvement	Date	5/10/22	Project RAG		Benefit RAG	
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Workstream objectives	Priority Deliverables	
<ul style="list-style-type: none"> Staff with Protected Characteristic should at the commencement of their service be sign posted to support groups to seek early guidance should it be required. 11/21 this now occurs upon the induction course from L&OD Develop a local plan that incorporates Health and Safety, Wellbeing and Fulfilment 09/21 Wellbeing strategy written and launch reviewed annually – Reviewed re published Jan 22 Ensure CoLP leaders are equipped to deal with Mental Health difficulties 11/21 but ongoing L&OD include this within the various leadership courses that are run. Implement wellbeing initiatives to improve peoples quality of life whilst at work 09/21 this is an ongoing piece with monthly calendar set up to update teams of the activities Focus on staffs mental health and embed supportive and preventative policies and initiatives 01/22 This work is ongoing MIND sign up through NPCC 6 pledges Review current HR policies to ensure the maximum support is given to all staff with protected characteristics- 06/22 This work is ongoing Ensure teams supporting our Occ Health are trained in issues around inclusion and diversity- - 09/21Complete and Ongoing as they are a separate unit they do receive training from their providers with diversity sand inclusion. 	Description	Date
	Launch a Buddy Scheme for all new joiners (completed) on going all new students receive the buddy scheme including Police Now candidates.	ongoing
	Review strategy on Health and Wellbeing (completed and published)	02/22 completed and refreshed yearly
	Oskar Kilo recommendations and planning	12/22
	60 MH first aiders to be trained and launched	12/22
	Launch Wellness Zone in Bishopsgate (COMPLETE)	11/21
	MH at work commitment MIND CHARITY and ongoing	06/22
Progress since last update	Key next steps	
<p>Page 46</p> <ul style="list-style-type: none"> Continuation of the Better listening campaign programme. Over 200 officers and staff trained to date. Mental Aid first aider training completed 20 staff have been trained which further supports the force ambition to look after the MH of our staff . PISP structure established 12 officers and supervisors to be trained 2day course which is due to take place at the start of November HMICFRS consultation completed documents posted to HMICFRS awaiting inspection. Coffee MH wellbeing morning completed this is a bi -monthly activity. Financial awareness refreshed to help officers' staff within the city. In collaboration of partners such as Police Now , police Mutual etc Continued support for staff in fitness training and diet support MH courses for Supervisors launch in October . 	<ul style="list-style-type: none"> To engage and identify why there is a delay with Nottingham Police reviewing our Oscar Kilo return Strategic lead to be interviewed by the HMICFRS regarding question 11 within the Force PEEL inspection. Await the launch of the staff survey and associated resulted of wellbeing within this survey. Paper to be presented at the Peoples Board as to whether the force will adopt the Suicide Prevention toolkit. Launched in September in consultation with the Samaritans , NPCC and Ok. 	

Workstream	Community Engagement	Owner	Ch Supt HQ	Date	07/10/2022	Project RAG		Benefit RAG		Key Performance Measures
Workstream objectives <ul style="list-style-type: none">Establish a Silver Group to lead on community engagement E&I activity including outreach and attraction for recruitmentHost community based outreach sessions for engagement and recruitmentEstablish longer term engagement with schools and colleges in order to attract and nurture future talent and introduce young people to policingWork with local strategic partners to develop a shared data set that will allow for a better understanding of the communities we serveUtilise data sets to better inform and identify areas of disproportionality and the negative impact on local communitiesEngage in a calendar of events with the local community to promote good relationsIdentify and engage with diverse communities to address possible adverse perceptions of the police service so that satisfactions levels improve across all communitiesUndertake meaningful involvement and consultation with local communities to review such tools as Stop and Search and Use of ForceEvolve our force to be culturally competent to deliver legitimate and meaningful community policing				Priority Deliverables						Police Community Encounters – Use of Powers 1. Dip sampling of key police community encounters (stop and search / use of force / Road Traffic stops/ Firearms stops - internal senior officer dip sampling: <ul style="list-style-type: none">i. Number sampled past monthii. Number identified with learningiii. Number identified as best practice 2. IASG feedback on key police encounters stop and search / use of force / Road Traffic stops / firearms stops. <ul style="list-style-type: none">i. Number sampled / observed past monthii. Number identified with learningiii. Number identified as best practice Community confidence / victim surveying measures 1. Confident & satisfied with City of London Police Actions 2. Reducing the BAME & Gender satisfaction gap in survey data Number of community events attended 1. Number of community events attended over the last month 2. Outreach recruitment events expression of interest by ethnicity & gender
				Description					Date	
				Commence recruitment outreach plan					In progress	
				Map city communities / key individuals, calendar of engagement events					Completed	
				Launch inaugural 12 week schools project across the city					Completed	
				Set proposed key performance indicators for activity					Completed	
				Launch community based cluster panels					Completed	
				Pilot LGBT+ advisor network					Completed	
				Involve community in scrutiny of S/S, UoF wider police training					Ongoing	
Progress since last update				Key next steps						
<div><div>Pap</div><div>CoLP</div><div>YIAG</div><ul style="list-style-type: none">Pap met with AWS Met Pol and other key stakeholders and agreed that the project will be run again with a potential launch of sept 22 after the success of the previous programme. Awaiting Corporation agreement and clarification of roles and responsibilities. There is a keen appetite for the programme and with is expanding now to include the Met partners.The CoLP Volunteer Cadet Unit (VPC) now has a cohort of 27 cadets (11 male/16 female – 66% B.A.M.E) aged between 13-18 years old, and is gaining National attention/recognition working alongside officers and staff. The cadet unit has continued to receive National Recognition following the Annual National Competition at the end of July and have recently been awarded best visiting Team in the First Aid Competition. Subject to funding and staffing considerations there are plans being explored to expand the cadets with consideration to age and numbers.Plans are underway to introduce a Youth Independent Advisory Group (YIAG). The aim of the YIAG is to act as a critical friend to CoLP, challenge conventional thinking and elicit the viewpoi8nts, idea's experience and skills of young people on current issues affecting policing. Young people will have an opportunity to review, challenge and develop policies and procedures that will impact upon young people and make improvements in service delivery. A paper is imminently due to be submitted around governance and implementation of the YIAG to the Force.The Strategic Research & Analysis Unit have produced a CoLP Community Profile –pulling together data from various sources to provide a picture of the various groups within the City of London and map its diverse communities. This profile will be continually updated with the Census results later this year. This along with our calendar of events and meetings will be published on the internet.Cluster Panels- Continue to be attended and then chaired by DWO's and co-chair members. With comms support now required to increase attendance, publicise minutes, actions and issues rising. Publicise future events.The Forces response to the NTE is currently being reviewed by Local Policing with plans to maximise visibility, provide reassurance and increase partnership working through activities such as Op Reframe (Welfare Hubs in Hot Spot locations).PnP Hub looking to implement a Schools programme via an external provider to educate young people on current issues, provide visible reassurance in City schools and improve relations with the Young Community. Procurement has commenced and benchmarking has begun with when is best to launch and have the most impact.An application for funding via the Home Office Safer Street Fund for a Crime Prevention Roadshow that will see officers visiting business premises in hotspot areas to offer crime prevention advice pertaining advice to our priority aquisitive crime types (bike marking, laptop marking, phone etching, counter terrorism awareness)Outreach- Programme is continuing with attendance at the London Careers Fair, open evenings for our new August starters, Open Day at Aviva, Social media campaign and attendance to Southwark College to name but a few.Summer Fete Day/Engagement event- Planned for 13/14th August 2022. Awaiting Chief Officer Team sign off and being lead by the CoLP Federation Rep.</div>				<ul style="list-style-type: none">Continue to map communities using latest available datasets (e.g. Census data - 2022) to accurately reflect the current picture within the City.Plan to engage young people better through a structured schools programme/series of inputs linked to the PHSE curriculum, and raise awareness/offer diversion. Inputs could cover a whole range of issues and risks in line with CoLP vision/strategies, including ASB, violence against women and girls, and county lines.Continue to develop Nextdoor membership (social media platform) to update residents on local policing activity. Now over 1500.Launch mobile Digital Signage Screens Project, to display matters of public interest related to the prevention of crime in high footfall areas/Business footprints.- Awaits approval from Corporation Legal.Increase cluster panel attendance through a comprehensive media strategy.						

Workstream	Leadership & Culture	Owner	Ch Supt AF/NFIB	Date	30/09/22	Project RAG		Benefit RAG	TBD
Workstream objectives				Priority Deliverables					
<ul style="list-style-type: none">Leaders to ensure they create an inclusive culture within the organisationCreate a culture where people feel confident to share their protected characteristicsEncourage leaders to continuously improve their approach to inclusivity and ensure learning is regular and ongoingDevelop a framework of champions and senior leaders to drive forward CoLP's E&I agenda and work with internal and external partners to promote activityRecognise and reward good work and bravery across E&IUndertake annual workforce surveysFurther develop consultation and feedback mechanisms that enable all staff to take part in broad organisational decision makingScope partnership and secondment opportunities outside the organisation to enhance and build new skills in leaders				Key Deliverable / Key Performance Indicator					Target Date
				Launch mandatory Values, Standards and Ethics sessions (now framed <i>under Inclusion and Compassionate Leadership</i>)					Q3/22
				KPI: 100% of <u>eligible</u> and <u>available</u> staff have attended one of the mandatory inputs					03/23
				Develop an E&I secondment framework for leaders / volunteers					Q1 23
				KPI: Number of staff members engaged in external secondments / support to voluntary organisations (positive direction of travel)					Q2 23
				KPI: Annual Staff Survey - positive direction of travel for leadership & culture related responses					Q2 23
				Complete a data bias review and recommendations					11/22
				Introduce an annual E&I award as part of future event					03/23
				Further develop Diversity Allies Scheme					Q1 2023
Progress since last update				Key next steps					
<ul style="list-style-type: none">Commissioner McLaren has agreed the outline plan for CoLP's forthcoming series of internal E&I staff awareness inputs (framed around <i>Inclusion and Compassionate Leadership</i>).As reported in previous updates, these launch / gateway events will be held in November, consisting of 4 x half-day sessions hosted at the Aviva building. All police officers / police staff will be invited, and the focus will be CoLP's internal culture. Future inputs / events / activities will expand the inclusivity agenda to encompass CoLP's communities and stakeholders.The force's data bias working group met again in October to conclude its year-long review of this subject. Proposals will be brought to the November E&I Strategic Board for consideration and approval.				<ul style="list-style-type: none">Finalise the content for November's all-staff events.Review CoLP's existing external secondment process and look at opportunities for both short and long-term secondments (developing leadership skills).Formalise data bias work within the existing force governance structure - including the integration of the NPCC's <i>Data Literacy Framework</i>.Finalise the plan for CoLP's annual E&I award.					

Workstream	Retention and Exiting	Owner	T/DCS Bradford	Date	07/10/22	Project RAG		Benefit RAG	
Workstream objectives				Priority Deliverables					
<p>The workstream objectives have been re-ordered according to the chronology of the “leaving process” and aligned to the references in the wider plan.</p> <ul style="list-style-type: none">Undertake a review of what roles within the organisation could most benefit from greater flexibility in staff entering and exiting (#48)Ensure policies and procedures are in place to identify why staff with protected characteristics leave the service (#7)Undertake a review of process for exit from service procedures (#44)Undertake a full review of retention/leaving data (#22)Widely readvertise re-joining options (#47)Utilise positive action principles to proactively contact officers and staff within two years of them exiting the organisation to encourage them to return (#38)Consider national policies to allow exit and re-entry into the organisation (#45) <ul style="list-style-type: none">KPI objectives are required for the two stages –Stage 1 is before the person has actually left the organisationStage 2 is after the person has left the organisation.				Description					Date
				Agree a new process map for our exiting employee journey					01/11/22
				Draw best practice and academic research on the topic of retention and exit interviews					01/11/22
				Seek additions/alteration to HR held SOP					01/12/22
				Implement the cultural change for adding retention conversations to BAU					01/01/23
Progress since last update				Key next steps					
<p>Progress update has seen continued support to the strand lead and cooperation from Kam, HR and the SSN’s and SSA’s. I have identified four key work strands needed to deliver change/improvement.</p> <p>Work strand 1 – The identification and recording of data use.</p> <p>We need to baseline how the HR data from exit interviews should be used <i>in theory</i> versus our experiences in day-to-day process. The two workshops undertaken to date have drawn out initial discussions. It is noted that the recent change of the sharing and use of EI data transferring from Performance Board to People Board is expected to improve the opportunity to learn from this data.</p> <p>Work strand 2 – A review and agreement of the Exit Interview process.</p> <p>In 2021 (estimate) a swim-lane process map was devised and saved as the “to be” process. Drafted by David Cleverley and HR SMT, this sought to improve the EI process but there does not appear to have been wider consultation or sign-off.</p> <p>A new (draft) process has been mapped out with an accompanying narrative with a view to have further consultation later in autumn 2022.</p> <p>In precis, this adds a "retention conversation" as part of BAU line-management, at least two "retention conversations" within the notice period and suggests a two-tier data capture phase within the notice period and greater responsibility for line managers.</p> <p>Work strand 3 – Exit interview questions.</p> <p>It is unknown when the last review of the EI questions was undertaken. DCI Lee Parish is supporting this strand and working with HR to review and to consider the implementation of the two-tier data capture.</p> <p>Work strand 4 – Retention conversations.</p> <p>Linked to work-strand 2, improved support and advice to all levels of line management are needed to improve the culture towards “retention conversations”. They should be had in advance of someone getting to the point where they’ve made the decision to leave the organisation.</p>				<ul style="list-style-type: none">Reconvene the working group to consult and agree the new process map.Consult on how to implement a cultural change for retention conversations in BAU line management.Complete the research with “other” forces to seek existing good practice on a toolkit for greater line manger training for retention conversation and exit interviews.Consider the College of Police, HO and NPCC report on research into recent "police leavers"					

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EQUALITY & INCLUSION STRATEGIC BOARD TERMS OF REFERENCE

Reference Information

Responsibilities	
Name of Terms of Reference Author:	
Unit or Department:	Professionalism & Trust
Directorate owning this document:	Corporate Services
Meeting Chair:	Commissioner
Version control	
Date of latest version:	V1 September 2022

1. CONFIGURATION DATA

Section A - Document Location

This document is only valid on the day it was printed.
The source of the document will be found within City-i at: TBC

A.1 Revision History

Date of this revision: Implemented in September 2022

Date of Next revision: September 2024

Revision date	Previous revision date	Summary of Changes
May 2022	N/A	Changes to the Chief Officer Team, Forces vision, values, priorities, practices and processes.

A.2 Approvals

This document requires the following approvals.

Name	Title	Date of Issue	Version
	Commissioner	September 2022	1.0

A.2.1 Distribution

This document has been distributed to:

Name	Title	Date of Issue	Version
IASG	(Chair)	September 2022	V3
Police Authority Board	(Tackling Racism Taskforce)	September 2022	V3
Police Authority Board	TBC (Equality SIA Lead)		

A.2.2 Vetting Level Required at Meeting

All members must be vetted to the appropriate vetting level to perform their role. If a person is waiting on vetting clearance, the person must inform the Professionalism lead of this fact to ensure no security breaches take place. Any visitors who are invited to the meeting to present a specialist subject matter, should only be allowed to attend the meeting when their subject matter is on the agenda. Such matters should ideally be listed as one of the first Agenda items, to enable to person(s) to address the board and leave the meeting, thus causing as little disruption to the meeting.

This meeting requires attendees to be vetted at the following clearance level:

All Police Authority Board members clearance level = TBC

All Independent Advisory Scrutiny Group (IASG) members clearance level = NPPV2

Visitors = PNC

A.2.3 Meeting acronyms

NOT PROTECTIVELY MARKED

EDI – Equality, Diversity & Inclusion

EDIE – Equality, Diversity, Inclusion & Equity

PSED – Public Sector Equality Duty

GPGD – Gender Pay Gap Data

Gold Group – Critical Incident Management meeting

AOJ – Administration of Justice

NPCC – National Police Chiefs Council

PSD – Professional Standards Department

IASG – Independent Advisory Scrutiny Group

PPU – Public Protection Unit

SSN – Staff Support Networks.

ECD – Economic Crime Directorate

SPOC – Specific Person of Contact

PIPCU – Police Intellectual Property Crime Unit

LGBT+ - Lesbian, Gay, Bisexual and Transgender and the '+' symbol recognises other identities which do not fall into these categories such as queer, questioning, non-binary, intersex and gender-fluid.

EIA – Equality Impact Assessment

DCPCU – Dedicated Card and Payment Crime Unit

GDPR – General Data Protection Regulation

IFED – Insurance Fraud Enforcement Department

BUSSS – Best Use of Stop and Search Scheme

AC – Assistant Commissioner

CT – Counter Terrorism

HMICFRS – Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services

SOP – Standard Operating Procedures

STATEMENT OF MEETING PURPOSE

The following statement outlines the purpose of this meeting:

The Equality and Inclusion Strategic Board meeting monitor's the Force's performance in relation to equality and diversity in all areas of policing and within its workforce. This means monitoring how the Force delivers its policing services in a way that is fair, transparent, and sensitive to the needs of different communities, groups and individuals. It also means monitoring the Force's performance in creating an inclusive and diverse organisation where progression, equal opportunity, dignity and respect is maintained irrespective of their personal characteristics, and where all Forces employees can fully contribute, develop and flourish at work, irrespective of their personal characteristics.

2. MEETING OVERVIEW

The Force is committed to promoting equality and diversity of thought, approach and leadership styles, recognising that inclusion, culture and undisclosed or invisible diversity (such as class, politics, background, experiences) add to the wellbeing of the organisation services provide to the public.

The Strategic Board aims to ensure the Force meets all of its legal responsibilities and commitments to equality, diversity, inclusion and equity, through the Equality Strategy and supporting Action Plans. The Board will measure the progression of all the Forces Equality, Diversity and Inclusion (EDI) Action Plans to ensure it is progressing against milestones and is regularly updated to reflect any national / local learning, National Police Chiefs' Council recommendations, government recommendations, workforce surveys, community feedback and academic research. The Board aims to:

- Ensure the Forces Vision, Values, Organisational priorities and Operational priorities are embedded in all EDI activities and Action Plans.
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.
- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

3. ATTENDEE LIST

This meeting should be attended by the following individuals: The meeting is to be attended by the heads of departments, HR representatives, Equality, Diversity & Inclusion (EDI) Strand Leads or representatives, Communications Manager, Equality Police Authority Board Representative, City of London Corporation E&I Manager, Independent Advisory Scrutiny Group, Police Federation, and Trade Union representatives; this list is not exhaustive.

Post Name	Responsibility/ Representation	Nominated Second
Commissioner		
Vice Chair		
Executive Assistant to Commissioner		
E&I Manager		
Head of Professionalism & Trust		
EDI Action Plan Strand Leads		
EDI Strand Health & Wellbeing		
EDI Strand Leadership, Culture & L&OD		
EDI Strand Community Engagement		
EDI Strand Recruitment, Onboarding, Retention & Exiting		
Specialist Departments		
Programme Manager		
Chief Operating Officer		
Director of HR		
Corporate Communications Representative		
L&OD Lead		
Director of Business Finance		
Head of Strategic Development		
Diversity Champions		
Age Champion		
Disability Champion		
Race Champion		
Gender Champion		
Religion & Belief Champion		
LGBT+ Champion		
Health & Well-Being Champion		
HeforShe		
Trade Unions & Police Federations		
Unite		

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GMB		
Police Federation		
Police Superintendents Association		
External Members		
Police Authority		
Police Committee Authority Tackling Racism Taskforce Chair		
Independent Advisory Scrutiny Group Lead		
Corporation Equality Lead		

4. MEETING RESPONSIBILITIES

The meeting will be chaired by the Commissioner, who is the most senior ranking officer in the Force and who will be the final decision maker. The minutes and actions will be recorded by the Commissioners Executive Assistant. The papers for this meeting will be prepared by the Forces E&I Manager.

National updates: Officers and staff engaging and working with NPCC national leads will provide the board with any national guidance and recommendations. The updates will allow the board to understand the national picture and how it impacts any local policies, action plans and activities. It is recommended that the updates are provided in writing to the board, to allow members to read any updates prior to attendance. This will allow more time to ask and answer any questions, and allow the board to manage its time in an effective manner.

Local updates: The updates will reflect how the force is complying with any Equality legal requirements, any legislative changes, performance under the Public Sector Equality Duty, stakeholder collaboration, Government recommendations, and any changes to how the force manages and oversees its policies, practices and activities. The updates will also reflect how the force is sharing and promoting the EDI activities taking place and any future communications. It is recommended that the updates are provided in writing to the board, to allow members to read any updates prior to attendance. This will allow more time to ask and answer any questions, and allow the board to manage its time in an effective manner.

EDI Strand Lead Dashboard: This board will be provided with a dashboard of each EDI strand area only, because the E&I Operational Delivery Board will have had oversight and scrutiny of how the EDI action plans have progressed. The Dashboards will be in the board papers, which will be provided to members in advance, to allow members to read any updates prior to attendance. This will allow members more time to ask and answer any questions, and allow the board to manage its time in an effective manner.

The members will be accountable for their business areas. The responsibilities remain with the leads and attendance is mandated unless they are unable to attend. Each Board member will nominate a member of their team to attend the Board meetings on their behalf. The person nominated must be of Chief Inspector or staff equivalent grade, they must be fully briefed on all equality matters, to enable them to effectively contribute to discussions and strategic decisions being made. The nominated person will represent the required member when they cannot attend. Nominated staff and officers cannot be held responsible for the business area they are representing because that responsibility remains with the business area lead.

5. MEETING OBJECTIVES

This meeting sits with the purpose of delivering the following objectives:

- To set the equality strategic direction and ensure the Force meets its statutory responsibilities under the Equality Act 2010, and to monitor the Force's response to this legislation.
- To provide governance and scrutiny of the strategic direction and to shape the objectives.
- To support and advise on the implementation and progress of the Equality objectives with its associated actions and standards.
- To review and monitor delivery of the Equality objectives and to hold leaders to account for its progression.
- To consider and advise on the equality and diversity implications of major policy proposals and initiatives.
- To consider areas of equality and diversity where new or improved performance monitoring is required.
- To coordinate action on issues arising from relevant reviews e.g. Macpherson's report, HMICFRS recommendations, National Police Actions Plans (Race & VAWG), Inclusive Britain, etc.
- To identify risks and issues and ensure that these are acted upon.
- To act as a champion for diversity and equality issues within the Force and to provide support for those taking forward this agenda, whilst acting to address organisational inhibitors.
- To engage internal and external stakeholders in shaping the agenda and provide an opportunity for challenge.
- Identifying and sharing best practice around equality and diversity across the service. To look outward at best practice in industry.
- To oversee the design, implementation and periodic review of the Force's equality objectives (at least every 4 years), to review and if necessary, prioritise action plans to reflect National Police Chief's Council recommendations, Government recommendations and the aims of the PSED.
- The Force will implement an Equality Strategy and an EDI Action Plan, which will take into consideration:
 - Legislation
 - Workforce Representation requirements
 - National Police Chief Councils recommendations
 - College of Policing recommendations
 - Positive Action Plans & Strategies
 - Equality, Diversity and Inclusion strategy
 - Staff surveys
 - Community surveys

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- Equality Impact Assessments
- HMICFRS recommendations
- Equality and Human Rights Commission guidelines and codes of practice.

6. MEETING AGENDA ITEMS

The meeting will provide oversight into the Equality and Inclusion areas of the Force, following the set agenda below:

	Agenda Item Standing Item Non-Standing Item	Update method Paper/ Verbal / Presentation & Qs – Page No:	Agenda Speaker/Owner &	Boards Expectation For Decision / Update / Info Time allocation
1.	Welcome & Apologies	Verbal – Page X		Information – X mins
2.	Previous Minutes (accuracy and approval)	Paper – Page X		Information & Update – X mins
3.	Actions	Paper & Verbal – Page X		Information & Update – X mins
Section time Total: minutes				
4	National Updates Equality, Diversity, Inclusion & Equity. Race Action Plan Violence Against Women & Girls (VAWG)	Paper & Verbal – Page X Paper & Verbal – Page X Paper & Verbal – Page X		Information – X mins Information – X mins Information – X mins
5.	Local Updates Legislative, Policy & Stakeholder collaboration Communications Any other emerging trends/areas	Paper & Verbal – Page X Paper & Verbal – Page X Paper & Verbal – Page X		Information – X mins Information – X mins Information – X mins
Section time Total: minutes				
6.	EDI Strand Workstream Updates Recruitment, Onboarding & L&OD Health and Wellbeing	Paper & Verbal – Page X Paper & Verbal – Page X		Information – X mins Information – X mins

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	Community Engagement	Paper & Verbal – Page X		Information – X mins
	Leadership and Culture	Paper & Verbal – Page X		Information – X mins
	Retention and exiting the organisation	Paper & Verbal – Page X		Information – X mins
Section time Total: X minutes				
9.	Unions & Police Federation			
	Unite	Paper & Verbal – Page X		Information – X mins
	GMB	Paper & Verbal – Page X		Information – X mins
	Police Superintendents Association	Paper & Verbal – Page X		Information – X mins
	Police Federation	Paper & Verbal – Page X		Information – X mins
Section time Total: X minutes				
10.	AOB	All – Page X	All	Information – X mins
Meeting close: Total Time expected: X hour & X mins				

7. MEETING FREQUENCY

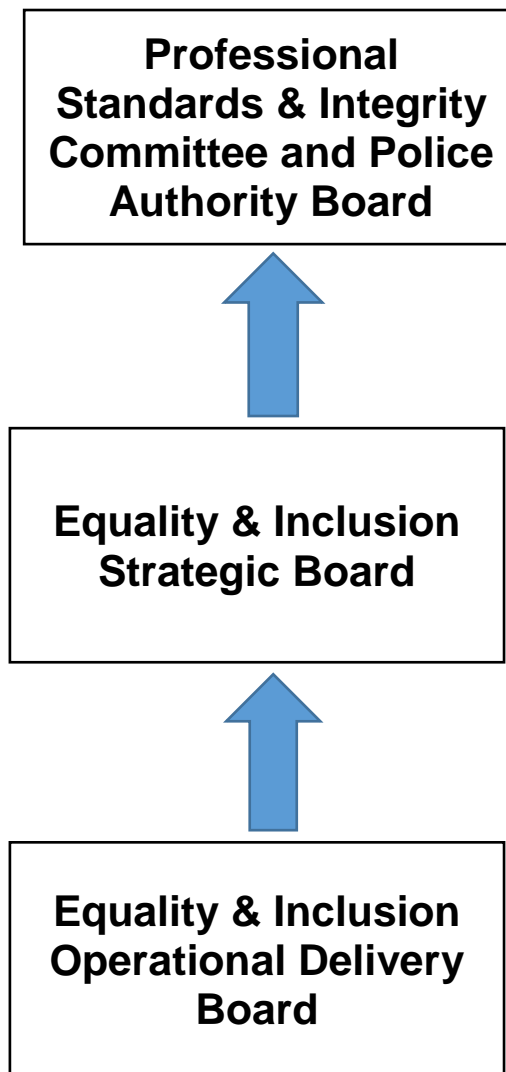
This meeting will convene on a quarterly basis or more frequently if required. All documents and agendas should be distributed to the Chairs approximately two weeks before the meeting, to allow the Chairs to review all actions and updates. Two weeks before the scheduled meeting date, all Board members are to provide an update on their actions and responsibilities to the minute taker and Equality & Inclusion Manager. The Equality & Inclusion Operational Delivery Board meeting will be held at least 2-4 weeks before the E&I Strategic Board meeting.

8. MEETING REPORTS

Legal Responsibilities & Returns	Owner & Due date	Update on Report/Plan
Public Sector Equality Report (PSED) - Annually	HR by 30 th March every year & review of objectives every four years.	Published on Forces website.
Gender Pay Gap (for Police Officers only as Staff are included in the Corporations return) - Annually	Payroll Manager, 30 th March every year.	To be published on Gov.UK website and Forces external website.
Equality Impact Assessments (EIAs)	All SOP owners – reviews to be conducted when the SOP expires and the E&I manager signs the EIA off.	Some SOPs are to be published on the external website.
Non-Legal Report / Action Plan	Owner	Update on the Report/Plan
Equality Police Authority Board quarterly report	Equality & Inclusion Manager	Due every quarter in report form.
EDI Action Plan	Professionalism Team – This is a live document	Due every quarter to establish progress against milestones and what support is needed to deliver all the EDI activities.
RACE Action Plan	Professionalism Team – This is a live document	Updates to be provided to the Board.
VAWG Action Plan	Professionalism Team – This is a live document	Updates to be provided to the Board.
Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Peel Reviews & Actions	Professionalism Team – this varies depending on the PEEL review & recommendations	Updates to be provided to the Board.
National Updates	Owner	Update on the Report / Plan
National trends	Communications Manager & E&I Manager	To influence any EDI activities / Action Plans

9. REPORTING CHAIN

This meeting is linked to other Force meetings providing them with information and reports as detailed below:





Student Officer Training



The Friendly Ear Scheme





Student Officer Training



The Friendly Ear Scheme – Student Retention Programme

Briefing Note October 2022

Background

The City of London Police was officially created in 1839, it covers the very heart of London known as 'the square mile' and currently consists of almost 1,500 Police Officers and Support Staff. It is the smallest territorial police force in England but is the world's leading international financial and business centre.

The City of London area has a resident population of around just 9,000 but there is also a daily influx of approximately 400,000 commuters- from an estimated 200 different cultures and nationalities. There are also upwards of 19 million tourists visiting each year. It is home to one of the richest and most diverse concentrations of arts and festivals in the UK and some of the world's most famous historic buildings, bridges and monuments are here. There are also around 24,000 businesses and 850 licensed premises, each presenting us with their own unique challenges.

Due to the Home Office National Police Uplift Programme to introduce 20,000 new police officers across England and Wales by end of March 2023, CoLP will be recruiting its highest ever number of new student officers from August 2022. The CoLP Learning & Organisational Development (L&OD) team are aware anecdotally that in recent years student officer turnover has increased and currently sits at over 20%. In light of the significant increase in new student officers joining CoLP and a genuine desire to retain these new officers in force and support their long term careers in CoLP, the L&OD team have developed The Friendly Ear Scheme. The scheme has three main elements:

1. **Support & Contact** - a confidential contact mechanism for student officers to approach and discuss concerns with an experienced officer prior to resigning with the aim to support the student officer to remain in force, collect data/trends and, where necessary, conduct a full exit interview should the student officer decide to leave. Anonymised findings will feed into the Force's Organisational Learning Forum.
2. **Data Analytics** – use of past student officer data to develop a Student Officer Flight Risk Model to a) identify key variables that contribute to Student Officer turnover with the intention that the Force can address these factors and b) a predictive ability to identify Student Officers with a high probability of leaving to allow for proactive, bespoke intervention.
3. **Career Coaching Pilot** – pilot career development programme with follow-up career planning coaching sessions. Based on suggestions from the student officers, a programme of informal talks known as the Spotlight Sessions are being planned to highlight to new students what careers are available in force. Once the Spotlight Sessions have concluded the Student Officers will be invited to a coaching session with The Friendly Ear Scheme who will facilitate a coaching style conversation with the Student Officer to develop a career development plan with the Student Officer specific to their aspirations.



Student Officer Training



Evaluation Metrics

The success of the three elements of The Friendly Ear Scheme will be measured by the following qualitative and quantitative criteria:

- 100% of all referrals to the scheme (self, manager or other) to be responded to within 48 hours
- A higher retention rate amongst student officers who approach the scheme than those who do not approach the scheme
- Exit interviews for 100% of student officers who do leave the force
- Flight Risk Predictive Model to be run for each new student officer intake with referrals made to the scheme where necessary
- For 100% of student officers who request a career coaching session to receive one
- Positive qualitative feedback on Spotlight Sessions

All the above measures to be reported on quarterly and shared to key leadership teams i.e. L&OD, PSD, Local Policing, Uplift Programme. First report due December 2022.

Progress/Milestones

Launch – the scheme launched in August 2022 ahead of our first Year 3 Uplift student officers joining the force. Briefings were given to each intake as part of their induction with flyers included in training packs and during pre-boarding open evenings. Briefings were also given to the Local Policing Inspectors to ensure their buy-in and awareness of the scheme once the student officers leave the classroom. Recruitment of more CoLP officers to support the scheme has successfully yielded a further 6 officers who will act as 'friendly ears', they come from a range of diverse backgrounds.

Data Analytics – the data analytics element of the scheme launched in June/July 2022 in partnership with a consultancy firm, Applied Data Science Partners, following a short procurement exercise. The data analytics project took place over a 4 week period with a presentation of findings in August 2022. Statistically significant key findings were:

- Students are significantly more likely to leave during probation if the cohort size is greater than 12 students (15%)
- Classroom dropout (first 4-6 months) is significantly smaller when students are in cohorts of 12 or fewer
- Students who start in Spring / Summer are more likely to leave in probation (12%) than students who start in Autumn/ Winter (7%)
- Students aged 30+ are significantly more likely to leave during probation (17%).

Flight risk prediction data for the first four student officer intakes has been processed and shared with L&OD Supervisors including the Friendly Ear Scheme leads to ensure appropriate support is in place for 'high risk students' via tutorials, referring to the scheme, etc.

Career Coaching – the 'Spotlight Sessions' programme is being planned currently and is due to commence between November and end of February. Career coaching sessions will then be offered from March 2023 onwards once a Level 3 Coaching & Mentoring qualification has been obtained by



Student Officer Training



two of The Friendly Ear leads (thanks to funding from the National Uplift Programme) and a Train the Trainer coaching skills package developed and rolled out to the other Friendly Ear officers. The career coaching sessions will be complemented by a range of curated resources and templates for the Student Officers with follow-up support also offered.

Timeline of progress to date

July 2022

- data analytics consultancy partnership established
- data analytics project commences

August 2022

- The Friendly Ear Scheme is officially launched with briefings and advertising material distributed to students and response group Inspectors
- findings of data analytics project reported back and Flight Risk Prediction Tool launched
- recruitment of more officers to scheme

September/
October 2022

- career development programme - topic scoping
- successful bid for funding from National Uplift Programme for coaching qualification
- Flight Risk Prediction Data produced for current student officer intakes



Student Officer Training



Future Activity

November/
December 2022

- source and commence Level 3 Coaching & Mentoring Award (3 months)
- launch of 'Spotlight Sessions' programme
- first quarterly evaluation report of the scheme produced

January/
February 2023

- 'Spotlight Sessions' programme continues
- career coaching materials/resources scoped and produced
- Train the Trainer career coaching package developed and rolled out

March 2023

- career coaching sessions commence
- second quarterly evaluation report of the scheme produced
- review of scheme and planning for next 12 months

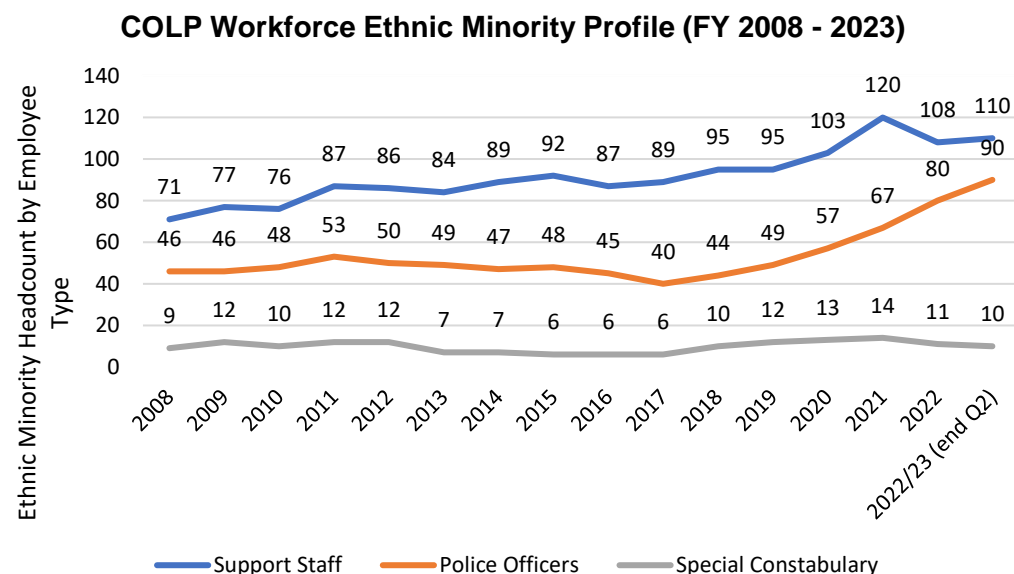
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Appendix D: EDI Report Workforce Equality Data October 2022

Force Demographics

- The CoLP ended quarter 2 (Q2) of 2022/23 with an Officer headcount of 970 (increase from 869 at 30 June 2022), and Staff headcount of 480.

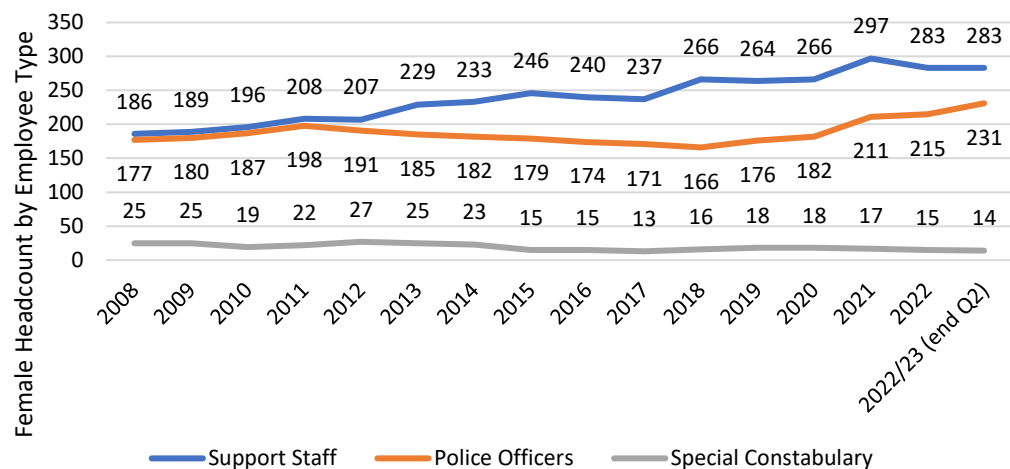
The graph below represents the number of Ethnic Minority Police Staff, Officers, and Special Constabulary within the CoLP at the end of each financial year from 2007/8 to 2021/22 and the first 6 months of 2022/23 (2022/23 end Q2).



Ethnicity

- For the reporting period (1 July 2022 to 30 September 2022), the number of Ethnic Minority (excluding white minority) Officers has increased from 78 to 90, which is 9.3% of the total Officer headcount. The increase is likely due to the diversity in Student Officer and ROCUs seconded from other forces around the country. The number of Ethnic Minority (excluding white minorities) Police Staff has remained at 110 since June 2022, which is 22.9% of the total Staff headcount.
- When compared nationally, CoLP Staff Ethnic Minority representation rate is currently ranked second highest among all national forces (excluding BTP) and is sixth highest for Officer representation (excluding BTP).
- The force's Equality & Inclusion Operational Board oversees the work on the NPCC plan. The force continues to use innovative advertising and attraction campaigns, support internal applicants through application writing and interview workshops and use a buddy system where Ethnic Minority officers are supported by a buddy when they join the force.

CoLP Female Workforce Profile (FY 2008 - 2023)

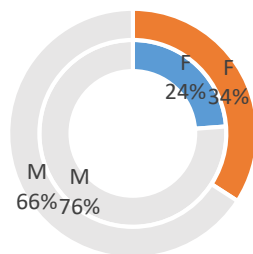


Gender

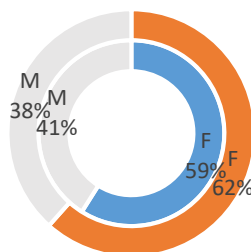
- During the reporting period, the number of female Police Officers has increased from 215 in June 2022 to 231 in September 2022. At the end of September, the percentage of female Police Officers stands at 23.8% of the total Office headcount. 22.6% of 115 Officer joiners were female in the reporting period.
- The number of female Police Staff has remained the same at 283, as a percentage this means 59% of Staff are female.
- In regard to improving our female representation we are looking at retention strategies such as supporting females back to the workplace following maternity leave as well as bespoke attraction campaigns and amended recruitment adverts to support flexible working. During our student officer campaigns we have been running positive action events including webinars to candidates where we have our female officers taking part to encourage female applicants to apply

- City of London – September 2022
- National Comparison (England and Wales) - March 2022

Officers Gender Profile



Staff Gender Profile



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Appendix E – KPI Measures Table (October 2022 update)

Workstream	Overview of activity	Success measures
Community Engagement	Increasing our legitimacy & confidence within communities through active engagement with all communities. Increasing confidence by effective response to hate crime & scrutiny of police power such as stop and search	<ol style="list-style-type: none"> 1. Community confidence & satisfaction measures through surveying victims of crime & the wider community 2. Sampling of stop & search & use of force incidents by our independent Advisory Scrutiny Group % graded as good & excellent v those requiring improvement 3. Number & breadth of community events attended each month and proactive communications out to communities
Recruitment Development & Progression	Building a diverse workforce in tune with London including people from black & minority communities, women, and LGBT. Ensuring we develop our workforce to achieve their potential and be the very best for the community. We will strive to improve our representation of underrepresented groups at all levels of the organisation & in specialist roles.	<ol style="list-style-type: none"> 1. To recruit 40% of visible ethnic minority student officers in each new intake 2. Per year we improve our representation of visible ethnic minority employees by 3.23% 3. Increasing number of employees from a black minority background successful at promotion processes 4. The total number of new joiners to The Force each year is at least 51% female to achieve an overall increase of 2.6% per year of female representation across the service 5. Per year to improve 0.35% employees from a LGBT background
Culture & Leadership	Work to build leadership capability across the force and build a workforce culture that it is truly inclusive & embeds our diversity & inclusion ambitions at all levels of the force. A workplace which people are proud of & one where the force is an employer of choice.	<ol style="list-style-type: none"> 1. Our staff engagement score through surveying over the next 3 years increases Scores specifically relating to feelings of inclusion, leadership & culture related responses 2. 100% of eligible workforce having attended annual values, standards & ethics inputs by 03/23 3. No of staff members engaged in external attachments & CPD events/ support to voluntary organisations (+ direction of travel)
Wellbeing	Taking a proactive and preventative approach to workforce wellbeing, as well as intervening at the earliest opportunity to help protect our people & increase productivity	<ol style="list-style-type: none"> 1. Specific staff survey questions in relation to feelings of well-being to improve over the 3 years. 2. Op Hampshire 75% outcome rate for assaults and hate crime committed towards staff.
Retention & Exiting	Ensuring that the service retains talent particularly from under-represented groups. Exploit opportunities for entry & re-entry at different levels & specialisms into the service. Understand why staff are exiting the service & use insight & data to improve retention.	<ol style="list-style-type: none"> 1. Line managers to offer an exit interview to all those intending to leave – Target of 100% 2. The % exit interviews completed officers and staff 3. Retention rates over the next 3 years (excluding retirements, transferees & ill health) are improved against the 2021 baseline 4. % of leavers that are contacted by the force within 12 months in respect of opportunities to re-join 5. Retention – Black, Asian and Minority staff Black, Asian & minority ethnic attrition rates for voluntary leavers are equal to or better than the rates for non-Black, Asian and Minority Ethnic colleagues (xx% the baseline figure now) 6. Retention female staff - female attrition rates for voluntary leavers are equal to or better than the rates for male leavers (xx% baseline)

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Committee(s): Police Authority Board – For Information Policy and Resources Committee – For Decision	Dated: 12/12/2022 15/12/2022
Subject: Renewal of the London Marathon Public Spaces Protection Order	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1,12
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	£
What is the source of Funding?	
Has this Funding Source been agreed with the Chamberlain's Department?	N
Report of: Simon Cribbens – Assistant Director, Department of Community and Children's Services	For Information
Report author: Valeria Cadena – Community Safety Manager, Department of Community and Children's Services	

Summary

This report seeks the support of Members to renew the current London Marathon Public Spaces Protection Order (PSPO) which expires in March 2023. It has effectively mitigated anti-social behaviour and violent disorder previously experienced with certain sections of the race route through the City of London.

Section 59 of the Anti-social Behaviour, Crime and Policing Act 2014 provides local authorities with the power to make Public Spaces Protection Orders. PSPOs are intended to deal with a particular nuisance or problem in a specific area that is detrimental to the local community's quality of life, by imposing certain conditions or prohibitions.

The current PSPO has been active since March 2020. It has been pivotal in preventing and reducing crime and disorder during the London Marathon. It has been so effective that we haven't experienced any problems of the nature we had to endure before March 2020. It is proposed that the City of London Corporation renew the PSPO for another 3 years before its expiration.

If Members support the renewal, the formal order will be drafted and put to the Court of Common Council for final agreement.

Recommendation(s)

Members of Policy and Resources are asked:

- to support the renewal of the PSPO – extending it for three further years - so a formal order can be drafted and presented to the Court for approval

Main Report

Background

1. The London Marathon is part of the World Marathon Majors. The event takes place in spring every year and part of the route is through the City of London. Problems with visitors during the day of the event were a serious problem for several years in the locality of the Marathon route. The primary issue was related to large groups of young adults consuming alcohol and drugs, particularly nitrous oxide, while the London Marathon was taking place. This contributed to considerable Anti-social Behaviour (ASB) and violent disorder.
2. Despite the preparation and work of the City police and the City Corporation in 2019 as the day progressed, the atmosphere at the London Marathon became increasingly hostile and eventually resulted in arrests for violent disorder, grievous bodily harm and possession of class A drugs. While assisting in an arrest one of the Police horses fell, trapping the mounted officer under the horse, and resulting in the officer receiving a broken ankle.
3. Public Order Officers assigned to the event, who are used to dealing with high levels of disorder, were taken aback with the level of disorder and how quickly the situation escalated. Despite having 20 Public Order Officers available in the area, another 40 officers were required to deal with the problems. In total over 100 City of London Police Officers were deployed to this relatively small geographical area to contain the situation.
4. In response to the recurrent issues of anti-social behaviour and serious violent public disorder in 2019 and previous years on the 5 March 2020, the City of London Court of Common Council ratified the City of London Marathon PSPO¹.
5. The PSPO granted the City of London Police additional powers to prevent public drinking in specific areas, by refusing entry to designated areas to those carrying alcohol or nitrous oxide, or by confiscation of these by those within the area. Those persons contravening the PSPO could be issued with a Fixed Penalty Notice (FPN) of £100.

Current Position

6. Due to the COVID-19 pandemic, the PSPO was not deployed until the October 2021, when the London Marathon returned to its usual route through the City of London.

¹ See Appendix 1

7. During the October 2021 and October 2022 races, no FPNs were issued, and no arrests were made by the City of London Police during both events in comparison to the seven arrests made in 2019.
8. The PSPO has proved invaluable in reducing antisocial behaviour and public disorder during the London Marathon. The PSPO is advertised on the City Corporation's website and social media ahead of the Marathon race to raise public awareness of the prohibitions during the day. Businesses and licensed premises are also informed of the consequences of excessive alcohol consumption and the extended police powers on the day of the Marathon. This has translated in no further serious issues during the day.
9. Section 60 of the Anti-Social Behaviour, Crime and Policing Act 2014, stipulates that a PSPO is valid for up to 3 years. Therefore, the current London Marathon PSPO will remain valid until March 2023. However, the PSPO will not cover the next race which is due to occur on the 23 April 2023.
10. There are serious concerns held by partners, that without extending the London Marathon PSPO and the powers associated with the order, the ASB and disorder previously experienced before its implementation will return, causing significant reputational and corporate damage.
11. Before the time when a PSPO is due to expire, the Corporation (i.e. the local authority) may extend the order period for which it has effect if satisfied on reasonable grounds that doing so is necessary to prevent the occurrence or recurrence after that time of the activities identified in the original order.

Consultation

12. The current proposal for the extension of the PSPO beyond March 2023 is supported by the Corporation's Highways and Public Protection teams, the City of London Police, Bronze Group for the London Marathon and the Safer City Partnership (the Community Safety Partnership for the City of London)
13. A public consultation for feedback on the proposed renewal of the PSPO was open in the City of London Corporation Website for 4 weeks between October and November 2022, through which there were no objections expressed.

Proposal

14. It is proposed that the PSPOS is renewed for a further three years. If Policy and Resources Committee support this approach the formal order will be place before the Court of Common Council for approval.

Conclusion

15. An extension of the current London Marathon PSPO for a further 3 years would demonstrate that the Corporation continues to work in partnership and take steps to safeguard the public from antisocial behaviour and public

disorder, protect this important global event and make the most effective use of Police resources.

Appendices

- Appendix 1 – Public Space Protection Order
- Appendix 2 – Statement by City of London Police Bronze commander
- Appendix 3 – City of London Police debrief London Marathon 2022

Background Papers

16. Seeking a Public Space Protection Order – London Marathon Related Disorder. Policy and Resources Committee on 21 November 2019.

Valeria Cadena

Community Safety Manager

E: Valeria.Cadena@cityoflondon.gov.uk



COMPTROLLER & CITY SOLICITOR

CITY OF LONDON LONDON MARATHON PUBLIC SPACE PROTECTION ORDER

SECTION 59 ANTI-SOCIAL BEHAVIOUR AND POLICING ACT 2014

PUBLIC SPACES PROTECTION ORDER

The Mayor and Commonalty and Citizens of the City of London ("the City") being satisfied that the conditions as set out in section 59(2) and (3) of the Anti-social Behaviour, Crime and Policing Act 2014 ("the Act") are met hereby makes the following order :

1. This order shall be cited as "The City of London , London Marathon, Public Space Protection Order"
2. This order shall come into force on 5th March 2020 and shall remain in place for a period of three years unless extended by further orders.
3. The prohibitions contained in this order shall only apply between the hours of 00.01 to 23.59 on the day of the London Marathon.
4. This order applies to the streets, highways and public spaces detailed in Schedule 1 to this Order and shown delineated by a red line on the plan contained in Schedule 2 to this order hereinafter referred to as "the Designated Area".
5. Prohibitions
 - i) No person shall act (either individually or in a group of two or more people) in a manner likely to cause nuisance, harassment, alarm or distress in the Designated Area. Any person instructed by a constable or authorised person to leave the designated area must leave without delay and shall not return to the designated area for a period of 12 hours.
 - ii) Persons shall not within the Designated Area :
 - (a) continue to consume alcohol when required to stop by a constable or an authorised person, or

(b) fail to surrender any alcohol in their possession when required to do so by a constable or an authorised person

(iii) Persons shall not within the Designated Area :

(a) continue to ingest, inhale, inject smoke or otherwise use psychoactive substances when required to stop by a constable or an authorised person, or

(b) fail to surrender any psychoactive substance in their possession when required to do so by a constable or an authorised person

A "psychoactive substance" is defined as "a substance with the capacity to stimulate or depress the central nervous system" and, for the purposes of this Order, is deemed to include nitrous oxide.

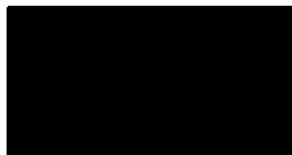
6. An "authorised person" means a person authorised by the City for the purposes of s of Part 4, Chapter 2 of the Act
7. Any person who, without reasonable excuse, fails to comply with the prohibitions set out in paragraph 5 above commits an offence.
8. Any person guilty of an offence under paragraphs 5(i) and (iii) shall be liable on summary conviction to a fine not exceeding Level 3* on the Standard Scale.
9. Any person guilty of an offence under paragraph 5(ii) shall be liable on summary conviction to a fine not exceeding Level 2** on the Standard Scale.
10. A constable or authorised person may issue a fixed penalty notice ("FPN") to any person believed to have committed an offence under paragraph 5. A person issued with a FPN will have 14 days to pay the fixed penalty of £100.00. Failure to pay the FPN may result in prosecution for the offence.
11. In accordance with the provisions of section 66 of the Act, any challenge to this Order must be made in the High Court by an interested person within 6 weeks of it being made. An interested person is someone who lives in, regularly works in, or visits the Designated Area. This means that only those who are directly affected by the restrictions have the right to challenge.

Interested persons can challenge the Order on two grounds; (1) that the City did not have the power to make the Order or to include particular prohibitions or requirements; or (2) that one of the requirements of the legislation, for instance consultation, has not been complied with.

Where an application is made, the High Court can decide to suspend the operation of the Order pending the Court's decision, in part or in whole. The High Court can uphold, quash, or vary the Order.

Dated *5th* day of *March* 2020

THE COMMON SEAL OF THE MAYOR AND
COMMONALTY AND CITIZENS
OF THE CITY OF LONDON was hereunto
affixed in the presence of:-



Assistant City Solicitor

* - Currently up to £1,000

** - Currently up to £500

Schedule 1 to the City of London Marathon Public Space Protection Order

Streets and Highways Wholly or Partly Within the Designated Area as defined by the red boundary line on the map contained in Schedule 2 to this Order

A10
A3
A300
A3211
Allhallows Lane
America Square
Angel Lane
Arthur Street
Bakers Hall Court
Bell Wharf Lane
Bennet's Hill
Blackfriars Bridge
Blackfriars Passage
Blackfriars Underpass
Booth Lane
Botolph Alley
Botolph Lane
Brabant Court
Bridge Over Upper Thames Street
Broken Wharf
Bull Wharf Walk
Bush Lane
Byward Street
Cannon Street
Carlisle Avenue
Castle Baynard Street
City Walkway - Bell Wharf Lane To
Riverside Walkway
City Walkway - Grant's Quay Wharf To
Lower Thames Street
City Walkway - Monument Station
City Walkway - Paul's Walk To Blackfriars
Station
City Walkway - Queenhithe To Huggin Hill
City Walkway - Stairway To Swan Lane
City Walkway - Upper Thames Street To
King William Street
City Walkway - Upper Thames Street To
Laurence Poutney Hill

Cloak Lane
College Hill
College Street
Cooper's Row
Cousin Lane
Crescent
Cross Lane
Crosswall
Crutched Friars
Custom House Steps East
Custom House Walk
Dark House Walk
Doby Court
Dowgate Hill
Dunster Court
Eastcheap
Fenchurch Place
Fenchurch Street
Fish Street Hill
Fish Wharf
Fishmongers' Hall Wharf
Fowkes' Buildings
French Ordinary Court
Fruiterers Passage
Fye Foot Lane
Gardners Lane
Garlick Hill
Gloucester Court
Gophir Lane
Gracechurch Street
Grant's Quay Wharf
Great St Thomas Apostle
Great Tower Street
Great Trinity Lane
Hammett Street
Hanseatic Walk
Harp Lane
Hart Street
High Timber Street
Huggin Court
Huggin Hill
Idol Lane
India Street
Jewry Street
Kennett Wharf Lane
Lambeth Hill

Laurence Pountney Hill
Laurence Pountney Lane
Little College Lane
Little Trinity Lane
Lloyd's Avenue
London Bridge
London Street
Lovat Lane
Lower Thames Street
Mark Lane
Martin Lane
Millennium Bridge
Millennium Bridge House Access Road
Mincing Lane
Miniver Place
Minories
Minster Court

Minster Pavement
Monument Street
Muscovy Street
New London Street
Newcastle Court
Northumberland Alley
Old Billingsgate Walk
Old Watermen's Walk
Oystergate Walk
Passageway Between Fishmongers Hall
Wharf And Fish Wharf
Paul's Walk
Pepys Street
Peter's Hill
Petty Wales
Philpot Lane
Plantation Lane
Pudding Lane
Puddle Dock
Queen Street
Queen Street Place
Queen Victoria Street
Queenhithe
Rangoon Street
Rood Lane
Saracen's Head Yard
Savage Gardens

Scott's Yard
 Seething Lane
 Skinners Lane
 Sky Garden Walk
 Southwark Bridge
 St Benet's Place
 St Dunstan's Alley
 St Dunstan's Hill
 St Dunstan's Lane
 St George's Lane
 St Katherine's Row
 St Mary At Hill
 Star Alley
 Steelyard Passage
 Stew Lane
 Suffolk Lane
 Sugar Quay Walk
 Sunlight Wharf
 Swan Lane
 Talbot Court
 Three Barrels Walk
 Three Cranes Walk
 Three Quays Walk
 Tower Hill
 Tower Place
 Trig Lane
 Trinity Square
 Upper Thames Street
 Victoria Embankment
 Victoria Embankment Slip Road (n)
 Victoria Embankment Slip Road (s)
 Vine Street
 Vintner's Court
 Walbrook Wharf
 Water Lane
 White Lion Hill

Open Spaces Within the Designated Area

Senator House	Senator House, 85 Queen Victoria Street, London
Tower Hill Gardens	Tower Hill Garden, Tower Hill, London

Riverside Walk - Paul's Walk

City of London School for
Boys - Front Entrance
City of London School for
Boys - Bennet's Hill

Queen Street Shrub Bed
Eastcheap - St. Margaret
Pattens
Riverside Walk - Dark House
Walk
America Square
Queen Street / Cannon
Street
America Square
Queen Street / Cannon
Street
Riverside Walk - Dark House
Walk

Little Trinity Lane

Mark Lane - All Hallows
Staining Churchyard
Tower Place

Byward Street
College Hill - Newcastle
Court

All Hallows-by-the-Tower

The Temple - Inner Temple

Great Tower Street

White Lion - Baynard House

White Lion - Baynard House

Cleary Gardens
Mincing Lane - Dunster
Court
Tower Hill Gardens

From White Lion Hill to Millennium Bridge,
London

From White Lion Hill To Millennium Bridge,
Paul's Walk, London

Public Open Space, The Guild Church of St
Benet Paul's Wharf, Bennet's Hill, London

From Cannon Street To Queen Victoria
Street, Queen Street, London

Church Forecourt, The Guild Church of St
Margaret Pattens, Eastcheap, London

Dark House Walk, London

America Square, London

From Cannon Street To Queen Victoria
Street, Queen Street, London

America Square, London

From Cannon Street To Queen Victoria
Street, Queen Street, London

Dark House Walk, London

Open Space Outside St James Garlickhythe,
Garlick Hill, London

Old Burial Ground All Hallows, Mark Lane,
London

Tower Place, London

From Great Tower Street To Seething Lane,
Byward Street, London

Newcastle Court, London

All Hallows Church Gardens, Byward Street,
London

Inner Temple Gardens, Crown Office Row,
Inner Temple, London

From Mincing Lane To Byward Street, Great
Tower Street, London

Open Space, Baynard House, Queen Victoria
Street, London

Open Space, Baynard House, Queen Victoria
Street, London

Cleary Gardens, Queen Victoria Street,
London

Dunster Court, London

Tower Hill Garden, Tower Hill, London

Mincing Lane - Minster
Court

St. Mary Somerset -
Churchyard

St. Mary-at-Hill

St. Magnus-the-Martyr

St. Dunstan-in-the-East
Churchyard

Lower Thames Street - Fish
Wharf Garden

Lower Thames Street
Fowkes' Buildings
20 Fenchurch Street Pocket
Park

Riverside Walk - Dark House
Walk

Riverside Walk - Grant's
Quay Wharf

Sugar Quay Walk
Riverside Walk - Old
Billingsgate Walk

St. Benet's Church
Fenchurch Street - St.
Katherine Coleman CY

Riverside Walk - Paul's Walk
Riverside Walk - Victoria
Embankment

Victoria Embankment

Victoria Embankment
Riverside Walk - Three
Cranes Walk
Riverside Walk - Walbrook
Wharf
Riverside Walk - Hanseatic
Walk

Riverside Walk -
Fishmongers' Hall Wharf
Riverside Walk - Pas btw
F'mongers Hall & Fish Whf
Riverside Walk - Fish Wharf

Minster Court, London

St Mary Somerset Garden, Upper Thames
Street, London

St Mary At Hill Churchyard, St Mary At Hill,
London

Churchyard, The Parish Church of St Magnus
The Martyr, Lower Thames Street London
St Dunstan In The East Church Gardens, St
Dunstan's Hill, London

Public Garden Fish Wharf, London
Open Space At Junction With Byward Street,
Lower Thames Street, London
Fowkes' Buildings, London

Sky Garden Walk, London

Dark House Walk, London

Grant's Quay Wharf, London
Sugar Quay Walk, London
From Dark House Walk To Custom House
Walk, Old Billingsgate Walk, London
Public Open Space, The Guild Church of St
Benet Paul's Wharf, Bennet's Hill, London
St Katherine Coleman Churchyard,
Fenchurch Street, London
From Victoria Embankment To Blackfriars
Bridge, Paul's Walk, London
From Middle Temple Lane To City Boundary,
Victoria Embankment, London
Planter Bed South of Unilever House,
Victoria Embankment, London
Planter Bed South of Unilever House,
Victoria Embankment, London

Three Cranes Walk, London

Walbrook Wharf, London

Hanseatic Walk, London

Fishmongers' Hall Wharf, London
Passageway Between Fishmongers Hall
Wharf And Fish Wharf, London
Fish Wharf, London

**Riverside Walk - Grant's
Quay Wharf**

**Riverside Walk - Paul's Walk
Riverside Walk - Sunlight
Wharf**

**John Carpenter Street
Riverside Walk - Broken
Wharf**

**Riverside Walk - Bull Wharf
Walk**

**Riverside Walk - Three
Barrels Walk**

**Riverside Walk - Fruiterers
Passage**

**Laurence Pountney Hill
Laurence Pountney Hill**

Monument Street

Three Quays Walk

**Monument Street -
Monument**

Riverside Walk - Paul's Walk

**Riverside Walk - Victoria
Embankment**

Fenchurch Place

**Riverside Walk - Dark House
Walk**

St Olaves Churchyard

Whittington Garden

**Open space at Watermark
Place**

**Riverside Walk - Walbrook
Wharf**

**Lower Thames Street - The
Walrus and the Carpenter
Angel Lane**

Seething Lane Garden

**Queen Street - Southern
Gateway**

Grant's Quay Wharf, London

**From Millennium Bridge To Sunlight Wharf,
Paul's Walk, London**

Sunlight Wharf, London

**From Tallis Street To Victoria Embankment,
John Carpenter Street, London**

Broken Wharf, London

**From Queenhithe To Three Barrels Walk,
Bull Wharf Walk, London**

Three Barrels Walk, London

Fruiterers Passage, London

Laurence Pountney Hill

Laurence Pountney Hill

**From Botolph Lane To Lower Thames Street,
Monument Street, London**

Three Quays Walk, London

**From Fish Street Hill To Pudding Lane,
Monument Street, London**

**From Blackfriars Bridge To White Lion Hill,
Paul's Walk, London**

**From Temple Avenue To Middle Temple
Lane, Victoria Embankment, London**

**Open Space In Front Of Fenchurch Street
Station, London Street, London**

Dark House Walk, London

**St Olaves Churchyard, Seething Lane, London
Whittington Garden, Upper Thames Street,
London**

Open Space, Hanseatic Walk, London

**Walkway To Cousin Lane, Walbrook Wharf,
London**

**Open Space In Front of 17 Lower Thames
Street, London**

Angel Lane, London

**Open Space, Seething Gardens, Seething
Lane, London**

**From Upper Thames Street To Skinners Lane,
Queen Street, London**

Riverside Walk - Custom House Walk	Custom House Walk, London From Queen Victoria Street To Paul's Walk And Millennium Bridge, Peter's Hill, London
Peter's Hill - City Walkway	
Seething Lane Garden/ Byward Street	From Byward Street To Muscovy Street, Seething Lane, London
Riverside Walk - Oystergate Walk	Oystergate Walk, London
Queen Street - Southern Gateway	From Upper Thames Street To Skinners Lane, Queen Street, London

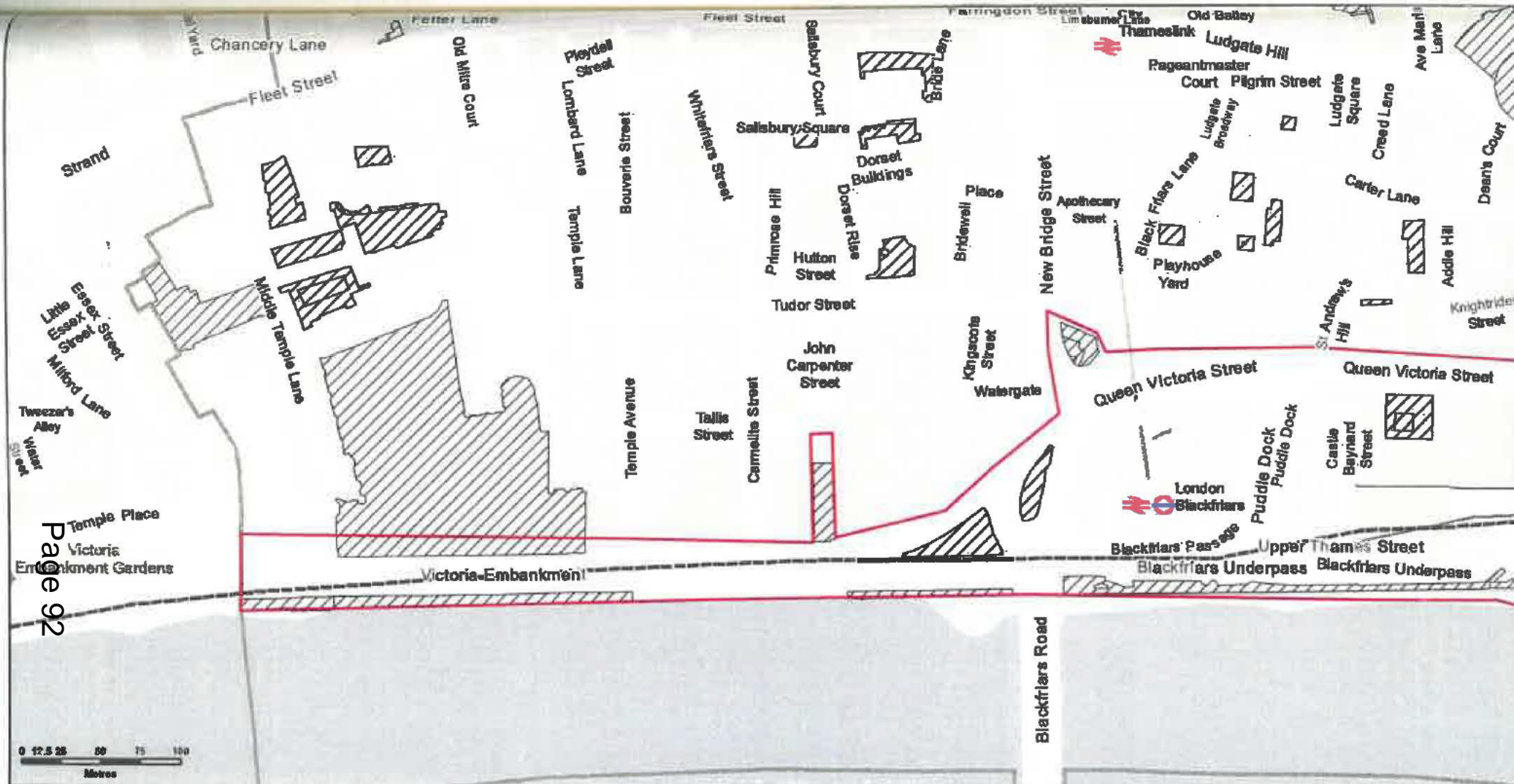
EXEMPTIONS

Nothing in this Schedule shall apply to :-

1. Premises authorised by a premises licence to be used for the supply of alcohol;
2. Premises authorised by a club premises certificate to be used by the club for the supply of alcohol;
3. A place within the curtilage of premises within paragraph 1. or 2.;
4. Premises which by virtue of Part 5 of the Licensing Act 2003 may at the relevant be used for the supply of alcohol or which, by virtue of that Part, could have been so used within 30 minutes before that time;
5. A place where facilities or activities relating to the sale or consumption of alcohol are at the relevant time permitted by virtue of a permission granted under section 115 Highways Act 1980 (highway related issues).
6. Council-operated licensed premises or land when the premises or land are being used for the supply of alcohol, or within 30 minutes of the end of the period during which the premises have been used for the supply of alcohol.

Schedule 2 to the City of London Marathon Public Space Protection Order

Map of the designated area



London Marathon Route - Section 1 of 4

- Marathon Route
- Public Open Spaces
- City of London Boundary
- Public Space Protection Order



Date Created:
12 Mar 2020

Created by:
Corporate GIS Team



WITNESS STATEMENT

CJ Act 1967, s.9; MC Act 1980, ss.5A(3)(a) and 5B; Criminal Procedure Rules 2005, Rule 27.1

Statement of Mitchell Carr
Age Over 18 **Occupation:** Chief Inspector 13366 – City of London Police

This statement (consisting of: 1..... pages each signed by me) is true to the best of my knowledge and belief and I make it knowing that, if it is tendered in evidence, I shall be liable to prosecution if I have wilfully stated anything in it which I do not believe to be true.

Signature:

Date: 23/11/22

I am Mitchell Carr, currently serving as a Chief Inspector with City of London Police. I make this statement with regards to the Public Space Protection Order (PSPO) which is due for potential renewal in February 2023.

I have some personal experience of the PSPO being used to good effect, in my capacity as Bronze commander for the City of London sector of the London Marathon event on 3rd October 2021 and 2nd October 2022. I am due to undertake this Bronze Commander role again for the next London Marathon scheduled for 23rd April 2023. Therefore, in summary I would wholeheartedly support the extension of the PSPO from a policing perspective.

For context, prior to the introduction of the PSPO, there were significant issues of crime and disorder. As an example, at the marathon on 28th April 2019, there were issues seen with large numbers of people congregating around a live music sound system, consuming alcohol excessively in public leading to incidents of violence and a requirement for additional police reserve units to be deployed to restore public order.

The actual use of PSPO powers has been minimal. To illustrate this, at the October 2022 marathon, there was zero use of any powers under the PSPO. Likewise at the October 2021 marathon, there were a small (less than 10) alcohol seizures and no penalty notices issued. I believe this is a result of good pre-event communications, effective signage and the use of appropriate, sensible discretion on the event day itself by the police officers deployed. This has ensured that the tone of the event – a fun, family, charitable occasion – is maintained and avoids putting police officers in direct confrontation with members of the public who are highly intoxicated.

As Bronze Commander, having the tactical option of the PSPO available is extremely beneficial in my ultimate aims of preventing crime, preventing harm and maintaining the King's peace. The existence of a PSPO forms a part of my graduated response on the day although I would always expect police officers to be deployed to engage in good natured dialogue with any members of the public to inform, persuade or advise prior to resorting to any formal use of police powers. Likewise the PSPO is a part of a whole range of tactical options including a high visibility police presence, use of CCTV and close partnership working with event organisers and stewards. Without a PSPO, I would have little legal framework to prevent excessive street drinking or Anti-Social Behaviour until such a time that it became clear criminality was occurring. The existence of the PSPO enables intervention by the police at an earlier stage to prevent crime / harm from occurring in the first place.

Therefore, for the reasons stated above, I would support the extension of the PSPO for a further 3 years.



PSPO feedback/debrief London Marathon 2022

Licensing Team

The marathon appeared successful day which saw almost all the premises we engaged with in the lead up, cooperating with the overall aim of what we wanted to achieve. Generally, a happy and enjoyable day seemed to be had by all with no atmosphere of hostility or aggression witnessed.

On arrival at 10am, Paul Holmes engaged with an illegal Ice Cream Trader who had his van Parked on the pavement adjacent to The Blue Orchid Hotel J/W Minories. In conjunction with Robert Breese from The City of London he moved away into Tower Hamlets area across the street.

Paul Holmes spoke with 4 groups in the Trinity Square and Seething Lane area, concerning possession of alcohol. All of these were non-confrontational and explained that they didn't realise the PSPO was in place. They were informed that they would have passed a number of signs en-route to the area which informed the public of the PSPO. All four consumed the drink they had and were only in possession of a small quantity in any event, so they left the vicinity.

At the request of door security at The Hung Drawn & Quartered Pub Gt Tower Street, Paul Holmes spoke to a small group of couples drinking there as the security didn't want anyone to think they had come out of their pub. The people were understanding and finished their drink and left.

Patson's (Off Licence) were visited on many occasions by COLP, they, like the small off sales premises near the Minories Pub, sold some alcohol, but not in large quantities. They both stated that they were telling people that they weren't allowed to drink in the street and risked having the alcohol removed from them by Police. We did not see the issues at Patson's that occurred in 2019 where they were queuing out of the shop to buy alcohol. This year was similar to last year for Patson's I believe, a very low-key day which passed off without having to be warned further about sales.

Paul Holmes met Matt Beaumont from Cleansing to locate the alcohol waste bin which we found in Seething lane, not exactly where it was shown on the plan, but there was an issue in that the bin was locked. Matt contacted someone to come and unlock it. A better location for this bin would be on Trinity Gardens behind the Liberty Bounds, which is where it was last time.

A bit of confusion was thrown up with the idea of no tables & chairs outside, when All Bar One near Patson's had tables & chairs but they were within the demise of their property and not on the highway. In some ways this added to people's annoyance that they couldn't take alcohol outside when they could see the tables & chairs there. All bar one customers did use them for coffee and soft drinks.

Traitors Gate had an issue with one group going outside, the manager was apologetic and posted a staff member to be at the door for the duration. Insp Hay requested that a member of staff stood on the door to prevent this, as they had no SIA. Paul Holmes has contacted the area manager Simon Gifford to ensure that security is provided on the next occasion.

Insp Hay also engaged with number of group (totalling 25 people) with regards to alcohol. There was one group which nearly lead to a ticket, however with tac coms, this was brought under control. The SOGS were then deployed at the location at about 3pm to monitor alcohol possession as it seemed to be increasing.

Report from CPU1 – Inspector SOGS Insp Ives

The below is rough count of the use of PSPO warnings.

A van - 30

B van - 15

C van – 25

Insp 3

Total - 73!

Our tactic was that if members of the public were boisterous then the full ultimatum was given and drinks disposed of. If the person approached was clearly not an anti-social risk (for example one well behaved family where the mother had a small half sized bottle of wine), they were told to finish what they had in their hand and not open any more containers or else they would have to leave the area. This approach maintained a friendly atmosphere and seemed to work, the PSPO gave officers the confidence and legal framework to enforce these tactics.

Having worked previous marathons, this was one of the most successful pieces of intelligent Policing I have come across. The warnings were effective and were used with common sense. The word clearly got around in the crowd that drinking was not tolerated and the pubs and off licences were also supportive and appeared to be conforming. The difficulty of assessing crime prevention work is that you cannot measure what doesn't happen! However I have no doubt that the good natured and successful sector that we had in the City was in no small part down to the PSPO. I would personally say that a PSPO is essential for the next marathon in April if we are to avoid the previous ugly scenes and injuries of marathon days past.

Kevin

Level 1 PSU Inspector – Marathon 2022

TOTAL WARNINGS GIVEN BY COLP ESTIMATED AT 100

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