



City of London Police Authority Board

Date: WEDNESDAY, 20 JULY 2022
Time: 10.00 am
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

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

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

Accessing the virtual public meeting

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<https://youtu.be/JWYmNxf0yjk>

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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 the public minutes and non-public summary of the City of London Police Authority Board meeting held on the 30th of June.

For Decision
(Pages 7 - 14)

4. **OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

For Information
(Pages 15 - 16)

5. **COMMITTEE MINUTES**

For Information

a) **Draft minutes of the Resource, Risk & Estates Committee**

To receive the draft public minutes and non-public summary of the Resource, Risk & Estates Committee meeting held on the 27th of May.

For Information
(Pages 17 - 24)

b) **Draft minutes of the Professional Standards and Integrity Committee**

To receive the draft public minutes and non-public summary of the Professional Standards and Integrity Committee meeting held on the 25th of May.

To follow.

For Information

6. **CHAIR'S PUBLIC UPDATE**

Report from the Chair.

For Information
(Pages 25 - 26)

7. **COMMISSIONER'S UPDATE**
Report of the Commissioner of Police and Chief Officers.

For Information
(Pages 27 - 30)

8. **COLP REVENUE & CAPITAL OUTTURN - 2021/22**
Report of the Commissioner of Police.

For Decision
(Pages 31 - 40)

9. **PUBLIC ORDER BILL**
Report of the Remembrancer.

For Information
(Pages 41 - 46)

10. **ONLINE SAFETY BILL - FRAUD PROVISIONS**
Report of the Remembrancer.

For Information
(Pages 47 - 50)

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

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

13. **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

14. **NON-PUBLIC MINUTES**
To approve the non-public minutes of the City of London Police Authority Board meeting held on the 30th of June.

For Decision
(Pages 51 - 54)

15. **NON-PUBLIC OUTSTANDING REFERENCES**
Joint Report of the Town Clerk and Commissioner.
- For Information**
(Pages 55 - 56)
16. **CHAIR'S NON-PUBLIC UPDATE**
The Chair to be heard.
- For Information**
17. **COMMISSIONER'S UPDATES**
Report of the Commissioner of Police and Chief Officers.
- For Information**
(Pages 57 - 58)
18. **EXTERNAL MEMBER APPOINTMENTS**
Report of the Town Clerk.
- To be read in conjunction with a confidential appendix at Item 28.*
- For Decision**
(Pages 59 - 62)
19. **FUTURE POLICE ESTATE PORTFOLIO: FUNDING**
Joint report of the City Surveyor and Commissioner of Police.
- For Decision**
(Pages 63 - 82)
20. **ANNUAL HEALTH AND SAFETY UPDATE 2021-22**
Report of the Commissioner of Police.
- For Information**
(Pages 83 - 96)
21. **GATEWAY 5 AUTHORITY TO START
WORK_BISHOPSGATE_ARMOURY_PROJECT_JULY 2022 FINAL**
Report of the Commissioner of Police.
- For Decision**
(Pages 97 - 108)
22. **CITY OF LONDON POLICE - HORSEBOX REPLACEMENT PROJECT 2022/23**
Report of the Commissioner of Police.
- For Decision**
(Pages 109 - 118)
23. **CITY OF LONDON POLICE VEHICLE FLEET IMPROVEMENT PROGRAMME
2022/23**

Report of the Commissioner of Police.

For Decision
(Pages 119 - 128)

24. **GW3-4 IN CAR AUDIO VISUAL-OPTIONS APPRAISAL**
Report of the Commissioner of Police.

For Decision
(Pages 129 - 152)

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

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

CONFIDENTIAL

27. **MIDDLESEX STREET, CAR PARK, MIDDLESEX STREET, E1 7AD**
Joint report of the City Surveyor and Commissioner of Police.

Circulated separately in the Board's confidential agenda.

For Information

28. **CONFIDENTIAL APPENDIX: EXTERNAL MEMBER APPOINTMENTS**
To be read in conjunction with Item 18.

Circulated separately in the Board's confidential agenda.

For Information

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CITY OF LONDON POLICE AUTHORITY BOARD Thursday, 30 June 2022

Minutes of the meeting of the City of London Police Authority Board held at
Committee Rooms, 2nd Floor, West Wing, Guildhall on Thursday, 30 June 2022 at
11.00 am

Present

Members:

Tijs Broeke (Deputy Chair)
Nicholas Bensted-Smith
Helen Fentimen
Alderman Timothy Hailes
Deputy Graham Packham
Dawn Wright
Sir Craig Mackey (External Member)

In Attendance Virtually:

Deputy James Thomson
Munsur Ali
Michael Mitchell

Officers:

Oliver Bolton	- Town Clerk's Department
Alex Orme	- Town Clerk's Department
Bob Roberts	- Director of Communications
Chandni Tanna	- Town Clerk's Department
Caroline Al-Beyerty	- The Chamberlain
Graham Newam	- Chamberlain's Department
Matt Gosden	- Chamberlain's Department
Paul Chadha	- Comptroller and City Solicitor
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Alistair Cook	- Head of Police Authority Finance
Alix Newbold	- Director of the Police Authority
Rachael Waldron	- Town Clerk's Department

City of London Police:

Peter O'Doherty	- Assistant Commissioner, City of London Police
Paul Betts	- Assistant Commissioner, City of London Police
Hayley Williams	- City of London Police
Umer Khan	- Commander, City of London Police
Robert Atkin	- Chief Superintendent, City of London Police
Emma Cunningham	- City of London Police

Martin O'Regan
Carly Humphreys
Nik Adams

- City of London Police
- City of London Police
- Commander City of London Police

1. **APOLOGIES**

Apologies were received from Deborah Oliver and the Chair Deputy James Thomson. In the absence of the Chair the Deputy Chair Tijs Broeke Chaired the meeting.

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

There were no declarations of interest.

3. **MINUTES**

The Board considered the draft public minutes and non-public summary of the Police Authority Board meeting held on the 25th of May 2022.

RESOLVED – That the public minutes of the Police Authority Board meeting held on 25th of May be approved as an accurate record.

4. **OUTSTANDING REFERENCES**

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

The Deputy Chair updated the Board on the process for the appointment of the Board's external members and confirmed that the intention was that proposals will be brought to the July meeting of the Board.

RESOLVED – That the report be noted.

5. **COMMITTEE MINUTES**

The Board received the draft minutes of the Police Authority Board's committees.

A) Draft minutes of the Strategic Planning and Performance Committee

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

RESOLVED- That the draft minutes be noted.

B) Draft minutes of the Economic and Cyber Crime Committee

The Board received the draft public minutes and non-public summary of the Economic and Cyber Crime Committee meeting held on the 13th of May.

RESOLVED- That the draft minutes be noted.

6. **CHAIR'S PUBLIC UPDATE**

The Board received the Chair's public update.

The Deputy Chair thanked Officers for their work over the weekend celebrations of the Queen's Platinum Jubilee supporting the various events which had taken place in the City of London.

RESOLVED- That the report be noted.

7. **COMMISSIONER'S UPDATE**

The Board received the City of London Police Commissioner's public update.

RESOLVED- That the report be noted.

8. **FINAL CITY OF LONDON POLICE ANNUAL REPORT 2021-22**

The Board considered a report of the Commissioner on the Final City of London Annual Report 2021-22.

Replying to a Member's question it was explained that there would be ongoing work on the Annual Report connecting it with the overarching Stakeholder Engagement Strategy and that it was still to be finalised how best to engage with stakeholders regarding this.

It was noted that the City of London Police Annual Report 2021-22 would be presented to the Court of Common Council for approval on the 21st of July.

RESOLVED- That the Annual Report 2021-22 be approved for onward submission to the Court of Common Council.

9. **'INTERIM' POLICE CAPITAL LOAN-FUNDING REQUIREMENT, 22/23**

The Board considered a report of the Commissioner on the Interim Police Capital Loan-Funding Requirement 2022/23.

RESOLVED- That: -

i The requirement to undertake a City of London Police portfolio review be noted.

ii It be noted that the 'interim' capital requirement for 22/23 of £3.936m would be funded through the Corporation loan facility.

iii Agreed that although the release of central funding is normally subject to further RASC approval at Gateway 4(a), the Committee delegates authority for the release of police loan funding to the Chamberlain in consultation with the City of London Police.

10. **WORKFORCE AND POLICE UPLIFT PROGRAMME UPDATE**

The Board received a report of the Commissioner regarding the Workforce and Police Uplift Programme Update.

It was noted that the report had been discussed at the Resource, Risk and Estates Committee meeting in May. The Chair of the Resource, Risk and

Estates Committee noted the progress in aligning the workforce with the budget commenting that the Committee were now more confident regarding this but that further work continued in this area.

Responding to concerns raised by the Board it was confirmed that the Force would work with the Human Resources Department on how best the Force can report on the Workforce Plan to Resource, Risk and Estates Committee including dashboard reporting. In addition, the internal governance of the Workforce Plan was explained, and format of the corporate services review was clarified.

A Member observed that it was vital to maintain strong oversight of this Programme building in milestones to monitor success. Responding to this the Board were informed of the internal governance and monitoring processes concerning the City of London Police Uplift Programme, adding that Home Office stress tests on the Plans had been completed without significant concerns being raised.

It was confirmed that updates would continue to be provided to the Board on the Workforce Plan and the Police Uplift Programme with consideration given to including high level Uplift Programme data in the Commissioner's update.

RESOLVED- That the report be noted.

11. CITY OF LONDON POLICE RISK REGISTER UPDATE

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

It was noted that the City of London Police Risk Register had been aligned to the City of London Corporation style adding that, further to a request from the Resource Risk and Estates Committee, it would be presented to Members on a quarterly basis. In addition, the Board observed that the specifics of policing meant that certain risks' status would not change but would be mitigated and were not likely to come to fruition.

In response to Member's concern it was confirmed that the next Risk Register would include contextual detail and a direction of travel regarding each risk.

It was explained that an update on the vulnerability of the City of London Police Force to cyber-attack would need to be provided in the non-public session.

RESOLVED- That the report be noted.

12. QUARTERLY EQUALITY AND INCLUSION UPDATE

The Board received a report of the Commissioner on the Quarterly Equality and Inclusion Update.

In response to a Board Member's query it was confirmed that there was a pipeline for cadets to progress toward a career in policing which attracted a diverse pool of candidates.

The Board discussed reluctance of employees disclosing their sexuality in the City of London Police noting that this was an issue nationally and highlighting the importance of developing a correct culture at the Force regarding this issue. A Member commented that it was important to effectively communicate to employees the reasons for seeking this information and how this information would be used.

RESOLVED- That the report be noted.

13. THE CITY OF LONDON POLICE PENSION BOARD - REVIEW OF ACTIVITIES FOR THE PERIOD 1 APRIL 2021 TO 31 MARCH 2022

The Board received a report of the Chamberlain regarding the City of London Police Pensions Board Review of Activities for the period 1 April 2021 to 31 March 2022.

The attendance record was highlighted to the Board noting that it was to be confirmed if the Board Member who had not attended a Board meeting in the time specified wished to continue on in this role. It was added that, following this confirmation, Officers would bring recommendations to the Board accordingly.

RESOLVED- That the report be noted.

14. BUDGET OUTTURN 2021-22

The Board received an oral update from the Commissioner on the Budget Outturn 2021-2022.

The Board were provided an update on the position since the provisional outturn was considered at the May meeting of the Resource Risk and Estates Committee..

The Board discussed the governance of the Proceeds of Crime Act bids and Op Neutron. Officers undertook to confirm the role of the Board in this governance with a proposal for an update to be provided as part of the regular quarterly Budget Monitoring reports prepared for the Resources, Risk and Estates Committee and Police Authority Board.

RESOLVED- That the oral update be noted.

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

Following a Member's query the Board agreed that a update on the position regarding the Action Fraud Call Handling recruitment would be provided at each meeting going forward as part of the Commissioner's Update with a deep dive completed by the Economic and Cyber Crime Committee.

16. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There were no items of urgent business.

17. 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
17-26 (excluding 21)	3
21	7

18. NON-PUBLIC MINUTES

The Board considered the non-public minutes of the Police Authority Board meeting held on the 25th of May.

REVOLVED- That the non-public minutes of the Police Authority Board meeting held on the 25th of May be approved as an accurate record.

19. NON-PUBLIC OUTSTANDING REFERENCES

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

RESOLVED- That the report be noted.

20. COMMITTEE MINUTES

The Board received the draft minutes of the Police Authority Board's committees.

21. DRAFT MINUTES OF THE STRATEGIC PLANNING AND PERFORMANCE COMMITTEE

A) The Board received the draft non-public minutes of the Strategic Planning and Performance Committee meeting held on the 5th of May.

RESOLVED- That the draft minutes be noted.

B) Draft minutes of the Economic and Cyber Crime Committee

The Board received the draft non-public minutes of the Economic and Cyber Crime Committee meeting held on the 13th of May.

RESOLVED- That the draft minutes be noted.

22. CHAIR'S NON-PUBLIC UPDATE

The Chair provided no further update in the non-public session.

23. COMMISSIONER'S UPDATES

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

RESOLVED- That the report be noted.

24. **CITY OF LONDON POLICE VEHICLE FLEET REPLACEMENT PROGRAMME 2022/23**

The Board considered a report of the Commissioner on the City of London Police Vehicle Fleet Replacement Programme 2022/23.

RESOLVED- That the report be approved.

25. **POLICE TELEPHONY UPGRADE**

The Board considered a report of the Chief Operating Officer regarding the Police Telephony upgrade.

RESOLVED- That the report be approved.

26. **FUTURE POLICE ESTATE PORTFOLIO UPDATE**

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

RESOLVED- That the report be noted.

27. **POLICE MEDIUM TERM FINANCIAL PLAN (MTFP) UPDATE**

The Board received a report of the Commissioner on the Police Medium Term Financial Plan.

RESOLVED- That the report be noted.

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

There were no questions.

29. **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.

The meeting ended at 12.40 pm

Chair

Contact Officer: Richard Holt
Richard.Holt@cityoflondon.gov.uk

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City of London Police Authority Board – Public Outstanding References

7/2022/P	25 May 2022 Item 4 Outstanding References	The Chair requested that the report to cover Force plans for a more sustained operational plan/ response to address changing Night-Time Economy, associated ASB /crime and to include potential impact of Destination City be brought to PAB via the Strategic Planning and Performance Committee	Commissioner of Police/ Executive Director Environment/ Community Safety	In progress -Report due to September SPPC and then PAB
8/2022/P	25 May Item 10 Police, Crime, Sentencing and Courts Bill	The Deputy Chair requested that an update on the Force's policy regarding further powers provided in the relevant bills to restrict demonstrations be provided in due course	Commissioner of Police	Complete - Regarding the use of any new future powers under the Public Order Bill, it would be for the Gold Commander for any protest event to assess what powers should be considered and used, based on the operational threat and risk assessment for the specific event. The Force is currently developing a readiness assessment for the new measures under the Police Crime Sentencing and Court Bill for the Chief Officer Team to consider. The Force was consulted on the report on the Public Order Bill report of the Remembrancer on the agenda.
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 - Update due to September SPPC and then PAB

10/2022/P	25 May Item 11 Quarterly Community Engagement Update	The Chair requested a report be brought to the Board on how to build on the successful CoLP, CoLC and AWS Schools project	Commissioner of Police	In Progress- This will be delayed to September owing to key partner pushing back a follow up meeting. Further meetings are being pursued by AWS with CoL Education Dept and Hackney and Tower Hamlets. These are taking time. This requires co-operation and momentum of all partners. An update will be submitted to September PAB once all meetings have taken place and the full commitment is known. Cdr Ops is also looking at longer term Schools Engagement under a refreshed Community Engagement approach.
11/2022/P	30 June Item 14- Questions	Force to ensure the Action Fraud Call handler position information is included in the NLF update as part of the Commissioner's update item at each PAB for the foreseeable future until the position improves.	Commissioner of Police	Complete- This is included in the Commissioner's Non Public NLF Update on the agenda and will be in future updates until the position improves.

RESOURCE, RISK & ESTATES (POLICE) COMMITTEE **Friday, 27 May 2022**

Minutes of the meeting of the Resource, Risk & Estates (Police) Committee held at
Committee Room 1 - 2nd Floor West Wing, Guildhall on Friday, 27 May 2022 at
10.00 am

Present

Members:

Alderman Timothy Hailes (Chair)
Tijs Broeke (Deputy Chair)
Deputy James Thomson
Alderman Professor Emma Edhem
Adrian Hanstock (External Member)
Helen Fentimen

In attendance virtually:

Andrew Lentin

Officers:

Richard Holt	- Town Clerk's Department
Sean Green	- Chamberlain's Department
Matthew Lock	- Chamberlain's Department
Paul Betts	- Assistant Commissioner, City of London Police
Alix Newbold	- Interim Director, Police Authority Team
Alistair Cook	- Head, Police Authority Finance
Gary Brailsford-Hart	- City of London Police
Jonathan Chapman	- City of London Police
Kelly Harris	- City of London Police
Oliver Shaw	- City of London Police
Hayley Williams	- City of London Police
Paul Adams	- City of London

1. APOLOGIES

Apologies were received from Michael Landau. The Chair welcomed Helen Fentimen to her first meeting of the Committee as a Member of the Board and noted that Martha Grekos has been co-opted to the Committee by the Police Authority Board on the 25th of May.

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

There were no declarations.

3. TERMS OF REFERENCE

The Committee received its Terms of Reference as approved by the Police Authority Board.

The Chair noted his thanks to Jamie Ingham-Clark for his contributions to the Committee in his previous position of Chairman of the Finance Committee and informed that the new Chairman Henry Colthurst would be joining the Committee accordingly.

RESOLVED- That the Terms of Reference be noted.

4. **MINUTES**

The Committee considered the draft public minutes and non-public summary of the Resource, Risk and Estates Committee meeting held on the 4th of February.

It was noted that there was a typographic error in the name of Michael Landau which would be corrected.

RESOLVED- That the public minutes of the Resource, Risk and Estates Committee meeting held on the 4th of February be approved as an accurate record.

5. **PUBLIC OUTSTANDING REFERENCES**

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

It was noted that one of the actions had been included in the Medium-Term Financial Plan (MFTP) and the second would be addressed in the Committee's agenda.

RESOLVED- That the report be noted.

6. **INTERNAL AUDIT UPDATE**

The Committee considered a report of the Head of Internal Audit regarding the Internal Audit Update.

The Chair requested further information on future funding of the City of London Police noting particularly the impact of increased inflation. Responding to this it was confirmed that the impact of inflation was being assessed across the City of London Corporation as a corporate risk and would be addressed in the MFTP risks.

Responding to the Chair's question regarding the IT Review, it was confirmed the Operating Level Agreement (OLA) was due to be presented for Chief Officer approval imminently.

The Chair of the Police Authority Board observed that with reference to the audit on Police Authority Governance, the findings were broadly in line with expectations and an update on this would be brought to the Committee.

The Committee discussed the position regarding the funding and savings risks for the City of London Police. Officers noted that there was a significantly

improved financial risk for the City of London Police however more work would be required with regard to providing assurance on savings plans, workforce affordability and the impact of inflation which would be reflected in the next report for Committee. The Chair of the Police Authority Board observed that the measures required to give the Committee assurance on this would need to be appropriately addressed in the MTFP and that clear policy on the use of reserve would need to be agreed. It was explained that the proposal was to combine a number of earmarked reserves into central reserves to provide better control and oversight from the Police Authority Board.

The Committee agreed it was not comfortable with savings being achieved by holding posts open against approved operational budgets as it was not an effective long term strategic approach.

The Head of Internal Audit confirmed that he considered it fair and balanced for City of London Police Governance Arrangements to be rated as Green.

The Chair of the Police Authority Board commented that there needed to be an appropriate reporting plan, with reference to the correct establishment for the Workforce Plan.

Replying to a comments from the Committee on the Forward Programme of Work for 22-23, it was clarified that specific separate reviews on each the concerns raised would be completed rather than increasing the scope of existing reviews to include these risks.

RESOLVED- That the outcomes of completed Internal Audit work and the forward programme of Internal Audit work be noted.

7. ***CITY OF LONDON POLICE WORKFORCE UPDATE AND POLICE UPLIFT PROGRAMME**

The Committee received a presentation from the Commissioner of Police regarding the Workforce Update and the Year 3 Police Uplift Plan.

The Chair commented that he was content that the new leadership team have a grip on this, and that the Committee now had a strong oversight of the workforce concerns. In addition, it was observed that the final position needed to be that there is an effective establishment which is within budget. Responding to this it was confirmed that the City of London Police Chief Officers would be taking forward the work for the Corporate Services Review which was the only area outstanding from the Transform re-structure programme and was the reason the Force was still needing to hold vacancies to balance the budget.

A Member commented that it was felt that there was still work to do to link the workforce information back to the Policing Plan priorities. The Force responded to say that the granular detail is there behind the strategic piece and offered to take the Member through the detail outside of Committee. The Committee requested that future workforce reports include information which would allow a better understanding of the skills assessment and assurance around this and

how the force manages fluctuations and flexibility in demand and risks associated with that.

The Chair of the Police Authority Board commented that progress needed to be made on the increasing diversity in the workforce. It was confirmed that this had been raised as a risk in the Year 3 programme but noted it would be a challenge to address as the Metropolitan Police were also recruiting from the same pool for the uplift programme .

Responding to the presentation on the Police Uplift Programme the Chair commented that the City of London Police should highlight their unique offering.

A Committee Member noted the success of eight-week enablers campaign had been and were the enabling functions able to continue this level of support. Replying to this it was confirmed that in going into year three a dedicated team was established to address this and that each of the enabling functions required for the uplift had been funded on a fixed term basis.

Replying to a Member's question it was confirmed that the nine hundred and ninety five FTE, as demonstrated on page fifty-three of the agenda, was a complete refection of the required uplift at the end of the 3 year period.

RESOLVED- That the report be noted.

8. ***COLP WORKFORCE MONITORING REPORT 1 OCT 2021- 31 MARCH 2022**

The Committee received a report of the Commissioner of Police on the City of London Police Workforce Monitoring report 1 October 2021-March 2022.

The Chair highlighted the relationship between the Workforce Plan and the Monitoring Report noting that progress was being made on data however there needed to be greater focus on this relationship between the reports, ensuring that the required core key skills areas were covered within the workforce. The Chair added that comparative data needed to be included for the Committee to have a better understanding of the relative position for the City of London Police. Responding to this it was explained that the Home Office released the comparative data for each Police Force only annually in July, and that the move to an online recruitment system would assist with collecting this comparative data which would be provided in future reports regarding workforce monitoring. However it was noted that this would not be able to be provided quarterly. The Chair of PAB suggested the Force consider using intra departmental comparisons which could pick up trends for attrition for example.

The Chair of the Police Authority Board noted that there needed to be a single combined and connected report on all Human Resources matters relating to the Force at the next and future Committees with appropriate dashboards and metrics included to give a better understanding of these issues. Officers agreed

to provide this information to the Committee to reassure Members on these details.

RESOVLED-That the report be noted.

9. ***CHIEF FINANCE OFFICER UPDATE**

The Committee received a joint report of the Commissioner of Police and the Police Authority Treasurer on the Chief Finance Officer's update.

The Police Authority Treasurer observed that there had been a steadying of financial position over the recent years however he was keen to drive this agenda forward. The Chair commented that balancing the budget was an absolute political priority.

RESOLVED- That the report be noted.

10. ***COLP PROVISIONAL CAPITAL AND REVENUE OUTTURN 2021-22**

The Committee received a report of the Commissioner of Police on the provisional City of London Police Capital and Revenue Outturn 2021-2022.

The Committee were informed of the reasons for revenue underspend of £2M noting that this provided the opportunity to increase reserves with the proposal to pay into the general reserve and combine earmarked reserves to bring the general reserve to £4.3M.

The Chair noted he had concerns over the ability of the Force to adequately plan and execute capital spending budget exercises.

Following a discussion by the Committee on the suitability of combining reserves and how these would be managed, the Chair of PAB requested that Officers prepare a report for Committee consideration on the proposals for the reserves policy. However, it was noted that this would be covered in the final presentation of the Budget Outturn 21-22 to the Police Authority Board.

In response to a Member question it was confirmed that key decisions on the realignment of capital priorities would be taken by the City of London Police Chief Officer group.

RESOLVED- That: -

- I. the report be noted; and
- II. That Members noted that PAB will be asked to approve the proposed allocation of the £2m underspend to the General Reserve, along with the consolidation of other earmarked reserves into General Reserve as highlighted, when the final outturn is presented to June PAB.

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

The Committee received a report of the Commissioner of Police on the City of London Police Risk Register Update. It was noted that the key objective of this update was to bring the City of London Police risk reporting process in line with the City of London Corporation's risk reporting process with the report focussing on systems and processes rather substantive analysis of each risk.

The Chair requested that an update on the risk register be prepared for the Committee on a quarterly basis rather than biannually.

The Chair of the Police Authority Board requested that a report be brought to the Committee on the City of London Police's vulnerability to cyber-attack.

Responding to a Committee Member's concerns on the likelihood and level of specific risks in the Risk Register it was confirmed that further details regarding these risks would be included in the quarterly report to the Committee.

RESOLVED- That the report be noted.

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

There were no questions received in the public session.

13. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was no 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 the Schedule 12A of the Local Government Act.

Item No.

15-20

Paragraph No.

3

15. NON-PUBLIC MINUTES

The Committee considered the non-public minutes of the Resource Risk and Estates Committee meeting held on the 4th of February.

RESOLVED- That the non-public minutes of the Resource Risk and Estates Committee be approved as an accurate record.

16. NON-PUBLIC OUTSTANDING REFERENCES

The Committee received a joint report of the Town Clerk and Commissioner of Police.

RESOLVED- That the report be noted

17. *MEDIUM TERM FINANCIAL PLAN (MTFP) UPDATE

18. ***POLICE IT VALUE FOR MONEY REVIEW**

The Committee received a joint report of the Chief Operating Officer and the Commissioner of Police regarding the Police IT Value for Money Review.

RESOLVED- That the report be noted.

19. ***GW1-5 COLP FLEET REPLACEMENT**

The Committee received a report of the Commissioner of Police on the City of London Police Vehicle Fleet Replacement Programme 2022/23.

RESOLVED- That the report be noted.

20. ***FUTURE POLICE ESTATE PORTFOLIO UPDATE**

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

RESOLVED- That the report be noted.

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

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

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

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

The meeting ended at 12.12 pm

Chair

Contact Officer: Richard Holt
Richard.Holt@cityoflondon.gov.uk

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Committee(s): Police Authority Board	Dated: 20 July 2022
Subject: Chair's Update	Public
Report of: James Thomson	For Information

Association of Police & Crime Commissioners

City of London Corporation supported the recruitment of a new Chief Executive Officer of the Association of Police & Crime Commissioners. The interview panel was chaired by Deputy James Thomson and included PCCs from Devon and Cornwall, Lincolnshire and South Wales.

Economic and Cyber Crime Reference Group

The Police Authority is establishing an informal Member reference group in support of the City of London Police and the Corporation's objectives on economic and cyber crime. Members with experience of the counter fraud, anti-money laundering or cyber fields will be invited to join the group to share their expertise and business networks to support the development and delivery of the external work programmes of the City Police including building on engagement with the private sector. The group seeks to provide a focal point for engagement with Members with relevant experience of economic and cyber crime outside a formal governance structure.

US Deputy Assistant National Cyber Director

The US Navy's Annapolis (officer training college) is undertaking its annual study visit. The delegation were hosted by the Sheriff at the Old Baily and received a briefing from City of London Police. This year they were accompanied by the US Deputy Assistant National Cyber Director from the White House which provided an opportunity to meet with the Police Authority Chair and Assistant Commissioner Economic and Cyber Crime to discuss international cyber security issues and strategies.

Industry and Parliament Trust

The Industry and Parliament Trust hosted a breakfast meeting on preventing economic crime with the support of the City of London Corporation. The forum provided an opportunity to discuss economic crime prevention policy with senior decision makers within industry, parliament and City of London Police and Police Authority. This was the second event this parliamentary season designed by the Remembrancer's Office to showcase City of London Police's national role in tackling economic crime.

Police Uplift Programme

The Police Authority Board Chair has written to the (former) Policing Minister highlighting that while City Police continue to recruit at pace, it is concerned about the impact the MPS bonus payment to transferees could have on officer retention and security of the City.

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Committee(s): Police Authority Board	Dated: 20 July 2022
Subject: Commissioner's Update- July 2022	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 49-22	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.

Police Authority Board – Commissioner’s Update – 20/07/22

Public Update – Operations and Security

CT-

- AC Paul Betts represented the City at the 07/07 memorial in Hyde Park in remembrance of those who lost their lives in the tragic London Bombings. AC Betts laid a wreath along with The Mayor of London and senior members of the Metropolitan and British Transport Police, London fire and Ambulance service and Transport for London. AC Betts has asked staff and officers to remain vigilant as a reminder that the UK Threat level remains at SUBSTANTIAL (means an attack is likely).

Local Policing Task Force –

- Police Support Unit and Command Team supported Pan London protests at the Old Bailey and Royal Courts of Justice which were monitored without incident.
- Support Group assisted the MPS with large scale disorder involving 100-150 persons fighting in Pennington Street in Central London. They coordinated the dispersal from the club and street to reduce further disorder and assisted in around 20 arrests for this incident.

Sector Policing –

- Our latest Operation Reframe expanded the partnership working we have been focussing on to include representatives from Park Guard, Street Pastors, Corporation Staff, St Johns, and Samaritans.
- Positive results on the night include over 50 Security Industry Authority (SIA) license checks, 40 engagements in the welfare tent and 3 vulnerable females provided with assistance
- We also used the Operation to test the ‘Ask For Angela’ Scheme, after The Safer Business Network have trained a significant amount of venues in drink spiking vulnerability. We recorded an 8 out of 12 success rate and will support the venues who need to improve with training and awareness.
- Sector Tasking Team continue to seek proactive opportunities to target our high-volume acquisitive crime offences – phone snatches, theft from licensed premises, Theft from Motor Vehicles, theft of pedal cycle and business crime.

Professionalism & Trust-

- On Thursday 7 July 2022, an internal joint communications piece entitled “Improving the experiences of our Black and ethnic minority colleagues” was published. The piece sets out the City of London Police’s commitment to driving meaningful change with the vision of becoming an anti-racist organisation. The internal piece includes publication of the Survey conducted in 2021, including the recommendations which have been embedded in our internal Race Action Plan. AC Betts and John Awosoga, Chair of the Force Black Police Association (BPA), have reached out to officers and staff outlining how the organisation will work with the BPA to improve these experiences.
- VAWG Strategy: We are establishing internal ‘Listening Circles’ for women with the first meeting scheduled for the 19th July. We are currently exploring opportunities to develop these externally with communities, businesses and hospitality providers, we will replicate these for our Black and ethnic minority colleagues and communities.

Notable Work

- Good work between Force Control Room (FCR) and Local Policing resources who have successfully used ANPR over the last two weeks during three key proactive stops. This has led to the recovery of two stolen vehicles, 2 x Combat Knives, 30 wraps of Class-A drugs, 6 x sets of high value car keys and 7 x objects designed to discharge a noxious liquid. Our officers have taken advantage of mobile data technology to monitor the ANPR system in the City co-ordinating with the FCR to track suspect vehicles using live time CCTV fed directly into our control room.
- Roads Policing have spent 113 hours dedicated to Road Harm Taskings resulting in 89 Traffic Processes, 7 Arrests, 21 vehicle seizures and 16 vehicle prohibitions over June.

Police Authority Board – Commissioner’s Verbal Update – 20/07/22

Public Update – National Lead Force

National Co-Ordinator’s office

- The bidding process for the Economic Crime Levy is underway and bids are being prepared for multiple projects to advance financial investigation and the City Police’s capacity as lead force. These are at early stages and a full separate briefing from Economic Crime Chief Officers will follow in due course. Bids focus on expanding capacity to fight fraud and to increase the effectiveness of financial investigation.
- The NCO presented to the Midlands Fraud Forum on the threat, response and changing landscape in fraud.
- AC O’Doherty met with British Overseas territory Police chiefs in order to build capability and joint working.
- AC O’Doherty attended a Parliamentary Breakfast and addressed MPs on several topics around the force’s work on fraud and cyber.
- AC O’Doherty presented to Police Chiefs and PCCs in the West Midlands region on Fraud and Cyber.
- AC O’Doherty was the keynote speaker at the Police Strategy Forum and presented on Fraud and Cyber.

DCPCU

- The PROTECT team gave a presentation at the Midlands Fraud Forum. This was based on the psychology of fraud at a fraud forum attended by large numbers of senior law enforcement and industry.

IFED

- A huge investment and insurance fraud investigation was completed with a sentence of six years and nine months in custody. This saw joint working with IFED, NLF and Asset Recovery teams.

PIPCU

- £127k POCA seizure complete on a dangerous Apple and Samsung batteries case.
- Warrant executed and 30,000 CDs seized for a high-profile music industry case worth well over a hundred thousand pounds.
- PIPCU have been invited to attend the British IP day summer reception at the House of Commons.

ACTION FRAUD

- The new website and online reporting tool are now being tested on members of the public and police staff who have volunteered, results are already being received and changes are being made as a result, overall feedback has been very positive at this early stage. The programme is on budget and on track at present.

NEVCU

- The expansion of the unit’s services to other forces has progressed. Now 34 forces will be signing up to the level two service. Three other forces that had previously declined a level one service are now taking it up. This means that 40 out of the 43 national forces have now signed up. This is a huge achievement for the team.

NFIB

- Development of Online stalking, harassment and domestic abuse training developed by the City of London Cyber Protect team, North-West Regional Organised Crime Unit and the National Cyber Security Centre to be rolled out to all Cyber protect Officers, all City of London Police front line staff and finally to all law enforcement through the Economic and Cyber Crime Academy.

Notable Work/Media

- The Daily Mail are running a campaign reflecting their view that the resourcing allocated to tackle fraud is insufficient, they have been in touch with NFIB and have had positive engagement regarding some of the data shared around victims. The piece does not criticise the City of London Police, it is directed at government funding.

- Action Fraud phishing campaign began Monday 11th July. This will give crime prevention advice targeting national media with a ministerial quote from Damien Hinds.
- AC O'Doherty took part in a live financial times webinar alongside industry figures, answering questions on fraud and money laundering.

Angela McLaren
Commissioner
City of London Police

Committee(s): Police Authority Board (PAB)	Dated: 20/07/2022
Subject: CoLP Revenue & Capital Outturn – 2021/22	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police Pol 56-22	For Decision
Report author: Alistair Cook, CFO CoLP	

Summary

This outturn paper develops and finalises the provisional outturn paper considered by Resource, Risk & Estates Committee (RREC) on 27 May 2022. It does not change the underspend position reported there but does now recognise year-end, compensating adjustments made by Chamberlain's for 'Supplementary Revenue Provision' in respect of accommodation rentals and revenue projects funded by Corporation.

City of London Police (CoLP) Q3 forecast (submitted to RREC and Police Authority Board (PAB) in February 2022) was for a 21/22 revenue overspend of £1.2m. Those Committees were advised that the forecast was felt to be too prudent and that outturn was expected to reduce to a near-breakeven position.

Final year-end outturn shows an underspend of £2m, which represents a £3.2m movement from the Q3 forecast. £2m of this variance was mainly due to timing differences in some large, 'one off' areas of spend, such as firearms equipment and training. The remaining £1.2m arose from better use of National Lead Force grants to reduce its net operating costs, combined with a £0.4m surplus on direct costs for the Economic Crime Academy due to increased levels of activity.

The underspend is not (materially) linked to salaries despite officer numbers undershooting against budget and uplift target levels. This is a result of the average cost of officers being higher than budget due to the rank (and PC probationers vs transferees) mix being higher than planned. This creates a risk to future Police finances that will require careful monitoring and correction through the significant recruitment programme in 22/23.

It is proposed to transfer the underspend to the Police General Reserve as well as to consolidate 'earmarked' reserves (excluding Proceeds of Crime Act (POCA) receipts

/ Op Neutron¹) into the General Reserve. This will increase the General Reserve to £4.3m which, while remaining at a comparatively modest level, will provide enhanced 'self-help' in managing Police Medium Term Financial Plan (MTFP) risks, including new, known pressure of 2022 staff pay deal being higher than budgeted and likely pressures for officer pay deal and potential retention measures in response to the Metropolitan Police Service (MPS) attraction measures. CoLP will endeavour to absorb 22/23 pressures within its budgetary envelope, in particular through savings from the inherent 'time lag' in recruiting to year 3 officer target level. Therefore, it aims to de-rely on short-term, earmarked reserves at this point. But it may well require recourse to the General Reserve in subsequent years for continued coverage of inflationary and other pressures.

Capital outturn was £6.9m against funding of £12.4m. Excluding £6m of spend for Action Fraud and Fraud & Cyber Crime Reporting & Analysis Service (FCCRAS), there was a significant underspend on capital, especially for IT projects, caused by project slippage, which more than allowed for the addition of £2m refresh costs for the current Action Fraud system. For 22/23, apart from FCCRAS and near-term, business critical areas of capital spend, CoLP is 'pausing' while it reviews its capital priorities and develops a coherent portfolio in line with Policing Plan roadmap, supported by better planning and resourcing of the agreed priorities. This should mitigate against the continuing project slippage that has occurred in recent years.

Budgetary profiling and forecasting processes will be reviewed by two new Deputy CFOs on arrival, supported by a move to 'dashboard' reporting which provides a clear line of sight between money and people and additionally, from 23/24, Policing Plan / priorities.

Recommendations

- i. That Members note the report.
- ii. That PAB approves the proposed allocation of the £2m underspend to the General Reserve, along with the consolidation of other earmarked reserves into General Reserve as highlighted.

Main Report

Background

1. To deliver against CoLP's 21/22 Policing Plan priorities, the 21/22 budget was set to fund an establishment of 899 officers and 514 staff, less an assumed natural vacancy factor of 40, supported by a range of non-pay budgets, including that for Action Fraud. £5.6m of pay and non-pay savings and income generation measures were required to balance the budget. Budgeted officer numbers included Home Office's year 2 funded uplift of 43 (plus 30 Regional Organised Crime Unit (ROCU) & 7 Cyber Lead Force roles) The breakdown of funding for the budget, including the planned range of income-generating activities, is set out in Table 1

¹ Op Neutron- this relates to a single significant seizure under POCA and a reallocation of relevant amount to the Force under the Asset Recovery Incentivisation Scheme (ARIS)

Table 1 – Budgeted Breakdown of Funding

	£m	%
Core Home Office funding	70.2	46
Business Rates Premium	16.9	11
Pensions Deficit Grant	23.0	15
National Lead Force for Fraud	20.5	13
CT / Servator	6.6	4
Commercial Partnerships	13.8	9
Fees & Charges	4.3	3
Capital Financing / Other	(1.5)	(1)
Total Funding	153.8	100

NB Capital Financing (including Action Fraud loan repayment) is treated as negative funding in City Fund budgeting terms

2. Additionally, funding of £12.4m was provided to progress CoLP capital priorities, including £6m for Action Fraud refresh and FCCRAS, of which £4m was funded by Home Office.

Revenue Outturn

3. Table 2 provides an overall breakdown and comparison of original and final budget, Q3 forecast and outturn. The penultimate column (outturn excluding certain National Lead Force (NLF) additions) provides a comparison on a similar basis to budget and Q3 forecast and shows a £2m variance from Q3 forecast which is largely due to areas of non-pay spend (see para 4f). The final column adjusts for subsequent NLF additions, which increase the underspend by a further £1.2m (para 4h). While these additions were known about, they were treated as “net zero” for the budget and Q3 forecast, and include:
 - Higher Action Fraud extension costs offset by drawdown from Action Fraud reserve and (some of) the settlement payment.
 - Cyber Lead Force income and expenditure (excluding element for resourcing the 43 forces).
 - Income and expenditure for Fraud & Cyber Crime Reporting & Analysis Service (FCCRAS) Programme.
 - Income and expenditure for ROCU resourcing.

Table 2 – Outturn Compared to Budget & Q3 Forecast

OUTTURN COMPARED TO BUDGET & Q3 FORECAST	Original Budget £m	Final Budget £m	Q3 Forecast £m	Outturn excl. NLF adds £m	Outturn incl. NLF adds £m
Pay					
Officer pay	61.2	60.5	60.9	60.7	60.7
Staff pay	25.4	26.6	26.1	25.9	26.2
Overtime	2.2	2.2	2.3	2.7	2.8
Agency	1.1	1.1	1.1	1.12	1.32
Indirect Employee Costs	2.2	2.5	2.5	2.1	2.1
Pensions Deficit Contrib.	23	23	23	18.9	18.9
Total Pay	115.1	115.9	115.9	111.42	112.02
Non-Pay					
Supp. Revenue Projects				2.6	2.6
Premises Costs	2.5	3	3.8	3.96	3.96
Transport Costs	2.2	2.2	3	2.7	2.7
Supplies & Services / Other	34.2	32.7	33.5	31.4	38.4
Total Non-Pay	38.9	37.9	40.3	40.66	47.66
Total Expenditure	154	153.8	156.2	152.08	159.68
Force Income	-68.8	-67.9	-69.1	-64.4	-73.2
Net Expenditure	85.2	85.9	87.1	87.68	86.48
Funding	-85.1	-85.9	-85.9	-88.5	-88.5
(Under) / Over Spend	0.1	0	1.2	-0.82	-2.02

Reasons for variance

4. The key reasons for the variances in Table 2 are:
 - a. Officer & Staff pay – small headline variances hide underlying ‘price’ and ‘volume’ effects (see para 5).
 - b. Overtime - £0.5m additional final quarter spend for COP26 and other events, fully recovered by £0.5m additional income.
 - c. Officer Pensions Deficit contribution – £4.1m underspend, fully offset by £4.1m less grant. Outturn on this is dependent on calculation of the overall scheme deficit at year-end, as well as the outturn officer numbers by Force, and so will always vary from plan.

- d. Premises costs – overspend of £1m on budget, largely forecast throughout year due to New St rates (subject to appeal) and other costs being transferred to Police budget (as partial offset to savings made on decant accommodation, though not budgeted). £0.2m increase from Q3 forecast due to late incorporation of Wood St costs for Q1 (later exit than expected).
- e. Transport costs - £0.5m above budget due to higher Rail Delivery Group (RDG) (previously ATOC) officer rail travel costs, though slightly lower than Q3 forecast.
- f. Supplies & Services / other non-pay costs – biggest area of variance, £2.1m underspend against Q3 forecast (prior to taking account of additional NLF items treated as ‘net nil’ in budget and Q3 forecast – see 4h). This is largely due to timing differences, including:
 - £0.4m – delay in purchasing firearms equipment linked to recruitment lag.
 - £0.3m – delay in firearms training linked to recruitment lag.
 - £0.5m – for Investigations & Intelligence, mainly due to secure-managed IT and other planned purchases / activities not occurring by year-end.
 - £0.3m - planned equipment / storage furniture purchases and professional fees for Local Policing did not take place prior to year-end.
 - £0.2m – Corporation IT recharge lower than forecast due to higher level of in-year savings being achieved.
- g. Income - £4.7m reduction on Q3 forecast (prior to taking account of additional NLF items assumed as ‘net zero’ in budget and Q3 forecast – see 4h), mainly due to reduced pensions deficit grant (see 4c).
- h. NLF additions – includes additional pay costs of £0.6m, non-pay costs of £7m and income of £8.8m for the areas set out in para 3. This has added £1.2m to the underspend and is due to £0.4m surplus on Economic Crime Academy direct costs (not forecast at Q3) and better charging of costs against NLF grants to reduce net operating cost of NLF compared to budget and Q3 forecast.

Pay & Workforce

5. Table 3 provides an analysis of pay and workforce numbers between budget and actual outturn. Most notably, while the budget provided for 874 officers after adjusting for natural vacancy factor, actual officer numbers, averaged across year, was 849. However, this shortfall in officer numbers did not lead to a comparable pay underspend as the average cost of officers was higher than that budgeted - due to rank, and transferees-vs- probationer, mix being higher. It will be vital for 22/23 - and future years - affordability to achieve the right balance of rank and probationer / transferee mix from CoLP’s significant recruitment programme.

Table 3 – 21/22 Pay Analysis

21/22 Pay Analysis	Officers		Staff		Total	
	FTE	£m	FTE	£m	FTE	£m
Establishment	899		514		1413	
Natural Vacancy Factor	-25		-15		-40	
Original Budget FTE & Cost	874	61.2	499	25.4	1373	86.6
Actual average across 21/22	849	60.7	497	25.9	1346	86.6
Actual cost of budgeted FTE		62.5		26.0		

NB workforce numbers exclude 30 ROCU / SOC officers plus 5 officers and 2 staff for Cyber Lead Force, all separately funded

Savings Plans

6. Table 4 shows the breakdown of £5.3m savings outturn against £5.6m plan (95% achievement), along with explanatory comments. £3.8m of this was delivered in line with plan, with £1.5m through other / additional measures. While overall achievement was positive, there remains risk to sustainability of some of these savings that will need to be closely monitored going forwards.

Table 4 – Savings Plans

Type	Savings Tracker	Target £'000	Outturn £'000	Variance £'000	Comments
Expenditure	Deletion of 37 Officer posts	2,300	2,300	0	Reductions to establishment and cost fully built into budget.
Expenditure	Average salary reduction through recruitment policy	400	0	(400)	Rank and PC probationer / transferee mix not achieved.
Expenditure	Agency	300	300	0	Reduced budget achieved, with £0.2m additional cost for NLF fully recovered.
	Total pay	3,000	2,600	(400)	
Expenditure	Supplies and services	100	400	300	Non-pay underspend not linked to activity 'slippage'
Expenditure	Support services review	500	500	0	Reduced police staff budget achieved by holding vacancies where possible / appropriate pending Corporate Services / staff review.
Income	Commercial activity & Income generation	400	1,200	800	Reduced net cost of NLF services (better use of grants) and increase in ECA net income due to higher activity levels.
Income	Digitisation of external services	100	0	(100)	
Income	Asset Recovery	200	200	0	POCA receipts excluding Op Neutron.
	Total non-pay	1,300	2,300	1,000	
Mitigation	Replacement savings	1,300	400	(900)	£0.2m IT savings from 20/21 budget position plus £0.2m reduction in IT recharges
	Total	5,600	5,300	(300)	

Reserves

7. Table 5 shows reserve movements during 21/22 and balances at end-21/22.
8. It is proposed to transfer the £2m underspend to the Police General Reserve as well as consolidate 'earmarked' reserves (excluding POCA / Op Neutron) into the General Reserve. This will increase the General Reserve to £4.3m which, while remaining at a comparatively modest level, will provide enhanced 'self-help' in managing Police MTFP risks, including new, known pressure of 2022 staff pay deal being higher than budgeted and likely pressures for officer pay deal and potential retention measures in response to MPS attraction measures. CoLP will endeavour to absorb 22/23 pressures within its budgetary envelope, in particular through savings from the inherent 'time lag' in recruiting to year 3 officer target level. Therefore, it aims to de-rely on short-term, earmarked reserves at this point. But it may well require recourse to the General Reserve in subsequent years for continued coverage of inflationary and other pressures.
9. The other notable reserve movement is receipt at year-end of £7.2m POCA income for Op Neutron (separated out in the table). Chief Officer Team has put a robust process in place for bidding against this money in line with POCA principles (particularly the need to evidence 'additionality' in and contribution to crime fighting) and is currently reviewing bids received. Progress on bids / schemes will be reported to RREC and PAB through the quarterly Budget Monitoring reports.

Table 5 – Reserves Movements & Balances

	Opening Balance	Projected Spend	Transfer to General Reserve	Projected Closing Balance
	£m	£m	£m	£m
POCA	(2.2)	0.4		(1.8)
Op Neutron (part of POCA)		(7.2)		(7.2)
Action Fraud	(2.9)	2.6	0.3	0
Transformational Funding	(0.1)	0.0	0.1	0
Police Capital Financing Reserve	(0.5)	0.0	0.5	0
Earmarked Reserve - COVID 19	(0.4)	0.0	0.4	0
21/22 Underspend		(2.0)	2.0	0
General Reserve	(1.0)	0.0	(3.3)	(4.3)
Total	(7.1)	(6.2)	0	(13.3)

Capital Programme

10. There are two elements to the CoLP Capital Programme; the legacy schemes approved prior to 2020/21 and funded by the Corporation and by a specific loan for Ultra Low Emission Zone (ULEZ) Vehicles, and schemes approved through a £5m annual loan facility from the Corporation from 2020/21 onwards.

Legacy Programme

11. The Legacy Programme schemes are mainly large projects dealing with significant IT infrastructure or accommodation. They are largely complete, with the intention being to finalise implementation as quickly as possible. Table 6 provides a summary of these schemes.

Table 6 - Summary of Legacy Programme Schemes to 31 March 2022

CoLP Legacy Capital Budget 2021/22	Programme Budget	Approved budget drawdown	Outturn spend 21/22	Total Spend
	£000	£000	£000	£000
IT Related	13,401.7	13,401.7	733.0	12,221.0
Fleet	1,800.0	1,800.0	965.0	1,332.0
Accommodation	15,946.8	14,718.5	1,832.2	13,551.9
Ring of Steel (IMS / DRS)	2,569.2	2,569.2	-18.7	2,220.2
Legacy Capital Programme	33,717.7	32,489.3	3,511.5	29,325.2

12. IT Related schemes include the major IT Modernisation Programme, which accounts for £9.3m of the budget and £9.0m of spend (21/22 spend of £269k). The Digital Interview Recording System (DIRS) project accounts for a further £190k of spend in 21/22, and the HR Integrated system project £156k.

13. To be compliant with ULEZ requirements in the City, the Corporation provided the Force with a loan of £1.8m to introduce ULEZ compliant vehicles. £1.3m has been spent against this, including £965k in 21/22.

14. The Accommodation schemes include the CoLP elements of the Decant Programme and Salisbury Square Development. Other than provision of Mounted Unit accommodation, the Decant Programme is now complete.

2021/22 Loan Funded Programme

15. The 21/22 budget was £12.4m - £3.5m carried over from 2020/21, £4.9m for the 2021/22 programme and £4m Home Office funding for FCCRAS. Table 7 provides a summary of these schemes. £6m of FCCRAS and Action Fraud spend was in line with budget. In other areas, particularly other IT schemes, there was significant slippage, which more than enabled £2m of development costs for current Action Fraud system to be absorbed. For 22/23, apart from FCCRAS and near-term, business critical areas of capital spend, CoLP is 'pausing' while it reviews its capital priorities and creates a coherent portfolio in line with the Policing Plan roadmap, supported by better planning and resourcing of priorities. This should mitigate against the continuing slippage on projects that has occurred in recent years.

Table 7 – CoLP Capital Priorities 2021/22

CoLP Loan Funded Capital	2021/22 Capital Budget	Approved budget drawdown	Outturn spend 21/22
	£000	£000	£000
IT Related	7,141.4	2,343.0	688.3
Equipment	67.9	0.0	0.0
Fleet	736.0	500.0	188.3
Accommodation	450.0	15.0	12.0
Action Fraud		2,041.3	2,041.3
FCCRAS Next Generation Ph1	1,653.0	1,653.0	1,284.5
FCCRAS Next Generation Ph2	2,347.0	2,347.0	2,685.2
Loan Funded Capital Programme	12,395.3	8,899.2	6,899.6

16. Supporting explanations for Table 7 include:

- IT-related spend of £688k was for Azure Migration, Custody CCTV upgrade and Forensics Network. There was minimal in-year spend on other projects, including Digital Investigation Intelligence, Surveillance equipment, Digital Asset Management, Command & Control, National Law Enforcement Data Programme, E-discovery tool, Wide Area Network replacement software and In-car audio / video equipment.
- The Equipment budget of £67.9k was allocated towards the purchase of Positive Lock Batons. It was decided to fund this from the revenue budget in 21/22, hence the nil capital spend showing above.
- Fleet spend of £188k relates to the delivery of the 20/21 vehicle replacement programme (long lead times).
- Accommodation spend of £12k relates to essential works for the Bishopsgate Armoury.
- Given timelines for the FCCRAS programme, the current Action Fraud contract needed to be extended. This included a refresh of the system to maintain its operation and security, costing £2m.
- £4m of FCCRAS spend, fully funded by Home Office, was to progress programme planning and procurement, including work on a phase 1 solution.

Alistair Cook

Chief Finance Officer, City of London Police

Alistair.cook@cityoflondon.police.uk

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Committee:	Date:
Police Authority Board	20 July 2022
Subject: Public Order Bill	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1, 6, 12
Does this proposal require extra revenue and/or capital spending?	No
Report of: Remembrancer Report author: Kiki Hausdorff, Assistant Parliamentary Affairs Counsel	For Information

Summary

The Public Order Bill has completed its Committee Stage in the House of Commons. Many of the Bill's provisions were originally tabled by the Government as amendments to the Police, Crime Sentencing and Courts Act 2022 in the Lords, where they faced strong opposition. The Bill strengthens police powers in response to the recent increase of dangerous and disruptive tactics by protesters. A date for Report Stage has yet to be announced.

The Bill establishes new offences of locking on and going equipped to lock on, obstructing major transport works, and interfering with 'key national infrastructure'. It introduces new powers for police to stop and search individuals, both on suspicion and without suspicion, for articles related to protest offences, and to seize articles found. The Bill also establishes a new Serious Disruption Prevention Order, to disrupt the protest activities of repeat offenders.

Recommendation

Members are asked to note the contents of this report.

Main Report

Parliamentary proceedings

1. The Public Order Bill was introduced in the House of Commons on 11 May and completed Committee Stage on 21 June. A date for Report Stage has yet to be announced.
2. The Bill follows the Police, Crime Sentencing and Courts Act 2022, which received Royal Assent on 28 April. That Act encountered controversy directed at its public order provisions, which strengthen police powers to restrict public processions and

assemblies. It was the subject of reports by the Remembrancer to the Police Authority Board during its passage and after receiving Royal Assent.

3. Many of the Public Order Bill's provisions were originally tabled by the Government as amendments to the 2022 Act. The measures were introduced at a late stage in that Act's parliamentary passage in the Lords, where they were rejected. Crime and Policing Minister Kit Malthouse said peers voted against the measures because they had not felt the provisions had been properly scrutinised by the Commons. The Government were therefore "subjecting the measures to democratic scrutiny by a forensic Committee" under Public Order Bill, in the hope that MPs would signal to the Lords that "the intention of the democratic House is to strengthen the police's ability" to address "difficult and dangerous" protest tactics.
4. Opposition members have called the Bill "a rehash" of the protest provisions which did not make it into the 2022 Act. At Second Reading, shadow ministers also criticised that MPs were being made to consider "a new raft of proposals" before the public order provisions of the 2022 Act had come into force. Passing further measures before the effects of the 2022 Act were known was "illogical", said the opposition, with "no evidence base that further measures are needed."

Aims of the Bill

5. The purpose of the Bill, in the words of the explanatory note, is to "strengthen police powers to tackle dangerous and highly disruptive tactics employed by a minority of protesters." It includes provisions to "protect major transport projects and key national infrastructure from being targeted by protesters, causing significant delays to the travelling public, preventing the distribution of critical goods such as fuel, and causing costly delays in construction."
6. The Bill responds to changes in protesters' tactics in recent years, which the Home Secretary said police need additional powers to deal with. She said police sought clarification about their powers following recent protests, and the Government had been "looking at how the courts can work much better to take action." New stop and search powers under the Bill aimed to "prevent the disruption from happening in the first place." The measures were "not about clamping down on free speech," the Home Secretary said, but about "protecting the public from serious disruption." Malthouse told the Commons that "those who call themselves protesters, but are in many cases trying to effect a mass blackmail on the British public, must face the consequences."

Content of the Bill

7. The Bill establishes new offences, new stop and search powers, and new 'Serious Disruption Prevention Orders'.

New Offences

8. The Bill creates new offences of locking on and going equipped to lock on. The Home Secretary has warned that these tactics drain a significant amount of police time and resources and are "extremely dangerous and disruptive," with protesters placing both themselves and police removal teams at risk. The Government

anticipates that the creation of locking-on as a stand-alone offence, rather than as an adjunct to another offence such as criminal damage, may assist police better to address this tactic. The offence of going equipped to lock on, where a person has an object (such a glue or a padlock) with the intention of using it for locking-on, seeks to empower police to take pre-emptive action.

9. The Bill establishes an offence of obstructing major transport works, including the construction or maintenance of such works. This provision is in response to protesters' disruption of the construction of HS2.
10. The Bill creates a new offence of interfering with 'key national infrastructure', which includes road, rail, air and harbour transport infrastructure, as well as oil, gas and electricity generation infrastructure, and newspaper printing infrastructure. A person interferes with the key national infrastructure if they prevent or "significantly delay" the infrastructure from being used or operated. The provision is in response to attempts by groups such as Just Stop Oil to blockade oil refineries.

New Powers

11. The Bill introduces new powers for police to stop and search individuals, both on suspicion and without suspicion, for articles related to protest offences, and to seize articles found.

Powers to stop and search on suspicion

12. The Bill amends section 1 of the Police and Criminal Evidence Act 1984 to allow a constable to stop and search a person or vehicle if they have reasonable grounds for suspecting that they will find an article made, adapted or intended for use in the course of or in connection with the following offences:
 - a) wilful obstruction of a highway involving activity causing or capable of causing serious disruption;
 - b) intentionally or recklessly causing public nuisance;
 - c) locking on;
 - d) causing serious disruption by tunnelling or being present in a tunnel;
 - e) obstruction of major transport works; and
 - f) interference with use or operation of key national infrastructure.

Powers to stop and search without suspicion

13. The Bill provides for a senior officer of or above the rank of inspector to give an authorisation enabling a police constable in uniform to exercise stop and search powers without suspicion, where the senior officer reasonably believes that persons within their police area are carrying objects made, adapted or intended for use in connection with any of the offences specified above, or any such offence may be committed in their police area.

New 'Serious Disruption Prevention Orders'

14. The Bill introduces a new preventative court order, the Serious Disruption Prevention Order, to disrupt the activities of repeat offenders. It sets out the conditions for making a SDPO on conviction (on the application of the prosecution), or otherwise than on conviction, on application by "a relevant chief officer of police". This would mean the Commissioner of the City of London Police, if the subject of the prospective order lives in City of London police area, or the Commissioner believes that the subject is in, or is intending to come to, that area. The court must consider it necessary to make the order for the purpose of:
- g) preventing the person from committing a protest-related offence or a protest-related breach of an injunction,
 - h) preventing the person from carrying out activities related to protests that result, or are likely to result in, serious disruption to two or more individuals or an organisation,
 - i) preventing the person from causing or contributing to the commission by another person of the acts set out at (a) or (b) above (for example, where the person was responsible for organising protests),
 - j) protecting two or more individuals or an organisation from the risk of serious disruption caused by a protest-related offence, a protest-related breach of an injunction or activities related to a protest.

Relevance to the City of London

15. Of particular interest to the City of London Police is a clause which provides for consistency between police forces in London and those in the rest of the country. This relates to the delegation of certain powers under the Public Order Act 1986, in relation to processions, assemblies and one-person protests. The clause amends section 15 of the 1986 Act so that the functions can be delegated to an officer of the rank of Commander (or above), which is equivalent to an Assistant Chief Constable outside of London. The Government have stated that this amendment is necessary "to relieve Assistant Commissioners of the heavy burden of attending court to provide first hand evidence whenever the lawfulness of a condition attached to a protest is contested."
16. In Committee Stage of the Bill, the MP for the Cities of London and Westminster, Nickie Aiken (Conservative), told MPs that her constituency "tends to be the epicentre of political protest in this country... as it is home to the Government, to Parliament and to the UK's financial heart in the City of London." She said it had been made clear to her by both the Metropolitan Police and the City of London Police, that existing legislation "has not kept pace with the evolving tactics of modern-day protesters," and made it "almost impossible for the police to balance lawful protest and basic civil rights." She welcomed provisions in the Bill to address this. She told MPs they "must ensure that both lawful protest and everyday life can continue without the basic rights being infringed in respect of either." She argued that the Bill "does exactly that," and that its provisions were "absolutely necessary to rebalance lawful protest and civil rights." She acknowledged, however, that Parliamentarians needed to reach an agreement that satisfies both Houses.

Conclusion

17. As noted above, a date for Report Stage has yet to be announced. Further opposition amendments are anticipated as the Bill progresses through the Commons. The Government are then expected to face strong opposition in the Lords, as they did when the provisions were first proposed as amendments to the Police, Crime Sentencing and Courts Act 2022.

Contact:

Kiki Hausdorff
Assistant Parliamentary Affairs Counsel
Remembrancer's Office
Kiki.Hausdorff@cityoflondon.gov.uk

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Committee(s): City of London Police Authority Board	Dated: 20/07/2022
Subject: Online Safety Bill – Fraud Provisions	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1, 5
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: Remembrancer	For Information
Report author: William Stark, Office of the City Remembrancer	

Summary

This report provides an update on the fraud provisions of the Online Safety Bill, the Government’s flagship measure to tackle harms online. The City’s main interest in the Bill lies in its provisions to tackle online frauds and scams, though the Bill’s aim is to tackle a wide range of harmful and illegal material online. In consultation with the Chair, the Corporation and City Police have engaged extensively while the Bill was in draft form and during its passage so far in the House of Commons.

Recommendation(s)

Members are asked to note the report.

Main Report

Background

1. The Online Safety Bill is the Government’s flagship legislation to tackle harms online. If passed, the Bill would impose duties on user-to-user services which share user-generated content (eg Facebook) and search services (eg Google) with links to the UK in relation to three types of content:
 - a. illegal content.
 - b. content that is harmful to children.
 - c. content that is legal but harmful to adults.

All regulated services would have to protect users from illegal content. There would be additional duties for services likely to be accessed by children.

2. The Bill seeks to tackle a wide range of online harms, such as cyberbullying, racism, misogynistic abuse, pornography, and material promoting violence and self-harm, as well as disinformation. The City’s main interest in the Bill lies in its provisions which seek to tackle online fraud.

3. The Bill's formulation has been long in the making, with a White Paper first published in April 2019, followed by a draft version of the Bill in May 2021. The Draft Bill was subject to a process of pre-legislative scrutiny by a Joint Committee, made up of members of the House of Commons and House of Lords.
4. In their response to a consultation on the White Paper, the Government said that harms resulting from fraud will not be included in the Bill. While the Government acknowledged the "growth, impact and scale of online fraud," they claimed the issue would be "most effectively tackled by other mechanisms." However, following pressure both from law enforcement agencies and industry, the Government decided to include provisions to tackle "user-generated fraud" in the Draft Bill. While this concession was welcome, it fell short of the wider recognition of the threat of fraud that stakeholders sought.
5. Following the publication of the Draft Bill, and in consultation with the Chair of the Police Authority Board, the City Police, and officers across the Corporate Affairs and Parliamentary teams, and external bodies such as UK Finance, a programme of engagement was activated to argue for the inclusion of paid-for online advertising within the Bill and the fraud to be made a "priority" on the face of the Bill.
6. The exclusion of paid-for advertising from the intended legislation meant that a large proportion of online scams would not be caught, with online platforms being able to continue to benefit from hosting illegitimate adverts on their sites. Illegitimate businesses may also operate under the guise of legitimacy through the use of advertising. Furthermore, in designating fraud as "priority illegal content" in the Bill, online platforms would face greater obligations to prevent individuals encountering fraudulent content, including the speed with which fraudulent material is removed.
7. Engagement activities during the period of pre-legislative scrutiny included oral evidence given by T/Commander Clinton Blackburn to the Joint Committee on the Bill, contributing to a joint statement with financial services and consumer bodies on the inclusion of paid-for advertising, and media engagement led by the Chair, featuring in the *Evening Standard*, *Police Professional* and *City Matters*. This was supported by written evidence submitted to the Joint Committee and a separate sub-committee of the DCMS Select Committee established to consider the Bill.
8. The Joint Committee, referencing evidence given by the Corporation and City Police, recommended the inclusion of paid for advertising within the Bill, and the inclusion of fraud as a priority harm. These recommendations were ultimately accepted by the Government, and accordingly included in the final version of the Bill introduced to the Commons in May 2022.

Current Position

9. At the time of writing, the Bill awaits Report Stage in the House of Commons (scheduled for 12 July). At Second Reading, the Parliamentary Team issued a briefing to MPs highlighting the importance of the Bill's fraud provisions and the

scale and impact of online fraud, and provided a submission reiterating these key messages to the Public Bill Committee.

10. Concerns were raised at Second Reading about the drafting of the Bill which placed different obligations to tackle fraud on online platforms such as Facebook and Twitter, and search services such as Google. As it stood, the obligations faced by search services would have been less than those placed on social media sites. However, assurances were given by Minister Chris Philp that the Bill would be amended to address this discrepancy, which were duly made at Committee stage.
11. The Parliamentary Team will continue to assess the Bill throughout its passage through Parliament and will provide a further report to this Committee at Royal Assent. While the Government has shown an intention to make progress on the Bill, the wide-ranging nature of its provisions may mean that its passage may take a considerable length of time. In collaboration with the Corporate Affairs team, the Parliamentary Team will also continue to engage with financial services and consumer bodies to monitor for any further developments on the Bill.

Wider provisions

12. While the main focus of engagement on the Bill has been on online fraud, the wider provisions contained within the Bill are notable from a policing perspective. As noted above, the Bill sets out a number of types of illegal content as “priority offences” or “priority illegal content”. This requires platforms to take additional steps to tackle the presence of this type of content, including preventing users from encountering priority illegal content, minimising the length of time this content is present, and swift removal of such content when reported by users.
13. The Bill sets out a number of specific priority offences in a number of areas, including content relating terrorism, child sexual exploitation and abuse, assisting suicide, threats to kill, public order offences, harassment, stalking and fear or provocation of violence, drug related offences, firearms and weapons offences, assisting illegal immigration, exploiting prostitutes for gain, offences relating to sexual images (include revenge and extreme pornography), proceeds of crime, inchoate offences, as well as fraud and financial services offences.
14. In early July the Government announced that it would be adding “foreign interference” as a priority offence through an amendment to the Bill. The move reflects national security concerns about state-sponsored disinformation and is contingent on the creation of such an offence with the passage of the Government’s National Security Bill. Examples given as to what such a move would seek to tackle include Russian attempts to interfere in UK elections, attempts by state actors to manipulate court proceedings, and the spread of false information to undermine UK democratic institutions. As with other priority offences, online platforms would have to take steps to prevent and remove such material.

Conclusion

15. As currently drafted, the fraud provisions of the Online Safety Bill will help to tackle the growing issue of online fraud. The Bill's progress will continue to be closely monitored for any further developments in this area, with relevant developments reported to the City Police and the Police Authority Board.

Appendices

None

William Stark

Parliamentary Engagement Officer
Office of the City Remembrancer

T: 07584 327077

E: william.stark@cityoflondon.gov.uk

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