



Strategic Planning & Performance (Police) Committee

Date: THURSDAY, 5 MAY 2022

Time: 10.00 am

Venue: COMMITTEE ROOMS, GUILDHALL, EC2V 7HH

Members: Tijds Broeke (Chair) Deborah Oliver
Andrew Lentin (Deputy Chairman) Deputy James Thomson
Caroline Addy Moawia Bin-Sufyan (External Member)
Munsur Ali Adrian Hanstock (External Member)
Alderman Timothy Hailes

Enquiries: Polly Dunn
Polly.Dunn@cityoflondon.gov.uk

Accessing the virtual public meeting

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<https://youtu.be/n4zqZdhwv3k>

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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. **TERMS OF REFERENCE**
To receive the Terms of Reference as set by the City of London Police Authority Board at its meeting on 25 April 2022.

For Information
(Pages 5 - 6)
4. **MINUTES**
To agree the public minutes and non-public summary of the meeting held on 7 February 2022.

For Decision
(Pages 7 - 12)
5. **PUBLIC OUTSTANDING REFERENCES**
Joint report of the Town Clerk and Commissioner.

For Information
(Pages 13 - 14)
6. **Q4 PERFORMANCE AGAINST POLICING PLAN MEASURES**
Report of the Commissioner.

For Discussion
(Pages 15 - 30)
7. **FORCE'S PERFORMANCE AGAINST THE GOVERNMENT'S NATIONAL PRIORITIES FOR POLICING - 4TH QUARTER STATEMENT (END OF MARCH 2022)**
Report of the Town Clerk.

For Discussion
(Pages 31 - 40)

8. **UPDATE ON VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) ACTIVITY**
Report of the Commissioner.
- For Discussion**
(Pages 41 - 68)
9. **QUARTERLY COMMUNITY ENGAGEMENT UPDATE**
Report of the Commissioner.
- For Discussion**
(Pages 69 - 84)
10. **HMICFRS UPDATE**
Report of the Commissioner.
- For Discussion**
(Pages 85 - 124)
11. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
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 the Schedule 12A of the Local Government Act.
- For Decision**

Part 2 - Non-Public Agenda

14. **PROTECTIVE SECURITY DEEP DIVE**
The Commissioner to be heard.
- For Discussion**
(Verbal Report)
15. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
16. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

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Strategic Planning and Performance Committee

Composition

- Up to six Members of the Police Authority Board appointed by the Police Authority Board, in addition to the Chairman and Deputy Chairman;
- Up to two co-opted Court of Common Council Members to be appointed by the Police Authority Board.
- Up to two external independent members, to be appointed by the Police Authority Board.

Frequency of meetings

The Committee shall meet four times per annum.

Quorum

Any three members (at least two of which must be Common Councillors).

Terms of Reference

To be responsible for:

Policing Plan and Performance

- a) overseeing delivery of the City of London Policing Plan aims and objectives including how the vision, values, priorities and cultural principles are being engrained;
- b) monitoring and scrutinising performance against the Policing Plan priorities, taking into account the Strategic Policing Requirement, acknowledging success and challenging areas of concern;
- c) receiving reports and presentations on strategic priorities and areas of particular interest and/or concern to the police authority and local communities;
- d) reviewing and challenging the effectiveness of City of London Police's community engagement and partnership working arrangements to address the root causes of crime and policing demand (including the Safer City Partnership)
- e) monitoring government, policing bodies and other external agencies' policies, actions and good practice relating to police performance and advising the Police Authority Board or Commissioner as appropriate; and
- f) monitoring of HMICFRS inspections, reporting and implementation of recommendations ensuring any areas for improvement are addressed;

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STRATEGIC PLANNING & PERFORMANCE (POLICE) COMMITTEE Monday, 7 February 2022

Minutes of the meeting of the Strategic Planning & Performance (Police) Committee held at Committee Rooms, Guildhall EC2V 7HH on Monday, 7 February 2022 at 10.00 am

Present

Members:

Tijs Broeke (Chair)
Andrew Lentin (Deputy Chairman)
Deputy Keith Bottomley
Helen Fentimen
Alderman Timothy Hailes
Moawia Bin-Sufyan (External Member)
Adrian Hanstock (External Member)

Officers:

Simon Latham	-	Director of the Police Authority Team
Alix Newbold	-	Interim Director of the Police Authority Team
Polly Dunn	-	Town Clerk's Department
Valeria Cadena	-	Community & Children's Services Department
Paul Betts	-	Assistant Commissioner, City of London Police
Rob Atkin	-	City of London Police
Rebecca Riggs	-	City of London Police
Hayley Williams	-	City of London Police

1. APOLOGIES

Formal apologies were issued from Caroline Addy, Munsur Ali, Deborah Oliver and Deputy James Thomson, who were all observing online.

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

There were no declarations.

3. MINUTES

RESOLVED, that the public minutes of the meeting held on 3 November 2021, be approved as an accurate record.

4. PUBLIC OUTSTANDING REFERENCES

Members received a report of the Town Clerk and Commissioner regarding the Committee's outstanding references.

RESOLVED, that the report be noted.

5. **Q3 PERFORMANCE -V- POLICING PLAN MEASURES 2021-22**

Members received a report of the Commissioner regarding the Quarter 3 performance and Policing Plan Measures for 2021/22.

There was a discussion on the number of judicial outcomes, which were recorded at 63% compared to the same period last year. There were complex investigations with a large number sitting with the CPS, awaiting a decision for charging. Members felt that the way in which this was recorded was potentially misleading. These were a measure of crimes that resulted in charges made by the CPS, not where there had been a judicial outcome (which required a successful conversion of charge into prosecution). Equally, it was felt that successful outcomes will not always be prosecution.

On victim-based crime, a query was raised as to whether there were any learnings to take forward in the areas where there had been a decrease in reports. This included crimes such as theft, bag snatches and stolen property from bars and other hospitality venues. The Christmas Campaign had good results, but the Night Time Economy continued to pose a challenge. A specific plan was to be developed in response to the Violence Against Women and Girls (VAWG) work.

The Force was out-performing its baseline year (pre-Covid) of 2019/20.

A Member asked for the actual numbers represented in the graphs. For example, the number of each type of crime. This would help establish whether this was a factor influencing public satisfaction.

The stop and search data within the report related specifically to Servator, the Committee were keen to see a wider view of the full stop and search data. Members noted, however, that the monitoring of Stop and Search was the responsibility of Professional Standards and Integrity Committee.

A Member raised an issue about action taken in schools in relation to issues with online violent porn. Schools Officers within Sector Policing talk at schools about online harm. It's a difficult debate and the Force were sure to work with the academies within the Square Mile.

RESOLVED, that the report be noted.

6. **FORCE'S PERFORMANCE AGAINST THE GOVERNMENT'S NATIONAL PRIORITIES FOR POLICING - 3RD QUARTER STATEMENT (END OF DECEMBER 2021)**

Members received a report of the Commissioner regarding the Force's performance against the Governments National Priorities for Policing in Quarter 3.

One measure within the report was on victims of domestic abuse. Members requested that a specific subset of that statistic be provided in the next report if available.(1/2022/P)

There was discussion on the disappointing level of responses to the survey and what could be done to bring that number up. It was presently issued as a text message, where appropriate given the circumstances of the victim. It was also noted that the impact of various lockdowns and restrictions would have had an impact upon surveys during the Performance year for 2020-21.

It was noted that interpreting satisfaction is difficult, as those that are dissatisfied tend to use the surveys to communicate this, whereas those that are content, do not.

RESOLVED, that the report be noted.

7. **PROPOSED POLICING PLAN MEASURES 2022-23**

Members received a report of the Commissioner regarding the proposed Policing Plan Measures for 2022/23.

Where a measure relied upon the delivery of work from other Forces (e.g. Economic Crime and Cyber Crime), it was important that COLP was disseminating information about the measure(s) and interventions as best as possible. COLP could not control the actions of other forces, but could do everything within its gift to get them to sign up to the same measures and buy in.

Not all measures had a numeric which made success difficult to determine. The Force were invited to rethink if any specifics could be added to those that presently did not have a measurable indicator of success.

Altogether it was felt that the measurements should be based on matters within the Force's control.

Metrics were to be agreed between the Force and Authority.

These measures were high level in direct response to the Policing Plan.

RESOLVED, that the report be noted.

8. **HMICFRS INSPECTION UPDATE**

Members received a report of the Commissioner regarding the HMICFRS Inspection update.

Members wanted to know the detail of the financial ask required in order to improve the victim support services (**2/2022/P**).

The Committee appreciated the format of the report, but it was noted that a number of the recommendations were marked for delivery in November 2021. Members were keen for these, and the report more generally, to be reviewed and an honest assessment given.

RESOLVED, that the update be noted.

9. **QUARTERLY COMMUNITY ENGAGEMENT UPDATE**

Members received a report of the Commissioner regarding the quarterly community engagement update.

The Sector Policing Cluster Panels had been well received.

In response to begging, the Force confirmed it was likely that the level of begging appeared to increase due to increased deployment and monitoring under Operation Luscombe, which was the Force's main Policing response to begging and rough sleeping.

'Ask Angela' did not always warrant a Police response, the Force worked with partners to ensure safety in the City, so it was difficult to monitor all instances of its use.

Members requested that the Force and City of London look at a more co-ordinated approach to digital engagements to maximise impact.

This report involved input from both the Force and Community Safety Team.

RESOLVED, that the report be noted.

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

Members received a report of the Commissioner regarding the Force's activity to address Violence against Women and Girls.

One of the key next steps identified within the presentation was the need to draft a report on where there were any gaps in provision. This way the Force's response could be targeted and intentional rather than ad hoc.

The Force was looking into hotspot areas such as locations and specific crime types.

There needed to be a zero-tolerance policy to bad behaviour, as observed recently in the media. The Force was already looking at the MPS recommendations for Op Hotton and were assessing whether they were relevant, looking at what they could do in response.

A Member suggested that, if possible, profile mapping would be hugely helpful. There had to be confidence around internal behaviours, attitude and trust. Forces nationally had been damaged by recent public cases of police behaviour.

This was a matter of urgency for the Force and Local Authority.

RESOLVED, that the report be noted.

11. **VICTIM SERVICES - DEEP DIVE**

Members received a report of the Commissioner regarding Victim Services.

It was suggested that a victims' champion be appointed by the Board. There was a vulnerable victims advocate, who the Committee were keen to hear from. This was a role which relied on temporary funding albeit this was secured for 22-23. Members wished to know if the funding source began to ebb, that (providing it worked and was best practice) efforts be made to secure more permanent arrangements going forward.

A dashboard to demonstrate and track measures that were in place was requested. Collating performance would be more easily achieved once PowerBI had been set-up. It was noted that there were measures relating to Victim Services in the Policing Plan for 2022-23 FY and these would be reported regularly to this Committee in the best format for Members.

The Mental Health Triage service was considered top quality and value. With savings to be made in coming years, there would be difficult decisions for the Board to make on certain service provisions. This work did, however, feature within the Policing Plan.

If victim support was to form the heart of the policing service, it needed to be a key focus of the Board, and feature at the heart of success measurements.

RESOLVED, that the report be noted.

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

There were no questions.

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

There was no urgent business.

14. **EXCLUSION OF THE PUBLIC**

There were no items of non-public business. The meeting was concluded in public session.

The meeting ended at 11.48 am

Chairman

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

Strategic Planning and Performance Committee

OUTSTANDING REFERENCES

No.	Meeting Date & Reference	Action	Owner	Status
1/2022/P	Item 6- Force's performance against the government's National Priorities for Policing - 3rd quarter statement (end of December 2021)	One measure within the report was on victims of domestic abuse. Members requested that a specific subset of that statistic be provided in the next report if available	Commissioner	Update- The specific survey data on domestic abuse is not currently available as the Force is in the process of licensing renewal. Additionally, the approach to all surveying of all victims is being reviewed by the Force currently. The Force will aim to provide this subset of data to the next meeting for Q1 2022-23.
2/2022/P	Item 8- HMICFRS Inspections Update	Members wanted to know the detail of the financial ask required in order to improve the victim support services	Commissioner	Update- AC Betts has commissioned an internal report to the Force Audit and Risk meeting to consider what further needs to be done to close the HMICFRS recommendation around whether victim support services can be provided in a better way. Members will be update once this issue has been considered.

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Committee(s): Strategic Planning and Performance Committee	Dated: 5 May 2022
Subject: Q4 Performance -v- Policing Plan Measures	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 19-22	For Information
Report author: Senior Analyst Performance Information Unit	

Policing Plan Measures Performance
Quarter 4 2021/22
1st January – 31st March 2022

Q4 21/22 Performance – Policing Plan Measures

1.1 Summary

This report summarises performance against the measures in the City of London Policing Plan 2020-2023 for Quarter 4 (Q4) of the year 2021-22. This is the last report on these measured in this performance year.

Members will be aware that a new City of London Policing Plan 2022-25 has been launched and a new set of Policing Plan measures for 2022-23 will be reported against at your next Strategic Planning and Performance Committee.

The summary assessment of the overarching measures for the Policing Plan priorities for 2021-22 for Q4 is shown below. Members will be aware that last year was an extraordinary year in terms of policing the City of London with the impact of the Covid-19 pandemic being evident and many areas continue to be impacted or face unpredictable demand as a result in Q4 2021-22. A full summary of performance against each measure which sits within the overarching measures, is contained within the report.

At the end of the current quarter all areas remain the same as at the end of Q3 apart from **Economic & Cyber Crime** which has improved to **Satisfactory**. Compared to the close of 2020/21 both the **Local Policing** and **Economic & Cyber Crime** strands have improved from **Close Monitoring** to **Satisfactory**.

	Q4 2020-21	Q1 2021-22	Q2 2021-22	Q3 2021-22	Q4 2021-22
Economic & Cyber Crime	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	SATISFACTORY
Counter Terrorism	CLOSE MONITORING				
Serious Organised Crime	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY
Violent & Acquisitive Crime	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY
Local Policing	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	SATISFACTORY	SATISFACTORY

1.2 Recommendation(s)

It is recommended that members note the report.

Main Report

2.1 Background

This report presents Force performance against the measures published in your Police Authority Board's three-year Policing Plan 2020-23 for the year 2021-22, reporting the performance for Q4, 1st January to 31st March 2022.

The old 3-year plan has now been replaced by a new 3-year plan for 2022-25, and the next update will focus on the new Policing Plan measures presented for your information at your previous meeting.

For the Force Performance Management Group (PMG), measures are graded around whether performance is 'Satisfactory', requires 'Close Monitoring' or 'Requires Action'. As requested at the Performance and Resource Management Committee meeting in May 2017 the report to your Committee continues to reflect the grading reported at the Force PMG.

The definitions for Satisfactory, Close Monitoring and Requires action are defined for each measure so that a consistent approach for grading can be undertaken. The assessment criteria for each measure reported as Close Monitoring or Requires Action is found within Appendix A.

2.2 Current Position – Overview of All Measures

Priority: Economic and Cyber Crime						
MEASURE	Q4 2020-21	Q1 2021-22	Q2 2021-22	Q3 2021-22	Q4 2021-22	TREND
Overall Assessment	N/A	Close Monitoring	Close Monitoring	Close Monitoring	Satisfactory	
Measure 1- To achieve satisfaction baseline levels of 2019/20 with regard to the percentage of survey respondents who are satisfied with the Action Fraud reporting service (telephone and online)	N/A This was a new measure introduced for 2021-22	Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 2- 90% of surveyed respondents have improved knowledge of fraud threats and protective behaviours following engagement events / direct communications	N/A This was a new measure introduced for 2021-22	REPORTED ANNUALLY as part of Neighbourhood Alert Survey	REPORTED ANNUALLY as part of Neighbourhood Alert Survey	REPORTED ANNUALLY as part of Neighbourhood Alert Survey	REPORTED ANNUALLY as part of Neighbourhood Alert Survey	Trend will be added once survey results are available
Measure 3- The number of judicial outcomes recorded by policing is increased	N/A This was a new measure introduced for 2021-22	Requires Action	Close Monitoring	Requires Action	Satisfactory	
Measure 4- City of London Police organised crime groups (OCGs) disruptions are sustained (with higher proportion of major disruptions or seek to increase disruptions against higher harm OCGs)	N/A This was a new measure introduced for 2021-22	Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 5- Increase use of serious crime prevention and other ancillary orders	N/A This was a new measure introduced for 2021-22	Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 6- Economic Crime Academy delegate training numbers are sustained with 90% satisfaction rate	N/A This was a new measure introduced for 2021-22	Close Monitoring	Close Monitoring	Close Monitoring	Satisfactory	

There are six measures under this priority within Policing Plan.

- The first measure is reported as **Satisfactory** around Action Fraud victim satisfaction with the service. Satisfaction levels this quarter have remained stable compared to last maintaining 91% overall made up of 89% for online and 96% for telephone reporting.
- The second measure has been baselined against the 2021 Neighbourhood Alert members survey and how many respondents felt they now found it easier to spot a scam than 12 months ago based on receiving alerts. For March 2021 this was

81% of respondents. This survey is conducted by an external firm who have completed the March 2022 survey and are in the process of compiling and analysing the results. Updated data about improved knowledge of fraud threats and protective behaviours following online communications is due to be published in May. This measure will be updated retrospectively at that point.

- The third measure around judicial outcomes has increased to **Satisfactory** this quarter after a notable increase in outcomes recorded in March. In Q4 758 outcomes were recorded taking the total for this year to 1,287, a 43% increase on last year (n=901).
- The fourth measure covering OCG disruptions is reported as **Satisfactory** for this period. Whilst there were no major disruptions recorded in Q4 the number for the year remains the same as last (n=10) and the overall number of disruptions (n=47) remains like last year (n=49). The slight decrease in overall disruptions means the proportion of major disruptions has increased slightly from 20% to 21%.
- The fifth measure around ancillary orders is reported as **Satisfactory**, as the number of active ancillary orders has stayed the same this quarter and remains above the benchmark from last year; several new orders are also currently under review with either the officer in the case or the CPS.
- The final measure on Economic Crime Academy delegates and course satisfaction is reported as **Satisfactory**. The number of delegates trained increased notably in Q3 and Q4 taking levels for the year just above those from 2019/20 (1,065 compared to 1,015). Overall satisfaction levels for the current year are at 90% despite some of the technical challenges faced from online training impacting satisfaction rates in April and December. If we look at Quarter 4 alone 353 delegates, mostly from UK policing and some other public sector organisations, were trained with a 94% satisfaction rate.

Priority: Counter Terrorism						
MEASURE	Q4 2020-21	Q1 2021-22	Q2 2021-22	Q3 2021-22	Q4 2021-22	TREND
Overall Assessment		Close Monitoring	Close Monitoring	Close Monitoring	Close Monitoring	
Measure 1- An increased percentage of people who are surveyed who feel the City of London Police are prepared to respond to a terrorist attack	Satisfactory	REPORTED ANNUALLY as part of Community Survey	REPORTED ANNUALLY as part of Community Survey	Requires Action	Requires Action	
Measure 2- An increased percentage of Project Servator stops that result in a positive outcome.	Close Monitoring	Requires Action	Requires Action	Close Monitoring	Close Monitoring	
Measure 3- An increased number of hostile reconnaissance reports received by the Force, demonstrating a higher level of awareness in the community and confidence to report issues to the police	Requires Action	Satisfactory	Satisfactory	Satisfactory	Satisfactory	

There are three measures under this priority within the Policing Plan.

- The first measure within this section in relation to people’s views on the City of London Police’s preparedness to deal with a terrorist attack has shown a decrease of 15% from the baseline of 94% set in the 2020/21 survey so is reported as **Requires Action**. This year 70 respondents were very confident and 68 were fairly confident that the Force would respond effectively to a terrorist incident. This equates to 79% of respondents. The drop may be explained by the significant change in response group moving from residents to workers and we did see a decrease in the number of people responding to the survey so results may not be as representative as in previous years.
- The second measure around Project Servator positive outcomes for Stop and Search remains at **Close Monitoring** as the rate of positive stops has decreased slightly from 63% last year to 59% this year. However, while there has been a 4% drop in positive outcomes there has been a notable increase in the volume of stops (more than doubled) so maintaining a similar level with the increased volume is a positive achievement. At the SPPC meeting in February a Member asked for sight of positive outcomes for all Stop and Search as a comparison. The Force is currently still collating the Q4 Stop and Search data, but as an indication, looking back at Q3, the positive outcome rate for Servator stops was 62% and the positive outcome rate for all stops was 37%. The full Stop and Search data is reported to your Professional Standards and Integrity Committee. The full Force data can also be found at: [Stop and search data | City of London Police](#)
- The third measure around the number of Op Lightning reports continues to report as **Satisfactory**, 99 reports were received this year compared to 83 last.

Priority: Serious Organised Crime						
MEASURE	Q4 2020-21	Q1 2021-22	Q2 2021-22	Q3 2021-22	Q4 2021-22	TREND
Overall Assessment		Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 1- An increase in the number of organised crime groups disrupted	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 2- A reduction in the percentage of people who are surveyed who consider drugs a problem in the City of London	Satisfactory	REPORTED ANNUALLY as part of Community Survey	REPORTED ANNUALLY as part of Community Survey	Satisfactory	Satisfactory	
Measure 3- a reduction in the number of cyber enabled crimes	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 4- Maintain Force use of multi-agency interventions or investigations supported or coordinated to safeguard children	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	

There are four measures under this priority within the Policing Plan.

- The first measure, an increase in the number of organised crime groups disrupted is reported as **Satisfactory** as the number of disruptions this year has

increased by 32% from 59 to 78 and the number of major and moderate disruptions has similarly increased from 37 to 48.

- The second measure, a reduction in the percentage of people who are surveyed who consider drugs a problem in the City of London, is reported as **Satisfactory**. In this year's survey only 3.4% of respondents considered drugs a top priority and 7% considered drugs within their next two priorities. Overall, only 5% of the responses when totalled placed drugs as a Force priority. This shows a 10% fall from the 15% last year and continues the downward assessment of drugs as a public concern. We must however note the low response rate to the 2021/22 survey.
- The third measure, a reduction in the number of cyber enabled crimes is reported as **Satisfactory**. There were 48 reports this year compared to 52 last year and in 19/20. Generally, across the year levels of crime reporting have been much lower than the 19/20 baseline but the proactive investigation of a singular hacking group in March lead to 10 arrests and 2 charges significantly increasing the total for the current year.
- The fourth measure, to maintain Force use of multi-agency interventions or investigations supported or coordinated to safeguard children is also recorded as **Satisfactory** for this period. Compared to last year there has been a 38% increase in the number of investigations, from 26 to 36, and associated children supported through the process.

Priority: Violent and Acquisitive Crime						
MEASURE	Q4 2020-21	Q1 2021-22	Q2 2021-22	Q3 2021-22	Q4 2021-22	TREND
Overall Assessment		Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 1- A reduction in number of victim-based violent crimes.	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 2- A reduction in number of victim-based acquisitive crimes	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	
Measure 3- A reduction in the re-offending rate of people committing violent and acquisitive crime	Satisfactory	Satisfactory	Close Monitoring	Satisfactory	Satisfactory	
Measure 4- An increase in the percentage of people satisfied that they have received a professional service following reporting a crime	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	

There are four measures under this priority within the Policing Plan.

- The first measure, a reduction in number of victim-based violent crimes is reported as **Satisfactory** as we continue to see a reduction compared to the 2019/20 baseline (-32%, n=-2301). There has however been an increase in the rolling 12-month period of 80% with reporting increasing across the three months in Q4 compared to previous year when lockdown restrictions were tighter.
- The second measure, a reduction in number of victim-based acquisitive crimes is reported as **Satisfactory**. There has been a reduction compared to the 19/20 baseline of -44% (n=-2268) but as with above we are now seeing an increasing

for the rolling 12 months (67%) as we are comparing post lockdown activity to key lockdown periods in 2020 and 2021.

- The third measure around the reduction in reoffending for acquisitive and violent crime continues to report as **Satisfactory** this quarter as levels of repeat offender crime are decreased compared to 2020/21 (6% compared to 7%). The percentage of offenders identified as repeat offenders is however showing a slight increase from 20% to 24%, this could however be attributed to good proactive work by the Force.
- The fourth measure around victim satisfaction remains as **Satisfactory**.

Treatment 58% Satisfied			Follow Up 63% Satisfied
Overall Service 67% Satisfied			77% Would Recommend in Future

The Force is currently achieving a 10% response rate to the survey; 852 text message invitations have been successfully delivered since April 2021 and we have received 84 responses. We have continued to see satisfaction with treatment decrease this quarter falling from 85% in Q2 to just 58% in Q4. This will be highlighted to the new Trust and Confidence strand of work and will be taken forward with the work of that team to seek improvement and service recovery where possible. Satisfaction with follow up and those who would recommend reporting crimes in the future have remained similar to last quarter and we have seen a 5% increase in satisfaction with overall service going from 62% to 67%.

Priority: Local Policing						
MEASURE	Q4 2020-21	Q1 2021-22	Q2 2021-22	Q3 2021-22	Q4 2021-22	TREND
Overall Assessment		Close Monitoring	Close Monitoring	Satisfactory	Satisfactory	
Measure 1- Roads policing - a reduction in the percentage of people who are surveyed who consider road safety issues a priority in the City of London	Requires Action	REPORTED ANNUALLY as part of Community Survey	REPORTED ANNUALLY as part of Community Survey	Satisfactory	Satisfactory	
Measure 2- Antisocial Behaviour- a reduction in the percentage of people who are surveyed who consider ASB a priority in the City of London	Requires Action	REPORTED ANNUALLY as part of Community Survey	REPORTED ANNUALLY as part of Community Survey	Satisfactory	Satisfactory	
Measure 3- The public order measure- an increase in the number of positive outcomes following arrests resulting from public order incidents	Satisfactory	Close Monitoring	Close Monitoring	Close Monitoring	Close Monitoring	
Measure 4- The vulnerability measure - an increase in the use of the national vulnerability framework to identify	Satisfactory	Satisfactory	Satisfactory	Satisfactory	Satisfactory	

those who are vulnerable so that they receive an appropriate level of service						
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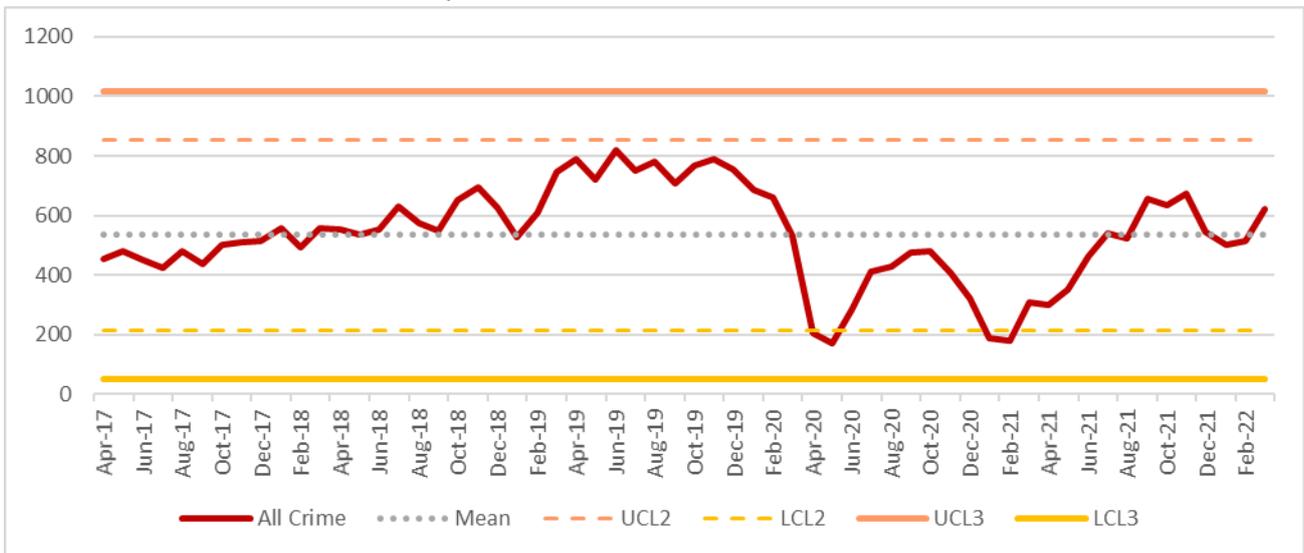
There are four measures under this priority within the Policing Plan.

- The first measure for roads policing is reported as **Satisfactory**. Overall, this year 4.7% of respondents considering road safety a key issue. This shows a fall of over 30% from 36% last year. This may be because of the change in number of respondents from City residents but shows that road safety is not a major concern from those who provided a response. As above it should be noted that the number of respondents this year was lower than last and may not be fully representative of the relevant communities' views.
- The second measure for anti-social behaviour is also reported as **Satisfactory** having seen a reduction this year. In the current survey 11 people (6.3%) identified ASB as the top priority for the Force to tackle, while 42 respondents (12%) placed ASB within the next two highest priorities. Overall, 9.1% of respondents raised ASB as a high priority for the Force, a decrease of 32% from the 43% established as a baseline last year. As above it should be noted that the number of respondents this year was lower than last and may not be fully representative of the relevant communities' views.
- The third measure around public order is reported as **Close Monitoring**. Whilst the number of positive outcomes has increased compared to 2020/21 the number of offences has also increased significantly meaning the outcome rate is reduced. The 23% positive outcome rate for the current year however is the same as the end of year figure of 23% from 2019/20 that may be a more reliable baseline given the unusual circumstances of last year. For this reason, this measure has been held at close monitoring and not requires action.
- The fourth measure regarding an increase in the use of the national vulnerability framework is reported as **Satisfactory**. Levels of both adult and child referrals have increased significantly compared to the previous 2 years, across the year CoLP has submitted 378 public protection notices related to children and 758 relating to adults compared to 265 and 493 last year respectively.

The data supporting those measures shown as 'Close Monitoring' or 'Requires Action' is contained within Appendix A.

3.1 Key Data

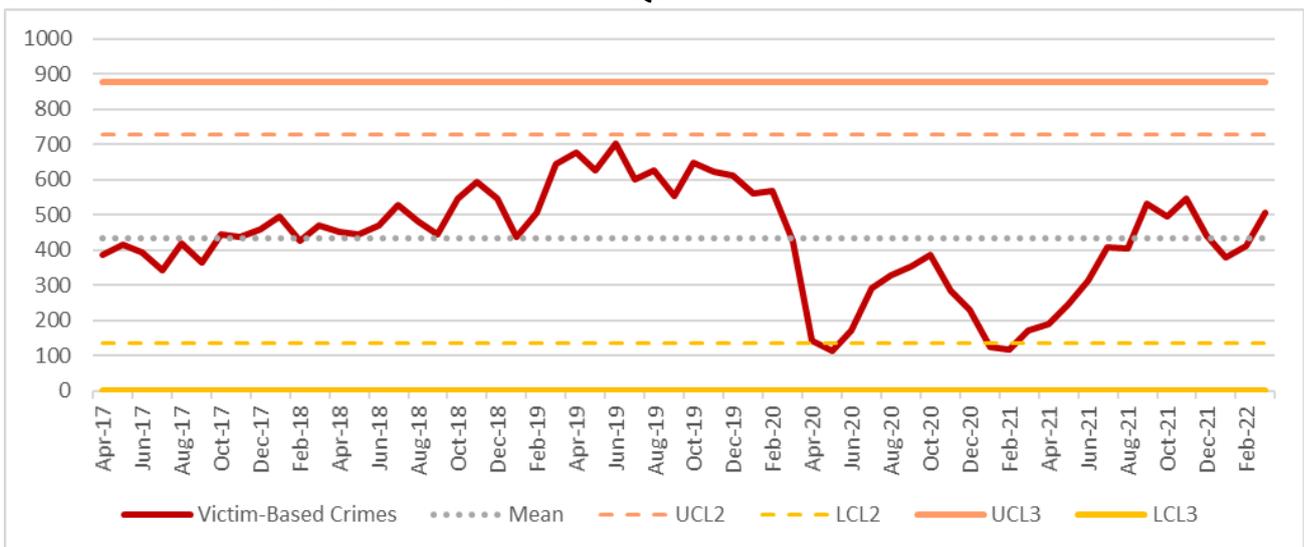
3.2 All Crime at end of Q4 2021-22 - Five Year Trend



There were 1,636 crimes recorded across Q4, a **12% decrease** from the 1,860 offences recorded in Q3. Levels were notably lower in January and February before increasing again in March following the seasonal trend expected at this time of year.

The end of year figure for All Crime for 2021/22 is 6,322; compared to the 2019/20 baseline this is a **reduction of -28%** (n=-2,400) at the end of the current year. When compared to last year (2020/21) we are seeing an increase of 64% (n=2,459) as much more of the 2020/21 year was impacted by lockdown restrictions. Levels for the current year are below both pre-covid years of 2019/20 (n=8,718) and 2018/19 (n=7,249).

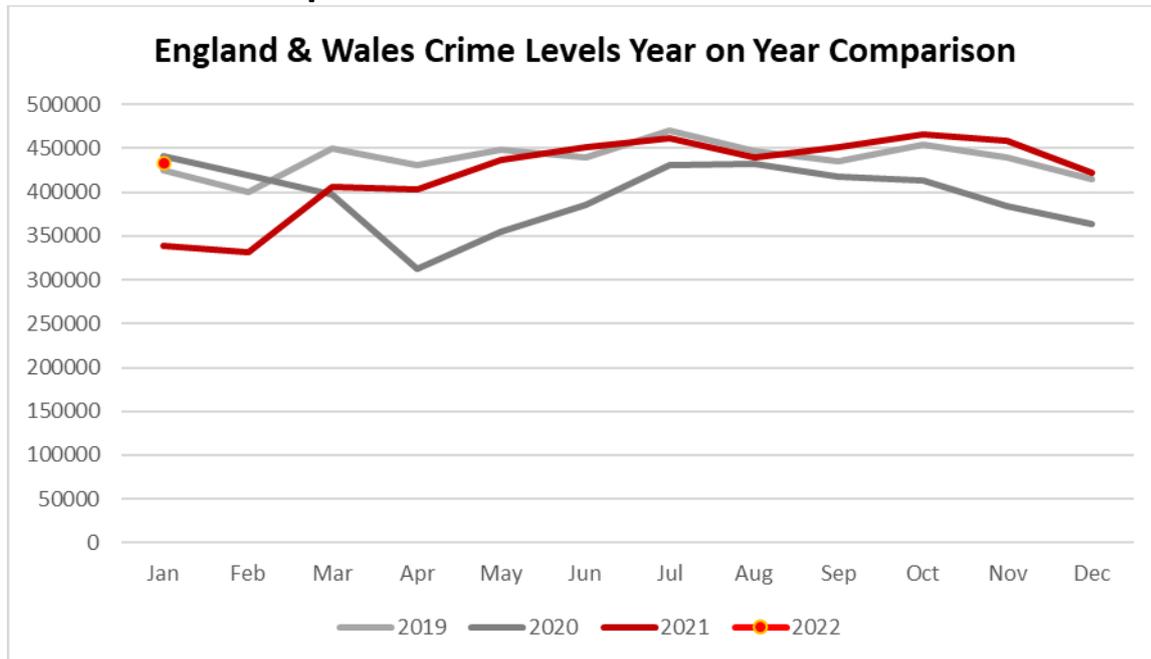
3.3 Victim Based Crimes at end of Q3 2021-22 - Five Year Trend



There were 1,297 victim-based crimes recorded across Q4, a **13% decrease** from the 1,484 offences recorded in Q3, similar to the decrease for all crime. There has been a **reduction of 32%** (n=-2,301) compared to the 2019/20 baseline. When compared to

last year we are seeing an increase of 80% (n=2,161) but 20/21 figures were significantly impacted by national lockdowns.

3.4 National Comparison



The most recently available data for crime nationally is to the end of **January 2022**. Comparing the rolling 12-month figures to this point, a **10.9% increase** in crime was reported across England and Wales; with almost all forces seeing an overall increase (n=40).

Nationally the increase in all crime has not been as sharp as that seen in the City, but the national decrease in April/May 2020 was also not as extreme. There is a noticeable steady increase nationally from August to October the period when the City saw the sharpest increases, the last couple of months reported nationally have returned to the same levels as 2019 whilst the City has not yet returned to 2019 levels.

Across all forces at the end of January the City of London Police ranked **40th** out of 43 Forces for the rolling 12 months change in crime levels reporting a 25% increase. The small volumes in the City do mean that we tend to fluctuate from one extreme to the other when measured in terms of percentage change, this comes after spending 18 months ranked first.

3.5 MPS Comparison



The latest published data for the MPS goes to the end of February 2022 at present so one month behind the CoLP position in this report, at this point they were seeing a **9.96% increase** compared to the previous 12 months, similar to the national figure but below the more extreme increase that CoLP has seen as people return to the office. MPS crime levels followed a very similar pattern to that in the City between April 2020 and early 2021 seeing similar peaks and troughs based on lockdown restrictions and easings. However, the City saw a sharper and more consistent increase between May - November 2021 but both forces have returned to roughly average levels of reporting since December 2021.

3.6 Conclusion

The results for Q4 2021-22 demonstrate no notable areas of concern for the quarter or the end of year position.

The **Economic Crime** area has improved from **Close Monitoring** to **Satisfactory** and **Local Policing** has maintained its **Satisfactory** grading from last quarter. At the end of the year there are only 3 measures graded as Close Monitoring or Requires Action.

The previous year has demonstrated the exceptional impact of the Covid-19 pandemic, which continues to have an effect across all areas of Force performance.

The Force is however beginning to see the indications of activity and performance returning to similar levels as those reported before the pandemic.

The Force recognises the need to be alive to the challenges and is making reference to the changing nature of the City at Force Tasking and Coordination Group, as well as monitoring emerging performance issues via the Force's Performance Management Group.

The Force is working hard to ensure that the City of London remains a safe place for its communities and the public that we serve; a revised Policing Plan for 2022-2025 has been launched in April 2022 with measures clearly aligned to the Force's operational and organisational priorities to help achieve this which will be reported against at your next Committee.

Appendix A

1. Performance Summary

	Q4 2020-21	Q1 2021-22	Q2 2021-22	Q3 2021-22	Q4 2021-22	Trend
Economic & Cyber Crime	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	SATISFACTORY	↑
Counter Terrorism	CLOSE MONITORING	→				
Serious Organised Crime	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	→
Violent & Acquisitive Crime	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	SATISFACTORY	→
Local Policing	CLOSE MONITORING	CLOSE MONITORING	CLOSE MONITORING	SATISFACTORY	SATISFACTORY	→

Assessment Criteria

SATISFACTORY: All measures within category report this assessment or only one measure within category reports Close Monitoring.

CLOSE MONITORING: Two or more measures report as Close Monitoring, where two or more report as Requires Action should the number of measures dictate the below assessment will be used.

REQUIRES ACTION: Two or more measures within this category report Requires Action.

2. Measures shown as 'Close Monitoring' or 'Requires Action'

PRIORITY: COUNTERING TERRORISM		Assessment	REQUIRES ACTION
Measure of Success	An increased percentage of people who are surveyed who feel the City of London Police are prepared to respond to a terrorist attack.		
Aim/Rationale	Each year the Force undertakes a community survey seeking views of residents, workers and visitors to the City. 2020/21 was a benchmark year for a new question to determine how the public feel about the Force preparedness to deal with a terrorist attack within the City. This will be informed by the communications, activity and partnerships the Force has within the City so that the public judge the competence of the Force based on the perception formed with the interactions with and information provided by the Force.		
Reason for Assessment	SATISFACTORY: An increase of maintenance of percentage of the public surveyed who feel the City of London Police are prepared to respond to a terrorist attack compared to the baseline of 94% established in 2020/21. CLOSE MONITORING: A decrease of up to 5% in the percentage of the public who feel the City of London Police are prepared to respond to a terrorist attack against the baseline set in 2020/21. REQUIRES ACTION: A 5% or more decrease in the percentage of the public who feel the City of London Police are prepared to respond to a terrorist attack against the baseline set in 2020/21		
Current Position			
<p>Baseline: The Community survey in 2020/21 set a baseline of 94% for this measure.</p> <p>This year 70 respondents were very confident and 68 were fairly confident that the Force would respond effectively to a terrorist incident. This reflected as 79% of respondents. This has decreased the perception by 15% compared to the response received last year. This may be explained by the significant change in response group moving from residents to workers.</p> <p>Upon reviewing these responses there are anecdotal themes around resourcing, visibility, previous negative experience with the Force etc that influence this perception along with the perception that terrorism is unpredictable.</p> <p>The Force in the last few years has responded effectively to a number of terrorist attacks within the City including London Bridge and Fishmongers Hall. However, there has not been an incident within the City for around two years, this may impact the public's understanding and feeling of protection.</p> <p>As a result of this feedback a recommendation has been put forward to review the Force activity to see if greater visibility or promotion can be achieved around Counter Terrorism activity which is always ongoing in terms of policing deployments and briefings to City businesses and residents.</p>			

PRIORITY: COUNTERING TERRORISM		Assessment	CLOSE MONITORING
Measure of Success	An increased percentage of Project Servator stops that result in a positive outcome.		
Aim/Rationale	Project Servator is a suite of tactics employed by the Force to counter terrorist related activity. Part of the success of these tactics is the training of officers to recognise behaviour and target stop and search to individuals exhibiting behavioural traits that draw their attention. The Force aims to improve on the success of the training and deployment of project Servator trained officers and a measure of this success will be the increase in positive outcomes from the stopping and searching of individuals that draw attention to themselves through behavioural profiling.		
Reason for Assessment	SATISFACTORY: An increase in the percentage of positive outcomes from the level achieved in 2020/21. CLOSE MONITORING: The positive outcome level is within 5% of the level achieved in 2020/21. REQUIRES ACTION: Positive outcomes are more than 5% less than the level achieved in 2020/21		

Current Position

PROJECT SERVATOR STATS 2020/21													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
Stop and Search	N/A	0	2	23	13	23	6	6	10	2	5	20	110
Positive Stop & Searches	N/A	0	2	15	11	12	5	3	7	0	1	13	69
Arrests	N/A	0	2	13	10	11	6	5	9	1	3	4	64
Stop Search Positive Outcome Rate	N/A	N/A	100%	65%	85%	52%	83%	50%	70%	0	20%	65%	63%

PROJECT SERVATOR STATS 2021/22													
	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	TOTAL
Stop and Search	20	28	33	21	14	11	10	7	14	29	21	13	221
Positive Stop & Searches	9	13	21	13	7	8	9	4	10	18	11	8	131
Arrests	5	6	11	10	4	3	5	3	4	10	5	3	69
Stop Search Positive Outcome Rate	45%	46%	64%	62%	50%	73%	90%	57%	71%	62%	52%	62%	59%

Project Servator utilises a suite of tactics with Stop & Search being the final resolution of several engagement activities. Before a Stop & Search is conducted an officer will undertake a Resolution Conversation as part of the tactics utilised to ascertain if a Stop & Search will be required, the number of these conversations undertaken each month this financial year is as follows; April: 603, May: 672, June: 625, July: 613, August: 365, September: 183, October: 266, November: 226, December: 163, January: 351, February: 228, March: 253; totalling 4,548 for the year.

The positive stop and search rate for the current year is 59%, a decrease of 4% from the 2020/21 rate and 7% below 2019/20, it is however still a very impressive positive outcome rate, there is no national comparator for all positive outcomes but the latest national arrest rate from stop search was just 13%. We are also seeing the number of Project Servator stops increasing year on year and maintaining a similar positive outcome rate in light of those increase hopefully demonstrates some good practice. It could perhaps be considered if this measure could be considered as satisfactory as while there has been a 4% drop in positive outcomes there has been a notable increase in the volume of stops (more than doubled) so maintaining a similar level with the increased volume is a positive achievement.

The positive Stop & Search rate for 2019/20 was 67%, out of 66 Stop and Searches 44 were positive.

The positive Stop & Search rate for 2020/21 was 63%, out of 110 Stop and Searches 69 were positive.

The positive Stop & Search rate for 2021/22 was 59%, out of 221 Stop and Searches 131 were positive.

PRIORITY: LOCAL POLICING		Assessment	CLOSE MONITORING
Measure of Success	Public order - an increase in the number of positive outcomes following arrests resulting from public order incidents		
AIM/RATIONALE	The Force undertakes an annual survey of its community to identify the main priorities perceived by the public. Public Order is part of the areas of concern. A success in Force activities with our partners will be the perception of the public that the City is safe to live in, work in and visit. We will therefore look at the reduction in the percentage of people who perceive public order as an issue as a success in the tactics and policing activities undertaken by the Force to ensure City is a safe environment to be in. This will also protect the right of the public to undertake organised protest within the City and show how the Force is effectively policing protest in order to minimise disruption and protect the public while maintaining the right to peaceful and lawful protest.		
Reason for Assessment	SATISFACTORY: Increase in sanctioned detections and positive outcomes combined compared to the level reported in 2020/21. CLOSE MONITORING: Reduction in number of sanctioned detections and positive outcomes combined by up to 5% of the level achieved in 2020/21. REQUIRES ACTION: A reduction of over 5% in the number of sanctioned detections and positive outcomes combined compared to the level achieved in 2020/21.		
Current Position			
<p>2020/21 Performance Number Public Order offences for Q1 – Q4: 260. Number of positive outcomes for public order offences: 84 End of Year Positive Outcome Rate: 33%</p> <p>2021/22 Performance Number of Public Order offences for Q1 – Q4: 535 Number of positive outcomes for public order offences: 121 equating to 23%</p> <p>Whilst the number of positive outcomes has increased compared to 2020/21 the number of offences has also increased significantly meaning the outcome rate is reduced. The 23% positive outcome rate for the current year however is the same as the end of year figure of 23% from 2019/20 that may be a more reliable baseline given the unusual circumstances of last year. For this reason, this measure has been held at close monitoring and not requires action.</p>			

Committee: Strategic Planning & Performance (Police) Committee	Dated: 05/05/2022
Subject: Force's Performance against the Government's National Priorities for Policing – 4th Quarter Statement (end of March 2022)	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?	No
If so, how much?	
What is the source of Funding?	
Has this Funding Source been agreed with the Chamberlain's Department?	
Report of: Town Clerk	For Information
Report author: Alex Orme, Head of Police Authority Team/Rob Atkin, Chief Superintendent HQ Directorate	

Summary

The Home Office requires the Police Authority to publish information (a quarterly statement) on our website about the City of London Police's performance against the Government's national priorities for policing .

This is our fourth quarterly performance statement (Appendix A) which provides an update on the contribution the City of London Police is making in achieving improvements against the national priorities for policing. The statement (as at the end of March 2022) is being presented to Committee for comment, before being placed on the Police Authority website.

Recommendations

Members are asked to note the national priorities for policing performance statement – as at the end of March 2022 (Appendix A)

Main Report

Background

1. Police and Crime Commissioners (PCCs) are required to publish certain information to allow the public to hold them to account. Section 11(1) and (2) of the Police Reform and Social Responsibility Act 2011 requires an elected local policing body to publish any information specified by the Secretary of State by order. The Elected Local Policing Bodies (Specified Information) Order 2011 ('the Order') sets out the information that must be published.

2. On 6 May 2021 (PCC elections day), the Elected Local Policing Bodies (Specified Information) (Amendment) Order 2021 was laid in Parliament and came into force on 31st May 2021. The Order amended the 2011 Order and requires PCCs/PFCCs and Mayors to publish additional information to that required under the 2011 Order. The additional information requested is a statement of the force's performance against the Government's national priorities for policing, HMICFRS performance reports on the force, and complaint handling. The 2021 amendment also requires the published information to be in a prominent place on the PCC's website.
3. These amendments to the Specified Information Order are in response to the findings and conclusions from Part One of the Home Office's PCC Review, specifically that more was needed to be done to improve the public's understanding of a PCC's role and their record on crime; thereby improving transparency and democratic accountability.
4. PCC's are therefore now required to produce a quarterly statement outlining the contribution the City of London Police is making in achieving improvements against the national priorities for policing. These priorities are as follows:
 - reduce murder and other homicide
 - reduce serious violence
 - disrupt drugs supply and county lines
 - reduce neighbourhood crime
 - tackle cyber crime
 - and improve satisfaction among victims, with a particular focus on victims of domestic abuse.
5. These priorities will be kept under review and further crime types may be added in the future. The intention of these priorities is to complement existing local priorities set out in PCCs' Local Police and Crime Plans. Each force has a key role in supporting the priorities, so that collectively the Home Office can see real improvements in outcomes over the four years from the baseline of June 2019.
6. Accountability for performance against these national measures will be via the Crime and Policing Performance Board (CPPB), sitting underneath the National Policing Board (although democratic and local accountability will come from PCCs explaining to the public how their force is performing against the measures). The CPPB will monitor the data on a quarterly basis, "seeking to understand the trends and drive real improvements in outcomes over the next three to four years, against a baseline of June 2019. Success against the measures will be judged on a national level; their introduction does not represent a return to force-level numerical targets. But the National Policing Board (NPB) will continue to refer to local proxy measures in a diagnostic capacity, seeking to identify good practice and provide support and challenge to forces.

Current Position

7. The Police Authority Team working with the Force produced the first quarterly performance statement (as at the end of July 2021) and it was presented to the Strategic Planning and Performance Committee for comment in September

2021. The second quarterly performance update (as at the end of September 2021) went to the November 2021 Committee and the third quarterly performance update (as at the end of December 2021) went to the February 2022 Committee.

8. The fourth quarterly performance update (as at the end of March 2022) is being presented to this Committee for comment, before being published on the Police Authority website.

Consultees

Officers of the City of London Police have been consulted on and contributed to the development of the latest Force Performance Statement (Appendix A).

Conclusion

9. The Government believes that these performance measures for policing outcomes will help focus effort on key national priorities and help to demonstrate value for money in policing.
10. The Government has been clear that we must achieve significant reductions in crime and restore the public's confidence in the criminal justice system. These measures are intended as an effective and nuanced way to focus police effort towards meeting these over-arching goals.

Appendices

Appendix A – 4th Quarter Statement (as at the end of March 2022)- Force's Performance against the Government's National Priorities for Policing - Specified Information (Amendment) Order 2021

Alex Orme

Police Authority Team
Town Clerk's

T: 020 7332 1397

E: alex.orme@cityoflondon.gov.uk

Force Delivery of National Priorities for Policing

Fourth Quarterly Statement – as at the end of December 2021

Background

The update provides a quarterly statement on the contribution City of London Police is making in achieving improvements against the national priorities for policing. These priorities are as follows:

- a) Reduce murder and other homicide.
- b) Reduce serious violence.
- c) Disrupt drugs supply and county lines.
- d) Reduce neighbourhood crime.
- e) Tackle cyber-crime.
- f) Improve satisfaction among victims with a particular focus on victims of domestic abuse.

Each force has a key role in supporting the delivery of these priorities, which the Home Office are establishing in order to track collective improvements in outcomes applying a baseline from the 2019/20 financial year.

These National Crime and Policing Measures help focus the Force and its partners on key national priorities, allow performance to be measured and help to demonstrate value for money in policing. The Government has been clear that policing must achieve significant reductions in crime and restore the public's confidence in the criminal justice system.

Overview of Force Performance (as at the end of December 2021)

The City of London Police are making real progress in delivery of the National Crime and Policing Priorities. The Force has strategies, processes and mechanisms in place to address any potential reductions in performance.

The commentary below provides an overview of how the Force is working to reduce or manage harm within the six priority areas and drive Force performance and ensure continuous improvement.

Reduce Murder and Other Homicide:

National Metrics.

Homicides - CoLP Homicides = 0 reports in reporting period

The current position (as at the end of March 2022) and the steps being taken to reduce or manage harm and maintain and drive performance:

There have been zero homicides during the reporting period.

The Force has a range of multi-agency plans and responses which concentrate on reducing violence occurrences in the night time economy and in preventing domestic violence. These mechanisms are highly responsive, and resources can be flexed to challenge increases in certain crime types, including trends of violence or disorder. This works to prevent crime and therefore reduce the likelihood of a homicide in the City.

In terms of London as a whole, the City of London Police works in partnership with the Metropolitan Police Service (MPS) in reducing serious violence through the coordination of assets (e.g., working with the Violent Crime Task Force); targeting known offenders on our borders.

Reduce Serious Violence:

National Metrics.

Hospital admissions of under 25s for assault with a sharp object – CoLP incidents where a hospital admission of an u25s for assault with a sharp object = 0 (last 12 months to December 2021).

Offences involving discharge of a firearm - CoLP Offences involving discharge of a firearm = Nil.

The current position (as at the end of March 2022) and the steps being taken to reduce or manage harm and maintain and drive performance

Historically the COLP has had very few serious violence incidents that fit the national criteria. Most serious assaults are the result of physical altercations or violent disorder without weapons, usually linked to the night-time economy. The City of London have very low occurrences of serious youth violence

Whilst no firearms have been discharged in the City in this quarter there was offence of armed robbery in a hotel linked to a series of similar crimes in the MPS, the suspect has been arrested and is awaiting court proceedings.

The City has a well-established Community Safety Plan, preventative programs being run in schools and cross border work with the MPS and British Transport Police (BTP) – with joint

operations to reduce and tackle violence and combat criminality. This includes work to combat cross border gang activity and targeted, intelligence led use of stop and search specifically relating to weapon carriage.

There is extensive partnership work with licensees and the Corporation of London to ensure problem locations and offenders are well managed; coupled with priority patrolling of areas linked to higher violence.

The COLP Tactical Firearms Group routinely patrol in high footfall, iconic sites, and other priority locations to prevent and deter. Project Servator has also been highly successful in deterring firearms and serious violence in the force area.

Community policing work with the local community to provide reassurance and monitor any community tension/gang violence/escalation.

As a result, when a serious violence offence occurs, the Force can respond effectively to secure positive outcomes.

Disrupt drugs supply and county lines:

National Metrics.

Drug-related homicide - CoLP Drug-related homicide = Nil

Police referrals into drug treatment - CoLP Police referrals into drug treatment = 29 January-March 2022.

The current position (as at the end of March 2022) and the steps being taken to reduce or manage harm and maintain and drive performance.

Drugs are seen currently as a moderate threat by the Force and therefore, an area that requires *'a focus on enforcement with an element of intervention'*. CoLP was subject of the National County Lines Coordination Centre peer review in November 2019. The review concluded that the Force's response is good and acknowledged that the Force does not suffer from county lines in the way other forces do, noting the Force was an 'importer of drugs' rather than an exporter.

It is acknowledged that there could be a transient element to this kind of issue in the City with individuals passing through alongside a vulnerability element for people being coerced into this type of behaviour. As a result, in the last 12 months CoLP has submitted 8 referrals to the national referral mechanism, the majority of these relating to suspected criminal exploitation, either through the raising of a Section 45 defence or the circumstances identified following an arrest.

CoLP has multiple strands of work tackling drug crime in the City and further afield, including County Lines and Modern Slavery and Human Trafficking (MSHT). A reconfigured 'Drugs Squad' is working with City and regional partners to disrupt the illegal drug supply

network, deter and dissuade Organised Crime Groups operating within the City and significantly reduce the supply of illegal drugs.

The custody function at CoLP has been part of a national pilot project around drug testing throughout 2021/22 which is looking at increasing the number of individuals who are drug tested on arrest to build up a wider evidence base of the links between drugs and criminality, and also to crack down on so called ‘recreational drug use’. Under this pilot the ‘trigger offences’ for drug testing have been expanded and all individuals who test positive are referred to treatment programmes.

CoLP form part of a coordinated pan-London and UK approach to enforcement and other interventions in respect of county lines drug supply. CoLP officers take part in the county lines intensification weeks where hotspots are identified and in partnership with British Transport Police and the MPS transport hubs policed to intercept those involved. CoLP officers have undertaken specific continual professional development alongside BTP and MPS officers specifically to be able to recognise and deal more effectively with this problem.

City of London Police actively participates in Modern Slavery and county lines intensification activity identifying potential victims of slavery and sexual exploitation (that are linked to drug abuse and county lines). This is through Operation Aidant - a multi-agency operation to tackle Modern Slavery and Human Trafficking led by the National Crime Agency with targeted partnership working with BTP at our transport hubs.

CoLP work with a range of partners to ensure those with drug related offending are offered the appropriate referral with our partners to reduce / stop offending.

Reduce Neighbourhood Crime:

National Metrics.

Burglary, robbery, theft of and from a vehicle, theft from a person – the tables show the crime figures from the baseline (2019/20) compared to current levels on both a monthly and 12 monthly basis.

Reduce Neighbourhood Crime - Summary Table March 2020 (Baseline) to March 2022:

	Mar-20	Mar-22	Change Monthly	Direction
Burglary	23	12	-48%	↓
Robbery	5	9	80%	↑
Theft of Motor Vehicle	6	5	-17%	↓
Theft from Motor Vehicle	10	29	190%	↑
Theft Person	47	112	138%	↑

Reduce Neighbourhood Crime Summary Table 12 months to March 2020 (Baseline) compared to 12 months to March 2022.

	April 2019- March 2020	April 2021 - March 2022	Change Yearly	Direction
Burglary	334	229	-31%	↓
Robbery	158	111	-30%	↓
Theft of Motor Vehicle	38	49	29%	↑
Theft from Motor Vehicle	170	155	-9%	↓
Theft Person	903	799	-12%	↓

The current position (as at the end of March 2022) and the steps being taken to reduce or manage harm and maintain and drive performance.

Neighbourhood crime has seen significant reductions when comparing the baseline to current performance over the 12-month period with the only area of increase being Theft of Motor Vehicle. There are several increases when we look at March 2022 compared to March 2020, but this will be skewed by the fact that the first national lockdown began in March 2020 and there have been no such restrictions in the current year.

Nationally, when looking at All Crime CoLP is now ranked 40th out of all forces in terms of the 12-month percentage change, reporting a 25% increase with the latest data covering to the end of January 2022. At this point there was a national increase of 10.9% with 40 forces seeing a year-on-year increase as we start to compare post lockdown activity with some of the key lockdown periods. The comparatively small volumes in the City do mean that we tend to fluctuate from one extreme to the other when measured in terms of percentage change nationally, for example this comes after spending 18 months ranked first.

The Force has a comprehensive plan in place to target offenders and support victims of theft and robbery offences and has worked effectively with Operation Venice over the past year (the MPS operation targeting moped/bicycle enabled crime focusing on link series phone snatch/robberies). Actions taken by the Force to address robbery and theft person include increased resources both in uniform and plain clothes deployments. Extensive work is undertaken with the MPS on our borders, sharing intelligence, joint operations and relentlessly targeting known offenders. This has resulted in several arrests of offenders in the process of committing crime. Recent activity includes an arrest for a phone snatch where a female was punched in the face and an arrest for an attempt robbery of a cycle delivery courier.

There is a specific operation set up to support victims of burglary ensuring all receive a visit from their dedicated ward officer, who will offer prevention advice and property marking. Alongside this, street signage is being used to highlight hotspot locations to make all residents aware to take extra care.

In relation to the rise in vehicle related theft, sector policing teams have been carrying out targeted patrols at hotspot locations and are setting up a two-pronged operation to reduce both opportunity and ability to profit from this type of crime. It aims to provide crime

prevention/education materials in key locations and across social media and increase targeted activity around offenders and stolen property handlers to detect and deter further offences.

Tackle Cyber-Crime

National Metrics.

Confidence in the law enforcement response to cyber-crime – The City Cyber Crime Unit (CCU) consistently meets the National KPI of investigating 100% of reported Cyber Crime.

Percentage of businesses experiencing a cyber breach or attack – CoLP does not have information on this that would be robust or meaningful. It is expected that the Home Office will develop a national measure for this area.

The current position (as at the end of March 2022) and the steps being taken to reduce or manage harm and maintain and drive performance.

The City Cyber Crime Unit (CCU) consistently meets the National KPI of investigating 100% of reported Cyber Crime. Our CCU works closely with the national programme to develop resilience, capability and expertise in this specialist area of investigation.

The Unit is a nationally recognised Centre of Excellence via Cyber Griffin - a community-focused programme which has continued during the national lockdowns helping businesses in the Square Mile tackle cyber criminality. The Cyber Griffin programme was created in 2018 with the aim of protecting the Square Mile from cyber criminality. This team offer advisory and training services to small to medium-sized enterprises (SMEs) through to multi-national organisations.

There have been several successful operations in Quarter 4 resulting in the disruption of an international targeted phishing scam and multiple arrests linked to a well-known hacking group.

It is recognised across policing that cybercrime is a significant threat to the UK as a whole and that policing is striving to keep pace with both the increase in demand and complexity. The City of London Police is the NPCC lead for cybercrime and works closely with Regional and National Partners. The CoLP operate to a regional partnership model in London with the Metropolitan Police and the British Transport Police. This continues to develop and grow collaboratively with the set up of the London Cyber Resilience Centre now underway.

Improve satisfaction among victims with a particular focus on victims of domestic abuse:

National Metrics.

Satisfaction with the police among victims of domestic abuse – The surveys of DA victims went on hold during both lockdowns due to the increased safety risk related to contacting victims (this was in line with national guidance).

Victim satisfaction with the police – see the table below.

Treatment: 58% Satisfied	Follow Up: 63% Satisfied
Overall Service: 67% Satisfied	Would Recommend in Future: 77%

The current position (as at the end of March 2022) and the steps being taken to reduce or manage harm and maintain and drive performance.

The above results were reported from a small sample size (84); representing an 10% response rate from just over 850 surveys sent. Whilst a 10% response rate is considered welcome in some sectors work is ongoing to improve engagement by looking at a range of different methods and channels to survey victims of crime to provide deeper insights and improve our services. **While our overall satisfaction level has improved in Q4 there has been a noticeable drop in those satisfied with the treatment they have received. This will be highlighted to the new trust and confidence strand of work and will be taken forward with the work of that team to seek improvement and service recovery where possible.**

COVID-19 saw a reduction in the number of reported domestic abuse crimes during lockdown. The Force has continued to invest in this area and developed several initiatives including a 'Spotting the Signs' toolkit for employers and a 'Hidden Harms' campaign. These are designed to maintain engagement with the community, encourage reporting and ensure appropriate support is signposted and accessible. Engagement work continues with City businesses to encourage reporting, support workers, and raise awareness with employers. The Public Protection Unit (PPU) have published a digital newsletter for hotels which focuses on vulnerability strands. The first edition explored Domestic Abuse and how staff can protect customers; and what to look out for when hotels reopen to the public. There is a clear link to heightening awareness and tackling sexual violence / Violence Against Women and Girls (VAWG). The newsletter will continue and the VAWG strand will run through each edition.

Agenda Item 8

Committee(s): Strategic Planning and Performance Committee Police Authority Board Professional Standards and Integrity Committee	Dated: 5 May 2022 25 May 2022 25 May 2022
Subject: Update on Violence against Women and Girls (VAWG) activity	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Commissioner of Police Pol 20-22	For Information
Report author: DCS Rebecca Riggs; Chief Inspector Carly Humphreys, Professionalism and Trust	

Summary

The purpose of this report is to provide an update for Members of the Strategic Planning and Performance Committee (SPPC), Police Authority Board (PAB) and Professional Standards and Integrity Committee (PSIC) on strategic progress made by the City of London Police (CoLP) in relation to Violence Against Women and Girls (VAWG)¹. Additionally, it provides some examples of work completed, and also areas for development over the coming months.

The report details current work at National, Regional and Local level and includes work ongoing with partners including the City of London Corporation.

Recommendation(s)

Members are asked to note the report

¹ This document uses the following Home Office definition of VAWG: “The term ‘violence against women and girls’ refers to acts of violence or abuse that we know disproportionately affect women and girls. Crimes and behaviour covered by this term include rape and other sexual offences, domestic abuse, stalking, ‘honour’-based abuse (including female genital mutilation, forced marriage, and ‘honour’ killings), as well as many others, including offences committed online.”

Main Report

Background

1. Members will be aware of the national and local focus on VAWG and detail of the background to this report was fully described in the previous report to your Committees in November 2021 and February 2022.

Current Position

Key Milestones since the last update (February – April 2022)

- The first VAWG [strategic-delivery-plan.pdf \(cityoflondon.police.uk\)](#) has now been published for CoLP and a copy is attached at Appendix A. A feedback email address VAWGFeedbackPublic@cityoflondon.police.uk has been set up for the public to provide their views on the plan as well as any ideas regarding what else they would like to see the CoLP doing in relation to Violence Against Women and Girls. This is a Year 1 report which will be refreshed annually. In line with the NPCC guidance, the Year 1 report will remain policing-centric, however Year 2 and Year 3 reports will focus much more on partnership work.
- Creation of an internal VAWG Action Plan which outlines tactical delivery, demonstrates what progress has been made to date, how performance will be scrutinised and provides an objective RAG grading² for the progress made in each area of activity. A baseline assessment of performance has been completed to track improvements over time, scrutiny of this will be achieved within our monthly Rebuilding Trust and Confidence meetings Chaired by Assistant Commissioner Betts.
- Establishment of a regional working group alongside the British Transport Police and the Metropolitan Police Service.
- Creation of a draft VAWG Problem Profile which provides data analysis regarding thematic areas; such as crime types, locations, offender types and temporal analysis. It provides recommendations regarding how we can improve our policing response and where resources would be most effectively utilised to tackle VAWG.

National

2. Policing progress concerning VAWG continues with pace nationally. All forces remain in close working alignment with the NPCC (National Police Chiefs Council) against the National Framework for Delivery (Year 1). Regular weekly NPCC taskforce meetings bring together strategic and tactical leads to share working practices and disseminate national headlines.

² RAG denotes a 'Red, Amber, Green' grading of progress. This grading has been awarded through an initial internal benchmarking process. For future quarterly benchmarking processes, this will be done with the IASG to ensure that there is external scrutiny.

3. Along with all forces nationally, the CoLP has submitted its VAWG Strategic Delivery Plan, written in consultation with the City of London Corporation (CoLC) and internal stakeholders, and its VAWG Action Plan to the NPCC. These will formulate national performance benchmarking for VAWG and promulgate best practice.
4. The CoLP Commissioner and Det Chief Supt Head of Professionalism and Trust have met with DCC Maggie Blyth (NPCC VAWG lead) this month and discussed a number of opportunities for CoLP to enhance national VAWG delivery, such as:
 - Opportunities for CoLP secondments to the NPCC to work on the VAWG portfolio.
 - Supporting the national online VAWG Problem Profile using National Fraud Intelligence Bureau (NFIB) data sets.
 - Developing upon City business relationships, such as licensing and hospitality, which could have national influence.
 - Learning from *good industry practice* within the National Economic Crime Victim Care Unit (NECVCU) as to whether this could be replicated for enhanced victim care within VAWG offences.

Regional

5. In addition to our national work with the NPCC, the CoLP has now established itself within a regional working group alongside the Metropolitan Police Service and the British Transport Police. The aims of this group are to share best practice, combine our efforts for joint initiatives and to provide updates to the NPCC Working Group. Although chiefly aligned to VAWG, this working group will also focus on broader Trust and Confidence workstreams, thereby providing a wider benefit towards other policing related issues and organisational learning, such as race and diversity.
6. An additional relationship has been established with Avon and Somerset Police who will complete a peer review on our Internal VAWG Action Plan. This will provide greater scrutiny on our benchmarking process and provide immediate opportunities to share best practice.

Local

7. Since our most recent update to members in February 2022, the CoLP has continued to develop work to tackle VAWG by delivering sustainable change, as outlined in the key milestones. Both the Strategic and Tactical leads for the Professionalism and Trust portfolio have now met with our Independent Advisory Scrutiny Group (IASG) to explore working together opportunities.
8. The following updates build upon our commitments outlined in the February 2022 report, therefore these updates reflect additional pieces of work rather than a duplication of work mentioned in previous reports.

However, the CoLP will provide VAWG Action Plan performance updates to the Police Authority Board to ensure that they have oversight of activity underway.

9. In relation to the 3 National objectives some activity on each of these to date is described in Appendix B.

Governance

10. The City of London Police's strategic and tactical delivery on VAWG is being scrutinised at a national and local level, as follows:
 - The CoLP Renewing and Rebuilding Trust and Confidence Board, chaired by Assistant Commissioner Paul Betts, is driving progress against the delivery framework objectives which we have set out in our Strategic Delivery Plan under each of the three pillar objectives. To achieve this, the CoLP has a Tactical Action Plan that sets out the activities which will take place to deliver against these objectives, this Action Plan will also be sent to the HMICFRS³ for independent review.
 - Achievement will be scrutinised through independent review of our performance metrics to ensure that there is objectivity and transparency. This will take the form of regular consultation with our Independent Advisory and Scrutiny Group (IASG) and more formally, through the Police Authority Board (PAB) and Professional Standards and Integrity Committee (PSIC). Key milestones and significant activity will also be highlighted to PAB/ PSIC and also shared with partners.
 - The CoLP will also regularly feed into a number of NPCC National Working Groups to share learning and best practice amongst all other Police Forces in England and Wales and the aforementioned regional Trust and Confidence Strategic Working Group with the Metropolitan Police Service and the British Transport Police.
 - We will regularly review our Strategic Delivery Plan to ensure that it includes new recommendations from the NPCC as they are announced.

Conclusion

11. The CoLP continues to work in partnership with the City of London Corporation to enhance the City of London's response to VAWG. This report has highlighted some of the initiatives which have taken place to support this partnership and also our wider delivery of the NPCC VAWG strategy.

³ Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses the effectiveness and efficiency of police forces and fire & rescue services – in the public interest. [HMICFRS - Home \(justiceinspectors.gov.uk\)](https://www.justiceinspectors.gov.uk)

12. All the work noted in this report contributes to our new Policing Plan, in particular our Operational Priorities to 'Keep those who live, work, and visit the City safe and feeling safe' and to 'Put the victim at the heart of everything we do'.

Appendice(s)

Appendix A- Copy of the Strategic Delivery Plan

Appendix B- Highlights of activity under the 3 NPCC National Objectives

Appendix C – Reframe the Night poster campaign

Contacts:

Rebecca Riggs

Detective Chief Superintendent

Rebecca.riggs@cityoflondon.police.uk

Carly Humphreys

Chief Inspector

Carly.humphreys@cityoflondon.police.uk

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Strategic Delivery Plan for Violence Against Women and Girls (2022-2023)





City of London Police – Violence Against Women and Girls Strategic Delivery Plan (2022-2023)

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Foreword – From the City of London Police Commissioner

The murder of Sarah Everard by a serving police officer and other tragic deaths, such as those of Bibaa Henry and Nicole Smallman, Julia James, Gracie Spinks, Sabina Nessa and Bobbi-Anne McLeod have understandably sent shockwaves across UK policing and impacted upon the trust and confidence felt amongst the public.

We, along with all forces, have recognised the need to rebuild trust, raise standards and ensure that there is a positive, supportive, and healthy culture to demonstrate that any violence against women and girls is not acceptable, will not be tolerated and will be relentlessly challenged.

Our commitment to tackling VAWG and rebuilding trust and confidence is also fully reflected in our new Policing Plan. We have listened to our communities, our officers and staff, and have reflected this feedback into our new vision and values. A vision that sees us trusted by communities to deliver policing with professionalism, integrity and compassion.

This VAWG Strategic Delivery Plan outlines the work we will do to unremittingly tackle violence against women and girls, and to rebuild trust and confidence by ensuring we police at all times to the highest professional standards.

Angela McLaren

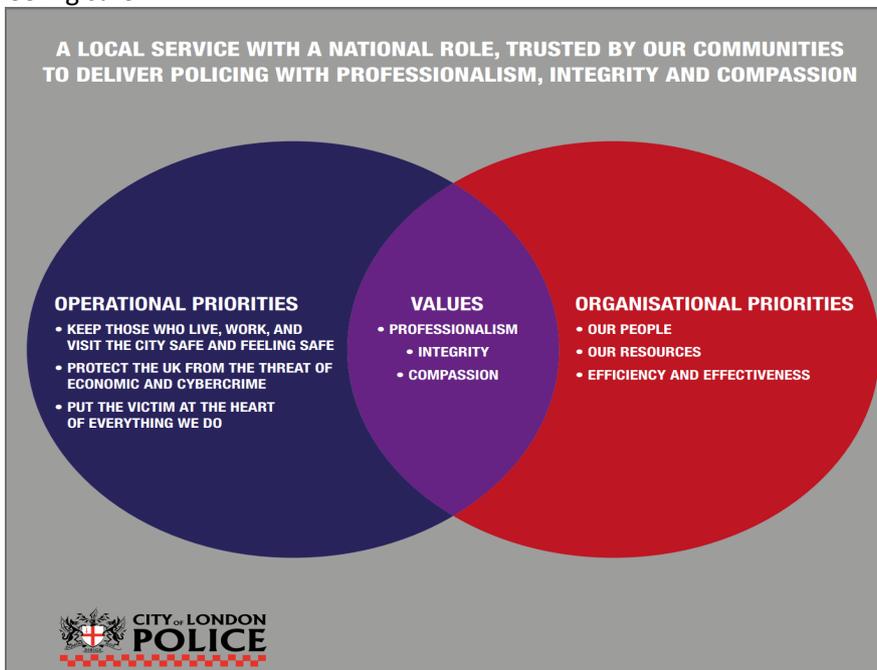


Context

The term 'Violence Against Women and Girls', often referred to as VAWG, relates to acts of violence or abuse that disproportionately affect women and girls. Crimes and behaviour covered by this term include rape and other sexual offences, domestic abuse, stalking, harmful practices (including female genital mutilation and forced marriage) as well as many others. These areas include offences and behaviours committed both in person and online.

The City of London Police (CoLP) has prioritised the delivery of a new strategy, in line with the National Police Chiefs' Council (NPCC) framework. The National framework aims to coordinate and standardise the policing of violence against women and girls. The CoLP has already made great progress in this area, however our work will continue to deliver on the framework whilst also remaining bespoke to the needs of the City. How we will achieve this is outlined in this Strategic Delivery Plan.

Our new Policing Plan (2022-2025) [Policing Plan | City of London Police](#) wholly reflects the force's commitment to VAWG and Rebuilding Trust with our communities. The Policing Plan has our values at its core, *Professionalism, Integrity and Compassion*, these are integral to our internal priority to create a culture of inclusion and high professional standards. These will ensure that our workforce is engaged, delivers the best service possible to the public and that they are also supported to report and challenge wrongdoing. Indeed, we are clear that we need to do even more to deal with violence against women and girls, and we recognise the direct link here with rebuilding trust in police standards. Whilst externally, we will remain committed to bring together the work of our partner agencies, in particular, optimising our close working relationship with the City of London Corporation (CoLC)¹, to develop and support a coordinated response to keep those who live, work and visit the city safe and feeling safe.



¹ The CoLC already has a VAWG Strategy in place (2019-2023) which we will remain closely aligned to and assist to support their vision that the “Square Mile is free from Violence against Women and Girls (VAWG) and is a place that is safe for everyone to live, work, learn and visit”. [City of London Violence Against Women and Girls Strategy](#)

In line with the NPCC, Year 1 of this Strategic Delivery Plan has a prime focus on areas of policing which can help us improve immediately, whilst also highlighting our integral working relationship with the CoLC, particularly around our commitment to creating Safer Spaces. Indeed, we have already delivered on a number of initiatives with the CoLC, such as the implementation of our Ask for Angela campaigns across a number of licensed premises in the City, and the establishment of Night Safety Hubs for women and girls through the 2021 Christmas and New Year period.

Moving forwards, Years 2 and 3 of our plan will focus on the wider community and partnership approaches needed to deliver sustainable change. Correspondingly, this plan will focus on the activities of the CoLP, however it will evolve in time to include, in more detail, our close work with the CoLC and wider partners.

This strategy is based upon three pillars:

1. Building Trust and Confidence:

This pillar focuses on our commitment to improve internal and external trust and confidence. Our Policing Plan outlines our operational priority to keep those who live, work, and visit the city safe and feel safe. Consequently, we must do more to earn the trust and confidence of our communities, in particular that of women and girls. To achieve this, we must ensure that our officers and staff uphold the highest professional standards.

2. Relentless Perpetrator pursuit:

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

3. Creating Safer spaces:

This pillar focuses on protecting women and girls in public spaces, at home and online. We will continue to work closely with our partners and in particular the CoLC to protect women from victimisation in these spaces.

This Strategic Delivery Plan sets out specific numbered actions under each of the pillars. These actions are individually tracked through our force’s internal ‘VAWG Tactical Action Plan’ which outlines what we have already achieved and what our future action will be to improve trust and confidence. Recognising the need to balance public concern with achievable activities, we have prioritised some actions for immediate implementation, whilst others will continue with the support of partners and community groups in the coming weeks and months.

Building Trust and Confidence

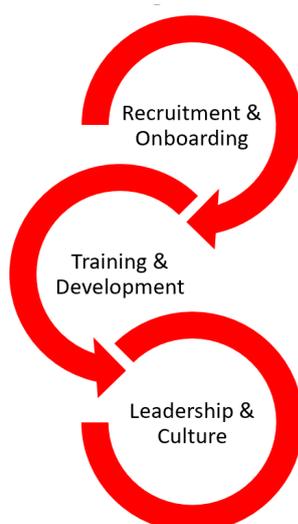
An overview of the framework for delivery for this pillar, commits the City of London Police to: -

1. Respond unequivocally to allegations of police perpetrated abuse, learning from mistakes and best practice.
2. Challenge and address sexism and misogyny within policing.
3. Involve women and girls, including those who are Black and minoritised, in scrutiny of force VAWG performance and practice.
4. Collect consistent local and national information on the availability of specialist VAWG investigators to build the right specialist capability and capacity.

The legitimacy and effectiveness of UK policing is built upon our relationship with the public, nationally this remains under strain, particularly amongst Black people and with women. Externally, we recognise that by improving all our community relationships, this will enhance our knowledge regarding any abuse or discrimination which is hidden or disguised as cultural or religious practice. Correspondingly, we will further reach out to our business, residential and visitor populations, in particularly women and girls who are black and minoritised to involve and empower them in our work to rebuild trust and confidence in policing. This not only includes our ability to gain a better insight from these communities, but also to ensure that we reflect on this in how we design our policing activities, training and processes.

Two internal forums have been hosted by the previous and current Commissioners, the feedback from our officers and staff supported our honest recognition that misogynistic attitudes and behaviours that exist in society, will also exist within policing too. In response, we remain committed to upholding the highest professional and personal standards, this is achieved through our Codes of Ethics and Standards of Professional Behaviour becoming a key priority in our strategy to improve trust and confidence, internally and externally.

Internally, the City of London Police is actively leading several initiatives to create a supportive workplace culture. Much of this work is captured within the organisations' Equality and Inclusion Strategy which can be broken down into individual workstreams, such as:



Recruiting the right people with the right skills plays a pivotal role in the growth of the organisation and further improving upon our culture. To ensure the effectiveness of these

initiatives, subsequent reporting cycles will be built into the Equality and Inclusion Strategic Board to monitor progress and delivery. This Plan also concentrates on how we create a supportive workplace culture for women who work for the City of London Police.

We have already prioritised and undertaken: -

- A series of Corporate Plan workshops to collectively explore our future values, vision and ambition.
- To continue to promote and encourage our staff to step forward and raise concerns through our well-publicised, internal and external reporting mechanisms. This will not only encourage reporting but will assist to ensure that all officers and staff understand the force's commitment to VAWG.
- A direction for our Professional Standards Department (PSD) and HR (Human Resources) to complete an urgent review of cases over the past 10 years (for significant allegations, the review period went beyond 10 years), against our officers and staff. This will ensure that those who raise concerns are being properly supported, investigations are comprehensive and sanctions in relation to violence against women and girls, reflect the seriousness of the misconduct.
- The request for a peer review of the above process by the Metropolitan Police Service (MPS) to ensure transparency, PSD will also be adopting the MPS' comprehensive review process to ensure that there is a consistent approach across London.
- A strategy to communicate immediately, clearly, and then frequently that misogynistic, sexist and sexualised behaviour will not be tolerated by anyone in policing.
- Considerable progress towards being a more inclusive organisation, of note we have launched our Equality and Inclusion Strategy "Policing the Square Mile 2020 – 2025" with a subsequent reporting cycle to monitor performance and drive progress.
- Promotion of the use of processes and mechanisms open to staff and officers to raise concerns, whether it be a grievance or bullying and harassment. In this way we seek to encourage individuals to come forward so that we can support them and deal accordingly with the concerns raised.

Despite the above, we are aware that there are groups that still do not feel they belong and there is more to do to deliver the step change in culture we want to see.

Therefore, we will: -

- Seek perspectives and reflect upon the findings of our staff surveys and focus groups to address any disparity of outcomes across protected characteristics; specifically gender and race which will help us to direct our progress on improving organisational culture.
- Reinvigorate our commitment to the Police Code of Ethics and embed this at all levels to demonstrate to our workforce that we support a culture that is inclusive, both for our staff and the people we serve.
- Commence Leadership programmes and annual values, standards and ethics workshops early in 2022. This will underline the importance of everyone being more open and alert to challenging inappropriate behaviour or actions that undermine our culture.
- Establish and continuously improve our strong 'call it out' culture (including a focus on the importance of men being upstanders not bystanders), supported by safe

processes for reporting inappropriate behaviours, and swift interventions where necessary.

- Establish a continual programme of listening circles with women from across policing, thereby seeking to involve women in designing solutions.
- Establish regular independent scrutiny of force performance in responding to VAWG which will be aligned to internally audit our activity.
- Constantly seek to expand the reach of communications, including through engagement with third sector organisations that are working closely with different groups of women and girls.
- Provide clear and evidenced examples of how this involvement is used to change and improve practice, including incorporating the voices of those with lived experiences into training and raising awareness across the organisation.

Relentless Perpetrator Pursuit

An overview of the framework for delivery for this pillar, commits the City of London Police to: -

1. Relentlessly pursue and actively manage and target the most dangerous and prolific offenders.
2. Make better use of police powers to protect women and girls, and to manage and disrupt perpetrators.
3. Adopt a trauma aware approach at all levels, to better support victims through the criminal justice process and focus on evidence led prosecutions where appropriate.
4. Enhance supervision of VAWG investigations.

We are taking a whole system approach to targeting perpetrators, working across London with the CoLC, relevant local authorities, healthcare, education and other law enforcement agencies.

Nationally, there is a deeply felt, and long-standing concern from women, that the criminal justice system does not protect them when they are victims of violent or sexual crimes. As an organisation we will strive to improve our detection rates for key crimes including rape, serious sexual offences, stalking and harassment. We are also working hard with the Crown Prosecution Service (CPS) to deliver the best criminal justice outcomes.

Currently, there is a lack of consistent method for the police or the criminal justice system to identify how it is performing in relation to VAWG related crime. This does present challenges in reporting on charge and prosecution rates at a force and national level. The HMICFRS recognise that there is a need for a defined set of parameters that can be used consistently by all forces, this will establish whether improvements are being made, and which approaches taken are the most effective. In the meantime, we will focus our future reporting on criminal offences of a sexual and violent nature which have been perpetrated against women and girls.

We have already prioritised and undertaken:

- A review to ensure each frontline police officer has received the appropriate skills and training to use the full extent of their powers to investigate, and where an offence has occurred, bring the perpetrator to justice. Vulnerability training is now

mandatory for all frontline officers and staff, the current training package has recently been redeveloped to include a greater focus on child protection. This will be continually refreshed to ensure that officers and staff are trained to appropriately respond to a wide range of offences, including behavioural crimes which are committed against women and girls.

- Domestic Abuse processes are well established in the organisation, they include the recent introduction of a '20 Point Plan' and mandatory supervisor attendance at all Domestic Abuse incidents to enhance opportunities for evidence led prosecutions. This has been shared nationally as best practice.
- In accordance with the National Police Chief's Council (NPCC) direction, the CoLP aligns its activity to the National Vulnerability Action Plan (NVAP). This means that VAWG offences are treated as a higher priority alongside other areas of vulnerability. This is underpinned at the monthly Tactical Tasking and Coordination Group (TTCG) which ensures that there is appropriate operational delivery across all vulnerability strands, based upon threat, harm and risk.
- CoLP has secured some significant convictions and sentences for sexual offences. Such as, the sentencing of a male to 108 months imprisonment in September 2021 for rape and kidnap offences. This underlines the importance of our committed working relationship with the London RASSO (Rape and Serious Sexual Offences) CPS lead to maximise all available opportunities for prosecution.

We will: -

- Look to report on prosecution rates across a breakdown of sexual offences by requesting a disaggregation of data currently combined with that of the MPS to provide us with a detailed reporting picture.
- Intensify work with our licensed premises to reduce incidents of drink spiking, working with national best practice from many other forces who have also seen an upward trend in reporting.
- Monitor referrals to appropriate specialist victim support services, taking action to ensure these are conducted consistently and quickly.
- Ensure force well-being strategies include an awareness of the effect of trauma on police officers and staff.
- Strive to increase the number of perpetrators brought to justice for violence against women and girls.
- Actively manage known perpetrators to reduce the prevalence of violent offending against women and girls by using a wide range of tactics. With the added aim that this will improve the level of trust and confidence which our City residents, workers and visitors have in how we respond to all forms of violence against women and girls.
- Improve training to frontline officers on Stalking and Harassment to ensure that all communities, including workers feel safe in the City.
- Improve processes and victim care across the criminal justice system to improve outcomes.
- Work to reduce the likelihood of women and girls becoming repeat victims.
- Increase women's confidence in the police, and in doing so, improve the reporting of crimes which disproportionately affect women and girls in London. To achieve this, training for officers and staff of all ranks will need to ensure that the importance of VAWG and the severity of its impact is widely discussed and understood.
- Intensify work to tackle sexual misconduct and domestic violence by officers and staff.

Safer Spaces

An overview of the framework for delivery for this pillar, commits the City of London Police to: -

1. Immediate and unequivocal prioritisation of VAWG.
2. Focus prevention work on the most dangerous online, private, and public spaces.

We are working alongside the CoLC and other partners to create safer spaces, so that women and girls both are safe and feel safe. We will achieve this by increasing our understanding of hotspot locations where women and girls feel unsafe, correspondingly we will work with the CoLC and partners to design-in safety, whether this is in public spaces, at home or online.

We recognise the need for greater comprehension regarding the data and evidence in relation to the challenges presented by VAWG. Consequently, we are working to improve the detail around our current force intelligence picture, in addition to how this compares across the national landscape.

We have already: -

- Commissioned and resourced the creation of an intelligence profile, considering all information available over a 3-year period to identify where violent criminality tends to occur.
- Completed Hot Spot data analysis over a 3-year period to identify where violent criminality tends to occur.
- We have increased our visibility by patrolling public spaces and night-time economy venues to ensure people are safe and feel safe.
- Included an officer from Public Protection within the previously held Night Safety Hubs to provide specialist support to any female reporting a concern.
- Launched a project with CoLC to re-introduce Police Boxes into the Square, to provide a network of physical safe havens and emergency contact points.
- Successfully refreshed the 'Ask for Angela' campaign to raise awareness regarding how all employees at hospitality venues, can help tackle behaviours which make women and girls feel unsafe and provide them with immediate support.
- Piloted a new online tool called StreetSafe (launched by the Home Office and National Police Chief's Council) which enables the public, particularly women and girls, to pinpoint an area within the city where they feel unsafe and asks them to explain why. Thereby enabling us to identify how we can work with partners to make these areas safer.

In addition to the above we will: -

- Build VAWG into our priority plan, and into internal and external policies and processes, ensuring appropriate equality impact assessments are conducted and in place.
- Embed the new Serious Violence Duty into partnership VAWG plans.
- Develop and implement a communications and engagement strategy to set out how this prioritisation will affect police behaviours and practice, and how it will be monitored.

- Use profiles to target prevention activity, inform offender management, and increase the understanding and needs of our most vulnerable victims.

Governance

The CoLP Renewing and Rebuilding Trust and Confidence Board, chaired by Assistant Commissioner Paul Betts, will drive progress against the delivery framework objectives which we have set out in this plan under each of the pillars. To achieve this, the CoLP has a Tactical Action Plan that sets out the activities which will take place to deliver against these objectives, this Action Plan will also be sent to the HMICFRS² for independent review.

Achievement will be scrutinised through independent review of our performance metrics to ensure that there is objectivity and transparency. This will take the form of regular consultation with our Independent Advisory and Scrutiny Group (IASG) and more formally, through the CoLC Police Authority Board (PAB). Key milestones and significant activity will also be highlighted to PAB and also shared with partners.

The CoLP will also regularly feed into a number of NPCC National Working Groups to share learning and best practice amongst all other Police Forces in England and Wales. Similarly, the CoLP is also engaged in a regional Trust and Confidence Strategic Working Group with the Metropolitan Police and the British Transport Police.

We will regularly review our Strategic Delivery Plan to ensure that it implements new recommendations from the NPCC as they are announced.

Next Steps

Using a Nationally agreed performance framework, we will report against the progress of our crucial work to rebuild trust internally and externally. We will document this through our quarterly business plan updates which are published, as well as through a range of other mediums to enable independent oversight and scrutiny.

Feedback

We value the views of our communities and partners on this plan, you can provide feedback online at VAWGFeedbackPublic@cityoflondon.police.uk. We want to hear views on the plan as well as any ideas regarding what else you would like to see the City of London Police doing in relation to Violence Against Women and Girls.

² Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) independently assesses the effectiveness and efficiency of police forces and fire & rescue services – in the public interest. [HMICFRS - Home \(justiceinspectors.gov.uk\)](http://justiceinspectors.gov.uk)

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Appendix B- VAWG Update to May SPPC, PSIC and PAB

Highlights of progress against NPCC objectives

NPCC Objective 1-Improve Trust and Confidence in Policing

This area focuses on our commitment to improve internal and external trust and confidence. Our new Policing Plan outlines our operational priority to keep those who live, work, and visit the City safe and feel safe. Consequently, we know that we must do more to earn the trust and confidence of our communities, in particular that of women and girls. To achieve this, we must ensure that our officers and staff uphold the highest professional standards.

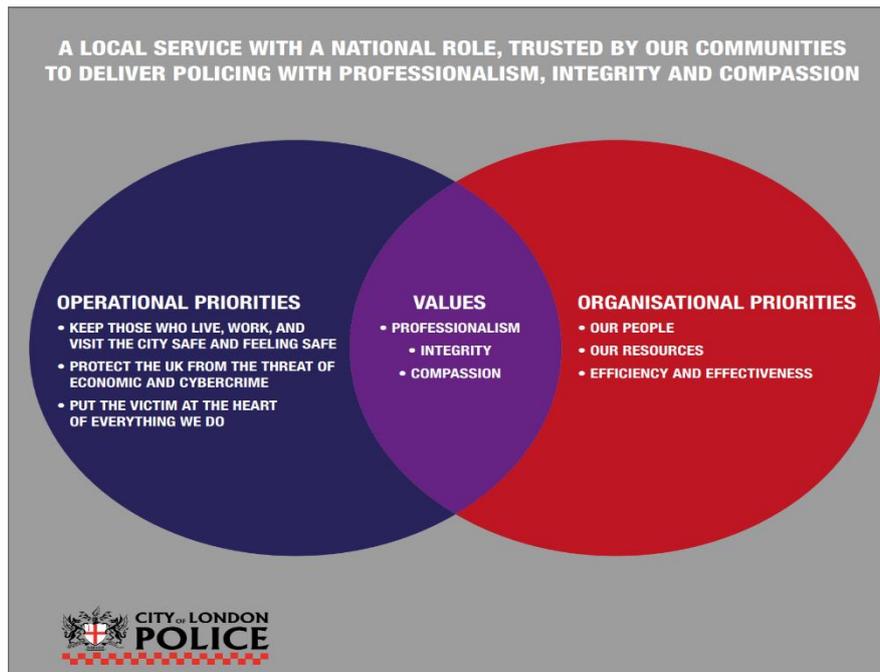
Highlights:

- Our Professional Standards Department (PSD) continue to review live, recent and historical cases to ensure that all concerns raised have been dealt with appropriately and updates on this are being provided to the Professional Standards and Integrity Committee. A peer review of cases with the Metropolitan Police will continue, not only to ensure absolute objectivity, but also to ensure that any organisational learning from each force is recorded and promulgated.

The PSD Counter Corruption Unit (CCU) has reported that the majority of concerns raised to them have been through direct contact rather than by anonymous reporting, this could indicate that employees are gaining confidence in the process of raising concerns.

- A number of PSD inputs regarding VAWG will be delivered by the dedicated Engagement Officer. This activity is designed to capture as many employees as possible through Management courses, probationer and transferee inductions and more general departmental inputs. A particular focus for these inputs is the organisation's Social Media Policy and will also refer to recent national misconduct cases.
- The PSD has reviewed the recommendations of the Operation Hotton Report¹ and responded with an overall strategic response regarding how these recommendations will be adopted for CoLP. This strategy has been circulated to our internal Rebuilding Trust and Confidence Strategic Board for comment and an update on this will be provided to the Professional Standards and Integrity Committee. The PSD will continue to review national organisational learning and promulgate recommendations which are appropriate for CoLP.
- Our new [Policing Plan | City of London Police](#) (2022-2025) intentionally puts victims at its heart and has a strong focus on creating a culture of equity and belonging.

¹ [Operation Hotton Learning report - January 2022.pdf \(policeconduct.gov.uk\)](#) – the report makes 15 recommendations for the MPS to change policing practice following an IOPC investigation which found evidence of discrimination, misogyny, harassment and bullying involving officers predominantly based at Charing Cross Police Station.



This plan has now been published internally and externally. Furthermore, our own comprehensive internal communications strategy will ensure that all of our workforce understand what the priorities and values mean to them.

- On the 11th March 2022, Commissioner Angela McLaren opened the Force’s first ‘Our People’ conference which welcomed around 150 Police Officers and Staff at managerial level from across the organisation. The Force’s new values were introduced (‘Compassion’ has now joined ‘Integrity’ and ‘Professionalism’) with an emphasis on compassion, which applies not only to how we interact with the people we serve, but also in how we treat one another within the organisation. A number of important areas around Equality and Inclusion were the focus of the day, in particular VAWG, Race and Ethnicity, with a focus on leaders reflecting on their personal responsibility to make CoLP a more inclusive organisation. Feedback from the event is that this was hugely successful and impactful.

NPCC Objective 2- Relentlessly Pursue Perpetrators

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

- Public Protection are undertaking a capability review to ensure that the CoLP’s operational response meets the public calls for service regarding VAWG. This piece of work not only seeks to examine specialist 24/7 availability but also wider training requirements for the whole workforce.
- To ensure that the highest investigative standards are maintained within VAWG investigations, there is now a process for a monthly dip-check of investigations

completed by the Crime Scrutiny Board and an independent Detective Chief Inspector from the Professionalism and Trust department. This also enables any organisational and individual learning to be captured and remedies implemented at the earliest opportunities.

- Public Protection are completing a review on offender management processes, in particular regarding managing offenders' post-conviction who are subject to civil orders, such as Domestic Violence Protection Orders and Stalking Protection Orders. This will support the Government's new Tackling Domestic Abuse Plan² and outline our approach in tackling domestic abuse through prioritising prevention, supporting victims, pursuing perpetrators and working with the CPS to build a stronger system.

NPCC Objective 3- Create Safer Spaces (*this section has been written in consultation with the City of London Corporation)

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

Highlights:

- Following on from the Home Office funding award to raise awareness regarding the 'Street Safe' application³, the renewed advertisement campaigns have now gone live. The next stage of this campaign will be to review the data collected over the coming months, and whilst working with the CoLC, identify what improvements can be made to increase feelings of safety in the City.
- The funding also received for the 'Reframe the Night' campaign⁴ (please see graphics in Appendix C) has provided the opportunity for joint advertisement with the CoLC around the City. So far, the campaigns on social media and within City of London train stations, have resulted in 9.3 million adult impressions through JCDecaux signage. The campaigns remain live, and Members will be updated in the September report.
- The Home Office funding received to enhance the 'Ask for Angela' campaign, through provision of Welfare And Vulnerability Engagement (WAVE) training to 100 licensed venues across the City remains underway. This will continue to ensure that trained staff at those venues are able to prevent and respond to incidents of VAWG.

² [Tackling Domestic Abuse Plan - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/consultations/tackling-domestic-abuse-plan)

³ This is a website ([StreetSafe | City of London Police](https://www.street-safe.com/)) which encourages people to report any areas they feel unsafe and reasons why they feel unsafe, for example poor street lighting. This will enable both the Police and Corporation to address the issues raised.

⁴ This is an awareness campaign largely delivered to the public in the City to challenge myths and misconceptions around sexual harassment. The emphasis will be on men to think about changing their behaviour, rather than putting the responsibility on women to change their behaviour to keep themselves safe. Please note that in the previous report this was entitled 'Good Night Out', however the terminology has now changed.

- CoLP continue to work alongside Victim Support to deliver Safety in the City presentations to around 600 employees from businesses such as UBS, Lloyds of London, Broadgate security, 22 Bishopsgate and Savills. The sessions highlighted the City of London's response to VAWG, including information on what men can do and how they can change their behaviour to help make women feel safer. Reframe the Night and Street Safe are both promoted during these presentations. The businesses provided positive feedback and requested further sessions.
- The CoLP launch of 'Op Reframe' is on the 28th April 2022 and will host a partnership safety hub for women and girls near to Liverpool Street Station on a monthly basis. Looking further ahead⁵, the CoLP has commissioned the development of mobile digital 'police boxes' and will in the longer term provide mobile 'safe havens' which can be used in particular by women and girls during night time economy peak hours.

⁵ Estimated implementation date is 2024.

**“ If they go
out dressed
like that,
what do
they
expect? ”**

**Whatever we
choose to wear,
we deserve
and expect
your respect.**

Let's make these attitudes a thing of the past.

cityoflondon.gov.uk/reframethenight

“ He can’t help it, he’s always a bit handsy when he’s had a few ”

If you can have a drink without assaulting anyone, so can he.

Let’s make these attitudes a thing of the past.

cityoflondon.gov.uk/reframethenight



FOR SAFER NIGHTLIFE



CITY OF LONDON



“ We used to have fun at work, but you can’t say anything these days ”

Fun for who? If people are your punchlines, it’s time to change the script.

Let’s make these attitudes a thing of the past.

cityoflondon.gov.uk/reframethenight

**“It’s none
of my
business,
she’s
probably
fine”**

**If you see
someone being
harassed,
check in and
show you care.**

Let’s make these attitudes a thing of the past.

cityoflondon.gov.uk/reframethenight

**“ I heard
she made it
all up for
attention ”**

**Many don't
speak up about
sexual violence
from fear of not
being believed.
Are you safe to
share with?**

Let's make these attitudes a thing of the past.

cityoflondon.gov.uk/reframethenight



FOR SAFER
NIGHTLIFE



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Committee(s): Strategic Planning and Performance Committee Police Authority Board	Dated: 5 May 2022 25 May 2022
Subject: Quarterly Community Engagement Update	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1. People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Commissioner of Police Pol 21-22	For Information
Report authors: HQ, Sector Policing & Specialist Operations, CoL Community Safety	

Summary

This report provides the quarterly update (January 2022 to March 2022) on engagement taking place across the City of London Police area within the following areas: (1) Counter Terrorism (CT) and Prevent; (2) Safeguarding the Vulnerable; (3) PREVENTion of Fraud and Cyber Crime; (4) Anti-Social Behaviour (ASB) and Sector Policing; (5) Engagement with the Independent Advisory and Scrutiny Group (IASG)

1. **Counter Terrorism and Prevent:** Work within CT continues at pace. The Prevent team continue to engage with the CoLP Vulnerability Working Group as the 14th strand of vulnerability to ensure radicalisation is considered in all areas of policing.
2. **Safeguarding the Vulnerable:** Since the last reporting period and the changing landscape in relation to Covid and the easing and reintroduction of restrictions, the City of London Police (CoLP) has maintained an active role in community engagement around Violence against Woman and Girls (VAWG). The Public Protection Unit (PPU), City of London Corporation (CoLC) Community Safety Team and Vulnerable Victim Advocate produced an input on staying safe in the City delivered to over 600 city workers.
3. **PREVENTion of Fraud and Cyber Crime:** The 21/22 fiscal year (FY) has been the most successful for the Cyber Griffin programme yet, having trained around 11,000 individuals and conducted over 260 dedicated cyber Protect services to businesses and organisations throughout the Square Mile.
4. **ASB and Sector Policing:** Levels of ASB reporting have decreased slightly in Q4 with a decrease of 13%. Levels of ASB are higher than those reported in 2021 but lower than both 2019 and 2020. Engagement by the Dedicated

Ward Officers (DWO) and partnership work with COLC continues with a number of initiatives.

5. **Independent Advisory Scrutiny Group (IASG) Engagement:** Work continues with the IASG in undertaking scrutiny of the force in such areas as stop and search and use of force. Plans are underway to introduce a Youth Independent Advisory Group (YIAG), which will be administered by the Partnership and Prevention Hub (P&P Hub).

Recommendation

Members are asked to note the report.

Main Report

1. Counter Terrorism and Prevent

PREVENT: Jan-Mar 2022

Referrals

- 1.1 The Prevent team has received 2 new Prevent referrals during this period. One of which has now been relocated by the Home Office from within the City of London to Coventry. The other was a student studying in the City of London, who resided in the MPS jurisdiction. Therefore, deconfliction was undertaken by the CoLP and then referred to the MPS.
- 1.2 Our existing case was closed by the Chanel panel in January 2022 as he continued to make excellent progress. Advice was given to partners to contact the Prevent team if any further concerns were raised regarding this individual.

Prevent team meetings / Media:

- 1.3 The Prevent team are involved with a Project Starlight pilot in the CoLP. Project Starlight is a national project run by CT policing which identified a link between terrorism offenders and domestic violence perpetrators, victims and witnesses. The CoLP pilot is currently still in the planning phase but will involve a series of pertinent questions asked by the Public Protection Unit (PPU) when speaking to domestic violence victims during the course of their investigation. Answers supplied will assist in identifying any concerning behaviours of the offender and the Prevent team would be made aware for any subsequent investigation. This pilot will be a collaborative approach with Prevent and PPU.
- 1.4 The Prevent team continue to engage with the CoLP vulnerability working group as the 14th strand of vulnerability to ensure radicalisation is considered in all

areas of policing¹. The Prevent team plan to launch an awareness campaign in the coming months around V2R (Vulnerability to Radicalisation) to highlight the dangers of radicalisation and signs displayed when a person is in the process of being radicalised.

Stalls/Engagement

- 1.5 Engagement with all City university sites and schools completed during this period. Engagement has also taken place with City churches via the Church Watch scheme.
- 1.6 Further engagement planned with a number of high-profile businesses regarding Prevent training opportunities. The importance of Prevent was reiterated to businesses during the CT2022 event.
- 1.7 In the coming weeks, Prevent stalls will be held at various locations including Guildhall School of Music and Drama and 150 Cheapside. Numerous businesses are still limiting contact from external agencies due to Covid concerns. Engagement continues with all businesses/partners where opportunities arise.

Internal Women's Network/Islamic Women's Network

- 1.8 Prevent officers continue to support various police and local networks to ensure an understanding of Prevent and the knowledge and confidence to come forward with any concerns they may have.

Practical Training Package

- 1.9 The Prevent team delivers a training package to identify signs of radicalisation and what to do when this occurs. Prevent training sessions are being held internally on a monthly basis for new recruits and transferees. Sessions are also planned for 2 businesses and a City school in the coming month.

Regional Meeting/Training

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

CT Local Profile (CTLP)

- 1.11 CTLP Stakeholder Engagement event was held in January with numerous local stakeholders invited. The importance of the CTLP was explained and external speakers also gave an input on the ERW (Extreme Right Wing) and ALM (Al-Mihajiroun). Partners have subsequently been asked to complete a questionnaire and return to the Prevent team which will assist in compiling the new CTLP document for 2022. Once compiled, a further event will be planned to share this with partners.

¹ This relates to the NPCC National Vulnerability Action Plan where risk of radicalisation is being implemented as the 14th core discipline of public protection. [NVAP.pdf \(npcc.police.uk\)](#)

Collaborative working with Corporation of London Prevent Lead

1.12 The CTCO (Counter Terrorism Case Officer) and City of London Corporation (CoLC) have agreed and finalised a joint action plan to ensure progress and delivery of products and services is shared and joined up. The CoLC Community Safety officer – Prevent lead left the post during this period and Their replacement started in April.

PREPARE & PROTECT: Jan to Mar 2022

Counter Terrorism Security Adviser (CTSA) team:

1.13 The CTSA team proactively support the Protect and Prepare elements of the national CONTEST Strategy, delivering on protective security advice, CT awareness, both physical and people security measures and ensuring our community is prepared as possible in dealing with a terrorist attack. A fundamental part of the CTSA role is face to face engagement, assessment, and product delivery. With more City workers returning to the office, face to face delivery has increased over this reporting period.

1.14 The team continues to support partners within the City of London Corporation including the Public Realm and Planning teams. The CTSA team supported the local authority in providing security assessments on applications for table and chair licences and has improved physical security of crowded places within the City of London. Applications for these licences have vastly increased during this reporting period. The team has also continued with the crowded places assessments. Engagement continues with all businesses/partners where opportunities arise.

Practical Training Package

1.15 The CTSA's have continued to deliver training packages to businesses such as See Check and Notify (SCaN) to over 45 businesses and ACT (Action Counters Terrorism) to 20 businesses during this period.

Regional Meeting/Training

1.16 The CTSA office have been liaising with NaCTSO (National Counter Terrorism Security Office) and Homeland Security in consultations and workshops to assist in the development of the Protect Duty, to improve public security and to help shape future legislation.

1.17 The CTSA's recently hosted the CoLP's inaugural Counter Terrorism Conference – CT2022. This event brought together more than 150 security professionals, business leaders and counter terrorism experts, all unified in one shared goal – to make the City of London the safest city in the world. During the event, a new tool – the 'Notify Pad' designed by the CTSA's was showcased. The aim of which is to ensure the correct information is obtained when reporting suspicious activity

which allows for early notification of risks that may harm the CoLC. Positive feedback from participants has been received.

PURSUE: Jan to Mar 2022

- 1.18 The pursue detectives engage with business primarily because of Op Lightning-hostile reconnaissance activity reported by SCan trained security guarding. This partnership working allows for early notification of risks that may harm the City. Detectives provide guidance to guarding colleges on improvements to notifications to police which on occasions can be delayed, CCTV evidence gathering and security improvements.
- 1.19 Training packages have been developed primarily for police officers on how to deal with an arrested person for hostile reconnaissance. This has allowed the officers to have a greater awareness when dealing with detainees adding to their knowledge which promotes better engagement with the community when dealing with these types of incidents. These are rolled out to Uniform and front-line officers along with current threat briefings.
- 1.20 Officers regularly engage local Business forums such as the Crime Prevention Association, and Paternoster forum, delivering current Threat briefings and highlighting the affects a Terrorism attack could have on the City of London.
- 1.21 Detectives are developing a package along with our Public Protection Unit to highlight and understand the risk of radicalisation when vulnerable children and adults have witnessed or become involved in Domestic Abusive.

2. Safeguarding and Vulnerability

- 2.1 Since the last reporting period and the changing landscape in relation to Covid and the easing and reintroduction of restrictions, the CoLP has maintained an active role in community engagement around Violence against Woman and Girls (VAWG).
- 2.2 The Public Protection Unit (PPU), CoLC Community Safety Team and Vulnerable Victim Advocate produced an input on staying safe in the City. This was created for the City business community and focused on how men can help woman feel safer and looked to improve public confidence in the police. This input has been delivered to over 600 City workers.
- 2.3 Interest in the input has increased now that more workers are returning to their offices. The presentations have been well received and the presenters have been asked to produce a pre-recorded version to share wider than the City. This is currently being developed.
- 2.4 PPU are working closely with the Licensing Team, City Corporation Community Safety team and Vulnerable Victim Advocate to organise a conference for hotel staff. This has been provisionally booked for early June. The conference aims to empower staff to identify vulnerability and support people at risk of harm. It will include inputs on Modern Slavery and Human Trafficking (MSHT), domestic

abuse, child exploitation. There will also be inputs by guest speakers who have been victims of high harm offences.

- 2.5 There will also be an opportunity for hotel staff to undertake Welfare and Vulnerability Engagement (WAVE) training so that 'Ask for Angela' will be available in hotels alongside licensed premises. The increase in venues that offer 'ask for Angela' will further increase the feeling of safety in the City, especially during the Night Time Economy. Hotels have been chosen as they are open 24/7 with staff always present.
- 2.6 Ask for Angela is the name of a campaign in England that started in 2016 that is used by bars and other venues to keep people safe from sexual assault by using a codeword to identify when they are in danger or are in an uncomfortable situation.
- 2.7 The PPU continue to work closely with City school. Further engagement is planned with students at the City of London School (CLS) in relation to 'how men can help women feel safe'. This follows feedback from students at the City of London School for Girls (CLSG). This input will be provided in conjunction with the Vulnerable Victim Advocate and the Sector officer for the area.
- 2.8 In the coming months Operation MAKESAFE² will be implemented, this will enable police to test the response of City hotels, now they have returned to business as usual in many areas. The operation involves the Police Cadets which enable them to gain a greater understanding of high harm offences and vulnerability. The cadets provided positive feedback during their previous deployment. Since the last reporting period and the changing landscape in relation to Covid and the easing and reintroduction of restrictions, the CoLP has maintained an active role in community engagement around Violence against Woman and Girls (VAWG).

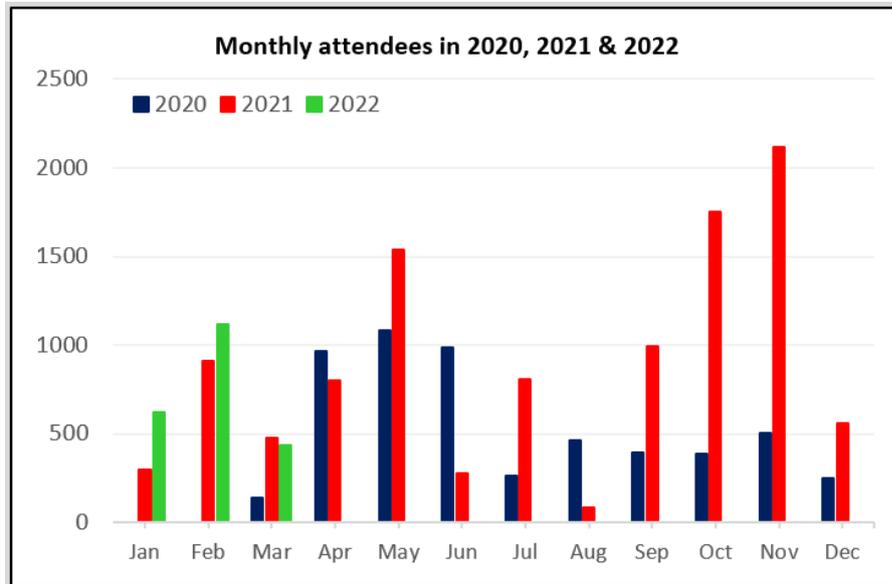
3. PREVENTion of Fraud and Cyber Crime

- 3.1 The 21/22 fiscal year (FY) has been the most successful for the Cyber Griffin programme yet, having trained around 11,000 individuals and conducted over 260 dedicated cyber Protect services to businesses and organisations throughout the Square Mile.
- 3.2 The beginning of 2022 has seen, on average, an increase in activity when compared to the same period in 2021. 60 core services have been conducted, 36% of which were scheduled on the month they were conducted. This is a common sight in Q4 as organisations request cyber Protect advice in preparation for the new FY. Additionally, despite only connecting with 24 new clients, the average attendance to each Baseline 3.0 has increased to 53 individuals, compared to only 38 last year.

² Operation Makesafe has been developed in partnership with London's boroughs to raise awareness of child sexual exploitation in the business community, such as hotel groups, taxi companies and licensed premises. It has been rolled out in other forces nationally.

3.3 Cyber Griffin continues to have positive meetings with Bristol University and remains on target to release the new Incident Response Exercise this year. Feedback on this new product continues to be positive, as does the feedback related to all existing Cyber Griffin core services. For more details, please visit the Cyber Griffin website: www.cybergriffin.police.uk

3.4 Monthly end users trained so far in 2022 compared to 2021 and 2020



PREVENTion of Fraud

3.5 **Safer Internet Day Urges 2 Factor Authentication:** The hacking of email and social media accounts was the most reported type of cyber-dependent crime last year, with over 13,000 reports received. This is why NFIB Protect chose to focus its Safer Internet Day (08 Feb) messaging on the importance of securing social media accounts using two-factor authentication (2FA). They worked with partners across policing, government and industry to deliver social media messaging that reached over 10.6M people and achieved 17.2M impressions in just 24 hours. Notable supporters of the campaign on social media included the Home Office, Cabinet Office, NCSC, Minister of State for Security Damian Hinds, Vodafone, TeamViewer, Neighbourhood watch as well as many police forces.

3.6 Additionally, the success of this campaign has generated positive feedback from partners, who are actively looking to collaborate with NFIB Protect on future campaigns and projects.

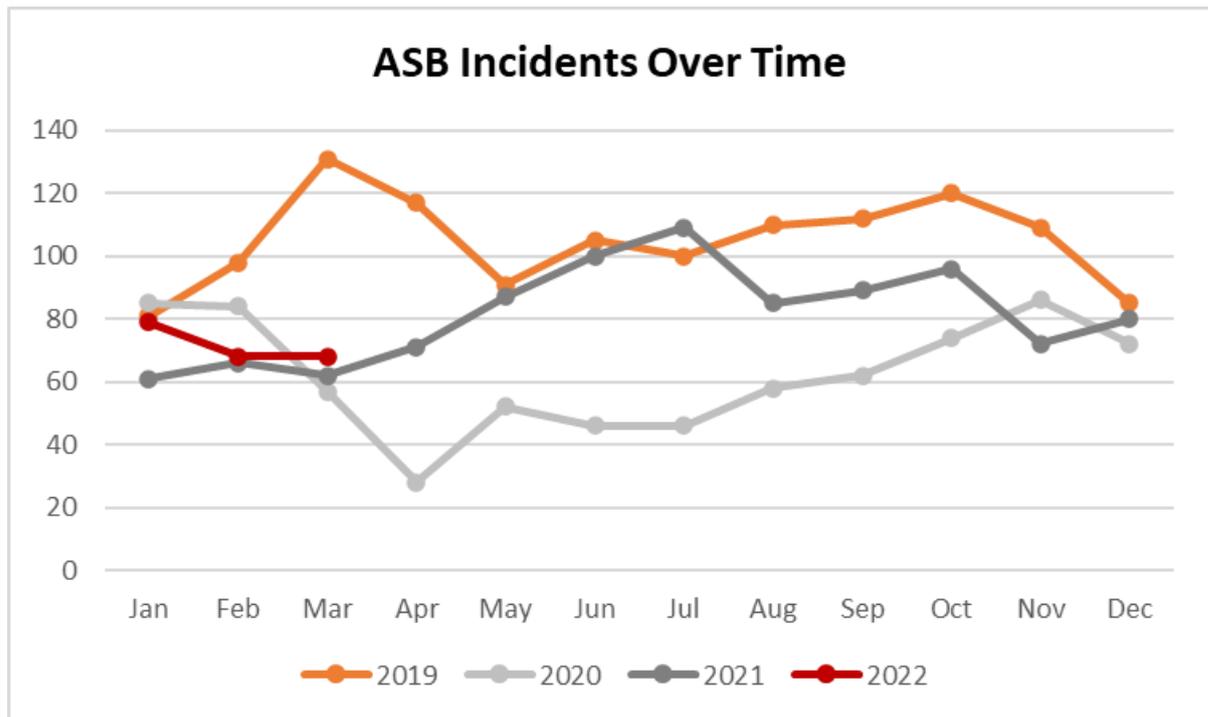
3.7 In the next quarter the Protect team will be: Running a national campaign through the Protect Network on remote access scams, utilising NCSC messaging to explain to the public, how to recognise MO's used by criminals. We will also be highlighting what steps the public can take to protect themselves against such attacks and what recovery they should put in place to protect themselves for further victimisation or revictimization.

- 3.8 We are currently in final stages of signing off a national roll out of domestic abuse training for officers, stakeholders and partners across the Protect network. It is hoped the training will be provided across the UK through the Protect network who will deliver it locally. It will focus on domestic abuse and stalking and harassment offending in virtual spaces. We are working locally with CoLP to ensure best practice features within our internal training plans.

4. ASB and Sector Policing

Anti-Social Behaviour (ASB)

- 4.1 Levels of reporting have decreased slightly this quarter compared to last, n=215 compared to n=248 in Q3 a decrease of 13%
- 4.2 Levels are higher than those reported in 2021 but lower than both 2019 and 2020.
- 4.3 The main type of ASB reported remains Inconsiderate Behaviour which can cover many types of incident.
- 4.4 Similar to last quarter we have seen a shift in reporting of incidents from the middle of the week towards Friday and Saturday with levels fairly consistent across the weekdays and then peaking on a Saturday before falling to the lowest level on Sunday.
- 4.5 Most incidents this quarter refer to individuals refusing to leave licensed premises or alight from buses and taxis, there has also been an increase in reports of aggressive individuals and fights related to night time economy venues.
- 4.6 Whilst there have been a few reports of groups skateboarding and cycling these are less than in previous reporting periods. There were also some reports of urban explorers but similarly less than in previous quarters.
- 4.7 ASB Incident Data by Month



2019	81	98	131	117	91	105	100	110	112	120	109	85
2020	85	84	57	28	52	46	46	58	62	74	86	72
2021	61	66	62	71	87	100	109	85	89	96	72	80
2022	79	68	68									

4.8 The number of ASB incidents has remained relatively stable this quarter after having decreased steadily from the peak seen in the summer 2021. Levels remain below those experienced before the covid-19 pandemic at present. We do often see lower levels of reporting from November through February perhaps due to colder weather.

4.9 On average there have been 72 incidents reported a month between January and March and 84 a month over the last 12 months. Compared to these months in 2021 we have seen a 14% increase in ASB reports this year however compared to 2019 there has been a decrease of 31% in ASB reports. The top three wards where ASB incidents took place this quarter are Bishopsgate (45), Tower (22) and Farringdon Within (18). The only notable repeat street location this quarter was Bishopsgate recording 26 incidents, 12 incidents occurred within the Barbican estate.

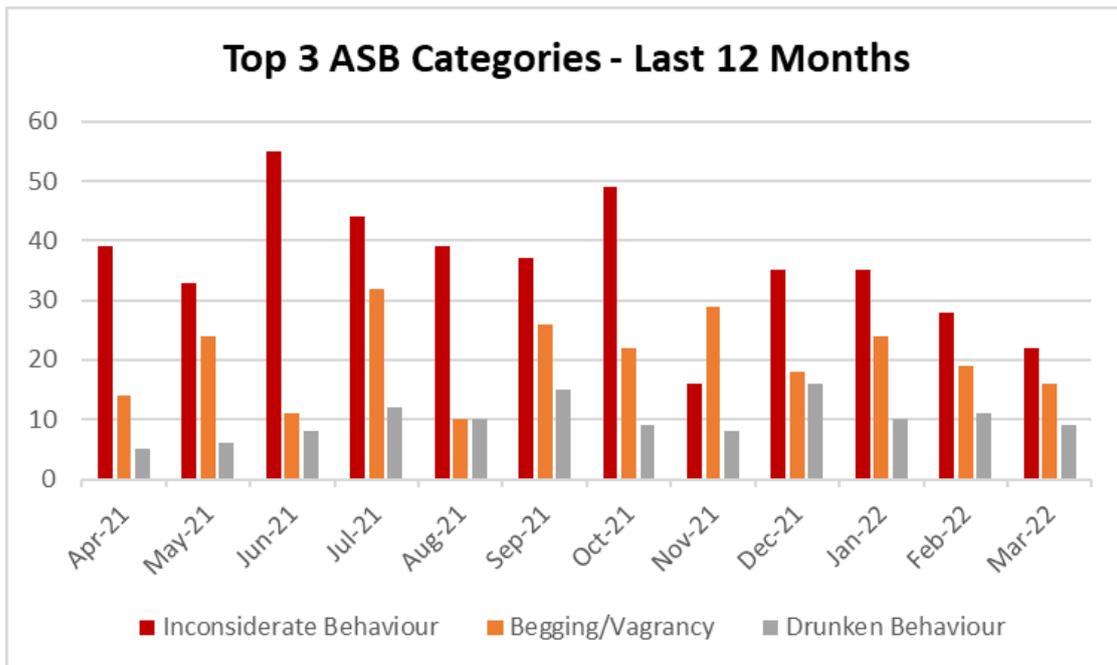
4.10 The top three wards where ASB incidents took place this quarter are Bishopsgate (44), Tower (24) and Castle Baynard (23).

Highest Recorded Categories

4.11 In the current period **Inconsiderate Behaviour** (n=85) is the most reported category of ASB with all other categories having very few reports. The next most common are **Begging/Vagrancy** (n=59) and **Drunken Behaviour**(n=30).

Levels of noise nuisance complaints have decreased significantly from their peak in 2020 with just 12 reports this quarter.

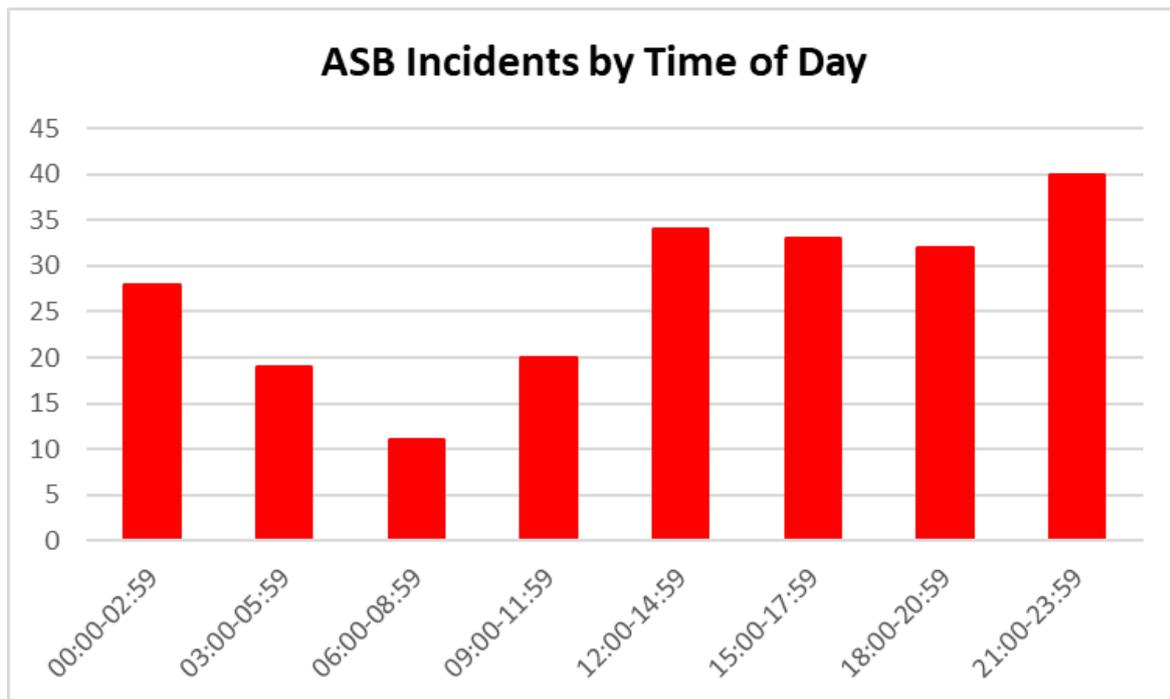
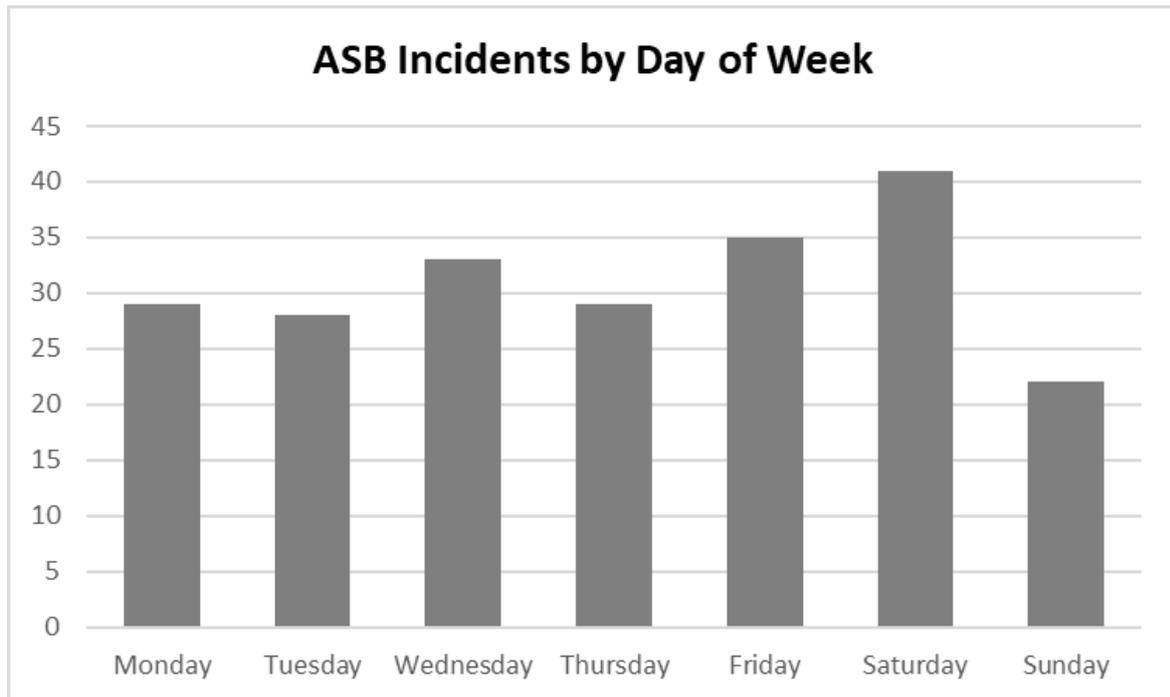
4.12 After reviewing records classified as **'Inconsiderate Behaviour'** some records could have been recorded in other categories in the above table as they have referred to specific behaviours such as drunkenness, playing loud music, throwing objects etc. Categorisation is based on the recording officer's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



4.13 The above graph shows that all three of the top categories have gradually decreased across the quarter and that the increased levels of begging/vagrancy seen last quarter has not been maintained.

4.14 The main issue being raised in this period is people refusing to leave licensed premises or transport such as bus and taxis when asked by staff. There has also been a lot of reports of aggressive individuals sometimes within premises or just on the street, this is a new trend that hasn't been seen that many reports previously and will be monitored to see if it continues in coming quarters. Reports of groups skateboarding or cycling and causing noise nuisance or intimidation have reduced this quarter as have reports of urban explorers. There were two reports of noisy groups thought to be filming music videos in residential areas.

Time/Days of the Week



4.15 In the current period incidents are more commonly reported on Saturdays and Fridays and lowest reporting levels occur on Sundays and Tuesdays. Levels are similar across the weekdays and then both peak and trough at the weekend.

4.16 The Reporting of all ASB incidents in the current period are shown in the above graph broken down by three hour periods across the day. Incident reports occur most frequently from late afternoon into the evening peaking between 21:00 - 23:59 and are at their lowest between 06:00 and 08:59.

Sector Policing

Charterhouse Street Mace Project Exchanging Places Roadshow

- 4.17 The main purpose of Exchanging Places Roadshow apart from the bike marking is that we educate the cyclist by inviting them to experience what it is like being seated in an HGV and seeing what the visibility is like from the drivers position as well as showing them all the blind spots which puts cyclist in danger.
- 4.18 The Exchanging Places scheme also brings together construction industry, haulage companies, council and Police Services working together to educate and support road safety.

Partnership Working with the City of London Corporation

- 4.19 **Reframe the Night:** is a joint operation between CoLP, CoLC, Safer Business Network (BCRP) delivering several engagement activities around safety within the night time economy. This is primarily focussed on the safety of women and girls with an additional focus on men looking at their own behaviours and actions. Reframe the Night is aimed at bystanders, aiming to start conversations, particularly amongst men and boys to stand up and challenge these behaviours when they see them and 'make these attitudes a thing of the past'. (See Appendix A for sample poster campaign).
- 4.20 **Street Safe:** is a further joint operation between CoLP and CoLC which provides a place for people to report any concerns around their safety within public spaces. The website can be used to report an area in which they feel unsafe and if there is a specific reason why they feel unsafe.
- 4.21 **Welfare and Vulnerability Engagement / Ask For Angela training:** which aims to increase the skills, knowledge, and confidence of those working in licensed premises focusing on identifying vulnerability and making appropriate interventions. This training is being promulgated further across NTE venues within the City and follows our launch event.
- 4.22 The above three initiatives have been funded following a successful CoLC / CoLP bid to the Home Office Safer Streets Fund.
- 4.23 **Op Reframe:** the Operation is a partnership approach to facilitate the NTE by asking partners to provide a reassuring high visibility presence, with an ultimate goal of making people feel safe in the City. This is in line with the Safer Streets Fund response to VAWG.
- 4.24 **Operation Rocotto:** will take place in May 2022. This follows our two previous successful high visibility engagement days in collaboration with the security industry (City Security Council). This will see both Police and Security working in partnership to deliver reassurance and engagement activities across the City.

Dedicated Ward Officers (DWO) and Licensing:

- 4.25 **Cluster Panels/Meetings:** Following our launch the panels in January 2022 the next set of meetings are scheduled to take place April/May. The first round of meetings were well represented by both our business and residential communities including Alderman and Common Councillors which highlighted a number of themes that the dedicated teams should look to address over time.
- 4.26 Panels such as this will eventually sit every three months in each cluster in the Square Mile. Panels will be made of up and exist to listen to the concerns of the local community, discuss possible solutions and set local policing priorities in a bid to make that area a safer place to live work and visit. The panels will be arranged and attended by the Dedicated Ward Officers for that cluster, to ensure they're part of the conversation about, and solution to, the policing issues raised. Areas raised included begging, establishing safe routes for our NTE community, ASB associated to skateboarders and cyclists.
- 4.27 **Cadets:** The City of London Police Volunteer Cadet Unit (VPC) relaunched in September 2021; it already has a cohort of 27 cadets aged between 13-18 years old and is gaining National attention/recognition. Cadets are welcomed from any background, social group, gender, ethnicity, or ability/disability. Thus far, cadets have been trained in first aid, drill, key communication skills and criminal justice/crime prevention. They have been deployed alongside officers and staff at several high-profile events and policing operations, with several more planned for 2022.
- 4.28 **Aldgate Crime prevention surgeries:** The Aldgate BID in partnership with DWO's, will deliver crime prevention surgeries that we will be held throughout the year within the BID footprint. These events will provide safety advice with particular focus on violence against women and girls and the feeling of safety.
- 4.29 **CoLP, CoLC and AWS Schools project:** Concluded, and considered a success (further projects likely to follow). Workshops introduced young people to the different types of digital careers available to them across policing and local government. The CoLP workshop was delivered online, and students given advice on how to obtain support, and report cyber bullying concerns to the police. Further, students were told about the different routes into policing, with some later expressing an interest to join at the end of the programme. Further meetings with Partners are planned in April (21st) and May (9th) to explore taking the project forward.
- 4.30 **Project Outreach:** Outreach events have targeted high footfall, diverse areas both inside and outside of the City. This has led to a significant increase in applications. Activities focussed toward Universities (those offering degrees in Policing and Criminology) – these were a mixture of in-person events and online sessions. Again, this has led to excellent feedback and an uptake in CoLP applications. Finally, there is sustained efforts at networking events and religious institutions to improve the diversity of applicants.

4.31 **Emerging community engagement:** DWOs continue to engage regularly with Afghan refugees being accommodated in the City. Considerable multi-agency and partnership working is still taking place, with CoLP providing support during the ongoing programme of 'Orientation Sessions,' that aim to provide assistance with adapting to life in the UK. Almost 250 presents were delivered to all children at Christmas 2021, following a collection organised by CoLP (and included donations from the City of London School for Girls and the Barbican/Golden Lane Community Group). Sport activities were also arranged by CoLP staff.

4.32 **Next steps:**

- Refresh mapping of communities (via Strategic Research & Analysis) using latest available datasets (e.g. Census data - 2022) to accurately reflect the current picture within the City.
- Operation Rocotto 3 will take place in May 2022. This follows two previously successful high visibility engagement days in collaboration with the City Security Council. Again, this will see both Police and Security working in partnership to deliver reassurance and targeted engagement activities across the City.
- Project Outreach in support of the wider Operation Uplift programme will continue to conduct targeted recruitment engagement utilising dedicated resources under the direction of a newly appointed senior leader at Chief Inspector level.
- Comprehensive review of AWS project, evaluating feedback from participating students and lessons learnt from the wider CoLP / CoLC / AWS project delivery.

5. Independent Advisory Scrutiny Group (IASG) Engagement

5.1 Work continues with the IASG in undertaking scrutiny of the force in such areas as stop and search and use of force. We are additionally currently recruiting to establish a youth independent advisory and scrutiny group which will both complement the existing work but will also add scrutiny and thinking from a different perspective.

5.2 IASG members continue to provide constructive advice to the Force in respect of both National and Local matters, including operations and events where there is propensity for community impact/tension/sentiment and on specific promotion and selection processes.

Conclusion

The City of London Police continues to use a variety of mechanisms to actively engage with the City Community, and also as part of its responsibilities as National Lead Force for Economic Crime. Members are asked to note the report.

Appendices:

Appendix A- Sample poster campaign for 'Reframe the Night' (See Appendix C of the Violence Against Women and Girls Update within the same agenda pack)

Report co-ordinated by:

Matthew Mountford

T/Det Superintendent

Headquarters

City of London Police

matthew.mountford@cityoflondon.police.uk

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Committee(s): Strategic Planning and Performance Committee- Police	Dated: 5 May 2022
Subject: HMICFRS Inspections Update	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Commissioner of Police Pol 22-22	For Information
Report author: Strategic Development	

Summary

This report provides Members with an overview of activity undertaken since the last reporting period, February 2022 Strategic Planning and Performance Committee, in response to reports published by HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS).

An overview of the inspection programme is detailed in this report and progress against both existing and new recommendations received is provided for Members’ information in Appendix A.

The Force has now recruited to establishment in this area within the Strategic Development team: (1) March 2022 - a second Business Improvement and Review Officer; and (2) April 2022 - Head of Strategic Development, who will collectively work with the Force to facilitate and support HMICFRS inspections, recommendations, and feedback.

Members are asked to consider whether for future updates they require the full detailed Appendix update on all recommendations, or whether they would be satisfied with the below dashboard and an update on *only those recommendations where the Force has not met the requisite deadline* for further scrutiny.

HMICFRS Published Reports

One (1) new national HMICFRS report has been published since the previous report [February 2022]:

- *A Joint Thematic Inspection of the Police and Crown Prosecution Service's Response to Rape, Phase 2: Post-Charge*

HMICFRS Inspections

Inspection(s) – Since Previous Report (February 2022)			
Name	Date	Duration	Re-Inspection?
None to report			

Inspection(s) – Due			
Name	Date	Duration	Re-Inspection?
Serious and Organised Crime (SOC)	27 June – 01 July 2022	1 week	No
The Police Efficiency, Effectiveness and Legitimacy (PEEL) Inspection	07 November – 06 December 2022	Field officers on site for up to four weeks	Yes PEEL 2018/19

Pending HMICFRS Publication Report(s)	
Date	Name
TBC Summer 2022	Child Protection Inspection

HMICFRS Recommendations Overview

This report details progress against the recommendations from all live inspection action plans, which is summarised in the table and section seven (7) below, as well as providing further details in Appendix A.

Recommendation Summary	Previous Report [February 2022]	Current Report [May 2022]
Green (pending HMICFRS sign-off)	1	8
Amber	20	15
Red	0	0
Total Recommendations not yet delivered (amber/red)	20	15

NB: Definitions of the RAGW assessments are set out at the beginning of the Appendix.

Recommendations

Members are asked to note the report.

Main Report

Background

1. This report provides Members with an overview of the City of London Police response to HM Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) continuing programme of inspections and published reports. Since the previous report (February 2022) to the Strategic Planning and Performance Committee, there has been one (1) new report published for the Force to consider, comprising nine (9) recommendations, of which three (3) are directed to the police. Progress with existing recommendations, as well as details on the current inspection programme are provided below.

Current Position

2. One (1) report has been published since last reported to the Committee in February 2022:
 - **One (1) new report has been published (25th February 2022) “*A Joint Thematic Inspection of the Police and Crown Prosecution Service’s Response to Rape, Phase 2: Post-Charge*”**

Phase One (1) was published in July 2021 and focused on the period between the victim first reporting the rape and the Police or Crown Prosecution Service (CPS) deciding to take no further action. There were thirteen (13) recommendations: seven (7) are directed at the Police and six (6) are directed at the national Criminal Justice Board (CJB), CPS, College of Policing (COP), the National Police Chiefs Council (NPCC), and the Home Office. Further information on the Force’s performance can be found in Appendix A.

Phase Two (2) is focused on the period between a reported rape resulting in a charge and the case going to court, including the outcome. Inspectors from HMICFRS and HM Crown Prosecution Service Inspectorate (HMCPSI) jointly reviewed and assessed fifty-four (54) Police and CPS cases from five (5) Police Forces and six (6) CPS areas in which cases were charged. This included cases resulting in conviction, in jury acquittal, and where no evidence was offered, or the case was withdrawn. The case examination period was October 2019 – June 2021. The report makes nine (9) recommendations: three (3) are directed at the Police and six (6) are directed at the CPS, Ministry of Justice (MoJ), Home

Office, and the Ministerial Lead for Rape and Serious Sexual Offences. Further information on the Force's performance can be found in Appendix A.

Inspections – Since the Previous Report (February 2022)

3. None to report.

Inspections – Due

4. 27th June – 1st July 2022

The City of London Police will be inspected in the business area of Serious and Organised Crime (SOC). As set out in the previous report (February 2022), SOC will be reported regionally, but individual Force graded judgments will remain in PEEL reports. HMICFRS requested a pre-inspection meeting with the business leads participating in this inspection, and this took place on 14th March 2022, with the HMICFRS Force Liaison Officer in attendance. The inspection dates have been confirmed and an inspection schedule, along with requests for documents, will be sent by HMICFRS in due course.

7th November – 6th December 2022

The PEEL inspection preparation has been underway since January 2022, with meetings being arranged and documentations being collated for the Force HMICFRS Liaison Officer to review. This will make the inspection more fluid than in past years with the Force Liaison recording evidence throughout the 12-month period before the field work begins in October. This evidence gathering will allow him to direct the field inspection team.

Pending HMICFRS Publications Report(s)

5. The report for the recent HMICFRS Child Protection Inspection is due by the summer.

Current Status of HMICFRS Recommendations

Deep Dive on Force's HMICFRS Recommendations

Following the last committee meeting in February 2022, the Assistant Commissioner for Operations and Security made a commitment to undertake a deep dive meeting, which took place on 23rd March 2022, to review and discuss the progress on each open HMICFRS recommendation for the respective inspections (national and force levels) (documented in Appendix A).

Internal Improvements to Recording and Governance

The process for capturing HMICFRS recommendations has been revised and is now in a digitalised format to enable the Force to: (a) create shared awareness and collaboration between business leads across all business areas and, where applicable, to work in collaboration with external partners; (b) enhance the previous process for monitoring and reviewing progress against deadlines in a more proactive manner to ensure these are completed; and (c) provide regular updates and take a risk averse approach to issues through internal governance and scrutiny, for example, the Audit and Assurance meetings, dip sampling activities, etc.

There is a new iterative process to report on the Force's green status recommendation to HMICFRS:

- An action owner/senior business lead deems a recommendation is now a green status when he/she is satisfied that the recommendation has been implemented **and can evidence this accordingly**.
- This is then tested at the Force Audit and Assurance meeting chaired by Assistant Commissioner Betts and reported to this Committee as "Green – pending HMICFRS sign-off".
- The Force then notifies the HMICFRS Liaison Officer on a quarterly basis of recommendations the Force deems 'Green'. If they agree, the recommendation will be signed off as complete on the HMICFRS monitoring Portal, if not then the Force will be asked to evidence further.
- Confirmation of those recommendations shown as signed off by HMICFRS will then be reflected in the next iteration of this update to this Committee.

This process is in its infancy stage as a new team is now overseeing the Force HMICFRS requirements, but a good working relationship is already established with the Force HMICFRS Liaison Officer.

6. A total of thirteen (13) HMICFRS reports have been managed by the Force – same as the previous reporting period (February 2022) – and still includes two (2) that are still being held as 'white' (a recommendation that is no longer required / relevant or is dependent upon another organisation) in Appendix A.
7. Current recommendation status:
 - Fifteen (15) outstanding recommendations detailed in the tables below
 - Eight (8) new green (pending HMICFRS sign-off)

- Three (3) new amber due to the release of a new report published in late February 2022 (see point 2 above)

HMICFRS Report Title	Number of Open Recommendations / AFI and Status			
	Previous Report (Feb 22)		Current Report	
	National Report	Force Report	National Report	Force Report
A Joint Thematic Inspection of the Police and Crown Prosecution Service's Response to Rape, Phase 2: Post-Charge			3 Amber	
A Joint Thematic Inspection of the Criminal Justice Journey for Individuals with Mental Health Needs and Disorders	7 Amber		6 Amber	
Police Response to Violence Against Women and Girls - Final Inspection Report	1 Amber		1 Green (pending HMICFRS sign-off)	
Police Super-Complaint - A Duty to Protect: Police Use of Protective Measures in Cases Involving Violence Against Women and Girls	3 Amber		2 Green (pending HMICFRS sign-off)	
A Review of 'Fraud: Time to Choose'	1 Amber		1 Amber	
A Joint Thematic Inspection of the Police and Crown Prosecution Service's Response to Rape	3 Amber		2 Green (pending HMICFRS sign-off)	

HMICFRS Report Title	Number of Open Recommendations / AFI and Status			
	Previous Report (Feb 22)		Current Report	
	National Report	Force Report	National Report	Force Report
The Hidden Victims Report on Hestia's Super-Complaint on the Police Response to Victims of Modern Slavery	1 Green			
	1 Amber		1 Amber	
Disproportionate Use of Police Powers			1 Green (pending HMICFRS sign-off)	
	1 Amber			
The Poor Relation - The Police and CPS Response to Crimes Against Older People				
	1 Amber		1 Amber	
PEEL 2018/2019				1 Green (pending HMICFRS sign-off)
		1 Amber		
Understanding the Difference: The Initial Police Response to Hate Crime			1 Green (pending HMICFRS sign-off)	
	1 Amber			

Conclusion

- The Force continues to make progress with implementation of HMICFRS recommendations and areas for improvement, which contributes to business improvement across the organisation. These, as aforementioned are now

managed through the new Audit and Risk Board chaired by Assistant Commissioner Paul Betts the AC for Operations and Security, and there will also be a pre-inspection meeting this month to look at continuous improvement ahead of the next inspections.

Appendices

Appendix A - Full list of HMIC Recommendations currently being implemented within Force.

Bobbi Sharma
Business Improvement and Review Officer
bobbi.sharma@cityoflondon.pnn.police.uk
020 7601 2373

HMICFRS Report Recommendations

Traffic Light Colour	Definition of target achievement
GREEN	The recommendation is implemented
AMBER	The recommendation is subject to ongoing work and monitoring
RED	The recommendation should have been implemented but has not been due to resource issues or force capability to complete and remains outstanding
WHITE	The recommendation is no longer required / relevant or is dependent upon another organisation.

Individual recommendations may require multiple tasks to be completed by task owners from across the force before they can be discharged. The schedule below details the owners of tasks against individual recommendations highlighting those which are outstanding.

A Joint Thematic Inspection Of The Police And Crown Prosecution Service's Response To Rape, Phase 2: Post-Charge

A national report HMICFRS
Published 25 February 2022

This report makes 3 recommendations aimed at the Police, all are currently open.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Amber	1	<u>Recommendation</u> Immediately, police and prosecutors should review and significantly improve communications with victims from the point of charge onwards.	May-22	No dates set by HMICFRS	March 2022 update: <ul style="list-style-type: none"> Narrative provided from business leads on the support mechanisms (internally and in partnership with Vulnerable Victim Advocate (VVA)) and processes to support victims; Shared awareness is being captured in the force system and reports to supervisor and business leads. 	Head of CJS and Custody	Amber - this is a new recommendation with actions to complete being assessed.	
Amber	8	<u>Recommendation</u> Immediately, the police and the CPS should work collaboratively to ensure that bad character is considered in all rape cases, and progressed wherever it is applicable.	May-22	No dates set by HMICFRS	March 2022 update: <ul style="list-style-type: none"> Clarifying recommendation with HMICFRS Force Liaison Officer to determine appropriate task owner. 	TBC	Amber - this is a new recommendation with actions to complete being assessed.	
Amber	9	<u>Recommendation</u> Immediately, forces should make sure that victims of rape are given the opportunity to make a victim personal statement (VPS) at the earliest possible time, with the option of updating this statement closer to the court trial date.	May-22	No dates set by HMICFRS	March 2022 update: <ul style="list-style-type: none"> Narrative provided from business leads on the processes undertaken in compliance with the force Standard Operation Procedure (SOP) and the national Victims' Code, which also supports shared awareness where the offer of Victim Personal Statement (VPS) to, and response from, victims are: captured in the force system and rape audits; crime scrutiny groups; and the Crime Standards Board. 	PPU Manager	Amber - this is a new recommendation with actions to complete being assessed.	

A Joint Thematic Inspection Of The Criminal Justice Journey For Individuals With Mental Health Needs And Disorders

A national report HMICFRS

Published 17th November 2021

This report makes 7 recommendations aimed at the Police: 6 are in progress and 1 is complete.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Resources needed/costs involved	Force Task Owner	Position in March?	Direction of Travel
Amber	10	<p><u>Recommendation</u> Local criminal justice services (police, CPS, courts, probation, prisons) and health commissioners/providers should:</p> <p>Develop and deliver a programme of mental health awareness-raising for staff working within criminal justice services. This should include skills to better explain to individuals why they are being asked questions about their mental health so that there can be more meaningful engagement</p>	Nov-22	Nov-22 (HMICFRS report)	<p>March 2022 update:</p> <ul style="list-style-type: none"> Task owner is liaising with mental health lead and Administration of Justice (AOJ) to ascertain what is currently received & whether we can upskill internally. 		Head of Learning & Development	Amber - this is a new recommendation with actions to complete being assessed.	

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Resources needed/costs involved	Force Task Owner	Position in March?	Direction of Travel
Amber	11	<p><u>Recommendation</u> Local criminal justice services (police, CPS, courts, probation, prisons) and health commissioners/providers should:</p> <p>Jointly review arrangements to identify, assess and support people with a mental illness as they progress through the CJS to achieve better mental health outcomes and agree plans for improvement.</p>	Nov-22	Nov-22 (HMICFRS report)	<p>March 2022 update:</p> <ul style="list-style-type: none"> Task owner attends London Criminal Justice System (CJS) Board and will discuss what our partners are doing. As a force we have arrangements in place and a SOP but we need to see what is being done by partners to assess whether further improvements can be made. 		Head of CJS Services	Amber - this is a new recommendation with actions to complete being assessed.	
Amber	14	<p><u>Recommendation</u> Ensure that all dedicated investigative staff receive training on vulnerability which includes inputs on responding to the needs of vulnerable suspects (as well as victims). This should be incorporated within detective training courses.</p>	Nov-22	Nov-22 (HMICFRS report)	<p>March 2022 update:</p> <ul style="list-style-type: none"> Currently all officers receive a generic 1 day input on vulnerability. For Investigative roles the force provides Temporary/Detective Constable (T/DC) with more bespoke training, the Investigations academy is to deliver training to Detective Sergeant/Detective Inspector (DS/DI). Learning and Organisation Development (LOD) will conduct a review of both of these offerings. 		Head of Learning & Development	Amber - this is a new recommendation with actions to complete being assessed.	

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Resources needed/costs involved	Force Task Owner	Position in March?	Direction of Travel
Amber	15	<u>Recommendation</u> Dip sample (outcome code) OC10 and OC12 cases to assess the standard and consistency of decision making and use this to determine any training or briefing requirements and the need for any ongoing overnight	Nov-22	Nov-22 (HMICFRS report)	March 2022 update: <ul style="list-style-type: none"> No dip sampling of outcome codes currently completed but after consultation this will now sit with AOJ. A process of how this will be implemented and resourced is being explored. 	Head of CJS Services is requesting resources to support dip sample review.	Head of CJS Services	Amber - this is a new recommendation with actions to complete being assessed.	
Amber	16	<u>Recommendation</u> Review the availability, prevalence, and sophistication of mental health flagging, to enhance this where possible, and to consider what meaningful and usable data can be produced from this.	Nov-22	Nov-22 (HMICFRS report)	Feb 2022: <ul style="list-style-type: none"> Force uses flags and raises Public Protection Notices (PPNs) where necessary. These are checked by the Public Protection Unit (PPU) for referrals. This data is then used by Performance Information Unit (PIU) to inform different working groups of the stats; The next stage is to assess gaps. Acting/DI of PPU has run a dip sample in February/March to assess this. This will be analysed and confirm what the next tasks are to complete the recommendation. 		Acting Head of PPU	Amber - this is a new recommendation with actions to complete being assessed.	

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Resources needed/costs involved	Force Task Owner	Position in March?	Direction of Travel
Amber	17	<u>Recommendation</u> Assure themselves that risks, and vulnerabilities are properly identified during risk assessment processes, particularly for voluntary attendees. They must ensure that risks are appropriately managed, including referrals to Healthcare Partners, Liaison and Diversion and the use of appropriate adults.	Nov-22	Nov-22 (HMICFRS report)	March 2022 update: <ul style="list-style-type: none"> The Force has a Voluntary Attendee (VA) SOP in place with a risk assessment; This has also identified the need to have one standard process in place. This is a work in progress, which has been raised with the Crime Standards Board, for which a business owner is being identified. 		Head of CJS and Custody	Amber - this is a new recommendation with actions to complete being assessed.	
WHITE (CLOSED)	18	<u>Recommendation</u> The police service should: Police leadership should review MG (manual of guidance) forms to include prompts or dedicated sections for suspect vulnerability to be included.	Nov-22	Nov-22 (HMICFRS report)	After consulting with HMICFRS it has been clarified that this recommendation has been assigned to the NPCC to look into as individual forces cannot change the Manual of Guidance (MG) forms. There is nothing further the force can do.		Head of CJS Services	Previously AMBER for February 2022 update March 2022 Now WHITE (CLOSED)	

Police Response To Violence Against Women And Girls - Final Inspection Report

A national report HMICFRS

Published 17th September 2021

This report makes 5 recommendations each of which include a number of sub-actions. 2 recommendations apply to the force [in part] at this time; 1 is complete and 1 is green pending HMICFRS sign-off.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Green - pending HMICFRS sign off	4	<u>Recommendation</u> All chief constables should immediately review and ensure that there are consistently high standards in their forces' responses to violence against women and girls and should be supported in doing so by national standards and data	Mar-22	Mar-22 (HMICFRS report)	<p>March 2022 Update:</p> <ul style="list-style-type: none"> Our response is in line with NPCC national framework, the Delivery plan is bespoke to the city but based upon the NPCC three pillars. Our performance in this area will be tracked through individual action plans for strand leads and will be Red Amber Green (RAG) rated. The performance will be submitted to the NPCC in two initial stages. March 22, all forces to submit a data return outlined in the framework. June 22, Key pillar 1 and 2 deadline returns. Key areas have been identified where we need to invest in ensuring that we maintain the high standards we already have in our response to Violence Against Women and Girls (VAWG). 	Det. Ch. Supt. Head of Professionalism and Trust	Green - with the VAWG action plan in place, training, an internal review of cases against officers/staff, along with a range of other priorities, the force assesses this recommendation as Green. It is an ongoing recommendation but all the processes and checks are in place for moving forward.	

Police Super-Complaint - A Duty To Protect: Police Use Of Protective Measures In Cases Involving Violence Against Women And Girls

A national report HMICFRS

Published 25th August 2021

There are 7 actions for the force, 1 is green pending HMICFRS sign-off and 3 are in progress.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Amber	2	<u>Recommendation</u> Chief constables should ensure data is gathered on the use of voluntary attendance to enable the identification of patterns of its use, particularly in relation to the types of cases, so that voluntary attendance is only used in those cases where it would be an appropriate case management tactic.	Nov-22	March-22 (HMICFRS report)	<p>March 2022 update</p> <p>The original due date was set by the Force not by HMICFRS. Since the original due date was issued, this action has now been linked to recommendation 17 from "A joint thematic inspection of the criminal justice journey for individuals with mental health needs and disorders." And it has been assessed that the Force should have given itself a longer timeline at the outset. The Force will have this in place by November 2022 which ties into the timeline with the above mentioned Recc 17 from the other inspection.</p> <ul style="list-style-type: none"> The Force has a Voluntary Attendee (VA) SOP in place with a risk assessment; This has also identified the need to have one standard process in place. This is a work in progress with the business lead and 	Superintendent Head of CJS Service	Amber- this has gone from Green to Amber due to a clear VA process not being in place. The Commander for Operations has asked the Head of CJS services to look into Voluntary Attendees.	

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Green - pending HMICFRS sign off	7	<u>Recommendation</u> Chief constables should review and if necessary refresh their policy on how the force processes notifications of NMOs [Non-molestation orders], so officers can easily identify if an NMO exists.	Mar-22	No dates set by HMICFRS	<ul style="list-style-type: none"> This is a wider issue for policing – The issues are caused by delays in courts placing orders on to Police National Computer (PNC) (not police) which is where officers gain access to the information. Court meeting was unable to offer an immediate solution. There are still delays caused by Covid and this is impacting all areas of the court system. The good working relationship with the court Independent Domestic Violence Advocate (IDVA) means that any Domestic Abuse (DA) results linked to the CoLP are reported to PPU. This would enable early notification of any NMO granted. Qualifiers have recently been reviewed by the Niche region, meaning additional qualifiers cannot not be added at this time. A solution is to add a flag to the person record. The PPU supervisors are aware of how to add these flags. They are searchable as part of a Niche search; they don't require Business Objects (BOBs). 	Head of PPU	Green - this is going to be submitted to HMICFRS as the force assesses it is doing all it can to meet this recommendation as per the evidence column.	

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Green - pending HMICFRS sign off	11	<p><u>Recommendation</u> Chief constables should, until Domestic Abuse Protection Notices (DAPOs) replace Domestic Violence Protection Notices (DVPNs) and Domestic Violence Protection Orders (DVPOs) in their force:</p> <p>A. Review, and if necessary refresh their policy on DVPNs and DVPOs, and in line with the overarching recommendation: Ensure that there is clear governance and communication to prioritise the effective use of DVPNs and DVPOs, when these are the most appropriate tools to use; Monitor their use to ensure they are being used effectively; and</p> <p>B. Ensure experience and lessons learned on using DVPN/DVPOs informs the use of DAPOs.</p>	Mar-22	Mar-22 (HMICFRS report)	<p>The following are complete:</p> <ul style="list-style-type: none"> • Use of DVPNs monitored as part of DA dip sampling in Crime Scrutiny Group to ensure it has been considered. • Forms part of PPU supervisor review of all DA cases prior to No Further Action (NFA). • Clear guidance included in SOP. • Monthly meeting with Crown Prosecution Service (CPS)/Metropolitan Police Service (MPS) and courts discuss issues arising from DVPNs, best practice, changes to process and lessons learned. <p>March 2022 Update:</p> <ul style="list-style-type: none"> • Training inputs are still outstanding, however, these now form part of the VAWG action plan. Deadline for training is May 22 although PPU DS is trying to schedule these earlier where time allows. • SOP has now been signed off and published. 	Head of PPU	Green - Pending HMICFRS sign off. The action owner assesses the Force meets the requirements of implementing this recommendation including having training scheduled for next month.	

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Amber	13	<p><u>Recommendation</u> Chief constables should assure themselves that:</p> <p>13A. their officers are fully supported in carrying out their duties to protect all vulnerable domestic abuse victims by:</p> <ol style="list-style-type: none"> ensuring their officers understand the suite of protective measures available (including new measures such as DAPOs); ensuring officers are aware of referral pathways to third-party support organisations which are available to protect vulnerable domestic abuse victims; and ensuring their officers have guidance and support on how to choose the most appropriate response for the situation; <p>13B. governance is in place to monitor the use of all protection orders and to evaluate their</p>	Aug-22	No dates set by HMICFRS	<p>Update on 13A - Bullet 1, 2 and 3</p> <ul style="list-style-type: none"> PPU has been trained as part of specialist training in relation to protective orders available. (All relevant VAWG cases would oversee/investigated by PPU). Supervisors include as part of supervisor review, appropriateness of relevant/available orders. Making progress with Domestic Abuse Matters training which will be delivered by this summer (May - August). L&OD working with their trainers as part of the 3 month mobilisation plan, meeting regularly to localise the product. Media and Force Engagement will commence shortly. Recommendation will be captured by the training outcomes and will be delivered to all offers and appropriate staff face to face on 1 day inputs. Referral pathways are clearly documented in SOPs and intranet and Vulnerable Victim Advocate is well publicised and has recently briefed all frontline staff outlining available support– this stretches across the partnership. <p>Update on 13B</p>	Head of PPU and Head of Learning & Development	Amber - this is ongoing and until all training has been completed the Force is retaining it as amber. Review date for August set once training delivered. It is felt that 13.b has now been met.	

		effectiveness, including by seeking the views of victims.			<ul style="list-style-type: none"> Dip sampling and Domestic Abuse surveys continue and results reports to appropriate governance meetings 			
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A Review Of 'Fraud: Time To Choose'

A national report HMICFRS

Published 5th August 2021

There are 3 new actions for the force, 2 complete and 1 in progress

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Amber	2	<u>Recommendation</u> By 31 March 2022, the National Police Chiefs' Council (NPCC)Coordinator for Economic Crime with the National Crime Agency (NCA), National Economic Crime Centre (NECC) and City of London Police should set up an effective national tasking and co-ordination process for fraud.	Sep-22	Mar-22 (HMICFRS report)	March 2022 Update <ul style="list-style-type: none"> An effective tasking of crimes from NFIB going to law enforcement is in place Tasking is supported through Lead Force Operations Room (LFOR) Escalation between policing and NECC/NCA is in place via bilateral tasking arrangements FOIM (Fraud Operation Intelligence Meeting) set up for monthly meeting to track cases requiring escalation and adoption Intelligence side of meetings successful, operationally no cases have been accepted 	Commander National Lead Force Operations	Amber - the HMICFRS Force liaison has agreed progress is being made on this recommendation but assesses there is still work required. He has offered advice to the business leads on this and they will continue to work forward. This recent	

				<p>or escalated from policing to NCA/NECC or partners.</p> <ul style="list-style-type: none"> • Progress still needs to be made in tasking cases that are not accepted by policing. • CoLP looking at using Agency Partnership Management Information System (APMIS) to task Priority 1/Priority 2 cases. • Working group set up to discuss and plan resolution and recommendations. • Improvements are still required in decision making at the FOIM; • Advice has been sought from the HMICFRS Force Liaison Officer on the next steps for this recommendation and whether enough has been done to close at this stage: <ul style="list-style-type: none"> ○ HMICFRS Force Liaison agrees the process is taking shape but assesses more work is required. The monitoring portal will be updated with the current briefing on this. He has offered suggestions extending the deadline by six (6) months to meet the challenges the team are facing. • Commander NLF ops and NECC Dep Director have met to discuss this and NECC has escalated the CoLP recommendation paper to the Threat lead for review. 		<p>update document will be uploaded to the monitoring portal to show progress. An extension of deadline will be needed to move by 6 months to September to meet the challenges the team are facing and the requirement of the HMICFRS Liaison Officer.</p>	
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A Joint Thematic Inspection Of The Police And Crown Prosecution Service's Response To Rape

A national joint thematic HMICFRS and HMCPSI

Published 16th July 2021.

There are 7 actions for the force: 1 is closed, 3 are complete, 2 are green pending HMICFRS sign-off, and 1 is in progress.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Amber	3	<p><u>Recommendation</u></p> <p>Police forces should collect data to record the different stages when, and reasons why, a victim may withdraw support for a case. The Home Office should review the available outcome codes so that the data gathered can help target necessary remedial action and improve victim care.</p>	Jun-22	Dec-21 (HMICFRS report)	<ul style="list-style-type: none"> Reasons why rape victims fail to support is recorded on Niche OEL and via outcome codes. Procedure for recording victims wishes on statement/other police records or Body Worn Video (BWV) where able is within the force SOP. Audits of outcome 16 [Domestic Abuse] have taken place and the CPS has agreed to look at outcome 15 [Domestic Abuse] with PPU. <p>March Update:</p> <ul style="list-style-type: none"> Outcome 14,15,16 templates are being reviewed against HMICFRS criteria. The templates will make it easier to record the reasons for withdrawal and ensure appropriate auditable records are obtained. PPU will mandate their use for all rape cases. The templates will allow for auditing and also PIU to develop bespoke reports. DCI CJS is working with DI Niche team to check if any existing templates within Niche can do what we need them to do. If not then request for updated templates will go to Niche regional team in May for sign off. 	Head of CJS Services and FCR	Amber – templates are ready to go to the Niche regional team for sign off in May.	

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Green - pending HMICFRS sign off	6	<u>Recommendation</u> The police and the CPS, in consultation with commissioned and non-commissioned services and advocates, and victims, should review the current process for communicating to victims the fact that a decision to take no further action [NFA] has been made. They should implement any changes needed so that these difficult messages are conveyed in a timely way that best suits the victims' needs.	Mar-22	Dec-21 (HMICFRS report)	<p>March Update:</p> <ul style="list-style-type: none"> As part of Operation Bluestone/Soteria¹ this is being looked at nationally under the transformation of rape investigations. Whilst this national work is continuing, CoLP has a clear Standard Operating Procedure (SOP) as to expectations for updating victims in relation to rape. CPS RASSO (Rape and Serious Sexual Offences) lead has responded to this with their usual practice when it comes to NFA in Rape cases. i.e They will work with the Officer In the Case/Sexual Offences Investigation Trained (OIC/SOIT) officers at CoLP to ensure NFA is conveyed to victim in the most appropriate way. This is documented in the Force SOP. Head of CJS and Custody assess that this can now be closed as Green. 	DCI Head of CJS and Custody	Green following communication with CJS about how to improve communication to victims where there is NFA and an updated SOP that documents how the force should communicate the action lead assesses this recommendation is met and is Green.	

¹ [Operation Soteria Bluestone | College of Policing](#)

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Green - pending HMICFRS sign off	7	<u>Recommendation</u> Police forces should ensure investigators understand that victims are entitled to have police decisions not to charge reviewed under the Victims' Right to Review (VRR) scheme and should periodically review levels of take-up.	Apr-22	Dec-21 (HMICFRS report)	<ul style="list-style-type: none"> This is communicated as part of final contact with victim. Force Rape SOP has been updated and published to ensure this is recorded on the Niche system. <p>Rape SOP outlines needs to inform victims of Victim Right to Review (VRR) at point of NFA and forms part of supervisor (DS and DI level) final supervisor review.</p> <p>March update:</p> <ul style="list-style-type: none"> New VRR template is now on Niche and details have been circulated to PPU. VRR checks will be included in the Rape/Sexual Offence Audit reports provided to the Crime Scrutiny Group by the FCIR. 	DCI Head of CJS and Custody	Green – SOP updated, Niche templates updated to include area for VRR recording. Audits will be done by crime registrars and fed back to the crime scrutiny group for compliance.	

The Hidden Victims - Report On Hestia's Super-Complaint On The Police Response To Victims Of Modern Slavery

A joint investigation report HMICFRS, College of Policing and IPOC

Published 26th May 2021

There are 3 actions for the force: 2 are complete and 1 in progress.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Amber	3	<p><u>Recommendation</u> To chief constables Assure themselves that their resources are being deployed to enable effective investigation of modern slavery offences (which may, for example, involve taking account of high levels of vulnerability and organised crime group involvement). They should assure themselves that their crime allocation processes direct investigations to the most appropriately skilled individuals and teams</p>	Oct-22	Oct-21 (HMICFRS report)	<p>Currently:</p> <ul style="list-style-type: none"> The Force has a SOP for ownership of reactive Modern Slavery, Human Trafficking (MSHT) investigations; The Force works with its partners and agencies to participate in operations to disrupt and take out county line activities; Force is part of the National Section 22 on Modern Slavery and Immigration Crime and currently due to re-sign a refreshed agreement which offers advice and expert knowledge, and the business lead would have access to seek advice and guidance for cases/situations; MSHT benchmark exercise undertaken to assess good practices and gaps and is fed back at a national level through the Serious Organised Crime (SOC) board, with results captured in an action plan centred on thematic themes. This will also be applied to OIC owing to links with MSHT; 	T/ DI ART manager	Amber - A new lead for MSHT has been appointed and a new deadline is needed to make sure all improvements are implemented before closing this recommendation. The new deadline has been proposed as October 2022	

				<ul style="list-style-type: none">• Resourcing issue has been addressed with two (2) deputy leads for MSHT to streamline case acceptance criteria and work to proceed with the action plan;• New MSHT lead recruited to replace current lead;• Update on recommendations sent to NPCC for their consideration. <p>Going forward:</p> <ul style="list-style-type: none">• MSHT to recruit volunteers including sector policing officers owing to their links and network with vulnerable groups.			
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Disproportionate Use Of Police Powers

A national report HMICFRS

Published 26th February 2021

There are 6 actions for the force: 5 are complete and 1 is green pending HMICFRS sign-off.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Green - pending HMICFRS sign off	1	<u>Recommendation</u> By July 2022, forces should ensure that officers and staff have effective communication skills, in line with the National Policing Guidelines on Conflict Management. This should be in addition to existing training on conflict management and de-escalation.	Jul-22	Jul-22 (HMICFRS report)	<ul style="list-style-type: none"> • Mentivity training commenced October 2021 for front line officers. • Virtual Continuous Professional Development(CPD) sessions focusing on stop and search were delivered to 85 officers and staff this year and a written bulletin sent force wide to compound this learning. • A Focus on CPD virtual training session providing an input on communication was well received and a written bulletin was published in December 2021 • 'Focus on' communication bulletin published Jan 2022 • Stop search training for frontline officers has been built into the training timetable and is scheduled for June and July 2022 • Current student officer cohort received improved Stop Search training including varied practical scenarios and were tasked to produce a best practice video for dissemination to the rest of the force via the Learning and Development video streams. • An additional video is being developed in collaboration with the British Transport Police (BTP) with a planned release within 4 weeks 	Head of Learning & Development	Green - it is assessed that the training plan in place meets the criteria for this recommendation.	

Police Super-Complaint: Police Data Sharing For Immigration Purposes

A Joint national report following an investigation by HMICFRS, College of Policing and the Independent Office for Police Conduct

Published 17th December 2020

There are 4 actions for the force, which are all complete pending outcome of NPCC challenge.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
White	1	<p>Recommendation</p> <p>As an interim measure, pending the outcome of recommendation 2, where officers only have concerns or doubts about a victim's immigration status, we recommend that they immediately stop sharing information on domestic abuse victims with Immigration Enforcement. Instead, police officers should link the victim to a third party that can provide advice and assistance, as set out in recommendation 4 (on the creation of safe reporting pathways).</p> <p>This applies where police officers have doubts about a victim's immigration status, not where they have evidence that an offence has been committed. The College of Policing will immediately develop guidance</p>	WHITE pending the outcome of the NPCC Lead challenge to HMICFRS	February 2021 for initial review	<ul style="list-style-type: none"> Following initial consideration of the report recommendation it has been determined that the force Domestic Abuse SOP needs to be revised to offer specific guidance. A deadline of July 2021 was set for the Domestic SOP to be revised, signed off and published, however there is an ongoing national challenge of the recommendations relating to this super complaint through NPCC lead. As such the force is not in a position to make further changes to policy until a national position agreed. The current force SOP already includes relevant guidance in relation to victims with no leave to remain. All cases are considered on an individual basis and there may be necessity to share information with immigration services in order to assist in safeguarding of victim. All cases where consent from victim is obtained are referred to specialist victim advocate who can assist with immigration 	DCI Crime and DI PPU	WHITE – Force response to the recommendations is on the gov.uk website and also CoLP website. This is still pending and waiting on the outcome of the NPCC Lead challenge to HMICFRS.	

	<p>for the police service to clarify this aspect of practice.</p> <p>Notes to recommendation 1</p> <p>This recommendation to stop information sharing only applies to victims of domestic abuse.</p> <ul style="list-style-type: none"> - The College of Policing guidance will also clarify the difference between insecure and uncertain status and immigration offending. - Any sharing of information should be done in compliance with Information Commissioner's Office (ICO) guidance. - 'Third party' could include a local or national specialist victim support organisation or another individual/organisation that can act as an intermediary and advocate on the victim's behalf in communications with Immigration Enforcement – as required. 			<p>issues as required and these are considered regularly as part of MARAC (Multi Agency Risk Assessment Conference) – with the overarching focus being on victim welfare.</p> <ul style="list-style-type: none"> • March Update: still waiting on response from NPCC as per their challenge to HMICFRS. The forces' response so far has been published on the CoLP website 			
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Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
White	4	<p>With reference to recommendation 1, and in consultation/collaboration with local or national specialist organisations, chief constables should take steps to ensure that all migrant victims and witnesses of crime are effectively supported through safe reporting pathways to the police and other statutory agencies. They should:</p> <ul style="list-style-type: none"> - ensure there is a proper policy and practice framework in place for officers to work within; - develop victim and witness support policies that reflect the characteristics of the safeguarding protocol set out in recommendation 3, and: - draw on all relevant national guidance with particular reference to the Code of Practice for Victims of Crime and data protection legislation; - are developed in partnership with and include pathways to the relevant specialist organisations for supporting victims and witnesses with insecure immigration status; - are clear about the circumstances in which 	WHITE pending the outcome of the NPCC Lead challenge to HMICFRS	<p>February 2021 for initial review [completed]</p> <p>July 2021 (self-defining policing date) for the review of relevant forces SOPs although compliance with this recommendation is dependent upon delivery of recommendation 3 by the Home Office and NPCC</p>	<ul style="list-style-type: none"> • Following initial review of the report recommendation it has been determined that completion of this action is, in part dependent upon the Home Office and NPCC to develop a safeguarding protocol [recommendation 3]. • Currently there is no timeline for deliver by the Home Office and NPCC and the force maintains a watching brief. • The NPCC Lead challenge [above] will also impact delivery]. <p>March Update:</p> <ul style="list-style-type: none"> • Still waiting on response from NPCC as per their challenge to HMICFRS. The forces' response so far has been published on the CoLP website 	DCI Crime and DI PPU	WHITE – Force response to the recommendations is on the gov.uk website and also CoLP website. This is still pending and waiting on the outcome of the NPCC Lead challenge to HMICFRS.	

	<p>information will be shared by police with immigration enforcement;</p> <ul style="list-style-type: none">- provide clarity about the purpose of sharing information at different points of the pathway; and- explicitly recognise the importance of telling victims, witnesses and supporting agencies whether information will be shared with Immigration Enforcement, and if so, when and in what circumstances.- promote understanding among police officers and staff to differentiate between responses to victims of modern slavery/human trafficking and victims of domestic abuse;- promote awareness within their forces of any existing pathways to specialist organisations for supporting victims with insecure immigration status;- ensure the policy and practice framework is adopted by all officers and staff who come into contact with victims of crime who have insecure immigration status; and- promote police engagement in regular outreach community work, as highlighted as good practice in this report						
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Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
White	5		WHITE pending the outcome of the NPCC Lead challenge to HMICFRS	<p>February 2021 for initial review [completed]</p> <p>July 2021 (self-defining policing date) for the review of relevant forces SOPs although compliance with this recommendation is dependent upon delivery of recommendation 3 by the Home Office and NPCC</p>	<ul style="list-style-type: none"> Following initial review of the report recommendation it has been determined that completion of this action is, in part dependent upon the Home Office and NPCC to develop a safeguarding protocol [recommendation 3]. Currently there is no timeline for deliver by the Home Office and NPCC and the force maintains a watching brief. The NPCC Lead challenge [above] will also impact delivery]. <p>March Update:</p> <ul style="list-style-type: none"> Still waiting on response from NPCC as per their challenge to HMICFRS. The forces' response so far has been published on the CoLP website 	DCI Crime and DI PPU	WHITE – Force response to the recommendations is on the gov.uk website and also CoLP website. This is still pending and waiting on the outcome of the NPCC Lead challenge to HMICFRS.	

Cyber: Keep The Light On

A national report by HMICFRS

Published October 2019

This report makes 5 recommendations which are all complete.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
White (CLOSED)	1	<p><u>Recommendation</u></p> <p>By 1 November 2020, the Home Office, the Cabinet Office, the National Police Chiefs' Council's lead for cyber-crime and Coordinator for Economic Crime, the Director General of the National Crime Agency, and interested parties should revise the current police structure for the response to cyber-dependent crime. In doing so they should consider:</p> <ul style="list-style-type: none"> the creation of a national police cyber-dependent crime network; the remit of any such network; how the network engages with other law enforcement agencies; and the tasking and co-ordinating responsibilities that will be required for the network to be effective. 	WHITE (CLOSED)	<p>Nov-20 (HMICFRS report)</p> <p>Now September 2021 (self-defining policing date) for update from the joint working group</p>	<ul style="list-style-type: none"> Bullets 1 through 4 are, in part, for the NPCC lead and were not for the force to progress until August 2020 when the Commissioner became the NPCC lead following the retirement of CC Goodman. The Home Office, CoLP and NPCC have agreed to establish a working group to consider options to implement the recommendation, this has now initially met but a large amount of work is yet to be done. This action is held at WHITE since the force is reliant on progress beyond its control but is attempting to influence. This recommendation is not on the HMICFRS monitoring portal as it involves a number of agencies and institutions and on the part of CoLP the NLF, therefore after consultation with our HMICFRS force liaison we will close this as it's something that is ongoing in the background and will continue., 	Det Ch. Supt. Programme Lead NPCC Cyber Crime Programme	WHITE - CLOSED - this is not on the HMICFRS portal and the Force is not being monitored on this as it involves a number of agencies. This will continue on under the watch of the NLF.	

The Poor Relation - The Police And CPS Response To Crimes Against Older People

A national report by HMICFRS

Published July 2019

This report makes 23 recommendations, 5 of which are for force: 4 are complete and 1 in progress.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Amber	10	<p><u>Cause of concern</u> Some victims may not be receiving support services, and some support services don't work as well as they could. This is because the police don't always refer victims when they should, support services don't have ready access to police information, and witness care arrangements are sometimes provided separately.</p> <p><u>Recommendation</u> Within six months, chief constables should work with police and crime commissioners and their mayoral equivalents, and other relevant organisations, to review whether victim support services can be provided in a better way</p>	Jun-22	Jan-20 (HMICFRS report)	<p>The City of London Police has a number of processes and services in place to assist vulnerable victims.</p> <ul style="list-style-type: none"> • The force has two Vulnerable Victim Advocates. • Victim Satisfaction Surveys are used to understand the needs of the public • A wider adoption of other communication channels for surveys, has led to improved engagement with harder to reach groups. • The Victim Code of Conduct is followed in all victim contact, including during crime assessment. • When a case is assigned to an officer, contact is made with the victim to discuss their needs, establishing where support may be needed or to give support advice for relevant agencies. • The force also has the Victim Care Unit (VCU) as part of the National Lead Force response to Fraud. • Cyber Griffin leads in Police victim care in the area of cyber criminality. It offers services designed to support individuals and organisations who have been victims of Cyber Crime. • The victim right of review - if there is a decision not to prosecute the suspect, the victim has a right to be told within 5 working days. • The VCU successfully bid and received funding for 100 hundred call blocker units. They are highly 	DCI Head of Major Crime	AMBER - This is progressing and awaits confirmation from business lead as to whether they assess that the recommendation has been met.	

					<p>effective at blocking nuisance/ scam calls and are proven to increase the wellbeing of individuals when installed.</p> <ul style="list-style-type: none">• AC Betts has commissioned an internal report to the Force Audit and Risk meeting to consider what further needs to be done to close this recommendation.			
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PEEL 2018/2019

A force report by HMICFRS

Published May 2019

This report makes 11 areas for improvement for the force: 10 are complete and 1 is green pending HMICFRS sign-off.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Green - pending HMICFRS sign off	2	<u>Area for Improvement</u> The force should implement a process to get feedback from vulnerable victims.	Apr-22	Dec-19 (HMICFRS report)	<ul style="list-style-type: none"> Previously delays to implementing this area for improvement have centred on the absence of resource [Vulnerable Victim Advocate (VVA)] within PPU to undertake the required surveys. <p>March Update:</p> <ul style="list-style-type: none"> The Domestic Abuse (DA) surveys have been completed and the results are currently being analysed. PPU has secured the funding for the VVA for next year and is looking at options to secure this funding for future years. <p>As of 17/03/22,</p> <ul style="list-style-type: none"> A scheme for victim surveys has started. A list of 10 occurrences have been dip sampled across different crime types (inc. stalking, harassment, low level sexual offences & hate crimes). VVAs will contact the victims 3 times over a number of weeks to ask them to complete the over the phone survey. This allows for safeguarding and victim care that an online survey would not offer. The VVAs have been asked to log the time they spend on these surveys so an assessment of impact can be done. 	DCI Head of Major Crime + DS PPU	Green - a process is now in place and the scheme for VVA's to contact victims has now started. This is Green pending HMICFRS sign off.	

Understanding The Difference: The Initial Police Response To Hate Crime

A national joint report by HMICFRS

Published July 2018

This report makes 15 recommendations. 8 are for the force: 7 are complete and 1 is green pending HMICFRS sign-off.

Status	No.	Recommendation &/or Area for Improvement	Due Date	Original Due Date	Comments	Force Task Owner	Position in March?	Direction of Travel
Green - pending HMICFRS sign off	8	<p><u>Recommendation</u></p> <p>Our inspection shows that some hate crime victims get a better service than others. This is because forces apply the national minimum standard of response to victims of hate crime inconsistently.</p> <ul style="list-style-type: none"> We recommend that, within six months, the NPCC lead for hate crime works with the College of Policing to review the operational guidance about the minimum standard of response to establish if it is still appropriate and relevant for forces We recommend that, following the review, any agreed minimum standard of response for forces should be monitored by 	March 22 - aligned to PEEL 2018/19 (Rec 2) as above	Dec-19 (HMICFRS report)	<p>Task [4]</p> <p>This action is linked to recommendation 2 “PEEL 2018/2019” – Both action deadlines now aligned.</p> <ul style="list-style-type: none"> Previously delays to implementing this area for improvement have centred on the absence of resource [Vulnerable Victim Advocate (VVA)] within PPU to undertake the required surveys. <p>March Update:</p> <ul style="list-style-type: none"> The Domestic Abuse (DA) surveys have been completed and the results are currently being analysed. PPU has secured the funding for the VVA for next year and is looking at options to secure this funding for future years. <p>As of 17/03/22</p> <ul style="list-style-type: none"> A scheme for victim surveys has started. A list of 10 occurrences have been dip sampled across different crime types (inc. stalking, harassment, low level sexual offences & hate crimes). VVAs will contact the victims 3 times over a number of weeks to ask them to complete the over the phone survey. This allows for 	Head of PPU and Performance Analysis Manager	Green - a process is now in place and the scheme for VVA's to contact victims has now started. This is Green pending HMICFRS sign off	

		force governance processes, including external scrutiny.			safeguarding and victim care that an online survey would not offer. The VVAs have been asked to log the time they spend on these surveys so an assessment of impact can be completed as it is time consuming.			
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