

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE
Tuesday, 29 November 2022

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee
held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday, 29
November 2022 at 10.00 am

Present

Members:

Nicholas Bensted-Smith
Alderman Professor Emma Edhem
Jason Groves
Michael Mitchell (External Member)

Officers:

Paul Betts	- Assistant Commissioner, City of London Police
Alix Newbold	- Interim Police Authority Director
Racheal Waldron	- Police Authority
Joseph Shadwell	- Police Authority
Ian Younger	- City of London Police
Carly Humphreys	- City of London Police
Sanjay Anderson	- City of London Police
Steven Kettle	- City of London Police
Claire Cresswell	- City of London Police
Hayley Williams	- City of London Police

1. APOLOGIES

Apologies were received from the Chair Caroline Addy, Deputy Chair Deborah Oliver, Deputy James Thomson and Tijs Broeke.

In the absence of the Chair and the Deputy Chair the Committee agreed that Alderman Emma Edhem take the chair for the remainder of the meeting.

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

There were declarations made.

3. MINUTES

The Committee considered the public minutes of the previous meeting of the Professional Standards and Integrity Committee held on 26th of September 2022.

RESOLVED- That the public minutes of the previous meeting of the Professional Standards and Integrity Committee held on 26th of September 2022 be approved as an accurate record.

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

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

A Member observed how vital this work was and commented that this activity demonstrated the Force's commitment to tackling these issues giving the correct message to women who might be interested in joining the City of London Police.

Following a Member's query it was explained that there were implementation plans for this activity with both a national and local focus with regular liaison meetings established to ensure integration between the two.

The Committee was informed that the options for internships within the City of London Police from the legal profession were being explored and progressed accordingly.

RESOLVED- That the report be noted.

6. **QUARTERLY EQUALITY AND INCLUSION UPDATE**

The Committee received a report of the Commissioner on the which provided the Quarterly Equality and Inclusion Update.

In response to a Member's question on the activity to improve the numbers of staff happy to disclose their details for the Diversity Workforce Data Officers provided the action taken on this matter and agreed to update the Committee at its next meeting.

RESOLVED- That the report be noted.

7. **ACTION FRAUD STATISTICS – QUARTER 2 –1ST JULY 2022 – 30TH SEPT 2022**

The Committee received a report of the Commissioner on the Action Fraud Statistics Quarter 2, 1st July to 30th September 2022.

RESOLVED- That the report be noted.

8. **REVIEW OF THE BARONESS CASEY MISCONDUCT IN THE METROPOLITAN POLICE SERVICE- INTERIM REVIEW OF RECOMMENDATIONS FOR THE CITY OF LONDON POLICE**

The Committee received a report of the Commissioner regarding the Review of the Baroness Casey Misconduct in the Metropolitan Police Service Interim review of recommendations for the City of London Police.

In response to a Member's query Officers provided a detailed breakdown numbers of misconduct cases explaining that, given the low numbers within the City of London Police, the percentage changes were, somewhat, misleading. It was added that numbers of reported cases demonstrated that staff were now more comfortable reporting misconduct. Responding to this Members suggested that actual numbers be provided alongside a percentages and noted the numbers of reported cases was evidence of an improved reporting culture but did not necessarily prove that there was an increase in instances of misconduct.

Following a Member's query Officers explained the mechanism for anonymous reporting.

Officers explained the next steps to be taken regarding this work with staff due to be hired specifically to coordinate the work going forward.

RESOLVED- That the report be noted.

9. **POLICE UPLIFT PROGRAMME- FOCUS ON DIVERSITY**

The Committee received a report of the Commissioner on the Police Uplift Programme Focus on Diversity.

Introducing the report Officers confirmed that the recent recruitment cohorts represented a more positive position regarding the diversity of staff hired but that work would continue to ensure progression on this important matter.

RESOLVED- That the report be noted.

10. **Q1 & Q2 STOP AND SEARCH AND USE OF FORCE UPDATE 2022-23**

The Committee received a report of the Commissioner which provided the Q1 and Q2 Stop and Search and Use of force update 2022-23.

Officers agreed, in response to a Member's query, to provide further details on the reasons for the decrease for Q1&2 compared to the previous year in Use of Force referenced in paragraph 24 of the report, to the next meeting of the Committee.

RESOLVED- That the report be noted.

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

There were no questions received in the public session.

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

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

13. **EXCLUSION OF THE PUBLIC**

RESOLVED- That under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on

the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

14. **NON-PUBLIC MINUTES**

The Committee considered the non-public minutes of the previous meeting of the Professional Standards and Integrity Committee held on 26th of September 2022.

RESOLVED- That the non-public minutes of the previous meeting of the Professional Standards and Integrity Committee held on 26th of September 2022 be approved as an accurate record.

15. **NON-PUBLIC REFERENCES**

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

RESOLVED - That the report be noted.

16. **COLP REVIEW OF HISTORIC SEXUAL MISCONDUCT CASES- OP HOOD**

The Committee received a report of the Commissioner on the City of London Police Review of historic sexual misconduct cases Op Hood.

RESOLVED- that the report be noted

17. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 2 –1ST JULY 2022 – 30TH SEPT 2022**

The Committee received a report of the Commissioner on the Professional Standards Statistics Quarter 2 1st July 2022 30th Sept 2022.

RESOLVED- That the report be noted

18. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

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

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

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

The meeting ended at 10.56 am

Chair

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