



## City of London Police Authority Board

**Date:** WEDNESDAY, 19 JULY 2023  
**Time:** 11.00 am  
**Venue:** COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

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

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

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<https://www.youtube.com/@CityofLondonCorporation/streams>

A recording of the public meeting will be available via the above link following the end of the public meeting for up to one civic year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material. Whilst we endeavour to livestream all of our public meetings, this is not always possible due to technical difficulties. In these instances, if possible, a recording will be uploaded following the end of the meeting.

**Ian Thomas CBE**  
**Town Clerk and Chief Executive**

# **AGENDA**

## **Part 1 - Public Agenda**

1. **APOLOGIES**

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

3. **MINUTES**

To agree the draft public minutes and non-public summary of the Police Authority Board meeting held on the 28th of June.

**For Decision**  
(Pages 5 - 10)

4. **OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

**For Information**  
(Pages 11 - 12)

5. **CHAIR'S PUBLIC UPDATE**

Report of the Chair.

**For Information**  
(Pages 13 - 14)

6. **COMMISSIONER'S UPDATE**

Report of the Commissioner.

**For Information**  
(Pages 15 - 18)

7. **CITY OF LONDON POLICE -POLICE UPLIFT PROGRAMME -CLOSURE REPORT**

Report of the Commissioner.

**For Information**  
(Pages 19 - 22)

8. **PUBLIC ORDER ACT REPORT 19 JULY 2023**

Report of the Remembrancer.

**For Information**  
(Pages 23 - 26)

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

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

Report of the Town Clerk Police Authority Director Programme Funding.

(Pages 27 - 30)

11. **EXCLUSION OF THE PUBLIC**

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

**For Decision**

**Part 2 - Non-Public Agenda**

12. **NON-PUBLIC MINUTES**

To agree the draft non-public minutes summary of the Police Authority Board meeting held on the 28th of June.

**For Decision**

(Pages 31 - 32)

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

The Chair to be heard.

**For Information**

(Verbal Report)

14. **COMMISSIONER'S UPDATES**

The Commissioner to be heard.

**For Information**

(Verbal Report)

15. **FCCRAS - DELEGATION TO EXTEND THE EXISTING CONTRACTS**

Report of the Commissioner.

**For Decision**

(Pages 33 - 38)

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

Report of the Bridge House Estates Managing Director.

**For Information**

(Pages 39 - 44)

17. **CITY OF LONDON POLICE HEALTH, SAFETY AND WELLBEING ANNUAL PERFORMANCE UPDATE 2022-23**  
Report of the Commissioner.

**For Information**  
(Pages 45 - 60)

18. **MIDDLESEX STREET, CAR PARK, MIDDLESEX STREET, E1 7AD**  
Report of the City Surveyor.

**For Information**  
(Pages 61 - 74)

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

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

## **CITY OF LONDON POLICE AUTHORITY BOARD** **Wednesday, 28 June 2023**

Minutes of the meeting of the City of London Police Authority Board held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Wednesday, 28 June 2023 at 11.00 am

### **Present**

#### **Members:**

James Thomson (Chair)  
Tijs Broeke (Deputy Chair)  
Alderman Timothy Hailes  
Deborah Oliver  
Nicholas Bensted-Smith  
Dawn Wright  
Michael Mitchell (External Member)  
Melissa Collett (External Member)

#### **Officers:**

Bob Roberts	- Deputy Town Clerk
Richard Holt	- Town Clerk's Department
Richard Riley	- Police Authority Director
Oliver Bolton	- Police Authority
Charles Smart	- Police Authority
Frank Marchione	- Comptroller and City Solicitor's Department

#### **City of London Police**

Angela McLaren	- Commissioner, City of London Police
Paul Betts	- Assistant Commissioner, City of London Police
Peter O'Doherty	- Assistant Commissioner, City of London Police
Alistair Cook	- Chief Finance Officer, City of London Police and Police Authority
Patrick Holdaway	- City of London Police
Chris Bell	- City of London Police
Alix Newbold	- City of London Police
Mark Paddon	- City of London Police
Steven Reynolds	- City of London Police
Hayley Williams	- City of London Police

### **1. APOLOGIES**

Apologies were received from Sir Craig Mackey, Munsur Ali, Deputy Graham Packham, Andrew Lentin and Helen Fentimen.

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

There were no declarations.

3. **MINUTES**

The Board considered the public minutes and non-public summary of the Police Authority Board meeting on the 24<sup>th</sup> of May 2023.

It was noted that the apologies from Nicholas Bensted-Smith needed to be added to the minutes of the previous meeting.

Further to the Chair's enquiry the Board was informed that the issue of Member oversight of the work on suicide prevention had been discussed by the Crime and Disorder Scrutiny Committee noting that there needed to be clarity on this. It was confirmed that an Officer was due to be hired specifically to work on suicide prevention and that a report on these policies, including Member oversight, would be presented to the Board in September.

**RESOLVED-** That the public minutes and non-public summary of the Police Authority Board meeting on the 24<sup>th</sup> of May 2023, subject to the corrections specified, were approved as an accurate record.

4. **OUTSTANDING REFERENCES**

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

Following a request from the Chair, Officers updated the Board on the Independent Advisory and Scrutiny Group noting that the Assistant Commissioner had recently attend a meeting of the Group which had provided constructive. In addition, it was noted that the Force would be discussing with the Home Office their engagement with Independent Advisory and Scrutiny Groups nationally and that the Youth Independent Advisory and Scrutiny Group was in its genesis.

**RESOLVED-** That the report be noted.

5. **COMMITTEE MINUTES**

**5a) Draft minutes of the Economic and Cyber Crime Committee**

The Board received the draft minutes of the Economic and Cyber Crime Committee held on the 11<sup>th</sup> of May.

**RESOLVED-** That the draft minutes be noted.

**5b) Draft minutes of the Resource, Risk and Estates Committee**

The Board received the draft minutes of the Resource, Risk and Estates Committee held on the 22<sup>nd</sup> of May 2023.

The Chair of the Resource, Risk and Estates Committee clarified that the review into procurement across the Corporation had not yet been formally requested by the Operational Property and Projects Sub-Committee.

**RESOLVED-** That the draft minutes be noted.

6. **CHAIR'S PUBLIC UPDATE**

The Board received the Chair's public update.

The Chair highlighted the passing out parade which he and other Members had attended requesting that the Force continue to communicate these opportunities to Members.

**RESOLVED-** That the report be noted.

7. **COMMISSIONER'S UPDATE**

The Board received the Commissioner's public update.

Replying to a query from the Deputy Chair Officers provided an update on the special constabulary restructure including noting that the post implementation review would be completed after the summer. The Chair requested that a report on the post implementation review of the special constabulary be provided to a future meeting of the Board to assess the impact of the reorganisation. Following a query from a Member of the Board it was confirmed that the specialist skills in cyber were specifically sought when considering the requirement of special constables.

The Deputy Chair noted that at a recent City Wide residents meeting the issue of policing the behaviour cyclist had been raised by the residents and requested further information on these matters. In response officers confirmed that a new neighbourhood engagement plan had been developed and that specific officers would be policing anti-social behaviour, including those by cyclists, with an associated communications plan. The Deputy Chair stated that Corporation communications should also be used to amplify these messages. Further to this the Board requested that Officers explore options for widening the scope of ward cluster meetings including colleagues from across the Corporation as appropriate.

The Board discussed the report by His Majesty's Inspectorate of Constabulary and Fire & Rescue Services State of Policing (HMICFRS) with the Chair informing the Board of the concerns raised by the Association of Police and Crime Commissioner that some comments by the HMICFRS were outside of their purview. Regarding the areas for improvement and recommendations from the City of London Police Inspection on Counter Corruption and Vetting the reasoning for these issues was explained including the backlog in vetting and the actions of the gold group established confirming that since the Inspectors came into Force last October, there was now no longer a backlog with better staffing provision and future planning key to mitigating these issues going forward. In addition, it was confirmed that Officers would continue to inform Members of this work through the Professional Standards and Integrity Committee and the Police Authority Board.

**RESOLVED-** That the report be noted.

8. **CITY OF LONDON POLICE ANNUAL REPORT 2022-23**

The Board considered a report of the Commissioner on the City of London Police Annual Report 2022-23.

Replying to a Member's query Officers outlined how the publication of the annual report would be communicated confirming that the Force would be working with colleagues in the Corporation to maximise the impact of this communication.

A Member noted that the Force had gone through a lot of change over the year but still delivered on its mission and commended the City of London Police for this achievement.

The Chair requested that acronyms are not used or that abbreviations are clarified in the report.

**RESOLVED-** That the City of London Police Annual Report 2022-23 be approved for submission to the Court of Common Council

9. **CITY OF LONDON POLICE FINAL REVENUE & CAPITAL OUTTURN 2022/23**

The Board considered a report of the Commissioner on the City of London final revenue and capital outturn for 2022/23.

The Chair of the Resource, Risk and Estates Committee highlighted that the Committee had noted the continued concerns regarding the skills in change management, procurement compliance and the variances in overtime budgeting.

Replying to a Member's query it was confirmed that long term sickness absence was increasing and the Force is monitoring this. It also was noted that Covid is now included in normal sickness reporting.

It was noted that there would be further discussion on use of reserves as part of the Medium Term Financial Plan discussions in the autumn.

**RESOLVED:** - That –

- I. The revenue and capital outturn for 2022-23 for CoLP and revenue outturn for the Police Authority Board Team as set out in the report be noted; and
- II. That the use of £2m of the Force's £7.1m 2022-23 revenue underspend to finance capital expenditure, thereby reducing the future MTFP borrowing risk be approved; and
- III. That the transfer of the remainder of the 2022-23 underspend (£5.1m) to increment the general reserve to the target level of 5% of gross budget be approved; and
- IV. That a drawdown of £351,000 from the general reserve in 2023-24 to mitigate timing differences in expenditure committed from the 2022-23 budget be approved; and
- V. That a transfer of £0.45m, in relation the 2022-23 Police Authority Board underspend, to an earmarked reserve to mitigate the risk of cost arising from future gross misconduct hearing be approved.

10. **NATIONAL BUSINESS CRIME PORTFOLIO- NATIONAL BUSINESS CRIME CENTRE UPDATE**

The Board received a report of the Commissioner on the National Business Crime Portfolio National Business Crime Centre update.



The Chair noted that the report had been produced to ensure that the Board were fully informed of this important portfolio of work. Officers outlined the work of the National Business Crime Centre to the Board.

The Chair requested that this work was effectively promoted across both the Force and Corporation.

**RESOLVED-** That the report be noted.

**11. THE CITY OF LONDON POLICE PENSION BOARD - REVIEW OF ACTIVITIES FOR THE PERIOD 1 APRIL 2022 TO 31 MARCH 2023**

The Board received a report of the Chamberlain on the City of London Police Pensions.

**RESOLVED-** That the report be noted.

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

There were no questions.

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

There were no items of urgent business.

**14. EXCLUSION OF THE PUBLIC**

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

<b>Item No.</b>	<b>Paragraph(s) in Schedule 12A</b>
15-22	3

**15. NON-PUBLIC MINUTES**

The Board considered the non-public minutes of the Police Authority Board meeting on the 24<sup>th</sup> of May 2023.

**RESOLVED-** That the non-public minutes of the Police Authority Board meeting on the 24<sup>th</sup> of May 2023 were approved as an accurate record.

**16. NON-PUBLIC COMMITTEE MINUTES**

**16a) DRAFT NON-PUBLIC MINUTES OF THE ECONOMIC AND CYBER CRIME COMMITTEE**

The Board received the draft non-public minutes of the Economic and Cyber Crime Committee held on the 11<sup>th</sup> of May.

**RESOLVED-** That the draft minutes be noted.

**16b) DRAFT NON-PUBLIC MINUTES OF THE RESOURCE, RISK AND ESTATES COMMITTEE**

The Board received the draft non-public minutes of the Resource, Risk and Estates Committee held on the 22<sup>nd</sup> of May 2023.

**RESOLVED-** That the draft minutes be noted.

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

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

19. **COMMISSIONER'S UPDATES**

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

**RESOLVED-** That the update be noted.

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

There were no questions.

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

There were no items of urgent business.

22. **CONFIDENTIAL MINUTES**

The Board considered the confidential minutes of the Police Authority Board meeting on the 24<sup>th</sup> of May 2023.

**RESOLVED-** That the confidential minutes of the Police Authority Board meeting on the 24<sup>th</sup> of May 2023 were approved as an accurate record.

**The meeting ended at 11:48**

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Chair

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

## City of London Police Authority Board – Public Outstanding References

2/2023/P	Item 4 Outstanding References	The Chair of PAB asked for clarity on the process to be followed for reviewing whether an extension of CCTV on the Barbican residential estate was appropriate.	Director of the Police Authority	<b>Completion date:</b> September 2023 <b>In progress:</b> an assessment of crime levels on the Barbican Estate has been commissioned.
4/2023/P	Item 16 Protect Duty (Martyn's Law) Update	It was confirmed that a once full details of the Force and Corporation's responsibilities under Protect Duty were confirmed a detailed plan would be provided on how best to resource and delivery these responsibilities.	Commissioner/ Director of Police Authority	<b>In Progress-</b> At 24 <sup>th</sup> May PAB the PA Director assured the Board that preparatory work is in progress and an update will follow later in the year. On Tuesday 2 May 2023, the Government published the <a href="#">draft Terrorism (Protection of Premises) Bill</a> , also known as Martyn's Law, for pre-legislative scrutiny by the Home Affairs Select Committee.
6/2023/P	Item 10 Independent Advisory Scrutiny Group- Review of Arrangements	Chair of PAB asked to have an update back later in the year ( November/December) to see what has worked and what has not worked, with the new arrangements with IASG and Professionalism and Trust	Commissioner	<b>Completion date:</b> November/ December 2023 <b>In Progress-</b> the new arrangements are embedding, and an update will be brought back as requested to also include an update on the Youth IASG. Assistant Commissioner Betts gave verbal update on progress at the June PAB.
7/2023/P	Item 10 Vision Zero Plan 2023 – 2028	Following the Board's discussion on the importance of education on traffic regulation the Chair requested that Officers complete	Police Authority/ Comptroller	<b>In progress –</b> Relevant teams in Operations directorate are undertaking review, and engaging

		the review of relevant byelaws and how they were enforced in practice.	and City Solicitor	Members through Vision Zero updates
8/2023/P	Item 7 Commissioner's Update	The Chair requested that once the Force had conducted any post implementation review of the special constabulary in the autumn, an update be provided to a future meeting of the Board to assess the impact of the reorganisation.	Commissioner	<b>In Progress-</b> This will be submitted once any PIR has been completed.

<b>Committee(s):</b> Police Authority Board	<b>Dated:</b> July 2023
<b>Subject:</b> Chair's Update	<b>Public</b>
<b>Report of:</b> James Thomson	<b>For Information</b>

## Policing Protocol

A new version of the Policing Protocol came into force on 3 July. It is issued by the Home Office in accordance with the requirements of section 79 of the Police Reform and Social Responsibility Act 2011. It reflects the results of a Home Office consultation exercise on Police and Crime Commissioners (PCCs) and developments in policing since the previous Protocol was published in 2011. The new version is available at: [The Policing Protocol Order 2023 \(legislation.gov.uk\)](https://www.legislation.gov.uk)

The Protocol is intended to support effective, constructive working relationships in the policing sector. It sets out how the Home Secretary, PCCs (including Mayors who exercise PCC functions and the London Mayor's Office for Policing and Crime), Chief Constables and Police and Crime Panels should, in the Home Secretary's view, exercise functions in relation to each other.

The revised Protocol contains small changes designed to bring more clarity about financial delegations to chief constables. The more substantive textual changes are in the section about the Home Secretary's responsibilities (paragraphs 27 – 31).

The Protocol states explicitly that it does not legally bind the Commissioner of the City of London Police or the Common Council of the City of London, but both are encouraged to abide by the working principles of it. I am content that the City of London Police Authority *is* working to the principles set out in the Protocol.

## Economic and Cyber Crime

Members received a briefing on Economic and Cyber Crime on 28<sup>th</sup> June – covering the City Police's policing lead responsibilities around these crime types, as well as the wider partners that the force works with to deliver its responsibilities. The importance of having a 'whole system response' to economic and cyber crime came through strongly, including an approach which harnesses the capabilities of law enforcement and the private sector.

The Prime Minister's Anti-Fraud Champion, Anthony Browne MP, visited the City on 5 July. He visited the Action Fraud and National Fraud Intelligence Bureau teams, discussed the current operating model of both, and was given a presentation on progress of the Fraud and Cyber Crime Reporting and Analysis System (FCCRAS) programme.

We are developing a narrative around the role of the City of London Police – in particular around its national lead roles and responsibilities that can be used with key external stakeholders.

## **Passing Out Parade – 24 June**

I was very pleased, and proud, to attend the latest Passing Out Parade for 20 City student officers at the Guildhall on 24 June. I hope that they, and their families and friends, enjoyed and will remember the occasion. It marks an important milestone in the careers of all police officers. The next Parade will take place on 30 September. It would be really positive to see more Members attend to provide added recognition of the achievements of the students, and to encourage them in their future careers.

## **External members - recruitment**

Work is underway to identify suitable candidates for the appointment to the three vacant external member positions on the Professional Standards and Integrity Committee (2) and Economic and Cyber Crime Committee (1). These positions are to allow these Committees to have a variety of independent perspectives and knowledge. Once the details for these positions have been finalised a link to the role advertisement will be shared with Board and Committee Members in order that these details can be easily forward to any interested individuals. It is anticipated that these external member advert details will be finalised by the end of the month.

## **Professional Standards and Integrity Committee – complaints training**

A training session on police complaints handling, including how reviews should be conducted, took place on 30 June. A recording of the session is available – a link for which has been distributed by the Police Authority Team lead. Can I encourage members of the Professional Standards Committee who have yet to watch the recording to do so, to enable us to arrange complaints review panels efficiently. This is an important aspect of our statutory duties as an Authority.

<b>Committee(s):</b> Police Authority Board	<b>Dated:</b> 19 July 2023
<b>Subject:</b> Commissioner's Update	<b>Public</b>
<b>Which outcomes in the <i>City Corporation's Corporate Plan</i> does this proposal aim to impact directly?</b>	1- People are safe and feel safe
<b>Does this proposal require extra revenue and/or capital spending?</b>	N/A
<b>If so, how much?</b>	N/A
<b>What is the source of Funding?</b>	N/A
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	N/A
<b>Report of:</b> Commissioner of Police Pol 69-23	<b>For Information</b>
<b>Report author:</b> Angela McLaren, Commissioner	

## Summary

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

The *public* updates for Operations and Security and National Lead Force for Economic and Cyber Crime are attached.

## Recommendation(s)

Members are asked to note the report.

**Response Policing Week**

The City of London Police joined with other forces up and down the Country to celebrate the hard work, dedication and bravery of our officers who respond to calls from the public and confront crime day and night. Activities included;

- Breakfast for response officers
- Coffee morning for serving and retired officers to re-connect and network
- Free exercise classes and temporary membership of Fitness First Gym
- Senior Leaders join response teams for a shift
- Award for response officer of the Year

PC Edward Smith from ‘A’ Group Response Team was given the response officer of the year award by Chief Superintendent Atkin on 26 June 2023 for his exemplary behaviour and outstanding performance, following a competitive process within the Local Policing Directorate.

**Operation Niven**

The Proactive Acquisitive Crime Team and Specialist Operations have been working together to tackle Phone Snatches in the City. After peaking in early May 2023 this crime type has reduced compared to the same time last year. This is a result of targeting the offenders and disrupting the supply chains through a series of investigations and executing warrants.

**Cycle Team**

Our new Cycle Team was launched on Monday 26 June 2023, which will be a trial for the next 3 months. The team will provide additional officer visibility and target a range crime trends and those that commit traffic offences on cycles / e-scooters & associated anti-social behaviour. Week one has been successful with 106 hours of deployments focused on cycling based offences and phone snatch patrols. The team are using a phased approach to enforcement with engagement being the first stage, there were over 390 engagements with cyclists across the City last week with a total of 87 receiving an official cycle warning and 8 Fixed Penalty Notices issued. The team also attended a number of proactive calls for potential phone thieves in and around the West area of the City.

**Anti-Social Behaviour (ASB) Week**

Commencing on the 3 July 2023 the Partnership & Prevention Team ran a series of activities with Partners and our colleagues from the British Transport Police (BTP) targeting ASB. Across the week the team conducted joint patrols in hot spot areas and ran a plain clothed drugs operation.

**Specialist Operations**

On the 26 November 2022 an unprovoked attack in the City on a member of public caused GBH injuries. The suspect was identified by our Criminal Investigations Department whilst conducting CCTV enquiries into the incident. An excellent investigation secured a conviction for GBH on the 12 June 2023 with the suspect sentenced to 48 Months imprisonment.



**National lead Force Operations**

Op Uranium, courier fraud - One defendant appeared at Inner London Crown for sentencing after a guilty plea for Money Laundering offences. He received 18 months suspended for 2 years with 200 hours unpaid work.

Op Tutor, invoicing fraud – The defendant was found guilty following trial of Conspiracy to Defraud and four counts of Fraud. They were remanded into custody and will be sentenced on 7 July 2023. Compensation and confiscation applications are being made.

On the 29 June 2023 all of the units working under the National Lead Force held a directorate wide “Economic Crime and Cyber Day”. The theme of the day was to bring all the teams together to create a sense of belonging, so that people feel part of a wider interconnected team. This involved multiple inputs and group work activities. This will become a regular annual or bi-annual event.

**Police Intellectual property Crime Unit (PIPCU)**

Op Talos – Very large Internet Protocol Television (IPTV) illegal TV streaming and money laundering – Final restraint figure now confirmed at £1.6m, this is the biggest restraint in PIPCU’s 10 year history.

PIPCU hosted delegates from the International Anti-Counterfeiting Coalition (IACC) who are based in Washington, and Senior Officers from Homeland Security Investigations. The visit was designed to finalise plans for an international conference to be held in London between the 5 and 7 December 2023. The Conference will be for 350 delegates from around the world and jointly hosted by IACC, US Homeland Security Investigations (HSI) and CoLP (PIPCU). Formal plans are now being drafted.

**National Fraud Intelligence Bureau (NFIB)**

There has been positive media coverage of the joint NFIB / National Cyber Security Centre (NCSC) Suspicious Email Reporting Service (SERS). Since April 2020, the service has received 21 million reports and led to the removal of more than 235,000 malicious websites, 54,000 text message scams, and 7,726 suspicious texts, providing a huge victim service impact.

**Action Fraud**

On the 24 June 2023, the Action Fraud system suffered an outage impacting users. The service was swiftly restored on 25 June 2023. The Service Provider’s team is continuing to identify the cause of the outage which they believe was linked to a subcontractor error.

**National Police Chiefs Council (NPCC) Cyber Portfolio**

NPCC Cybercrime Governance Board presented all projects to the Regional senior managers around the UK. On 20 and 21 June, a two day workshopping meeting was held to help introduce the new Operating Model, Business Continuity Plans, Paid for membership models and standardisation of Advisory Groups.

**Economic and Cyber Crime Academy (ECCA)**

Following a Training Needs Analysis with Mauritius Law Enforcement in January, ECCA are now ready to move forward and book courses. Delivery of courses is aimed to be within the following 6 months.

**Campaigns**

June saw the conclusion of the 6 month NLF romance fraud campaign, in partnership with CRIMESTOPPERS. Designed to deliver Protect messaging to a variety of communities and organisations. Messaging was sent to 74 individual agencies including Neighbourhood Watch, adult safeguarding services and safer community partnerships. The campaign received 6.7 million impressions and received media interest from various sources as well as communications promoted by the Online Dating Association (ODA).

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<b>Committee(s):</b> Police Authority Board	<b>Dated:</b> 19 July 2023
<b>Subject:</b> City of London Police -Police Uplift Programme -Closure Report	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1- People are safe and feel safe
<b>Does this proposal require extra revenue and/or capital spending?</b>	<b>N/A</b>
<b>If so, how much?</b>	<b>N/A</b>
<b>What is the source of Funding?</b>	<b>N/A</b>
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	<b>N/A</b>
<b>Report of:</b> Commissioner of Police Pol 70-23	<b>For Information</b>
<b>Report author:</b> Ruth Johnson – Head of HR (PUP)	

## Summary

A manifesto commitment of the current government was a pledge to recruit an additional 20,000 police officers in England and Wales by 31 March 2023. As such, the Police Uplift Programme (PUP) was established in July 2019, bringing together the Home Office, National Police Chiefs' Council and the College of Policing to support forces in delivering the additional officers.

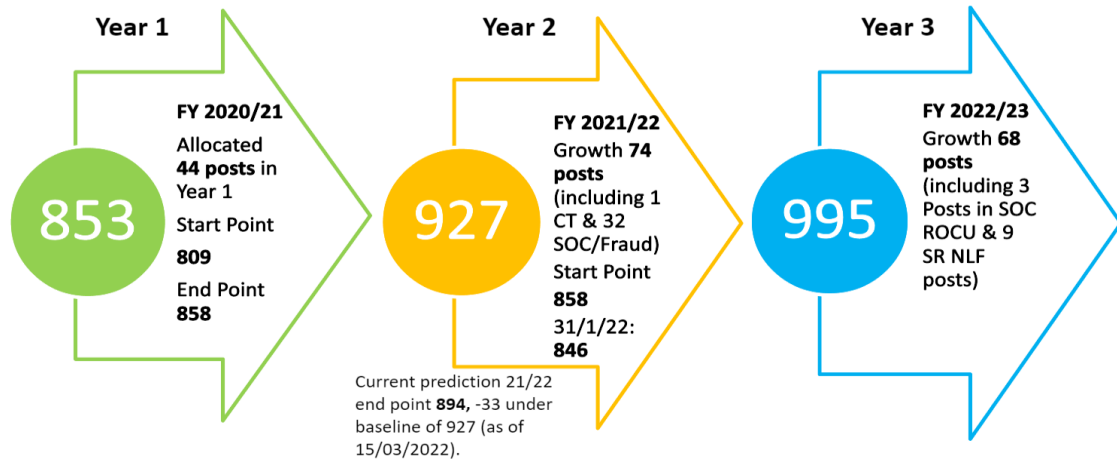
This paper details a summary of the PUP, performance and learning.

## Main Report

### Background

1. At the start of January 2022, the force had reached 55% of our Year 2 uplift target presenting significant risk of not achieving the uplift at the end of Year 3. As such a dedicated uplift team was assembled from across the Force to deliver the target headcount for end of Year 3 of 986 but with predicted attrition CoLP had to recruit an additional 327 officers. The Workforce Plan in numbers is depicted below:

Depicted headcount target is 995, whereas in fact it was 986.



## Current Position

2. From 1<sup>st</sup> April 2022 to 31<sup>st</sup> March 2023 City Police has recruited 135 new police officers and 70 transferees into the Force. 25% (34) of those joiners were female and 14% (19) were from ethnic minority backgrounds. The force headcount on 31<sup>st</sup> March 2023 was 1007 Police Officers, 21 over our established headcount of 986, which was agreed and funded by the Home Office. Significant work was undertaken to achieve this milestone with the CoLP recognised by the National Police Uplift Team for the outstanding work delivered to achieve our results. We have worked hard in communities to attract Police Officers to the City and this effort will continue in 2023/4 as we continue to recruit to maintain our Police Officer numbers in Force.
3. Looking ahead to this year, we are actively seeking to bridge the gap between our strength and establishment within our Police Staff model which was impacted last year as the recruitment focus was on our Police Officer numbers. We have also planned to bring in 12 transferring Special Constables over the coming year.
4. Increasing diversity and gender parity has been at the forefront during the Uplift, albeit, the Force had the dichotomy of increasing the forces headcount rapidly at the end of Year 2 and into Year 3 of the uplift, whilst focussing on increasing gender and diversity. As the year has progressed the Force continued with a variety of outreach and positive action tactical options, including utilising the provision of equal merit for student constables, which saw the most diverse and gender representative cohorts towards the end of the financial year. Updates on the diversity of workforce is reported quarterly to your Resource Risk and

Estates Committee and Professional Standards and Integrity Committee where it will continue to be monitored.

5. As CoLP hit its Year 3 target headcount, some of the outreach work has begun to reduce, however, there continues to be a cadre of volunteers that can be utilised when the Force continues to recruit both officers and staff. Moreover, the outreach team has established a number of great working relationships with job centres, recruitment platforms, Indeed<sup>1</sup> and universities and colleges that will be maintained to ensure support is available to CoLP as we recruit throughout 2023-2024.

### **Other Headline Achievements:**

**Targeted Campaigns using real officers:** We had targeted campaigns, outreach and positive action initiatives, which have built up the capacity of the recruitment teams. We have hosted webinars and open days aswell as having an internal buddy scheme to support those from underrepresented groups through the process. We engaged the services of an external agency to support our attraction campaign which along with the work of our own internal communications team went onto to win a national award.

**Increased Representation:** We invested in understanding how under-represented people can be encouraged to see policing as a career, addressing barriers and changing perceptions through proactive outreach. We are more diverse than ever before, but there is much more to be done to be an inclusive organisation that is representative of the people it serves.

**Fairer Recruitment:** We adapted to the National standardised approach to police recruitment, assessing to the same criteria and collecting the same data, making it fairer and consistent across a range of recruitment streams, including officers and detectives. Over the 3 years of Uplift, time to hire has been reduced by 30%, achieved by conducting multiple recruitment checks on the same day, streamlining the process for candidates and the recruitment team. We are continuing to make improvements on this and have introduced in force interviews for our student officer cohorts from this year onwards, to ensure we select the very best candidates. We have invested in an improved ATS<sup>2</sup> recruitment system which will improve the recruitment experience for the candidates but also allow us to gather much more data to assist in delivery continuous improvements across the recruitment and onboarding process.

**Improved Retention:** By understanding why officers leave and how we can help them to stay. Insights from exit interviews across the Force, plus the launch of the 'Friendly Ear Scheme' and data science research has helped us to understand how we can improve officer's experiences throughout their working life, from student to retirement. We are introducing the National Leavers Framework and have dedicated resources at Ch/Supt ranks providing the governance to deliver initiatives around improving retention.

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<sup>1</sup> [www.indeed.co.uk](https://www.indeed.co.uk)

<sup>2</sup> Applications Tracking System

**Workforce Data:** We know more about our officers and staff than ever before. This helps us to make decisions and plan effectively on a local level. We have done work studying our leavers profile, plan our ratio of new student's vs experienced officers for the next 3 financial years, but also monitor more closely the uplift of Police Staff to bolster the headcount which depleted last year due to the focus on the officer uplift. This work has enabled the Force to publish a workforce plan that looks forward to 2026. The plan, budgeted with finance has addressed the previously identified risk of HR and Finance not working closely enough together which was a contributing factor to issues realised within year 2.

**Improved new officer experience:** by listening to new starters, through the friendly ear scheme and survey data, we have improved their experiences and those of tutor constables, meaning officers are more likely to stay. This work is in its infancy as we recognise that we are currently at 15.4% attrition for officers under 2 years of service, against a national attrition average of 10%. Reducing this number is a priority at biweekly PUP meetings aswell as feeding into the retention work as mentioned above.

**Saved Money:** increased efficiency in police officer recruitment and saved the Force money by improving processes (such as assessment and fitness) and sharing learning so policing can work smarter. The Force also secured overshoot recruitment funding of £400k for FY 2022-2023 and plan to recruit and maintain 10 over headcount for FY 2023-2024 at the Home Office assessment points on 30<sup>th</sup> September 2023 and 31<sup>st</sup> March 2024. This will secure an additional £450k Home Office funding to reinvest in the Force.

## **Conclusion**

6. There is little doubt that the force faced a huge challenge going into year 3 of the uplift programme. The intervention of the National team in January 2022 assisted the force in identifying the issues and a dedicated uplift team was assembled to provide the resources and governance to ensure uplift was delivered. CoLP achieved its Uplift ambitions and now has a clear workforce plan to deliver against across the next 3 years. We are awaiting the findings of the full internal PUP debrief exercise and will implement all the recommendations once published.

### **Contact:**

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<b>Committee:</b>	<b>Date:</b>
Police Authority Board	19 July 2023
<b>Subject:</b> Public Order Act	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1, 6, 12
<b>Does this proposal require extra revenue and/or capital spending?</b>	No
<b>Report of:</b> Remembrancer <b>Report author:</b> Kiki Hausdorff, Assistant Parliamentary Affairs Counsel	<b>For Information</b>

## Summary

This report follows a Remembrancer's report to the Police Authority Board in July 2022. The Public Order Act received Royal Assent in May 2023; some provisions came into force by in May and July 2023, and others will come into force by commencement regulations which have not yet been drafted. The Act strengthens police powers to address protests by establishing new offences of locking on and going equipped to lock on, obstructing major transport works, and interfering with 'key national infrastructure'. It introduces new powers for police to stop and search individuals, both on suspicion and without suspicion, for articles related to protest offences, and to seize articles found. The Act also establishes a new Serious Disruption Prevention Order, aimed at disrupting the protest activities of repeat offenders. In the later stages of the Bill's progression through Parliament, further provisions were added to protect journalists who observe protests, and to establish a new offence of "interference with access to or provision of abortion services."

## Recommendation

Members are asked to note the contents of this report.

## Main Report

### Parliamentary proceedings

1. The Public Order Act was introduced in the House of Commons in May 2022 and received Royal Assent in May 2023. It underwent a lengthy process of parliamentary "ping pong" between the House of Commons and the House of Lords, following attempts by peers to place additional duties on police officers who exercise powers under the Bill to stop and search without suspicion. MPs repeatedly rejected House of Lords amendments, while peers argued that the Government was "missing an opportunity" to respond to the findings in the

Baroness Casey Review of institutional racism, misogyny, and homophobia in the Metropolitan Police.

2. The Act follows the Police, Crime Sentencing and Courts Act 2022, which encountered controversy directed at its public order provisions to enhance police powers to restrict public processions and assemblies. It was the subject of reports to this Board on 23 September 2021 during its passage and on 25 May 2022 after receiving Royal Assent.
3. Many provisions of the Public Order Act 2023 were originally tabled by the Government as amendments to the 2022 Act and rejected in the Lords. Opposition members called the 2023 Act “a rehash” of the protest provisions which did not make it into the 2022 Act. Shadow Ministers criticised that MPs were being made to consider “a new raft of proposals” before the public order provisions of the 2022 Act had come into force. Passing further measures before the effects of the 2022 Act were known was “illogical”, said the opposition, with “no evidence base that further measures are needed.”

### **Aims of the Act**

4. The purpose of the Act, in the words of the explanatory note issued with it, is to “strengthen police powers to tackle dangerous and highly disruptive tactics employed by a minority of protesters.” The Government have argued that the police need additional powers to address changes in protesters’ tactics in recent years. The Act was “not about clamping down on free speech,” said the Home Secretary, but about “protecting the public from serious disruption.” New stop and search powers under the Act aim to “prevent the disruption from happening in the first place.” Home Office Minister at the time Kit Malthouse told MPs that “those who call themselves protesters, but are in many cases trying to effect a mass blackmail on the British public, must face the consequences.”

### **Commencement**

5. Several key provisions of the Act relating to the policing of protests were brought into effect on 3 May 2023, in time for the King’s Coronation. These included the definition of serious disruption under the Act, the offences of locking on and going equipped to lock on, and the offence of interference with key national infrastructure. The exercise of some of these powers during the Coronation weekend was met with controversy, and the Metropolitan Police has expressed “regret” at arrests that it made.
6. Further provisions were brought into force on 2 July 2023 by commencement regulations. These include the offences of causing serious disruption by tunnelling or being present in a tunnel, of being equipped for tunnelling, and of obstruction of major transport works. The regulations also brought into force provisions to protect journalists who observe protests, which are discussed below in further detail.

### **Content of the Bill**

7. The 20 July 2022 report on the Bill to this Board set out the new offences under the Act of locking on and going equipped to lock on, of obstructing major transport works, and of interfering with ‘key national infrastructure’. That report also



discussed the new powers to stop and search on suspicion and without suspicion, and the new preventative court order, the 'Serious Disruption Prevention Order', which is intended to disrupt the activities of repeat offenders.

8. Many of the new powers and offences under the Act are triggered where there is "serious disruption". As the Bill progressed through the second House, the Government came under pressure from peers to define this term on the face of the Bill. It is now defined in Part 3 of the Act to include instances where people:
  - a. are prevented or hindered "to more than a minor degree" by physical obstruction from carrying out day-to-day activities (including making a journey), or construction or maintenance works;
  - b. are prevented from making or receiving, or suffer a delay that is "more than minor" to making or receiving, a delivery of a time-sensitive product; or
  - c. are prevented from accessing, or suffer a disruption that is "more than minor" to accessing, any essential goods or service (including money, food, water, fuel, a transport facility, an educational institution, or a health service).
9. A late amendment to the Bill was the addition of a new offence of "interference with access to or provision of abortion services." This measure, which was proposed by Labour MPs and given a "free vote" by the Government, was the subject of fierce debate in Parliament. The offence applies to acts done within a safe access zone, i.e. in a public area within 150 metres of an abortion clinic. It is an offence for a person in this zone to do an act with the intent of, or reckless as to whether it has the effect of:
  - a. influencing any person's decision to access, provide or facilitate the provision of abortion services at an abortion clinic;
  - b. obstructing or impeding any person accessing, providing, or facilitating the provision of abortion services at an abortion clinic; or
  - c. causing harassment, alarm or distress to any person in connection with a decision to access, provide, or facilitate the provision of abortion services at an abortion clinic.
10. Following the arrest of journalists by Hertfordshire Constabulary at a "Just Stop Oil" protest, the Bill was amended in the Lords to include measures to protect journalists who observe protests. The new section, "Exercise of police powers in relation to journalists", was introduced by Baroness Chakrabarti. Under the Act, a constable may not exercise a police power for the sole purpose of preventing a person from observing or reporting on a protest, or the exercise of a police power in relation to a protest-related offence, a protest-related breach of an injunction, or activities related to a protest.

### **Relevance to the City of London**

11. Of particular interest to the City of London Police is section 15, which provides for consistency between police forces in London and those in the rest of the country. This relates to the delegation of certain powers under the Public Order Act 1986,

in relation to processions, assemblies and one-person protests. The provision amends section 15 of the 1986 Act so that the powers can be delegated to an officer of the rank of Commander (or above), which is equivalent to an Assistant Chief Constable outside of London. The Government have stated that this amendment is necessary “to relieve Assistant Commissioners of the heavy burden of attending court to provide first hand evidence whenever the lawfulness of a condition attached to a protest is contested.”

12. In Committee Stage of the Bill, the MP for the Cities of London and Westminster, Nickie Aiken (Conservative), told MPs that her constituency “tends to be the epicentre of political protest in this country... as it is home to the Government, to Parliament and to the UK’s financial heart in the City of London.” She said it had been made clear to her by both the Metropolitan Police and the City of London Police, that existing legislation “has not kept pace with the evolving tactics of modern-day protesters,” and made it “almost impossible for the police to balance lawful protest and basic civil rights.” She welcomed provisions under the Act to address this. She told MPs they “must ensure that both lawful protest and everyday life can continue without the basic rights being infringed in respect of either.” She felt that the Act “does exactly that,” and that its provisions were “absolutely necessary to rebalance lawful protest and civil rights.”

## **Conclusion**

13. Since the last report to this Board on the Bill, provisions have been added to define “serious disruption,” to introduce a new offence of “interference with access to or provision of abortion services,” and to protect journalists who observe protests. Some key provisions, including the offences of locking on and going equipped to lock on, were brought into force in time for the Coronation weekend and their exercise was met with controversy. Further provisions, including the protection of journalists and the offence of causing serious disruption by obstructing major transport works, were brought into force on 2 July 2023. The remaining provisions of the Act, including the stop and search powers and the offence of “interference with access to or provision of abortion services,” will be brought into force by regulations which have not yet been drafted.

## **Background Papers**

Public Order Bill, 20 July 2022.

Police, Crime, Sentencing and Courts Bill, 25 May 2022.

Police, Crime, Sentencing and Courts Bill, 23 September 2021.

## **Contact:**

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<b>Committee(s):</b> Police Authority Board – For information	<b>Dated:</b> 19/07/2023
<b>Subject:</b> Police Authority programme funding	<b>Public</b>
<b>Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?</b>	1. People are safe and feel safe
<b>Does this proposal require extra revenue and/or capital spending?</b>	<b>N</b> – but involves use of pre-agreed budget
<b>If so, how much?</b>	£26,000, from pre-agreed budget
<b>What is the source of Funding?</b>	Police Authority budget
<b>Has this Funding Source been agreed with the Chamberlain's Department?</b>	<b>Y</b>
<b>Report of:</b> Town Clerk	<b>For Information</b>
<b>Report author:</b> Charles Smart, Police Authority team	

## Summary

The Police Authority team is using part of its budget to fund several local crime and policing programmes that support key strategic priorities, as set out below. This is 'round 1' of what we propose to be a periodic grant-making initiative.

## Recommendation

Members are asked to note the report.

## Main Report

### Background

1. A majority of Police and Crime Commissioners operate grant-making programmes, from Proceeds of Crime Act (POCA) revenue or core commissioning budgets. In the City, as in other PCC areas, grant programmes offer the opportunity to make targeted investments in support of top priorities, building an evidence base of what works locally, and building on core policing work.
2. The Police Authority has an agreed 2023/24 budget of £1m, of which £713k is projected to be allocated to employee costs and £287k to other costs (see **Annex 1** for full budget). Within the latter there is scope to operate a small grant programme to add value in targeted priority areas.

3. Bids were assessed on the following criteria:
  - **Good (scope for) evidence** – Either strong evidence of improving outcomes (e.g. in other areas) or clear rationale for testing a new initiative
  - **Demonstration value for money has been considered** – Multiple options to achieve outcome have been considered, on basis of cost, quality, achievability, capacity, capability
  - **Credible implementation plan** – Either a sensible plan for ‘in house’ delivery or an external supplier with a good track record
  - **Additive not replacement** – Initiatives that build on existing plans to maximise outcomes, and do not replace something that police could, or are already, funding themselves (including not funding ‘core’ operational activities or staff costs)
  - **Alignment with policing priorities** – At minimum, aligning with the latest Policing Plan. Stronger bids will help implement upcoming requirements, the strongest will align with both local and national priorities
4. Our agreed highest-priority areas – those which are both local and national priorities – are: tackling fraud and economic and cyber crime, tackling violence against women and girls, improving outcomes and services for victims, increasing trust and confidence in the police, and countering the threat of terrorism.
5. In this round we did not receive or consider any bids on fraud/economic crime or counter-terror. As the Corporation already makes multi-million contributions to the City Police’s work in these areas, any future bids on these priorities will be required to demonstrate very clear ‘additionality’, though we do not rule out considering bids here.

## Current Position

6. We have agreed funding for the following initiatives, all of which had strong evidence of impact, credible implementation plans (via external providers), are additive to existing work, and support local and/or national priorities:

Initiative	Cost
<b>Project PIPA</b> – Behavioural change programme for 30 standard-risk domestic abuse perpetrators a year	£14,500 p.a.
<b>Victim awareness course for offenders</b> – Offender-funded 3hr courses helping offenders understand the impact of their crimes	£4,000 one-off setup fee
<b>Offender pays interventions</b> – Offender-funded behavioural change programmes for low-level offences	£2,000 one-off setup fee
<b>Substance misuse treatment programme</b> – Diversion and referral pathway for offenders with substance misuse issues, with actual interventions funded by the charity	£5,500 one-off setup fee
<b>Total</b>	<b>£26,000</b>

7. We are continuing to consider a bid to expand the City Police’s inclusivity training programme. We discounted two bids – one on a ‘hardship fund’ for the offender

pays interventions (to be considered again in future with more evidence on need) and one on a diversion programme for youth offenders (given low alignment to Policing Plan priorities, and to be considered further for funding by the Safer City Partnership). All funded bids will require monitoring and evaluation plans – these will mainly be built into the City Police’s Power BI data portal.

8. As above, we see this as ‘round 1’ of a more permanent grant-making process, which is in part why we are keeping this limited to smaller-scale initiatives at present (i.e. in a trial phase). Further programme options are under consideration as part of work on our serious violence and victims strategies, and these will be communicated when further developed.

## **Conclusion**

9. In summary – the Police Authority has, in ‘round 1’ of a proposed permanent grant-making programme, funded four bids totalling £26,000 for local crime and policing initiatives.

## **Appendices**

- Appendix 1 – Police Authority 2023/24 budget

### **Charles Smart**

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### Annex 1 – Police Authority budget 2023/24

This is the Police Authority budget as received Police Authority Board and approved by Members earlier this year:

Revenue Budgets 2022/23 and 2023/24	22/23 Latest Budget	22/23 Actuals Q3	22/23 Projected Outturn Q3	22/23 Variance vs.Budget	23/24 Projected Budget	23/24 vs 22/23 Budget
Employees	617	380	510	(107)	698	81
Other Employee Related Expenditure	15	13	13	(2)	15	-
<b>Total Pay</b>	<b>632</b>	<b>393</b>	<b>523</b>	<b>(109)</b>	<b>713</b>	<b>81</b>
Transport	2	-	-	(2)	2	-
Supplies and Services	366	1	59	(307)	285	(81)
<b>Total Non-Pay</b>	<b>368</b>	<b>1</b>	<b>59</b>	<b>(309)</b>	<b>287</b>	<b>(81)</b>
<b>Total Expenditure</b>	<b>1,000</b>	<b>394</b>	<b>582</b>	<b>(418)</b>	<b>1,000</b>	<b>-</b>

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