



## City of London Police Authority Board

**Date:** WEDNESDAY, 20 SEPTEMBER 2023  
**Time:** 11.00 am  
**Venue:** COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

**Members:**

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

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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 public minutes and non-public summary of the meeting held on 19 July 2023.

**For Decision**  
(Pages 7 - 12)

4. **OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

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

5. **APPOINTMENT OF A BOARD MEMBER TO THE PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE AND THE STRATEGIC PLANNING AND PERFORMANCE COMMITTEE**

The Board to consider the appointment of a Board Member to the Professional Standards and Integrity Committee and the Strategic Planning and Performance Committee

**For Decision**

6. **CHAIR'S PUBLIC UPDATE**

The Chair to be heard.

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

7. **COMMISSIONER'S UPDATE**

Commissioner & Chief Officers to be heard.

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

8. **COMMUNITY SAFETY PATROLLING AND DELEGATION OF COMMUNITY SAFETY ACCREDITATION SCHEME POWERS**  
Joint report of the Executive Director of Community and Children’s Services and the Director of the Police Authority.
- For Decision**  
(Pages 23 - 30)
9. **CYCLIST/ E-SCOOTERS- UPDATE ON CITY OF LONDON POLICE RESPONSE**  
Report of the Commissioner.
- For Information**  
(Pages 31 - 40)
10. **QUARTERLY COMMUNITY ENGAGEMENT UPDATE**  
Report of the Commissioner.
- For Information**  
(Pages 41 - 44)
11. **QUARTERLY EQUALITY AND INCLUSION UPDATE**  
Report of the Commissioner.
- For Information**  
(Pages 45 - 54)
12. **HMICFRS INSPECTIONS UPDATE- VETTING, MISCONDUCT, AND MISOGYNY IN THE POLICE AND COLP COUNTER CORRUPTION AND VETTING INSPECTION**  
Report of the Commissioner.
- For Information**  
(Pages 55 - 58)
13. **CITY OF LONDON POLICE MENTAL HEALTH RESPONSE- UPDATE**  
Report of the Commissioner.
- For Information**  
(Pages 59 - 66)
14. **Q1 REVENUE AND CAPITAL MONITORING UPDATE - 2023/24**  
Report of the Commissioner.
- For Information**  
(Pages 67 - 100)
15. **CITY OF LONDON POLICE - RISK REGISTER UPDATE**  
Report of the Commissioner.
- To be read in conjunction with Non-Public Appendices at Item 29.*
- For Information**  
(Pages 101 - 110)

16. **NATIONAL SECURITY ACT 2023**  
Report of the Remembrancer.

**For Information**  
(Pages 111 - 114)

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

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

19. **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**

20. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 19 July 2023.

**For Decision**  
(Pages 115 - 118)

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

The Chair to be heard.

**For Information**  
(Verbal Report)

22. **COMMISSIONER'S UPDATES**

The Commissioner & Chief Officers to be heard.

**For Information**  
(Verbal Report)

23. **SAFER CITY PROGRAMME: ISSUES REPORT**

Joint report of the Executive Director of Environment and the Commissioner.

**For Decision**  
(Pages 119 - 136)

24. **THE NPCC CYBERCRIME PROGRAMME NATIONAL FRAMEWORK AGREEMENT FOR THE PROVISION OF CRYPTOCURRENCY STORAGE AND REALISATION SERVICES - EXTENSION OF CONTRACT TERM**  
Report of the Commissioner.

**For Decision**  
(Pages 137 - 142)

25. **FRAUD AND CYBER CRIME REPORTING AND ANALYSIS SERVICE - PROGRAMME PROGRESS REPORT**  
Report of the Commissioner.

**For Information**  
(Pages 143 - 146)

26. **FRAUD AND CYBER CRIME REPORTING AND ANALYSIS SERVICES PROCUREMENT - IBM SERVICE CONTRACT EXTENSION OPTION**  
Report of the Commissioner.

**For Information**  
(Pages 147 - 160)

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

**For Information**  
(Pages 161 - 176)

28. **SALISBURY SQUARE DEVELOPMENT – RIBA STAGE 5 UPDATE**  
Report of the City Surveyor.

**For Information**  
(Pages 177 - 184)

29. **NON-PUBLIC APPENDICES: ITEM 16 - RISK REGISTER UPDATE**  
*To be read in conjunction with the public report at Item 15.*

**For Information**  
(Pages 185 - 240)

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

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

**Part 3 - Confidential Agenda – Circulated Separately**

32. **CONFIDENTIAL MINUTES**

To agree the confidential minutes of the meeting held on 19 July 2023.

**For Decision**

33. **REPORT OF ACTION TAKEN BETWEEN MEETINGS**

Report of the Town Clerk.

**For Information**

## CITY OF LONDON POLICE AUTHORITY BOARD Wednesday, 19 July 2023

Minutes of the meeting of the City of London Police Authority Board held at  
Committee Rooms, 2nd Floor, West Wing, Guildhall on Wednesday, 19 July 2023 at  
11.00 am

### Present

#### Members:

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

#### Officers:

|                               |                                                                        |
|-------------------------------|------------------------------------------------------------------------|
| Ian Thomas                    | - Town Clerk                                                           |
| Richard Holt                  | - Town Clerk's Department                                              |
| Richard Riley                 | - Police Authority Direction                                           |
| Rachel Smith                  | - Police Authority Team                                                |
| Charles Smart                 | - Police Authority Team                                                |
| Rachael Waldron               | - Police Authority Team                                                |
| Chandi Tanna                  | - Communications Team                                                  |
| Kiki Hausdorff                | - City Remembrancer's Department                                       |
| Caroline Al-Beyerty           | - The Chamberlain                                                      |
| Emily Rimington               | - Comptroller and City Solicitor's<br>Department                       |
| Tarjinder Phull               | - Comptroller and City Solicitor's<br>Department                       |
| Julia Pridham                 | - Bridge House Estates Department                                      |
| Ola Obadara                   | - City Surveyor's Department                                           |
| <b>City of London Police:</b> |                                                                        |
| Paul Betts                    | - Assistant Commissioner, City of<br>London Police                     |
| Alistair Cook                 | - Chief Finance Officer, City of London<br>Police and Police Authority |
| Umer Khan                     | - Commander, City of London Police                                     |
| Martin O'Regan                | - City of London Police                                                |
| Hayley Williams               | - City of London Police                                                |
| Nicola Scoon                  | - City of London Police                                                |

1. **APOLOGIES**

Apologies were received from the Chair Deputy James Thomson. In the absence of the Chair the Deputy Chair took the Chair for the meeting.

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

There were no declarations of interest made.

3. **MINUTES**

The Board considered the draft public minutes and non-public summary of the previous meeting of the Police Authority Board on the 28<sup>th</sup> of June 2023.

**RESOLVED** – That the draft public minutes of the previous meeting of the Police Authority Board on the 28<sup>th</sup> of June 2023 be approved as an accurate record.

4. **OUTSTANDING REFERENCES**

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

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

5. **CHAIR'S PUBLIC UPDATE**

The Board received the Chair's public update.

The Deputy Chair highlighted to the Board the Home Secretary's visit to the City of London Police on the 17<sup>th</sup> of July. Following a Member's query it was confirmed that the visit concentrated on the Force's counter terrorism work and specifically a demonstration of Project Servator.

The Deputy Chair updated the Board on a meeting he had attended between representatives of London boroughs and Baroness Casey. In addition, he encouraged Members to circulate the advertisement for the external members of the Board's committees, once finalised, to any individuals interested in these positions.

Responding to a Member's query it was confirmed that the next passing out parade would be held on the 30<sup>th</sup> of September and that all Members of the Board would be invited.

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

6. **COMMISSIONER'S UPDATE**

The Board received the Commissioner's public update.

The Board discussed the trial of the City of London Police cycle team which began on the 26th June 2023 and will continue for the next 3 months. The Board commented on the positive reaction to the cycle teams by City residents and workers noting that the issue of cyclist and e-scooter users behaviour was a concern for these groups. Further to this a Member highlighted that a

Wardmote resolution regarding this issue had been received by the Planning and Transportation Committee but should also be received by Police Authority Board to note the enforcement considerations. A Member observed that it was important to ensure that a coordinated response on this issue. Members further expressed the view that the Force should consider making the cycle team a permanent measure. In response to these views Officers explained that the measures needed to be assessed as to whether the continuation of the Cycle Team represents an effective return on resources. In addition, Officers agreed that a coordinated response was required and added that the Safer City Partnership would be addressing this issue. Officers also undertook to produce a report for the Board regarding the Force's Cycle Team. The Board were informed of the associated communications plan regarding the Force's work to policing the behaviour e-scooters and cycling.

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

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

The Board received a report of the Commissioner which provided the City of London Police Uplift Programme Closure report.

The Deputy Chair observed that it was important to see the impact of the officer uplift numbers in the policing of the City of London.

The Board noted the issues regarding the officer retention. Officers explained the factors influencing the retention of officers and the mitigations being utilised, noting that the need to improve this further was recognised.

Replying to a Member's concern it was confirmed that there had been no relaxing of any vetting standards in the police uplift programme and reaffirmed the view that vetting remained the first line of defence in ensuring inappropriate individuals do not enter the Service.

The Deputy Chair requested further information on the impact of the uplift programme to the diversity of the Force. Responding to this Officers explained that there was an increase from fifty-seven to ninety eight in officers from an ethnic minority background representing a seventy two percent increase and an increase from one hundred and eighty-two to two hundred and thirty-seven female officers representing a thirty one percent increase. It was added that whilst there was progress in the diversity of the Force lessons learnt from both recruitment and retention would be considered to continue improvement.

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

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

The Board received a report of the Remembrancer regarding the Public Order Act.

The Deputy Chair noted that the Public Order Act included controversial powers and requested information on the Force's policy regarding the policing of

protest. Officers explained that the Force would be working with partners to ensure best practice and key learnings on the policing of protest would be incorporated adding that the new legislation provided key clarification on the application of section 12.

A Member highlighted the controversy regarding the policing of the King's Coronation noting that there was a difficult balance to achieve in practice when policing protests. The Deputy Chair requested that the Force update on the impact of the Public Order Act in the autumn.

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

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

There were no questions.

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

The Board received a report of the Town Clerk on the Police Authority programme funding.

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

11. **EXCLUSION OF THE PUBLIC**

**RESOLVED** – That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following 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> |
|---------------------|-------------------------------------|
| 12-21, excluding 15 | 3                                   |
| 15                  | 3 and 7                             |

12. **NON-PUBLIC MINUTES**

The Board considered the draft non-public minutes of the previous meeting of the Police Authority Board on the 28<sup>th</sup> of June 2023.

**RESOLVED** – That the draft non-public minutes of the previous meeting of the Police Authority Board on the 28<sup>th</sup> of June 2023 be approved as an accurate record.

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

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

14. **COMMISSIONER'S UPDATES**

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

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

The Board considered a report of the Commissioner on the Fraud and Cyber Crime Reporting and Analysis Service Delegation to extend the existing Contracts.

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

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)**

The Board received a report of the Bridge House Estates Managing Director which provided Updated Corporate Charities Review Recommendations for the City Of London Police Widows and Orphans Fund (208175) and the Vickers Dunfee Memorial Benevolent Fund (238878).

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

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

The Board received a report of the Commissioner on the City of London Police Health, Safety and Wellbeing Annual Performance Update 2022-23.

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

18. **MIDDLESEX STREET, CAR PARK, MIDDLESEX STREET, E1 7AD**

The Board received a joint report of the City Surveyor and Commissioner on Middlesex Street Car Park Middlesex Street.

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

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

There were no questions.

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

There was one item of urgent business received in the non-public session.

21. **CONFIDENTIAL ITEM**

The Board considered one item of business in the confidential session.

**RESOLVED-** That the item be approved.

**The meeting ended at 12.36 pm**

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Chair

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

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**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>.In progress</b> – a CoLP assessment of crime and ASB on the Barbican Estate has now been completed and submitted to the City Corporation (Police Authority Team). This will inform next steps on the CCTV question. A verbal update will be given at the Committee.                                                                                                                |
| 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<br><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 the review of relevant bylaws and how they were enforced in practice.                             | Police Authority/<br>Comptroller<br>and City Solicitor | Corporation officers have scoped a review of bylaws and concluded that, based on past experience, a full review is not possible with existing staff resource. Members are also reminded that changing City bylaws requires Parliamentary approval, and so lengthy timeframes. We recommend interested Members meet with Corporation officials to discuss options for narrower reviews of specific bylaw issues. |
| 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.                                                                                                                                                                                                                                                                                                                                     |
| 9/2023/P  | Item 6 Commissioner' Update          | Officers also undertook to produce a report for the Board regarding the Force's Cyle Team                                                                                                                                          | Commissioner                                           | <b>Complete-</b> Report on Agenda                                                                                                                                                                                                                                                                                                                                                                               |
| 10/2023/P | Item 8 Public Order Act              | The Deputy Chair requested that the Force update on the impact of the Public Order Act in the autumn                                                                                                                               | Commissioner/<br>Remembrancer                          | <b>In Progress-</b> A Member Briefing session on Public Order is scheduled for 31 <sup>st</sup> October (TBC)                                                                                                                                                                                                                                                                                                   |

|                                                            |                                    |
|------------------------------------------------------------|------------------------------------|
| <b>Committee(s):</b> City of London Police Authority Board | <b>Dated:</b><br>20 September 2023 |
| <b>Subject:</b> Chair's Update                             | <b>Public</b>                      |
| <b>Report of:</b> Deputy James Thomson                     | <b>For Information</b>             |

## **Anti-social behaviour (ASB)**

There are several developments on ASB across the Corporation and City Police. The Corporation is finalising its ASB Policy and Standard Operating procedures, which set out what constitutes ASB and how it will be tackled. The City Police have launched 'Operation Lewis' cycle teams to on-street crime and disorder including that involving cycles, scooters, and e-bikes, with 690 positive outcomes in its first 7 weeks. The September Police Authority Board has a paper seeking approval to delegate Community Safety Accreditation Scheme powers to the neighbourhood patrol service Parkguard, enhancing their powers to tackle ASB. A full report on ASB work underway across the City is being finalised and can be shared with Members on request.

The Cycle Squad has attracted many unsolicited positive comments from Members, the public and social media and we await the decision of the City Police around making it permanent but early indicators have shown very positive results tackling ASB, cyclists and e-scooters.

## **Safer Streets Fund bid**

The City submitted a bid to the Home Office Safer Streets fund in partnership with Lambeth, Westminster, Southwark and the Safer Business Network. It contains several initiatives, including an expanded Parkguard service, more CCTV, and expanded business engagement, to tackle crime and disorder on and around central London bridges. We expect to know the outcome of this during September, with funding stretching to March 2025, if successful.

## **Serious Violence Duty Strategy**

In late August the Police Authority Team helped produce a quantitative assessment of serious violence in the City, which will form the basis of our local strategic needs assessment. This, in turn, will form the evidence base for our Serious Violence Duty Strategy to be published by January 2024. The Crime and Disorder Scrutiny Committee will receive and discuss this quantitative profile.

## **Economic and cyber crime**

The forthcoming period provides opportunities for increased political and partner engagement, by the Police Authority and the City Police, on economic and cyber crime issues. The City Police, the Deputy Chair, and I are scheduled to host a visit to the City by Dan Jarvis MP, the new Shadow Security Minister on 19 September.

The Deputy Chair and I will also be attending the forthcoming Party conferences. Throughout, we will be reinforcing the value of City Police's national role on economic and cyber crime; outlining the progress made on the programme to replace Action Fraud; and reiterating the link between the City and the UK's prosperity and security. The Police Authority Team are working with City Police to develop the narrative around fraud, the role as National Lead Force and case studies to demonstrate its impact.

There is an upcoming Fraud Forum on 19 October and Police and Crime Commissioners are being invited alongside police attendees to raise awareness of the work of the City Police and others in tackling fraud.

### **Vision for Economic Growth**

The City Corporation published *Vision for Economic Growth – a Roadmap to Prosperity* on 8 September. It sets out a long term plan for the UK's financial and professional services to drive sustainable investment, innovation, growth and prosperity. The report outlines the strengths that underpin the UK as a global financial centre and references the "independent police force in the financial district that can help to fight financial crime, world-class legal services and a courts system that can deal with highly complex economic cases effectively." This illustrates the point that the City and the UK's prosperity and security are mutually reinforcing. In the same vein, the Lord Mayor spoke at the Cambridge International Symposium on Economic Crime earlier this month and stressed that tackling economic crime must be seen as a foundation for a prosperous economy.

I welcome references in tackling to fraud, economic crime and cyber in policy and mayoral speeches but we need to ensure that this becomes embedded.

### **Corporation Suicide Prevention Strategy**

The Corporation work around suicide prevention continues to make progress and a conference for City of London institutions and partners is planned for 26 October. I continue to be very engaged in its development and the City Police are engaged with this also.

### **PAB Annual Dinner**

I am looking forward to the Police Authority Board dinner on 20 September. This will be my final dinner as Chair. I very much see the value in creating opportunities, and spaces, for senior colleagues to build and maintain trusted relationships, and spark fruitful discussions. I think the current context, including with questions around public trust and confidence in policing, and ongoing threats to our national and economic security, make opportunities like this more valuable than ever before. Long may the PAB Dinner provide them.

### **Commendation and Long Service Awards**

On 8 September, I attended the City Police Commendation and Long Service Awards at Mansion House. This is an important occasion to recognise excellence, promotions, long service and retirements with friends and families of officers and staff.

## **Passing Out Parade – 30 September**

A reminder to Members that the next Passing Out Parade for City student officers is taking place on 30 September at the Guildhall. It marks an important milestone in the careers of all police officers and one to be celebrated with their families and friends. It would be really positive to see more Members attend to provide added recognition of the achievements of this latest cohort of 20 students, and to encourage them in their future careers.

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# Agenda Item 7

|                                                                                                                  |                                    |
|------------------------------------------------------------------------------------------------------------------|------------------------------------|
| <b>Committee(s):</b><br>City of London Police Authority Board                                                    | <b>Dated:</b><br>20 September 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<br>Pol 101-23                                                           | <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 Economic and Cyber Crime are attached.

## Recommendation(s)

Members are asked to note the report.

**Operations and Security**

**Bavarian State Police visit CoLP.**

On 4th July 2023, the Bavarian Police Commissioner and members of his management team visited CoLP to understand more about the Counter Terrorism, Fraud and Cyber response in London. A number of presentations included advancement in technology and innovative ideas employed by CoLP such as Op Servator, Cyber Resilience Centre, forensic technology and CT partnerships.

**Rape investigation**

Through a diligent investigation and bravery of the victim a male was identified, arrested and convicted of a rape in the nighttime economy, he was sentenced to 6 years 9 months.

**Phone Theft conviction**

Following a violent attack on members of the public who intervened when two males attempted to steal a mobile phone from a passerby, the Major Crime Team launched an investigation identifying and convicting both males. This resulted in one pleading guilty to eight offences, including having an article with a blade or point, assault occasioning actual bodily harm, wounding with intent and theft, jailed for 12 years. It also resulted in the other pleading guilty to five offences, including wounding with intent, assault occasioning actual bodily harm and having an article with a blade or point jailed for a 12-year prison sentence. This particular violent incident attracted a lot of media attention.

**Youth IASG**

The first meeting took place on 13<sup>th</sup> July 2023 with 10 members in attendance. This meeting involved setting the terms of reference and vision for the group. The next meeting is to be scheduled following the school holidays.

**Bag theft**

Whilst officers were on patrol, they stopped a male who initially ran from police. In his possession were a number of stolen items and through a diligent investigation, victims were identified resulting in the male being charged with 6 thefts and drug possession.

**Theft Shoplifting**

Following an intelligence led operation around St Pauls, a prolific shoplifter was identified and charged with 5 thefts and a breach of court order. The operation also led to the arrest of 7 others for shoplifting.

**National lead Force Operations**

**The positive outcomes are consistent;**

Fraud Ops Op Sanguine - is an employee invoice fraud with losses of £2M to the victim company, a Law Firm. The trial concluded with two guilty and two not guilty verdicts. This may receive media attention at the sentencing in late September.

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

Italian authorities requested PIPCU attendance at EuroPol to discuss an ongoing operation involves a Senegalese crime group based in Bristol, who are at the centre of importing counterfeit clothing / watches / handbags into the UK from China, which are then exported to Italy and Spain. The meeting covered links between the two cases and the best way of sharing information and evidence.

**Insurance Fraud Enforcement Department (IFED)**

On 19 July 2023, DCI from IFED presented National Tactical Guidance on the use of Cease & Desist for Fraud and Economic Crime to the Economic Crime Partnership Board. IFED officers served 6 cease and desist notices across the UK. This is a new and innovative approach.

**Action Fraud (AF)/Fraud and Cyber Crime Reporting and Analysis Service (FCCRAS)**

On Thursday 20 July AF / National Fraud Intelligence Bureau (NFIB) hosted a delegation of Tanzanian senior prosecutors and police leaders. The visit was arranged by the Foreign office and included National Crime Agency (NCA) (in-country) representatives. Delegates were informed about CoLP / National Lead Force’s (NLF) existing operational relationships with African nations - including Ghana and Nigeria (with reference to Commander Adams’ visit). This work is crucial for several crime types including romance fraud which is becoming more and more prevalent and has been for some time.

Throughout the summer there was continuing media coverage of Action Fraud’s warning about the rise in mortgage fraud. The UK’s cost of living crisis, and the recent hike in the bank base rate which have created an environment conducive to criminals exploiting homeowners / potential homeowners.

Discussions have started with the Home Office’s Fraud Policy team to rationalise the number of fraud and cyber-crime offences listed in the existing set of crime statistic counting rules (over 60 offence types combined). When concluded, this work will simplify and speed up the experience for victims reporting fraud and cyber-crime.

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

The ECCA met with CPS Seniors, in relation to upskilling CPS lawyers, nationally, with regards to the Fraud Investigation Model (FIM) and their knowledge of Cyber Crime.

**Dedicated Card and Payment Crime Unity (DCPCU)**

Conviction for OP DUNSTABLE, awaits sentencing. Involves a bank insider working with another to impersonate account holders and commit fraud against

accounts to the value of over £130,000. Potential media interest.

### **Campaigns**

National Economic Crime Victim Care Unit (NECVCU) National media coverage of the completion of NECVCU's expansion programme; the unit now provides a service to all forces in England & Wales. The media story was headed up by AC O'Doherty and received further promotion from the Home Office's Economic Crime Policy team.

An IFED led social media campaign running this week to raise awareness of a notable trend/threat in 'crash for cash', involving induced accidents with mopeds in North London.

The Operation Vanbrugh investment fraud conviction is now being recorded as a Podcast by a major broadcaster.

### **Angela McLaren**

Commissioner  
City of London Police

# Agenda Item 8

|                                                                                                                                                                       |                                                       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------|
| <b>Committees:</b><br><b>City of London Police Authority Board</b><br><b>Policy and Resources</b>                                                                     | <b>Dated:</b><br>20 September 2023<br>19 October 2023 |
| <b>Subject:</b> Community safety patrolling and delegation of CSAS powers                                                                                             | <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>No</b>                                             |
| <b>If so, how much?</b>                                                                                                                                               |                                                       |
| <b>What is the source of Funding?</b>                                                                                                                                 |                                                       |
| <b>Has this Funding Source been agreed with the Chamberlain’s Department?</b>                                                                                         | <b>N/A</b>                                            |
| <b>Report of:</b><br><b>Richard Riley, Director, City of London Police Authority;</b><br><b>Judith Finlay, Executive Director - Community and Children’s Services</b> | <b>For Decision</b>                                   |
| <b>Report authors: Charles Smart, Police Authority Team; Simon Cribbens, Community and Children’s Services</b>                                                        |                                                       |

## Summary

This report seeks support to delegate Community Safety Accreditation Scheme powers to the City Corporation’s community safety patrolling service. ‘CSAS’ allows staff of accredited organisations to take on limited enforcement powers, such as issuing fines or requesting a name and address. This would support the effectiveness of City community patrols in the context of ambitions for them to tackle a much wider set of issues, such as ASB associated with the night time economy and nuisance cycling.

## Recommendations

Members are asked to

- Support the delegation of Community Safety Accreditation Scheme powers to the City Corporation’s commissioned Community Safety Patrolling Service.
- Note the ambition to expand community safety patrolling in the Square Mile.

## **Main Report**

### **Background on City community safety patrol service**

1. The Communities and Children's Services Department currently commissions a community safety patrolling service from provider Parkguard, with a new contract awarded in July 2023. This delivers:
  - Neighbourhood patrols on the Corporation's residential social housing estates and the Guinness Trust (Mansell Street) estate. This is funded by the Department's Housing Division with a contribution from the Guinness Trust. The patrols were introduced to address resident concerns about low-level anti-social behaviour (ASB) on social housing estates.
  - Support to the Department's commissioned street homelessness outreach service to provide safe access to support vulnerable clients, and to encourage behaviour change, especially surrounding ASB and begging. This element is funded from the Department's Homelessness budget.
2. A temporary expansion of patrolling to the Barbican and City business areas was funded using Proceeds of Crime Act funds from October 2021 to October 2022, and extended utilising underspend until June 2023. However, there is no recurrent budget to provide for this wider delivery, which has now ceased.

### **Expansion plans**

3. Officers are pursuing options to (re)expand the service – with an application to the Home Office's Safer Streets Fund (which if successful would begin in October 2023), and potential use of other funding pots such as the Late Night Levy and Proceeds of Crime Act grant. Parkguard's contract allows for the expansion of delivery should funding be secured.
4. An expanded service would include wider geographical coverage (as previously) and would extend patrolling to tackle issues related to the night time economy, allow for targeted operations against issues such as nuisance cycling, skateboarding, scooter use, and low level ASB, and provide capacity for ad hoc targeted delivery in support of the community safety team.
5. This would not displace policing activity. Community safety patrolling works closely with police services to enable the latter to focus on more serious issues, and to prevent ASB and behaviours escalating to criminality. The expanded service would also work closely with City Corporation services in Highways, Cleansing, Licensing and Public Protection.

### **Background on Community Safety Accreditation Scheme (CSAS)**

6. The CSAS, introduced in 2002, allows Chief Constables to delegate some limited powers – such as to stop pedal cycles, demand name and address details and issue fixed penalty notices – to accredited local officers such as neighbourhood wardens or security staff (see *Appendix 1* for full list of powers).

7. Accredited staff must be vetted and complete training, and accredited organisations must be 'fit and proper' which includes having appropriate insurance and recruitment policies.
8. At least 37 of England and Wales's 43 territorial police forces currently use CSAS, including the Metropolitan Police. Though there have been no formal evaluations of the impacts of CSAS, anecdotal evidence suggests it can help reduce crime and disorder by increasing the effectiveness of accredited staff and enabling closer working relationships with local police forces

### **Current position on CSAS, ASB, and neighbourhood crime and in the City**

9. The current provider Parkguard does not operate in the City using CSAS powers, although it is an accredited organisation under the scheme and its staff use the powers in other areas.
10. In October 2018 the Commissioner of the City of London Police wrote to the Town Clerk and Chief Executive of the Corporation to 'fully endorse the use of CSAS Powers within the City of London' (see *Appendix 2*), although further action was not taken at the time.
11. ASB is a persistent concern in the City and a rising national priority. In May 2023 the government published its ASB Action Plan, highlighting new research that it is the main reason people do not feel safe in their area. Wider research has, in turn, identified levels of (real and perceived) ASB and disorder as a key factor in local trust and confidence in policing. Reducing ASB means people will feel safer and be more confident in the police.
12. In the City, and in line with national trends, the incidence of criminal ASB has been falling and is currently 19% below pre-Covid baselines. However, in 2022/23 it remained the fourth-highest offence type and is amongst the top crime and disorder concerns for City residents.
13. Neighbourhood crimes (mainly theft against the person) are trending upwards, having risen 32% compared to pre-Covid baseline, and as many thefts (e.g. phone snatches) are committed by people on bikes, there is a link between cycling ASB and neighbourhood crime.
14. Concern is also frequently expressed at police cluster panel (and other) meetings with regard to the misuse of electric cycles and e-scooters, and anti-social behaviours.
15. In 2022/23, the City Police estimated that attending and dealing with ASB calls took up c. 140 hours (14.7 days) of officer time per month. As such, tackling ASB takes up an appreciable amount of police time that could be deployed to other purposes.

## Proposals

16. It is proposed that the City Corporation endorses the use of CSAS powers by its commissioned community safety patrolling service to strengthen the provider's ability to prevent and address the issues to which they are commissioned to respond.
17. Corporation and City Police officers consider the use of such powers to provide a range of benefits. The ability to require name and address supports the ability of community patrolling to gather intelligence, and take action to prevent and deter a range of ASB. It supports the identification of those who beg in the Square Mile, so homeless outreach services can be targeted at those who are street homeless. It will enable the service to tackle nuisance cycling.
18. Parkguard and its officers are already accredited and trained to use CSAS powers, so delegation in the City requires no further admin or approvals than the formal assent of the City Police Commissioner, Angela McLaren.
19. However, given the cross Corporation benefit of the use of these powers, Policy and Resources is asked to support that decision, alongside the Police Authority Board.
20. There are 20 individual CSAS powers that can be delegated (see Appendix 1), which can be grouped into 6 categories. These are set out below, with recommended decisions on delegation in the City:
  - a) *Powers to issue Fixed Penalty Notices* – **Recommended** – The power to issue FPN's gives officers a credible enforcement tool to deter ASB (though evidence from other areas suggests FPN's are issued infrequently in practice).
  - b) *Powers to require giving of a name and address* – **Recommended** – Reports from other areas suggest these are the most useful and frequently-used powers for community safety officers. The scope for harm from improper use of this power is also low, making it low-risk.
  - c) *Powers to require surrender of alcohol and tobacco, if drinking in designated place or underage* – **Recommended** – Street drinking is often associated with ASB in the City, and there scope for harm from improper use of this power is low.
  - d) *Power to stop cycles if riding on footway* – **Recommended** – Cycling and e-scooter violations are of increasing concern to residents, and the scope for harm from improper use of this power is low.
  - e) *Powers to control traffic and remove and test vehicles* – **Not recommended** – the Commissioner already allows accredited traffic management & stewarding companies to control traffic for events and therefore this power is not needed for the Community Patrolling Service.
  - f) *Power to photograph people away from a police station* – **Not recommended** – No clear rationale for this power in the City.

21. Should the application for the Home Office's Safer Streets funding be successful, the grant conditions seek delivery from October 2023 for a period of 18 months. The delegation of CSAS powers will make that delivery more effective.
22. It is proposed that the use of CSAS powers – if supported – is reviewed after 12 months to assess their impact.
23. As set out above, the use of Community Patrolling Services seeks to complement Police delivery. The approach set out is supported by the City of London's Safer City Partnership.
24. The Strategic Planning and Performance Committee of the Police Authority Board has asked for a report on the full range of uniformed policing services present in the City. The community safety patrolling service provided by Parkguard constitute one element of this.
25. It is proposed that the delegation of CSAS powers to the commissioned provider of community safety patrolling service (Parkguard) progresses without waiting for that wider report to be completed (and will be factored into the related report), given the benefits and broad support for the proposals set out above.

### **Corporate & Strategic Implications**

26. By aiming to reduce ASB and free up police time for other work, this proposal supports the Corporate Plan outcome to ensure people in the City are safe and feel safe. Reducing ASB is also an objective of the City Police's 2022-25 Policing Plan and the Safer City Partnership's 2022-25 strategy. It is consistent with the aim of Destination City and the Resident Reset.

#### Financial implications

27. There is no additional cost from the provider for using CSAS powers. Fixed Penalty Notices (FPN) – if issued - will generate some income. However, enforcement will be appropriate and proportionate and therefore the decision to issue an FPN will not be income led.
28. Expansion of the Community Patrolling Service will be subject to securing additional funding.

#### Resource implications

29. If FPNs are among the powers utilised, there may be some associated processing costs/resource burden.

#### Legal implications

30. The legal power to delegate CSAS powers lies with the Commissioner of the City Police.

### Risk implications

31. There is a risk that CSAS powers are used improperly, or that their use is unpopular with some City communities. However, given the low scope for harm from these powers, Parkguard's experience, and the established nature of the CSAS scheme, we expect this risk to be very low. Parkguard's use of powers will in any case be reviewed after 12 months to assess whether the risk has materialised.

### Equalities implications

32. We do not envisage any disproportionality in application of CSAS powers based on disability, gender, religion, sex, sexual orientation, marriage, civil partnership, pregnancy, or maternity. We expect that powers are more likely to be used on younger people (who are more frequently perpetrators of ASB), and will closely track any potential disproportionality based on race in the 12 month trial period.

### Climate implications

33. None

### Security implications

34. The use of CSAS powers will support a more effective Community Patrolling Service and its contribution to a safe and secure City.

### Conclusion

35. The delegation of a subset of CSAS powers to the City's commissioned community safety patrol service will help tackle ASB and free up police time. The use of such powers will be reviewed after 12 months.

### Appendices

- Annex 1 – Additional detail on the Community Safety Accreditation Scheme
- Annex 2 – Full list of CSAS powers

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Assistant Director, Community and Children's Services

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## Appendix 1 - Full list of CSAS powers

### A – Fixed Penalty Notices

- Power to issue penalty notices for disorder\*
- Power to issue fixed penalty notices for truancy
- Power to issue fixed penalty notice in respect of an excluded pupil in a public place
- Power to issue fixed penalty notices for cycling on a footpath
- Power to issue fixed penalty notices for graffiti and fly-posting
- Power to issue fixed penalty notices for littering
- Power to issue fixed penalty notices in relation to offences against certain byelaws

### B – Name and address

- Power to require giving of name and address
- Power to deal with begging – request name and address of person making offences under Vagrancy Act
- Power to require name and address for anti-social behaviour
- Power to require name and address for road traffic offences

### C – Surrender of alcohol and tobacco

- Power to require persons drinking in designated places to surrender alcohol
- Power to require persons aged under 18 to surrender alcohol
- Power to seize tobacco from a person aged under 16

### D – Vehicles and traffic control

- Power to remove abandoned vehicles
- Power to stop vehicles for testing
- Power to control traffic for purposes other than escorting a load of exceptional dimensions
- Power to direct traffic for the purposes of escorting abnormal loads

### E – Stop cycles

- Power to stop cycles

### F – Photographing people

- Power to photograph persons away from a police station

#### \*For purposes of CSAS, "disorder" offences are:

Wasting police time, giving false report // Using public electronic communications network to cause annoyance, inconvenience or needless anxiety to another // Knowingly gives or causes to be given a false alarm of fire to a person acting on behalf of a fire and rescue authority // Behaviour likely to cause harassment, alarm or distress // Throwing fireworks // Sells or attempts to sell alcohol to a person who is drunk // Supply of alcohol by or on behalf of a club to a person aged under 18 // Sale of alcohol anywhere to a person under 18 // Buys or attempts to buy alcohol on behalf of a person under 18 // Buys or attempts to buy alcohol for consumption on relevant premises by a person under 18 // Delivery of alcohol to person under 18 or allowing such delivery // Breach of fireworks curfew // Possession of a category 4 firework // Possession by a person under 18 of an adult firework // Trespassing on a railway // Throwing stones at a train // Consumption of alcohol by a person under 18 on relevant premises // Allowing consumption of alcohol by a person under 18 on relevant premises // Buying or attempting to buy alcohol by a person under 18

## Appendix 2



**Ian Dyson QPM**  
**Commissioner**

ian.dyson@cityoflondon.pnn.police.uk

Mr J Barradell OBE  
Town Clerk and Chief Executive  
City of London Corporation  
Guildhall  
London  
EC2P 2EJ

**Direct line**  
020 7601 2002

9th October 2018

Dear John,

Following extensive consultation and coordination between the City of London Police and The City of London Corporation I am pleased to confirm that I fully endorse the use of Community Safety Accreditation Scheme (CSAS) Powers within the City of London.

The concept of CSAS was established by the Police Reform Act 2002 and enables me to accredit staff from a variety of sources that will include key stakeholders from Transport for London and private enterprise, with increased powers to deal with traffic management and to tackle graffiti, litter and anti-social behaviour. This supports policing efforts to reduce crime and disorder by increasing the effectiveness of their accredited staff and enabling a closer working relationship with local police forces.

CSAS authorisation requires enhanced training standards, accountability procedures and vetting, the governance of this is being established with the Metropolitan Police Service with whom we will work closely to ensure close scrutiny and management of those utilising given powers

Please accept this letter as formal notification of the endorsement of the CSAS powers

Yours sincerely

Ian Dyson  
Commissioner

# Agenda Item 9

|                                                                                                           |                                                            |
|-----------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| <b>Committee(s):</b><br>Strategic Planning and Performance Committee<br><br>Police Authority Board        | <b>Dated:</b><br>5 September 2023<br><br>20 September 2023 |
| <b>Subject:</b> Cyclist/ e-scooters- Update on City of London Police response                             | <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>                                  | 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<br>Pol_75-23                                                     | <b>For Information</b>                                     |
| <b>Report author:</b> Sgt Stuart Ford & Chief Superintendent Rob Atkin, Local Policing                    |                                                            |

## Summary

At the Strategic Planning and Performance Committee on the 3<sup>rd</sup> May 2023, Members asked for an input at the next meeting of the Committee on what the City of London Police is doing in response to anti-social behaviour and offences perpetrated by cyclists and e-scooter riders in the City of London.

This report outlines the CoLPs response, highlighting a trial cycle squad response, deployments and outcomes.

Police Authority Board also requested an update on this matter (OR 9/2023/P) and so this report will also be submitted to PAB on the 20 September 2023.

## Recommendation(s)

Members are asked to note the report.

## Main Report

### Background

1. At the last meeting of this Committee, Members asked for an update on the CoLPs response to offences committed by cyclists and e-scooter riders as this was an issue being raised regularly by their constituents and more widely at City of London resident meetings and local cluster panels.

### Current Position

2. CoLP has been leading on a sustained response to this problem the outcomes for which are outlined in the report and the attached appendix 1. A Cycle squad has been formed which is currently 7 weeks into a 12-week trial period. The aim of this is to look at what difference the squad can make in the CoLP response to dealing with cycle and e- scooter enabled offences such as phone snatches, traffic offences and other anti-social behaviour that is committed on cycles and e-scooters.
3. Part of having a core dedicated cycle squad means directing our cycle asset to specific duties. Duties like Operation Niven, CoLP's operation to combat acquisitive crime, and particularly phone snatch crime, which is currently an issue London wide. The City has seen a significant reduction in this crime type of 75% in July 2023 (36) in comparison to July 2022 (143). The below table shows the downward trend.

| Month        | 2022       | 2023       | %<br>change |
|--------------|------------|------------|-------------|
| May          | 85         | 84         | -1%         |
| June         | 106        | 70         | -34%        |
| July         | 143        | 36         | -75%        |
| <b>Total</b> | <b>334</b> | <b>190</b> | <b>-43%</b> |

4. The Cycle Squad has followed suspects before they have had a chance to commit a crime and it appears that the message is getting out to offenders who use cycles to commit crime, but CoLP is still aware of offences happening on the CoLP/ MPS borders.
5. In relation to anti-social behaviour on cycles, mainly being committed by young people riding in groups. In July to September 2022, we saw 14 recorded incidents, and it is believed it was higher but underreported. In comparison in July 2023, we have had 3 reported incidents and there have been very few incidents in the hours the Cycle Squad has been on duty.
6. This means that cycle officers are out on patrol in specific areas, enabling them to engage with the public for longer hours. They are very visible and approachable for pedestrians and other cyclists and can concentrate efforts into a specific duty. This is a highly visible deterrent to anyone coming into the City to commit crime or traffic offences.
7. Since the start of the new Cycle Squad initiative just 7 weeks ago, part of the cycle officers taskings are to deal with anti-social behaviour (ASB) on cycles which has included concentrating on education and warnings to give cyclists an opportunity to improve on their behaviour. The setting up of Operation Lewis (operation to deal specifically with ASB / nuisance caused by cyclists) will continue to concentrate on this anti-social behaviour on cycles which will include all the offences detailed below. We have a 3- step plan around cycling offences as follows:

**Step 1 – Education/Warning** -taking detail of the cyclist on a TOR (Traffic Offence Report)

**Step 2 – Education/Safe and Considerate Cycling course** (still cost the cyclist £37.20)

**Step 3 – Enforcement.** Fixed penalty notice, at £50 up to the process to court where they can be fined a great deal more.

8. The Cycle Squad has been concentrating on Step 1 and has seen an improvement around the major routes and junctions. We will now be moving to Step 2 and Step 3.
9. By issuing a Traffic Offence Report (TOR) to any cyclist we stop that has committed an offence and also using this as a way of warning cyclists, it gives us a chance to engage with them and explain the reasons we are dealing with offences and to pass on a safety and crime prevention message. It also enables us to show where many of the offence hot spots are.
10. The Squad will also be carrying out crime prevention at the same time in the way of cycle security and phone security marking as part of Op Lewis set up to deal with this.
11. The response times are much quicker on cycles than an officer on foot and often during busy traffic times, quicker and more agile than the police vehicles, also making parts of the City more accessible which are not vehicle friendly. Additionally, in comparison to vehicles, not only is the cost of purchasing and maintaining the cycles a considerable amount less it is also completely environmentally friendly, which for a busy City is also of great importance. We are about to trial 2 lightweight e-bikes with the intention to have all of the Cycle Squad on e-bikes in the longer term. This links to the CoLP Fleet Strategy to have a more environmentally friendly fleet.
12. The Cycle Squad also has great working relationships with the Metropolitan Police Service and the Sergeant leading the Squad has been to other forces and Ambulance services to train their cycle officers and paramedics. This joint working approach means we are seeing paramedics working in the City alongside our cycle officers, which enhances the response.
13. Some of the statistics below from the first 7 weeks show how productive a small core cycle squad can be and will continue to be:
  - 1010 hours on the street
  - 2254 key messages (including crime prevention and cycle safety/enforcement)
  - 22 stop/search with a 57% success rate which is double the national average
  - 690 positive outcomes.
  - 904 Cycle offence warnings (TOR'S)
  - 94 Fixed penalty notices
  - 35 Intelligence reports
  - 35 e-bikes seized
  - 169 hours of TFL red route patrols

(Attached is Appendix 1 - a report showing the breakdown of these and other statistics)

14. Cycling offences are non-endorsable, which means just a fine is issued and offenders are not recorded on the police national computer. Officers either issue a verbal warning, ticket or will refer offenders to cycling improvement programs. Each offence is dealt with on its own merits – i.e. each case will be decided by the individual officer whether to proceed by warning or ticket.
15. Most of the offences dealt with are contravening a red automatic traffic light (ATL). Officers also issues tickets for cycling on the pavement and not having lights during dark hours. Also, occasionally other offences as listed below, but as stated these are always much more difficult to prove at court.

### Cycle offences

Powers being used by officers in the City:

- Ride a Pedal Cycle on a Road Fail to Comply with a Red Light Traffic Sign Contrary to section 36 (1) of the Road Traffic Act 1988, the Traffic Signs Regulations and General Directions 2016 and Schedule 2 of the Road Traffic Offenders Act 1988.
16. This is the main offence that officers are currently enforcing. Cyclists going through red lights are associated with a number of road traffic collisions and injuries every year, especially injuries to pedestrians.
    - Section 163(2) of the Road Traffic Act 1988 which means “a person riding a cycle on a road must stop the cycle on being requested to do so by a constable in uniform”.
    - Careless Cycling which is under section 29 of the Road Traffic Act 1988. Where the riders standard of cycling falls “below that of a competent and careful cyclist”. This could be escalated to:
    - Dangerous Cycling which is under section 28 of the Road Traffic Act 1988, and this is where the riders standard of cycling falls “far below that of a competent and careful cyclist.
    - Cycling on a road or other public place whilst unfit through drink or drugs which is under section 30 of the Road Traffic Act 1988. Although cycle squad have not yet reported anyone for this offence it is something that is enforceable.
  17. Other offences officers can enforce is that of: cycling on a footpath (section 72 of the Highway Act 1835), carrying a passenger (unless the bicycle is constructed or adapted for the carriage of more than one person; section 24 of the Road Traffic Act 1988), holding onto a moving vehicle (section 26 of the Road Traffic Act 1988), failing to comply with road signs and offences in relation to the condition of the bicycles (including but not limited to the requirement for reflectors and light).

### E-Bicycles and E-Scooters

18. E-Bicycles and E-Scooters are often used during the commission of crime (e.g. phone snatches) and many of these bicycles are not legal in the UK. There are many types of E-bicycles which include Electrically Assisted Pedal Cycles (EAPC) and Converted Conventional Bicycles (CCBs). Only EAPC bicycles are allowed to be used in public places in the UK, but they must abide by all road traffic legislation.
19. In order to be legal E-bicycles must: state their maximum power output on the motor (which should not exceed 250 watts), they must not be propelled by a motor beyond 15.5 mph.
20. Electrical assistance should only be provided whilst the rider is pedalling (unless travelling below 3.5mph). Bicycles that can be propelled without pedalling must be "type approved" if it can be propelled without pedalling (e.g. 'twist and go throttle') or it does not meet EAPC regulations. Without type approval these bicycles legally become a motor vehicle and therefore the rider must have insurance and driving licence and the vehicle should abide by all other road traffic legislation. It is currently impossible to insure E-bicycles and as such they should be seized under section 165 of the Road Traffic Act for having no insurance. Cycle Squad are actively seizing any E-bicycles that are illegal and pose a risk to the public and submitting intelligence in relation to E-bicycles (including those selling or converting conventional bicycles illegally).

#### Hire E-Bicycles

21. Examples of bicycle hire companies are Lime, Santander and Human Forest etc are also used in the commission of crime. These bicycles are often seen being used by shoplifters, phone snatchers, cycle thieves and are often used during incidents of Anti-Social Behaviour (ASB). These bikes are also relatively easy to steal, making offenders using them difficult to trace. As such, over the last 6 weeks cycle squad officers have been submitting intelligence reports to assist with the building of stop/search grounds and they have been developing a working relationship with the companies. This has allowed them to develop potential further lines of enquiry for investigators where hire bicycles have been used. They have also had numerous communications with the companies helping develop methods that will hopefully deter, detect and prevent further offences and offenders.

#### **Next Steps**

22. The Force will undertake a full evaluation of the work of the cycle squad in due course and based upon this, a decision will be made by the Chief Officer Team whether it will become a permanent fixture. CoLP will also be looking to deliver further training to ensure more officers on response and neighbourhoods are able to patrol on bicycles.
23. The City of London Corporation contract Parkguard about which an update was provided to this committee previously by the Director of Community and Children's Services. Separate work is underway to look at the feasibility of designating powers to Parkguard to be able to also deal with and issue penalties for offences relating to cycling – for example breaching the Corporation bye laws on the Barbican Estate.

## **Conclusion**

24. From the attached slides and data it is evident that the introduction of a permanent cycle Squad that is focused on Cycling and e-bike related offences is having a positive effect across the City of London. Over the coming weeks we will look at the full evaluation and indeed, what we can do to further enhance the work of the squad, recognising that the response to ASB on cycles is best achieved with a fully integrated partnership approach. This will be supported with a bid to the Safer City Partnership to further enhance the work which will focus on activity under enforcement education, engagement and engineering the problem out, plus a comprehensive joint communications plan.

## **Appendices**

- Appendix 1 – Cycle Squad Overview

**Robert Atkin MBE**

**Chief Supt Local Policing**

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Cycle Squad Returns up to 11<sup>th</sup> August 2023 –  
Appendix 1



**CITY OF LONDON**  
**POLICE**



|                   |      |
|-------------------|------|
| Hours Deployed    | 1010 |
| Abstracted Hours  | 813  |
| Key Messages      | 2254 |
| Stop Search       | 22   |
| Positive Outcomes | 609  |
| Arrests           | 20   |
| Cycle Warning     | 896  |
| FPN               | 94   |
| Drugs Warning     | 2    |
| Process           | 37   |
| Intel Reports     | 35   |
| Bike Marking      | 8    |
| Response Calls    | 146  |
| Op Greyhound      | 8    |
| Op Glove          | 2    |
| Red Routes        | 169  |
| E-Bike Seizures   | 35   |

1010  
Visible  
Officer  
Hours

22 Stop searches  
This is a 55%  
positive outcome  
rate.

35 Intel's

2254 Key  
Messages. That's  
2254 people  
spoken to.

813  
Abstracted  
Hours

609  
Positive  
Outcomes

25 E-Bikes  
Seized

896 Cycle  
Warnings

94 FPN's

179 Hours  
delivered for  
TFL priority  
Operations

350 Hours  
delivered for  
Priority Taskings

37  
Processes

146 Response  
Calls  
Answered

20  
Arrests

2 Drugs  
Warnings

# Duo jailed after phone snatch stabbing spree in London rush hour

LONDON | CITY OF LONDON  
CRIME AND COURTS

Thursday 10 August 2023 at 6:25pm



Page 39

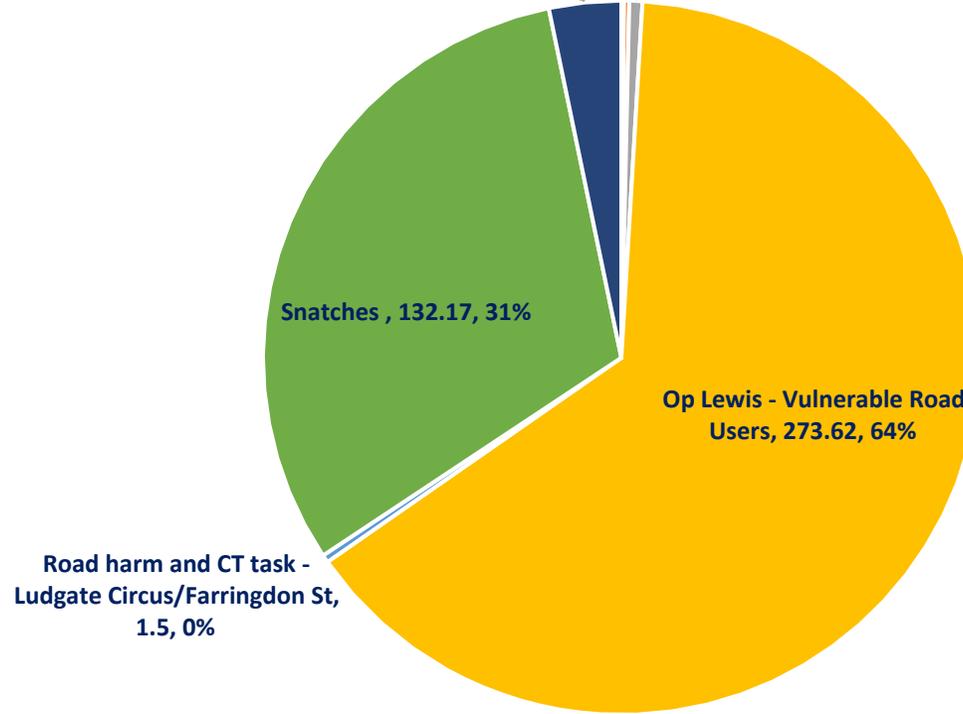
Click above to watch video report by Rags Martel

Two men have been jailed for their part in a daytime robbery and knife attack in central London in which members of the public suffered "savage injuries".

Tyrone Dean, 24, and Louis Parkinson, 26, wore masks when they tried to snatch mobile phones and flee on bicycles on October 6 but their plans were thwarted when passers-by stepped in and frustrated their attempts at a getaway.



Violence Against the Person Task (VAP), 13.81, 3%    CT Tasking - Bank Junction, 0.5, 0%    CT Tasking - Paternoster Square, 1, 0%    CT Tasking - St Paul's, 2.5, 1%



- CT Tasking - Bank Junction
- Op Lewis - Vulnerable Road Users
- Violence Against the Person Task (VAP)
- CT Tasking - Paternoster Square
- Road harm and CT task - Ludgate Circus/Farringdon St
- CT Tasking - St Paul's
- Snatches

| Task                                                 | Hours        |
|------------------------------------------------------|--------------|
| CT Tasking - Bank Junction                           | 0.5          |
| CT Tasking - Paternoster Square                      | 1            |
| CT Tasking - St Paul's                               | 2.5          |
| Op Lewis - Vulnerable Road Users                     | 273.62       |
| Road harm and CT task - Ludgate Circus/Farringdon St | 1.5          |
| Snatches                                             | 132.17       |
| Violence Against the Person Task (VAP)               | 13.81        |
| <b>Grand Total</b>                                   | <b>425.1</b> |

<https://www.itv.com/news/london/2023-08-10/duo-jailed-after-phone-snatch-stabbing-spreed-in-london-rush-hour>

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|                                                                                                                              |                                                            |
|------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| <b>Committee(s):</b><br>Strategic Planning and Performance Committee<br><br>City of London Police Authority Board            | <b>Dated:</b><br>5 September 2023<br><br>20 September 2023 |
| <b>Subject:</b> Quarterly Community Engagement Update                                                                        | <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>                                                     | 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<br>Pol 77-23                                                                        | <b>For Information</b>                                     |
| <b>Report authors:</b> HQ, Sector Policing, Specialist Operations<br>Coordinated by Detective Superintendent Carly Humphreys |                                                            |

## Summary

This report provides a quarterly update on how we are engaging and working with our communities to understand their concerns and keep the City safe from terrorism, crime and anti-social behaviour.

A draft Neighbourhood Policing & Engagement Strategy has been provided as a separate agenda item for this committee.

## Recommendation

Members are asked to note the report.

## Main Report

### Listening to our communities

1. The first Business Improvement Districts (BIDS) sounding board took place in June. The discussion was focussed around women's safety and how we communicate and understand perspectives and feelings of safety.
2. Our programme of Walk and Talk initiatives continue to be promoted with regular enquiries and this will be further advertised to targeted groups via Women's Networks in businesses across the City. We will have pop up stands in Paternoster Square next month to promote the initiative as well as via the Fleet BID. These provide opportunities for women working or living in the City to walk with a female officer and discuss experiences or concerns.

3. Cluster Panels are due to take place on 24 August 2023 and 9 October 2023. Panels exist to listen to the concerns of the local community and discuss possible solutions to make that area a safer place to live work and visit. Our recently established Cycle Squad has been formed to address anti-social cycling and associated crime which is a concern regularly raised at cluster panel meetings. There is a separate report on the agenda regarding this. We are also working with the City of London Corporation to consider if these panels should be extended to cover non-policing issues.
4. We held the first youth Independent Advisory and Scrutiny Group in July. The meeting was used for introductions, allocating the Chair and Deputy roles and setting out expectations. Membership will continue to be encouraged with the next meeting held in October.

#### Working with partners to keep communities safe and feeling safe

5. Operation Reframe continues each month with a different theme alongside an enforcement operation focussed on offences linked to the night time economy. We recently ran a test purchase operation, using our cadets. Fines we issued to four out of seven licensed premises that served the Police Cadets alcohol, when test purchasing. Our next Reframe event will focus on sex workers.
6. We promoted the national #BeSafeBeSound campaign which urges music lovers to stay alert to any signs of hostile reconnaissance and follow safety advice or security procedures in place at events and venues.
7. The Prevent Team continued to hold local school engagement, which is about safeguarding of young people engaging on topics of misogyny and online information. Overall Prevent referrals are up significantly after increasing prevent communications. City of London Police is looking to recruit City of London Corporation staff to become Prevent Champions and upskill on susceptibility to radicalisation. A Prevent week of action will commence on 2 October 2023, with a stakeholder engagement event hosted at the Lloyds of London Library.
8. CoLP will be taking part in an Operation Rocotto on 14 September 2023. The aim of the day is to support and engage with local businesses and increase public understanding of the types of crime that affect businesses. This is a joint endeavour with the City of London Corporation of London's community safety team and private security officers from the City Security Council. We will be conducting joint patrols, targeted intervention of offenders and a range of crime prevention activities to promote safer business and safer spaces in the Square Mile.
9. Weeks of action City of London Police will be supporting over the next quarter include:
  - Romance Fraud- 2 October 2023
  - Safer Business-16 October 2023
  - International fraud awareness -12 November 2023

Members may wish to make a note of these dates with a view to supporting these events. We will also undertake activity to support black history month (October) and Tyre Safety month in October.

## **Conclusion**

10. CoLP continues to work in partnership with the City of London Corporation to enhance the City of London's engagement with our communities. This report has highlighted some of the initiatives which have taken place to support this partnership and also our wider partnerships to protect our local communities.

### **Carly Humphreys**

Detective Superintendent

HQ Services

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|----------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|
| <b>Committee(s):</b><br>Professional Standards and Integrity Committee                                                                 | <b>Dated:</b><br>15 September 2023 |
| City of London Police Authority Board                                                                                                  | 20 September 2023                  |
| <b>Subject:</b> Quarterly Equality and Inclusion Update                                                                                | <b>Public</b>                      |
| <b>Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?</b>                              | 1 and 3                            |
| <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<br>Pol 95-23                                                                                  | <b>For Information</b>             |
| <b>Report author:</b> Detective Superintendent Kate MacLeod, T/Chief Superintendent Sanjay Andersen, Head of Professionalism and Trust |                                    |

### Summary

This report provides an update regarding Equality & Inclusion(E&I) activity within the Force from a national and local perspective since the last report to your Committee in May 2023. Appendix A provides an infographic regarding the vision of City of London Police’s (CoLP’s) refreshed Equity, Diversity & Inclusion Strategy, renamed from Equality & Inclusion.

The report also includes highlights of activity regarding the E&I workstreams, the Police Race Action Plan, work on Violence Against Women and Girls and CoLP’s Inclusivity Programme.

### Recommendation(s)

It is recommended that Members note the report.

## **Main Report**

### **Background**

This is a regular report to your Committee provided quarterly. It updates on activity relating to Equality and Inclusion in the City of London Police.

### **Equity and Inclusion Strategy Refresh**

- a. The draft E&I Strategy Update provided in Appendix A, represents the direction for the future Equity, Diversity and Inclusion Strategy 2023-2026. CoLP's mission is to become the most inclusive and community oriented police force in the country and will strive to accomplish this under four Strands:
- 'Our People': building a workforce that reflects the communities CoLP serves, and which creates a sense of belonging;
  - 'Our Public': placing Equity & Inclusion at the centre of CoLP's service delivery, to ensure the public trust the force to act fairly and with integrity;
  - 'Our Processes and Policies': ensuring these are fully inclusive and informed by diverse representation on scrutiny and decision-making bodies.
  - 'Our Partners': we influence Equity and Inclusion through our network and supply chain.

The draft strategy is currently out for consultation with internal partners prior to being presented to the Chief Officer Team and Police Authority Board. It is intended that the final draft will be circulated as part of November's cycle of Committee meetings with the Police Authority.

### **Current Position**

- b. **National updates:**

#### **Police Race Action Plan –**

The National Police Race Action Plan (PRAP) Team has now appointed Commander Dr Alison Hydari (MPS) as the new policing lead, replacing DCC Tyron Joyce, from the 21<sup>st</sup> of August 2023. We expect to receive messaging from Dr Hydari and the National team in due course.

The cyclical implementation of anti-racist practice (led jointly by College of Policing and NPCC team) continues, with events held in March and June. These have focussed on laying the foundation of theory, practice, and implementation approaches for anti-racist policing practice. CoLP continue to be represented at these events, the next will

be taking place this month - focusing on reflecting, sharing implementation strategies, and best practices.

Locally, a series of workshops have now taken place with members of our Black Police Association (BPA), alongside other Network members. We have agreed that our local focus will be on 4 pillars of work:-

- PILLAR 1: Internal Culture
- PILLAR 2: Use of Policy and Powers
- PILLAR 3: Community and Relations
- PILLAR 4: Protection from Harm and Victimisation

Underneath each pillar, we have also agreed on a series of actions to drive forward the area of activity. The diagram below gives an example of some of those which we believe should be prioritised. Next steps are for wider circulation with Directorate Heads and other Network members, ascertaining our current picture, including any gaps. As we decide on the future 'look and feel' of our Equality and Inclusion Strategic Board, aligned with our new Strategy - we can decide how to collectively monitor progress and decide on priorities.

**Pillar 1: INTERNAL CULTURE**

- Tracking the experience of black officers and staff in policing
- Develop all officers and staff understanding of black history
- Learning from organisations that are good at improving the experiences of their black employees
- Improve our understanding of why black people are under-represented in policing and produce a plan to tackle recruitment, promotion and retention

**Pillar 2: USE OF POWERS & POLICY**

- Ensuring the public can see, understand, and challenge police use of powers
- Providing officers with the requisite skills and knowledge to prevent disproportionate use of powers against black people
- Creating digital opportunities for communities to review, rate, and influence use of police powers in their areas

**Pillar 3: COMMUNITY AND RELATIONS**

- Work with external partners and black communities to design engagement mechanisms to ensure that black voices are heard
- Ensure forces demonstrate proportional representation from black communities in current scrutiny panels, engagement groups, youth groups and so on
- Engage with and learn from other organisations on how to improve relations and provide reconciliation

**Pillar 4: PROTECTION FROM HARM AND VICTIMISATION**

- Understanding what crime types have a disproportionate impact on black people in the City
- Work to improve understanding of police interaction and support for vulnerable groups within the black community
- Refresh local prevention plans to provide better support for black communities

The most recent Senior Leader's Forum took place in June and was testament to the focus now being placed on Professionalism and Trust, with the event being dedicated to the workstreams of the Portfolio. Dr Angela Herbert MBE attended and led a session on 'Delivering Race Equity In Practice'.

Dr Herbert has vast experience of implementing change within the Criminal Justice System and worked with our own senior leaders to examine racism and its impact on CoLP's staff and communities. The session offered an opportunity to explore ways of

embedding anti racist practice and achieving a positive whole-organisation approach to anti-racism.

Inputs were also given on the progress made to date against the National Action Plans for both Violence Against Women and Girls (VAWG) and Race (PRAP). Attendees took part in an exercise on how, as leaders, they maintain the highest standards of trust and professionalism; with Det Supt Claire Cresswell providing an update on Professional Standards Department activity and what leaders can do in light of Baroness Casey's report, including when to reach out for support.

**c. Local updates:**

Active Bystander Training

This programme of work aims to empower staff across the City of London Police to challenge poor behaviours that may have become normalised over time, and bring about change through the reinforcement of messages, defining the boundaries of unacceptable behaviour. It supports the force's underpinning values of professionalism, integrity, and compassion and links to the 'Our People' organisational priority, as well as directly aligned to recommendations coming out of NPCC Action Plans.

In a change to usual training delivery, Professionalism & Trust arranged for our Senior Leadership Team to be the first in force to receive an input on this toolkit. It is important that our managers lead by example and send the right message to our colleagues: that we are all working together to improve our culture, giving our people the tools and confidence they need to challenge unacceptable behaviour, and fully understanding our roles as leaders in doing so. Four sessions were delivered online by external trainers and made mandatory for all of our Chief Inspectors / equivalent Grade Fs and above. A video recording of the training was circulated to ensure that all 122 individuals had the opportunity to view it again.

A programme of 'Train the Trainer' is now underway, with 18 people qualifying on a course delivered 24<sup>th</sup>-26<sup>th</sup> July, providing an internal cadre of our own officers and staff to cascade this to the rest of the force. We are ensuring, as much as is possible, that those selected represent our diversity and inclusivity - across roles, ranks and protected characteristics. Plans are underway for roll out across the force, with logistics being the key consideration. We have also been approached by Channel 4 who are keen to do a segment on our work as National trailblazers in this area.

Inclusivity Programme

A number of events have been planned between June and December, and form part of the modular approach to Inclusivity. Appendix B contains an infographic detailing all upcoming events/modules, including:

- Focus on... 'Gypsy, Roma, Traveller (GRT)': In celebration of GRT month, an awareness talk was delivered to 148 members of staff regarding GRT history,

and discrimination suffered by the community historically, through to the present day. Stereotypes and the damage these cause were discussed, and an emphasis placed on valuing and respecting GRT culture and values.

- Focus on... 'Find your Why': Delivered by Asif Sadiq, a former CoLP colleague, who brings a wealth of diversity and inclusion knowledge from his former position as Global Head of Diversity, Inclusion, and Social Impact at Adidas, and in his current position as Chief Global Diversity, Equity, and Inclusion Officer at Warner Bros. Discovery. Sessions have been organised for June, July, and September, with over 150 members of staff signed up to hear Asif share his unique journey throughout diversity and inclusion.
- 'Alter Egos Theatre Company Presents...': Alter Ego are one of the UK's leading Social Change Theatre and Film production companies. They have worked with CoLP's Professionalism & Trust (P&T) Team to create a bespoke product aimed at improving awareness of misogynistic behaviours and how to tackle them in the workplace. Alter Egos have already delivered successful inputs to Colleges and Universities, the NHS, Social Services, other Police Forces and the Ministry of Defence. Productions have been rescheduled to take place in September following short delays.
- 'Mentivity' Inputs: Consist of whole-day in-person sessions, aimed at gaining insight into young Black people's experiences of interacting with the police. The Charity's founder, Sayce Holmes-Lewis, started the charity following his experience of being stopped & searched, and works with police forces to increase understandings of Black peoples' experiences and perceptions, and has regularly delivered training to CoLP's officers.
- Focus on... 'Be Lads': This is an awareness and safety campaign which provides practical advice to men, to assist women in feeling safer when they are walking alone. It recognises that most men do not wish to be perceived as threats to women and addresses why women are justified in being concerned as such. Following the tragic death of Sarah Everard, the conversation around women's safety is more important now than ever before. 'Be Lads' explains the significant of this event and the manner in which it has fractured the public's faith in policing, without vilifying all police officers.

CoLP is ensuring that the events we host dovetail with the recent recommendations and actions from our many action plans in this space. For example – the Alter Egos theatre input tackles aspects of VAWG, Mentivity tackles pillars of the Police Race Action Plan (PRAP), Active Bystander is a key recommendation following Baroness Casey's review.

A working group has been created to focus on the evaluation of all of these sessions, with particular emphasis on measuring attitude and behavioural change. This is being led by our Organisational Development team. The College of Policing are providing guidance for forces on how to evaluate initiatives more generally, and this will be incorporated into our work. The programme itself has generated a great deal of national interest and featured in the NPCC / College of Policing's first digital publication highlighting National best practice. We have also been asked to attend conferences to represent the City of London Police and talk about our initiative.

## Violence Against Women and Girls

Nationally, the Home Secretary has announced that all 43 forces in England and Wales have signed up to Operation Soteria, the transformational change program tackling rape and serious sexual offences. City of London Police will be implementing the National Operating Model, developed through the programme, ensuring investigations are victim-centred, suspect-focused, and context-led. It aims to tackle low prosecution rates, poor judicial outcomes and victim experiences - with particular focus on known perpetrators. The Force is currently exploring how this will be implemented locally.

Locally, we continue to deliver Op Reframe and our new 'Walk and Talk' initiative with our partners in the City. Both programmes are being considered as we continue to inform our collective response as part of the Serious Violence Duty.

Work is continuing on the White Ribbon Accreditation with City of London Corporation colleagues.

Professionalism & Trust, together with the Crime Prevention Association (CPA) are jointly working on a new initiative which looks to establish 'Women's Safety Champions' within businesses. Women's Safety Champions will allow for premises in the City to provide a means for female employees to report issues that may fall below the threshold of a crime, but which has an impact on the individual's feelings of safety while moving around the City. This intelligence can help to build our understanding of emerging trends or patterns of behaviour that may need a more co-ordinated and robust response. It may also highlight criminality that is going unreported.

### **Appendices**

- Appendix A – Equity, Diversity, & Inclusion Strategy Update (DRAFT)
- Appendix B – Inclusivity Programme Modular Course Infographic

### **Contacts:**

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Professionalism and Trust

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# Equity, Diversity & Inclusion Strategy (2023-2026)

**Our People**

We have a workforce that reflects the communities we police and an environment which creates a sense of belonging.

**Our Public**

Equity and inclusion is central to how we deliver our service (local and national communities) and the public trust us to act fairly and with integrity.

**Our Processes and Policies**

Our policies, processes and procedures are fully inclusive and are informed by diverse representation on our scrutiny and key decision-making bodies.

**Our Partners**

We influence equity and inclusion through our network and supply chain

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“Our mission is to ensure that the City of London Police becomes the most inclusive and community orientated police force in the country”.



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**Our People Inclusivity Programme – Modular Content**

(2 to be completed per PDR year)



**Focus on...GRT**  
**June 2023 (attendance 148)**

In celebration of Gypsy, Roma and Traveller (GRT) History Month (June) 2023, Romani journalist, producer, media teacher and filmmaker Jake Bowers gave an awareness talk for colleagues .

“You will learn about GRT history through to modern day and the discrimination people from these communities feel across every aspect of life, including in their interactions with the police. Jake will explain the damage caused by stereotypes and the desire of many in GRT communities to be accepted for who they are, and for their culture and values to be respected”



**Focus on... ‘Find Your Why’**  
**(sessions in June, July and Sept, over 150 signed up)**

Delivered by Asif Sadiq, former City of London Police colleague. Asif shares his journey from diversity to belonging, covering the unique events in his life which led him to where he is now.

Asif brings a wealth of diversity and inclusion experience and knowledge from both policing and the private sector. Currently the Chief Global Diversity, Equity and Inclusion Officer at Warner Bros. Discovery, he was previously the Global Head of Diversity, Inclusion and Social Impact at Adidas.



**Alter Egos Theatre Company Presents...**  
**(sessions being re-arranged for September onwards)**

AlterEgo are one of the UK’s leading Social Change Theatre & Film production companies. They work all over the UK in schools, colleges and universities, as well as for the NHS, Social Services, Police Forces and The MoD.

They have worked with our P&T team in CoLP to create a bespoke product for our officers and staff, aimed at improving awareness of misogynistic behaviours and how to tackle them in the workplace.



**Mentivity Inputs**  
**Throughout the year, 26 max per session**

“In these day-long, in-person sessions, you will gain an insight into young Black people’s experiences of interacting with the police from Sayce Holmes-Lewis, who founded charity Mentivity, after his experience of being stopped and searched by police”. Sayce now works with police forces to increase understanding around the experiences of young Black people in the UK, and has delivered training to City of London Police colleagues multiple times before. Feedback has been collated and presented at numerous boards, really is excellent”



**Focus on... Be Lads Sessions in August and Sept**

‘BE LADS’ is an awareness and safety campaign, founded by Poppy Murray in 2021, which provides practical advice to men on steps they can take to help women feel safer when they are walking alone. The campaign recognises that most men have no intention of being a threat to a woman and helps to address why women are justified in feeling apprehensive when walking alone.

For all police forces, the fact that the man who killed Sarah Everard was a serving police officer makes the conversation on women’s safety even more important than ever. The BE LADS campaign explains the significance of this and how it fractured the public’s faith in the police, without vilifying all police officers.

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|------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------|
| <b>Committee(s):</b><br>Professional Standards and Integrity Committee<br>City of London Police Authority Board                                | <b>Dated:</b><br>15 September 2023<br>20 September 2023 |
| <b>Subject:</b> HMICFRS Inspections Update- Vetting, misconduct, and misogyny in the police and CoLP Counter Corruption and Vetting Inspection | <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<br>Pol 98-23                                                                                          | <b>For Information</b>                                  |
| <b>Report author:</b> Linda Healy, Professional Standards Dept                                                                                 |                                                         |

## Summary

The Chair of the Board requested an update on His Majesty’s Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspections relating to the national thematic Inspection on ‘vetting, misconduct, and misogyny in the police’ and the inspection on the Force Counter Corruption and Vetting Units. This report provides and overview of activity for the Professional Standards and Integrity Committee.

City of London Police has produced a combined delivery / action plan for these inspections in response to recommendations in the publication by HMICFRS ‘An inspection of vetting, misconduct, and misogyny in the police.’ Incorporated are recommendations from the HMICFRS inspection of City of London Police’s Counter Corruption Unit (CCU) and Vetting Unit published in June 2023.

There is a national requirement for monthly reporting to National Police Chiefs Council on behalf of HMICFRS to track progress against the recommendations. The Home Secretary was provided with a full update by HMICFRS at the end of March 2023.

## Recommendation(s)

Members are asked to note the report.

## **Main Report**

### **Background**

1. In November 2022, His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) published 'An inspection of vetting, misconduct, and misogyny in the police' report. This was a national thematic inspection and not specific to City of London Police (CoLP). This report made forty-three (43) recommendations and five (5) Areas for Improvement (AFI) which they acknowledged was an unusually high number of recommendations for a HMICFRS report. Of the 43 recommendations 29 were for Chief Constables as well as the five AFIs.
2. In October 2022 HMICFRS carried out an inspection of City of London Police Counter Corruption Unit (CCU) and Vetting Unit. The inspection covered similar areas to the national report. At the conclusion of the inspection the HMICFRS team delivered a debrief. CoLP adopted the nine recommendations to act on immediately. This was reduced to six when the national thematic report was published as three actions adopted from the debrief formed part of the twenty-nine national recommendations for chief constables.
3. In June 2023, the HMICFRS inspection report of City of London Police was published. HMICFRS assessed the vetting and counter corruption capability as 'Requires Improvement' and contained 9 areas for improvement /recommendations.
4. The 9 areas for improvement/recommendations made in the CoLP specific report were mapped against the vetting and counter corruption action plan which tracks progress against the 43 recommendations and 5 AFI's contained in the HMICFRS thematic report produced in November 2022.
5. The review highlighted that progress has been made across all of the CoLP areas for improvement/recommendations with 6 currently self-assessed as Green, 2 as Amber (due date of end of October 2023) and 1 as unassessed.
6. The unassessed action related to a recommendation that the vetting unit have sufficient staff to meet the demand it faces. This has now been assessed as amber and an action is in progress to deliver. A recruitment process is currently in place.
7. The CoLP areas for improvement/recommendations are mapped and tracked as part of the overall vetting and counter corruption action plan managed by Professionalism & Trust.

### **Current Position**

### **Delivery Action Plan**

8. A combined delivery / action plan was produced from the national thematic report and CoLP CCU / Vetting inspection report. This has a total of thirty-five separate actions made up of:
- 5 Areas for Improvement
  - 29 Actions for Chief Constables
  - 1 action from CoLP specific inspection report

### **Delivery of the Plan**

9. There are forty separate recommendations, and this report is to give an overview of CoLP's current position.

### **Delivery Dates**

- CoLP has delivered on all 24 actions due by 30<sup>th</sup> April.
- We are confident that we will deliver on the remainder of the recommendations. An action plan is in place and being tracked. These are due by October and December 2023.
- There are three additional recommendations categorised for delivery by an outside agency to deliver. These require either National Police Chief Council (NPCC) or College of Policing actions prior to implementation at CoLP.

### **Support to Professional Standards Dept Senior Leadership Team (PSD SLT)**

10. Due to the high number of recommendations a member of staff was seconded to the Professionalism and Trust team to work with the CCU and Vetting to co-ordinate delivery and implementation of the HMICFRS action plan. This is to work with the recommendation owners and track progress. In addition, to prepare reports for governance groups both within CoLP and national requests from HMIC / NPCC for progress against recommendations.

### **Governance**

11. Head of Professionalism and Trust Directorate has fortnightly oversight at a tactical level.
12. With the establishment of the HMICFRS Operational Improvement Board, chaired by AC Operations and Security, strategic governance, and scrutiny for all of CoLP's HMICFRS recommendations now sit in this Board.
13. An update on these will also be brought to the Professional Standards and Integrity Committee for detailed oversight.
14. There is monthly reporting to NPCC, which is co-ordinating the response on behalf of HMICFRS, to track national progress against the recommendations. The August data return is a milestone for the programme, as they need to report in detail against the work that has been done around all of the recommendations with a deadline that has already passed, as we move

towards a final HMICFRS assessment and sign off against these recommendations.

15. The Home Secretary was provided with a full update by HMICFRS at the end of March 2023, which was before the deadline set for the majority of the report recommendations.

## **Conclusion**

16. City of London Police recognise the importance of delivering on the recommendations from these HMICFRS inspections and has through the plans and governance put in place. CoLP is confident the remainder of the recommendations will be delivered by the specified dates.

### **Contact:**

**Linda Healy**

Linda HEALY,

Professionalism and Trust

E: [linda.healy@cityoflondon.police.uk](mailto:linda.healy@cityoflondon.police.uk)

|                                                                                                                    |                                    |
|--------------------------------------------------------------------------------------------------------------------|------------------------------------|
| <b>Committee(s):</b><br>City of London Police Authority Board                                                      | <b>Dated:</b><br>20 September 2023 |
| <b>Subject:</b> City of London Police Mental Health Response-update                                                | <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<br>Pol 102-23                                                             | <b>For Information</b>             |
| <b>Report author(s):</b> Umer Khan, Commander Operations and Security; Amanda Wolf, Superintendent, Local Policing |                                    |

## Summary

Following a request from the Police Authority Board Director for a progress update on the City of London Police Mental Health Response and the launch of the Mental Health National Partnership Agreement in July 2023, this report provides a progress update on the following key areas:

- **NPCC 'Right Care, Right Person' (RCRP) Approach Update:** Ongoing CoLP and Pan-London efforts to adopt the NPCC 'Right Care, Right Person' approach including the Mental Health National Partnership Agreement.
- **Alignment with National Best Practices:** Integrating national best practice into our methodology. This commitment not only underlines our pursuit of excellence but also seeks to ensure CoLP approach remains effective.
- **Current position on CoLP response to Mental Health and Mental Health Data Collection Progress:** The significant improvements in our data capture techniques utilising the Power-bi dashboard. This enhanced approach provides a more transparent view of our organisation's mental health landscape, facilitating better-informed decision-making.

## Recommendation(s)

Members are asked to note the report.

## **Main Report**

### **Background**

1. The Mental Health National Partnership Agreement (Right Care, Right Person (RCRP)) was launched in July 2023. It was signed and published on 26<sup>th</sup> July 2023, supported by MP's and the National Police Chiefs Council (NPCC). In conjunction, a toolkit has recently been published by the College of Policing to assist Forces in implementing similar approaches, with the ability to tailor to local requirements. Central to RCRP is the assurance that all policies give clear guidance to officers and staff, are comprehensive, consistent with legal obligations, and promote the best interests of the Force, and the public/communities it serves.
2. RCRP is now being adopted by all the forces in England and Wales, with Humberside used as the 'blueprint'. It is worth noting that the implementation of RCRP in Humberside took 3 years. Further details of RCRP are in the body of the report.
3. The Police Authority Director requested the City of London Police provide an update to the September Police Authority Board on the RCRP and the CoLP response to Mental Health.

### **Current Position**

4. Members will be aware from previous updates that the City of London Police (CoLP) has been operating a Mental Health Street Triage (MHST) model since 2017. This service involves a qualified mental health practitioner working alongside response officers, and attending those calls to service where there is associated mental health/vulnerability. The mental health nurses currently work between 1500 hours and 0300 hours, and as highlighted in a previous report (by the Suicide Prevention Steering Group) this has proved beneficial in resolving mental health incidents proportionately and expeditiously. One area where the MHST has proved effective, is in dealing with incidents that may require police to use their powers under Section 136 of the Mental Health Act 1983. This act affords the legislative power to remove a person from a public place (where they appear to be suffering with a mental disorder and need immediate care and control), to a place of safety for mental health assessment.
5. As an example, in July 2023 officers attended 39 Mental Health (MH) incidents, but with MHST offering specialist advice and assessment at the scene, just ten individuals were detained by police. This reduces the time police officers are abstracted, but more importantly, ensures the most applicable care and further treatment for that individual from the outset.

### **Humberside and Development of Right Care Right Person Initiative**

6. Humberside Police identified that officers were deployed to an average of 1,566 incidents per month of concerns for welfare, mental health, and missing people. The overriding concern was that by attending these incidents, officers were not affording the most suitable intervention to vulnerable people, who often require more specialist

support. As such, the decision to revert to basics and concentrate on the core policing principles was made, with Humberside Police seeking legal advice, to understand its duty of care responsibilities and those of its partner agencies. This legal advice was used as the basis to support the development of the RCRP initiative. Early evaluation of the initiative has shown a more collaborative, informed, and appropriate response to RCRP incidents across Humberside. It has also demonstrated a large reduction in the deployment of police resources to this incident type, with the additional benefit of improving attendance rate across other calls to service.

7. RCRP is now being adopted by all the forces in England and Wales, with Humberside used as the 'blueprint'. It is worth noting that the implementation of RCRP in Humberside took 3 years.
8. As aforementioned, the RCRP National Partnership Agreement was signed and published on 26<sup>th</sup> July 2023, supported by MP's and the NPCC. In conjunction a toolkit has recently been published by the College of Policing to assist Forces in implementing similar approaches, with the ability to tailor to local requirements. Central to RCRP is the assurance that all policies give clear guidance to officers and staff, are comprehensive, consistent with legal obligations, and promote the best interests of the Force, and the public/communities it serves.
9. Learning points from the Humberside model have been reviewed and include the following, which are at the forefront of adopting a similar approach in the City of London:
  - The main barriers to overcome are internal culture (staff and officers being cautious about declining to deploy support) and partnership relationships. These require careful consideration and management.
  - That effective implementation is supported by tight governance, senior officer buy-in, clear partnership working and effective systems.
  - A robust legal and evidential basis for change, a shared partnership vision, adequate training and support, proper evaluation and monitoring processes, and consideration of internal culture, which will support effective implementation of RCRP.
10. Many of the calls to service are from agencies that are unable to cope with demand; an analysis of demand from other agencies identified the types of calls for service were being dealt with by police which shaped the RCRP.

| Type of call                              | Example                                                                                                                                                                                                                   |
|-------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Concern for welfare</b>                | Mental health services reporting that an individual hadn't attended their appointment the previous day and they had concerns about them.                                                                                  |
| <b>Voluntary mental health patients</b>   | Voluntary patient taken by police to emergency department of an acute hospital after a minor self-harm episode as no ambulances free. Police were asked to remain as the individual was assessed as potentially suicidal. |
| <b>Walk out of health care facilities</b> | Call from emergency department of an acute hospital regarding a male who had left before being discharged with a cannular in his hand. Police were asked to locate him.                                                   |
| <b>Mental Health Act s136</b>             | Section 136 of the Mental Health Act used to detain someone in crisis. Police attend the 136 suite but couldn't handover to clinicians as no one free to accept. Police remained for 12 hours.                            |
| <b>AWOL (absent without leave)</b>        | Sectioned patient had gone AWOL after s17 escorted leave with staff, last seen in the pub. Later located at home address by officers and returned to mental health unit.                                                  |
| <b>Transportation</b>                     | Police asked to convey patients (from acute hospital to mental health facilities).<br>Police conveying s136 or voluntary mental health patients to places of safety.                                                      |

11. CoLP assessment suggest that *Transportation* and the *Mental Health Act s.136* are key areas of focus. The other areas are considered to have negligible to no impact within the City, due to its unique demographic, most notably a low residential population, and without a mental health hospital in its jurisdiction.

- Transportation: This is an area of influence under RCRP. MH patients should not be transported to hospital in a police vehicle unless there is no other feasible option. Repeatedly, owing to extensive delays for ambulances, this is a common occurrence. There are options here for development, e.g. private ambulance transport, LAS agreements but it has been delayed due to the MPS readiness.
- Mental Health Act s.136: CoLP officers are often faced with long waiting times when handing over care of a person in crisis to an Acute care unit (A&E Dept) or a Hospital Based Place of Safety (HBPOS = Mental Health Facility). This can lead to unnecessarily prolonged police intervention, increased likelihood of trauma and a lack of resources to respond effectively to incidents in the City. Quicker handovers and agreements for CoLP officers at acute care units are being explored due to the partial assessment carried out by the MHST team in advance of arrival. Additionally, escalation and post event learning process's have been and are being established across facilities with CoLP.

### **NPCC 'Right Care, Right Person' (RCRP) in CoLP**

12. The CoLP has been working with the NPCC 'Right care, Right person' (RCRP) team to understand RCRP and if it is the right approach to adopt for the City of London. Right care, right person is a model that ensures that when there are concerns for a person's welfare, linked to mental health, the right person with the right skills, training and experience will respond.

13. Due to the unique nature of CoLP's proximity to the Metropolitan Police, the landscape of the City and the mental health crisis demand compared to other forces, how CoLP progresses RCRP needs to be aligned at touch points with the Metropolitan Police to avoid confusion or conflict between forces, stakeholders and our communities.

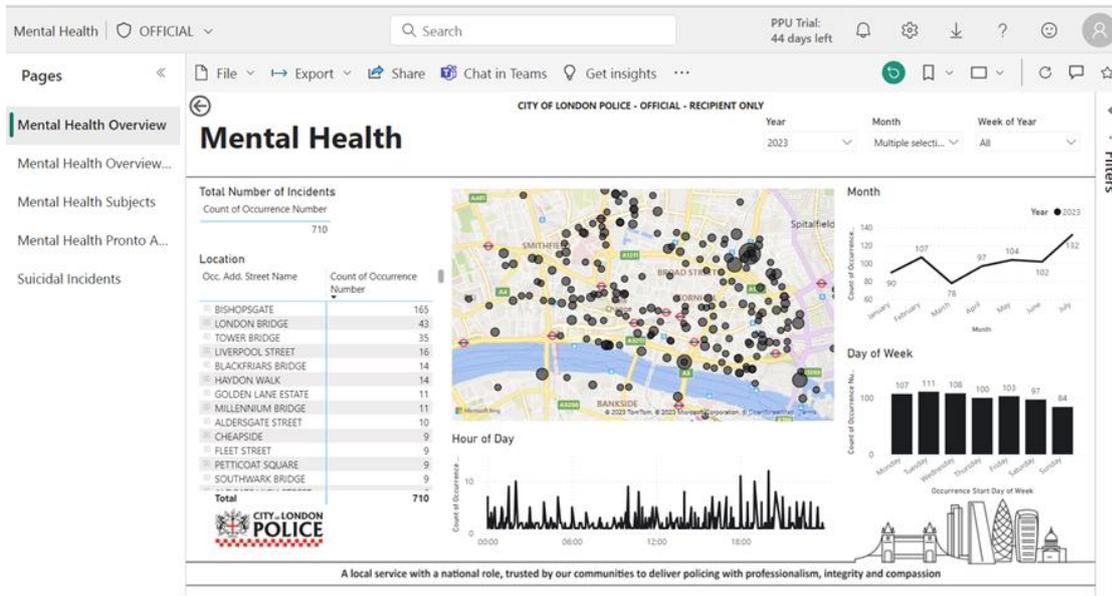
14. It is vital that CoLP work with the MPS and Public Health England (PHE) to shape how RCRP will operate from a London region perspective rather than in silos. The MPS is chairing the inaugural meeting, which is due to take place on the 13<sup>th</sup> September, chaired by T/Assistant Commissioner (MPS) Matt Twist. This meeting will be attended by CoLP RCRP Senior Responsible Officer Commander Umer Khan and Mental Health Strategic Lead Superintendent Wolf. This will serve as the first step in shaping a consistent RCRP response across the London region, building upon solid foundations and various workstreams in mental health policing provisions supported by the CoLP Partnership and Prevention (P&P) Hub.

### **Mental Health Data Collection**

15. In addition, CoLP is reviewing process, practices and implementing new ways of working to ensure that mental health demand data is accurately captured and recorded. The

Force Director of Information, as well as intelligence analysts, regularly link-in directly with the Senior Public Health Practitioner to ensure data is correct and have also made it more accessible by creating a 'dashboard' using Power-Bi (data system).

16. The image is a screenshot of one aspect the dashboard; it is interactive and can be interrogated to provide information pertaining to a specific incident, i.e., month, day, time of day, and/or officer time.



17. The dashboard is under continual development, as we learn more, we utilise the available data better. CoLP have been liaising with Hampshire Police regarding the recording and presentation of mental health statistics. As a result, Hampshire are adopting the CoLP methodology and are utilising the dashboard as a framework for their own.

### Mental Health Demand

18. MH demand in the city has been rising, which is not out of step with the national picture; there was a 31% increase over the last 12 months in responding to mental health incidents.

19. When considering incidents recorded by CoLP as crime and non-crime incidents <sup>1</sup> on our recording systems, the proportion of both where mental health has been a factor, has increased.

20. The proportion of **crimes** reported where mental health was a factor has increased from around 1.5% in 2021/22 to just over 2% in 2022/23.

<sup>1</sup> Incident where no crime has been identified at the time or subsequently.

| Month               | Niche - Total Number of Crimes | Niche – Number of Crimes with MH Flag |
|---------------------|--------------------------------|---------------------------------------|
| 01/08/21 – 31/07/22 | 7,127                          | 104                                   |
| 01/08/22 – 31/07/23 | 7,647                          | 154                                   |

21. In respect of **‘non crime’ incidents** reported the percentage of those where mental health was recorded as a factor has increased from around 7.5% in 2021/22 to 10% in 2022/23

| Month               | Niche - Total Number of Non-Crimes | Niche – Number of Non-Crimes with MH Flag |
|---------------------|------------------------------------|-------------------------------------------|
| 01/08/21 – 31/07/22 | 10,361                             | 783                                       |
| 01/08/22 – 31/07/23 | 10,112                             | 1,014                                     |

\*Niche is the Force’s Crime and Intelligence recording system

22. The three most prevalent locations for mental health incidents are Bishopsgate (both inside and outside of the station), London Bridge and Tower Bridge.

23. We are currently establishing/testing data sets to reflect officer hours spent dealing with mental health incidents and it is currently showing at an **average of four hundred hours a month** looking from August 2022 to July 2023 with 2 officers per deployment.

### Partner/Stakeholder Engagement

24. As documented CoLP (through the P&P Hub) is leading on some independent activity and collaborative activity to improve the Force response to MH, including scoping how RCRP will be implemented. This includes:

- Working with the NHS, Metropolitan Police and British Transport Police on a North Central and South London collaborative s.136 Hub. This will be a pilot to deliver in partnership, a co-ordinated and consistent s.136 support service for London Police forces.
- Liaising with the Niche/Pronto team (police IT systems) to implement changes to the MH and Public Protection forms that officer complete when dealing with vulnerable people. This will ensure that the right data is captured and that it is consistent so that the Force can understand demand better.
- Bridge-Watch, which sees us collaborating with the Bridge House Estates, Ascension Trust, Public health, RNLI, Port of London Authority.
- Improving MHST working practices and culture and ensuring consistent review to better the effectiveness of the service. This is an example of where CoLP are already implementing RCRP to some degree.
- Talking to and learning from Hampshire and Humberside Police to benchmark data recording practices and RCRP, to identify best practice.
- Attending regular meetings with health trust partners to consider escalation protocols in hospitals concerning MH provisions, i.e., number of hospital beds.

### **City Suicide Prevention Steering Group**

25. CoLP is a key stakeholder at the **City Suicide Prevention Steering Group**, which comprises mental health professionals from both the City and Hackney areas, as well as other relevant agencies. The aim of the group is to utilise an evidence-based,

partnership approach to reduce incidents of suicide in the City of London. For example, most suicides in the city involve a fall from height, as part of mitigating against future incidents, CoLP's designing out crime/architectural liaison officer will follow up on all incidents, making suitable, proportionate recommendations to building owners to 'target harden' premises. The group will also consider ways to better support those who have witnessed suicide, and signpost to appropriate agencies.

26. In addition, CoLP has been working with the **Bridge-Watch Programme**; managed by the Ascension Trust, it comprises a team of volunteers and trained professionals who observe, identify, and engage with those at risk of suicide from Thames bridges. The concept is to introduce patrols with trained volunteers who will provide a reassuring presence on bridges and intervene with those indicating intent to enter the river, for reasons of self-harm or suicide. The programme now has a lead officer who is managing the volunteer recruitment process and designing a training programme to ensure volunteers are prepared for the role. CoLP will continue to be actively involved in the project, providing support and guidance, along with the RNLI, Port of London Authority, and mental health services of the Corporation of London. Additionally, CoLP will assist with training inputs and establishing joint protocols for when police are called, improving cross-agency communications and available data.
27. Internally, CoLP has introduced a **Mental Health Working Group**; held every six weeks, with membership including control room staff, response officers, MHST, custody staff, Public Protection, Liaison and Diversion, P&P Hub, and Special Branch. Membership also extends to subject matter experts (SMEs) from the Corporation of London, clinical and operational leads from the NHS and Bridge House Estates. The meeting is chaired by a senior police officer and serves to highlight and resolve any inter-agency issues, data trends, and consider new ways of improving working practices in this complex area to best support those that are vulnerable.

## Conclusion

28. City of London Police in line with National trends, note the upward increase in Mental Health Crisis response. It has acted to improve its processes through the adoption of the Mental Health Working Group and has established links with regional and national police and public health partners to improve its understanding of the rising demand and work collaboratively to support people and crises and problem solve reoccurring demand and challenges.

## Background Papers

Pol 06-23      Update on partnership Mental Health Services Demand and Response-  
January 2023 PAB

### Contact:

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# Agenda Item 14

|                                                                                                           |                                                        |
|-----------------------------------------------------------------------------------------------------------|--------------------------------------------------------|
| <b>Committee(s):</b><br>Resources, Risks and Estates Committee<br>City of London Police Authority Board   | <b>Dates:</b><br>6 September 2023<br>20 September 2023 |
| <b>Subject:</b> Q1 Revenue and Capital Monitoring Update – 2023/24                                        | <b>Public</b>                                          |
| <b>Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?</b> |                                                        |
| <b>Does this proposal require extra revenue and/or capital spending?</b>                                  | <b>N</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<br>Pol 82-23                                                     | <b>For Information</b>                                 |
| <b>Report author:</b> Alistair Cook, Chief Finance Officer & CoLP Deputy CFOs                             |                                                        |

## Summary

This covering report accompanies a slide pack detailing the City of London Police’s revenue and capital monitoring position at quarter one (Q1) for 2023/24.

### Revenue:

1. At the end of Q1 2023/24 both expenditure and income are forecast to be the £214m, resulting in a breakeven position (summarised in Slides 1-8), this compares to an original gross expenditure and income budget of £192.2m. The variance of £21.8m is mainly due to additional specific grants being received in year for National Fraud activities of which £18.2m is to support resourcing in other forces. Whilst the Q1 revenue outturn position is assessed to be breakeven, embedded within the forecast, are a number of assumptions and dynamic variables which makes forecasting difficult at this early stage in the budget cycle. Key among these are assumptions in respect to police officer and staff pay which have been impacted by decisions outside of the monitoring period to 30 June 2023.

### Pay:

2. In July 2023, the Government announced a 7% pay award for Police Officers with effect from 1 September 2023. This is 4% higher than had been provided in the 2023/24 budget and unmitigated would represent a significant cost pressure in 2023/24 and beyond. While Home Office has committed additional grant funding (£330m in 23/24) with the intention of it funding 2023 officer and staff pay award impacts above 2.5%, the allocation mechanism for 23/24 (which

is in line with funding formula shares) significantly disadvantages the City given its diverse funding landscape (including £11.2m of Capital City and Precept grant funding as well as £50m+ of specific grants which support National Lead Force work and have been subject to 'flat cash' settlements over many years). In total these separate funding streams provide for approximately 30% of the workforce and an early assessment suggests that the additional grant allocation mechanism will add a further cost pressure of c.£0.75m this year and, if continued, £1.3m per annum to future years. The Police Authority Chair and Commissioner have written to raise concerns with Ministers, asking for reconsideration of the allocation formula for 24/25.

3. A further cost pressure arises from the decision to increase the London Allowance by £1,000 in response to Metropolitan Police taking this measure. The pressure is estimated to be £0.8m in 2023/24 (£1.4m full year effect). The intention is to identify additional CoLP mitigations in 24/25 and beyond to offset this pressure.
4. While additional budgetary provision has been made for a higher 2023 staff pay award than prior years, the outcome of the settlement is awaited and so will be properly impact assessed for the Q2 report.
5. The combination of these pay pressures are more containable this year while staff numbers are on a trajectory towards full establishment but, in the absence of inflation-linked grants / funding moving forwards, will add significant downstream pressure to the Police MTFP.
6. An Autumn MTFP update is being prepared which will incorporate the updated assumptions.

### **Uplift Maintenance:**

7. The maintenance of police officer numbers remains a key risk for 2023/24 with £2m of ringfenced funding in 2023/24. The funding is dependent on the maintaining an officer headcount of 986 with Home Office measure points at the end of September 2023 and March 2024. The Force has also committed to recruit an additional 10 officer to assist with the achievement of national targets. For each additional post, the Home Office have agreed to provide £15,000 in September and £30,000 in March 2024. However, any shortfall against the 986 target in September and March will result in £40,000 being withheld from the ringfenced funding up to a maximum of 20 officers at each measurement point. Current projections (Slide 9) indicate that the 996-headcount target will be met but this will be closely monitored through internal governance processes.

In support of the Q1 monitoring position:

**Slide 10** set out for information a number of budget adjustments which have been processed in Q1 to more accurately align the 2023/24 budget to outturn. The adjustments are reclassifications of income and expenditure and do not represent a change in scope activities. It is not envisaged that there will be any further adjustment so that the budget monitoring is reported against a consistent basis across Q1-Q4.

**Slide 11** provides a breakdown of overtime in Q1 by business area, highlighting an indicative overspend of some £0.5m. Following a £2m overspend in 2022/23 measures have been implemented to control overtime but the outturn is also dependent on external events and the forecast will be developed each month accordingly.

**Slides 12-13** provides an outturn summary for each of the business areas. The narrative highlights that whilst the Force is operating at officer uplift target levels the development of student officers means the allocation is heavily towards Local Policing, with vacancies in more specialist roles in other areas.

**Slide 14** provides a breakdown of the Forces £8.6m mitigations target for 2023/24 and commentary on achievement. Current projections suggest that whilst in total the mitigations target will be met or exceeded there are some specific risks to fully realising all of the mitigations in 2023/24, particularly in relation to rank/ratio savings and the impact of pay awards on the ability to recover full cost from funded activities where grants are “cash flat”.

**Slides 15-16** gives an overview of historic receipts from the Asset Recovery Incentivisation Scheme (ARIS), a forecast for 2023/24 of £0.5m and a schedule of Proceeds of Crime Act (POCA) funded revenue projects in 2023/24.

**Slide 17** provides an update on the Forces reserves position including a planned £2.35m drawdown from the Proceeds of Crime Act (POCA) reserve for schemes which have been reviewed and approved by the Chief Officer Team.

**Slide 18** details the forecast outturn against the £1m Police Authority Board Team budget for 2023/24. Overall the Q1 outturn forecast is expected to be to budget after allowing for potential Corporation recharges, hearing costs, some jointly funded work with the Force and some small grant giving activities.

### **Capital:**

8. Capital expenditure in Q1 of 2023/24, to 30 June 2023, amounted to £577k (summarised in **Slide 19**. This comprises three main elements:

**CoLP Capital Programme** – projects developed and managed by CoLP, with a total budget of £24.8m, including £1.1m of Capital expenditure which slipped from the 2022/23 prior year programme. Whilst expenditure to the end of Q1 amounted to £256k, it is forecast that outturn spend for the year will be £21.3m, representing

a budget underspend of £3.5m, largely due to rephasing of £2.8m FCCRAS spend to 2024/25 and delivery of the horse box (£400k) also slipping to 2024/25.

Of the total expenditure at Q1 of £256k, £136k relates to FCCRAS which is lower than anticipated at this stage. This is mainly due to stage certification payments being behind schedule because of vetting delays and revisions to the Implementation Plan and Testing Strategy (£1.8m). In addition, invoices for consultancy costs were not received in Q1 (£0.3m). However, stage certification payments and invoices have largely caught up during Q2, which has resulted in the forecast of overall capital expenditure amounting to £21.3m by year end.

- **Slide 20** provides a breakdown of forecast CoLP capital spend against each project in 2023/24;
- **Slides 21-23** provide notes on variations to budget; and
- **Slide 24** provides a breakdown of how the capital spend will be funded.

**Strategic projects** – funded by the Corporation, comprising the Secure City Programme and the Accommodation Strategy. Expenditure to the end of Q1 of 2023/24 amounted to £305k.

**Legacy projects** – again funded by the Corporation, comprising a few legacy schemes which predate 2021/21 which are now nearly complete and due to be finalised. Expenditure to the end of Q1 of 2023/24 amounted to £16k.

- **Slides 25 and 26** provide further details on the strategic and legacy projects.

### **Supplementary Revenue Projects**

9. In addition to the capital projects noted above, CoLP also undertakes projects which are deemed to be revenue in nature, referred to as Supplementary Revenue Projects. Expenditure to the end Q1 of 2023/24 amounted to £99k, with forecast outturn spend for 2023/24 amounting to £166k.

- **Slide 27** provides a breakdown of spend against each SRP in 2023/24; and
- **Slide 28** provides a breakdown of how the SRP forecast outturn spend is to be funded.

### **Next steps**

10. The last Strategic Change Board on 27 June approved a summary of CoLP projects to take forward, categorising them as either projects 'to continue', 'to start' or 'pause/to assess'. Work is now required to determine the scope and costs of each project, as well as the deliverability of all projects. Both the one-off costs of implementation and the ongoing revenue costs will need to be established for each project, which will allow consideration of affordability from available CoLP funding. Subject to the assessment of affordability, further prioritisation maybe required. Once a project is approved to go ahead, both the

one-off implementation costs and the ongoing revenue costs will require inclusion in updated revenue and capital MTFPs.

11. As the picture emerges of the projects approved to proceed, the slides attached to this report will be further developed to include the one-off implementation costs of those projects, their phasing where over more than one year, and how those costs will be financed.

## **Recommendations**

Members of the Board are asked to note:

- i. the revenue and capital monitoring position at Q1 and forecast outturn for 2023-24 as set out in this covering report and accompanying slide pack; and
- ii. the next steps, which will require the cost implications of further project prioritisation at CoLP to be included in this capital monitoring report, as well as inclusion in updated capital and revenue MTFPs.

## **Appendices**

Q1 revenue and capital monitoring 2023/24 slide pack (of 28 slides as referred to in this covering report).

## **Contact**

Alistair Cook

**Chief Financial Officer**

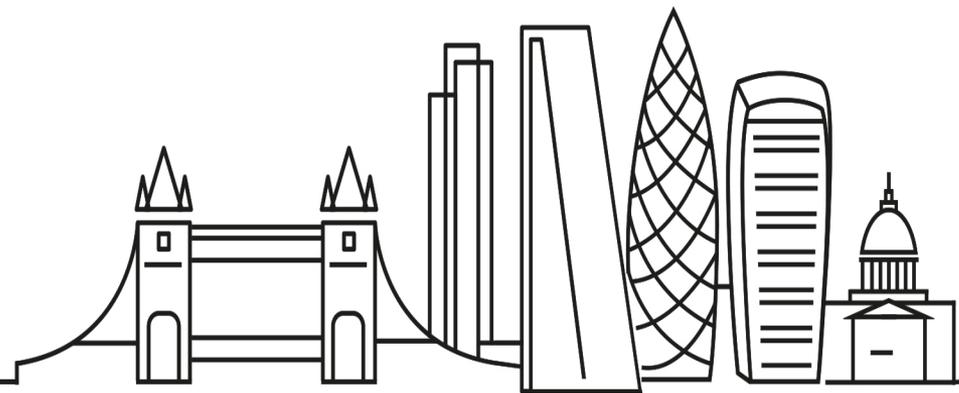
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Resources, Risks and Estates Committee (RREC)- 6 September 2023  
Police Authority Board (PAB)- 20 September 2023

## **Revenue & Capital Monitoring 2023/24 (Q1)**

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A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

# Revenue Monitoring 2023/24 (Q1) – Headlines

**Revenue:** Overall, an outturn breakeven position is forecast at Q1 with a higher provision (£1.4m) for the revenue financing of capital expenditure.

Embedded within the forecast, however, are a number of other compensating variances including:

- a 4% higher than budgeted officer pay award, net of Home Office funding, plus a £1,000 increase in the London Allowance for all officers up to and including the rank of Chief Superintendent and an allowance for Uplift over-recruitment (£1.3m);
- higher than budgeted other employee costs including, injury awards, commuted pension lump sums & agency costs (£0.5m) due to an under provision compared to the 2022/23 outturn and current levels of spend;
- an increase in overtime of £0.5m due to funded work, other operational activities and recoverable events (Table 4); and
- £0.5m higher than budgeted transfer to reserve in respect of Asset Recovery Incentivisation Scheme/Proceeds of Crime Act receipts.

Since the 2023/24 budget was set Government Grant income has increased by some £21.4m due to new funding for National Lead Force (NLF) Activities such as the Anti-Money Laundering Act Regulations (AMLAR) and cybercrime / cryptocurrency grants. Of this £18.2m will be transferred to other police forces and will be expensed through third party payments in the 2023/24 budget.

Taking into account the additional grant funding referred to above, the cost pressures at Q1 have been largely offset by:

- net salary savings of £0.9m due to continuing vacancies against the budgeted staff establishment (Table 2);
- £1.5m of grant funding for unbudgeted staff posts due to new National Lead Force funding.
- underspends of £0.6m mainly in relation to firearms equipment purchase due to recruitment delays;
- A forecast underspend of £0.2m against transport related budgets due to an overprovision for the ATOC travel scheme; and
- £1.2m of additional recharges to funded work in accordance with the Force's Income Strategy, however, this may be eroded by the officer and staff pay awards where grant agreements are cash flat;



# Revenue Monitoring 2023/24 (Q1) – Headline Variance Analysis

**Police Officer Pay:** Overspend (£1.3m). The Q1 forecast was prepared prior to the Government pay announcement in respect of Officer pay but anticipated a higher than budget pay award (£0.8m) and included an allowance (£0.5m) for exceeding the 986-officer headcount target. The impact of the pay award, increase to the London Allowance and additional Home Office funding will be incorporated fully into the Q2 outturn.

In July 2023, the Government announced a 7% pay award for Police Officers with effect from 1 September 2023. This is 4% higher than had been provided in the 2023/24 budget and unmitigated would represent a significant cost pressure in 2023/24 and beyond. While Home Office has committed additional grant funding (£330m in 23/24) with the intention of it funding 2023 officer and staff pay award impacts above 2.5%, the allocation mechanism for 23/24 (which is in line with funding formula shares) significantly disadvantages the City given its diverse funding landscape (including £11.2m of Capital City and Precept grant funding as well as £50m+ of specific grants which support National Lead Force work and have been subject to ‘flat cash’ settlements over many years). In total these separate funding streams provide for approximately 30% of the workforce and an early assessment suggests that the additional grant allocation mechanism will add a further cost pressure of c.£0.75m this year and, if continued, £1.3m per annum to future years. The Police Authority Chair and Commissioner have written to raise concerns with Ministers, asking for reconsideration of the allocation formula for 24/25.

A further cost pressure arises from the decision to increase the London Allowance by £1,000 in response to Metropolitan Police taking this measure. The pressure is estimated to be £0.8m in 2023/24 (£1.4m full year effect). The combination of these pay pressures are more containable this year while staff numbers are on a trajectory towards full establishment but will add significant downstream pressure to the Police MTFP (noting intent to identify additional CoLP mitigations for the London Allowance increase).

**Staff Pay:** The outturn at Q1 is forecast to be an underspend of £0.9m, however, this includes £1.545m of unbudgeted staff costs which are related to additional National Lead Force funding which was confirmed after the 2023/24 budget was set. The forecast underspend against the budgeted staff establishment is therefore some £2.5m.



# Revenue Monitoring 2023/24 (Q1) – Headline Variance Analysis

The 2023/24 budget provided for a 2% pay award for staff and set aside a contingency of £0.6m in the event of a higher than assumed pay award. Whilst pay negotiations continue, as an interim measure the £1,000 “winter payment” from 2022/23 has been consolidated into the staff pay scales with effect from 1 July 2023. Given wider public sector pay announcements, the Q1 staff pay forecast has factored in the £1,000 pay award, applied a further 2% uplift to staff pay and assumed that the full £0.6m contingency will be required; taken together this equates to a c6% pay award. Due to the current level of staff vacancies, it is expected that a 6% pay award can be met within the 2023/24 budget (alongside the officer pay impacts), however, with progressive increases in staff numbers towards an establishment of 517, this creates a c£1.1m per annum medium-term financial plan pressure which will need to be mitigated.

**Police Uplift Maintenance:** £2m of ringfenced funding in 2023/24 is dependent on the maintaining an officer headcount of 986 with check points at the end of September 2023 and March 2024. The Force has also committed to recruit an additional 10 officer to assist with the achievement of national targets. For each additional post, the Home Office have agreed to provide £15,000 in September and £30,000 in March 2024. However, any shortfall against the 986 target in September and March will result in £40,000 being withheld from the ringfenced funding up to a maximum of 20 officers at each check point. Current projections indicate that the 996-headcount target will be met but this will be closely monitored through internal governance processes.

**Budget Virements:** several budget virements have been processed in Q1 to more accurately align the 2023/24 budget to outturn. Detailed explanations are provided in Table 3. The adjustments are reclassifications of income and expenditure and do not represent a change in scope of the budgeted activities. It is not envisaged that there will be any further refinements so that the budget monitoring is reported against a consistent basis across Q1-Q4.

**Overtime:** overspend £0.5m as at Q1, which includes £192k of “recoverable” overtime. Following a £2m overspend against budget in 2022/23 measures have been put in place to control overtime and this continues to be reported to the Force’s Strategic Finance Board on a monthly basis – See Table 4. Overtime, remains a key risk due to the influence of external events and therefore the forecast will be developed each quarter.



# Revenue Monitoring 2023/24 (Q1) – Headline Variance Analysis

## 2023/24 Mitigations target = £8.6m

Current projections suggest that with substitute mitigations (recharging to funded work) £9.0m of mitigations will be delivered, which is £0.3m over target. Details of progress against the mitigation targets are shown in table 6. Whilst there is risk to delivering on the full £0.3m of rank/supervisory ratios in 2023/24, £0.18m of saving are expected from the outcome of the Corporate Services Review and a further update will be given at Q1. The current forecast overachievement is related to the ability to recharge costs to new funding agreements, work is required to determine whether this will be impacted by recent pay announcement, particularly where funding remains static.

## Asset Recovery Incentivisation Scheme (ARIS) / Proceeds of Crime Act (POCA)

Receipts from the ARIS scheme are expected to be c£0.5m in 2023/24 – see table 7, with revenue expenditure funded from the POCA reserve estimated to be £2.064m as detailed in Table 8. A further £0.287m of capital expenditure is also forecast to be met from the POCA Reserve in 2023/24, with the impact on Reserves shown in Table 9.

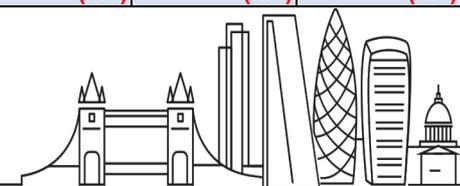
**Police Authority Board (PAB):** The forecast outturn for the Police Authority Board Team is £1m against an annual budget of £1m (breakeven position). The forecast includes provisions for potential Corporation recharges, hearing costs and some jointly funded work with the Force (eg demand analysis) in addition to expenditure relating to a small grant giving programme.



# Revenue Monitoring 2023/24 (Q1) – Summary Table

The Q1 forecast revenue outturn is a breakeven position with a higher provision for the revenue financing of capital projects. Other key variances are set out in the following slide deck.

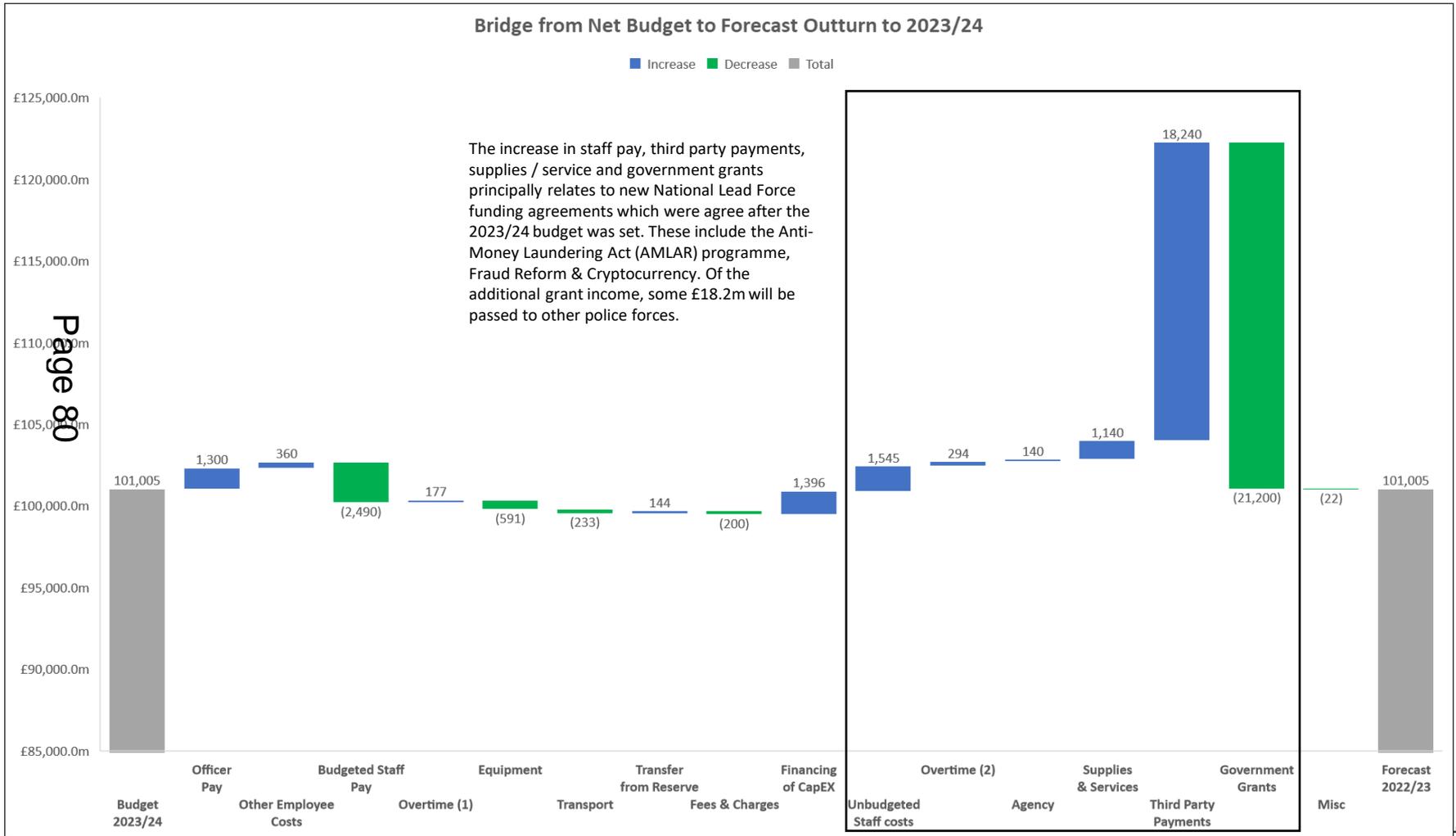
| Table 1:<br>Summary Q1 2023/24 Revenue Position | Year to Date        |               |                               | Forecast Outturn    |                |                                         |
|-------------------------------------------------|---------------------|---------------|-------------------------------|---------------------|----------------|-----------------------------------------|
|                                                 | 23/24 Latest Budget | 23/24 Actual  | Variance +Deficit / (Surplus) | 23/24 Latest Budget | 23/24 Forecast | Projected Variance +Deficit / (Surplus) |
|                                                 | £m                  | £m            | £m                            | £m                  | £m             | £m                                      |
| Officers pay cost                               | 17.3                | 16.6          | (0.7)                         | 70.6                | 71.9           | 1.3                                     |
| Staff Pay cost                                  | 8.1                 | 7.0           | (1.1)                         | 32.4                | 31.5           | (0.9)                                   |
| Overtime                                        | 0.3                 | 0.3           | (0.1)                         | 2.2                 | 2.6            | 0.4                                     |
| Other pay costs                                 | 0.6                 | 0.8           | 0.1                           | 25.9                | 26.4           | 0.5                                     |
| <b>Total Pay Costs</b>                          | <b>26.3</b>         | <b>24.6</b>   | <b>(1.7)</b>                  | <b>131.1</b>        | <b>132.4</b>   | <b>1.2</b>                              |
| Total Non-Pay Costs                             | 12.9                | 5.5           | (7.4)                         | 61.3                | 81.7           | 20.4                                    |
| <b>Total Expenditure</b>                        | <b>39.3</b>         | <b>30.2</b>   | <b>(9.1)</b>                  | <b>192.4</b>        | <b>214.0</b>   | <b>21.6</b>                             |
| Income                                          | (16.1)              | (8.0)         | 8.1                           | (86.7)              | (108.5)        | (21.8)                                  |
| Funding                                         | (25.3)              | (24.2)        | 1.1                           | (101.0)             | (101.0)        | 0.0                                     |
| Use of reserves                                 | 0.0                 | 0.0           | 0.0                           | (2.2)               | (2.1)          | 0.1                                     |
| Other                                           | 0.0                 | 0.0           | 0.0                           | (2.4)               | (2.4)          | 0.0                                     |
| <b>Total Income &amp; Funding</b>               | <b>(41.4)</b>       | <b>(32.2)</b> | <b>9.1</b>                    | <b>(192.4)</b>      | <b>(214.0)</b> | <b>(21.6)</b>                           |
| <b>(Surplus)/ Deficit</b>                       | <b>(2.1)</b>        | <b>(2.1)</b>  | <b>0.0</b>                    | <b>(0.0)</b>        | <b>(0.0)</b>   | <b>(0.0)</b>                            |



# Revenue Monitoring 2023/24 (Q1) – Detailed Table

| <b>Table 2:<br/>Detailed Q1 2023/24 Revenue Position</b> | <b>23/24 Latest<br/>Budget</b> | <b>Budget<br/>(Q1 YTD)</b> | <b>Actual (Q1<br/>YTD)</b> | <b>Variance to<br/>Date<br/>+Deficit /<br/>(Surplus)</b> | <b>Projected<br/>Outturn<br/>+Deficit /<br/>(Surplus)</b> | <b>Projected<br/>Variance<br/>+Deficit /<br/>(Surplus)</b> |
|----------------------------------------------------------|--------------------------------|----------------------------|----------------------------|----------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------------|
|                                                          | <b>£m</b>                      | <b>£m</b>                  | <b>£m</b>                  | <b>£m</b>                                                | <b>£m</b>                                                 | <b>£m</b>                                                  |
| <b>Pay</b>                                               |                                |                            |                            |                                                          |                                                           |                                                            |
| Officers                                                 | 70.6                           | 17.3                       | 16.6                       | (0.7)                                                    | 71.9                                                      | 1.3                                                        |
| Staff                                                    | 32.4                           | 8.1                        | 7.0                        | (1.1)                                                    | 31.5                                                      | (0.9)                                                      |
| Overtime                                                 | 2.2                            | 0.3                        | 0.3                        | (0.1)                                                    | 2.6                                                       | 0.5                                                        |
| Agency                                                   | 0.8                            | 0.1                        | 0.2                        | 0.1                                                      | 0.9                                                       | 0.1                                                        |
| Police Officer Pension                                   | 23.0                           | 0.0                        | 0.0                        | 0.0                                                      | 23.0                                                      | 0.0                                                        |
| Indirect employee costs                                  | 2.1                            | 0.5                        | 0.6                        | 0.1                                                      | 2.5                                                       | 0.4                                                        |
| <b>Total Pay</b>                                         | <b>131.1</b>                   | <b>26.3</b>                | <b>24.6</b>                | <b>(1.7)</b>                                             | <b>132.4</b>                                              | <b>1.3</b>                                                 |
| <b>Non-Pay</b>                                           |                                |                            |                            |                                                          |                                                           |                                                            |
| Premises Costs                                           | 2.9                            | 1.2                        | 1.0                        | (0.3)                                                    | 3.0                                                       | 0.0                                                        |
| Transport Costs                                          | 2.7                            | 0.7                        | 0.5                        | (0.2)                                                    | 2.5                                                       | (0.2)                                                      |
| Supplies and Services                                    | 37.2                           | 9.3                        | 4.1                        | (5.1)                                                    | 37.6                                                      | 0.4                                                        |
| Third Party Payments                                     | 12.3                           | 1.6                        | (0.2)                      | (1.8)                                                    | 30.6                                                      | 18.2                                                       |
| Unidentified Saving                                      | 0.0                            | 0.0                        | 0.0                        | 0.0                                                      | 0.0                                                       | 0.0                                                        |
| CoL Support Services                                     | 3.3                            | 0.1                        | 0.1                        | 0.0                                                      | 3.3                                                       | 0.0                                                        |
| Capital Charges *                                        | 2.9                            | 0.0                        | 0.0                        | 0.0                                                      | 4.3                                                       | 1.4                                                        |
| Transfer to Reserve                                      | 0.0                            | 0.0                        | 0.0                        | 0.0                                                      | 0.5                                                       | 0.5                                                        |
| <b>Non-Pay</b>                                           | <b>61.3</b>                    | <b>12.9</b>                | <b>5.5</b>                 | <b>(7.4)</b>                                             | <b>81.6</b>                                               | <b>20.3</b>                                                |
| <b>Total Expenditure</b>                                 | <b>192.4</b>                   | <b>39.3</b>                | <b>30.2</b>                | <b>(9.1)</b>                                             | <b>214.0</b>                                              | <b>21.6</b>                                                |
| <b>Income</b>                                            |                                |                            |                            |                                                          |                                                           |                                                            |
| Specific Grants                                          | (69.8)                         | (11.7)                     | (5.1)                      | 6.6                                                      | (91.1)                                                    | (21.2)                                                     |
| Partnership                                              | (13.5)                         | (3.2)                      | (2.1)                      | 1.1                                                      | (13.4)                                                    | 0.1                                                        |
| Fees & Charges                                           | (3.4)                          | (0.8)                      | (0.9)                      | (0.1)                                                    | (4.1)                                                     | (0.6)                                                      |
| Transfer from Reserves                                   | (2.2)                          | (0.4)                      | 0.0                        | 0.4                                                      | (2.1)                                                     | 0.1                                                        |
| CoLP Core Funding                                        | (101.0)                        | (25.3)                     | (24.2)                     | 1.1                                                      | (101.0)                                                   | 0.0                                                        |
| Capital Charges Contras *                                | (2.4)                          | 0.0                        | 0.0                        | 0.0                                                      | (2.4)                                                     | 0.0                                                        |
| <b>Total Income</b>                                      | <b>(192.4)</b>                 | <b>(41.4)</b>              | <b>(32.2)</b>              | <b>9.1</b>                                               | <b>(214.0)</b>                                            | <b>(21.6)</b>                                              |
| <b>Underlying Deficit</b>                                | <b>0.0</b>                     | <b>(2.1)</b>               | <b>(2.1)</b>               | <b>0.0</b>                                               | <b>(0.0)</b>                                              | <b>0.0</b>                                                 |

# Revenue Monitoring 2023/24 (Q1) – Bridge Analysis

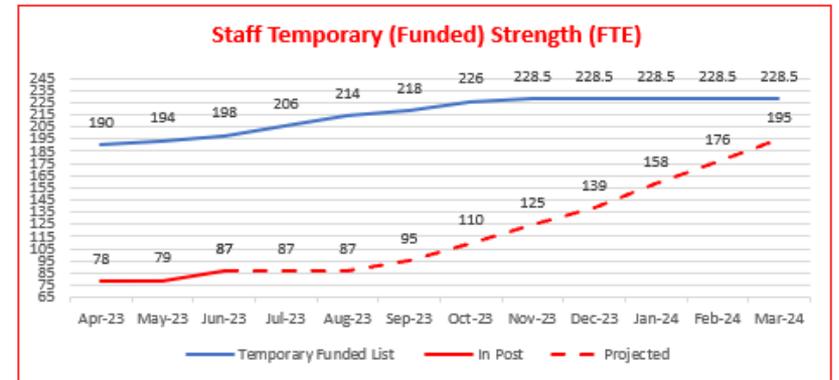
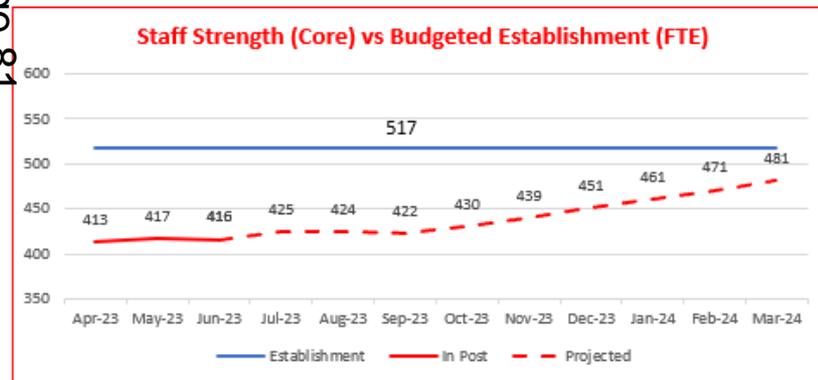
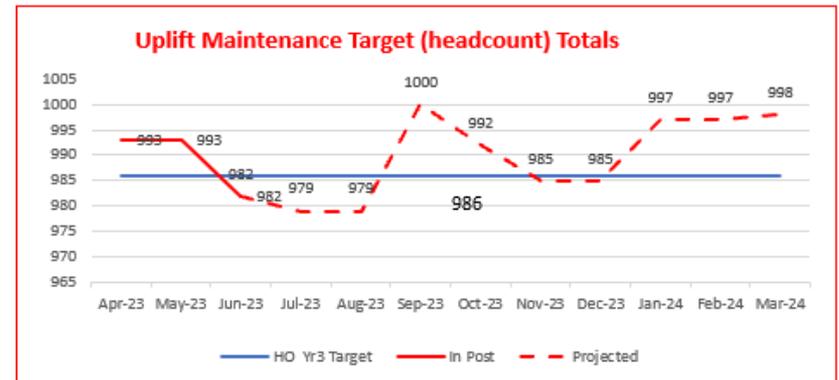
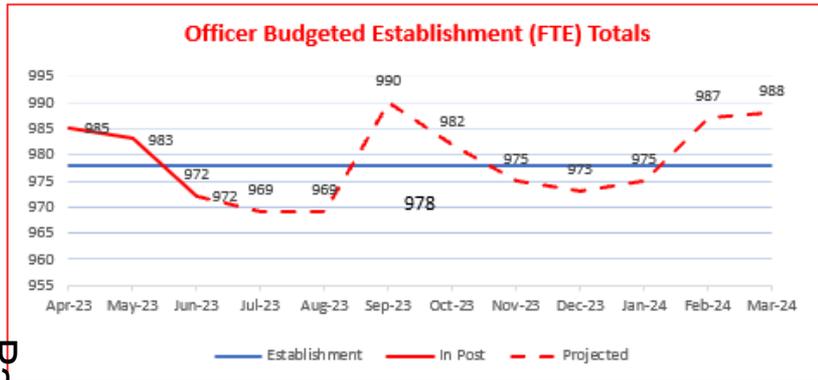


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# Revenue Monitoring 2023/24 (Q1) – Workforce Dashboard

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# Budget Virements 2023/24 (Q1)

To more accurately align the 2023/24 budget to forecast outturn, several adjustments have been made to the budget as shown below. The changes are reclassifications of expenditure rather than a change in scope of activities and are for information.

| Table 3:<br>2023/24 Budget Virements | 23/24<br>Original<br>Budget<br>£m | 23/24<br>Latest<br>Budget<br>£m | Change<br>£m | Explanation                                                                                                                                                                                                                                                             |
|--------------------------------------|-----------------------------------|---------------------------------|--------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Pay</b>                           |                                   |                                 |              |                                                                                                                                                                                                                                                                         |
| Officers                             | 73.2                              | 70.6                            | (2.6)        | Seconded staff from 28 Proactive Economic Crime Team/ Regional Organised Crime Units were included within the Officer budget but will be expensed through third party payments.                                                                                         |
| Staff                                | 28.7                              | 32.4                            | 3.7          | Staff posts relating to the Fraud Reform and FCCRAS (revenue) were budgeted under supplies and services but will be expensed via payroll.                                                                                                                               |
| Overtime                             | 2.1                               | 2.2                             | 0.1          | Reallocation of Local Policing budget following management team review.                                                                                                                                                                                                 |
| Agency                               | 0.8                               | 0.8                             | 0.0          |                                                                                                                                                                                                                                                                         |
| Police Officer Pension               | 23.0                              | 23.0                            | 0.0          |                                                                                                                                                                                                                                                                         |
| Indirect employee costs              | 2.1                               | 2.1                             | 0.0          |                                                                                                                                                                                                                                                                         |
| <b>Total Pay</b>                     | <b>129.9</b>                      | <b>131.1</b>                    | <b>1.2</b>   |                                                                                                                                                                                                                                                                         |
| <b>Non-Pay</b>                       |                                   |                                 |              |                                                                                                                                                                                                                                                                         |
| Premises Costs                       | 4.2                               | 2.9                             | (1.3)        | Reduction in National Non-Domestic Rates (NNDR) budget following successful appeal to the Valuation Office (£1m) & removal of provision for Middlesex Street and other rent (£0.3m)                                                                                     |
| Transport Costs                      | 2.8                               | 2.7                             | (0.1)        | Reallocation of Local Policing budget following management team review.                                                                                                                                                                                                 |
| Supplies and Services                | 40.6                              | 37.2                            | (3.4)        | Staff posts relating to the Fraud Reform and FCCRAS (revenue) were budgeted under supplies and services but will be expensed via payroll. In addition to £0.1m Illicit Grant funds to Supplies & Services Crime Academy and £0.1m other.                                |
| Third Party Payments                 | 9.6                               | 12.3                            | 2.7          | Seconded staff from 28 Proactive Economic Crime Team/ Regional Organised Crime Units included were included within the Officer budget but will be expensed through third party payments. In addition to £0.1m Illicit Grant funds to Supplies & Services Crime Academy. |
| Unidentified Saving                  | (1.0)                             | 0.0                             | 1.0          | Removal of budget mitigation following successful NNDR appeal.                                                                                                                                                                                                          |
| CoL Support Services                 | 3.2                               | 3.3                             | 0.0          |                                                                                                                                                                                                                                                                         |
| Capital Charges                      | 2.9                               | 2.9                             | 0.0          |                                                                                                                                                                                                                                                                         |
| Transfer to Reserve                  | 0.0                               | 0.0                             | 0.0          |                                                                                                                                                                                                                                                                         |
| <b>Non-Pay</b>                       | <b>62.3</b>                       | <b>61.3</b>                     | <b>(1.0)</b> |                                                                                                                                                                                                                                                                         |
| <b>Total Expenditure</b>             | <b>192.2</b>                      | <b>192.4</b>                    | <b>0.2</b>   |                                                                                                                                                                                                                                                                         |
| <b>Income</b>                        |                                   |                                 |              |                                                                                                                                                                                                                                                                         |
| Specific Grants                      | (69.9)                            | (69.8)                          | 0.1          | Reclassification. National Fraud Initiative Test Manager role to be funded from Proceeds of Crime Act (POCA) reserve.                                                                                                                                                   |
| Partnership                          | (13.7)                            | (13.5)                          | 0.2          | Reclassification. District Attorney's Office New York expenditure to be funded from Proceeds of Crime Act (POCA) reserve.                                                                                                                                               |
| Fees & Charges                       | (3.4)                             | (3.4)                           | 0.0          |                                                                                                                                                                                                                                                                         |
| Transfer from Reserves               | (1.8)                             | (2.2)                           | (0.4)        | Reclassification from Government Grants and Partnership Income.                                                                                                                                                                                                         |
| CoLP Core Funding                    | (101.0)                           | (101.0)                         | (0.0)        |                                                                                                                                                                                                                                                                         |
| Capital Charges Contras              | (2.4)                             | (2.4)                           | 0.0          |                                                                                                                                                                                                                                                                         |
| <b>Total Income</b>                  | <b>(192.2)</b>                    | <b>(192.4)</b>                  | <b>(0.2)</b> |                                                                                                                                                                                                                                                                         |
| <b>Difference</b>                    | <b>- 0.00</b>                     | <b>0.0</b>                      | <b>0.0</b>   |                                                                                                                                                                                                                                                                         |

# Overtime 2023/24 (Q1)

The overtime budget for 2023/24 totals £2.151m as shown in Table 4 below. The forecast outturn is an overspend of £0.471m, however, included within this are £0.192m of “recoverable” overtime events including: funded work (£105k), other major crimes (£57k) and the King’s Coronation (£30k).

Overtime is reported to the Force’s Strategic Finance Board on a monthly basis and measures have been put in place to contain overtime in 2023/24, following a £2m outturn overspend in 2022/23.

The final 2023/24 outturn will be dependent on the number of unexpected policing events. Members of this committee will recall that Home Office funding is only available where costs exceed a threshold of 1% of core funding. In the case of the City of London Police the threshold is some £700k per event.

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| <b>Table 4:<br/>Overtime by Business Area 2023/24</b> | <b>2023-24 Budget<br/>£000s</b> | <b>2023-24 Actual*<br/>£000s</b> | <b>2023-24 Forecast<br/>£000s</b> | <b>2023-24 Variance<br/>£000s</b> |
|-------------------------------------------------------|---------------------------------|----------------------------------|-----------------------------------|-----------------------------------|
| Local Policing                                        | 813                             | 148                              | 889                               | 76                                |
| Corporate Services                                    | 0                               | 27                               | 21                                | 21                                |
| Specialist Operations                                 | 242                             | 74                               | 321                               | 79                                |
| National Lead Force                                   | 320                             | 43                               | 614                               | 294                               |
| Central Income & Expenditure                          | 776                             | (10)                             | 776                               | 0                                 |
| <b>Grand Total</b>                                    | <b>2,151</b>                    | <b>283</b>                       | <b>2,622</b>                      | <b>471</b>                        |

*\*Net total includes £622k 22/23 accrual for overtime claims to be paid in 23/24 with actual overtime processed in Q1 being £905k i.e. £622k plus £283k*



# Business Area Summaries 2023/24 (Q1)

Revenue outturn summaries for each of the business areas is shown in Table 5 below:

| Table 5:<br>Q1 2023/24 Business Area Revenue Summaries | 23/24 Latest Budget | Budget (Q1 YTD) | Actual (Q1 YTD) | Variance to Date +Deficit / (Surplus) | Projected Outturn +Deficit / (Surplus) | Projected Variance +Deficit / (Surplus) | Notes |
|--------------------------------------------------------|---------------------|-----------------|-----------------|---------------------------------------|----------------------------------------|-----------------------------------------|-------|
|                                                        | £m                  | £m              | £m              | £m                                    | £m                                     | £m                                      |       |
| Local Policing                                         | 27.9                | 7.0             | 7.8             | 0.8                                   | 30.6                                   | 2.8                                     | 1     |
| Specialist Operations                                  | 26.9                | 6.7             | 7.2             | 0.4                                   | 24.6                                   | (2.4)                                   | 2     |
| National Lead Force                                    | 6.8                 | 1.7             | (2.6)           | (4.3)                                 | 5.9                                    | (0.9)                                   | 3     |
| Corporate Services                                     | 30.8                | 7.0             | 7.3             | 0.2                                   | 30.3                                   | (0.5)                                   | 4     |
| Central Income & Expenditure                           | 8.6                 | 0.7             | 2.5             | 1.8                                   | 9.6                                    | 1.0                                     | 5     |
| <b>Total</b>                                           | <b>101.0</b>        | <b>23.2</b>     | <b>22.1</b>     | <b>(1.1)</b>                          | <b>101.0</b>                           | <b>(0.0)</b>                            |       |

**Local Policing:** Overspend £2.8m - Police pay is forecast to overspend by £3.15m due £6.24m of student officer costs, which have been partially offset by vacancies against the budgeted establishment of £3.1m. Overtime is projected to overspend by £76k due to the learning curve effect of student officers and to mitigate vacancies in tactical firearms team (TFG). There is a risk that if the number of protest follows the trend of last year, the expected overtime variance could increase significantly; pre-emptive measures have been put in place by the senior leadership team to contain overtime. Supply and Services has projection of £542km underspend this is mainly driven by firearms equipment purchases due to the recruitment drag in this specialist Unit and correspondingly there is an income shortfall is forecast of £153k based on a projected reduction in training and seminars offered by the TFG team.



# Business Area Summaries 2023/24 (Q1) continued

**Specialist Operations:** Underspend £2.4m – this is due to significant levels of Officer/Staff vacancies (x70) against the budgeted establishment (£0.8m) after incorporating £0.715m of unbudgeted staff costs which will be offset from Enhanced Cyber Reporting System (ECRS), AMLAR and Fraud Reform funding. Overtime remains a significant risk and the forecast will be developed through each quarter in parallel with governance reviews within Specialist Operations senior leadership team. Savings are forecasted to be achieved in supplies and services (£0.1) mainly due to Cyber Griffin growth plans (£0.25m) for national work currently on hold offset against inflationary increases in contracts, AMLAR training spend and a slippage in the refurbishment of the discrete offsite parking facility (£0.15m). Government grants are forecast to be £0.7m above budget largely through increased funding agreed within 23/24 for growth posts in AMLAR, ECRS, Drug Testing on Arrest & Fraud Reform. Furthermore, Other Grants and Customer Client Receipts are forecasted to recover £0.5m over budget through increased recovery on Driver Safety Courses, Op Safeguard (Custody Cells) and x4 secondments.

**National Lead Force:** Underspend £0.9m principally relating to officer and staff underspends due to vacancies. The outturn forecast also includes £20.7m of new funding Fraud Reform £4.7m Anti Money Laundering Act Regulations (AMLAR) £3.3m and Cybercrime Cryptocurrency £12.7m. Of this new funding £18.2m will be passed to other Police Forces with the remainder applied to additional supplies and services spend (£1m), additional overtime £0.3m and £1.2m as a contribution to overhead costs recovery.

**Corporate Services:** Underspend £0.5m – this is mainly due to staff vacancies (£0.8m) offset by additional agency costs to backfill specialist staff vacancies £0.33m. The forecast outturn in staff pay incorporates £0.455m of unbudgeted staff costs which will be offset from Enhanced Cyber Reporting System (ECRS), AMLAR and Fraud Reform funding.

**Central Expenditure & Income:** Overspend £1m – this is principally due to £0.8m being included for a higher than budgeted officer pay ward, a £1.4m higher provision for revenue funding capital expenditure offset by £1.2m of addition income from recharging to new funded work.

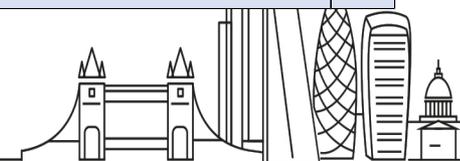


# Mitigations 2023/24 (Q1)

The 2023/24 revenue estimate included £8.6m of mitigations to deliver a balanced budget. Current forecast suggest that the mitigations target will be exceeded due to the additional recharging of cost to funded activities and progress against each of the mitigations is shown in Table 6 below.

| Table 6:<br>2023/24 Mitigations Plan                                        | Target<br>£m | Forecast<br>£m | Comments                                                                                                                                                                                                                                                                                          | RAG    |
|-----------------------------------------------------------------------------|--------------|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| Reduction in Action Fraud exceptional costs                                 | 2.0          | 2.0            | Projecting achievement subject to finalisation of exit costs                                                                                                                                                                                                                                      | Yellow |
| Higher Police Funding Settlement for 2023/24                                | 1.5          | 1.5            | Incorporated into 2023/24 Home Office funding settlement. Mitigation reflects difference between MTFP assumptions and final grant award for 2023/24.                                                                                                                                              | Green  |
| Increased use of the POCA Reserve                                           | 1.3          | 1.3            | Continued use of POCA reserve to support the work of the Assest Recovery Team.                                                                                                                                                                                                                    | Green  |
| Reduction in officer establishment to align with operational policing model | 1.0          | 1.0            | Achieved. Officer headcount reduced from 998 to 978 following planned reduction in Counter Terrorism funding from 2023/24.                                                                                                                                                                        | Green  |
| Higher proportion of more junior PCs                                        | 0.6          | 0.6            | Expected to be achieved through workforce planning and continued student officer recruitment.                                                                                                                                                                                                     | Green  |
| Increased recharging of costs to funded activities                          | 0.5          | 1.2            | Expected to be achieved. Q1 outturn forecast assumes £1.1m of additional recharging to new funded activities, including NLF Fraud, the Anti-Money Laundering Act and Cybercrime Cryptocurrency. This forecast is to be reviewed during Q2 to ascertain the pay award impact on available funding. | Green  |
| Non-pay savings: agency costs, professional fees and other                  | 0.4          | 0.4            | Removed from 2023/24 budget. Agency and professional fees budgets will be closely monitored as the financial year progresses to confirm achievement.                                                                                                                                              | Green  |
| Improvements in Officer rank / supervisory ratios                           | 0.3          | 0.0            | £180k of rank ratio savings are included in the Corporate Services review, however, it is uncertain at this stage whether any savings will accrue to 2023/24. Additionally a review of Sergeant and Inspector ratios across the force is underway and a further update will be presented at Q2.   | Yellow |
| Saving to be identified                                                     | 1.0          | 1.0            | Achieved. National Non-Domestic rating appeal in relation Bishopsgate and New Street confirmed £1m annual reduction in rates which has been applied to the unidentified savings requirement.                                                                                                      | Green  |
| <b>Total</b>                                                                | <b>8.6</b>   | <b>9.0</b>     |                                                                                                                                                                                                                                                                                                   |        |

Page 86



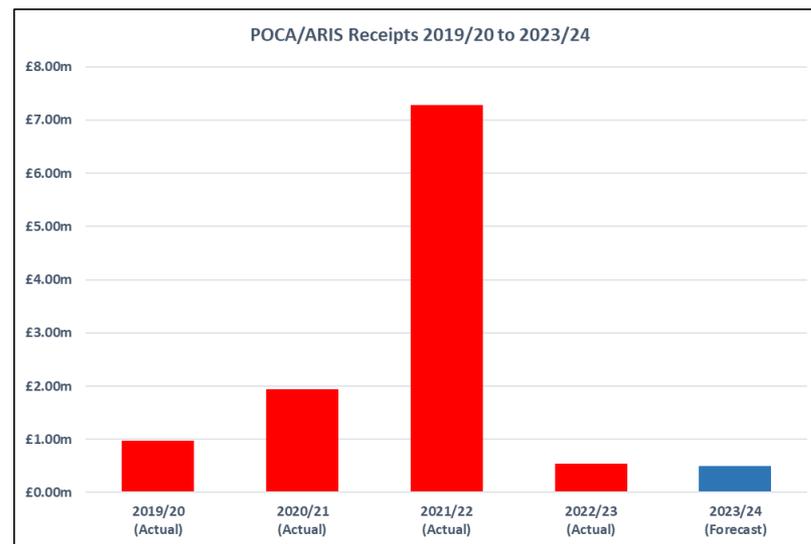
# Proceeds of Crime Act (POCA)/ Asset Recovery Incentivisation Scheme (ARIS) 2023/24 (Q1)

The principal driver for Asset Recovery Incentivisation Scheme (ARIS) is to seek repatriation of funds to victims as detailed in the Proceeds of Crime Act (POCA). It is expected that ARIS/POCA receipts are used to further enhance the response to asset recovery, crime reduction, community projects and other schemes. POCA/ARIS receipts vary significantly year on year as demonstrated in in Table 7 and accompanying bar chart below.

In 2023/24 ARIS/POCA receipts are forecast to be £0.5m.

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| Table 7:           | 2019/20     | 2020/21     | 2021/22     | 2022/23     | 2023/24     | Total        |
|--------------------|-------------|-------------|-------------|-------------|-------------|--------------|
| ARIS/POCA Receipts | (Actual)    | (Actual)    | (Actual)    | (Actual)    | (Forecast)  |              |
|                    | (£m)        | (£m)        | (£m)        | (£m)        | (£m)        | (£m)         |
| Q1                 | 0.04        | 0.17        | 0.06        | 0.13        | 0.13        | 0.53         |
| Q2                 | 0.53        | 1.22        | 0.37        | 0.06        | 0.05        | 2.22         |
| Q3                 | 0.33        | 0.41        | 6.77        | 0.03        | 0.03        | 7.58         |
| Q4                 | 0.08        | 0.15        | 0.08        | 0.32        | 0.29        | 0.91         |
| <b>Total</b>       | <b>0.98</b> | <b>1.94</b> | <b>7.28</b> | <b>0.54</b> | <b>0.50</b> | <b>11.24</b> |



2021/22 includes a significant ARIS/POCA receipt from Operation Neutron.



# Proceeds of Crime Act Funded Expenditure 2023/24

Table 8 below provides a summary of those revenue workstreams which will be funded from the Proceeds of Crime Act (POCA) Reserve in 2023/24. In addition to the £2.064m below a further £287k of capital expenditure will be funded from the POCA Reserve (Table 14).

| Table 8:<br>2023/24 POCA Funded Expenditure                                  | Asset Recovery<br>£'000 | Crime Reduction<br>£'000 | Community Projects<br>£'000 | Misc<br>£'000 | Total<br>£'000 | Description                                                                                                                                                       |
|------------------------------------------------------------------------------|-------------------------|--------------------------|-----------------------------|---------------|----------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Asset Recovery Team                                                          | 1,257                   |                          |                             |               | 1,257          | Funding of Asset Recovery Team for a period of three years. Maximum requirement = £3.9m or £1.3m per annum                                                        |
| Civil Recovery Team                                                          | 203                     |                          |                             |               | 203            | Funding of Civil Recovery Team for a period of 3 years. Total Requirement = £508k 2023/24 is Year 2                                                               |
| Covert Tasking Budget                                                        | 115                     |                          |                             |               | 115            | Overtime/Tasking budget for Covert/SIU for 3 years. Total requirement = £287.5k. 2023/24 is Year 2                                                                |
| Streamlined Forensic Reporting                                               |                         |                          | 10                          |               | 10             | Funding of SFR reporting for 3 years. Total requirement = £30k. 2023/24 is Year 3.                                                                                |
| Stakeholder Engagement Manager                                               |                         |                          |                             | 54            | 54             | Project to improve and oversee stakeholder engagement both locally and nationally in line with engagement strategy.                                               |
| NLF: DANY (District Attorney New York)                                       |                         | 275                      |                             |               | 275            | DANY secondment contribution costs towards 2 x officers on secondment in New York until 31.03.24                                                                  |
| NLF: NFIB Service Delivery Team (SDT) - Quality Assurance Testing (QAT) fees |                         | 150                      |                             |               | 150            | A contribution towards in-house system tester costs in order to give the force more direct control of testing timetables, and assist develop in-house capability. |
| <b>Total</b>                                                                 | <b>1,575</b>            | <b>425</b>               | <b>10</b>                   | <b>54</b>     | <b>2,064</b>   |                                                                                                                                                                   |



# Reserves 2023/24 (Q1)

Police Reserves are set out in Table 9 below:

Based on the Q1 position, it is expected that Reserves will reduce by £1.85m from an opening balance of £16.94m to £15.09m as a result of ARIS/POCA funded activities. Due to the forecast underspend on supplies and services at Q1, the £351k drawdown from the General Reserve approved by the Police Authority Board in June 2023 has been omitted at this stage but the requirement to drawdown will be reviewed in subsequent reporting periods.

The Forces Reserve Strategy set a general reserve target of 5% of gross revenue expenditure (192.3m) to mitigate unforeseen events, the balance of £9.25m is 4.8% of gross revenue expenditure. The adequacy and any requirement to draw upon the General Reserve, as a result of emerging pressures, will be kept under review.

| <b>Table 9:<br/>2023/24 Use of Reserves</b> | <b>Opening<br/>Balance</b> | <b>Transfer to<br/>Reserve</b> | <b>Projected<br/>Spend</b> | <b>Projected<br/>Closing<br/>Balance</b> |
|---------------------------------------------|----------------------------|--------------------------------|----------------------------|------------------------------------------|
|                                             | <b>£'m</b>                 | <b>£'m</b>                     | <b>£'m</b>                 | <b>£'m</b>                               |
| Proceeds of Crime Act (POCA)                | (7.40)                     | (0.50)                         | 2.35                       | (5.54)                                   |
| General Reserve                             | (9.25)                     |                                | 0.00                       | (9.25)                                   |
| Emergency Services Mobile Technology        | (0.29)                     |                                | 0.00                       | (0.29)                                   |
| <b>Total</b>                                | <b>(16.94)</b>             | <b>(0.50)</b>                  | <b>2.35</b>                | <b>(15.09)</b>                           |



# Police Authority Team Revenue Budget 2023/24 (Q1)

Table 10 sets out the Police Authority Team budget for 2023/24.

| <b>Table 10<br/>Police Authority Team Revenue Budget<br/>2023/24</b> | <b>23/24<br/>Latest<br/>Budget</b> | <b>Budget<br/>(Q1 YTD)</b> | <b>Actual (Q1<br/>YTD)</b> | <b>Variance to<br/>Date<br/>+Deficit /<br/>(Surplus)</b> | <b>Projected<br/>Outturn<br/>+Deficit /<br/>(Surplus)</b> | <b>Projected<br/>Variance<br/>+Deficit /<br/>(Surplus)</b> |
|----------------------------------------------------------------------|------------------------------------|----------------------------|----------------------------|----------------------------------------------------------|-----------------------------------------------------------|------------------------------------------------------------|
|                                                                      | <b>£m</b>                          | <b>£m</b>                  | <b>£m</b>                  | <b>£m</b>                                                | <b>£m</b>                                                 | <b>£m</b>                                                  |
| Staff                                                                | 0.7                                | 0.2                        | 0.2                        | (0.0)                                                    | 0.7                                                       | (0.0)                                                      |
| <b>Total Pay</b>                                                     | <b>0.7</b>                         | <b>0.2</b>                 | <b>0.2</b>                 | <b>(0.0)</b>                                             | <b>0.7</b>                                                | <b>(0.0)</b>                                               |
| Non-Pay                                                              |                                    |                            |                            |                                                          |                                                           |                                                            |
| Supplies and Services                                                | 0.3                                | 0.1                        | 0.0                        | (0.1)                                                    | 0.3                                                       | 0.0                                                        |
| <b>Non-Pay</b>                                                       | <b>0.3</b>                         | <b>0.1</b>                 | <b>0.0</b>                 | <b>(0.1)</b>                                             | <b>0.3</b>                                                | <b>0.0</b>                                                 |
|                                                                      |                                    |                            |                            |                                                          |                                                           |                                                            |
| <b>Total Expenditure</b>                                             | <b>1.0</b>                         | <b>0.3</b>                 | <b>0.2</b>                 | <b>(0.1)</b>                                             | <b>1.0</b>                                                | <b>(0.0)</b>                                               |

The outturn forecast at the end of Q1 is to budget and includes provisions for potential Corporation recharges, hearing costs and areas of jointly funded work with the force (eg demand analysis). In addition, a small grant giving programme has been established in line with other Police and Crime Commissioner areas. The aim of the grants programme is to add targeted investment in Policing Plan priority areas. The bids approved by the Police Authority Board in July 2023 include behavioural change for domestic abuse perpetrators, victim awareness courses for offenders and diversion / referral pathways for individuals with substance misuse issues. The total of bids approved to date is £26,000.



# Capital Monitoring 2023/24 (Q1) - Headlines

For the first quarter of 2023/24, to the 30<sup>th</sup> of June 2023, expenditure on CoLP capital projects totalled £577,000 as summarised in table 11 below.

The first element is the CoLP Capital Programme comprising projects developed and managed by the Force, which are either funded directly from the Force's own resources, from Home Office funding or via a Corporation loan facility. Total spend in quarter one is £256,000.

The second element are large strategic schemes funded by the Corporation, comprising the Secure City Programme and the Accommodation Strategy. Total spend in quarter one is £305,000.

The third element comprises a few legacy projects that predate 2020/21, which are also funded by the Corporation. Total spend in quarter one is £16,000.

| Table 11 – Summary of capital expenditure 2023/24 – Quarter 1 (Q1)                                                                                                |  | £000       |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------|
| 1. CoLP Capital Programme – projects managed by CoLP. Funded from either CoLP's own resources, Home Office grant or Corporation loan to be repaid (slides 3 to 7) |  | 256        |
| 2. Strategic projects - funded by the Corporation (slides 8 and 9)                                                                                                |  | 305        |
| 3. Legacy projects - funded by the Corporation (slides 8 and 9)                                                                                                   |  | 16         |
| <b>Total capital expenditure 2023/24 – Q1</b>                                                                                                                     |  | <b>577</b> |

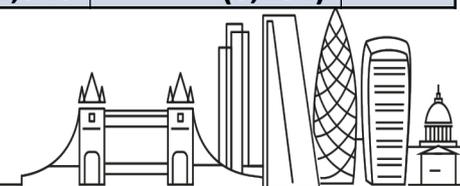
In addition to the capital projects noted above, CoLP also undertakes projects which are deemed to be revenue in nature, referred to as **Supplementary Revenue Projects**. Spend in quarter one on these was **£99,000** (slides 27 and 28).



# CoLP Capital Programme 2023/24

The total CoLP Capital Programme budget for 2023/24 amounts to £24.8m as shown in table 12 below, comprising the original CoLP Capital Programme for 2023/24 of £23.7m, as agreed at PAB in February 2023, and £1.1m of project spend which slipped from the prior year 2022/23 into 2023/24. Q1 spend totalled £256k, whilst forecast outturn spend amounts to £21.3m, representing an underspend of £3.5m, largely due to rephasing of £2.8m FCCRAS spend to 2024/25. All variations are explained in slides 4 to 6.

| <b>Table 12 - CoLP Capital Programme 2023/24</b>  | <b>Budget<br/>2023/24</b> | <b>Q1 Spend<br/>2023/24</b> | <b>Forecast<br/>Outturn<br/>2023/24</b> | <b>Variance:<br/>Budget vs<br/>Forecast<br/>Outturn</b> | <b>Notes</b> |
|---------------------------------------------------|---------------------------|-----------------------------|-----------------------------------------|---------------------------------------------------------|--------------|
|                                                   | <b>£'000</b>              | <b>£'000</b>                | <b>£'000</b>                            | <b>£'000</b>                                            |              |
| FCCRAS                                            | 21,552                    | 136                         | 18,800                                  | (2,752)                                                 | (i)          |
| Cyclical replacement - Mobile phone refresh       | 273                       | 0                           | 273                                     | 0                                                       | (ii)         |
| - Other                                           | 227                       | 0                           | 227                                     | 0                                                       | (iii)        |
| Power BI                                          | 435                       | 0                           | 280                                     | (155)                                                   | (iv)         |
| ICAV                                              | 240                       | 0                           | 249                                     | 9                                                       |              |
| Other projects / seed funding                     | 1,000                     | 0                           | 1,000                                   | 0                                                       | (v)          |
| <b>Sub-total – CoLP Capital Programme 2023/24</b> | <b>23,727</b>             | <b>136</b>                  | <b>20,829</b>                           | <b>(2,898)</b>                                          |              |
| <b>Slipped 2022/23 Projects:</b>                  |                           |                             |                                         |                                                         |              |
| Horsebox                                          | 400                       | 0                           | 0                                       | (400)                                                   | (vi)         |
| Body Worn Video                                   | 119                       | 10                          | 119                                     | 0                                                       | (vii)        |
| Other 2022/23 projects                            | 581                       | 110                         | 395                                     | (186)                                                   | (viii)       |
| <b>Sub-total – Slipped 2022/23 Projects</b>       | <b>1,100</b>              | <b>120</b>                  | <b>514</b>                              | <b>(586)</b>                                            |              |
| <b>Total CoLP Capital Programme 2023/24</b>       | <b>24,827</b>             | <b>256</b>                  | <b>21,343</b>                           | <b>(3,484)</b>                                          |              |



# CoLP Capital Programme 2023/24

## Notes:

- i. **FCCRAS:** When the 2023/24 budget was originally set, all remaining Home Office funding of £21.6m on FCCRAS was expected to be received and spent in 2023/24. However, the Home Office has since rephased the 2023/24 contribution across two years, with £18.8m in 2023/24 and £2.2m in 2024/25. It is expected that the full £18.8m will be spent in 2023/24. The total project budget of £31.0m remains unchanged and is anticipated to be fully spent by the close of 2024/25. Q1 expenditure at £136k is lower than anticipated at this stage. This is mainly due to stage certification payments being behind schedule because of vetting delays and revisions to the Implementation Plan and Testing Strategy (£1.8m). In addition, invoices for consultancy costs were not received in Q1 (£0.3m). However, stage certification payments and invoices have largely caught up during Q2, which has resulted in the forecast of FCCRAS capital expenditure amounting to £18.8m by year-end.
- iii. **Mobile Phone Refresh:** An order of 800 handsets has been agreed, which will replace the handsets of those officers and support staff who have active handsets. A review of inactive phones will take place to determine any additional requirement.
- iii. **Other cyclical replacements:** To date nothing has been spent, however projects/costs are expected to emerge as the year progresses.
- iv. **Power BI Phase 2:** A draft strategic outline business case is being prepared which shows a total cost of £523k (tbc), phased over two years, with £280k in 2023/24 and £243k in 2024/25.
- v. **Other projects/seed funding:** To date nothing has been spent, however projects/seed funding requirements are likely to emerge during the year and utilise the provision available.
- vi. **Horsebox:** There was a delay purchasing the horsebox in 2022/23 due to the limited supplier selection nationally. An order for the horsebox was raised at the end of April 2023 and it is anticipated that delivery and spend will now take place between September and December 2024 due to manufacturing and fit out schedules.



# CoLP Capital Programme 2023/24

vii. **Body Worn Video:** Most of this project took place in 2022/23. The total project budget was £313k. The project is anticipated to go live in late September 2023 and the total cost is likely to come in just under budget.

viii. **Other 2022/23 Projects:** A breakdown of the other 2022/23 slipped projects is shown in table 13 below.

| Table 13 - Other 2022/23 Projects      | Total Project Budget | Prior Years Spend | Q1 Spend 2023/24 | Forecast Spend Q2 to Q4 2023/24 | Total Forecast Project Spend | Variance: Total Budget vs Total Forecast Spend | Notes |
|----------------------------------------|----------------------|-------------------|------------------|---------------------------------|------------------------------|------------------------------------------------|-------|
|                                        | £'000                | £'000             | £'000            | £'000                           | £'000                        | £'000                                          |       |
| CoLP Covert Camera System              | 155                  | 71                | 3                | 81                              | 155                          | -                                              |       |
| CoLP Covert Surveillance Equipment     | 247                  | 90                | 33               | 124                             | 247                          | -                                              |       |
| CoLP Forensic Network                  | 155                  | 97                | 7                | 20                              | 124                          | (31)                                           | (i)   |
| CoLP Forensic Storage                  | 238                  | 58                | 22               | 60                              | 140                          | (98)                                           | (ii)  |
| CoLP Fleet Vehicle Replacement 2022/23 | 420                  | 338               | 38               | -                               | 376                          | (44)                                           |       |
| Child Abuse Image Database (CAID)      | 53                   | 33                | 7                | -                               | 40                           | (13)                                           | (iii) |
| <b>Total Other Projects</b>            | <b>1,268</b>         | <b>687</b>        | <b>110</b>       | <b>285</b>                      | <b>1,082</b>                 | <b>(186)</b>                                   |       |

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# CoLP Capital Programme 2023/24

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## Notes:

- i. **CoLP Forensic Network:** This project is nearing completion. Overall, an underspend of £31k is expected, largely due to hardware costs being lower than anticipated.
  - ii. **CoLP Forensic Storage:** This project is remains ongoing. It was delayed due to staff resources being required to work on alternative projects. An underspend of £98k is anticipated, due to reduced software costs and professional fees being lower due to the reduced complexity in the delivery of the project.
- Child Abuse Image Database:** This project is now complete. The underspend of £13k was due to hardware costs being lower than anticipated.

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# Funding of the 2023/24 CoLP Capital Programme

Funding of the 2023/24 CoLP Capital Programme is shown in table 14 below.

| <b>Table 14 – Funding of the CoLP Capital Programme 2023/24</b> | <b>Forecast Outturn 2023/24<br/>£'000</b> | <b>City Loan<br/>£'000</b> | <b>Home Office<br/>£'000</b> | <b>CoLP Direct Revenue Financing *<br/>£'000</b> | <b>CoLP POCA<br/>£'000</b> | <b>City Fund<br/>£'000</b> |
|-----------------------------------------------------------------|-------------------------------------------|----------------------------|------------------------------|--------------------------------------------------|----------------------------|----------------------------|
| FCCRAS                                                          | 18,800                                    | 7,200                      | 11,200                       | 400                                              | -                          | -                          |
| Mobile Phone Refresh                                            | 273                                       | 273                        | -                            | -                                                | -                          | -                          |
| Other Cyclical Replacement                                      | 227                                       | 227                        | -                            | -                                                | -                          | -                          |
| Power BI                                                        | 280                                       | -                          | -                            | -                                                | 280                        | -                          |
| SCAV                                                            | 249                                       | 249                        | -                            | -                                                | -                          | -                          |
| Other projects / seed funding                                   | 1,000                                     | 1,000                      | -                            | -                                                | -                          | -                          |
| Horsebox                                                        | -                                         | -                          | -                            | -                                                | -                          | -                          |
| Body Worn Video                                                 | 119                                       | 119                        |                              |                                                  |                            |                            |
| CoLP Covert Camera System                                       | 84                                        | 84                         | -                            | -                                                | -                          | -                          |
| Covert Surveillance Equipment                                   | 157                                       | 157                        | -                            | -                                                | -                          | -                          |
| CoLP Forensic Storage                                           | 82                                        | 82                         | -                            | -                                                | -                          | -                          |
| CoLP Forensic Network                                           | 27                                        | 27                         |                              |                                                  |                            |                            |
| Fleet Vehicle Replacement 2022/23                               | 38                                        | 38                         |                              |                                                  |                            |                            |
| Child Abuse & Image Database                                    | 7                                         | -                          | -                            | -                                                | 7                          | -                          |
| <b>Capital Funding 2023/24</b>                                  | <b>21,343</b>                             | <b>9,546</b>               | <b>11,200</b>                | <b>400</b>                                       | <b>287</b>                 | <b>-</b>                   |



\*Budgeted direct revenue financing is 400k, although this will be subject to the final CoLP revenue outturn position e.g. the £400k contribution may increase if a CoLP revenue surplus is achieved.



# Strategic and Legacy Projects 2023/24

## Strategic Projects

For the first quarter of 2023/24, to the 30<sup>th</sup> of June 2023, £305k has been spent on strategic projects funded by the Corporation, all of which was on the Secure City Programme.

## Legacy Projects

There are several legacy projects mainly dealing with significant IT infrastructure and accommodation, which are now nearly complete and due to soon be finalised. For the first quarter of 2023/24, to the 30<sup>th</sup> of June 2023, expenditure on these projects amounts to £16k, as summarised in table 15 below.

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| <b>Table 15 - Legacy projects 2023/24</b> | <b>Total Project Budget</b> | <b>Approved Budget Drawdown</b> | <b>Q1 Spend 2023/24</b> | <b>Total Project Spend to Q1 2023/24</b> | <b>Variance: Total Project Budget vs Total Project Spend</b> | <b>Notes</b> |
|-------------------------------------------|-----------------------------|---------------------------------|-------------------------|------------------------------------------|--------------------------------------------------------------|--------------|
|                                           | <b>£'000</b>                | <b>£'000</b>                    | <b>£'000</b>            | <b>£'000</b>                             | <b>£'000</b>                                                 |              |
| Information Technology                    | 13,402                      | 13,402                          | -                       | 12,601                                   | (801)                                                        |              |
| Fleet                                     | 1,800                       | 1,800                           | 15                      | 1,433                                    | (367)                                                        | (i)          |
| Accommodation                             | 15,947                      | 14,718                          | -                       | 13,718                                   | (2,229)                                                      |              |
| Ring of Steel (IMS / DRS)                 | 2,569                       | 2,569                           | 1                       | 2,221                                    | (348)                                                        |              |
| <b>Total legacy projects</b>              | <b>33,718</b>               | <b>32,489</b>                   | <b>16</b>               | <b>29,973</b>                            | <b>(3,745)</b>                                               |              |



# Strategic and Legacy Projects 2023/24

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## Legacy Projects Notes

- i. **Fleet:** To be compliant with ULEZ requirements in the City, the Corporation provided the Force with a loan of £1.8m to introduce ULEZ compliant vehicles. £1.4m has been spent against this, including £15,000 in 2023/24 to the end of Q1.



# Supplementary Revenue Projects 2023/24

For the first quarter of 2023/24, to the 30<sup>th</sup> of June 2023, spend on CoLP **Supplementary Revenue Projects** is £99,000 compared to a budget of £169,000 as shown in table 16 below. Table 17 (slide 28) shows how these projects will be funded.

| Table 16 - CoLP Supplementary Revenue Projects – 2023/24 | SRP Budget 2023/24<br>£'000 | Q1 Spend 2023/24<br>£'000 | Forecast Spend Q2 to Q4 2023/24<br>£'000 | Total Forecast Spend 2023/24<br>£'000 | Variance: Budget vs Total Forecast Spend<br>£'000 | Notes |
|----------------------------------------------------------|-----------------------------|---------------------------|------------------------------------------|---------------------------------------|---------------------------------------------------|-------|
| Armoury Improvements                                     | 139                         | 72                        | 67                                       | 139                                   | -                                                 | (i)   |
| Barbican Airwave Coverage                                | 30                          | 27                        | -                                        | 27                                    | (3)                                               |       |
| <b>Total CoLP SRPs</b>                                   | <b>169</b>                  | <b>99</b>                 | <b>67</b>                                | <b>166</b>                            | <b>(3)</b>                                        |       |

- i. **Armoury Improvements:** The total budget of the project is £191k. Expenditure to 30 June 2023, including spend in prior years, amounts to £124k. It is anticipated that the remaining project budget of £67k will be spent in the current financial year.



# Funding of Supplementary Revenue Projects 2023/24

Funding of forecast expenditure in 2023/24 on Supplementary Revenue Projects is shown in table 17 below.

| <b>Table 17 – CoLP Supplementary Revenue Projects – Funding 2023/24</b> | <b>Total Forecast Spend 2023/24<br/>£'000</b> | <b>City Loan<br/>£'000</b> | <b>CoLP Revenue<br/>£'000</b> | <b>CoLP POCA<br/>£'000</b> |
|-------------------------------------------------------------------------|-----------------------------------------------|----------------------------|-------------------------------|----------------------------|
| Armoury Improvements                                                    | 139                                           | 79                         | 60                            | -                          |
| Barbican Airwave Coverage                                               | 27                                            | 27                         | -                             | -                          |
| <b>Total SRP Funding 2023/24</b>                                        | <b>166</b>                                    | <b>106</b>                 | <b>60</b>                     | <b>-</b>                   |

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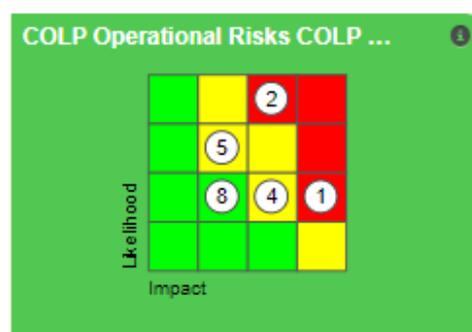
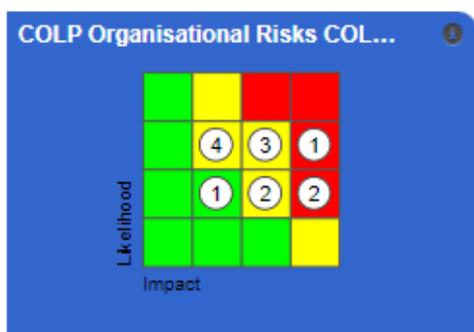
|                                                                                                                  |                                                            |
|------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------|
| <b>Committee(s):</b><br>Police: Resource Risk and Estates Committee<br><br>City of London Police Authority Board | <b>Dated:</b><br>6 September 2023<br><br>20 September 2023 |
| <b>Subject:</b> City of London Police Risk Register Update                                                       | <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>                                         | 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<br>Pol 84-23                                                            | <b>For Information</b>                                     |
| <b>Report author:</b> Brett McKenna, Head of Strategic Development                                               |                                                            |

### Summary

This report provides Members with the current profiles of force risks. The City of London Police risk register is managed using the Pentana risk system so risks are presented in the same format as other parts of the City of London Corporation. This report highlights the operational and organisational risks City of London Police is monitoring using this system.

Since the last risk profile presented to RREC one risk has been slightly rephrased and another has been reviewed and its current scoring determined to be appropriate. All other entries on the risk and issue log remain the same as in the last report.

The below heatmaps profile the spread of current risk scores across the CoLP organisational and operational risks – at present 9 of the 13 organisational risks and 18 of the 20 operational risks are their target risk score.



### Recommendation(s)

Members are asked to note the report.

## **Main Report**

### **Background**

1. In accordance with the City of London Corporation's responsibilities as a Police Authority, it is appropriate that this committee is made aware of critical risks, which may impact on service delivery or performance, together with any plans to eliminate or mitigate critical risks, and the changing risk profile of City of London Police.
2. This report provides a public note of City of London Police's risk profile so risks of can be scrutinised by Members without providing oversight of operational actions that might prejudice police operational activity. City of London Police has consulted with the Chair and Deputy Chair of Resource Risk and Estates Committee who have indicated that they are satisfied with the presentation of this report as it appears on the agenda.

### **Force Risk Register Structure**

3. The Force risk register is split into two sections along Organisational and Operational areas in support of the 6 priorities within the Policing Plan.
  - Organisational Risk Areas
    - Our People
    - Our Resources
    - Efficiency & Effectiveness
  - Operational Risk Areas
    - Keep People who live, work and visit the City Safe and feeling safe
    - Protect the UK from the threat of Economic & Cyber Crime
    - Putting the victim at the heart of everything we do
4. The current risks within each area are detailed within the following tables for Members' reference.

| Ref         | Organisational Risks                                                                                                                                                | Associated Organisational Priority | Owner        | Impact  | Likelihood | Score | Traffic Light | Trend | Target Impact | Target Likelihood | Target Score | Target Traffic Light |
|-------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|--------------|---------|------------|-------|---------------|-------|---------------|-------------------|--------------|----------------------|
| CoLP ORG 01 | Failure to ensure we recruit & retain sufficient staff to meet uplift numbers both locally & fraud uplift with the right skills and to meet our diversity ambitions | Our People                         | AC OPS (COO) | Major   | Possible   | 12    | AMBER         | ➔     | Major         | Possible          | 12           | AMBER                |
| CoLP ORG 02 | Impact of Force vacancy factor on police staff workload and morale                                                                                                  | Our People                         | AC OPS (COO) | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |
| CoLP ORG 03 | Force lacks experienced officers due to uplift number and retirement of experienced officers due to changes in pay and conditions                                   | Our People                         | AC Ops       | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |

| Ref         | Organisational Risks                                                                                               | Associated Organisational Priority | Owner                     | Impact  | Likelihood | Score | Traffic Light | Trend | Target Impact | Target Likelihood | Target Score | Target Traffic light |
|-------------|--------------------------------------------------------------------------------------------------------------------|------------------------------------|---------------------------|---------|------------|-------|---------------|-------|---------------|-------------------|--------------|----------------------|
| CoLP ORG 04 | Failure to deliver the FCCRAS Programme.                                                                           | Our Resources                      | Service Delivery Director | Extreme | Unlikely   | 16    | RED           | ➔     | Extreme       | Unlikely          | 16           | RED                  |
| CoLP ORG 05 | Police Funding: Failure to maintain a balanced budget                                                              | Our Resources                      | CFO                       | Major   | Possible   | 12    | AMBER         | ➔     | Major         | Unlikely          | 8            | AMBER                |
| CoLP ORG 06 | Estate does not meet operational requirements                                                                      | Our Resources                      | Commissioner              | Major   | Unlikely   | 8     | AMBER         | ➔     | Major         | Unlikely          | 8            | AMBER                |
| CoLP ORG 07 | Failure to deliver Force Fleet Strategy to replace and maintain vehicle fleet in support of operational activities | Our Resources                      | Commander Ops (COO)       | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |
| CoLP ORG 08 | Failure to deliver Force ICT Strategy to replace and maintain ICT in support of operational activities             | Our Resources                      | AC NLF                    | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |

| Ref               | Organisational Risks                                                                                                                                                                                                                                                    | Associated Organisational Priority | Owner        | Impact  | Likelihood | Score | Traffic Light | Trend | Target Impact | Target Likelihood | Target Score | Target Traffic Light |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------|--------------|---------|------------|-------|---------------|-------|---------------|-------------------|--------------|----------------------|
| CoLP<br>ORG<br>09 | Failure to deliver on Change Portfolio Plan                                                                                                                                                                                                                             | Efficiency & Effectiveness         | AC NLF       | Extreme | Possible   | 24    | RED           | ➔     | Extreme       | Unlikely          | 16           | RED                  |
| CoLP<br>ORG<br>10 | Failure to implement to HMICFRS Inspection and CoL Internal Audit Recommendations                                                                                                                                                                                       | Efficiency & Effectiveness         | AC Ops       | Major   | Unlikely   | 8     | AMBER         | ➔     | Major         | Unlikely          | 8            | AMBER                |
| CoLP<br>ORG<br>11 | Vulnerability of Force IT network security being compromised. Including data exfiltration, denial of service, ransomware and other malicious activity across the force network and systems that would have a direct impact on operational effectiveness and capability. | Efficiency & Effectiveness         | AC NLF       | Extreme | Possible   | 16    | RED           | ➔     | Extreme       | Unlikely          | 16           | RED                  |
| CoLP<br>ORG<br>12 | Failure to deliver Target Operating Model (TOM)                                                                                                                                                                                                                         | Efficiency & Effectiveness         | Commissioner | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |
| CoLP<br>ORG<br>13 | Loss of public confidence in professionalism and trust with Force                                                                                                                                                                                                       | Efficiency & Effectiveness         | AC Ops       | Major   | Possible   | 12    | AMBER         | ➔     | Major         | Unlikely          | 8            | AMBER                |

| Ref               | Operational Risks                                                              | Associated Policing Plan Priority                  | Owner               | Impact  | Likelihood | Score | Traffic Light | Trend | Target Impact | Target Likelihood | Target Score | Target Traffic Light |
|-------------------|--------------------------------------------------------------------------------|----------------------------------------------------|---------------------|---------|------------|-------|---------------|-------|---------------|-------------------|--------------|----------------------|
| <b>CoLP OP 01</b> | Realisation of a Terrorist Event with inadequate Force response                | Keep people who live, work and visit the City Safe | Commander Ops       | Major   | Unlikely   | 8     | AMBER         | ➔     | Major         | Unlikely          | 8            | AMBER                |
| <b>CoLP OP 02</b> | Failure to respond to OCG activity                                             | Keep people who live, work and visit the City Safe | Commander Ops & NLF | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |
| <b>CoLP OP 03</b> | Failure to contain a public order event                                        | Keep people who live, work and visit the City Safe | Commander Ops       | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |
| <b>CoLP OP 04</b> | Inadequate response to a Civil Emergency                                       | Keep people who live, work and visit the City Safe | Commander Ops       | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |
| <b>CoLP OP 05</b> | Failure to respond to CSE within City                                          | Keep people who live, work and visit the City Safe | Commander Ops       | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |
| <b>CoLP OP 08</b> | Lack of resilience in Force Control room hampers ability to respond            | Keep people who live, work and visit the City Safe | Commander Ops       | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |
| <b>CoLP OP 09</b> | Lack of capacity and skills officers' hampers ability to investigate homicides | Keep people who live, work and visit the City Safe | Commander Ops       | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |

| Ref        | Operational Risks                                                                                  | Associated Policing Plan Priority                        | Owner                                     | Impact  | Likelihood | Score | Traffic Light | Trend | Target Impact | Target Likelihood | Target Score | Target Traffic Light |
|------------|----------------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------|---------|------------|-------|---------------|-------|---------------|-------------------|--------------|----------------------|
| CoLP OP 10 | Force Cyber Crime Unit ability to respond to a Cyber Threat impacting City businesses or residents | Protect the UK from the threat of Economic & Cyber Crime | Commander Ops                             | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |
| CoLP OP 11 | Failure of performance as National Lead Force                                                      | Protect the UK from the threat of Economic & Cyber Crime | Commander NLF                             | Extreme | Unlikely   | 16    | RED           | ➔     | Extreme       | Unlikely          | 16           | RED                  |
| CoLP OP 12 | Failure to utilise Action Fraud reports and Intelligence                                           | Protect the UK from the threat of Economic & Cyber Crime | Commander NLF & Service Delivery Director | Major   | Unlikely   | 8     | AMBER         | ➔     | Major         | Unlikely          | 8            | AMBER                |
| CoLP OP 13 | Failure to maintain existing services within Action Fraud System                                   | Protect the UK from the threat of Economic & Cyber Crime | Service Delivery Director                 | Major   | Unlikely   | 8     | AMBER         | ➔     | Major         | Unlikely          | 8            | AMBER                |
| CoLP OP 14 | Failure of High profile/risk Investigation                                                         | Protect the UK from the threat of Economic & Cyber Crime | Commander NLF                             | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |
| CoLP OP 15 | Failure to tackle OCGs operating within the City/Nationally committing economic and/or cyber crime | Protect the UK from the threat of Economic & Cyber Crime | Commander Ops & NLF                       | Serious | Unlikely   | 4     | GREEN         | ➔     | Serious       | Unlikely          | 4            | GREEN                |

| Ref               | Operational Risks                                                                                  | Associated Policing Plan Priority                   | Owner               | Impact  | Likelihood | Score | Traffic Light | Trend | Target Impact | Target Likelihood | Target Score | Target Traffic Light |
|-------------------|----------------------------------------------------------------------------------------------------|-----------------------------------------------------|---------------------|---------|------------|-------|---------------|-------|---------------|-------------------|--------------|----------------------|
| <b>CoLP OP 16</b> | Drop in victim satisfaction with services delivered by the Force                                   | Putting the victim at the heart of everything we do | Commander Ops & NLF | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |
| <b>CoLP OP 17</b> | Force positive outcome rate for all crime decreases                                                | Putting the victim at the heart of everything we do | Commander Ops       | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |
| <b>CoLP OP 18</b> | Force is not able to provide the services required to look after vulnerable victims                | Putting the victim at the heart of everything we do | Commander Ops & NLF | Major   | Unlikely   | 8     | AMBER         | ➔     | Major         | Unlikely          | 8            | AMBER                |
| <b>CoLP OP 19</b> | Force unable to respond to victims within City within adequate timescale due to failure in process | Putting the victim at the heart of everything we do | Commander Ops       | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |
| <b>CoLP OP 20</b> | ECVCU unable to deliver requisite services                                                         | Putting the victim at the heart of everything we do | Commander NLF       | Serious | Possible   | 6     | AMBER         | ➔     | Serious       | Possible          | 6            | AMBER                |

## **Changes to Risk Profile Since Last Update**

5. Risk COLP ORG 02 “Impact of maintaining Force vacancy factor on police staff workload and morale” has been reworded to now omit the word ‘maintaining’ following approval at People Board in May 2023 to reflect the fact that vacancies are not being deliberately maintained.
6. Risk COLP OP 11 “Failure of performance as National Lead Force” has been reviewed internally and a determination made that both the current likelihood of occurrence and impact remains the same.

## **Risk Of Concern**

7. As highlighted in the last two updates, based on the current profile there are two risks of concern that City of London Police is seeking to mitigate and which are now being managed as issues within City of London Police (risks that have been realised) these are:
  - **Rise in Violent Crime**
  - **Rise in Acquisitive Crime**
8. A suite of operational measures has been put into place to ensure we combat the rise in criminality and work to protect the public within the City reducing the impact crime has on residents, workers and visitors within the City.
9. The crime levels are monitored on a quarterly basis within City of London Police’s Performance Board which provides direction for tasking and work to target criminality hotspots to tackle the current rising trends.
10. Both of these risks were the subject of a deep dive RREC in May 2023.

## **Conclusion**

11. The risk profile of City of London Police is continually reviewed and updated to ensure it remains relevant. The Police Authority is kept informed of the Force Risk Profile as part of a quarterly update schedule to ensure they are briefed on new and emerging risks and any significant change in existing risk scores as part of City of London Police’s assessment of its own risk profile.

## **Appendices**

- Appendix 1 – Risk Scoring Criteria
- Appendix 2a and 2b – Force Risk Registers (Operational and Organisational) (Non-Public)
- Appendix 3 – Force Issue Log (Non-Public)

# Appendix 1: Risk Scoring Criteria

## (A) Likelihood criteria

|             | Rare (1)                                           | Unlikely (2)                                 | Possible (3)                                  | Likely (4)                                |
|-------------|----------------------------------------------------|----------------------------------------------|-----------------------------------------------|-------------------------------------------|
| Criteria    | Less than 10%                                      | 10 – 40%                                     | 40 – 75%                                      | More than 75%                             |
| Probability | Has happened rarely/never before                   | Unlikely to occur                            | Fairly likely to occur                        | More likely to occur than not             |
| Time period | Unlikely to occur in a 10 year period              | Likely to occur within a 10 year period      | Likely to occur once within a one year period | Likely to occur once within three months  |
| Numerical   | Less than one chance in a hundred thousand (<10-5) | Less than one chance in ten thousand (<10-4) | Less than one chance in a thousand (<10-3)    | Less than one chance in a hundred (<10-2) |

## (B) Impact criteria

| Impact title | Definitions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|--------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Minor (1)    | <b>Service delivery/performance:</b> Minor impact on service, typically up to one day. <b>Financial:</b> financial loss up to 5% of budget. <b>Reputation:</b> Isolated service user/stakeholder complaints contained within business unit/division. <b>Legal/statutory:</b> Litigation claim or find less than £5000. <b>Safety/health:</b> Minor incident including injury to one or more individuals. <b>Objectives:</b> Failure to achieve team plan objectives.                                                                   |
| Serious (2)  | <b>Service delivery/performance:</b> Service disruption 2 to 5 days. <b>Financial:</b> Financial loss up to 10% of budget. <b>Reputation:</b> Adverse local media coverage/multiple service user/stakeholder complaints. <b>Legal/statutory:</b> Litigation claimable fine between £5000 and £50,000. <b>Safety/health:</b> Significant injury or illness causing short-term disability to one or more persons. <b>Objectives:</b> Failure to achieve one or more service plan objectives.                                             |
| Major (4)    | <b>Service delivery/performance:</b> Service disruption > 1 - 4 weeks. <b>Financial:</b> Financial loss up to 20% of budget. <b>Reputation:</b> Adverse national media coverage 1 to 3 days. <b>Legal/statutory:</b> Litigation claimable fine between £50,000 and £500,000. <b>Safety/health:</b> Major injury or illness/disease causing long-term disability to one or more people. <b>Objectives:</b> Failure to achieve a strategic plan objective.                                                                               |
| Extreme (8)  | <b>Service delivery/performance:</b> Service disruption > 4 weeks. <b>Financial:</b> Financial loss up to 35% of budget. <b>Reputation:</b> National publicity more than three days. Possible resignation leading member or chief officer. <b>Legal/statutory:</b> Multiple civil or criminal suits. Litigation claim or find in excess of £500,000. <b>Safety/health:</b> Fatality or life-threatening illness/disease (e.g. mesothelioma) to one or more persons. <b>Objectives:</b> Failure to achieve a major corporate objective. |

## (C) Risk scoring grid

|            |              | Impact     |            |             |            |             |
|------------|--------------|------------|------------|-------------|------------|-------------|
|            |              | X          | Minor (1)  | Serious (2) | Major (4)  | Extreme (8) |
| Likelihood | Likely (4)   | 4<br>Green | 8<br>Amber | 16<br>Red   | 32<br>Red  |             |
|            | Possible (3) | 3<br>Green | 6<br>Amber | 12<br>Amber | 24<br>Red  |             |
|            | Unlikely (2) | 2<br>Green | 4<br>Green | 8<br>Amber  | 16<br>Red  |             |
|            | Rare (1)     | 1<br>Green | 2<br>Green | 4<br>Green  | 8<br>Amber |             |

## (D) Risk score definitions

|              |                                              |
|--------------|----------------------------------------------|
| <b>RED</b>   | Urgent action required to reduce rating      |
| <b>AMBER</b> | Action required to maintain or reduce rating |
| <b>GREEN</b> | Action required to maintain rating           |

This is an extract from the City of London Corporate Risk Management Strategy, published in May 2014.

Contact the Corporate Risk Advisor for further information. Ext 1297

October 2015

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|                                                                                                           |                                               |
|-----------------------------------------------------------------------------------------------------------|-----------------------------------------------|
| <b>Committee(s):</b><br><br>City of London Police Authority Board<br>Policy and Resources Committee       | <b>Dated:</b><br><br>20/09/2023<br>21/09/2023 |
| <b>Subject:</b> National Security Act 2023                                                                | <b>Public</b>                                 |
| <b>Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?</b> | 1, 5, 6                                       |
| <b>Does this proposal require extra revenue and/or capital spending?</b>                                  | <b>N</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><br><br>Remembrancer                                                                     | <b>For Information</b>                        |
| <b>Report author:</b><br><br>Kiki Hausdorff, Assistant Parliamentary Affairs Counsel                      |                                               |

## Summary

This report provides an update on the National Security Act 2023, which was first introduced into the Commons in May 2022 and received Royal Assent on 11 July 2023. Formerly called the Counter State Threats Bill, the Act introduces new measures to modernise existing counter espionage laws to address modern threats. The Corporation’s main interest in the Act is the Foreign Interest Registration Scheme (FIRS) which it introduces and applies to the City of London Police Commissioner and Assistant Commissioners. The Act’s substantive provisions, including its requirements to register under the FIRS, will come into force by regulations which have not yet been made. The scheme is expected to be implemented in 2024.

## Recommendation(s)

Members are asked to note the report.

## Main Report

### Background

1. Initially known as the Counter State Treats Bill, the renamed National Security Bill was introduced into the Commons by the then Home Secretary Dame Priti Patel MP in May 2022 and was first debated by MPs during the Second Reading in June

2022. The intention of the Bill was to address threats to national security from espionage, sabotage and persons acting for foreign powers by:

- a. reforming existing espionage laws;
- b. introducing new offences to tackle state-backed sabotage and foreign interference;
- c. creating a registration scheme requiring individuals in the UK to register certain arrangements with foreign governments;
- d. enhancing police powers to support the investigation of state threats activity;
- e. reforming existing prohibited places provisions to protect the UK's most sensitive sites;
- f. providing powers to allow state threats to be tackled at an early stage;
- g. introducing new tools of last resort to manage those who pose a threat but have not met the threshold for prosecution;
- h. restricting the ability of convicted terrorists to receive civil legal aid and prevent their exploitation of civil damage systems.

### **Parliamentary Response to the Foreign Interest Registration Scheme**

2. The Act aims to tackle state-backed sabotage and foreign interference by creating the Foreign Interest Registration Scheme (FIRS). It is a criminal offence for a person to carry out "political influence activity" or arrange for it to be carried out where this arrangement is not registered under the FIRS, and the person knows that the arrangement is not registered. The Act specifies what would constitute "political influence activity", and this is addressed below.
3. The scheme was initially met with criticism by both Peers and the financial services industry, owing to concerns that the FIRS could have a chilling effect on inward investment. The scope of the FIRS initially extended to activities of financial and professional services firms.
4. TheCityUK worked with partner organisations across the financial and professional services industry, including the City of London Corporation (which undertook Parliamentary briefing), to persuade the Government to narrow the scope of FIRS. This led to the Government amending the Bill in late February 2023 to reduce its scope. Under the Act, foreign businesses, charities and other bodies that act in their own interests and are not directed by a foreign state will not fall within the scheme and will not be required to register. Organisations and individuals carrying out political influence activities on behalf of a foreign state must register under the scheme or face a criminal sanction with a maximum two-year sentence, a fine or both.
5. At the Bill's Report stage in March 2023, Home Office Minister Lord Sharpe introduced the Government amendments to narrow the scheme. He assured peers that it was "a targeted regime, allowing the Secretary of State to require the registration of arrangements with specified foreign Governments or entities subject to foreign power control where she believes it is necessary to protect the safety or interests of the United Kingdom." The Minister argued that the scheme "will play a significant role in the deterrence and disruption of state threats activities by those countries, and entities linked to them, which are of greatest concern." The

amendments were passed in the Lords. Opposition spokesperson Baroness Hayter of Kentish Town recognised the significant changes made by the Government, commenting, “we have ended up with a FIRS that is very different from what we started with.”

### **Scope of the Foreign Interest Registration Scheme**

6. The registration requirement applies where a foreign power or entity directs a person to publish or disseminate information publicly, distribute money, goods or services to UK persons, or communicate with listed persons for the purpose of influencing:
  - a) an election or referendum in the UK;
  - b) a decision of a Minister or a Government department;
  - c) proceedings of a UK registered political party; or
  - d) a Member of either House of Parliament.
  
7. The Act includes a list of persons, communication with whom is capable of being a political influence activity. These include:
  - a) Ministers
  - b) MPs
  - c) The Mayor of London;
  - d) Mayors of the Combined Authority Areas;
  - e) political party officials;
  - f) candidates for election to specified offices;
  - g) senior civil servants
  - h) Senior military officers (commodore/brigadier/air commodore and above);
  - i) Senior police officers outside London (Chief Constables and Deputy Chief Constables);
  - j) Police and Crime Commissioners (including any mayors or deputy mayors who hold this role).
  
8. This list of persons with whom communication must be registered also includes the City of London Police Commissioner and Assistant Commissioners. This applies the FIRS to the City of London Police in the same way that it applies to the Metropolitan Police. The FIRS does not apply to the Police Authority Board.
  
9. The Act includes a regulation making power which would enable the Government to add “a person exercising public functions” to the list. This definition appears broad enough to enable the Government in the future to add Corporation members or Officers. The regulations may not be made unless and until they have been approved by each House of Parliament.
  
10. The Act provides for several exemptions from the scheme aimed at ensuring proportionality, including for recognised news publishers, legal activities carried out by a lawyer, diplomats and their family members and activities carried out under international agreements to which the UK is a party. Guidance will be published by the Government ahead of the scheme’s requirements coming into force some time in 2024.

## **Conclusion**

11. Following criticism from peers and from the financial and professional services industry, the Government narrowed the scope of the FRIS. The scheme's application to the City of London Police Commissioner and Assistant Commissioners means that any communication for a listed purpose with the Commissioner or Assistant Commissioners by an individual in an arrangement with a foreign power must be registered by that individual. The scheme is expected to be implemented in 2024. It cannot be implemented until the Act's substantive provisions have been brought into force by regulations, which have not yet been made.

### **Kiki Hausdorff**

Assistant Parliamentary Affairs Counsel

Remembrancer's Office

[Kiki.Hausdorff@cityoflondon.gov.uk](mailto:Kiki.Hausdorff@cityoflondon.gov.uk)

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