



Professional Standards & Integrity (Police) Committee

Date: TUESDAY, 9 MAY 2023
Time: 11.00 am
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members: Caroline Addy
Deborah Oliver
Nicholas Bensted-Smith
Tijs Broeke
Alderman Professor Emma Edhem
Deputy James Thomson
Jason Groves
Florence Keelson-Anfu
Michael Mitchell (External Member)
Alice Ripley (External Member)

MEMBERSHIP SUBJECT TO APPOINTMENT AT THE POLICE AUTHORITY BOARD MEETING ON TUESDAY 2 MAY 2023

Enquiries: Richard Holt
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Ian Thomas
Town Clerk and Chief Executive

AGENDA

1. **APOLOGIES**

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

3. **MINUTES**

To agree the public note and non-public summary of the inquorate meeting held on 8th of February.

For Decision
(Pages 5 - 10)

4. **PUBLIC OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

For Information
(Pages 11 - 12)

5. **BARONESS CASEY REVIEW**

Report of the Commissioner.

For Information
(Pages 13 - 32)

6. **VIOLENCE AGAINST WOMEN AND GIRLS UPDATE**

Report of the Commissioner.

For Information
(Pages 33 - 40)

7. **NOTIFIABLE ASSOCIATIONS POLICY REVIEW**

Report of the Commissioner.

For Information
(Pages 41 - 44)

8. **ACTION FRAUD STATISTICS – QUARTER 4 –1ST JAN 2023 – 31ST MARCH 2023**

Report of the Commissioner.

For Information
(Pages 45 - 54)

9. **Q4 STOP AND SEARCH AND USE OF FORCE UPDATE**

Report of the Commissioner.

For Information
(Pages 55 - 86)

10. **QUARTERLY EQUALITY AND INCLUSION UPDATE**

Report of the Commissioner.

For Information
(Pages 87 - 110)

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

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

13. **EXCLUSION OF THE PUBLIC**

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

For Decision

14. **NON-PUBLIC MINUTES**

To agree the non-public note of the inquorate meeting held on 8th of February.

For Decision
(Pages 111 - 112)

15. **NON-PUBLIC OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

For Information
(Pages 113 - 114)

16. **HMICFRS INSPECTIONS UPDATE- VETTING, MISCONDUCT, AND MISOGYNY IN THE POLICE AND COLP COUNTER CORRUPTION AND VETTING INSPECTION**

Report of the Commissioner.

For Information
(Pages 115 - 138)

17. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 4 –1ST JANUARY 2023 – 31ST MARCH 2023**

Report of the Commissioner.

For Information

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

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

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE

Wednesday, 8 February 2023

Public note of the inquorate meeting of the Professional Standards & Integrity (Police) Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Wednesday, 8 February 2023 at 11.00 am

Present

Members:

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

In attendance virtually:

Deborah Oliver (Deputy Chair)

Officers:

Richard Holt	- Town Clerk's Department
Richard Riley	- Director of Police Authority
Charles Smart	- Police Authority
Rachael Waldron	- Police Authority
Rachel Smith	- Police Authority
Tanna Chandni	- Communications Officer, Town Clerk's Department
Paul Betts	- Assistant Commissioner, City of London Police
Claire Cresswell	- City of London Police
Sanjay Anderson	- City of London Police
William Duffy	- City of London Police
Hayley Williams	- City of London Police
Kamalpreet Dhaliwall	- City of London Police

1. APOLOGIES

A quorum was not established within five minutes of the scheduled start of the Committee and as a result, in accordance with Standing Order 36 (2), the formal meeting was dissolved. Following this Members present agreed to informally consider the items on the agenda.

Apologies were received from Deputy James Thompson, Tijs Broeke, Jason Groves and Florence Keelson-Anfu.

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

There were no declarations of interest.

3. **MINUTES**

The Committee considered the public minutes of the previous meeting of the Professional Standards and Integrity Committee held on 29th of November 2022.

RESOLVED- That the public minutes of the previous meeting of the Professional Standards and Integrity Committee held on 29th of November 2022 be noted.

4. **REFERENCES**

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

RESOLVED- That the report be noted.

5. **PROFESSIONAL STANDARDS BRIEF UPDATE ON ACTIVITY UNDERTAKEN TO ADDRESS POLICE PERPETRATED MISOGYNY, SEXUAL MISCONDUCT AND VIOLENCE AND AGAINST WOMEN AND GIRLS**

The Committee received a report of the Commissioner which provided an update on the activity undertaken to address police perpetrated misogyny, sexual misconduct and violence and against women and girls.

Officers informed Members that figures quoted within a recent article were not accurate with the correct figures being thirty-two cases reported, thirteen live and fourteen not meeting the requirement for review. It was added that the Force was still working to resolve the outstanding actions through an extensive internal governance process and would be reporting progress against these actions to the Committee. Following a Member's query it was explained that increased reporting requirements had caused a greater degree of work for the relevant officers but it was noted that the Corporate Services review would assess whether more staffing were required to manage these processes.

A member of the Committee queried how the risk around potential for officer misconduct was being assessed and mitigated and what metrics would be used to measure this risk effectively. Officers explained that the size of the Force meant that effective comparison was difficult but that the Independent Office for Police Conduct data was the most effective comparative metric. In response to a follow up question Officers confirmed that they would explore how best to produce a specific risk report on this.

RESOLVED- That the report be noted.

6. **ACTION FRAUD STATISTICS – QUARTER 3 –1ST OCT 2022 – 31ST DEC 2022**

The Committee received a report of the Commissioner on the Action Fraud Statistics Quarter 3 1st October 2022- 31st December 2022.

Officers noted that the report included a large amount of information which it was agreed would be assessed to report this more effectively to the Committee in future.

A Member observed that the forty percent increase in Action Fraud complaints was a sizable increase and requested further information on the context of this increase.

Officers confirmed that Action Fraud complaints at this level had been experienced before but that the specific reasons for this increase would be confirmed in the next update.

Alderman Professor Emma Edhem joined the informal meeting of the Committee at this stage.

RESOLVED- That the report be noted.

7. **Q3 STOP AND SEARCH AND USE OF FORCE UPDATE**

The Committee received a report of the Commissioner which provided an update on Q3 Stop and Search and Use of Force.

A Member questioned whether the increased night-time economy had caused an associated increase in the stop and search figures. Officers noted that premise license management and geographic analysis were key in the management of the effect of night-time economy on the policing.

In response to a Member's query it was confirmed that the City of London Police body worn camera policy would be circulated to the Committee.

RESOLVED- That the report be noted.

8. **QUARTERLY EQUALITY AND INCLUSION UPDATE**

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

In response to a Member's request Officers agreed that an analysis of the progression of key areas highlighted in the report and the work undertaken in each area would be reported to the Committee in future updates.

Following a Member's enquiry it was explained that progress on the Youth Independent Advisory Scrutiny Group had stalled over COVID pandemic but that the Force's Youth Engagement Team would be taking this forward and that an update on this and the progress with the ethics panel would be brought to the Committee in a future update on this item. It was noted that there was an increased volume of work in this area currently and the team were having to prioritise.

RESOLVED- That the report be noted.

9. **IOPC_CITY OF LONDON POLICE COMPLAINTS INFORMATION BULLETIN - Q2 2022/23**

The Committee received a report of the Commissioner regarding the IOPC City of London Police Complaints Information Bulletin Q2 2022-23.

RESOLVED- That the report be noted.

10. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no questions received in the public session.
11. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**
There was no urgent business considered in the public session.
12. **EXCLUSION OF THE PUBLIC**
RESOLVED- That under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.
13. **NON-PUBLIC MINUTES**
The Committee considered the non-public minutes of the previous meeting of the Professional Standards and Integrity Committee held on 29th of November 2022.
RESOLVED- That the non-public minutes of the previous meeting of the Professional Standards and Integrity Committee held on 29th of November 2022 be noted.
14. **NON-PUBLIC REFERENCES**
The Committee received a joint report of the Commissioner and Town Clerk on the non-public references from the last meeting of the Committee.
RESOLVED- That the report be noted.
15. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 3 – 1ST OCTOBER 2022 – 31ST DECEMBER 2022**
The Committee received a report of the Commissioner regarding the Professional Standards Statistics Quarter 31st of October 2022- 31st December.
RESOLVED- That the report be noted.
16. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no questions received in the non-public session.
17. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**
There was no urgent business considered in the non-public session.

The meeting ended at 11.55 am

Chair

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PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE

PUBLIC OUTSTANDING REFERENCES

01/2023/P	Item 6. Fraud Statistics – Quarter 3 –1st Oct 2022 – 31st Dec 2022	Officers confirmed that Action Fraud complaints at this level had been experienced before but that the specific reasons for this increase would be confirmed.	Commissioner	Complete- This was followed up after the meeting with the Head of Action Fraud and there was no specific reason identified for the 40% increase from Q2 to Q3 22-23. The percentage increase from Q3 to Q4 22-23 is much lower, at 6%. As articulated in the previous PSIC meeting, these increases fluctuate throughout the year as can be seen from Table 3 in the Action Fraud Stats report, which shows 3 years data. Q4 2022/23 compared against previous quarters is above average against the previous 5 quarters, this is likely caused by a catch up in logging data.
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Agenda Item 5

Committee(s): Police Authority Board Professional Standards and Integrity Committee	Dated: 2 nd May 2023 9 th May 2023
Subject: Baroness Casey Review	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police Pol 47-23	For Information
Report authors: Strategic Development and Professionalism and Trust	

Summary

The final report of Baroness Louise Casey of Blackstock's Review of the Metropolitan Police Service (MPS) was published on the 22nd March 2023. The independent review was commissioned by the previous Commissioner of the MPS, Dame Cressida Dick DBE QPM to look into the Metropolitan Police's culture and standards.

The review began in February 2022 and completed in March 2023.

The review:

- discusses whether the MPS's leadership, recruitment, vetting, training, culture and communications support the standards the public should expect
- recommends how high standards can be routinely met, and how high levels of public trust in the Met can be restored and maintained

At the Police Authority Board in March 2023, Members asked the City of London Police (CoLP) to provide an update to the Board's next meeting on any impacts around the recommendations from the Casey report, for the City of London Police. It was acknowledged that the report had only just been published and time would be needed to digest in detail but nevertheless the Board were keen to have reassurance at a strategic level that the recommendations were being considered and learning taken on board.

This report provides an update on CoLP's approach including governance, and a assessment against the recommendations to support any further work required.

Recommendation

Members are asked to note the report.

Main Report

Background

1. The final report of the Baroness Casey Review of the Metropolitan Police Service (MPS) was published on the 22nd March 2023. The independent review was commissioned by the previous Commissioner of the MPS, Dame Cressida Dick DBE QPM to look into the Metropolitan Police's culture and standards.

Current Position

2. Members will be aware from other reports to your Committees including updates on Child Q: Local Child Safeguarding Practice Review; Op Hotton¹; Op Hood: CoLPs review into historic sexual misconduct cases over the previous 20 years, that there are a number of existing workstreams looking at standards and culture in the City of London Police. These include, for example, action plans around the above reports and the 2022 HMICFRS Inspections of CoLP on Counter Corruption and Vetting, the 2022 HMICFRS Thematic inspection on Vetting, Misconduct and Misogyny, and workstreams on inclusivity under the Equality and Inclusion portfolio.
3. The Head of Professionalism and Trust chaired a meeting of all relevant service heads on the 3rd April 2023 to agree an approach. It was noted that many of the report recommendations are linked to strategic themes that have been identified and are in the process of being addressed by forces across the country including City of London Police.
4. It was agreed that in order to provide this update to the Board that each service lead would undertake an assessment of the 16 recommendations to assess the relevance of the recommendation to CoLP and evidence any activities underway to address similar issues or achieve similar aims.
5. After this initial assessment if there were any areas identified for further work then these would be included in existing action plans/ workstreams where this is appropriate.

Governance

6. It was agreed that:
 - As the recommendations from the review are cross cutting that Strategic Development, HQ would co-ordinate the responses from service heads and ensure any required actions are assimilated into existing action plans where appropriate.
 - The review would be considered by the newly formed HMICFRS Operational Improvement Board along with other inspections/ reviews as appropriate.

¹ [Operation Hotton recommendations - Metropolitan Police Service, September 2021 | Independent Office for Police Conduct](#)

- In terms of Member oversight progress updates on any action required would be brought to Professional Standards and Integrity Committee (PSIC) as part of existing reports.

7. The assessment is at Appendix 1.

Conclusion

8. While the Casey Review focused on the MPS, CoLP recognises the importance of the findings and is taking learning from it, incorporating the key strategic themes into existing work plans to improve standards and culture.

Appendices

- Appendix 1 – High level assessment - Casey Recommendations

Background Papers

[Baroness Casey Review \(met.police.uk\)](https://www.met.police.uk)

Previous Reports to Committees	Committee(s)
City and Hackney Safeguarding Children Partnership (CHSCP) Child Q Practice Review	Safeguarding Sub-May 2022 PAB- May 2022 PSIC-May 2022
Pol 22-22 Violence Against Women and Girls Update (references Op Hotton work)	PSIC- May 2022 PAB – May 2022
Pol 119-22- Operation Hood	PSIC – November 2022

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Baroness Casey Review ‘Cleaning up the MET’	Recommendation &/or Area for Improvement	Force Task Owner	Force Progress & Response
1.	<ul style="list-style-type: none"> The misconduct process is not fit for purpose. A new, independent, multidisciplinary team of officers and staff should be brought in by the Met to reform how it deals with misconduct cases, with a particular focus on how it handles sexual misconduct, domestic abuse and discrimination. 	<p>Professional Standards Dept (PSD)</p>	<p>Current Position: Whilst PSD is fit for purpose, consideration is being given to the training and expertise required of officers investigating corruption and conduct in the changing landscape where there is increased focus on complex criminal investigations into sexual offences. For example officers require skills in phone downloads and review.</p> <p>Additionally, CoLP will be increasing resources in PSD as part of the Corporate Services Review and is considering the recruitment of Police Staff Investigators as part of this uplift. A dedicated resource has been allocated to oversee the delivery of vetting/ misconduct/ CCU Inspections recommendations.</p> <p>Linked workstreams: this recommendation already links into the Operation Hood review and thematic and force HMICFRS Inspections (Misogyny, Misconduct, Vetting and CCU) which are reviewed within PSD and Strategic Force Boards and reports into PSIC.</p>
2.	<ul style="list-style-type: none"> The Met should embed and enforce the highest policing ethical values and standards across all of its systems and management, from recruitment and vetting through to supervision and the misconduct process, making sure these are adhered to by all its officers and staff, and that those who breach the standards face the consequences the public would expect. 	<p>Human Resources (HR) & Professionalism and Trust (P&T)</p>	<p>Current Position: The CoLP has adopted much of the best practice learning from the uplift programme which has been embedded with the recruitment process. A new Applicant Tracking System (ATS) has been procured and will be live within the next few months which will assist with standardising recruitment practices across all roles. An additional interview step has been added into the student officer recruitment process which is a supplementary step to the nationally mandated recruitment process. Face to face interviews are being held with all new officer recruit candidates. This is an important step in gauging suitability for the role. In terms of embedding values, HR will support L&OD with the review and roll out of the Management</p>

			<p>Development Programme, maximising opportunities to embed and enforce values and standards. Additionally, the Inclusivity Programme tackles issues of values and ethics and the CoLP is also currently rolling out Active Bystander Training in April and May 2023.</p> <p>CoLP adheres to all published policy and police regulations in regard to vetting.</p> <p>In terms of recruitment there is a Force Vetting Policy, and this is strictly applied and is role specific and whilst this has been challenging during the Police Uplift Programme the Force has ensured that it has maintained the highest standards. Vetting is completed in line with Vetting APP the Vetting codes of Practice. Wherever vetting is withdrawn consideration will be given to removal of the staff member from force as appropriate using the available legislation.</p> <p>In terms of supervision and misconduct process, the Force has taken the approach of fast-tracking misconduct hearings where this is appropriate with one officer being dismissed recently under this process. For Appropriate Authority decisions for conduct, consideration is given to the College of Policing Guidelines for Misconduct Outcomes to ensure that decisions are in line with national expectations and that they appropriately consider relevant factors. Additionally, Counter Corruption Unit proactively seek to identify and disrupt activity that falls below the values expected in policing.</p> <p>The Code of Ethics is currently being reviewed at a national level and all Forces are being consulted on this currently, including CoLP.</p> <p>Linked Workstreams: Misconduct data is reported quarterly to the PSIC with dip samples of outcomes on misconduct cases presented to Members. Also links into thematic and force HMICFRS</p>
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			Inspections (Misogyny, Misconduct, Vetting and CCU) which are reviewed within PSD and Strategic Force Boards such as the Renewing and Rebuilding Trust and Confidence Board and also reports into PSIC.
3.	<ul style="list-style-type: none"> Vetting standards should be changed with immediate effect to guard against those who intend to abuse the powers of a police officer. The Met should introduce new end-to-end processes throughout an officer or staff member’s service – from initial recruitment and vetting through to leaving the force – with a relentless focus on identifying and reducing opportunities for predators who seek to abuse the powers of a police officer from joining or staying in the Met. 	PSD (Vetting)	<p>Current position: CoLP has a Force Vetting Policy which was reviewed in 2022 and is next due for review in 2025. In light of this recommendation this Policy will be reviewed again.</p> <p>The Vetting Manager and Head of PSD will develop a policy to deal with re-vetting and how to manage any subsequent process where a member of staff loses their vetting. However, the 2017 APP¹ (and the subsequent 2019 and 2021 iterations) have included the guidance in section 8.47. This makes clear that where vetting is withdrawn or refused on renewal, if alternative employment cannot be identified (for which they have sufficient clearance) or the risk cannot be reasonably managed, then proceedings for dismissal may take place.</p> <p>Counter Corruption Unit(CCU) will continue to develop their proactive capability to continue to reduce opportunity for predators who seek to abuse their powers.</p> <p>Linked workstreams: This is being tracked as part of the HMICFRS Vetting and Counter Corruption Delivery Plan, reporting monthly into the newly formed CoLP HMICFRS Operational Improvement Board.</p>
4.	<ul style="list-style-type: none"> Some of the worst cultures, behaviours and practices identified by the Review have been found in specialist firearms units, where standards should be at their absolute highest. The Commissioner should introduce immediate changes to address our concerns with the Parliamentary and Diplomatic Protection 	Local Policing (LP)	<p>Current Position: To put some context around this for CoLP the Tactical Firearms Group (TFG) consists of an establishment of 92 officers (currently working towards this FTE and also running a campaign to encourage greater diversity in TFG targeting female officers). The officers in the Unit work closely together on a day-to-day basis subject to shifts.</p>

¹ APP-Associated Professional Practice

	<p>(PaDP) and Specialist Firearms (MO19) Commands, including:</p> <ul style="list-style-type: none"> ○ i) effectively disbanding PaDP in its current form, ensuring there is an absolute ‘reset’ with a new ethos, identity and a focus on rooting out unacceptable behaviour. ○ ii) setting new, higher vetting and behaviour standards in its specialist armed teams to identify any conduct issues and to keep out those drawn to these roles for the wrong reasons. In addition, all current officers carrying firearms, including those in MO19 and PaDP, should be thoroughly re-vetted and have this standard applied to them retrospectively. ○ iii) revoking unequivocally and permanently firearms qualifications or ‘blue cards’ where any officer’s values and standards fall short of public expectations ○ iv) installing new, external management to oversee the Specialist Training Centre to immediately address issues with its culture and standards. 		<p>i) TFG is part of the Local Policing Directorate and is not a large directorate in its own right as in the MPS. There is no regular deployment for parliamentary and diplomatic protection other than for planned high profile visitors to the City when the TFG will assist with any pan London security Operation under mutual aid.</p> <p>It is a tight knit unit with intrusive supervision and officers work well together and are respectful of each other in this high-risk environment.</p> <p>The Local Policing (LP) Senior Leadership Team (SLT) met with the TFG officers to explore any issues raised by the Casey Review and there were no issues around culture raised by officers or supervisors.</p> <p>Officers have had an opportunity to feed in anonymously through the Staff Survey and other anonymous reporting avenues which are all accessible on the Force intranet.</p> <p>LP SLT have met with all TFG teams and discussed staff survey and standards expected.</p> <p>ii) Firearms Officers are vetted to the required standard as laid down in Vetting Policy. Additionally, there is national work instigated by the National Police Chiefs Council (NPCC) which asks all police forces to check their officers and staff against national police databases for misogyny and predatory behaviour. This will help identify anyone who may be unfit to serve at the expected standard of a firearms officer and root them out. This work is due to complete in September 2023.</p> <p>iii) This would be assessed as part of any misconduct process concerning TFG officers.</p>
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			<p>iv) CoLP has its own firearms training capability and CoLP officers are trained separately to the MPS (albeit from an operational perspective they do work together on pan London Operational deployments as required). Again high standards of training, culture and leadership is a pillar that runs throughout the Firearms training department, with regular feedback sought from students and any identified issues followed up.</p> <p>Linked Workstreams: The Inclusivity Programme aims to give officers the confidence to report on inappropriate behaviour of colleagues and actively promotes the importance of a positive and respectful culture both internal and how we treat the public. This is being rolled out through Active Bystander Training in April and May 2023. A mentioned CoLP is conducting the NPCC requirement of additional PND checks for all of its officers and staff.</p>
5.	<ul style="list-style-type: none"> • The Government should expedite providing the Commissioner with new powers to support his efforts to rapidly reform and clean up the Met, including: <ul style="list-style-type: none"> ○ providing Chief Constables the right of appeal to a Police Appeals Tribunal following a misconduct hearing when they conclude the sanction is inadequate. ○ enabling the Met and other forces with a clear legal power to reopen closed misconduct investigations. iii) changing police regulations to ensure that failure to maintain or achieve vetting status is grounds for removal. iv) introducing a managed severance process to allow officers to exit from the service and ensure that the service has the skills it needs. 	<p>Government</p>	<p>This will impact all forces.</p> <p>The current MPS Commissioner Sir Mark Rowley QPM has been proactive in advocating change in this area.</p> <p>The Home Office announced in January 2023 a Review of police dismissals- this is in progress. The Force will feed into this review as part of the formal consultation process once issued to Forces.</p> <p>Review of police dismissals launched - GOV.UK (www.gov.uk)</p>

	<ul style="list-style-type: none"> ○ strengthening the pension forfeiture rules so that a criminal offence does not have to only be committed ‘in connection’ with an officer’s service in order for them to lose their pension. 		
<p>6.</p>	<ul style="list-style-type: none"> • The Met should radically reform and re-specialise Public Protection Teams, including the establishment of new Specialist ‘Soteria’ teams to deal with rape and serious sexual offences. The Met should also aim to specialise its domestic abuse service to create more victim-centred approaches and to work more closely and in a more integrated way with non-police specialist domestic abuse services. These teams should be reinvigorated and properly resourced. Together this should be a new and significantly enhanced offer to women in London. 	<p>Specialist Operations (Public Protection Unit (PPU))</p>	<p>Current Position: The COLP has a dedicated Public Protection Unit (PPU) This has been highlighted as an area for attention under the latest HMICFRS PEEL 2022 Inspection. Since the HMICFRS came into Force to conduct their field work in November and December 2022 COLP has been quick to act and has now implemented a training strategy, procured new monitoring software and completed an uplift in qualified staff for the PPU. Posts in the PPU have been increased from 9 to 15 with 3 vacancies remaining and plans to fill them by September 2023. There are currently 12 posts filled. The team will be a mix of experienced and new officers.</p> <p>COLP is committed to the Rape and Serious Sexual Offences (RASSO) National Operating Model (Op Soteria²) mentioned in the action. DCS Richard Waight, Specialist Operations, has set up a meeting to ensure COLP moves to this by June 2023 when it launches. L&OD next round of vulnerability training will focus on Cyber Domestic Abuse & areas around victim trauma, Op Soteria Bluestone³, specialist roles for sexual offences investigation (SOIT) and Sexual Offences Liaison training (SOLO).</p> <p>In terms of domestic abuse, the PEEL Inspection identified the COLP as innovative, stating that Investigators actively pursue evidence led domestic abuse prosecutions, in cases where victims are at their most vulnerable; and the force records crimes well and is amongst the best in England and Wales at obtaining the best outcomes for victims.</p>

² [Operation Soteria – Transforming the Investigation of Rape \(npcc.police.uk\)](https://npcc.police.uk)

³ [Operation Soteria Bluestone | College of Policing](#)

			<p>Linked Workstreams: HMICFRS PEEL Inspection 2022 and Violence Against Women and Girls (OP Reframe); Op Soteria.</p>
<p>7.</p>	<ul style="list-style-type: none"> • The Met should create an overarching children’s strategy for London to address long-standing concerns about its child protection and safeguarding practices. This should: <ul style="list-style-type: none"> ○ address its approach to children and young people who are suspected of crimes, and its approach to protecting children and young people who are both victims and perpetrators, for example, through criminal and sexual exploitation and grooming. ○ provide training for all officers who work with children to prevent ‘adultification’, where police officers and others regard children, especially Black and ethnic minority children, as threats rather than children who need protection from harm. 	<p>SO (PPU) / Learning and Organisational Development (L&OD)</p>	<p>Current Position: The Force is linked into relevant partnerships around Safeguarding with City and Hackney Safeguarding Partnership and the City of London Corporation.</p> <p>CoLP will need to link in with the MPS on this action if the MPS create an overarching children’s strategy for London, CoLP would propose to adopt the same standards so there is consistency across London. This would be done in consultation with the City of London Corporation.</p> <p>HMICFRS Inspections have taken place in this area. The last inspection specifically on Child Protection was published in July 2020 and re-inspection in December 2021- Recommendations and progress on these are reported as part of the HMICFRS update to SPPC.</p> <p>CoLP already does a considerable amount of training for frontline officers on vulnerability – in 2021/22 - mandatory vulnerability training included Voice of the Child.</p> <p>In terms of training on issues such as ‘adultification’ this was identified as an issue and resultant recommendation under the local Safeguarding Practice ‘Child Q’ Review.</p> <p>This was reported to the Safeguarding Sub Committee, the Police Authority Board and the PSIC in May 2022- with Recommendation 13 recommending multi-agency ‘adultification’ training actively focusing on practitioners from school and the police.</p> <p>L&OD has created a new stop & search package with the following learning outcomes as a response to Child Q.</p> <ol style="list-style-type: none"> 1. Revision of Stop & Search

			<p>2. Understanding of term ‘Adultification’ 3. Understanding use of Appropriate Adult</p> <p>This has been delivered to the Response teams and wider roll out to cover front line officers.</p> <p>Mentivity training also discusses Adultification which all student officers receive and open to the wider force linked to the Inclusivity program.</p> <p>Updates on Child Q recommendations progress is being reported to PSIC.</p> <p>Linked workstreams: Child Q, Stop and Search and HMICFRS Inspections reporting to PSIC and SPPC, respectively. Preparation for the unannounced custody inspection, which considers vulnerability of children and alternatives to custody.</p>
8.	<ul style="list-style-type: none"> The Met should be reformed so that the Peelian principles of policing by consent – securing and maintaining the respect and approval of the public – are its guiding principles, and the measures against which all of its policies and practices are tested 	Strategic Development (SD)	<p>Current position: This is a high-level strategic recommendation.</p> <p>In the City of London Police PEEL Inspection 2022 the inspectors did comment that most staff they spoke to had noticed the change in focus introduced by the new chief officer team as part of the force’s objectives: to focus on victims and people.</p> <p>Linked Workstreams: It can be linked to existing work in CoLP to embed the Policing Plan values across our organisation and the creation of a Professionalism and Trust department. Transparency and accountability for decision-making, considered fundamental to policing by consent, is delivered through both public and private governance operated by the Police Authority Board and its committees.</p>
9.	<ul style="list-style-type: none"> The Met should introduce a new process with Londoners to apologise for past failings and rebuild consent, particularly 	Corporate Comms	<p>Current Position: Regardless of both forces (CoLP and MPS) serving the Capital, it is assessed that this is nuanced to the MPS which has a</p>

	<p>with communities where this is most at risk.</p>		<p>different governance model (The Mayor of London/ MOPAC) for greater London and is a different force to the City of London Police.</p> <p>Internal Communications activity in relation to trust and confidence is already based on the agreed approach with PSD, with Chief Officer Team understanding. This includes consistent communications relating to upcoming hearings, hearing outcomes and both internal and external communications handling required. This was demonstrated recently with the fast-tracked dismissal of a CoLP officer.</p> <ul style="list-style-type: none"> • A process is in place for all reports of significance relating to trust and confidence e.g. Baroness Louise Casey, Dame Rachel de Souza and DCC Maggie Blyth (NPCC lead for Violence Against Women and Girls) are considered for both internal and external communications sharing or comment (either reactive or proactive in the case of media relations). • Corporate Communications are mindful and consider the use of the Force Values in all communications activity i.e., both public messaging on trust and confidence relating to officer and staff misconduct, and also other corporate messaging such as the PEEL inspection media release and internal communication. • All relevant communications are supported with an appropriate communications plan considering public perception and how the CoLP recognises and positions itself based on its values of professionalism, integrity and compassion: upon the recent NPCC data wash being reviewed by PSD and any corporate decisions taken, upon outcomes of existing conduct and misconduct cases and upon new cases of conduct or misconduct. • Clarity at the City of London Police on internal and external communications from its Policing Plan to its Violence Against Women and Girls strategy, work on the Police Race Action Plan and importance of PSD, allow for a consistent and clear
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			<p>approach to communications, with a lower risk of missing an issue or not responding to it consistently.</p>
<p>10.</p>	<ul style="list-style-type: none"> The use of stop and search in London by the Met needs a fundamental reset. The Met should establish a charter with Londoners on how and when stop and search is used, with an agreed rationale, and provide an annual account of its use by area, and by team undertaking stop and searches. Compliance with the charter should be measured independently, including the viewing of Body Worn Video footage. As a minimum, Met officers should be required to give their name, their shoulder number, the grounds for the stop and a receipt confirming the details of the stop. 	<p>LP</p>	<p>Current position: The CoLP uses Stop and Search as a tactic appropriately and proportionately. This has been borne out in the HMICFRS PEEL inspection 2022.</p> <p>In terms of internal processes and supervision: Stop Search / BWV / Use of Force are dip sampled by Supervisors with City Silver now leading on dip sampling to ensure continuous monitoring of all three areas.</p> <p>The CoLP Stop & Search and Use of Force working group continues to meet quarterly. Attended by PSD / Support Network leads / Police Federation Reps and Units Heads to review data and trends/ AFIs.</p> <p>In terms of external input and challenge: the University of East London Students are on a program to meet with CoLP, and review stop search training – first meeting is 27th April 2023. Students will receive input and give feedback on Stop /Search training.</p> <p>The Stop search lead is engaged with the Home Office regarding changes to stop search and the linking of stop search / use of force to incidents.</p> <p>In terms of existing external scrutiny:</p> <ul style="list-style-type: none"> Stop / Search Use of Force is reviewed by IASG Stop Search slips and BWV – work continues to build a stronger process around this with our IASG Stop Search / Use of Force data scrutinised by Professional Standards and Integrity Committee (PSIC) on a quarterly basis. <p>In HMICFRS PEEL Inspection 2022: The force has been praised for its use of innovative stop and search practices, specifically related to Project Servator. The use of intelligence led behaviour techniques have been highlighted as best national practice.</p> <p>Officers have also been given training on legitimacy and ethics when concerned with stop and search. L&OD has created a new stop &</p>

			<p>search package with the following learning outcomes as a response to Child Q.</p> <ul style="list-style-type: none"> • Revision of Stop & Search • Understanding of term ‘Adultification’ • Understanding use of Appropriate Adult <p>This has been delivered to the Response teams and wider roll out to cover front line officers.</p> <p>Also, CoLP ran a ‘Focus on’ learning Session re: the impact of Stop and Search on communities by Sayce Holmes-Lewis⁴ for Black History Month.</p> <p>Lastly, CoLP has a very low complaint rate for Stop and Search with only 2 recorded to the end of Q3 2022-23 (latest IOPC data available).</p> <p>Linked workstreams: Training and development workstream for the Police Race Action Plan as part of the Equality and Inclusion updates, Child Q and Stop and Search all reporting to PSIC.</p>
<p>11.</p>	<ul style="list-style-type: none"> • Frontline officers are those who Londoners see and depend on the most from day to day but feel demoralised, let down by their leaders, and exposed to high stress and pressure: <ul style="list-style-type: none"> ○ i)The Met should build a frontline policing service for London which is as revered and well-resourced as its central specialist teams, giving Londoners 23 the Safer Neighbourhoods, Public 	<p>Operations and Security</p>	<p>Current Position:</p> <p>i) The latest Staff Survey revealed that Officers and Staff are motivated to do their jobs well and feel on the whole valued and that their wellbeing is a priority.</p> <p>Since the most recent restructure of the CoLP, the Target Operating Model has been adjusted to address areas of greater need such as Sector/ Local Policing, PPU and through the Police Uplift Programme Response and Volume Crime – these are all classed as frontline. The Force has central specialist units such as Public Order and Firearms, Dogs and Mounted and Roads Policing officers to serve the City Community.</p> <p>There are some areas which will require increased capacity going forward based on demand which will be subject of workforce</p>

⁴ [SHL \(sayceholmeslewis.com\)](http://sayceholmeslewis.com)

	<p>Protection and Response teams they deserve.</p> <ul style="list-style-type: none"> ○ ii)BCU Commanders in the Met should be empowered to account for, and explain with candour and transparency, the actions that are taken in their Borough, including those of the central, specialist units such as TSG and VCTF. ○ iii) The Met should recognise trauma and desensitisation in its officers as a corporate responsibility and provide trauma training for Public Protection and Response officers as a priority, making access to counselling and other services easy. 		<p>planning. Workforce Planning capability is an area ColP is looking to enhance through the Corporate Services Review.</p> <p>ii) The City is a square mile with one operational Local Policing Directorate which includes some of the specialist assets such as Public Order , Firearms and Dogs and Mounted officers. This is led by Chief Supt BCU commander who reports to the Commander Operations and Security therefore by its nature the size of ColP enables empowerment of the BCU Commander responsible for these resources.</p> <p>iii)The Force has Trim (Trauma Risk Management) trained officers and enhanced access to this in times of heightened trauma such as in the aftermath of terrorist incidents in recent years (London Bridge, Westminster and Fishmongers Hall). Officers have access to Occupational Health Services, including counselling and talking therapies through supervisor referral or self-referral avenues.</p> <p>Linked workstreams: Workforce Planning, Corporate Services Review, Health and Wellbeing, Staff Survey.</p>
<p>12.</p>	<ul style="list-style-type: none"> • Londoners’ voices are missing from how London is policed. Existing structures do not provide a clear way for local authorities and their residents to hold the Met to account for how they police and tackle crime on a Borough basis. A new borough based approach should be put in place, building on the positive introduction of new dedicated Borough Superintendents, to ensure structures allow for greater transparency and challenge, including democratic representatives through local authorities, 	<p>SD / P&T</p>	<p>Current position: The COLP has a structure in place at a local level to engage with the Community through Community Meetings/Ward Cluster panel meetings led by Local Policing, alongside our engagement with the IASG and (being established Youth IASG).</p> <p>A community survey is also conducted every 3 years to engage with workers and residents in the City and to gauge their concerns.</p> <p>Additionally, City wide residents meetings are held by the City of London Corporation as the Local Authority at which Chief Officers from the COLP attend and listen to resident issues and respond.</p>

	provide the ability to access high quality data and review case handling, and deliver strong and consistent community engagement.		<p>Additionally, the Police Authority which is made up of elected Members is operated by the local authority as Police Authority for the City of London.</p> <p>CoLP reports quarterly to the SPPC and Police Authority Board on Community Engagement.</p> <p>Linked workstreams: Community Engagement Strategy/ Cluster meetings</p>
13.	<ul style="list-style-type: none"> The Commissioner and Deputy Commissioner, building on their recent appointments to lead the Met, should bring in new specialist expertise from outside the Met in permanent – rather than advisory – roles. This should be used to support them to overhaul the management of the organisation, and lead on work including reforming the culture of the Met and the creation of a workforce plan, including measurable and rapid progress on the diversity of the Met’s officer corps at every level. 	HR / P&T / SD	<p>Current Position: The CoLP Chief Officer Team has only recently been established in the last year and comprises a majority of officers who have not previously worked in the City of London Police. This has brought in external experience and appropriate challenge to existing structures and culture.</p> <p>Work has progressed on the CoLPs workforce plan for the next FY and there has been a concerted drive to recruit from minority ethnic groups and increase female officer numbers under the PUP.</p> <p>Workforce Data is scrutinised on a quarterly basis at the Resource Risk and Estates Committee (RREC), this includes targets and trends on diversity in recruitment of officers and data on diversity in ranks and police staff grades. The diversity data is also reported to the PSIC as part of the quarterly Equality and Inclusion update.</p> <p>Linked Workstreams: The reference to the work around reforming organisational culture and improving Equality, Diversity and Inclusivity is covered through other work streams including work being led by Professionalism & Trust, targeted recruitment of people from under-represented groups and a positive action leadership scheme offered by HR.</p>
14.	<ul style="list-style-type: none"> A new governance structure should be introduced to oversee and scrutinise the changes needed and ensure full 	P&T / SD	<p>Current Position: The Police Authority Board (PAB) and its Committees provide transparency and accountability and are made up of elected Members and external members. They include:</p>

	<p>transparency and accountability to Londoners, while maintaining the operational independence of the Commissioner: 24 i) A new, quarterly Policing Board for London – chaired by the Mayor of London, similar to the model used for Transport for London – should be created to drive forward the changes called for in this review. ii) The Commissioner should continue to chair the new Met Management Board responsible for the leadership, strategic direction and operational policing of the Met.</p>		<p>Strategic Planning and Performance Committee Resource Risk and Estates Committee Professional Standards and Integrity Committee Economic and Cyber Crime Committee</p>
15.	<ul style="list-style-type: none"> The Met and the Mayor of London should commission independent progress reviews after two years, and again after five years, so that Londoners can have trust and confidence that reform is taking place. 	SD	<p>Not relevant as specific to the MPS. But linked to the recommendations below.</p>
16.	<ul style="list-style-type: none"> The key measures used to test whether these reforms are taking place and delivering reforms at the scale and pace necessary should include: <ul style="list-style-type: none"> Improvements in public trust, confidence and fairness amongst Londoners, and a narrowing of the gaps in these measures between Black, ethnic minority and LGBTQ+ Londoners and all Londoners Increases in the proportion of misconduct cases where action is taken Reductions in racial disparity in misconduct cases Improvements in the charge rates for reported crimes 	SD coordination function across SO, PSD, HR	<p>Current position: These matters are already being monitored through Police Authority Board and its existing Committees (i.e. diversity of our workforce compared with the London demographic, charge rates, misconduct cases and racial disparity in misconduct cases) and/or directorate or force performance management mechanisms.</p> <p>Current Position: The PSD team is currently undergoing a data review to understand any disproportionality of outcomes for misconduct processes for staff from ethnic minorities. The results should be used to inform work with the networks to support equality of outcomes for all. The team is reviewing discrimination conduct and confidential cases reported over the last five years with a learning focus to ensure the</p>

	<p>and, in particular, improvements in charge rates for crimes involving violence against women and girls</p> <ul style="list-style-type: none"> ○ Increases in the number of adult rape cases reaching court in line with Operation Soteria ambitions ○ Improvements in response rates and times ○ A narrowing in the gap between the diversity of the Met’s workforce, including its officers and senior officers, and the make-up of the city it polices. 		<p>best level of service is given to such cases and that officers with the rights skills and expertise are utilised for investigations.</p> <p>PSD will continue to push for criminal processes wherever appropriate and work with the CPS to improve rates of charge and conviction on such cases. PSD has set processes to ensure early engagement with external forces where they manage criminal investigations into COLP officers and there is a requirement for an early case conference to ensure appropriate division of roles and responsibilities and information sharing.</p> <p>Linked workstreams: linked to Renewing and Rebuilding Trust and Confidence Board in relation to the force Police Race Action Plan and existing Equality and Diversity work streams.</p> <p>Many of these areas are reported to either PSIC or SPPC already.</p>
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Committee(s): Strategic Planning and Performance Committee	Dated: 3 rd May 2023
Professional Standards and Integrity Committee	9 th May 2023
Police Authority Board	24 th May 2023
Subject: Violence Against Women and Girls Update	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Commissioner of Police Pol 51-23	For Information
Report author: Kate MacLeod, Detective Superintendent, Professionalism and Trust	

Summary

The purpose of this report is to provide an update for Members of the Strategic Planning and Performance Committee (SPPC), Police Authority Board (PAB) and Professional Standards and Integrity Committee (PSIC) on strategic progress made by the City of London Police (CoLP) in relation to Violence Against Women and Girls¹. Additionally, it provides some examples of work completed since the last report to your Committees.

Since the last report to your Committee the portfolio lead for Violence Against Women and Girls has changed and is now being led by Detective Supt Kate MacLeod but is still being managed under the Professionalism and Trust portfolio.

The CoLP is currently reviewing reporting on this area of business with a view to moving to including in the regular existing quarterly reports to your Committees as it embeds as business as usual as there are many areas where the work cross cuts with other existing workstreams.

Recommendation(s)

Members are asked to note the report.

¹ This document uses the following Home Office definition of Violence against women and girls. [Violence against women and girls national statement of expectations \(accessible\) - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/672212/violence-against-women-and-girls-national-statement-of-expectations-accessible.pdf)

Main Report

Background

1. Members will be aware of the national and local focus on Violence Against Women and Girls, detail of the background to this report was fully described in the previous quarterly reports to your Committees.
2. Since the last report to your Committee the portfolio lead for Violence Against Women and Girls has changed and is now being led by Detective Supt Kate MacLeod but is still being managed under the Professionalism and Trust portfolio.

Current Position

3. The CoLP is currently reviewing reporting on this area of business with a view to moving to including in the regular existing quarterly reports to your Committees as it embeds as business as usual. There are many areas where the work cross cuts with other existing workstreams. Options are being considered with a likely move to reporting on it as part of the quarterly performance and/ or equality and inclusion updates to your Committees rather than a standalone report subject to Members agreement. This will streamline reporting without losing the required focus on this important area of business.

Highlights of Progress against Core NPCC (National Police Chief's Council) Objectives

NPCC Objective 1-Improve Trust and Confidence in Policing

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

BARONESS CASEY REVIEW

The independent review into the standards of behaviour and internal culture of the Metropolitan Police Service was published on 22nd March 2023, generating widespread media coverage. It was felt important that we had internal conversations on the key findings; hence the Commissioner calling an extraordinary meeting for all Senior Leaders on the day after publication to gain initial impressions and ideas; something which has been encouraged throughout the organisation.

Our own internal communication strategy also highlighted the importance of this review to our staff and included quotes from the Commissioner and Head of Professionalism & Trust) to describe what has already been done in this important field:-

"We've increased awareness of behaviours and conduct that are unacceptable; giving you the confidence to raise concerns, and highlighted the different routes through which these can be reported. We have reviewed historic cases, taking the learning from these; and strengthened our vetting processes. It's the responsibility of everyone working in policing to restore public trust in the service we provide. We are committed to improving and are acting decisively to ensure that we consistently deliver the highest professional standards to all the communities we serve."

Our Professionalism & Trust team and Strategic Development are now in the process of leading our response to this final review. We have already completed an assessment (following the initial Casey report and other high-profile reviews in this area such as Op Hotton²). We have now assessed the recommendations in this final Casey report which we have mapped to existing activity and any gaps identified. A more detailed report regarding the Baroness Casey Review was reported the Police Authority Board on the 2nd May 2023.

OUR PEOPLE INCLUSIVITY PROGRAMME

The final 'face to face' launch of this Programme took place on 24th February 2023 at Deutsche Bank in the City, over 200 officers and staff attended this day, putting overall attendance to date at 800. As rail strikes and operational commitments made it difficult for all planned dates to go ahead, the Professionalism and Trust team are now putting on a further 3 'online' events to capture those unable to attend date. These sessions will all be attended by members of our own Chief Officer team along with our guest speaker and voices from our own force, to ensure that the virtual experience is as close to the 'in-person' sessions as is possible.



² [Operation Hotton Learning report - January 2022.pdf \(policeconduct.gov.uk\)](#)

From May 2023, the full programme of modular options will be available on our intranet for officers and staff to sign up to. These options will include inputs on Bystander Training, Awareness of Misogynistic Behaviours and Domestic Abuse; all staff are required to complete one module of their choice every 6 months.

The College of Policing is publishing their first edition of a digital magazine which is going to be distributed to forces across the UK (particularly for the benefit of Training Managers) on the role that the College can play in supporting forces to deliver the National Race Action Plan. Released every quarter, it will showcase examples of great practice and initiatives from UK forces; the City of London Police’s Inclusivity Programme has been selected as the feature for this first edition.

LISTENING CIRCLES

A total of 4 listening circle events have now taken place within the City of London Police, a full executive summary of results is being presented at the force’s next Renewing and Rebuilding Trust & Confidence Board in April 2023. A ‘You Said, We Did’ summary has also been produced and will be promoted further in force to communicate results to our staff:-

CoLP Listening Circles for Women

“You Said, We Did!”

Thank you to all those who participated in the CoLP Listening circles for women. Your contributions are valued and have already made a difference. Below are a few highlights of actions taken and work in progress.

Complete	In Progress	Next Steps
<p>Relevant signposting, introductions, occupational health referrals and welfare support structures put in place following sessions.</p> <p>Concerns raised in relation to the process of setting up a network and the slow process were immediately addressed and moved forward by a facilitator, paving the way for the Network of Women to be formed and launched.</p> <p>Following each session, a visual of key themes was shared with the Trust & Confidence Board, highlighting key concerns, solutions for consideration and in turn influencing decision making and work in progress across the force.</p>	<p>Microaggressions, relating to misogyny and sexism are to be included in an active participation workshop, forming a module within the Inclusivity Programme.</p> <p>We seek to find alternative and creative ways to communicate information such as visual plans on a page, drop-in sessions and visual newsletters.</p> <p>There is a focus on leaders communicating honestly and openly, with managers being asked to have discussions with teams where this has been highlighted to understand concerns and make positive changes.</p>	<p>The listening circles format is in place and can now be used to address any issue and audience, both internally and externally.</p> <p>We look to replicate this scheme internally to find joint solutions for CoLP’s Race Action Plan in the coming year.</p> <p>The Corporation of London have expressed an interest in using this model for their staff and plans are in progress to share best practice and assist in facilitating their first sessions.</p>

Although the pilot sessions were designed to focus on women, the listening circles format has been successful as proof of concept and can now be used to address other issues and audiences, both internally and externally. As such, we look to replicate this scheme internally to find joint solutions for CoLP’s Race Action Plan in the coming year.

As well as being held up as National good practice in previous College publications, the National Police Federation of England & Wales have also contacted the City of

London Police and recently published an article on this piece of work to share good practice amongst its 135,000 members.

HEFORSHE RELAUNCH

The City of London Police HeForShe initiative has now been launched internally with a workshop opened by Assistant Commissioner O’Doherty taking place in January 2023, with the National lead facilitating, leading to the recruitment of 28 internal ‘HeForShe’ allies.

An action plan has since been created and a series of initiatives underway against the core objectives as follows:-

Objective 1 - To address the gender imbalances in middle management teams, in particular the ranks of Sergeant and Inspector.

Objective 2 - To address and remove the sexism and misogyny, where it exists, in police culture.

Objective 3 - Support the annual reporting of gender equality information
The HeForShe group meet on a monthly basis and feed into the force’s Gender Equality Network.

WHITE RIBBON ACCREDITATION

The Professionalism and Trust team has taken initial steps towards White Ribbon Accreditation, meeting with their CEO and colleagues to ensure that we maximise all we are doing against our National Violence Against Women and Girls workstreams and avoid any duplication. White Ribbon Accreditation³ ensures organisations take a strategic approach to ending men’s violence against women by strengthening systems, engaging with men and boys, changing cultures and raising awareness. A paper will be presented at CoLPs next Equality & Inclusion Strategy Board for approval, we will continue to work with colleagues in the City of London Corporation to ensure best approach with a keen advocate in the Town Clerk, Ian Thomas CBE who is a White Ribbon Ambassador.

NPCC Objective 2- Relentlessly Pursue Perpetrators

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

RESPONSE TO POLICE PERPETRATED DOMESTIC ABUSE (PPDA)

Operation Hood, which was a full review of all of City of London Police’s, police perpetrated, domestic abuse and sexual abuse cases investigated over the last 20 years, was completed in 2022 and reported to the Professional Standards and Integrity

³ [About Us — White Ribbon UK](#)

Committee in November 2022. In summary, the recommendations focused on the key areas of ensuring that:-

- PPDA is handled as a complaint and investigated rigorously
- We are complying with existing relevant Associated Professional Practice (APP) guidance
- All PPDA cases are effectively monitored and reviewed
- Impartial, joined-up criminal and conduct investigations are conducted by people with the right knowledge and skills
- Effective engagement and communication take place with victims
- Appropriate decisions are being made with respect to the deployment of officers under investigation for Domestic Abuse allegations
- All findings of the original super complaints are embedded into force working practices.

This is being monitored internally and forms part of an overarching update to the Professional Standards and Integrity Committee.

DOMESTIC ABUSE MATTERS TRAINING

The first phase of this training has been completed and saw 270 front line officers trained in this First Responder programme. Phase Two started on 11th April 2023 with 35 sessions scheduled for the remainder of 2023, this phase also includes firearms officers (as their attendance was reassessed following the Casey Review) and will capture the remainder of the officers. The notion of using 'Domestic Abuse (DA) Matters Champions' will be reinvigorated with an aim to train between 30-35 'champions' across the force, to ensure we provide a high-quality service to all victims.

Vulnerability training launches in May 2023, this phase focuses on Cyber enabled domestic abuse. Both vulnerability training and DA Matters training is mandatory for all front-line officers and staff, along with those who engage with members of the public.

The recent HMICFRS PEEL Inspection 2022 identified the CoLP as innovative, stating that Investigators actively pursue evidence led domestic abuse prosecutions, in cases where victims are at their most vulnerable; and the force records crimes well and is amongst the best in England and Wales at obtaining the best outcomes for victims.

NPCC Objective 3- Create Safer Spaces

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

WALK AND TALK INITIATIVE

This CoLP initiative has been developed from a concept founded by the Metropolitan Police Service (MPS) (initially aimed at improving community relations) to an initiative as part of CoLPs response to local concerns about Violence Against Women and Girls.

CoLP is inviting women who live or work in the square mile (and are aged 18rs +) to go for a walk with local female officers in their neighbourhood. It is a way of officers being able to engage with our female community and encourage them to talk about their experiences and concerns, including ideas on how we can improve their safety and how safe they feel in the City.

Sessions are taking place early in the morning or in the evening, they launched on 20th April 2023 and are being promoted through both Policing and City of London Corporation circles. Any themes or concerns raised will be recorded for future discussion, with a view to making collaborative recommendations.

OP REFRAME

The 9th Operation Reframe event since its launch in April of last year took place at Bank junction on 24th February 2023, combining the general ethos of this initiative with Transport for London (TfL) and their 'Op Regina', an initiative aimed at ensuring safe travel home.



This joint partnership approach was a success; together with TfL, City of London Police Roads Policing Unit stopped 36 vehicles, of which 78% were non-compliant (many with badges not displayed / licencing concerns) resulting in 21 tickets being issued and appropriate intelligence action. TfL also assisted City officers stopping buses along Bishopsgate to ensure that people were feeling safe and free from harassment on their travels, checking compliance with travel for 240 passengers. Two licencing buses, covering both sides of the City, were also in attendance, with multiple partners on board.

The welfare tent, staffed by Police and volunteers from St Johns Ambulance, was also utilised- 9 vulnerable women were supported here. More generally, working with our

Night-time Guardians from the City of London Corporation and other Agencies, the operation continued through the night and 6 further vulnerable women were provided assistance. 5 full premises checks were carried out, including CCTV compliance checks and door staff badges. A further 24 licensed premises had visits from the City of London Police, Environment Agency, and Park Guard who are contracted by the City of London Corporation to provide community safety services. Due to the many visible successes, plans are now underway to run this joint operation more frequently.

Conclusion

4. The CoLP continues to work in partnership with the City of London Corporation to enhance the City of London's response to violence against women and girls. This report has highlighted some of the initiatives which have taken place to support this partnership and also our wider delivery of the NPCC violence against women and girls strategy.
5. All the work noted in this report contributes to our new Policing Plan, in particular our Operational Priorities to 'Keep those who live, work, and visit the City safe and feeling safe' and to 'Put the victim at the heart of everything we do'.

Kate MacLeod

Detective Superintendent

Professionalism and Trust Dept

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Agenda Item 7

Committee(s): Professional Standards and Integrity Committee	Dated: 9 th May 2023
Subject: Review of the Notifiable Association Policy	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1- People are Safe and Feel Safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police Pol 53-23	For Information
Report author: Claire Cresswell, Detective Superintendent Head of Professional Standards, Professionalism and Trust Portfolio	

Summary

The City of London Police (CoLP) has developed the Notifiable Association Policy that is applicable to all staff within the CoLP to ensure that any Inappropriate Associations obtained as part of the employees membership of any organisation or group, is appropriately referred to the force Counter Corruption Unit for assessment of the association and any risk linked to it.

This report details the changes to policy and the background information that initiated the development of policy.

Recommendation(s)

Members are asked to note the report.

Background

1. Questions at The Police Authority Board and the Professional Standards and Integrity Committee had previously requested a better understanding of how CoLP and CoL respond and guard against possible inappropriate associations that may develop between individuals that they associate with through membership to specific groups or organisations. In particular the Committee were concerned that membership to the Freemasons, specifically the Freemason Lodge associated with the City of London Corporation, may mean that inappropriate associations are formed. This paper explains the current policy for CoLP and how that has been enhanced.

Current Position

2. The Professional Standards Directorate reviewed the Notifiable Association Policy to consider whether further information could be added to support staff in reporting possible inappropriate associations linked to their membership of specific organisations or groups.

Additions made to the policy

- 1) An overview setting out expectations was added to clarify expectations of relationships and the need for memberships to groups must not create an actual or apparent conflict:

“In order to protect the integrity of the City of London Police, the police service and individual members of staff, it is imperative relationships are absolutely transparent, are capable of withstanding scrutiny and are maintained in a manner consistent with being a member of the police service. Membership of groups or societies, or associations with groups or individuals must not create an actual or apparent conflict of interest with police work and responsibilities”

- 2) The policy now defines when an association would be considered inappropriate. In addition it defines compromise for staff so that they can understand when compromise may occur. This encourages staff to consider the risk to themselves as well as trust and confidence in CoLP:

“An association will be considered inappropriate where it has the potential to, or is likely to:

- *Compromise the individual staff member, or*
- *Compromise the operations or activity of City of London Police, or*
- *Compromise public confidence in City of London Police.*

Definition of Compromise – is to place in a position of difficulty or danger, to expose to risk of failure, frustration or disgrace or to cast doubt on one's integrity. In the context of this procedure compromise includes the likelihood

or potential of both actual and/or perceived risk to the individual staff member, operations or reputation of the Force

- 3) The policy now details activities that have the potential, or are likely to lead to compromise to help guider staff in their considerations of inappropriate associations.

“there is no exhaustive list of activities, which have the potential or are likely to lead to compromise of the member of the organisation or compromise of the operational effectiveness or integrity of the City of London Police. However the following activities will have this potential:

- a) Passing information or intelligence in contravention of the Data Protection Act.*
- b) Misuse of Force I.T. systems.*
- c) Entering into an association, which involves the acceptance or granting of favours, benefits in cash or in kind, or bribes.*
- d) Turning a ‘blind eye’ to criminal or notifiable behaviour by another.*
- e) Failure to record and submit intelligence or a crime*
- f) Giving evidence of character in criminal proceedings on behalf of a person with whom an association is deemed to be notifiable.*
- g) Standing surety for an individual in criminal proceedings.*
- h) Discussing tactics, operations or technical equipment inappropriately such that, whether intentionally or not, could impact the operational effectiveness of City of London Police activity or reveal sensitive tactics.*

- 4) The policy has very clear guidance added that states that where an association from a membership to a club or society, uses this relationship to attempt to obtain police information outside of set process and guidelines this will be reported as an inappropriate association. This will allow the Counter Corruption Unit to appropriately assess the relationship and associate.

“Where an officer or a member of staff forms an association within a club or society, or through their daily interactions, and an associate within this club or society attempts to use their relationship with that member of staff to attempt to obtain police information or to gain police expertise from them, without following correct process or procedure, this should be reported as an inappropriate association”

- 5) The policy then provides clear examples for staff of clubs or societies where these associations may develop.

“Examples of clubs or societies, where such associations could arise could be within Worshipful Companies, Trade Associations, Freemasonry clubs, and recreational clubs and sports clubs. This list is unlimited and will be incumbent on the officer or member of staff making a judgement and seeking early advice from CCU”

Conclusion

3. The Force has adapted its Notifiable Association policy to effectively address the concerns of the Committee and to provide support and guidance to City of London Police officers and staff on when associations may become inappropriate, and when they should be declared to the Force.

Background Papers

City of London Police Notifiable Association Policy

Contact:

Claire Cresswell

Detective Superintendent

Head of Professional Standards

Professionalism and Trust Portfolio.

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Professional Standards and Integrity Report May 2023

Committee(s): Professional Standards and Integrity	Dated: 09052023
Subject: Action Fraud Statistics – Quarter 4 – 1 st Jan 2023 – 31 st March 2023	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Commissioner of Police	For Information
Report author: Det Supt Claire Cresswell / PC Ann Roberts Analyst - Professional Standards Department	

Please refer to Glossary provided (Appendixes)**Executive Overview**

This document contains the statistics prepared by the Professional Standards Directorate and Action Fraud for the fourth quarter of 2022/23 (Jan to March).

Data	<p>Following changes to the Misconduct Regulations there are now three full data set years for comparative data. All logged complaints include all dissatisfaction.</p> <p>Action Fraud data is referred to in the overall figures reported in the main PSI report to provide an overview of the Professional Standards Directorate workload, however the details have been removed and reported separately within this document.</p>
Action Fraud complaints	<p>Action Fraud – a National Service – continues to generate a greater volume of complaints than the City of London Police. This is a very small proportion against the volume of Action Fraud incident reports recorded.</p> <p>Complaint data has seen the number of complaint cases logged to a total of 138 in Q4. This is a increase against the previous quarter (6%) and above average against the previous 5 quarters.</p> <p>The complaints are broken down as 7 logged under Schedule 3, and 131 not within Schedule 3.</p>

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	<p>Changes to the Police Complaint & Conduct regulations in 2020 placed a greater emphasis on handling complaints in a <i>reasonable and proportionate</i> way and in a more customer focused manner.</p> <p>Reports of dissatisfaction are logged and assessed in line with Schedule 3 of the Police Reform Act 2002 and IOPC Statutory Guidance 2020 and this assessment can result in one of a number of outcomes;</p> <ul style="list-style-type: none"> • Non-Schedule 3 or early service recovery. PSD will make early contact with the complainant to understand their concerns and their dissatisfaction and, where the nature of their dissatisfaction allows, will try to resolve it to their satisfaction. This avoids a more lengthy process of investigation and can provide a complainant with an early resolution, explanation or other satisfactory outcome. If at the end of this process, it cannot be resolved it may be dealt with as a formal complaint within Schedule 3. • Schedule 3 Recorded – IOPC Statutory Guidance stipulates where complaints must be recorded and those that must be investigated; these include the more serious matters. Complaints which do not require an investigation will be handled in a <i>reasonable and proportionate</i> manner to try to achieve an earlier resolution to the complainant’s satisfaction, while others will be investigated formally. At the end of this process if the complainant remains dissatisfied with the outcome of the complaint they have a right of review by either the Local Policing Body or the IOPC, depending on the seriousness of the allegation. • Referral to Independent Office for Police Conduct – some complaints may be referred to the IOPC and they may decide to independently investigate or oversee a police investigation. The IOPC also monitor our complaints system. <p>The volume of logged complaints is extremely low compared to the number of fraud reports to Action Fraud. In Q4 of the 2022/23 financial year Action Fraud (AF) recorded 132,224 reports on the National Fraud Database consisting of 85,359 crime reports and 46,865 Information reports. The complaint figures (total) represent 0.10% of the total number of Action Fraud reports recorded in Q4.</p>
<p>Nature of Allegations</p>	<p>Of the 140 allegations recorded during Q4 2022/23 the highest number was in the category of, A1 – Police action following contact (108) followed by followed by A3 – Information (14) and A4 – General level of Service (11)</p>

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	Reasons for complaint mostly relate to customer expectation of Action Fraud, with either the lack of contact or investigation cited.
Finalised Allegations	<p>The total number of allegations finalised during Q4 is 96 compared to 115 in the previous quarter.</p> <p>Cases often contain more than one allegation; the number of cases finalised in Q4 is 123. 121 outside of Schedule 3 and 2 within Schedule 3. Some of these cases will have allegations finalised in a previous quarter.</p>
IOPC Reports	The IOPC has published the second annual complaint bulletin in the new format following the amendments to the Police Conduct Regulations. The IOPC quarterly bulletin in the same format has now been published (one quarter behind) Q3 data is the most recent publication. The IOPC place a caveat to the City of London Police statistics to reflect the Action Fraud complaints as they are combined. A CoLP commentary sheet has been published alongside the IOPC bulletin on their website with an explanation regarding the combined statistics.
Appeals	None received.
IOPC investigations	There are currently no live IOPC investigations.

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Content

Part A – Complaint Cases and Allegations

Table 1 - Quarterly comparisons for Complaint Cases

Table 2 - Quarterly comparisons for Allegations

Table 3 – Quarterly comparisons for Allegations Finalised

Part B - Appeals

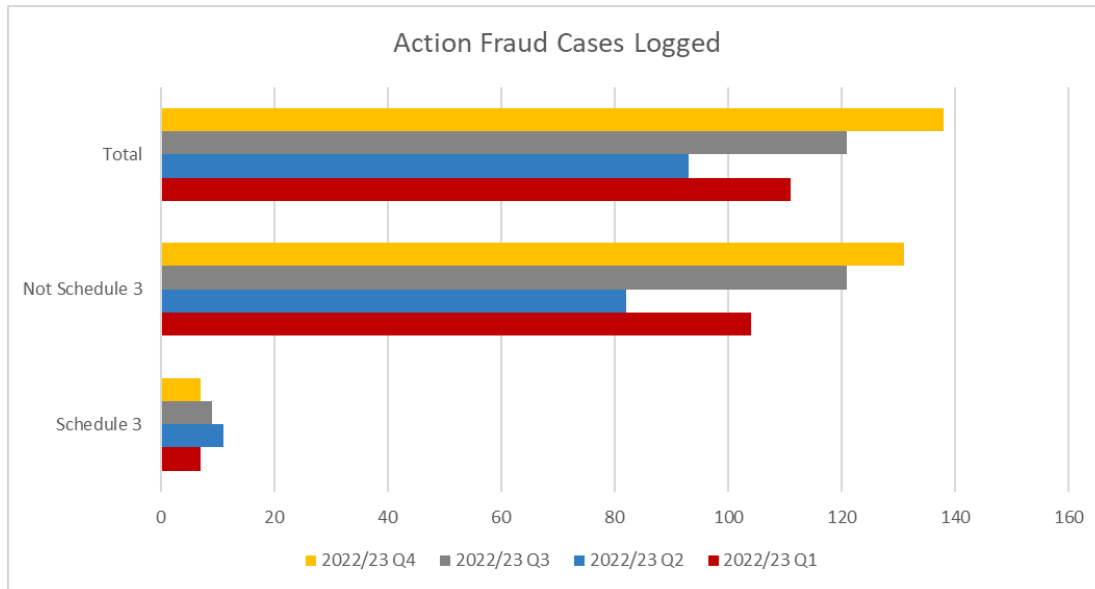
Part C – IOPC

Part D – Learning

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Part A – Complaints & Allegations

Table 1 - Quarterly Comparisons for Action Fraud Complaint Cases



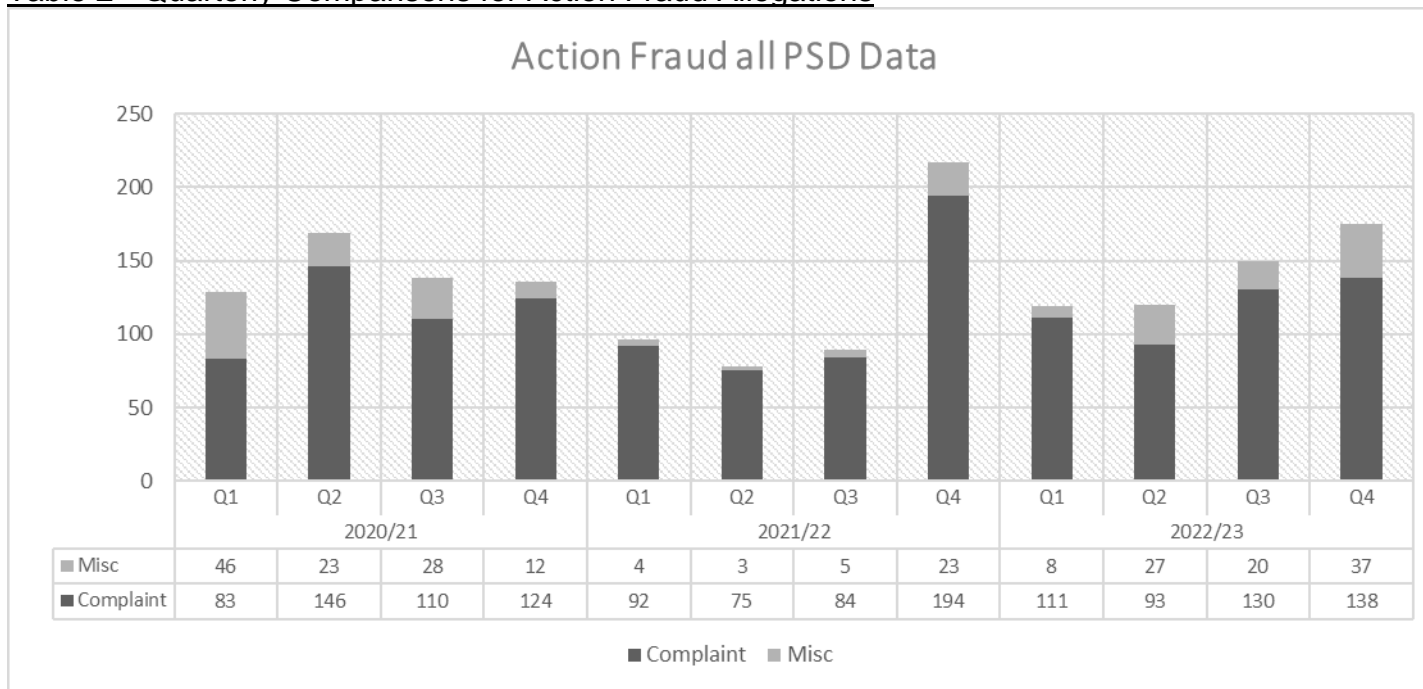
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- In Q4 of the 2022/23 financial year Action Fraud (AF) recorded 132,224 reports on the National Fraud Database consisting of 85,359 crime reports and 46,865 Information reports.
- The complaint figures (total) represent 0.10% of the total number of Action Fraud reports recorded in Q4.

- The number of Action Fraud complaints logged in Q4 2022/23 is 138 which is a increase of 8 (6%) from the previous quarter.
- 131 of these complaints fell outside of Schedule 3, 7 were within Schedule 3.
- Recording standards require all customer dissatisfaction to be logged and the volume of reporting. At the beginning of 2022 a decision was taken to record all Action Fraud complaints received by PSD and those received directly by the Action Fraud team. This is to ensure an accurate record is kept of the demand being dealt with and also enables relevant cases to be escalated to be dealt with under Schedule 3 timely.
- Since Q1 2022/23 PSD have been trying to obtain access to AF's system in order to extract complaint data directly but there are ongoing issues with this. Due to the external demand placed on the AF team and PSD access to data issues, PSD aren't being provided with the data, therefore some complaint data is not logged. Once the issues have been resolved PSD can recommence logging these AF complaints again.
- Additional information has been added to the AF website, which answers identified key complainants' frustrations. This informs potential complainants that the complaints process is not a mechanism to overturn the decision of NFIB, not to review and forward to a force for their consideration.

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Table 2 - Quarterly Comparisons for Action Fraud Allegations



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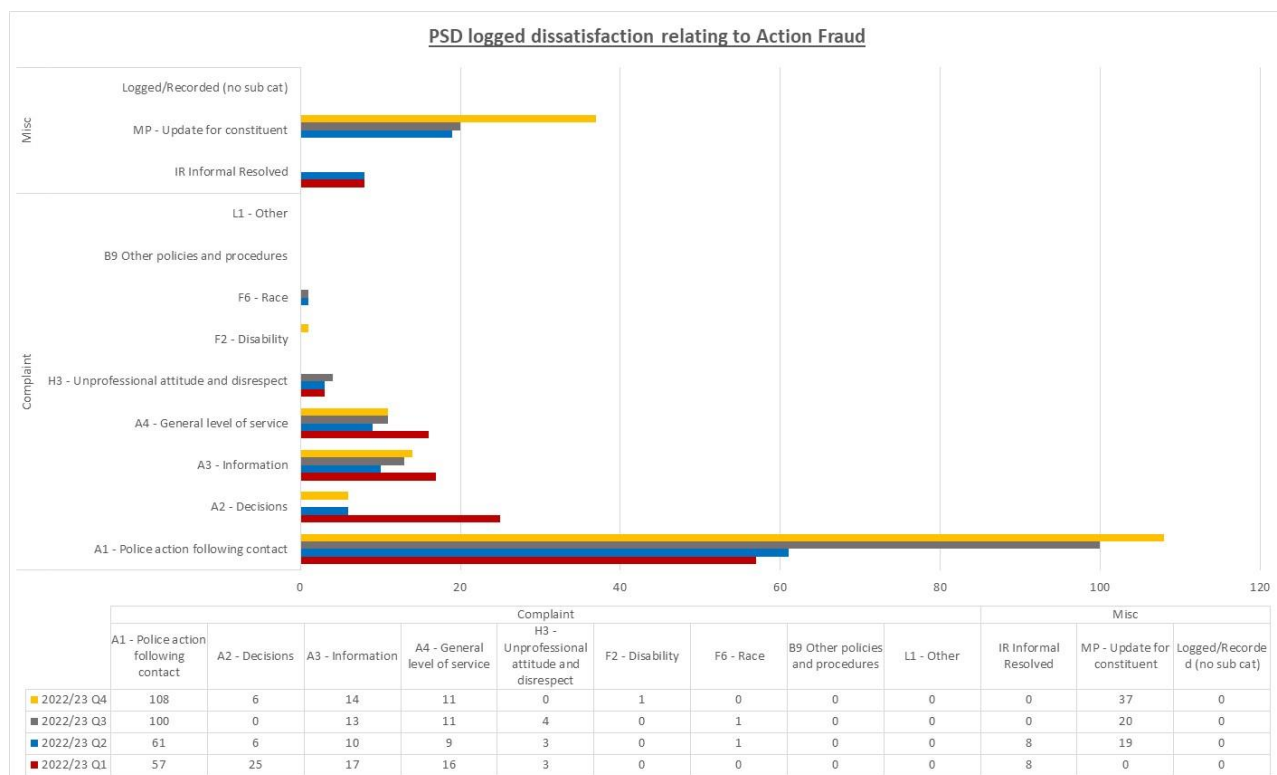
The vast majority of Action Fraud complaints cite a lack of response or investigation. Prior to changes to the Police Regulations these were usually resolved informally through service recovery by providing an update/explanation to the complainant and a swift resolution. ALL expressions of dissatisfaction are now formally logged, therefore as anticipated there is an overall rise in complaint numbers (majority of which fall within the AF service). All forces are likely to see an increase in complaint numbers, which are reflected in the IOPC bulletins now published. The City of London bulletin contains all data including AF data.

Due to these changes to recording standards, at the beginning of 2022 a decision was taken to record all Action Fraud complaints received by both PSD and those received directly by the Action Fraud team. This is to ensure an accurate record is kept of the demand being dealt with and also enables relevant cases to be escalated to be dealt with under Schedule 3 in a timely manner. This increase in complaints is reflected in the data (Q4 2021/22). The upward trend in AF complaints is likely to continue or to show a plateauing over the forthcoming quarters. Positive changes to the AF website and overall communication strategy surrounding the AF service will assist in maintaining low complaints (compared to the volume of crime reports) of this national service. Q4 2022/23 compared against previous quarters is above average against the previous 5 quarters, this is likely caused by a catch up in logging data.

Action Fraud call centres are working with CoLP to manage customer expectations. PSD is working with the NFIB to resolve simple dissatisfaction with early intervention especially around perceived lack of response. Action Fraud is recruiting staff to assist in raising the expectations of the service.

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Table 2 - Quarterly Comparisons for Action Fraud Allegations Recorded – Q4



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Themes of complaints received

An analysis of complaints and dissatisfaction reports received over the previous 12 months, has been undertaken, detailed below. The highlighted ones are the top 3, most commonly received.

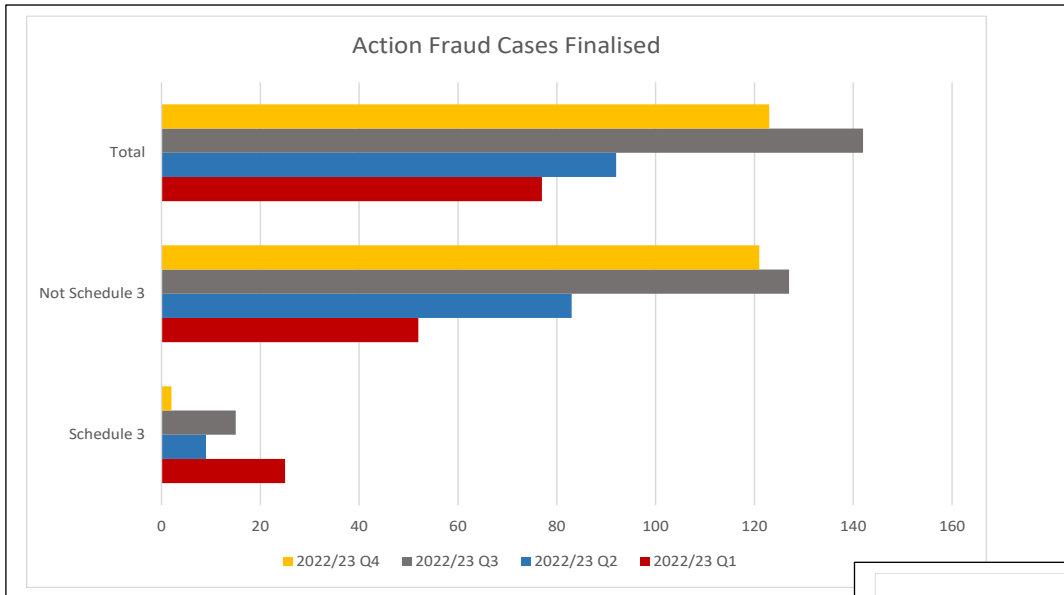
- AF has not investigated a report made
- NFIB has not investigated a report made
- Complainant advised that there are no viable lines of enquiry to investigate their report, when viable lines of enquiries have been provided
- No update was provided, following report made to AF
- Report disseminated by NFIB has not been investigated by the relevant force
- A report made direct to a local force has not been investigated
- A reported crime is recorded as an Information Report

Within any given complaint, often several of the above are quoted. Circa 95% of complaints are made up of the 3 highlighted areas above, with the remaining 5% across all others.

- Of the 140 allegations recorded during Q4 2022/23, Police action following contact was the highest category with 108, followed by Information 14, followed by General level of service 11. The graph visualises the trend of 'Police action following contact' over the rolling yearly data being the constantly highest category.
- Miscellaneous cases are being logged where members of parliament are making contact on behalf of constituents or if not clear if a complaint is being made. This number had dropped since letters explaining the AF system have been written to all Members of Parliament, and the changes to the recording standards in the regulations. However Q4 has seen increased reporting by MP's which may have been influenced by some AF media attention.
- The IOPC has published the yearly bulletin covering 2021/22. This includes AF data and is not separated out from CoLP complaint data. A commentary sheet has been included with this bulletin on the IOPC website to explain the data.
- The IOPC are now able to publish new quarterly bulletins most recent Q3 data. AF cannot be compared against any other National data, as being a unique service. The quarterly bulletins amalgamate both CoLP and AF data together which is unhelpful to provide context to either compared to other Force complaint data.

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Table 3 – Finalised – Cases and Allegations – Q4



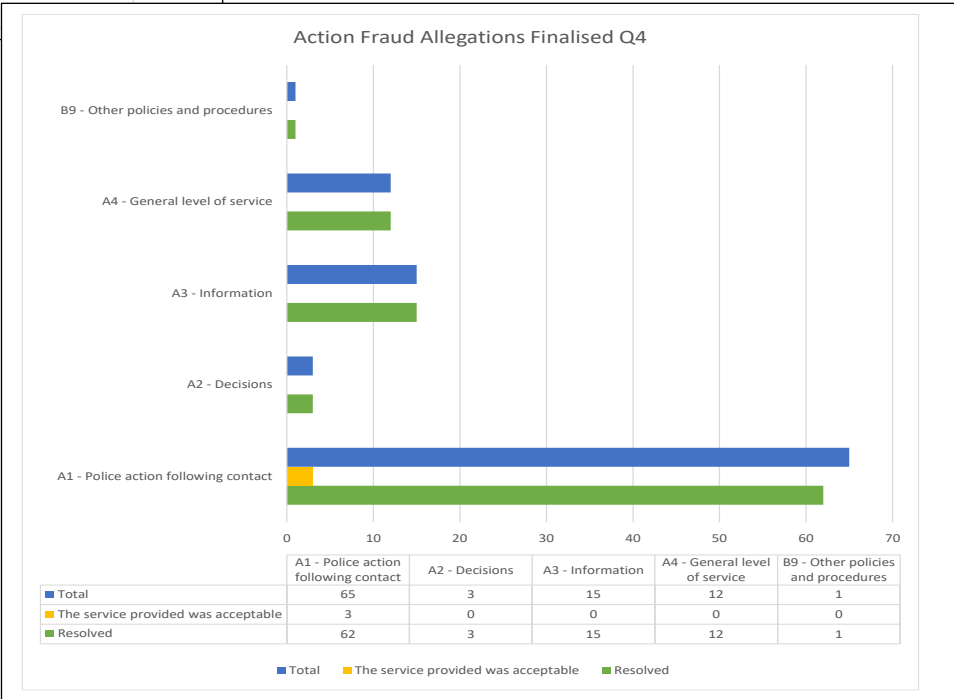
AF Finalised Cases: -

- 123 Action Fraud cases have been finalised during the Q4 2022/23.
- 121 fell outside of Schedule 3. 2 fell within Schedule 3.
- Q4 saw finalisations decrease by 19 cases (13%) against the previous quarter.
- Some allegations from these cases have been finalised outside of this quarterly period.

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AF Finalised Allegations: -

- 96 allegations have been finalised in Q4 2022/23.
- No outcomes were found that the Service provided was not acceptable.
- 93 (97%) allegations were Resolved. 3 allegations Service was found to be acceptable.



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Part B –Appeals

None

Part C - IOPC

No cases been brought to the attention of IOPC

Part D –Learning

Action Fraud Complaints

- Additional information has been added to the AF website, which answers identified key complainants' frustrations. This informs potential complainants that the complaints process is not a mechanism to overturn the decision of NFIB not to review or forward to a force for their consideration.
- To increase service delivery/service recovery, more complainants are being telephoned to discuss their complaint. This is well received and alleviates the need for written communication.
- Within conversations, and included in written communication, crime prevention advice is now provided with details of other agencies that maybe best placed to deal with their dissatisfaction. This has increased the number of complaints dealt with outside of schedule 3, therefore reducing demand and resource required and ensuring that complainants receive the most appropriate advice and response.
- MP's and Home office have been provided with Q&A's, that fully explain the role of AF and NFIB, and the remit of the complaints process. This has reduced the amount of MP letters being received as MP's and Home Office are able to engage with their constituents, without the need to forward their issues to PSD.

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Agenda Item 9

Committee(s): Professional Standards and Integrity Committee	Dated: 9 th May 2023
Subject: Q4 Stop and Search and Use of Force update	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1- People are Safe and Feel Safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police Pol 55-23	For Information
Report author: Superintendent Bill Duffy, Head of City Police Task Force & Head of Contact	

Summary

This report covers Q4 of FY 22/23. (Jan 01st 2023 – March 31st 2023)

The use of Stop/Search powers, and the Use of Force, remains broadly in line with the established trends previously reported to the Committee last meeting.

- There have been 560 stop searches during the reporting period. This led to 171 arrests.
- Taser use remains in established trends.
- There were 21 uses of Taser recorded this period, with 0 discharged, and no uses involving Juveniles.
- No Section 60 Stop Searches conducted.
- No Juvenile strip searches.
- 20 Strip searches conducted (81% Misuse of Drugs Act)
- 47 Juveniles stop search (34% for drugs, 25% Going Equipped and 6% Offensive Weapon)
- 789 Use of force forms completed (66% involved arrest).

Recommendation

Members are asked to note the report.

Main Report

Background

1. This is the Police's routine report to inform members of the overarching trends relating to the use of Stop/Search powers and the Use of Force by officers. A full data pack is attached to the report at Appendix 1. The report provides an overview of the key trends, and an analysis of key aspects of the use of these powers.

Current Position – Stop Search

2. Over Q4 of FY 22/23, the force conducted 560 Stop/Searches, this compares to 652 stop/searches in the same period in FY 21/22.
3. Q4 22-23 Stop Searches lead to 171 arrests compared to 160 arrests in Q4 21-22.
4. Overall, the positive outcome rate for Q4 22-23 was 43% compared to 34% for Q4 FY 21-22.
5. Whilst the overall number of stop searches was lower in Q4 22-23 compared to Q4 21-22, the number of arrests was higher with a higher positive outcome rate.
6. Members are reminded that positive outcome is recorded where there is a positive outcome following the search: this can include finding the object of the search; finding another prohibited item which was not the object of the search; or arrest (directly linked to the search or for other offences) (this is not an exhaustive list). As such, the positive outcome rate will always vary from the arrest or find rates.
7. The CoLP is exploring the possibility of including national comparator data in the future and will update on this in future reports.
8. There have been no searches conducted under s.60 authorities over this reporting period and no s.60 authorities have been granted. This is the same as it was for Q4 in FY 21/22.
9. Over this reporting period 47 juveniles (<10-17yrs>) have been searched. Of these, the majority (34%) were searched for drugs, possession of a weapon (incl 2 for possession of a firearm) and 17% stolen property: 25% were searched for going equipped. In contrast, in the adult population the majority of searches were conducted for drugs (58%), with 12% of the population being searched for going equipped etc. This is in line with the established trend, which sees the majority of searches overall being conducted for drugs, and within the juvenile cohort the main reason for searches being for drugs and going equipped.
10. For the current reporting period, the disproportionality for black members of the community was 2.7 (compared to 2.02 in the comparator period). This is not within the established trend of between 1.9 and 2.5 over the preceding two years. Of black individuals stopped, the majority (71.42%) were searched for drugs, which is broadly in line with the adult population as a whole, whilst 12% were searched for

going equipped, which is slightly higher than the adult population as a whole. However, this does represent an increase on the same period last year, where 55% of black individuals stopped were searched for drugs, with a 37% positive outcome rate (and 30% arrested). In contrast for this reporting period there was a 41% positive outcome rate (and 30% where arrested). There has been an increase by 1 in the numbers of black members of the community who were stopped in this reporting period 63 compared to the previous year (62).

11. For Asian individuals, the disproportionality has remained the same from 1.2 in the comparator period to 1.2 in this reporting period. The majority of Asian individuals searched (74.42%) were searched for drugs, which is at odds with the adult population as a whole.
12. Searches under s.23 of the Misuse of Drugs Act continue to account for the majority of stop/searches, in line with the established trend. Searches under this power have an average positive outcome rate, with items being found in 50% of searches (drugs being found in 41% of searches and other items in 5%).
13. **Strip Searches.** Members are reminded that stop/search legislation affords power to require the removal of different levels of clothing. For searches conducted on the street, only 'JOG' items (jacket, outer-garment, gloves) may be removed. If more than 'JOG' items are removed then the search constitutes a 'strip search' and must be recorded as such. There are two levels of strip search. A 'more thorough search' which can involve the removal of more than JOG items but not require the removal of underwear. A more thorough search must be conducted out of public view (this can include inside a police vehicle). If underwear is removed, this constitutes an 'intimate parts exposed' search. Such a search may only be conducted in a police station.
14. Force policy is that a supervisor must be consulted and agree with the search (under legislation they are only required to be informed). Juveniles may be strip searched, but although there are no additional legislative bars which must be cleared to conduct such a search, in practice for it to be proportionate the grounds for such a search must be significant and robust, and recorded as such. When a juvenile is subject to any degree of strip search an appropriate adult should be present unless there is an overwhelming reason to conduct the search in their absence (for example, suspecting that the subject is concealing a weapon with the intention to hurt themselves or another person).
15. As set out in our Q4 FY21/22 report, we will report on Strip/Searches in each of our reports to this committee.
16. Over this reporting period we conducted 20 strip searches, of which 3 constituted a more thorough search and 17 an intimate parts exposed search (this compares to 19 in the comparator reporting period, of which 1 were more thorough searches and 18 intimate parts exposed).
17. The majority (84%) of strip searches were conducted under Misuse of Drugs Act powers, with 3 being conducted where the subject was thought to be going equipped or in possession of stolen goods.

18. Strip Searches may also be conducted in Custody, under separate powers within the Police and Criminal Evidence Act 1984. These are not conducted under Stop/Search powers, and are not recorded within Stop/Search statistics, or covered by this report.
19. **Juvenile Strip Search.** Initially reports showed 1 juvenile had been strip searched. The records for this incident were reviewed. (Stop Search and Custody). This was a data error (Custody data captured) as NO juvenile had been strip searched in this period. Other records have been checked and this confirms NO juveniles were strip searched in this reporting period.
20. **Dip Sampling.** Due to an online reporting template expiring the data set for dip sampling is not available for this update. We are currently working with IT to refresh the form and ensure the dip sampling process continues and the data for Q4 can be analysed.
21. Following IT solution, Dip Sampling data will be reported back to this Committee.

Current Position – Use of Force

22. Over this reporting period, a total of 789 uses of force were recorded, compared to 655 over the same period last year, increase of 17%. In this reporting period, 66% of uses of force involved arrests, compared to 65% in the same period last year, and handcuffing remains the largest single use of force by a large margin.
23. Over this reporting period, batons haven't been used, and no police dogs been deployed for use of force. A total of 2 officers were injured in incidents involving the use of force, (compared to 3 in Q4 FY 21/22) : 8 incidents resulting in a referral to PSD, 7 with investigation ongoing and 1 resolved. This complaint was reviewed and dealt with by local management within Local Policing and the resolution accepted by the complainant.
24. Force remains most used against male subject (80% this reporting period compared to 82% in the comparable period FY21/22).
25. Disproportionality for Asian subjects in use of force has changed at 0.86 this reporting period from 0.7 in the comparator period. For black individuals, the disproportionality has risen from 2.60 in the comparator period to 2.76 in this reporting period. The proportion of use of force incidents involving black subjects leading to arrest is approximately the same as the population as a whole (70%). Similarly, the likelihood of taser being used is broadly lower: 2.2 % for black subjects, 2.6% for the population as a whole.
26. **Taser.** Over the reporting period the Force recorded 21 uses of Taser, and 0 taser discharge. This compares to 28 in the comparator period, and 1 discharged incident. Committee members are reminded that a use of a taser is recorded whenever an officer draws it from the holster, aims it, activates the laser 'red dot' sighting system or draws a subject's attention to the device with an "Arc Display"

(showing the arching of electricity across the front of the device). Firing, or discharge, is recorded separately.

27. Of these 28 Taser incidents, none involved Juveniles

Future Work

- Stop Search lead engaged with Home Office (HO). HO will be attending IASG meeting to observe process.
- University of East London partnership with CoLP. Students attending journey in policing and stop search training sessions. First session 27th April 2023
- Increased layer of dip sampling – Chief Inspector City Force Incident Manager (FIM) conducting daily dip sampling of Use of Force / Stop Search and Body Worn Video (BWV).

Conclusion

28. Both Use of Force and Stop Search remain, largely, in line with established trends.

Appendices

Appendix 1- Q4 Data pack

Bill Duffy

Superintendent

Force lead for Stop/Search and Use of Force

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Stop & Search Overview Q4 2021/22

1st January 2023 – 31st March 2023

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

Overview:

01/01/2023 31/03/2023

Stop and Searches Carried Out



560

Items Found



204

Arrests Made



171

Positive Outcome Rate



43%

Searches of Juveniles (10-17yrs)



47

Strip Searches



3

Clothing Removed
Yes - partial strip

Section 60 Stops



0

Khat Stops



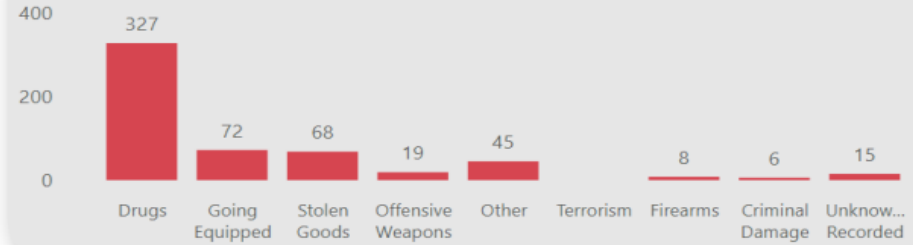
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Stops in Other Force Areas



54

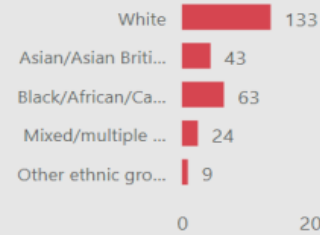
Reason for Search



Outcome of Search

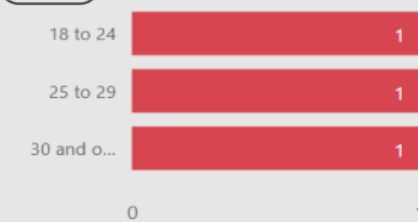


Subject Self Defined Ethnicity



Gender

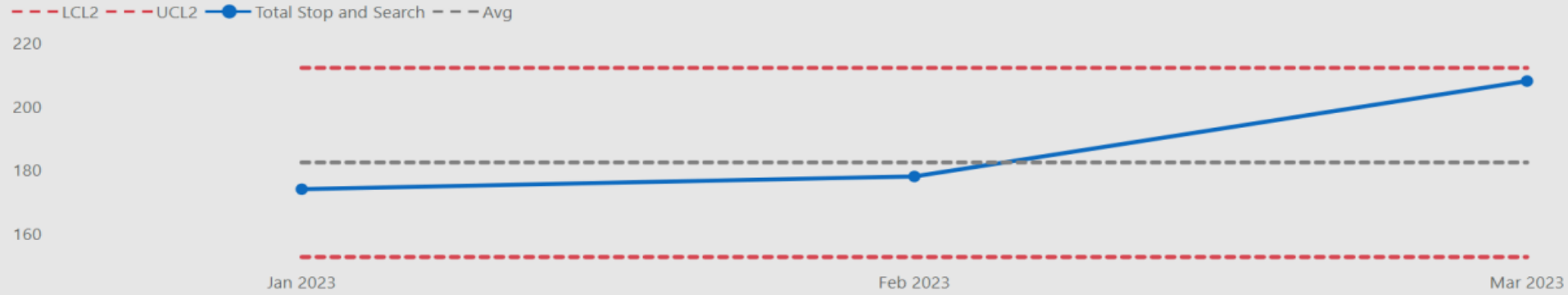
Subject Age



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

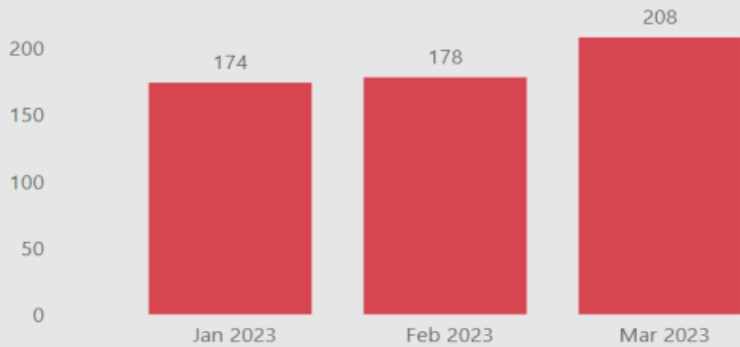
1. Monthly Breakdown

Stop and Search Over Time

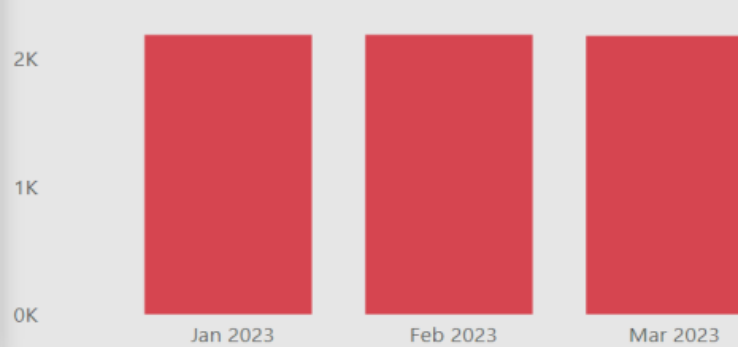


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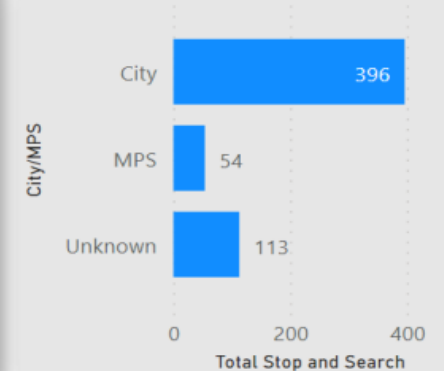
Stop Search by Month



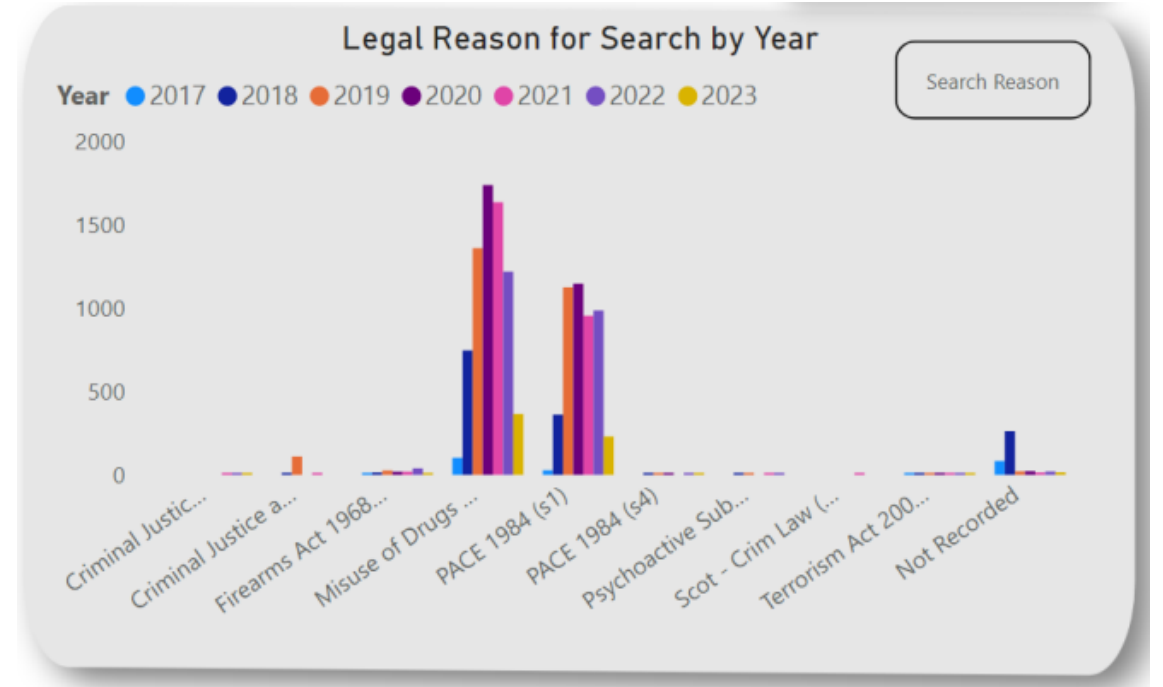
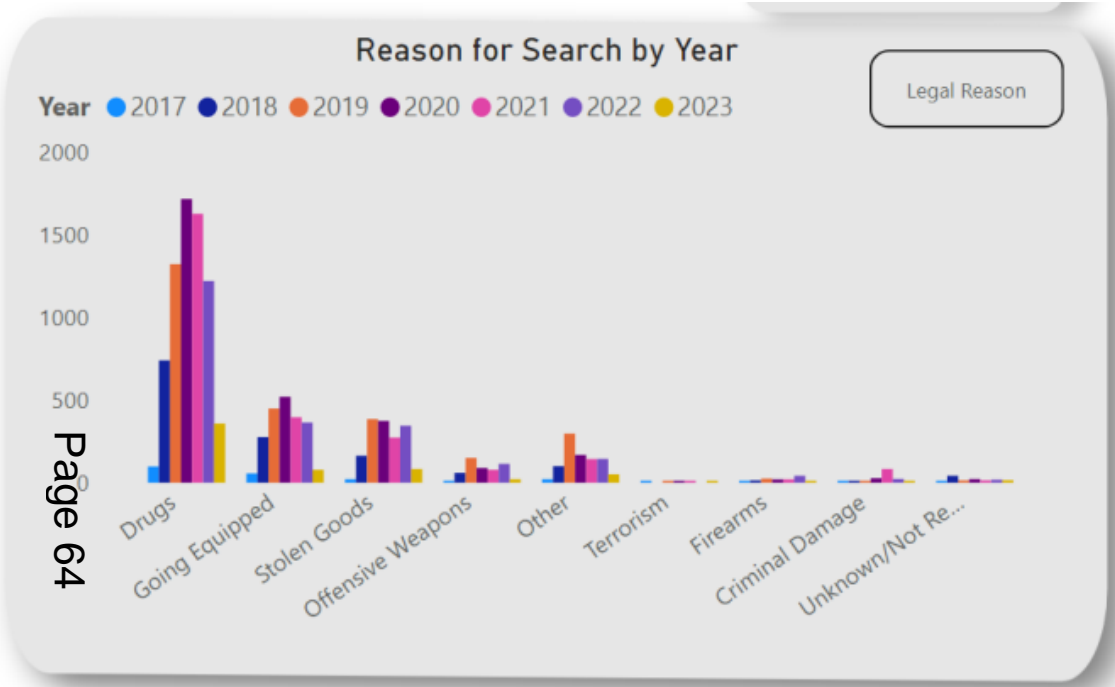
Stop Search Rolling 12 Months



Force Area of Stop

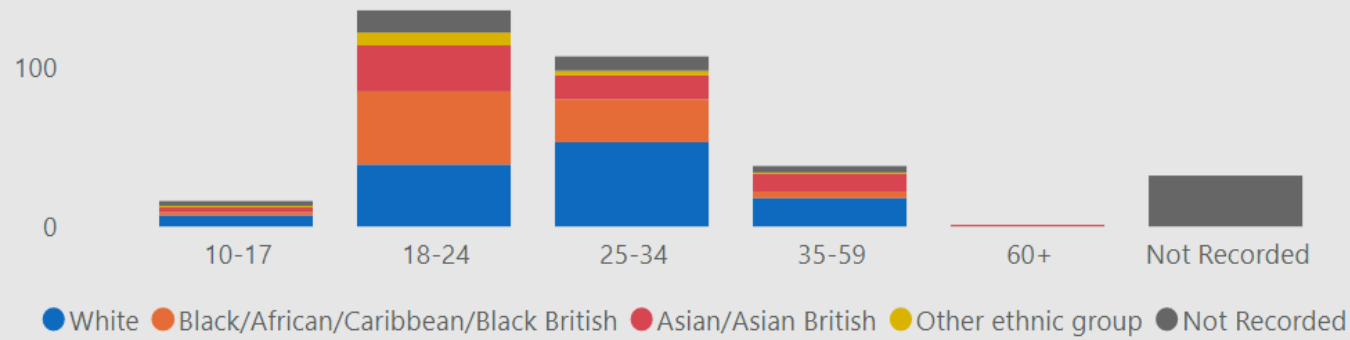


2. Reason for the Stop



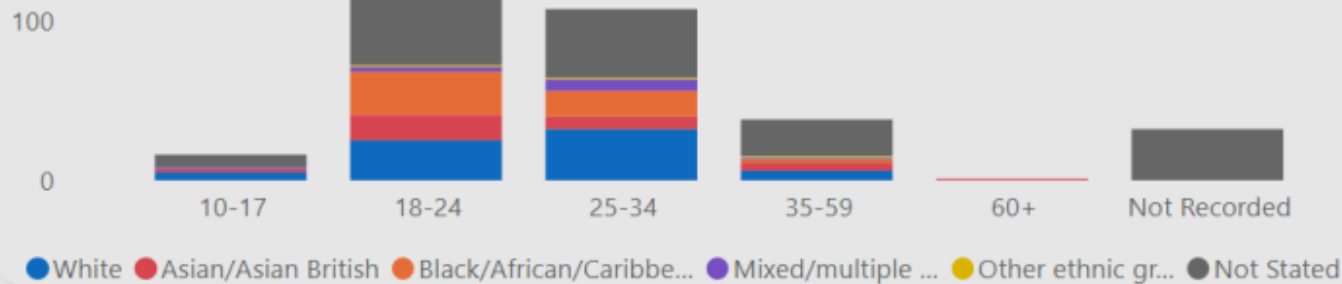
2. Reason for the Stop: Drugs Searches

Searches by Age and Officer Defined Ethnicity



Page 65

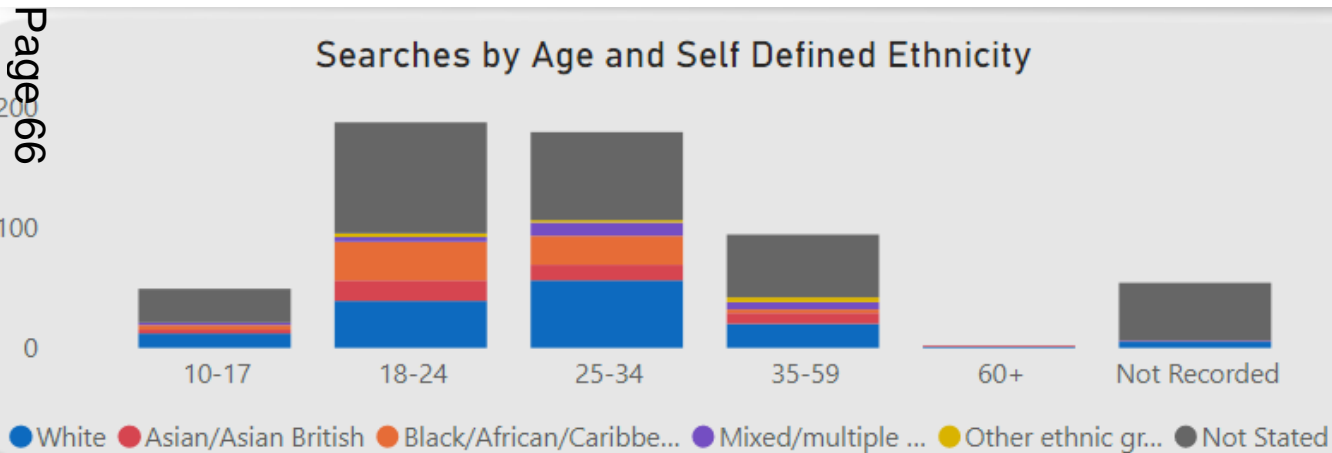
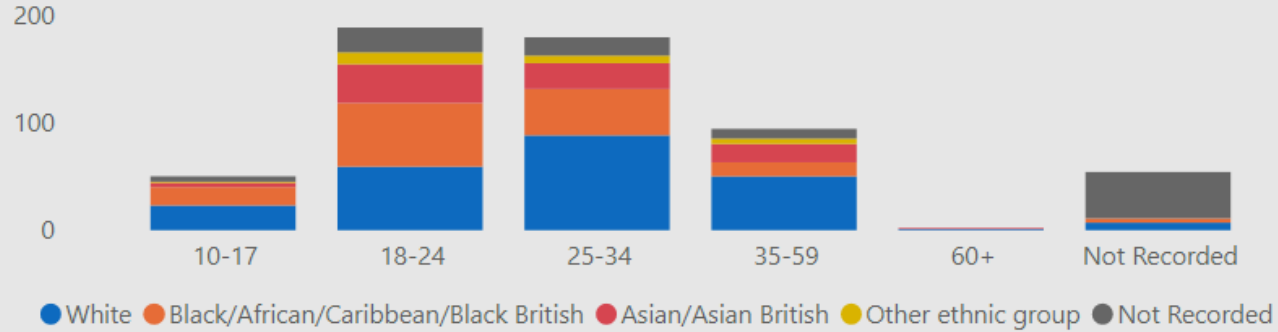
Searches by Age and Self Defined Ethnicity



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2. Reason for the Stop: Offensive Weapons and Firearms

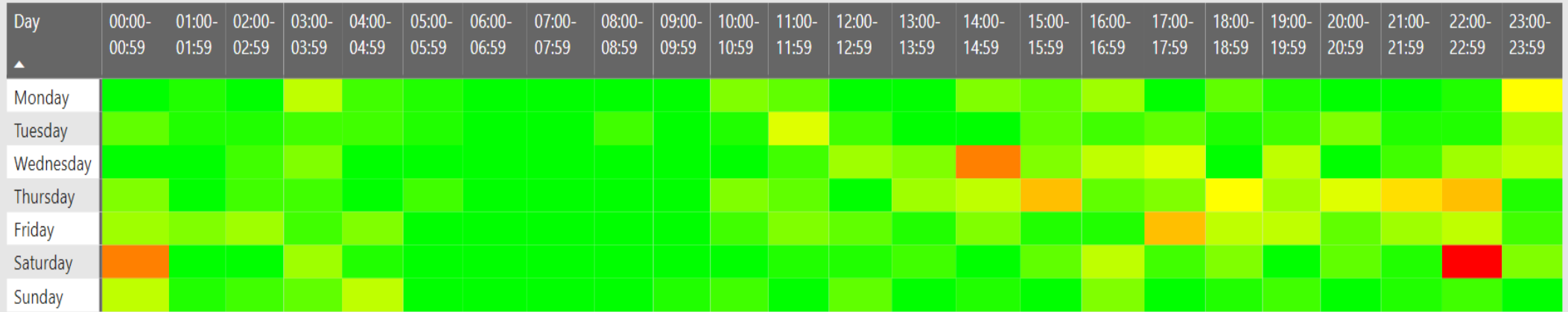
Searches by Age and Officer Defined Ethnicity



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3. Time and Location of Stop

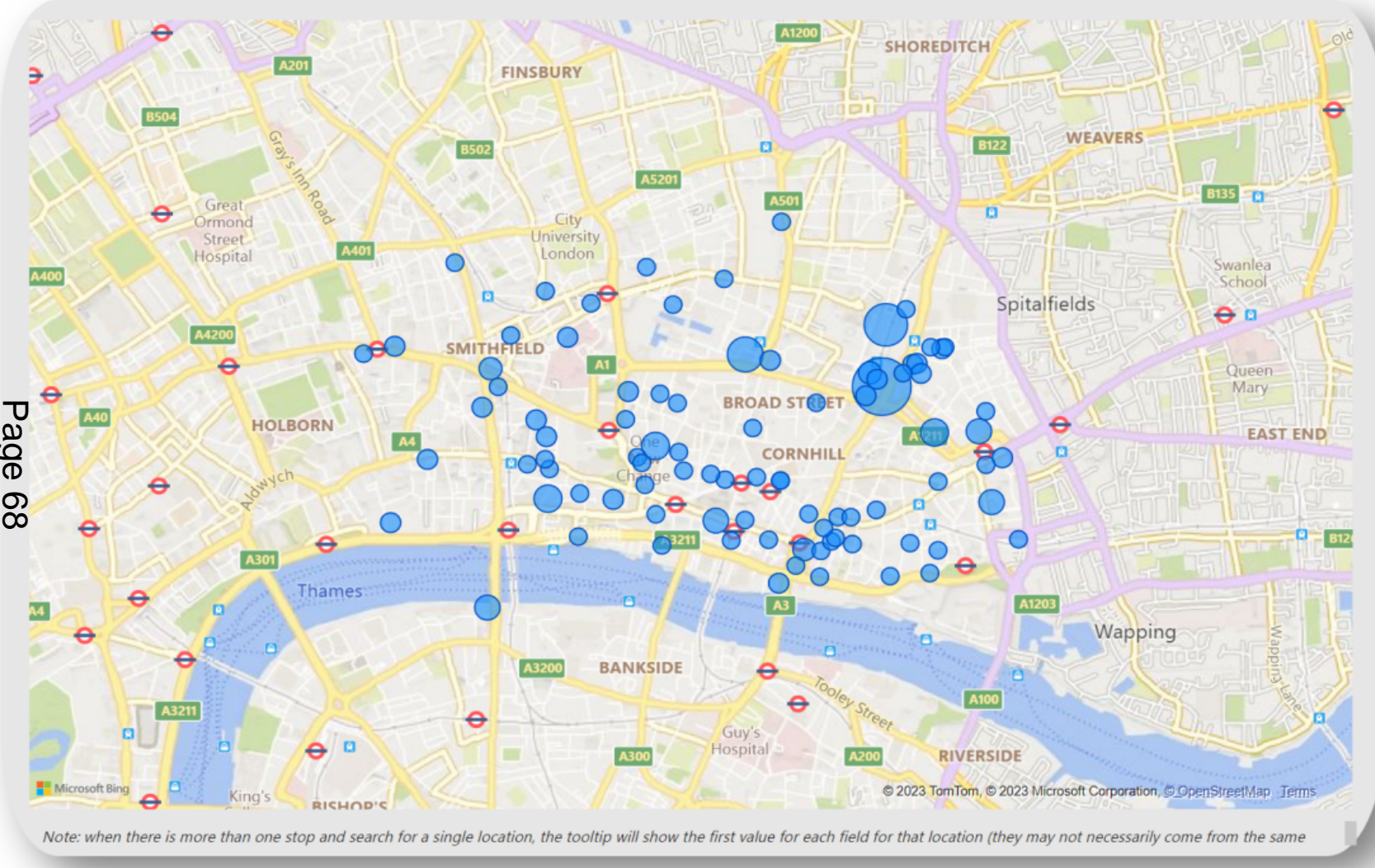
Heatmap - by
Time of Stop



3. Time and Location of Stop



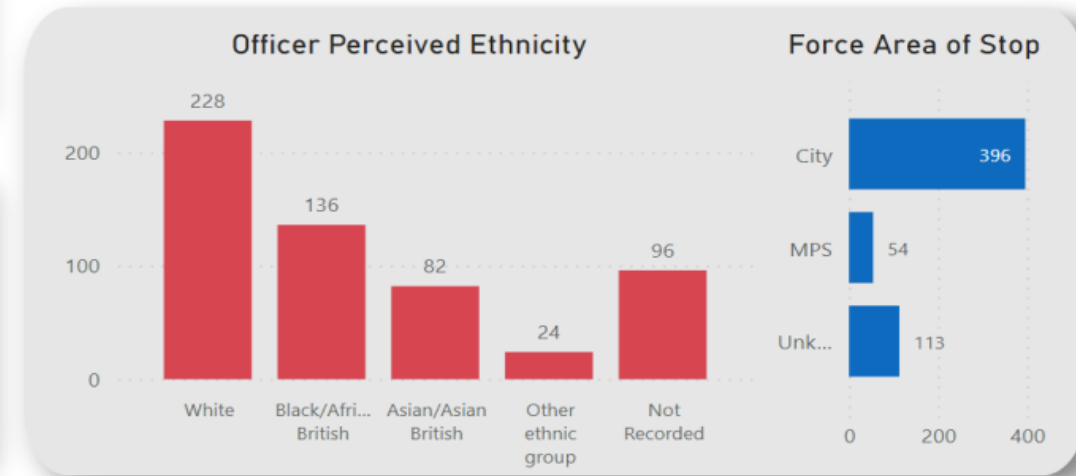
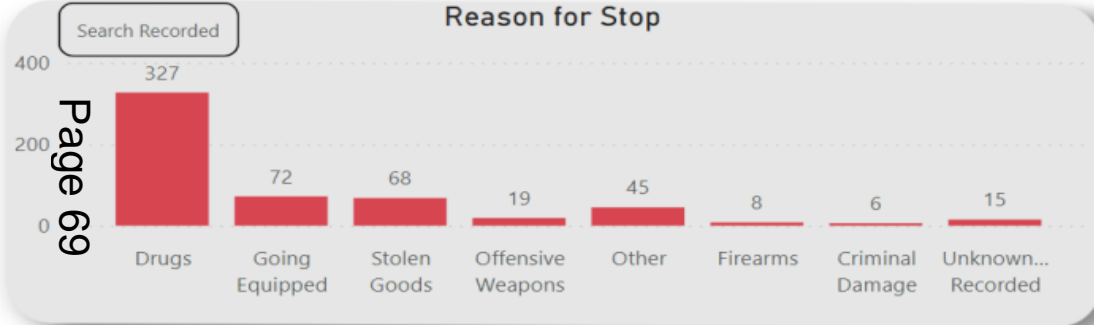
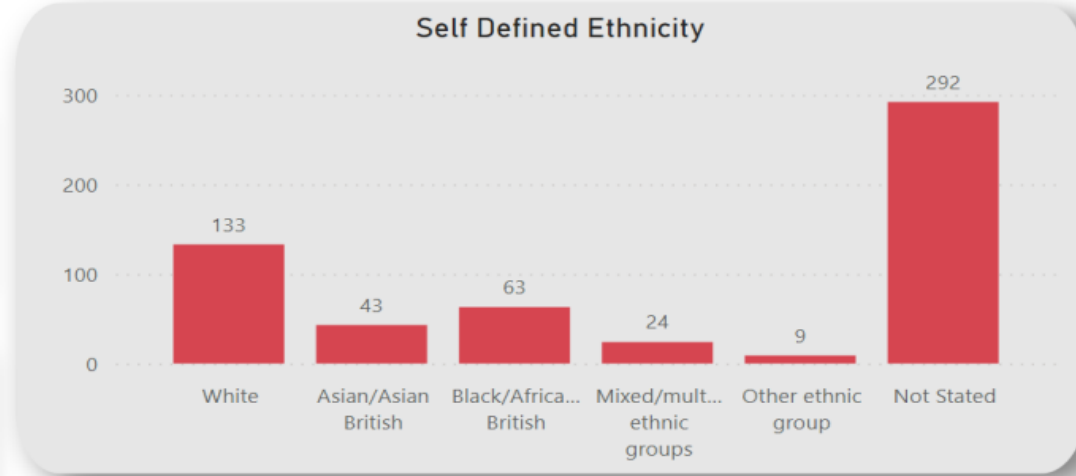
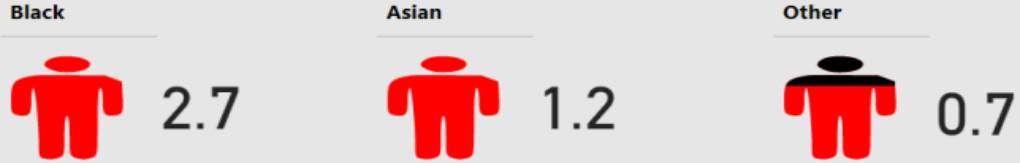
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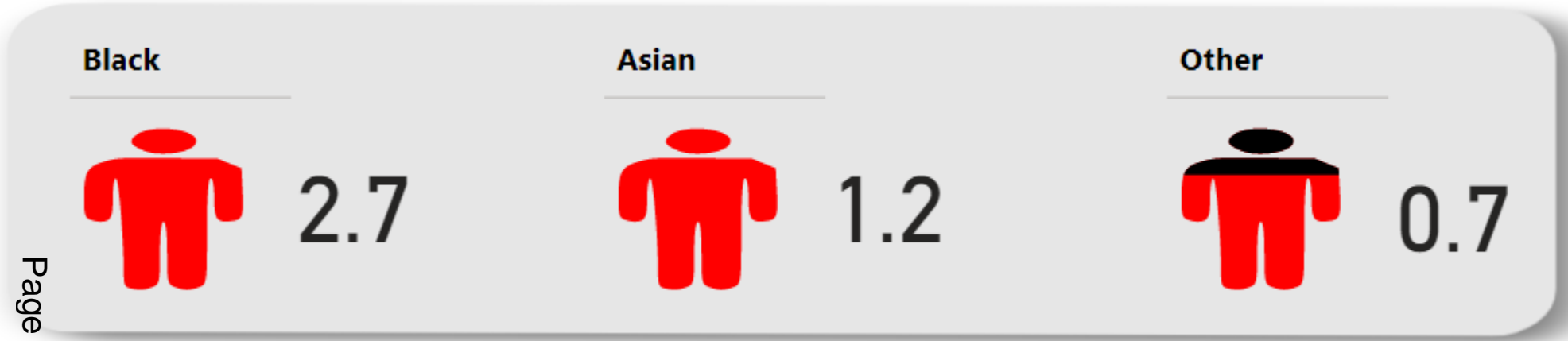
A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

4. Ethnicity

01/01/2023 31/03/2023



5. Disproportionality

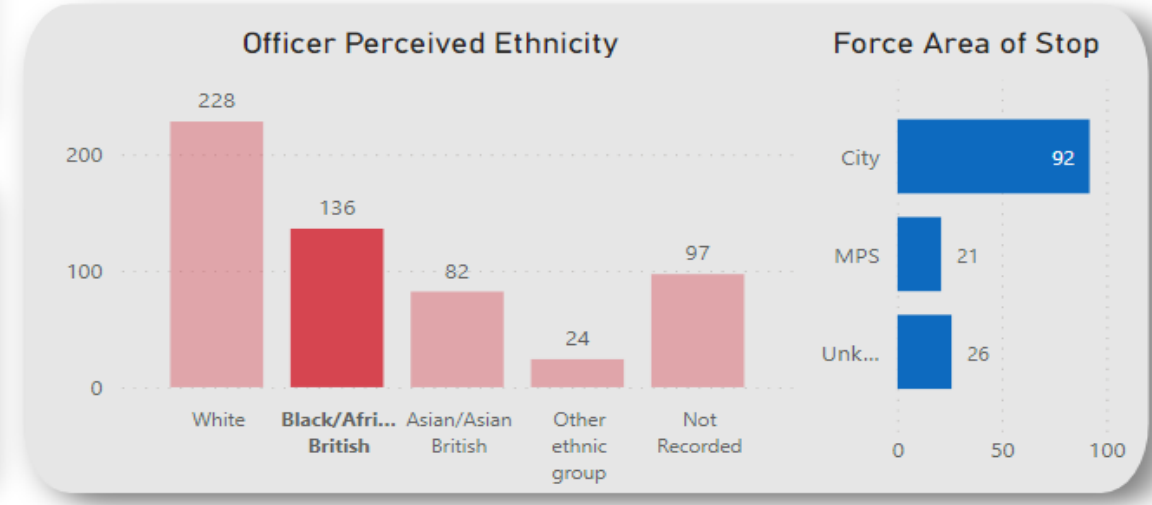
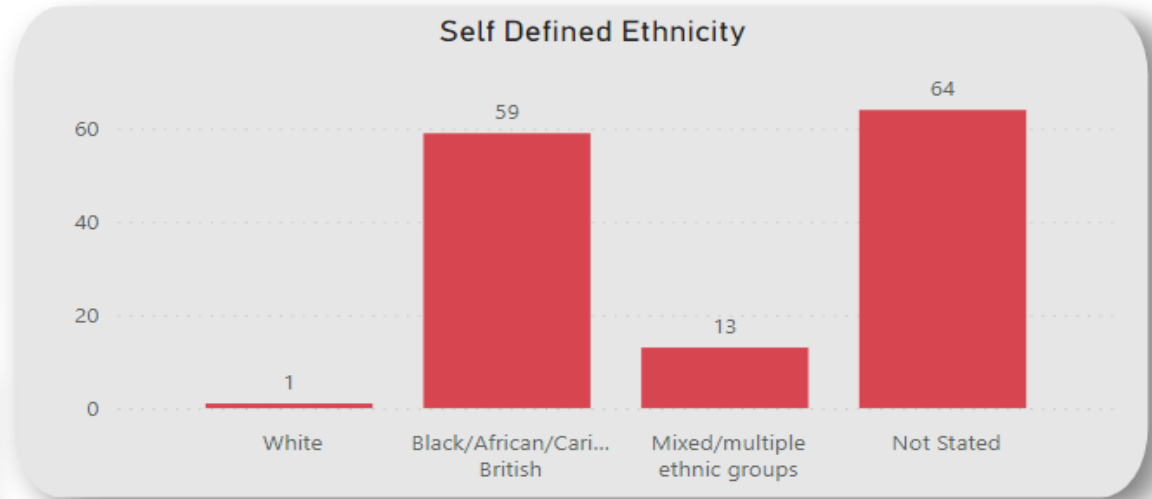


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A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

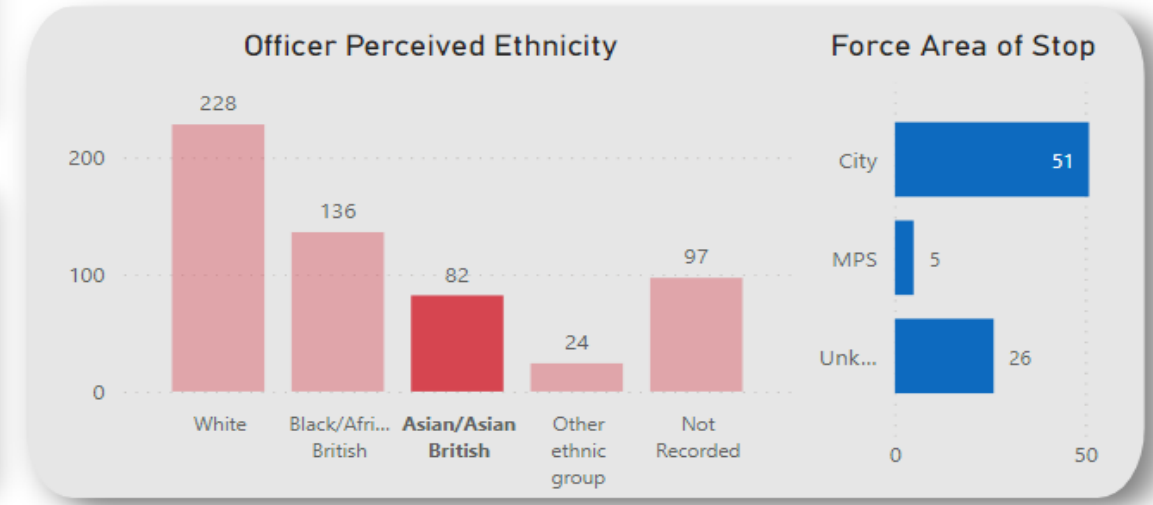
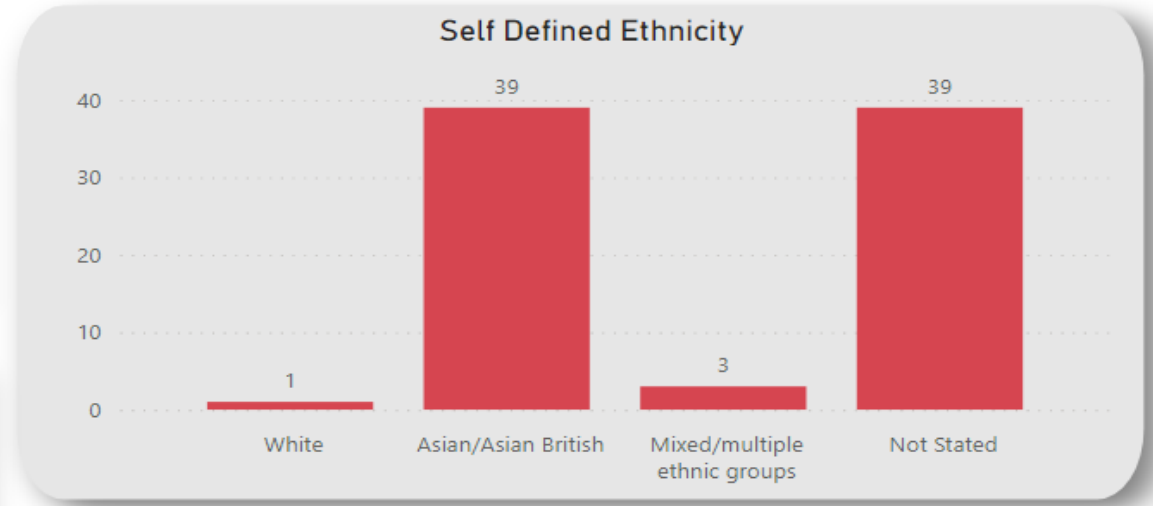
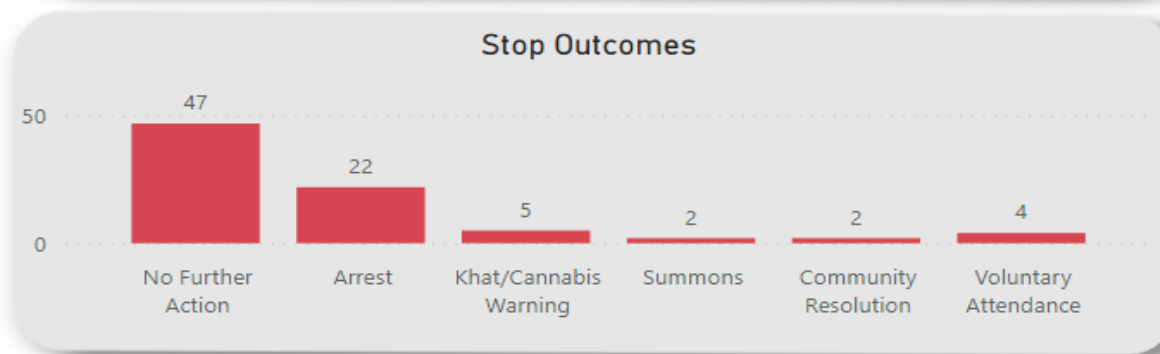
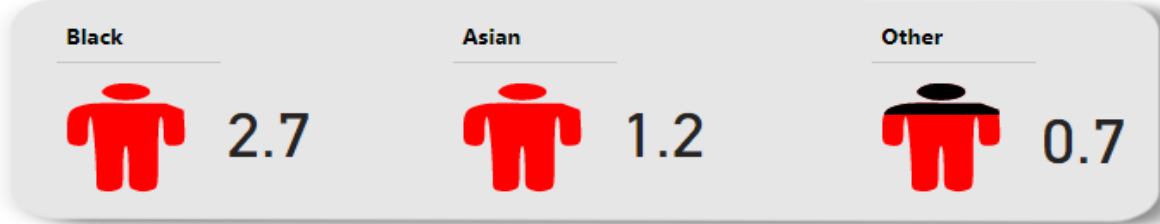
6. Breakdown by Ethnicity: Black



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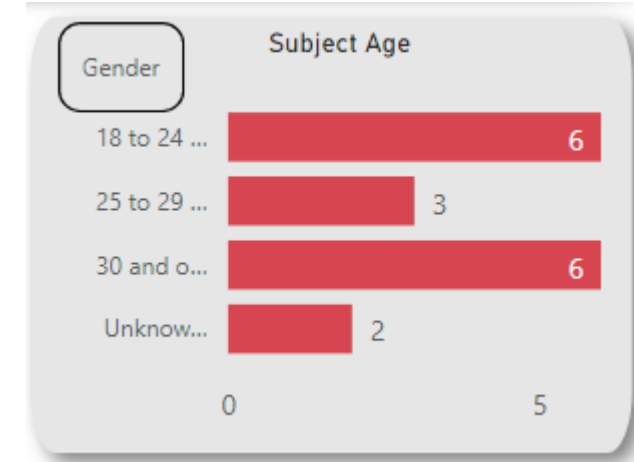
7. Breakdown by Ethnicity: Asian

01/01/2023 31/03/2023



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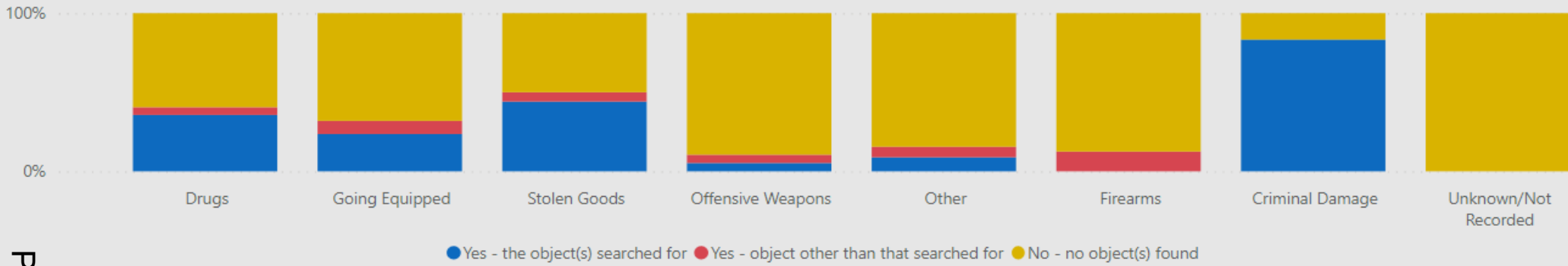
8. Age and Gender



9. Outcomes: Find Rates

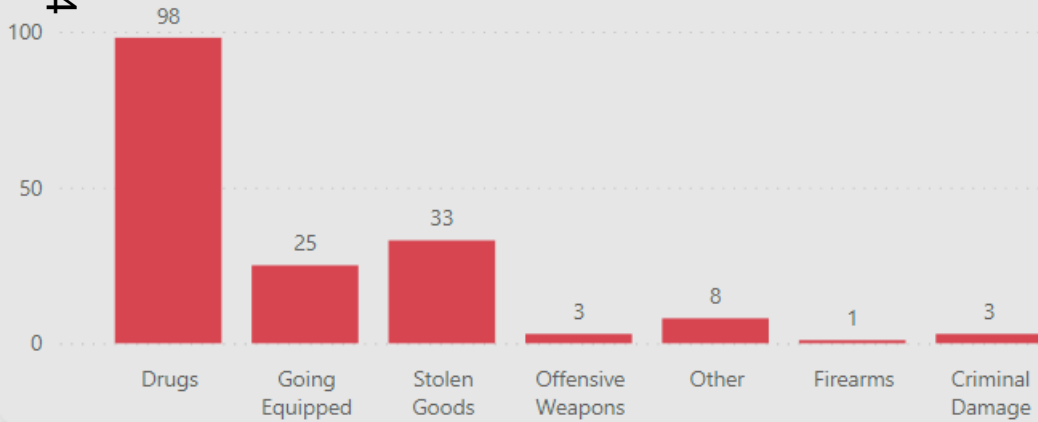
01/01/2023 31/03/2023

Find Rates by Stop Reason

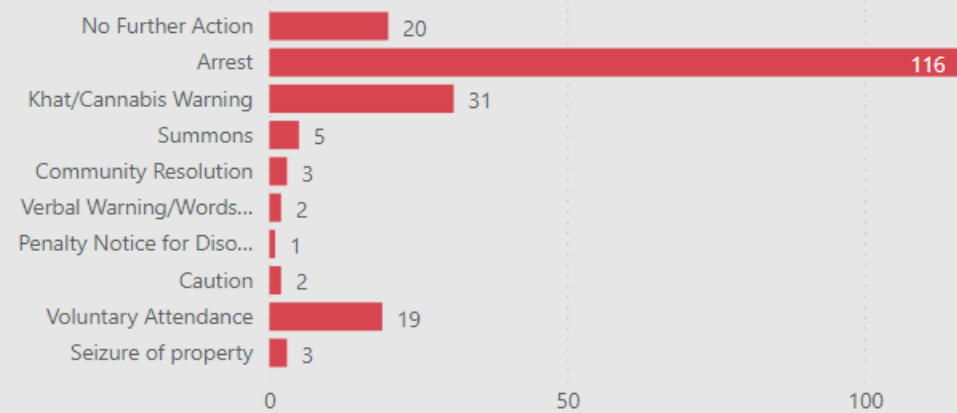


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Reason for Arrest

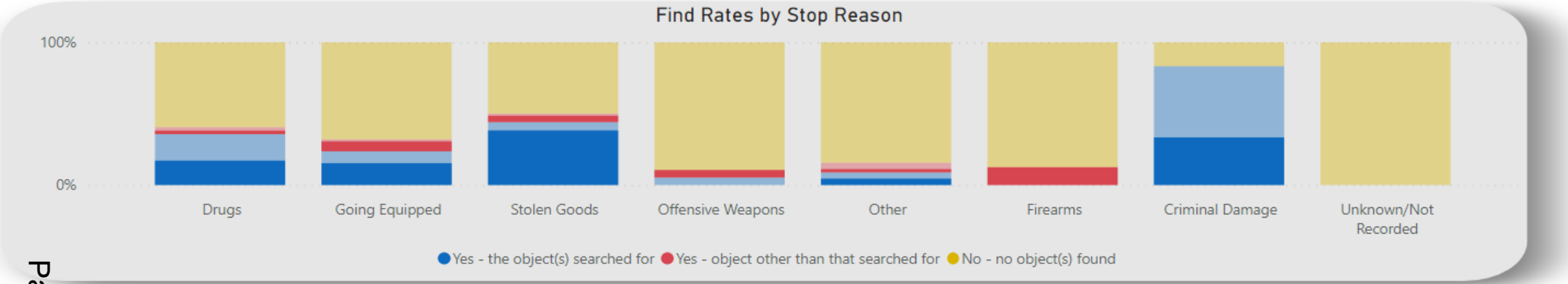


Outcomes After Finding

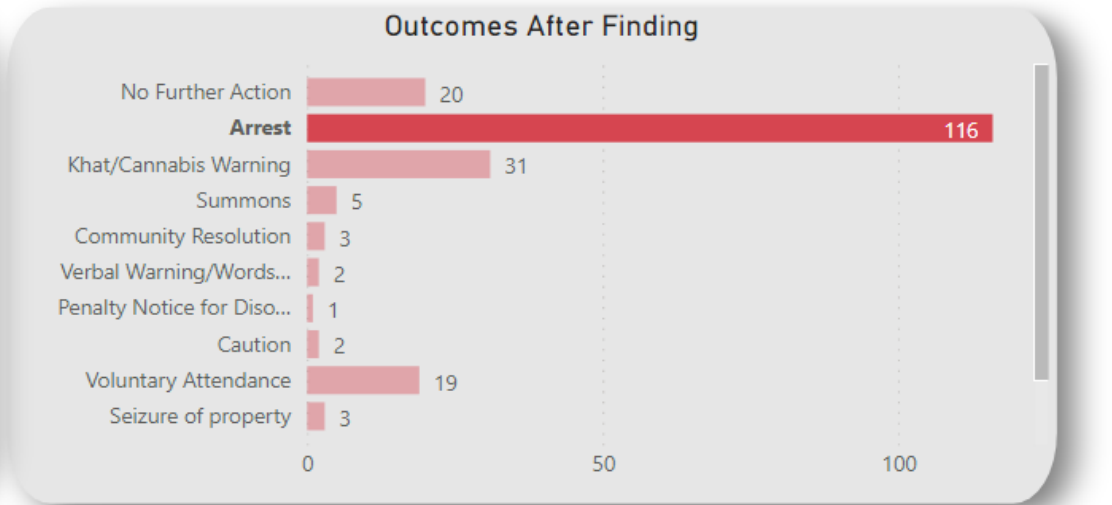
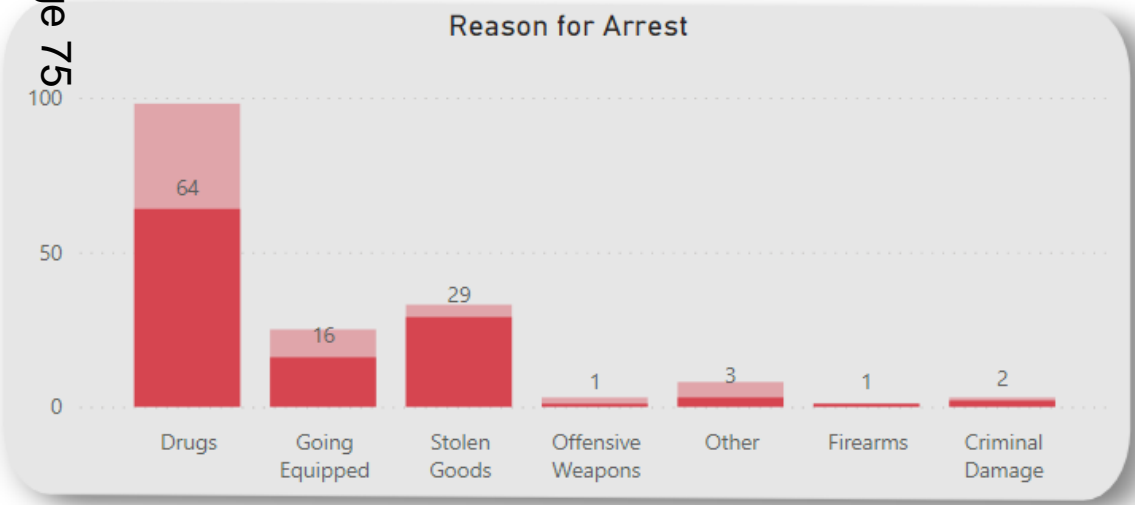


9. Outcomes: Arrests

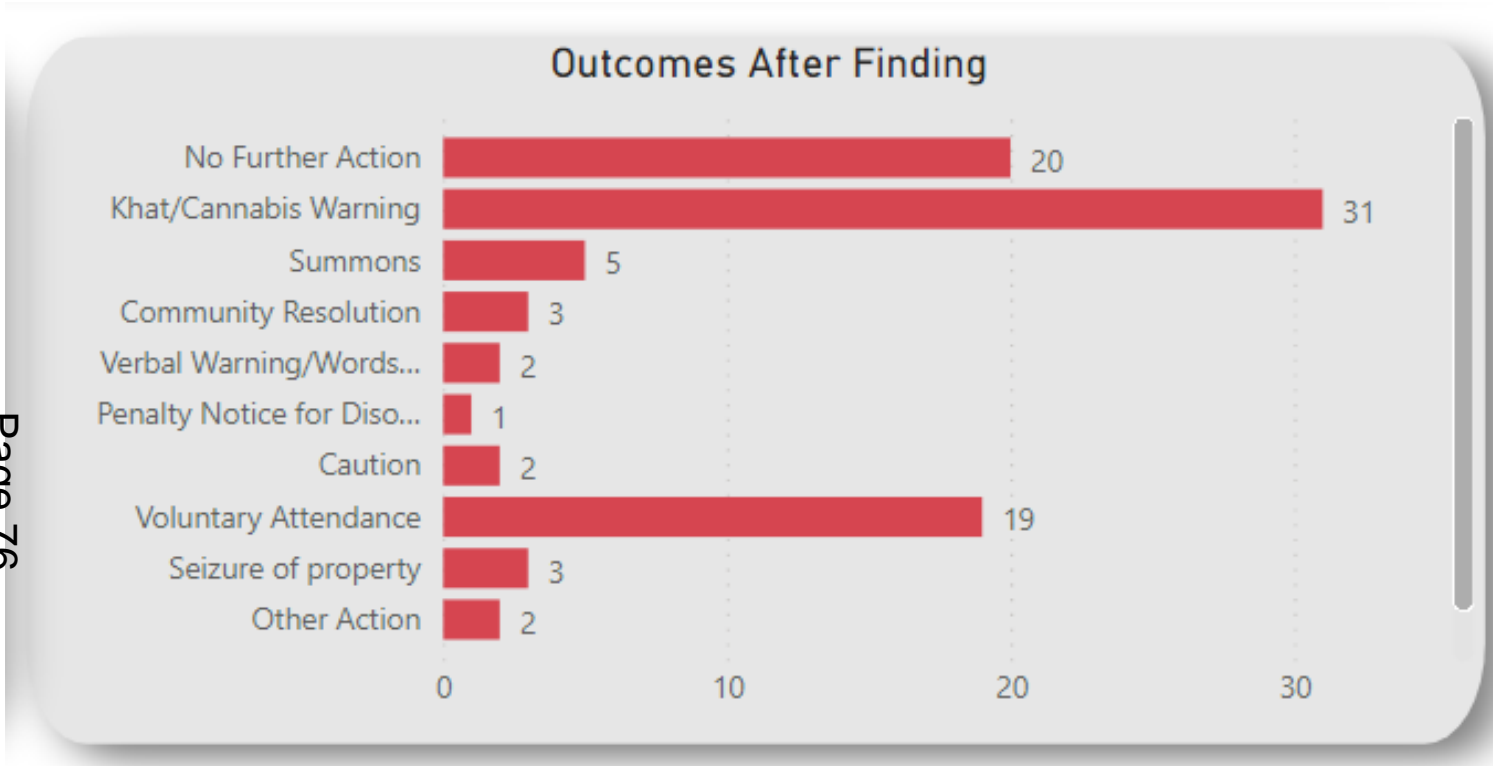
01/01/2023 31/03/2023



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9. Outcomes: Other



10. Outcomes: Age, Gender and Ethnicity Breakdown



Ethnicity

The arrest rate is highest amongst white individuals (23.71%) then black (7.66%).

Drugs warnings were used more often with White individuals (29%) than Asian (9.30%) or black (9.52%).

No further action rates were highest for black individuals (58.73%), then Asian (55.81%) and then white (42.10%).

Age

Arrest rates were then highest amongst 18 to 24 year olds this quarter at just over a third (29%, 54).

For individuals age 25-29 and over the arrest rate was 35.84% (38 out of 106 stops).

No further action rates were higher across both high volume age groups (51% for 18-24 years and 47.16% for 25-29 years).

Drugs warnings were most commonly issued to those between 18-24.

Find rates were highest for 18-24 year olds (34.57%, 188 out of 561 stops).

Gender

The arrest rate for females is 9.94% and for males 90%, the NFA rate for females is 15.38% and for males 84.61%. No women had a stop resulting in a community resolution or voluntary attendance this quarter. The find rate for both genders is quite similar 36.61% for females and 37.31% for males, those females not arrested after finding were issued with a verbal warning / words of advice or drugs warning.

Page 7

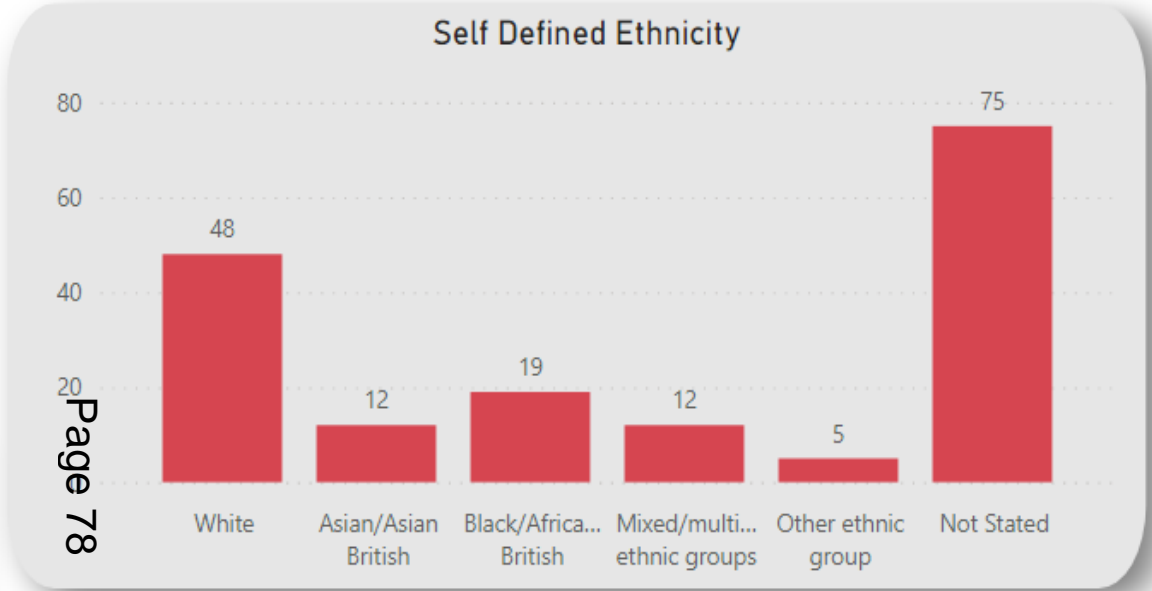


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10. Outcomes: Ethnicity Breakdown



Arrests by Ethnicity



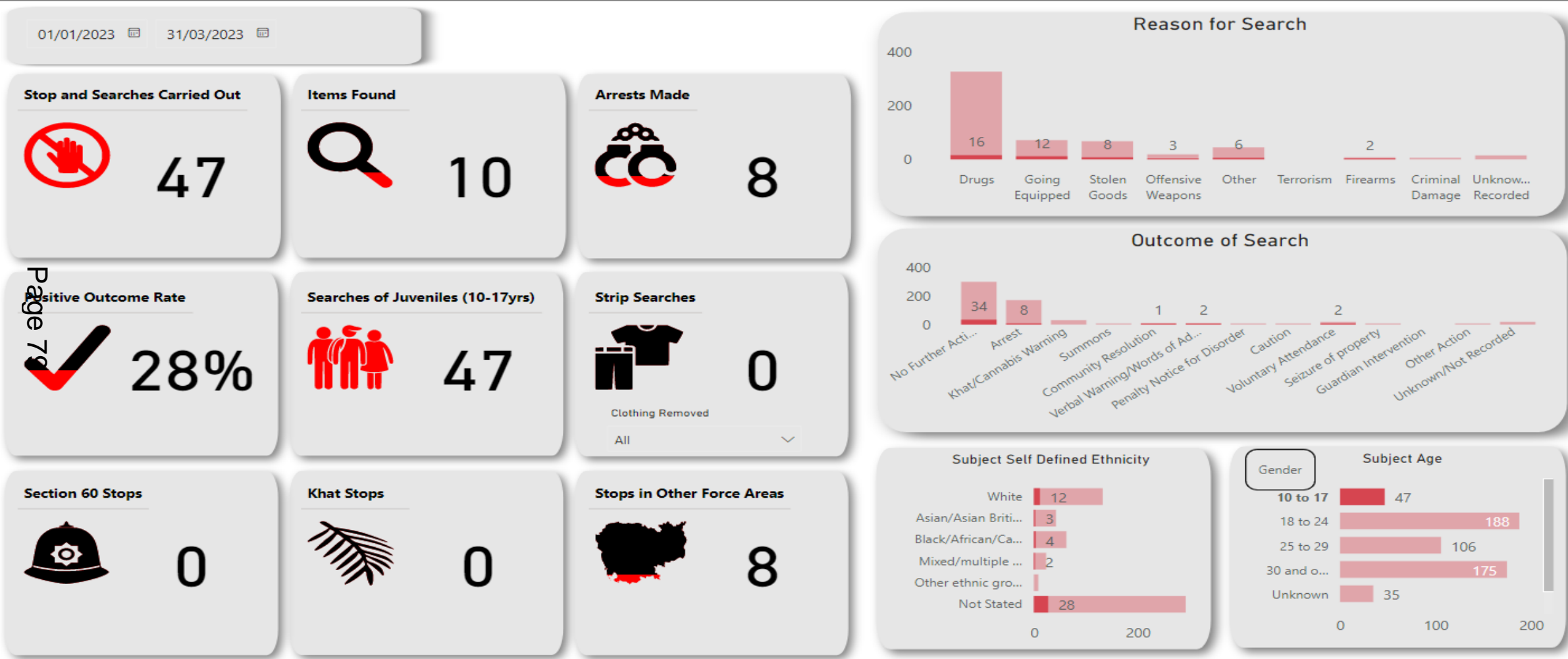
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NFA by Ethnicity



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10. Outcomes: Age Breakdown Subject Age 10 to 17



10. Outcomes: Age Breakdown

Subject Age: 18 to 24

01/01/2023 31/03/2023

Stop and Searches Carried Out



188

Items Found



65

Arrests Made



54

Positive Outcome Rate



45%

Searches of Juveniles (10-17yrs)



0

Strip Searches



7

Clothing Removed
All

Section 60 Stops



0

Khat Stops



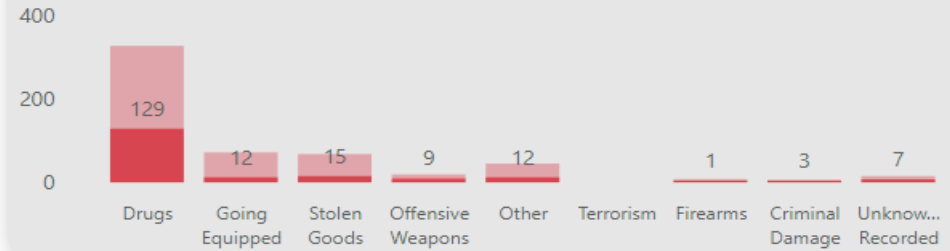
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Stops in Other Force Areas



23

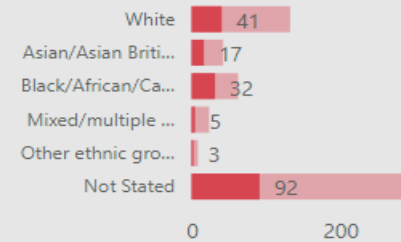
Reason for Search



Outcome of Search

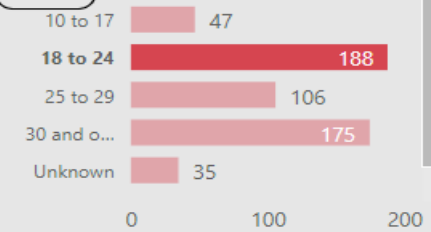


Subject Self Defined Ethnicity



Gender

Subject Age



10. Outcomes: Age Breakdown

Subject Age: 25 to 29



01/01/2023 31/03/2023

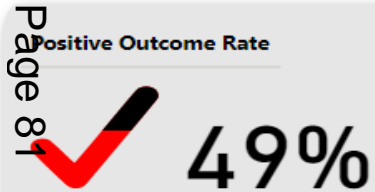
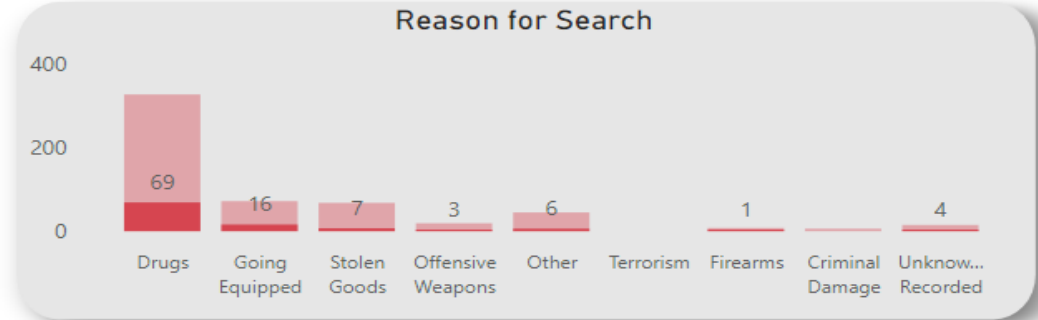
Stop and Searches Carried Out



Items Found



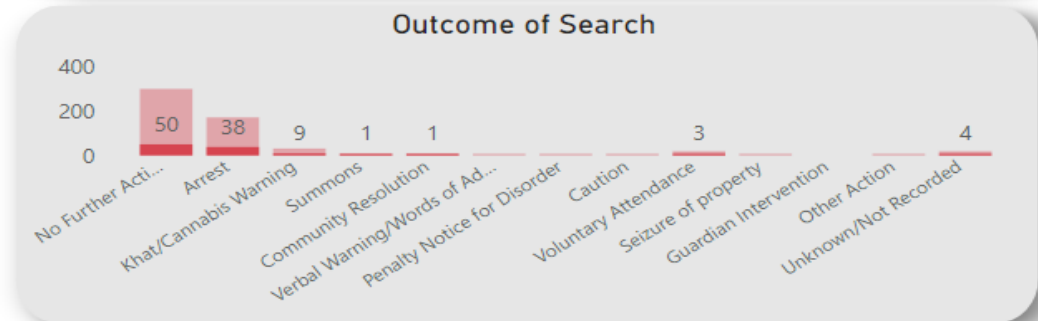
Arrests Made



Searches of Juveniles (10-17yrs)



Strip Searches



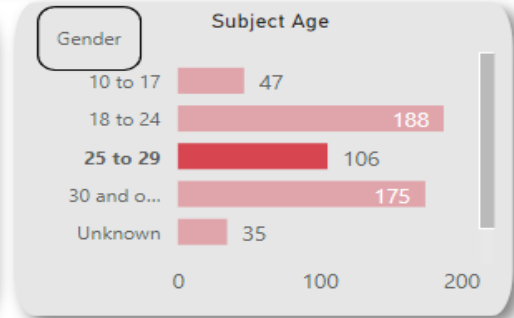
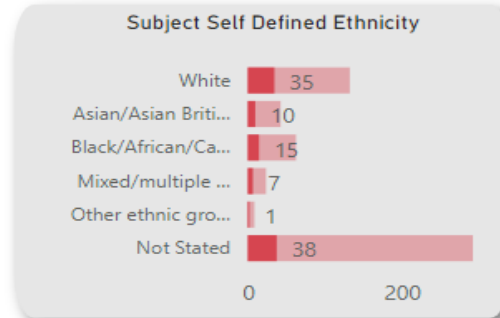
Section 60 Stops



Khat Stops



Stops in Other Force Areas



10. Outcomes: Age Breakdown

Subject Age: 30 and over

01/01/2023 31/03/2023

Stop and Searches Carried Out



175

Items Found



78

Arrests Made



71

Positive Outcome Rate



49%

Searches of Juveniles (10-17yrs)



2

Strip Searches



7

Clothing Removed

All

Section 60 Stops



0

Khat Stops



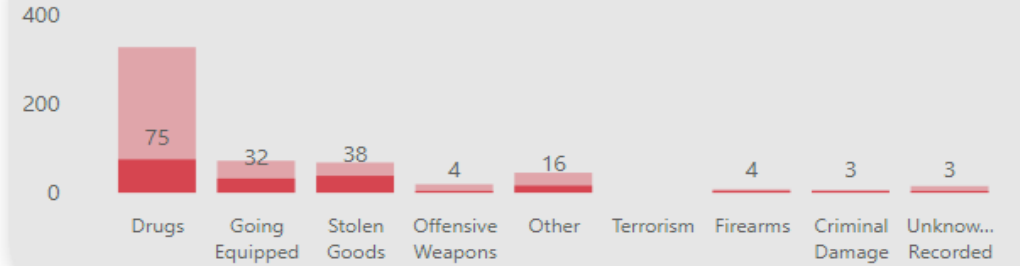
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Stops in Other Force Areas

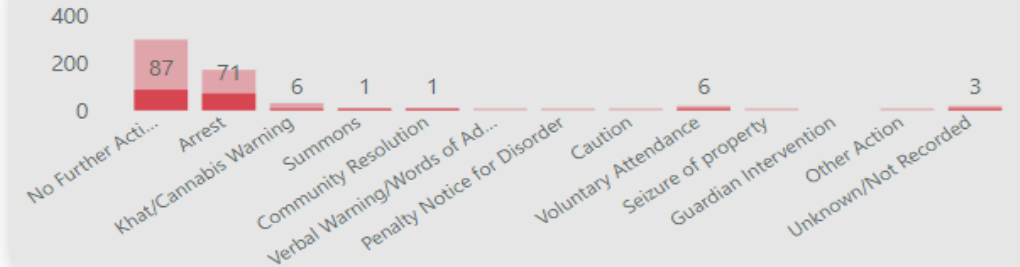


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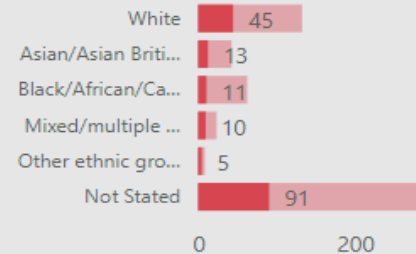
Reason for Search



Outcome of Search

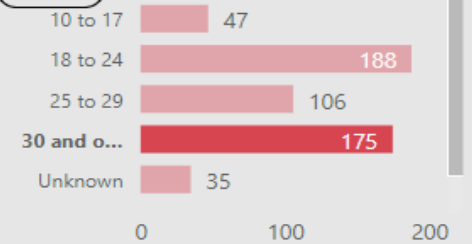


Subject Self Defined Ethnicity



Gender

Subject Age



10. Outcomes: Gender Breakdown

Gender: Male

01/01/2023 31/03/2023

Stop and Searches Carried Out



461

Items Found



172

Arrests Made



154

Positive Outcome Rate



45%

Searches of Juveniles (10-17yrs)



41

Strip Searches



18

Clothing Removed

All

Section 60 Stops



0

Khat Stops



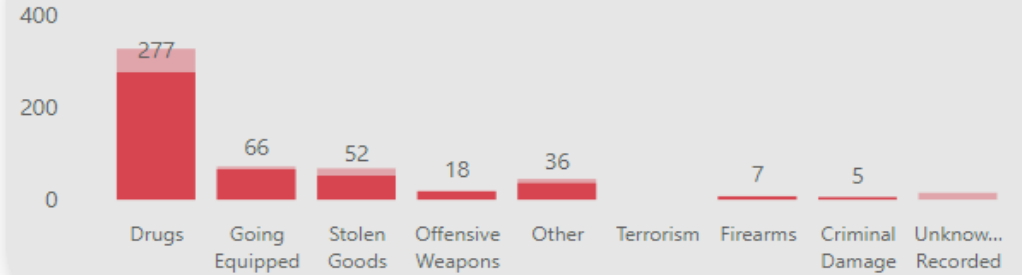
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Stops in Other Force Areas

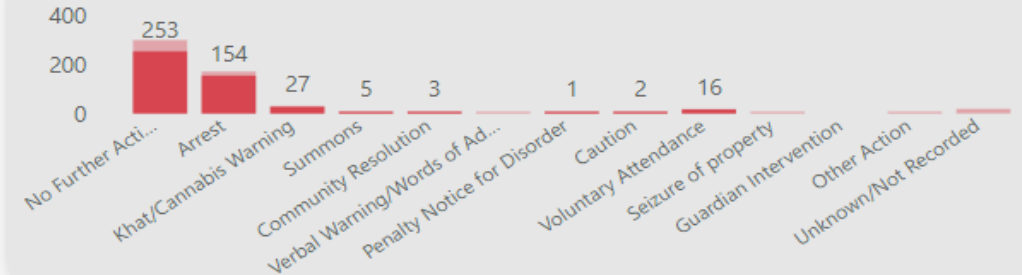


46

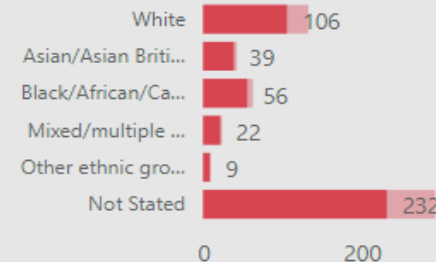
Reason for Search



Outcome of Search

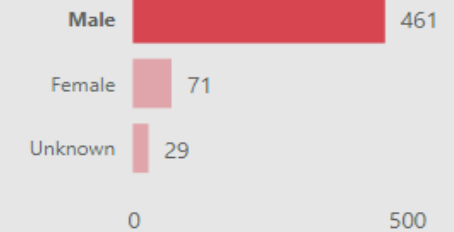


Subject Self Defined Ethnicity



Age

Subject Gender



10. Outcomes: Gender Breakdown

Gender: Female

01/01/2023 31/03/2023

Stop and Searches Carried Out



71

Items Found



26

Arrests Made



17

Positive Outcome Rate



35%

Searches of Juveniles (10-17yrs)



5

Strip Searches



2

Clothing Removed

All

Section 60 Stops



0

Khat Stops



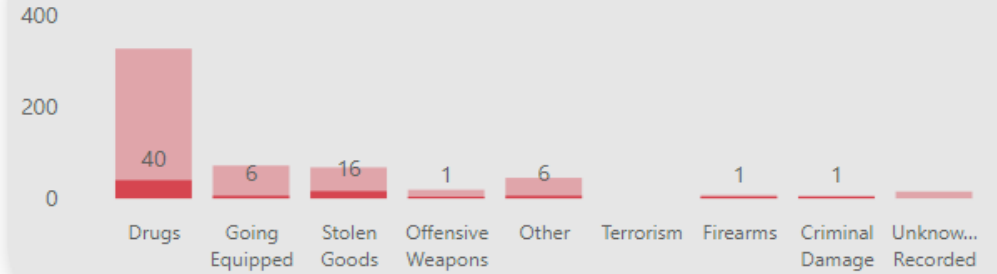
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Stops in Other Force Areas

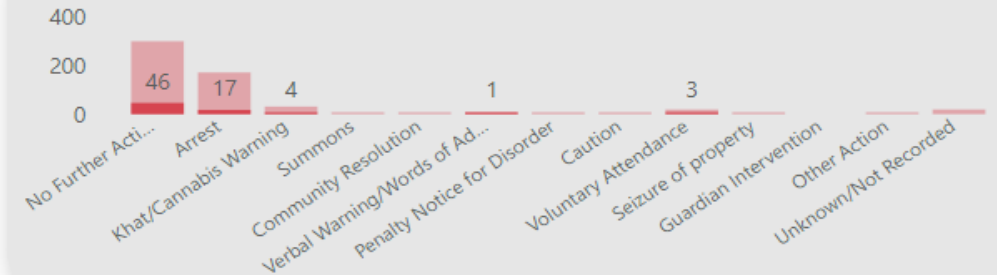


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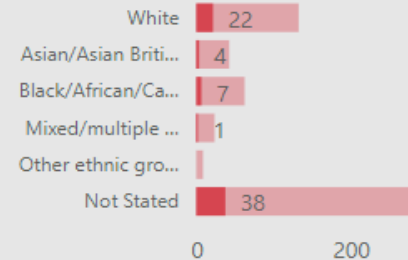
Reason for Search



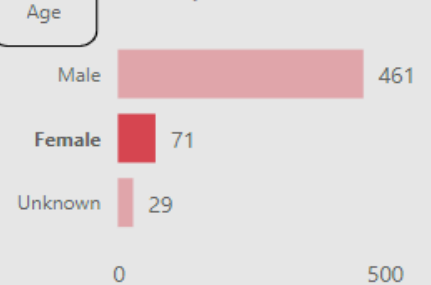
Outcome of Search



Subject Self Defined Ethnicity



Subject Gender



10. Outcomes: Gender Breakdown

Gender: Female

01/01/2023 31/03/2023

Stop and Searches Carried Out



35

Items Found



0

Arrests Made



0

Positive Outcome Rate



(Bla...

Searches of Juveniles (10-17yrs)



1

Strip Searches



2

Clothing Removed

Yes - full strip

Section 60 Stops



0

Khat Stops



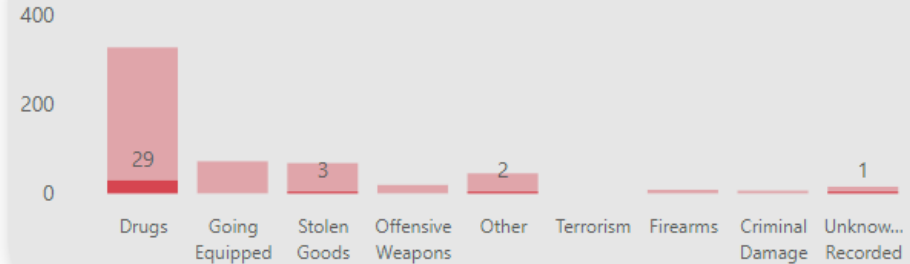
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Stops in Other Force Areas

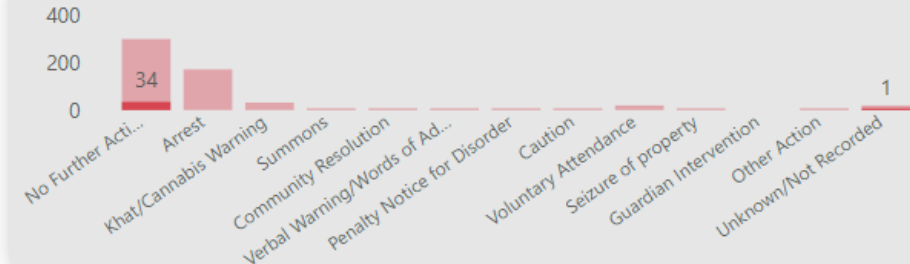


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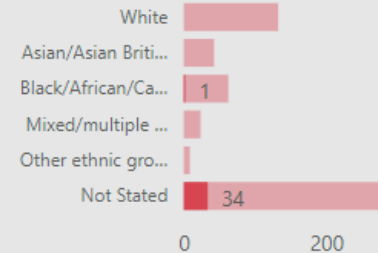
Reason for Search



Outcome of Search

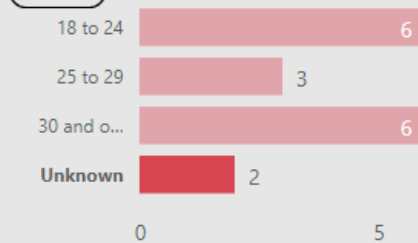


Subject Self Defined Ethnicity



Gender

Subject Age



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Agenda Item 10

Committee(s): Professional Standards and Integrity Committee Police Authority Board	Dated: 9 th May 2023 24 th May 2023
Subject: Quarterly Equality and Inclusion Update	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1 and 3
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Commissioner of Police Pol 58-23	For Information
Report author: 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 February 2023. Appendix A provides a number of slides to outline our delivery of the current E&I Strategy. Appendix B gives a detailed update on the Police Race Action Plan and CoLP activity.

The report also includes highlights of activity regarding the E&I workstreams.

The CoLP is currently reviewing reporting across all areas of E&I, with a view to streamlining our regular updates to Committees and consolidating these where possible as there are many areas where the work cross cuts with other existing workstreams.

Recommendation(s)

It is recommended that Members note the report.

Main Report

Background

- a. The Delivery Plan provided in Appendix A represents a consolidated Plan for all outstanding deliverables across the below plans:
- National Police Chiefs Council (NPCC) Equality & Inclusion (E&I) Plan;
 - Police Authority Board (PAB) recommendations;
 - Tackling Racism Taskforce (TRTF) recommendations;
 - Black and Minority Ethnic Action Plan, and
 - Lesbian, Gay, Bi-sexual and Transgender + (LGBT+) Action Plan.

The Plan is arranged in cross cutting workstreams and is regularly updated for internal and external review and scrutiny, most recently discussed at the E&I Strategic Board which took place on 28th April 2023.

The CoLP is currently reviewing reporting across all areas of E&I, with a view to streamlining our regular updates to Committees and consolidating these where possible as there are many areas where the work cross cuts with other existing workstreams.

Current Position

- b. **National updates:**

A progress update on the National Police Race Action Plan (PRAP) was presented to Chief Constable's Council on 29th March 2023, including feedback from Abimbola Johnson, Chair of the Police Independent Scrutiny & Oversight Board (ISOB)¹. As a result of this discussion, a decision has been made to postpone release of the next iteration of the plan to ensure that:-

- Stakeholder feedback on the plan has been thoroughly examined, considered, and stakeholders updated prior to any publication;
- The findings of the Casey Review can be considered and linked to the Plan;
- The Plan includes commentary, examples and case studies from key stakeholders, including ISOB, and contributing forces.

The National Police Chiefs Council (NPCC) and College of Policing have also recently highlighted progress made since the plans launched in May 2022, key areas of work as follows:-

- Detailed proposals for a National Data Transparency Strategy for the police service. The strategy aims to drive transparency, accountability and integrity in policing, by ensuring that police data is clear and accessible, 'open by

¹ [About the Chair | ISOB \(policeisob.co.uk\)](https://www.policeisob.co.uk/about-the-chair)

default' and 'usable to all'. Proposals were submitted to the Chief Constables' Council (CCC) in January 2023 for approval.

- Development of an annual ethnicity pay gap report for policing. This work is underway. The results of icebreaker force activity and a timeline for national adoption will be submitted the CCC in April 2023 for approval.
- Introduction of a single definition of 'disproportionality'. Work is underway on this definition for use by forces to ensure more consistent, effective and transparent assessment of policing activities across England and Wales.
- Design of specific activities in response to the results of the inaugural 'Our Black Workforce' survey, published in December 2022, to build on the positive experiences of Black officers and staff, and to address their challenging experiences.
- Introduction of revised NPCC guidance on body-worn video cameras in 2022, which set out criteria for their consistent use.
- Changes to the curriculum for initial entry routes into policing, to ensure that new officers have a greater understanding of the experiences of Black communities and their relationships with policing. Role-specific reviews for serving officers and staff are ongoing.
- Evaluation of new police and public safety training to help police officers manage conflict situations effectively, safely and – where appropriate – without using force. Service-wide implementation of the training begins from April 2023.
- Piloting the recording of vehicle traffic stops, which is not a requirement under current legislation. This action shows the determination to challenge established practices, identify and address disparities, and – if required – build a case for reform. An update on the pilot, with a recommended route for national implementation, will be presented to the Chief Constables Council.
- Development of a National Mentoring Scheme, a pilot programme that will start soon, which will see Black professionals and executives providing peer support and mentoring to chief officers in policing.

c. Local updates:

CoLP Response to Recent Reports

The independent review into the standards of behaviour and internal culture of the Metropolitan Police Service was published on 22nd March 2023, generating widespread media coverage and significant debate. It was felt important that we had internal conversations on the key findings; hence the Commissioner calling an extraordinary meeting for all Senior Leaders on the day after publication to gain initial impressions and ideas; something which has been encouraged throughout the organisation. The Commissioner and Assistant Commissioner have also met with our staff network leads to discuss the report and will be focusing on the learning in the Senior Leadership Forum in June.

Our Professionalism & Trust team and Strategic Development are now in the process of leading our response to this final review. We have already completed an assessment (following the initial Casey report and other high-profile reviews in this

area such as Op Hotton²). We have now assessed the recommendations in this final Casey report which we have mapped to existing activity and any gaps identified. A more detailed report regarding the Baroness Casey Review was reported the Police Authority Board on the 2nd May 2023 and is also included on this agenda.

Police Race Action Plan

The force's Professionalism & Trust Team have captured recommendations from a number of areas (Government, Policing and Internal Culture) to create our own Localised Race Action Plan. This is currently being reviewed by our staff networks, with a number of actions identified across 4 key areas:-

- Internal Culture
- Use of force
- Communities and Relations
- Protection from Victimisation

We will be publishing our plans later this Summer once action owners and KPIs have been agreed.

Members will note a separate detailed update for Race is included in this pack at Appendix B and provides a summary of the force's work in this area over the previous 6 months, including:-

- Focus on events & Black History Month
- Our Inclusivity Programme
- Sponsorship Programme
- Positive Action Leadership Scheme
- Support for Promotion

Violence Against Women and Girls

Members will note that a separate detailed report for Violence against women and girls is included on the Committee agenda and references the following:-

- Listening Circles
- White Ribbon Accreditation
- HeforShe Relaunch
- DA Matters Training
- Walk and Talk Initiative
- Op Reframe

Public Sector Equality Duty (PSED) Report:

The Public Sector Equality Duty Report was published at the end of March 2023, it contains the force's workforce data which relates to the 9 protected characteristics

² [Operation Hotton Learning report - January 2022.pdf \(policeconduct.gov.uk\)](#)

represented in the Equality Act. Members are asked to please note progress highlights against our two equality objectives, set in 2020:-

Objective 1: Increase the number of Black and Minority Ethnic and female officers to be reflective of the London population.

- There has been a slight increase in the force’s diversity representation, from 185 Black and Minority Ethnic staff and officers (or 13.6% of the workforce) in 2021 to 206 Black and Minority Ethnic staff and officers (or 13.9% of the workforce) in 2022.
- There has been an increase in the number of females being promoted in previous years, from 9 officers and 13 staff in 2021 to 11 officers and 30 staff in 2022.
- The acting/temporary promotion opportunities for our female offices and staff have increase over the reporting period.

Objective 2: Increase the number of officers and staff self-declaring their protective characteristics.

The table below shows disclosure rates for 2022, these are not significantly different to 2021 data- there is a slight increase in sexual orientation disclosure rates but a decrease for disability.

Characteristic at 31 December 2022	Disclosure rate (%)
Age	100
Disability	20
Ethnicity	98
Gender	100
Religion or Belief	54
Sexual Orientation	54
Transgender	29

Human Resources has reviewed the PSED report for 2022, the Force will continue to work on the objectives with the aim of making further progress. Our recent uplift programme has witnessed tangible gains in terms of gender parity and diversity, the Force recognises that this work must continue.

Gender Pay Gap 2022

The City of London Police’s Gender Pay Gap Data (GPGD) results only relate to police officers, results for our police staff colleagues are contained within the Corporation results.

The Gender Pay Gap, considers any contractual element relevant to pay (pay scale & rank) and includes basic pay, London Weighting / Allowance, Housing Allowance / Rent, Thresholds, and Specialist Allowances i.e. Dog Handlers. As of 31 March 2022, the overall Gender Pay Gap for City of London Police was:

Mean Hourly Rate	Median Hourly Rate
-1.5%	0%

Meaning that for every £1 a male officer earns, a female officers earns £1.02, representing a 2p variance in favour of women. There is no gender pay gap when examining the data at a median hourly rate.

Although our force performs well in relation to our general gender pay gap, this looks slightly different for our distribution of bonus payments. Out of 842 officers, bonus payments were given to 123 (15%) police officers, of which 109 (89%) were male and 14 (11%) female. As such, 17.1% of all male police officers received a bonus compared to 6.9% of all female police officers. However, as bonuses can be role specific in policing this may have had an impact on this outcome for example in Firearms, where the Force is running a campaign to attract more female members.

In understanding these figures better, the force is committed to better capturing equality data going forwards, including data on training (including student officers), course allocation, allocation of projects, mentoring opportunities and exiting the force.

A number of initiatives are underway in this area, including:-

- 'Leading with Impact', a course targeted at self-developing female officers and staff who aspire to become managers from PC to Sergeant and Sergeant to Inspector.
- 'Positive Action Leadership Scheme' (PALs) and Sponsorship programme which are both aimed at developing our Black, Asian and other Ethnic Minority officers and staff (more detail can be found in the Race Plan overview document).
- Plans under recruitment i.e. a committed equal opportunities employer with adverts actively encouraging applications from under-represented groups and being readily available / accessible to such groups in the first instance.
- Ensuring that pay is standardised across entry pathways, promotion equality of opportunity.
- Exploring options for student officers to apply for flexible working patterns to encourage women to join the police who have caring commitments.
- Targeted recruitment and selection of under-represented groups to specific roles e.g. Firearms

d. Highlights of the E&I strand work completed since the previous update include:

1. Recruitment and Onboarding

In addition to the points discussed above relating to the Public Sector Equality Duty report, HR are also currently working with Organisational Development Practitioners to review our Promotion Processes for officers. Working groups have taken place

across the force and we are now working with this feedback to create our new frameworks.

The aspirational workforce targets that were set in 2022 have been reviewed to ensure that CoLP are moving in the right direction, particularly with Black and Minority Ethnic and female candidates. Following the student officer processes, which included a direct entry detective route and Police Now, we have seen a significant increase in applicants who identify as Black and Minority Ethnic and female. We are working to ensure this trend continues.

2. Health & Wellbeing

There has recently been a change in ownership for this strand, with our new Lead engaging with members of the workforce to create a new working group. This group will include key business leads and specialist advisors to help with the delivery of core objectives. Due to the changes in leadership there is little to report in addition to the previous update, a reminder of some of this activity:-

- April 2023 saw the launch of a new partnership with Alcoholics Anonymous to help provide support and guidance for our detainees, recent research shows that 49% of detainees in Custody report addiction issues.
- Completion of 'Better listening' campaign training in collaboration with the Samaritans charity.
- Embedding of Mental Health first aiders (20 officers)
- Continuation of Collaboration with Police Mutual with the cost of living crises, including 'focus on' talks and pop up stands for 'in person' advice and support.
- Refresh of Occupational Health (OH) communication package, created as a quarterly force wide update to highlight the good work within the OH team and sign-post colleagues to their services.
- Refresh of the Wellbeing strategic document (2023 version).
- Completion of the PEEL HMICFRS inspection where good feedback was received from the focus groups / reality testing feedback within the PEEL process.

3. Community Engagement

- Stephen Lawrence day 29/4/23 – over 100 young people invited to discuss legacy, with a number of speakers & opportunity for student officers to engage with young people re critical topics such as stop & search & will contribute towards Race action plan.

- Amazon Schools Project successfully ran in September 2022 bringing together 50 16-24 year olds – next event will be 20th June 2023 – focus on young people and stop and search.
- Volunteer Police Cadets (VPC) continues to impact across the City Police Area. The Unit is now 34 strong, with applications consistently being received. There remains good gender parity and diverse representation (15 male and 20 females; 17 cadets have self-identified as from an ethnic minority background). In addition, the City of London Prep school (a joint venture between City of London Girls School and City of London Boys School) have expressed willing to host a Junior Cadet Unit which is being progressed to start.
- Youth IAG is progressing, SOP has been drafted + benchmarking taking place. Partnership and Prevention (P&P) hub is now actively recruiting young people to join via City of London academies.
- Partnership led community high vis days have continued (last one 20/4/23 Op Rocotto- with Security Industry across City).
- The Strategic Research & Analysis Unit have produced a CoLP Community Profile –pulling together data from various sources to provide a picture of the various groups within the City of London and map its diverse communities. This profile will be continually updated with the Census results later this year. This along with our calendar of events and meetings will be published on the internet. Update: Updated profile requested via Strategic Research & Analysis Unit (incorporating latest Census data) – once complete, will be shared for awareness.
- Cluster panels continue across the City quarterly with a number of local promises / priorities being set
- Op Reframe for Night time Economy continues.
- Life Skills programme in City Schools launched in Aldgate School (3 schools this year 1 2024). Neighbourhood officers will be trained to deliver the training package in Schools, affording valuable time for youth engagement and early intervention.
- Partnership & prevention hub being fully staffed to concentrate on key thematic areas such as mental health, using uplift Dedicated Ward Officers (DWO) .
- During probationary period our new officers complete:- business engagement session, working with cadets, school engagement and attendance at cluster meetings. Projects and work will be linked to these activities following evidenced based policing criteria. Our People Inclusivity Strategy includes a PDR objective linked to a community module. An opportunity for staff to identify an initiative linked to diversity, inclusion, values in their own local community. Colleagues will then engage in person for half a day in that project & complete reflective practice in the form of a blog, journal or PDR entry
- IASG scrutiny of stop search forms and Body Worn Video (BWV) continues to develop. Working with East London University to utilise students to further enhance stop and search scrutiny, being progressed.

Key next steps to be made:

- Support the formation of Business Improvement Districts Sounding Boards (akin to a business IAG) to sense check operations/initiatives in Force.
- Following Neighbourhood Policing Peer Review (Surrey Police) there is an opportunity to utilise partner data sets quickly via 'Acorn' to map communities better – P&P Hub to research.
- Recruitment for Special Constabulary now live, aim to recruit further officers into the new model in 23-24.
- Neighbourhood Policing improvement board started at the end of April and will focus on the 7 neighbourhood principles & response to Peel recommendations.
- Refreshed ASB steering group being held in June under safer city partnership looking at partnership response to ASB.

4. Leadership & Culture

- An update on the Force's Inclusivity Programme is included in the attached Race Action Plan update. 3 further online launch sessions are planned for May and the programme is being featured in the next College of Policing digital magazine highlighting good work in this area.
- The CoLP has rolled out Active Bystander Training in April 2023, with Chief inspectors and police staff equivalents and above (Grade F and above) encouraged to sign up to one of four, 2-hour sessions taking place in April and May. This will help to ensure that our Senior Leadership Team fully understand their role as leaders in tackling such behaviour and supporting their staff to do the same. It's intended that all colleagues take part in this training later in the year following the next step 'train the trainer' in force. Senior Leaders from the Corporation and our IASG (Independent Advisory Scrutiny Board) have been invited to these sessions.
- CoLP's Data Bias Working Group concluded its year-long review of this subject area. Proposals will be brought to the July Equalities & Inclusion Strategic Board for consideration and approval.
- The results of CoLP's annual workforce survey have been shared with staff. Unit / team heads have now produced local action plans, to address areas of improvement.

Key Next Steps

- Monitor participation in the forthcoming series of Our People – Inclusivity events.
- Monitor participation and collate feedback from our Active bystander training, to inform how we roll this out to the remainder of the force.
- Ensure that a programme of follow-on inclusivity events is published on City Net and that supervisors include mandatory participation in 2023/24 PDR objectives.
- Formalise data bias work within the existing force governance structure - including the integration of the NPCC's Data Literacy Framework (decision paper to be submitted to E&I Strategic Board).

- Review annual staff survey results (leadership & culture related responses) - and ensure that areas for improvement are reflected in unit / team action plans.
- Finalise the plan for Forces annual Equalities & Inclusion award.

5. Retention and Exiting the organisation

Earlier this year, the Strand Lead organised a workshop for all employees to discuss the revised draft mapping process, using the four key areas. These have been embedded into a revised exit mapping process that captures the learning and feedback from previous working groups, the key areas are:

- Work Strand 1 – The identification and recording of data use.
- Work Strand 2 – A review and agreement of the Exit Interview process.
- Work Strand 3 – Exit interview questions.
- Work strand 4 – Retention conversations.

Next steps are for the new EDI Strand working group, which is made up of key specialist advisors and departments, to implement and embed the recommended changes. The working group will continue to consult with key stakeholders, staff support representatives and force employees.

Conclusion

The Force Continues to progress the work strands under Equality and Inclusion as a priority.

Appendices

- Appendix A – EDI strand lead updates
- Appendix B – Police Race Action Plan – CoLP 6 month overview

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Workstream	Retention and Exiting	Owner	T/DCS Bradford	Date	26/04/23	Project RAG		Benefit RAG	
Workstream objectives				Priority Deliverables					
<p>The workstream objectives have been re-ordered according to the chronology of the “leaving process” and aligned to the references in the wider plan.</p> <ul style="list-style-type: none"> Undertake a review of what roles within the organisation could most benefit from greater flexibility in staff entering and exiting (#48) Ensure policies and procedures are in place to identify why staff with protected characteristics leave the service (#7) Undertake a review of process for exit from service procedures (#44) Undertake a full review of retention/leaving data (#22) Widely readvertise re-joining options (#47) Utilise positive action principles to proactively contact officers and staff within two years of them exiting the organisation to encourage them to return (#38) Consider national policies to allow exit and re-entry into the organisation (#45) <ul style="list-style-type: none"> KPI objectives are required for the two stages – Stage 1 is before the person has actually left the organisation Stage 2 is after the person has left the organisation. 				Description		Date			
				Agree a new process map for our exiting employee journey		01/11/22			
				Draw best practice and academic research on the topic of retention and exit interviews		01/11/22			
				Seek additions/alteration to HR held SOP		01/12/22			
				Implement the cultural change for adding retention conversations to BAU		01/01/23			
Progress since last update				Key next steps					
<p>Progress update has seen continued support to the strand lead and cooperation from Kam, HR and the SSN's and SSA's. I have identified four key work strands needed to deliver change/improvement.</p> <p>Work strand 1 – The identification and recording of data use.</p> <p>We need to baseline how the HR data from exit interviews should be used <i>in theory</i> versus our experiences in day-to-day process. The two workshops undertaken to date have drawn out initial discussions. It is noted that the recent change of the sharing and use of EI data transferring from Performance Board to People Board is expected to improve the opportunity to learn from this data.</p> <p>Work strand 2 – A review and agreement of the Exit Interview process.</p> <p>In 2021 (estimate) a swim-lane process map was devised and saved as the “to be” process. Drafted by David Cleverley and HR SMT, this sought to improve the EI process but there does not appear to have been wider consultation or sign-off.</p> <p>A new (draft) process has been mapped out with an accompanying narrative with a view to have further consultation later in autumn 2022.</p> <p>In precis, this adds a "retention conversation" as part of BAU line-management, at least two "retention conversations" within the notice period and suggests a two-tier data capture phase within the notice period and greater responsibility for line managers.</p> <p>Work strand 3 – Exit interview questions.</p> <p>It is unknown when the last review of the EI questions was undertaken. DCI Lee Parish is supporting this strand and working with HR to review and to consider the implementation of the two-tier data capture.</p> <p>Work strand 4 – Retention conversations.</p> <p>Linked to work-strand 2, improved support and advice to all levels of line management are needed to improve the culture towards “retention conversations”. They should be had in advance of someone getting to the point where they've made the decision to leave the organisation.</p>				<ul style="list-style-type: none"> Reconvene the working group to consult and agree the new process map. Consult on how to implement a cultural change for retention conversations in BAU line management. Complete the research with “other” forces to seek existing good practice on a toolkit for greater line manager training for retention conversation and exit interviews. Consider the College of Police, HO and NPCC report on research into recent "police leavers“ The next step is to create a working groups with HR and specialist advisors to help embed the new mapping process into the current exiting and retention processes, training and create KPIs. A Terms of Reference document has been proposed to support the work of the new working group. 					

Workstream	Leadership & Culture	Owner	Ch Supt AF/NFIB	Date	28/04/23	Project RAG		Benefit RAG	TBD
Workstream objectives				Priority Deliverables					
<ul style="list-style-type: none"> Leaders to ensure they create an inclusive culture within the organisation Create a culture where people feel confident to share their protected characteristics Encourage leaders to continuously improve their approach to inclusivity and ensure learning is regular and ongoing Develop a framework of champions and senior leaders to drive forward CoLP's E&I agenda and work with internal and external partners to promote activity Recognise and reward good work and bravery across E&I Undertake annual workforce surveys Further develop consultation and feedback mechanisms that enable all staff to take part in broad organisational decision making Scope partnership and secondment opportunities outside the organisation to enhance and build new skills in leaders 				Key Deliverable / Key Performance Indicator				Target Date	
				Launch internal staff gateway events (<i>Our People – Inclusivity Programme</i>)				Complete	
				KPI: 100% of <u>eligible</u> and <u>available</u> staff have attended one of the mandatory inputs				03/23	
				Develop an E&I secondment framework for leaders / volunteers				Complete	
				KPI: Number of staff members engaged in external secondments / support to voluntary organisations (positive direction of travel)				Q4 23/24	
				KPI: Annual Staff Survey - positive direction of travel for leadership & culture related responses				Q3 23/24	
				Complete a data bias review and recommendations				06/23	
				Introduce an annual E&I award as part of future event				03/23	
				Further develop Diversity Allies Scheme				Q2 23/24	
Progress since last update				Key next steps					
<ul style="list-style-type: none"> Over 750 members of CoLP's staff have attended one of the force's <i>Our People – Inclusivity Programme</i> events. These two-hour sessions, hosted at the Aviva building, provide a gateway to the force's wider programme of activities (being rolled out across 2023). Take up has been slower than expected, mainly as a result of the requirement to cancel or re-schedule events due to national rail strikes. Additional virtual sessions are scheduled to take place across May to provide further opportunities for staff. The force's data bias working group concluded its year-long review of this subject area. Proposals will be brought to the July E&I Strategic Board for consideration and approval. The results of CoLP's annual workforce survey have been shared with staff. Unit / team heads have now produced local action plans, to address areas of improvement. CoLP has agreed a basic framework for external secondments; this will facilitate short E&I secondments up to 20 days. 				<ul style="list-style-type: none"> Monitor participation in the forthcoming series of <i>Our People – Inclusivity</i> events. Ensure that a programme of follow-on inclusivity events is published on City Net and that supervisors include mandatory participation in 2023/24 PDR objectives. Formalise data bias work within the existing force governance structure - including the integration of the NPCC's <i>Data Literacy Framework</i> (decision paper to be submitted to E&I Strategic Board). Review annual staff survey results (leadership & culture related responses) - and ensure that areas for improvement are reflected in unit / team action plans. Finalise the plan for CoLP's annual E&I award. 					

[Key Performance Measures](#)

Police Community Encounters – Use of Powers

- Dip sampling of key police community encounters (stop and search / use of force / Road Traffic stops/ Firearms stops - internal senior officer dip sampling:
 - Number sampled past month
 - Number identified with learning
 - Number identified as best practice
- IASG feedback on key police encounters stop and search / use of force / Road Traffic stops / firearms stops.
 - Number sampled / observed past month
 - Number identified with learning
 - Number identified as best practice

Community confidence / victim surveying measures

- Confident & satisfied with City of London Police Actions
- Reducing the BAME & Gender satisfaction gap in survey data

Number of community events attended

- Number of community events attended over the last month
- Outreach recruitment events expression of interest by ethnicity & gender

<ul style="list-style-type: none"> Establish a Silver Group to lead on community engagement E&I activity including outreach and attraction for recruitment Host community based outreach sessions for engagement and recruitment Establish longer term engagement with schools and colleges in order to attract and nurture future talent and introduce young people to policing Work with local strategic partners to develop a shared data set that will allow for a better understanding of the communities we serve Utilise data sets to better inform and identify areas of disproportionality and the negative impact on local communities Engage in a calendar of events with the local community to promote good relations Identify and engage with diverse communities to address possible adverse perceptions of the police service so that satisfactions levels improve across all communities Undertake meaningful involvement and consultation with local communities to review such tools as Stop and Search and Use of Force Evolve our force to be culturally competent to deliver legitimate and meaningful community policing 	Description	Date
	Commence recruitment outreach plan	Completed
	Map city communities / key individuals, calendar of engagement events	Completed
	Launch inaugural 12 week schools project across the city	Completed
	Set proposed key performance indicators for activity	Completed
	Launch community based cluster panels	Completed
	Pilot LGBT+ advisor network	Completed
	Involve community in scrutiny of S/S, UoF wider police training	Ongoing

Progress since last update	Key next steps
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<ul style="list-style-type: none"> Amazon Schools Project successfully run in September bringing together 50 16-24 year olds – next event will be 20th June – focus on young people and stop and search. VIA continues to impact across the City Police Area. The Unit is now 34 strong, with applications consistently being received. There remains good gender parity and diverse representation (15 male and 20 females; 17 cadets have self-identified as from a B.A.M.E background). In addition, the City of London Prep school (a joint venture between CLSG and CLS Boys) have expressed willing to host a Junior Cadet Unit which is being progressed to start. Youth IAG is progressing, SOP has been drafted + benchmarking taking place. P&P hub are now actively recruiting young people to join City of London academies. Earl May launch anticipated. Partnership led community high vis days have continued (last one 20/4/23 with Security Industry across City) Stephen Lawrence day 29/4/23 – over 100 young people invited to discuss legacy, with a number of speakers & opportunity for student officers to engage with young people re critical topics such as stop & search & will contribute towards Race action plan. The Strategic Research & Analysis Unit have produced a CoLP Community Profile –pulling together data from various sources to provide a picture of the various groups within the City of London and map its diverse communities. This profile will be continually updated with the Census results later this year. This along with our calendar of events and meetings will be published on the internet. Update: Updated profile requested via Strategic Research & Analysis Unit (incorporating latest Census data) – once complete, will be shared with all LP officers for awareness. Cluster panels continue across the City quarterly with a number of local promises / priorities being set. For residential areas we will look to make these meetings monthly going forward. A number of task and finish groups have been set up to target ASB in for example the Barbican, Golden Lane Estate responding directly to community concerns. Work is progressing re updating the CoLP website with enhanced information re neighbourhood policing activity (aim to be completed 24/4/23) The Forces response to the NTE is currently being reviewed by Local Policing with plans to maximise visibility, provide reassurance and increase partnership working through activities such as Op Reframe (Welfare Hubs in Hot Spot locations). Update: Op Reframe continues to be held monthly, each with a different policing theme (Safer Travel Feb 24th). Walk and Talk initiative was launched 20/4/23 with 10 MOPs taking part. Life Skills program in City Schools launched in Aldgate School (3 schools this year 1 2024) Neighbourhood officers will be trained to deliver the training package in Schools, affording valuable time for youth engagement and early intervention. Partnership & prevention hub being fully staffed to concentrate on key thematic areas such as mental health, using uplift DWO officers are being increased to 18 from 12. During probationary period our new officers complete; business engagement session; working with cadets; school engagement, attendance at cluster meetings. Projects and work will be linked to these activities following evidenced based policing criteria. Our People Inclusivity Strategy includes a PDR objective linked community module. An opportunity for staff to identify an initiative linked to diversity, inclusion, values in their own local community. Colleagues will then engage in person for half a day in that project & complete reflective practice in the 	<ul style="list-style-type: none"> Support the formation of Business Improvement Districts Sounding Boards (akin to a business IAG) to sense check operations/initiatives in Force. Continue to increase Nextdoor membership through residential flyer (sending Feb). Following Neighbourhood Policing Peer Review (Surrey Police) there is an opportunity to utilise partner data sets quickly via ‘Acorn’ to map communities better – P&P Hub to research. Recruitment for Special Constabulary now live aim to recruit a further 40 officers by end of Q1 2024 Neighbourhood Policing improvement board commences w/c 24/4/23 and will focus on the 7 neighbourhood principles & response to Peel recommendations Continue to develop cluster panel attendance through a comprehensive media strategy Continue outreach to ensure our recruitment pool remains diverse for 23/24 intakes, police staff and Special Constabulary. Debrief re PUP success taking place w/c 24/4 to ensure best practice re attraction fed into new recruitment campaigns. New process to record ethnicity and other demographics being developed re sec 163 RTA stops to understand disproportionality Refreshed ASB steering group being held in June under safer city partnership looking at partnership response to
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Workstream	Recruitment, Onboarding and L&OD	Owner	Director of HR	Date	25/04/23	Project RAG		Benefit RAG	
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Workstream objectives	Priority
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<ul style="list-style-type: none"> • CoLP to undertake detailed analysis of workforce data and produce aspirational targets • Complete a cradle to grave review of all recruitment processes • Review our vetting approach with regards to those with protected characteristics with a priority focus on minority ethnic groups • Set up feedback processes for unsuccessful candidates and promote development plans for future potential candidates • Ensure transparency with all recruitment, progression and exit from service data in respect to all protected characteristics • Ensure diversity visibility throughout recruitment process • Police leaders should through their continuing professional development seek out opportunities to understand issues that affect underrepresented groups and address them through strategy and action planning • Police leaders should consider the use of 'reverse mentoring' to be more engaged with their workforce • Equip selection panels with unconscious bias training for all those involved in the recruitment process • Invest in training and development of Police leaders • CoLP to develop a talent management program for upward and lateral development • CoLP to ensure mentoring/coaching and support mechanisms are in place to support officers with protected characteristics • Staff with Protected Characteristic should at the commencement of their service be sign posted to support groups to seek early guidance should it be required 11/21 this now occurs upon the induction course from L&OD • Review the PCDA programme to ensure it aligns with E&I plans and principles – PCDA will not be running in 2023/2024, an updated EIA was completed and sent to the College of Policing for PCDA in early 2023 • New student officer training pathway due to be announced imminently, will require full EIA as part of design work – work due to start in June 2023 • Interview process to be introduced for potential new recruits joining in 2023/2024, with Staff Network involvement – planned for May 2023 	Description	Date
	Aspirational targets have been agreed by E&I board	Complete
	Review our recruitment and attraction structure and people	Complete
	Review promotion processes end to end	Ongoing
	Cultural Workshop- Agreement next steps / outcomes	19 Jan 22
	Reverse Mentoring - phase 2 continues	Ongoing
	Community Engagement plan for PEQF	March 2022
	PALs cohort 2 launched, 3rd module delivered with 4th scheduled for 2 November	Ongoing
	Pilot of Mentivity Training #2	Feb 2022
	Delivery of forcewide awareness programme on Values, Ethics, Equity, Belonging – 'Our People, Our Values'	June 2022

Workstream objectives	Priority Deliverables														
<ul style="list-style-type: none"> Staff with Protected Characteristic should at the commencement of their service be sign posted to support groups to seek early guidance should it be required. 11/21 this now occurs upon the induction course from L&OD Develop a local plan that incorporates Health and Safety, Wellbeing and Fulfilment 09/21 Wellbeing strategy written and launch reviewed annually – Reviewed re published Jan 22 Ensure CoLP leaders are equipped to deal with Mental Health difficulties 11/21 but ongoing L&OD include this within the various leadership courses that are run. Implement wellbeing initiatives to improve peoples quality of life whilst at work 09/21 this is an ongoing piece with monthly calendar set up to update teams of the activities Focus on staffs mental health and embed supportive and preventative policies and initiatives 01/22 This work is ongoing MIND sign up through NPCC 6 pledges Review current HR policies to ensure the maximum support is given to all staff with protected characteristics- 06/22 This work is ongoing Ensure teams supporting our Occ Health are trained in issues around inclusion and diversity- - 09/21 Complete and Ongoing as they are a separate unit they do receive training from their providers with diversity sand inclusion. 	<table border="1"> <thead> <tr> <th>Description</th> <th>Date</th> </tr> </thead> <tbody> <tr> <td>Launch a Buddy Scheme for all new joiners (completed) on going all new students receive the buddy scheme including Police Now candidates.</td> <td>ngoing</td> </tr> <tr> <td>Review strategy on Health and Wellbeing (completed and published)</td> <td>02/22 completed and refreshed yearly</td> </tr> <tr> <td>Oskar Kilo recommendations and planning</td> <td>12/22</td> </tr> <tr> <td>60 MH first aiders to be trained and launched</td> <td>12/22</td> </tr> <tr> <td>Launch Wellness Zone in Bishopsgate (COMPLETE)</td> <td>11/21</td> </tr> <tr> <td>MH at work commitment MIND CHARITY and ongoing</td> <td>06/22</td> </tr> </tbody> </table>	Description	Date	Launch a Buddy Scheme for all new joiners (completed) on going all new students receive the buddy scheme including Police Now candidates.	ngoing	Review strategy on Health and Wellbeing (completed and published)	02/22 completed and refreshed yearly	Oskar Kilo recommendations and planning	12/22	60 MH first aiders to be trained and launched	12/22	Launch Wellness Zone in Bishopsgate (COMPLETE)	11/21	MH at work commitment MIND CHARITY and ongoing	06/22
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MH at work commitment MIND CHARITY and ongoing	06/22														
Progress since last update	Key next steps														
<ul style="list-style-type: none"> Completion of Better listening campaign training in collaboration with the Samaritans charity Embedding of MH health first aiders (20 officers) and PSIP training (12 officers) Continuation of Collaboration with Police Mutual with the cost of living crises with helpful tips and links to financial planning and support OH refresh , communication package created for a quarterly force wide update to highlight the good work within OH and sign post officers and staff to the services that OH offer Refresh of the Wellbeing strategic document 2023 version Completion of the PEEL HMICFRS inspection good feedback received from the focus groups and reality testing feed back within the PEEL process A new EDI Strand Lead has been appointed along with two supporting officers. 	<ul style="list-style-type: none"> Await PEEL HMICFRS force report and associated actions and improvements from this document. Continuation of force wellbeing coffee mornings looking to grow this further and include partners and 3rd sector agencies. Review MH courses for supervisors which were launched by L&OD in October The creation of a new working group with the new EDI strand leads, with the aim of moving forward the objectives and actions. 														

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Professionalism & Trust

Police Race Action Plan- Six Month Overview

Det Supt Kate MacLeod, April 2023

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

Police Race Action Plan (PRAP) CoLP Overview

- The City of London Police remains supportive of the Police Race Action Plan (PRAP) and has participated in the National Black Police Survey.
- HMICFRS has reaffirmed that Race and Policing will feature strongly within a number of their future inspections.
- Our Force's Professionalism & Trust team is overseeing the implementation of our localised version of the PRAP which is being developed in conjunction with the Force's Black Police Association and other Network leads.
- As part of our local plan, we have made a commitment to include the issues of intersectionality and are consulting with other Network leads as our plans develop.
- Representatives from our Force have attended briefings and icebreaker seasons held monthly since December 2022, including
- We have provided a Superintendent on secondment to the College of Policing to lead on aspects of the PRAP programme since its inception.
- Having been nominated as an 'Ice-breaker' force, we need to ensure we are making progress throughout 2023, maintaining momentum and showcasing our good practice
- The College of Policing are publishing their first edition of a Digital Magazine in May 2023 to highlight good National practice being undertaken against the plan. Our Inclusivity Programme has been selected as the main feature for this publication.
- The following slides provide an overview of some of our key achievements in P&T over the last 6 months



Police Race Action Plan
Improving policing for
Black people



Black History Month- Series of 3 'Focus on' sessions



ATTENDANCE = 97, ONLINE VIEWS= 137 OVERALL RATING= 5*

"An opportunity to meet and speak with Luther Blissett, former England International footballer and Watford's all-time top goal scorer (as well as playing the most games for the club too!). Luther has worked as an ambassador for 'Show Racism The Red Card' and been honoured as a Freeman of the Borough of Watford as well as made Deputy Lieutenant of Hertfordshire, appointed by the High Sherriff and approved by Her late Majesty. Both honours are for his work with the community and anti-racism. He will be talking to us about his childhood, experiences of racism in sport and thoughts around the future of policing"



ATTENDANCE = 67, ONLINE VIEWS= 211, OVERALL RATING= 5*

"This Black History Month, colleagues are invited to hear from Maame Yaa Tiwaa Addo-Danquah, Commissioner of Police and Executive Director at the Economic and Organised Crime Office in Ghana. After joining the Ghanaian police in 1990, Maame consistently excelled in her career, rising to many leadership positions, including becoming the first female Director-General of the Criminal Investigation Department since its inception in 1948. In 2021 she received the International Association of Women Police (IAWP) Leadership Award. During this session, Maame will talk about her varied and distinguished career. She will share personal experiences of resistance and misogyny she has encountered during her career and strategies to overcome barriers and drive cultural change"

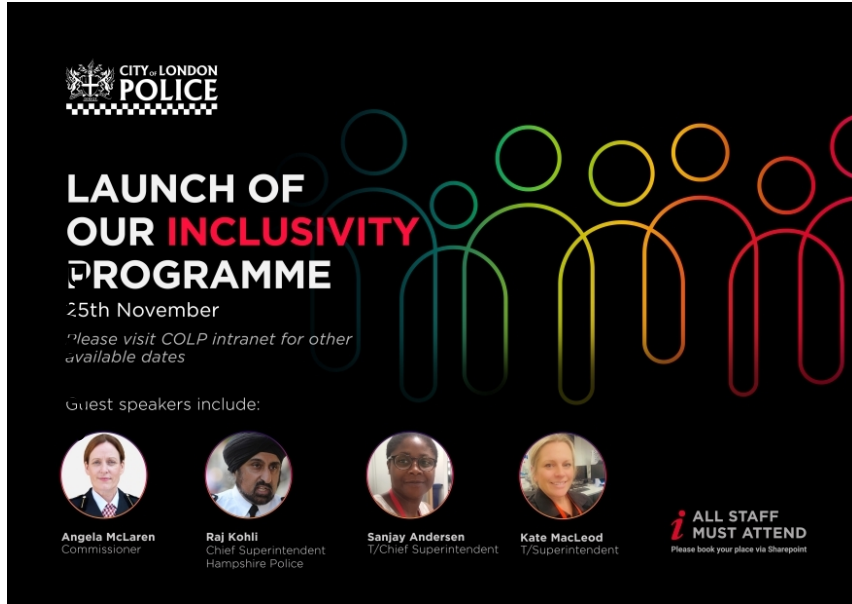


ATTENDANCE = 88, ONLINE VIEWS= 155, OVERALL RATING= 5*

"Mentivity is a company that many colleagues will already be aware of from our collaborative work with them around the impact of Stop & Search. Sayce will be talking about the impact of his Grandparent's journey on him, and his own personal history. He will also talk about key events in policing and the impact that these have had on the Black community. He will be bringing a young person from his community group to talk about the impact that police Stop and Search has had personally on them - something for all of us to learn from. The feedback we have had from Mentivity's inputs so far has been truly outstanding"



Launch of Inclusivity Programme







CITY OF LONDON POLICE

LAUNCH OF OUR INCLUSIVITY PROGRAMME

25th November

Please visit COLP intranet for other available dates

Guest speakers include:

 Angela McLaren Commissioner	 Raj Kohli Chief Superintendent Hampshire Police	 Sanjay Andersen T/Chief Superintendent	 Kate MacLeod T/Superintendent
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ALL STAFF MUST ATTEND
Please book your place via Sharepoint

Four 'in person' launch events for this programme have now taken place across November, December and March, over 600 officers and staff have attended. Three further 'launch' sessions are taking place online in May 2023 to 'wash up' all colleagues and staff who were unable to attend one of the events at either Aviva or Deutsche Bank.

This programme aims to provide a contemporary, engaging approach to diversity and inclusion education. Instead of a one-off classroom course, officers and staff can choose from a menu of activities on various aspects of diversity and inclusion, ranging from attending a theatre production to volunteering in community engagement events. Staff must engage in at least one of these sessions every 6 months as part of their CPD. Next steps for the P&T team are the 'so what' - the evaluation and measurement of success.

The College of Policing publishing their first edition of a digital magazine aimed at showcasing good practice by forces against the PRAP. The City of London Police's Inclusivity Programme has been selected as the feature piece for this publication.

“



Sponsorship Programme, to launch Summer 2023

This year, we are developing and launching a Sponsorship programme for our black, Asian and minority ethnic colleagues. Following extensive research, a proposal was put together and presented to the Chief Officer Team by the then Chair of the BPA and Organisational Development. The driver for this is that the NPCC has raised representation as a serious issue for all police forces, it also links to many actions within the National Police Race Action Plan. This programme can help support improvements in representation across CoLP.

We are committed to ensuring that we support the investment of recruitment and protect the retention of Black, Asian and minority ethnic Officers and Staff and develop our leaders of the future. This initiative will form part of our commitment to positive action. We worked with the NHS National Finance Academy, who have run a programme for 4 years in the development of this programme. The proposal was approved and AC O'Doherty is the Force Sponsor. The proposed timeline for delivery is.

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Positive Action Leadership Scheme (PALs)

PALS is a Positive Action Leadership Development programme for constables, sergeants and police staff equivalents from ethnic minority backgrounds. It is a modular programme delivered over nine months and is based on Stephen Covey's 'Seven Habits of Highly Effective People'. The programme focuses on professional development and themes linked to the Seven Habits including building personal resilience, networking, presentation skills. We have now delivered our second cohort of the programme to a total of 12 officers and staff.

Some successes from attendees include: two delegates have attained promotion and others have undertaken a number of E&I related projects as a result of the programme, which have included an attachment to E&I and delivering the inaugural "Our People" Conference.

Below is some feedback from attendees to date:-

- Everyone's input was very interesting - Healthy discussion about key challenges in the police
- The highlight was listening to the individual stories of each participant. This was very powerful and helped with peer learning and also highlighted how we all have similarities.
- I found the programme very well structured and includes a variety of engaging topics. The trainers have been very open and given a platform for everyone to confidently discuss their views
- A very well structured programme that brought out meaningful conversations as well as developing me personally and opening my mind to new skills, experience and understandings.



Promotion Development Proposal for those from Under-represented Groups

This proposal was presented at People Board in early 2023 by our Organisational Development team, where it received praise and support. The programme aims to provide support to officers from under-represented groups who are applying for promotion, either Constable to Sgt or Sgt to Insp.

Rationale-

• Policing Plan – commitment to “Our People”, creating an inclusive environment

• A business case for positive action – under-representation in sergeant and inspecting ranks

• Retention – ensuring the City of London Police retains a diverse workforce

Taught Module	Subject
One	Promotion planning, growth mindset, gathering evidence, interviews and using the CVF, mock boards with feedback <ul style="list-style-type: none"> • Planning out own promotion timeline, what they need to do/by when, support they may need, barriers/risks etc. The afternoon will focus on gathering and structuring evidence, the do's and don'ts, mindset of the sergeant/inspector rank
Two	Operational scenarios as a sergeant/inspector, mock boards with feedback <ul style="list-style-type: none"> • Include recordings of operational scenarios which will be played in small groups with discussions on key points, so that participants understand how their board will be scored and give them an understanding of what good looks like
Three	Current affairs in policing which impact on the rank of sergeant and inspector, navigating police culture as a sergeant/inspector <ul style="list-style-type: none"> • Overview of how national picture impacts policing, will include specific examples of excellent competence as a sergeant/inspector, participants will consider the knowledge, skills and experience that are invaluable at the next rank
Four	Leading yourself and others as a sergeant/inspector, managing upwards to deliver change <ul style="list-style-type: none"> • Includes briefings, bringing people with you, managing teams, managing your own wellbeing and others, will include a mock board with feedback
Five	Management and culture change

Design and collaboration is now underway with a view to course delivery in 2nd/3rd quarter of 2023, in line with promotion campaigns.



Next steps for CoLP's local Race Action Plan

- The P&T team are hosting workshops with BPA colleagues throughout April and May 2023. The purpose of these meetings is to review and consolidate our proposed plan, ensuring we have considered intersectionality and diversity of thought.
- An 'early version' of the plan has gone out to business / thematic leads in CoLP and drop-in sessions have taken place to capture initial thoughts. Once workshops have been completed, we will be working with identified leads across the force to agree on actions, capture current action underway and agree on KPIs / what success looks like.
- Our local plan reflects 4 workstreams :-
 - * Internal Culture
 - * Use of force
 - * Communities and Relations
 - * Protection from Victimisation
- Agreement will also be required re governance, in a similar way to VAWG it will likely include monthly action plan updates, benchmarking and feed into RRTC Board.
- Closer working with Comms is being prioritised in order to showcase progress and activity underway. Discussions are taking place around a dedicated space for our work against PRAP.

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