



Professional Standards & Integrity (Police) Committee

Date: FRIDAY, 15 SEPTEMBER 2023
Time: 11.00 am
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members: Deborah Oliver
Nicholas Bensted-Smith
Tijs Broeke
Alderman Professor Emma Edhem
(Deputy Chairman)
Deputy James Thomson
Michael Mitchell (Chair)
Helen Fentimen
Jason Groves
Florence Keelson-Anfu

Enquiries: Raquel Pinto
Raquel.Pinto@cityoflondon.gov.uk

Accessing the virtual public meeting

Members of the public can observe all virtual public meetings of the City of London Corporation by following the below link:

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

A recording of the public meeting will be available via the above link following the end of the public meeting for up to one civic year. Please note: Online meeting recordings do not constitute the formal minutes of the meeting; minutes are written and are available on the City of London Corporation's website. Recordings may be edited, at the discretion of the proper officer, to remove any inappropriate material.

Whilst we endeavour to livestream all of our public meetings, this is not always possible due to technical difficulties. In these instances, if possible, a recording will be uploaded following the end of the meeting.

Ian Thomas CBE
Town Clerk and Chief Executive

AGENDA

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **MINUTES**
To agree the public minutes and summary of the meeting held on 9th May 2023.

For Decision
(Pages 5 - 10)
4. **PUBLIC OUTSTANDING REFERENCES**
Joint report of the Town Clerk and Commissioner.

For Information
(Pages 11 - 12)

Priority area 1 - Vetting, conduct, integrity
5. **Q1 ACTION FRAUD COMPLAINTS STATISTICS 2023-24**
Report of the Commissioner.

For Information
(Pages 13 - 22)
6. **COMMUNICATING MISCONDUCT**
Report of the Commissioner.

For Information
(Pages 23 - 26)

Priority area 2 - Equality and inclusion
7. **QUARTERLY EQUALITY AND INCLUSION UPDATE**
Report of the Commissioner.

For Information
(Pages 27 - 32)

Priority area 3 - Use of powers
8. **Q1 STOP AND SEARCH AND USE OF FORCE**
Report of the Commissioner.

For Information
(Pages 33 - 40)
9. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
10. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

11. **EXCLUSION OF THE PUBLIC**

MOTION – that under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting for the following items 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

12. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the meeting held on 9th May 2023.

For Decision
(Pages 41 - 42)

Priority area 1 - Vetting, conduct, integrity

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

Report of the Commissioner.

For Information
(Pages 43 - 46)

14. **Q1 PSD STATISTICS 2023-24**

Report of the Commissioner.

For Information
(Pages 47 - 74)

15. **MISCONDUCT CASES- DIP SAMPLES**

Report of the Commissioner.

For Information
(Pages 75 - 76)

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

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

This page is intentionally left blank

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE

Tuesday, 9 May 2023

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday, 9 May 2023 at 11.00 am

Present

Members:

Michael Mitchell (Chair)
Alderman Professor Emma Edhem
Deputy James Thomson
Jason Groves

In attendance virtually:

Tijs Broeke

Officers:

Richard Holt	- Town Clerk's Department
Richard Riley	- Police Authority Director
Charles Smart	- Police Authority Team
Racheal Waldron	- Police Authority Team
Paul Betts	- Assistant Commissioner. City of London Police
Kate MacLeod	- Det. Supt City of London Police
Sanjay Anderson	- T/DCS City of London Police
Claire Cresswell	- Det. Supt City of London Police
Linda Healy	- City of London Police

1. **APOLOGIES**

Apologies were received from Nicholas Bensted-Smith, Tijs Broeke, Deborah Oliver and Caroline Addy.

The Chair of the Police Authority Board commented on the importance of the Committee's role in contributing to trust and confidence in policing and observed that the decision of the Board to appoint one of the external members of the Board to chair the Committee would help to enforce independent oversight.

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

There were no declarations.

3. **MINUTES**

The Committee considered the public note of the inquorate meeting of the Professional Standards and Integrity Committee held on 8th of February 2023.

A Member noted a correction was required to the spelling of their name.

RESOLVED- That the public note of inquorate meeting of the Professional Standards and Integrity Committee held on 8th of February 2023, subject to the correction specified, were approved as an accurate record.

4. **PUBLIC OUTSTANDING REFERENCES**

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

RESOLVED- That the report be noted.

5. **BARONESS CASEY REVIEW**

The Committee received a report of the Commissioner on the Baroness Casey Review.

It was noted that the report had been discussed extensively at the Police Authority Board on the 2nd May where it was requested that a specific City of London Police focussed plan be produced in order that the Board measure progress on the key themes raised in the Review. The Chair suggested that a more forward-looking reporting basis be established. In response to this suggestion the Officers confirmed the proactive actions being undertaken by the Force noting that it was vital that all of policing take lessons from the Review and act proactively in reflection.

A Member highlighted the issue of the language in the update, highlighting there was a risk of individual tight knit teams developing inappropriate cultures and noted that the Police Authority Director now attended various key Force management meetings which allowed greater oversight of the Force by the Authority. In addition, the importance of the inclusivity programme was stated.

The Chair observed that there was evidently a large amount of work being undertaken by Officers in reflection of Baroness Casey Review and requested that the Force draw out key themes in future reporting.

RESOLVED- That the report be noted.

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

The Committee received a report of the Commissioner which updated on the activity completed since the last quarter regarding Violence Against Women and Girls.

A Member commented on the positive integration with the private sector and noted that the safety of women and girls in the City of London was a significant contributory factor to its overall success. Responding to a Member's query it was confirmed that the next stage of the project was an extensive engagement programme.

Replying to a Member's query Officers confirmed that they viewed the HeForShe' allies number of 28 was comparably successful noting the significant time requirements potentially had impacted the numbers volunteering for this position.

The Chair requested that Officers report back to the Committee and the Police Authority Board and include a comparative analysis with other Police Forces on the work around violence against women and girls in the next update.

RESOLVED- That the report be noted.

7. **NOTIFIABLE ASSOCIATIONS POLICY REVIEW**

The Committee received a report of the Commissioner on the Notifiable Associations Policy Review.

Officers introduced the report noting that it had been produced in response to a request from the Committee to clarify the policy and commented that there was no formal requirement for officers to notify the Force of any association unless it fell within the parameters identified in the policy to be considered inappropriate.

In response to a Member's query it was explained that whilst it may be considered more transparent to have a formal register of all officer relationships this would not be compliant with any legal requirements. It was added that it was the Officer's understanding that this was being tested as part of the Daniel Morgan Inquiry which may result in recommendations.

A Member commented that there was an issue of the perception of an inappropriate association. Officers noted that there was the inclusion of perceived risk in the Policy but expressed some caution regarding the issue of attempting to manage all associations which may, or may not, be perceived as inappropriate as these perceptions are fundamentally subjective.

Replying to the Chair's query Officers confirmed that the risk profile regarding this matter had not fundamentally changed. In addition, it was clarified that extensive training requirements were used in this area. The Committee requested that Officers look at appropriate future planning in this area to assess how best to format this evidence based training and mitigate any risks. Officers responded to say that scenario based training on ethical dilemmas was being rolled out in September and it might be appropriate to include examples of the application of this policy as part of that training and would update at the next meeting.

RESOLVED- That the report be noted.

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

The Committee received a report of the Commissioner on the Action Fraud Statistics Quarter 4 1st January 2023- 31st March 2023.

Officers agreed to consider the format of reporting of these statistics in future reports.

RESOLVED- That the report be noted.

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

The Committee received a report of the Commissioner on the Quarter 4 Stop and Search and Use of Force Update.

Responding to the Chair's request Officers undertook to include comparative data in future reporting of these statistics.

The Committee requested that the percentage of searched who were found in possession of illegal items were included in future reporting.

Following a Member's comment Officers agreed to look deeper into analysis of any apparent disproportionality of the Stop and Search statistics in the next update.

The Committee requested better commentary on the statistics be included in future reports.

RESOLVED- That the report be noted.

10. **QUARTERLY EQUALITY AND INCLUSION UPDATE**

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

A Member observed that whilst there was effective gender parity in the salary there was a worrying disparity in the bonuses awarded. The Chair of the Police Authority Board commented City of London Police had the second lowest number of female police officers nationally and that the ethnic diversity of the Force was also not where the Board wanted it to be. Officers replied by confirming they shared this concern and emphasising that they had explored and used all possible avenues to attract and retain female and ethnic minority officer representation as part of the recent Police Uplift Programme of new recruits but that the Force's Professionalism and Trust Team and Human Resources Department will be assessing this further in order to assess what more can be done.

Following a point raised by a Member Officers confirmed that work would be undertaken with the respective network chairs to assess the general feedback on the issue of disclosure of sexual orientation and disability.

The Chair informed the Committee that he would be meeting with Officers to discuss the format for future reports to the Committee on this matter to ensure the concerns are addressed.

RESOLVED- That the report be noted.

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

The Committee noted that its Deputy Chair would be appointed at the next meeting of the Police Authority Board.

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

There was no urgent business considered in the public session.

13. **EXCLUSION OF THE PUBLIC**

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

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

Item No.	Paragraph(s) in Schedule 12A
14-19 (excluding 17)	3
17	1 & 2

14. **NON-PUBLIC MINUTES**

The Committee considered the non-public note of the previous inquorate meeting of the Professional Standards and Integrity Committee held on 8th of February 2023.

RESOLVED- That the non-public note of the previous inquorate meeting of the Professional Standards and Integrity Committee held on 8th of February 2023 were approved as an accurate record.

15. **NON-PUBLIC OUTSTANDING REFERENCES**

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

RESOLVED- That the report be noted.

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

The Committee received a report of the Commissioner on the HMICFRS Inspections Update on vetting, misconduct and misogyny in the police and COLP Counter Corruption and vetting inspection.

RESOLVED- That the report be noted.

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

The Committee received a report of the Commissioner on the Professional Standards Statistics Quarter 4 1st January 2023- 31st March 2023.

RESOLVED- That the report be noted.

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

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

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

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

The meeting ended at 12.38 pm

Chair

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

PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE

PUBLIC OUTSTANDING REFERENCES

02/2023/P	Item 6- VIOLENCE AGAINST WOMEN AND GIRLS UPDATE	The Chair requested that Officers report back to the Committee and the Police Authority Board with a comparative analysis with other police forces on the work completed to combat violence against women and girls.	Commissioner	In Progress- this is being worked through and we will update in the next quarter.
03/2023/P	Item 7- NOTIFIABLE ASSOCIATIONS POLICY REVIEW	The Committee requested that Officers look at appropriate future planning in area of Notifiable Associations Policy to assess how best to format this evidence based training and mitigate any risks	Commissioner	In Progress- A report is going through internal CoLP governance and will be submitted to the November PSIC
04/2023/P	Item 8- Q4 STOP AND SEARCH AND USE OF FORCE UPDATE	Following a Member's query Officers agreed to provide a deeper analysis of apparent disproportionality of the Stop and Search statistics.	Commissioner	Complete- covered in Q1 Stop and Search report and appendix on agenda.

This page is intentionally left blank

Agenda Item 5

Committee(s): Professional Standards and Integrity Committee	Dated: 15 September 2023
Subject: Action Fraud Statistics – Quarter 1 – 1 st April 2023 – 30 th June 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 Pol 97-23	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 first quarter of 2023/24 (April - June).

Data	<p>Following changes to the Misconduct Regulations there are four 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 96 in Q1. This is a decrease against the previous quarter (30%) and below average against the previous 5 quarters.</p> <p>The complaints are broken down as 2 logged under Schedule 3, and 94 not within Schedule 3.</p>

	<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 lengthier 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 Q1 of the 2023/24 financial year Action Fraud (AF) recorded 125,066 reports on the National Fraud Database (83,2359 crime reports and 41,831 Information reports). The complaint figures (total) represent 0.08% of the total number of Action Fraud reports recorded in Q1.</p>
<p>Nature of Allegations</p>	<p>Of the 54 allegations recorded during Q1 2023/24 the highest number was in the category of, A1 – Police action following contact (42) followed by followed by A4 – General level of Service (5) - H3 Unprofessional attitude and disrespect (5).</p>

	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 Q1 is 47 compared to 96 in the previous quarter.</p> <p>Cases often contain more than one allegation; the number of cases finalised in Q1 is 39. 36 outside of Schedule 3 and 3 within Schedule 3. Some of these cases will have allegations finalised in a previous quarter.</p>
IOPC Reports	<p>The IOPC quarterly bulletin has been published, Q1 2023/24 data is the most recent publication. The IOPC are producing separate complaint bulletins to reflect AF and CoLP data to be used internally. A combined statistical bulletin will be published externally on their website. A CoLP commentary sheet has been published alongside the IOPC bulletin with an explanation regarding the combined statistics.</p>
Appeals	None received.
IOPC investigations	There are currently no live IOPC investigations.

Appendices

1. Q1 IOPC Bulletin- Action Fraud

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

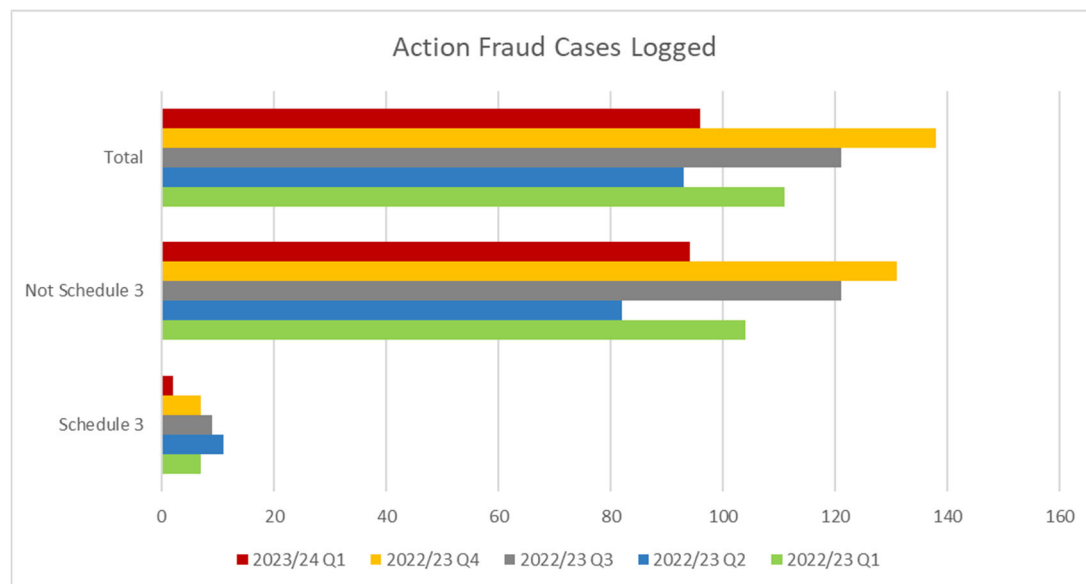
Part B - Appeals

Part C – IOPC

Part D – Learning

Part A – Complaints & Allegations

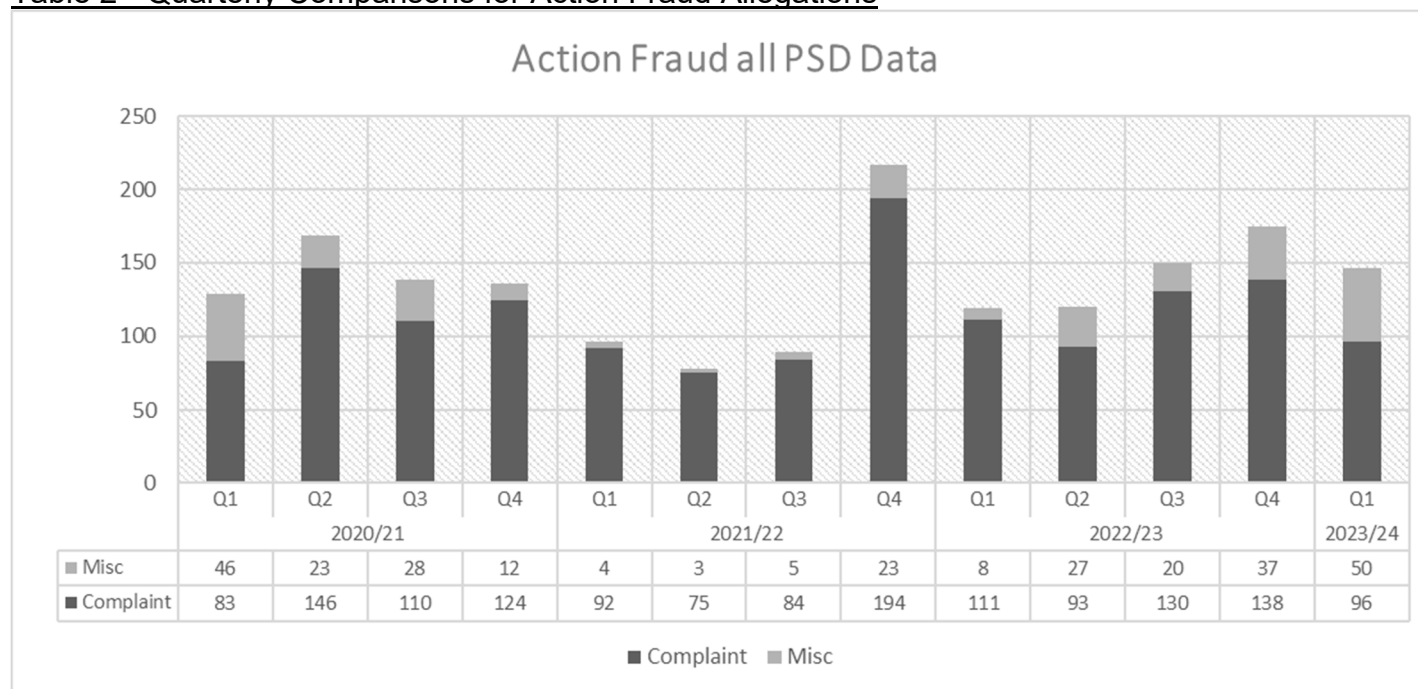
Table 1 - Quarterly Comparisons for Action Fraud Complaint Cases



- In Q1 of the 2023/24 financial year Action Fraud (AF) recorded 125,066 reports on the National Fraud Database (83,2359 crime reports and 41,831 Information reports)
- The complaint figures (total) represent 0.08% of the total number of Action Fraud reports recorded in Q1.

- The number of Action Fraud complaints logged in Q1 2023/24 is 96 which is a decrease of 42 (30%) from the previous quarter.
- 94 of these complaints fell outside of Schedule 3, 2 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.

Table 2 - Quarterly Comparisons for Action Fraud Allegations

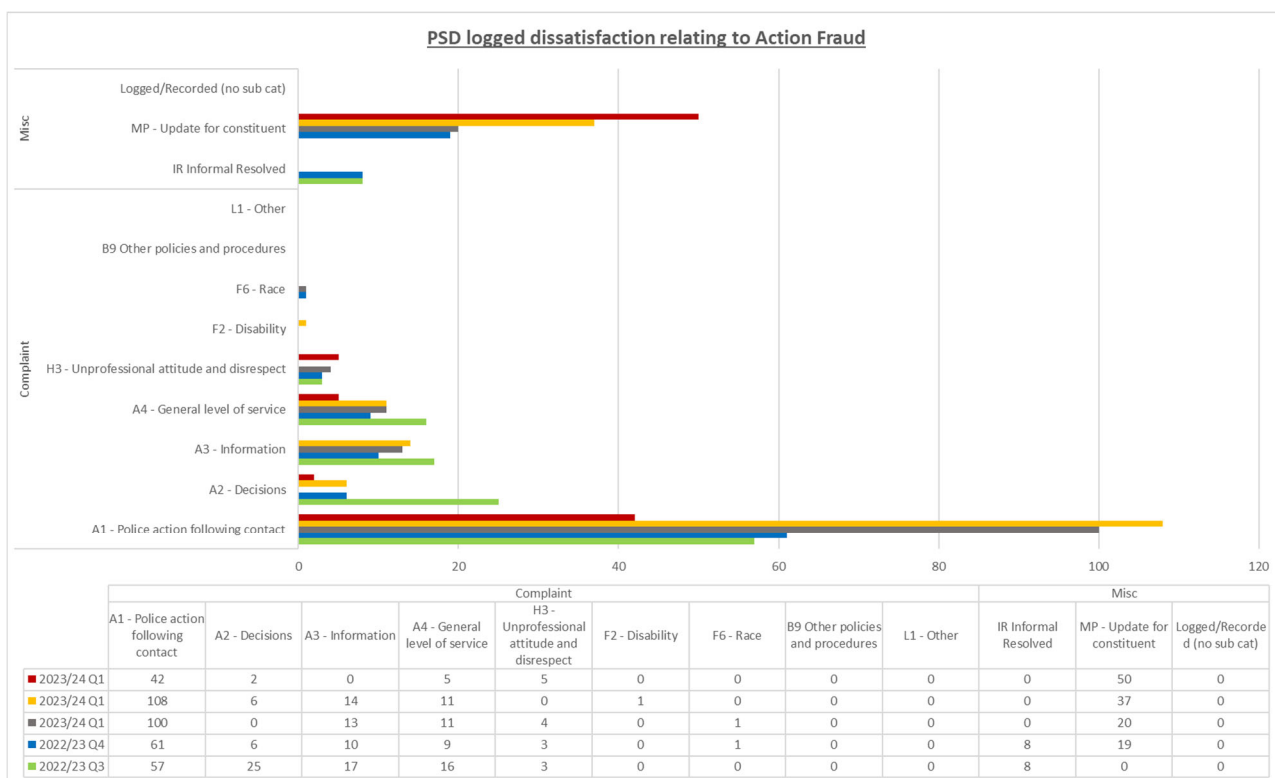


The vast majority of Action Fraud complaints cite a lack of response or investigation. Prior to changes to the Police Regulations these were usually resolved informally through service recovery by providing an update/explanation to the complainant and a swift resolution. ALL expressions of dissatisfaction 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 2022/23). 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. Q1 2023/24 compared against previous quarters is below average against the previous 5 quarters.

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.

Table 2 - Quarterly Comparisons for Action Fraud Allegations Recorded – Q1



Themes of complaints received

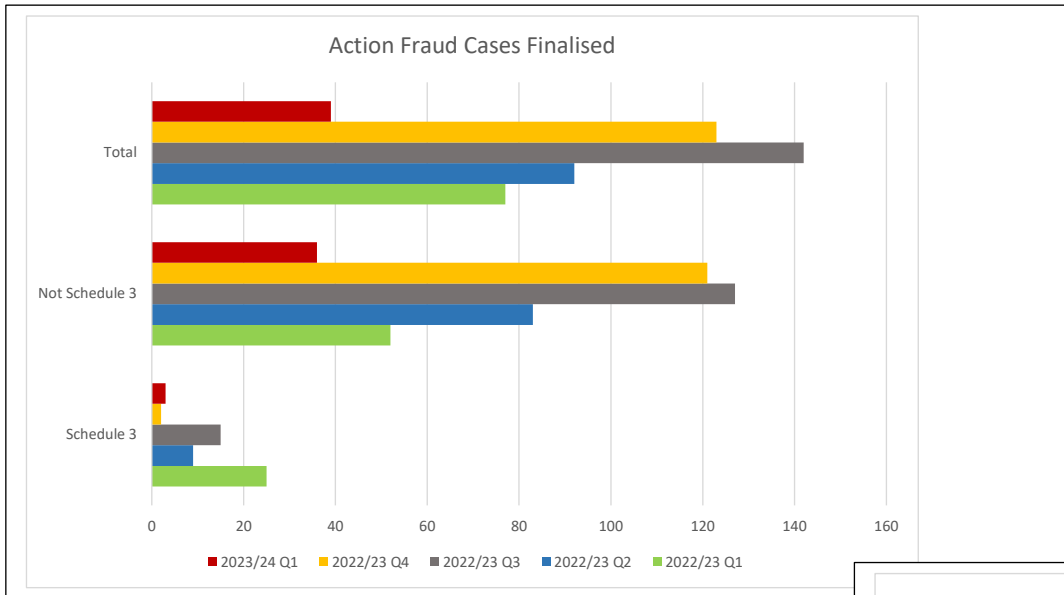
An analysis of complaints and dissatisfaction reports received over the previous 12 months, has been undertaken, detailed below. The highlighted ones are the top 3, most commonly received.

- 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 54 allegations recorded during Q1 2023/24, Police action following contact was the highest category with 42, followed by General level of service 5 and Unprofessional attitude and disrespect 5. 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 Q1 continues to see an increase in reporting by MP's which may have been influenced by some AF media attention.
- The IOPC now publish new quarterly bulletins, most recent being Q1 data, where AF data is displayed in a separate bulletin for internal use only. This cannot be compared against any other National data, as being a unique service. However this is helpful to separate CoLP data from the AF data. The IOPC will continue to publish the amalgamated data quarterly on their website.

Table 3 – Finalised – Cases and Allegations – Q1

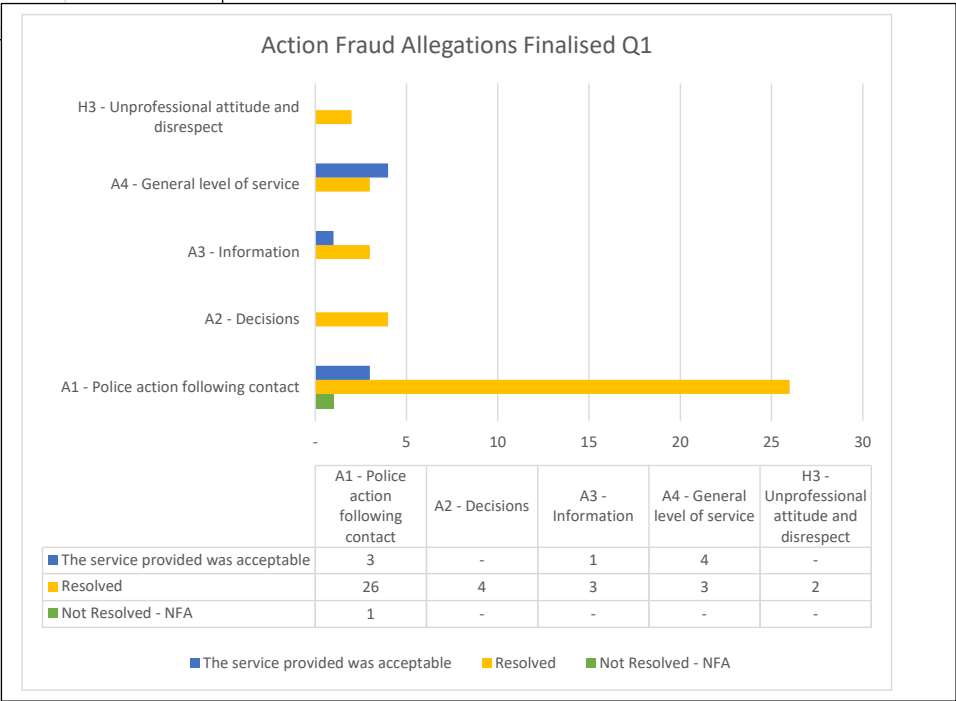


AF Finalised Cases: -

- 39 Action Fraud cases have been finalised during the Q1 2023/24.
- 36 fell outside of Schedule 3. 3 fell within Schedule 3.
- Q1 saw finalisations decrease by 84 cases (68%) against the previous quarter.
- Quarters three and four 2022/23 were logging a backlog from the Action Fraud sugar service.
- Q1 2023/24 has seen staff changes within PSD managing AF complaint data.

AF Finalised Allegations: -

- 47 allegations have been finalised in Q1 2023/24.
- No outcomes were found that the Service provided was not acceptable.
- 38 (81%) allegations were Resolved. 8 allegations Service was found to be acceptable. 1 No Further Action.
- Some allegations have been finalised from cases outside of this quarterly period.



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.

This page is intentionally left blank

Agenda Item 6

Committee(s): Professional Standards and Integrity Committee	Dated: 15 September 2023
Subject: Communicating Misconduct	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 96-23	For Information
Report author: Glenn Sebright, Director of Communications, City of London Police	

Summary

This report is for information and provides reassurance on the City of London Police protocol for communicating misconduct information publicly. It has been developed and agreed by the City of London Police Director of Communications and T/Chief Superintendent for Professionalism and Trust. It was presented to and agreed at the City of London Police Chief Officer meeting on the 9th August 2023.

Recommendation(s)

Members are asked to note the report.

Main Report

Background

1. One element of scrutiny and challenge all police forces have faced since the murder of Sarah Everard by a serving Metropolitan Police Officer, is how misconduct information is shared, including the publication of upcoming misconduct hearings and outcomes.
2. Aligned to the City of London Policing Plan, force values and Police (Conduct) Regulations 2020, the Director of Communications has worked closely with the T/Chief Superintendent for Professionalism and Trust to produce a clear and concise protocol for practical use and public reference.

3. The protocol seeks to explain how misconduct outcome information can be shared, dependent on the direction of a misconducting hearing Chair, and will become a Standard Operating Protocol (SOP) supporting Force efforts to improve trust and confidence.

Current Position

4. *This information does not replace or conflict with [The Police \(Conduct\) Regulations 2020 \(legislation.gov.uk\)](#) and has been produced for the City of London Police to explain its approach to misconduct cases, in relation to how the public are made aware of hearings and what information is published at the conclusion of a hearing. It has been produced by the Corporate Communications Department working closely with and using guidance from the Professional Standards Department. It may be used in response to enquiries from the City of London Corporation acting in its capacity as the Police Authority (or other key stakeholders holding the City of London Police to account), journalists and staff, and it will be used to maintain the accuracy of information held on the City of London Police website.*

How does City of London Police provide information about officer and staff misconduct?

5. When visiting the [home page on the City of London Police website](#), you can click on the large 'Apply or Register' button at the top of the screen and select 'Attend a misconduct hearing'. You will be taken to a misconduct area on the City of London Police website. Alternatively, you can search using the words 'conduct' or 'misconduct' and again be taken to the appropriate area on the website. In this area you will find;
 - a section [about misconduct hearings](#)
 - a section about [upcoming hearings and how to apply to attend](#), and
 - a section about [misconduct hearing outcomes](#).

How does City of London Police publish details of upcoming misconduct cases?

6. In accordance with [The Police \(Conduct\) Regulations 2020 \(legislation.gov.uk\)](#) and guidance published by [The College of Policing](#), details about upcoming misconduct cases are published a minimum of five working days ahead of the hearing date.
7. Information about the allegations and the timings of the hearing are clearly presented, including how long it is expected to last, which can vary.
8. Information about an upcoming hearing will be taken down from the website when the hearing begins.

Can I attend a hearing?

9. If you wish to attend, you are asked to apply to allow for police security clearance purposes. We use the Police National Computer. Information held on the Police National Computer allows all police forces to carry out checks, for example, on a

person's criminal record. This is an essential requirement for safety and security reasons.

10. Attendance will not be allowed if you do not apply beforehand. This is explained on the City of London Police website.

How does the City of London Police publish details of hearing outcomes?

1. When a misconduct hearing has concluded, and the allegations are upheld, but the Chair of the misconduct panel applies harm test reasons and directs not to publish a full misconduct hearing report.

A summary explaining the allegations of the case and the panel decision will always be published, as soon as possible taking into consideration the need for accurate reporting and assurance that all parties involved have been informed.

When harm test reasons have been applied only a summary will be published, which will include the main allegations and hearing outcomes. The Chair will have provided reasons why a full misconduct hearing report is not published in accordance with [The Police \(Conduct\) Regulations 2020 \(legislation.gov.uk\)](https://www.legislation.gov.uk/uksi/2020/1212/section-10). In summary and for wider understanding, the current reasons would be:

- (a) necessary for the purpose of preventing the premature or inappropriate disclosure of information that is relevant to, or may be used in any criminal proceedings;
- (b) necessary in the interests of national security;
- (c) necessary for the purpose of the prevention or detection of crime, or the apprehension or prosecution of offenders;
- (d) necessary for the purpose of the prevention or detection of misconduct by other police officers or police staff members or their apprehension for such matters;
- (e) justified on the grounds that providing the information would involve disproportionate effort in comparison to the seriousness of the allegations against the officer;
- (f) and proportionate for the protection of the welfare and safety of any informant or witness, or
- (g) otherwise in the public interest

The details published will include further requirements, for example that a named officer or staff member is placed on the national barred list, meaning they cannot work for another police force.

2. When a misconduct hearing has concluded, and the allegations are upheld, and the Chair of the panel does not feel there are reasons not to publish the full misconduct report.

A summary explaining the allegations of the case and the panel decision will always be published, as soon as possible taking into consideration accuracy and assurance that all parties involved have been informed.

Where the Chair of a misconduct panel has decided there are no harm test reasons, the full misconduct report will be published at the earliest opportunity. This may be

redacted, for example to protect the identity of vulnerable people or witnesses involved.

Again, details published will include further requirements, for example that a named officer or staff member is placed on the national barred list, meaning they cannot work for another police force.

3. When a misconduct hearing has concluded, and the allegations are not upheld?

In line with [The Police \(Conduct\) Regulations 2020 \(legislation.gov.uk\)](https://www.legislation.gov.uk) at the conclusion of a case the chair must provide a report for publication (still subject to the harm test). Details of non-proven allegations will therefore still be published as soon as possible taking into consideration the need for accurate reporting and assurance that all parties involved have been informed. Support will be provided to ensure staff continuing to serve are aware of the need to publish an outcome as a regulatory requirement and that all staff well-being issues considered.

4. What other communications take place?

The Corporate Communications Department will publish information internally for staff to read, as well as externally on the City of London Police website in the misconduct outcomes area. This is both for transparency reasons and to reinforce the organisations commitment to managing misconduct in accordance with its values of integrity, compassion and professionalism.

The Corporate Communications Department may, if and when required, also provide additional information to journalists or the media at large (quotes, full media releases or media statements). Again, this demonstrates the organisations commitment to transparency, its values and its continuing work to build trust and confidence in our service.

Conclusion

11. The communication protocol has been developed in line with Police (Conduct) Regulations and agreed by the Chief Officer Team. The use of the protocol in all corporate communications will ensure consistent and transparent messaging and support the City of London Policing Plan Values of Professionalism & Integrity.

Appendices

None

Author:

Glenn Sebright

Director of Communications

City of London Police

E: Glenn.sebright@cityoflondon.police.uk

Agenda Item 7

Committee(s): Professional Standards and Integrity Committee Police Authority Board	Dated: 15 September 2023 20 September 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 95-23	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 May 2023. Appendix A provides an infographic regarding the vision of City of London Police's (CoLP's) refreshed Equity, Diversity & Inclusion Strategy, renamed from Equality & Inclusion.

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

Recommendation(s)

It is recommended that Members note the report.

Main Report

Background

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

Equity and Inclusion Strategy Refresh

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

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

Current Position

- b. **National updates:**

Police Race Action Plan –

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

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

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

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

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

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

Pillar 1: INTERNAL CULTURE

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

Pillar 2: USE OF POWERS & POLICY

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

Pillar 3: COMMUNITY AND RELATIONS

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

Pillar 4: PROTECTION FROM HARM AND VICTIMISATION

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

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

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

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

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

c. Local updates:

Active Bystander Training

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

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

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

Inclusivity Programme

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

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

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

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

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

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

Violence Against Women and Girls

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

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

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

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

Appendices

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

Contacts:

Det Supt Kate MacLeod

Professionalism and Trust

City of London Police

Kate.MacLeod@cityoflondon.police.uk

T/Chief Supt Sanjay Andersen

Professionalism and Trust

City of London Police

Sanjay.andersen@cityoflondon.police.uk

Agenda Item 8

Committee(s): Professional Standards and Integrity Committee	Dated: 15 September 2023
Subject: Q1 Stop and Search and Use of Force 2023-24	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 94-23	For Information
Report author: Superintendent Bill Duffy, Head of City Police Task Force & Head of Contact; Head of Sector & Response Policing	

Summary

This report covers Q1 of FY 23/24.

In this reporting period there have been 634 Stop searches with the positive outcome rate for this period 36%. (MPS 27.81%, BTP 15.34%)

65 searches were conducted outside the Force area.

There were 0 juvenile strip searches during the reporting period.

There were 21 uses of Taser recorded this period, including 3 discharged, in the same period the previous year there were 21 uses of Taser with no discharges.

2 Taser incidents involved juveniles. Taser was not discharged but, in both cases, red dot¹ used.

There have been 0 searches conducted under Section 60² authority over this reporting period and no Section 60 authorities have been granted.

There have been two complaints related to stop searches.

1.The complainant is dissatisfied that his vehicle was seized when he had insurance and he could prove it wasn't a stolen vehicle – Complaint finalised

2.The complainant is dissatisfied that he was subject of a stop & search – Ongoing

¹ Red-dotted/dotting - The weapon is not fired. Instead, the Taser is deliberately aimed and then partially activated so that a laser red dot is placed onto the subject.

² Section 60 of the Criminal Justice and Public Order Act 1994 allows Police Officers to Stop and Search a person, without suspicion and without reasonable grounds. [Criminal Justice and Public Order Act 1994 \(legislation.gov.uk\)](https://legislation.gov.uk)

There are 6 *ongoing* complaints in relation to use of force from Q1:

1. Complainant alleges when officers took the complainant down, they used excessive force.
2. Complainant alleged that armed officers pointed guns at children who were present in the complainant's house when officers were conducting a search.
3. The complainant alleges his Article 3 ECHR has been contravened as he has suffered torture due to the handcuffs causing him pain and bruising.
4. The complainant is dissatisfied that handcuffs were used when he was arrested.
5. The complainant is dissatisfied that they were arrested and detained in handcuffs on suspicion of sexual assault at their place of work at a City Hotel.
6. Complainant alleges they witnessed an officer using force on a detainee in the back of a police van which appeared to be excessive.

City of London Police has also conducted a review of a full year of Stop Search for July 2022- June 30 2023 with key findings below:

Key Findings (Appendix 1)

- Between July 2022 and June 2023 there were 2,335 Stop and Searches carried out by CoLP. This represents a 6% reduction compared to the previous year (July 2021 to June 2022, n=2,479).
- The arrest rate (29%) has improved compared to previous year (25%)
- Drugs stops continue to be the most common type of stop as seen in previous years (56%).
- There were 271 stops for offensive weapons, a 32% increase compared to the previous year. In total 26 weapons were found, including 6 firearms.
- The most common locations for stops were Bishopsgate, Cheapside, London Wall and Liverpool Street.
- A significant minority (18%) of stops occurred on MPS (Metropolitan Police Service) ground. These were typically in areas bordering the city.
- Most stops took place between Wednesday and Saturday between 13:00 and 00:59.

- The ethnic group most stopped and searched was white, both in terms of perceived (52%) and self-defined ethnicity (53%)
- Levels of disproportionality have increased slightly for Black individuals (from 1.9 to 2.0) and have decreased substantially for Asian individuals (from 1.3 to 0.8).
- Most people stopped were between the ages of 18 and 34 years old (71%)
- There were 196 stops of under 18s, including 2 stops of 12-year-old boys The 2 stops involving the 12-year-old boys have been reviewed and no issues in this case. Negative search with No Further Action outcome. (1 believed in possession of a knife 1 believed to be in possession of stolen articles)
- There were 41 arrests of juveniles giving an arrest rate of 21%
- There were 63 full strip searches this year. Objects were found in 41 (65%) of them and 35 arrests were made (56%)
- The overall positive outcome rate was 40% This is in line with outcome rates consistently over the last 3 years.

Main Report

Current Position – Stop Search.

1. Over quarter 1 of FY 23/24 (1st April to 30th June 2023), the force conducted 634 Stop/Searches, leading to 163 arrests. Overall, the positive outcome rate for this period was 36%. This compares to 561 stop/searches in the same period in FY 22/23 (down -11%).
2. Over the same comparator period the positive outcome rate was higher 43%, and the number of arrests higher with 171 arrests (a change of 4%).
3. In the adult population most searches were conducted for drugs (43%), with 13% of the population being searched for going equipped etc. This is in line with the established trend, which sees most searches overall being conducted for drugs, but within the juvenile cohort the main reason for searches being offensive weapons and going equipped.
4. Although the time periods are not directly comparable, latest data available for the MPS and BTP has been used to give a comparison.
5. Between January 2023 and April 2023, the MPS, conducted 56,490 stop and searches, 15,709 (27.81%) had a police outcome, and 40,781 (72.19%) had no further action taken.
Between January 2023 and June 2023, the British Transport Police has conducted 7,691 stop and searches, 1,180 (15.34%) had a police outcome, and 6,504 (84.57%) had no further action taken. For 7 (0.09%), the outcome was not collected.
6. For City of London Police, there have been no searches conducted under s.60 authorities over this reporting period and no s.60 authorities have been granted. This compared to 0 search conducted in the same period in FY 22/23.
7. Over this reporting period 16 juveniles (<10-17yrs>) have been searched. Of these, the majority 31% were searched for drugs. In contrast, in the adult population most searches were conducted for drugs 49%, with 12% of the population being searched for going equipped. This is in line with the established trend, which sees most searches overall being conducted for drugs, but within the juvenile cohort the main reason for searches being offensive weapons and going equipped.
8. For the current reporting period, the disproportionality for black members of the community was 2.0 (compared to 2.7 in the comparator period). This is within the established trend of between 1.9 and 2.5 over the preceding two years.
9. Of Black individuals stopped, the majority (46.17%) were searched for drugs, which is broadly in line with the adult population, whilst 15% were searched for going equipped etc., which is slightly higher than the adult population. However, this does stand for a decrease 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 47% positive outcome

rate (and 33% where arrested). Slightly fewer black members of the community were stopped in this reporting period 53 compared to the previous year (62).

10. For Asian individuals, the disproportionality has decreased from 1.2 in the comparator period to 1.0 in this reporting period. Most Asian individuals searched (72%) were searched for drugs, which is at odds with the adult population.
11. Searches under s.23 of the Misuse of Drugs Act continue to account for most stop/searches, in line with the established trend. Searches under this power have an average positive outcome rate, with items being found in 48% of searches (drugs being found in 41% of searches and other items in 5%).
12. **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.
13. 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).
14. As set out in our Q4 FY21/22 report, we will report on Strip/Searches in each of our reports to this committee.
15. Over this reporting period we conducted 10 strip searches, of which 1 constituted a more thorough search and 9 an intimate parts exposed search (this compares to 20 in the comparator reporting period, of which 3 were more thorough searches and 17 intimate parts exposed).
16. The majority of strip searches (8) were conducted under Misuse of Drugs Act powers, with 1 being conducted where the subject was thought to be going equipped or in possession of stolen goods.
17. 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.

18. **Juvenile Strip Search.** No under 18s were strip searched in this reporting period. As previously reported to the Committee, we will supply detail of any U18 strip searches in this report in future.
19. **Dip Sampling.** The Force introduced a revised Standard Operating Procedure for the dip sampling of Stop/Search records in November 2021.
20. In Jun 22 we introduced a change in the dip sampling process, requiring supervisors to rate each record they reviewed on a scale from 1 to 10. The scale is set out below.
- a. **1 – Poor.** Very poor record or unlawful use of power.
 - b. **2-4 – Areas for significant improvement.** Serious omissions or errors with the conduct of the search.
 - c. **5 – Satisfactory.** Search was conducted lawfully, and record is complete.
 - d. **6 – Good.** Search is conducted lawfully, record is complete, and officer acted in a professional manner.
 - e. **7-9 – Very Good.** Search is conducted lawfully, record is complete and accurate, and officer demonstrates very good professional standards, such as how they communicate with the subject, the respect shown the subject or their ability to de-escalate a situation.
 - f. **10 – Excellent.** An exemplar of how to conduct a Stop/Search in all respects which could be used for training purposes with new recruits.
21. Over this reporting period the force has recorded 634 Stop/Searches, and we have internally dip sampled 11 of these: a sample rate of 1.73%. This lower rate can be attributed to times spent developing the new process.
22. For Q1 FY23/24, of records reviewed 1 scored 5 or above, the other 10 records reviewed scored 7 and above.

IASG (Independent Advisory and Scrutiny Group) DIP Sampling:

23. IASG continue to dip sample Stop / Search and use of force forms, in this period they have reviewed 45, from that one officer has been reminded about the activation of BWV (Body Worn Video) and the input of data now includes identification of an incident to link the search.

University East London (UEL) Student Scrutiny:

24. First attendance from UEL students on 27th of April start of the collaboration with the City of London Police, students scrutinizing COLP (City of London Police) Stop and Search.
25. Second attendance from UEL students on 7th of June- as part of continuing collaboration with City of London Police • reviewed Stop// Search BWV footage video which included a Taser challenge, group discussions outlined police information, police actions and group views captured.

26. Next date for UEL students' attendance as part of continuing collaboration with the City of London Police is the 27th of September.

Current Position – Use of Force

27. Over this reporting period, a total of 850 uses of force were recorded, compared to 691 over the same period last year, increase of 19%. In this reporting period, 36% of uses of force involved arrests, compared to 41% in the same period last year, and handcuffing remains the largest single use of force by a large margin.

28. Over this reporting period, batons have been used 2 times and police dogs been deployed (2). A total of 11 officers were injured in incidents involving the use of force, (7 in Q1 22-23) and 16 subjects were injured because of the use of force (17 in Q1 22/23).

29. Force remains most used against male subject (84% this reporting period compared to 80% in the comparable period FY22/23).

30. Disproportionality for Asian subjects in use of force has changed at 0.70 this reporting period from 1.21 in the comparator period. For black individuals, the disproportionality has fallen from 2.95 in the comparator period to 2.02 in this reporting period. The proportion of use of force incidents involving black subjects leading to arrest is approximately the same as the population (68%). Similarly, the likelihood of taser being used is broadly higher: 5.5 % for black subjects, 3.6% for the population.

31. **Taser.** Over the reporting period the Force recorded 21 uses of Taser, and 3 taser discharge. This compares to 21 in the comparator period, with no discharges. 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.

32. Of these 21 Taser incidents, 2 involved Juveniles. Taser was available at the scene but never red dotted/ fired. This incident has been reviewed and neither juvenile was involved in the incident where they were present at the scene. The taser interaction did not involve the juveniles.

Conclusion

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

Appendices:

(1) Review of Stop & Search Year July 2022-June 2023

Bill Duffy

Superintendent

Force lead for Stop/Search and Use of Force

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank

By virtue of paragraph(s) 1, 2 of Part 1 of Schedule 12A
of the Local Government Act 1972.

Document is Restricted

This page is intentionally left blank