



City of London Police Authority Board

Date: WEDNESDAY, 10 JANUARY 2024
Time: 11.00 am
Venue: COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

Members:

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

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

Ian Thomas CBE
Town Clerk and Chief Executive

AGENDA

Part 1 - Public Agenda

1. **APOLOGIES**
2. **MEMBERS' DECLARATIONS UNDER THE CODE OF CONDUCT IN RESPECT OF ITEMS ON THE AGENDA**
3. **MINUTES**
To approve the public minutes and the non public summary of the Police Authority Board meeting on the 13th December 2023.

For Decision
(Pages 7 - 14)
4. **OUTSTANDING REFERENCES**
Joint report of the Town Clerk and Commissioner.

For Discussion
(Pages 15 - 16)
5. **CHAIR'S PUBLIC UPDATE**
The Chair to be heard.

For Discussion
(Pages 17 - 18)
6. **COMMISSIONER'S UPDATE**
Commissioner & Chief Officers to be heard.

For Discussion
(Pages 19 - 22)
7. **TOWN CLERK'S DEPARTMENT DRAFT 2024- 25 BUSINESS PLAN REPORT**
Report of the Town Clerk

For Decision
(Pages 23 - 36)
8. **CITY OF LONDON POLICE PROVISIONAL FUNDING SETTLEMENT 2024 - 2025**
Joint report of the Commissioner and the Police Authority Treasurer

For Discussion
(Pages 37 - 52)

9. **NATIONAL LEAD FORCE**

Commissioner & Chief Officers to be heard.

For Discussion
(Verbal Report)

10. **FCCRAS UPDATE**

Report of the Commissioner.

For Discussion
(Verbal Report)

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

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

For Decision

Part 2 - Non-Public Agenda

14. **NON-PUBLIC MINUTES**

To agree the non-public minutes of the Police Authority Board meeting held on 13 December 2023.

For Decision
(Pages 53 - 56)

15. **NON-PUBLIC OUTSTANDING REFERENCES**

Joint Report of the Town Clerk and Commissioner.

For Discussion
(Pages 57 - 58)

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

The Chair to be heard.

For Information
(Pages 59 - 64)

17. **COMMISSIONER'S UPDATES**

The Commissioner & Chief Officers to be heard.

For Information
(Verbal Report)

18. **NON PUBLIC FCCRAS UPDATE**

Report of the Commissioner.

For Discussion
(Verbal Report)

19. **FRAUD AND CYBER CRIME REPORTING AND ANALYSIS SERVICE
PROCUREMENT COMMITTEE**

Report of the Town Clerk.

For Decision
(Pages 65 - 68)

20. **NATIONAL LEAD FORCE**

Commissioner & Chief Officers to be heard.

For Information
(Verbal Report)

21. **CITY OF LONDON POLICE CYCLE TEAM TRIAL EVALUATION**

Report of the Commissioner.

For Discussion
(Pages 69 - 76)

22. **NATIONAL SECTION 22 COLLABORATION AGREEMENT- MODERN SLAVERY,
HUMAN TRAFFICKING AND ORGANISED IMMIGRATION CRIME PROGRAMME-
UPDATED AGREEMENT 2023- 2025**

Report of the Commissioner.

For Discussion
(Pages 77 - 80)

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

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

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CITY OF LONDON POLICE AUTHORITY BOARD Wednesday, 13 December 2023

Minutes of the meeting of the City of London Police Authority Board held at
Committee Rooms, 2nd Floor, West Wing, Guildhall on Wednesday, 13 December
2023 at 11.00 am

Present

Members:

Deputy James Thomson (Chair)
Tijs Broeke (Deputy Chair)
Nicholas Bensted-Smith
Alderman Professor Emma Edhem
Helen Fentimen
Jason Groves
Graham Packham
Deborah Oliver
Collett (External Member)
Andrew Lentin (External Member)
Sir Craig Mackey (External Member)
Michael Mitchell (External Member)

Officers:

Greg Moore	- Town Clerk's Department
Chris Rumbles	- Town Clerk's Department
Kezia Barrass	- Town Clerk's Department
Richard Riley	- Police Authority
Bob Roberts	- Environment Department
Ian Hughes	- Environment Department
Frank Marchione	- Comptroller and City Solicitors Department
Alistair Cook	- Joint CFO for COL Police Force & Police Authority
Oliver Bolton	- City of London Police Authority
Josef Shadwell	- City of London Police Authority
Rachael Waldron	- City of London Police Authority

City of London Police:

Peter O'Doherty	- T/ Commissioner
Paul Betts	- City of London Police
Umer Khan	- City of London Police
Christopher Bell	- City of London Police
Alix Newbold	- City of London Police
Oliver Shaw	- City of London Police
Hayley Williams	- City of London Police
Gary Brailsford-Hart	- City of London Police

1. **APOLOGIES**

Apologies were received from Alderman Timothy Hailes and Dawn Wright.

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

There were no declarations.

3. **MINUTES**

RESOLVED, that - the minutes of the meeting held on 22 November 2023 be approved, as an accurate record.

COMMITTEE MINUTES

a. Draft minutes of the Professional Standards and Integrity Committee

The Board received the draft public minutes of the Professional Standards and Integrity Committee on the 7 November 2023

A member commented on the discussion at the meeting relating to whether the Equity, Diversity and Inclusion Strategy relating to engagement would cover London widely or specifically the Square Mile. The Chair of the Professional Standards and Integrity Committee agreed to report on this decision. The first draft of the strategy will be completed in early 2024.

The Chair noted a review panel that was held in December 2023 that was not quorate, the Police Authority Team agreed to work on this process to avoid inquorate meetings in the future.

RESOLVED- That the draft minutes be noted.

b. Draft minutes of the Economic Crime and Cyber Crime Committee

The Board received the draft public minutes of the Economic and Cyber Crime Committee on the 9 November 2023.

RESOLVED- That the draft minutes be noted.

c. Draft minutes of the Strategic Planning and Performance Committee

The Board received the draft public minutes of the Strategic Planning and Performance Committee on the 13 November 2023.

RESOLVED- That the draft minutes be noted.

d. Draft minutes of the Resource Risk and Estates Committee on the 27 November 2023

The Board received the draft public minutes of the Resource Risk and Estates Committee on the 27 November 2023.

RESOLVED- That the draft minutes be noted.

4. **OUTSTANDING REFERENCES**

The Board received a report of the Town Clerk, which set out Outstanding References from previous meetings of the Committee and noted the following:

- Vision Zero has been discussed with the Chair of Streets and Walkways and will be presented at the Police Authority Board on 7 February 2024.
- The Deputy Chair gave apologies for his assumption at the last Police Authority Board around the perception of the timing of the Vision Zero report.

RESOLVED, that - the report be noted.

5. **CHAIR'S PUBLIC UPDATE**

The Board received the Chair's update, noting particularly the Chair's thanks for the work of the City of London Police and Corporation officers covering the pro-Palestinian march which started in the City on the 9 December, noting also the cross-border operation with pan London policing partners.

The Chair noted correspondence with the Home Secretary and an impending visit and noted positive engagement with the Policing Minister and the Shadow Policing Minister.

The Chair noted that the Independent Custody Visitors Association (ICVA) had announced that the City's Independent Custody Visitors Scheme is assessed to be 'Code Compliant' when examined against the Association's Quality Assurance Framework (QAF). The Chair expressed his thanks to the ICV volunteers and the Police Authority Team for their work on this.

RESOLVED, that – the report be noted.

6. **COMMISSIONER'S PUBLIC UPDATE**

The Board received the Commissioner's update and echoed their thanks to the City of London Police for its work on the recent protest marches.

It was noted that the Commissioner had been commissioned to lead a review of a data breach which took place in August 2023 for the Police Service of Northern Ireland relating to the publication of personal data of police officers. The resulting O'Doherty report contained 37 recommendations and highlighted the necessity to protect data and information as a priority for all police forces. The City of London Police will be reviewing all 37 recommendations in relation to their own work.

The Commissioner outlined the ongoing work on the Victim Strategy with the Police Authority Team and shared that a short-term delivery plan was being developed, including ensuring the resourcing of its delivery.

A member requested that the report on the O'Doherty recommendations be shared with the City of London Police Authority Board in early 2024 following the Resource Risk and Estates Committee.

RESOLVED, that – the report be noted.

7. DRAFT REFRESHED POLICING PLAN 2024-2025

The Board received a report of the Commissioner which provided an update of the refreshed policing plan for 2024-2025.

During the discussion the following points were noted:

- Members were encouraged to send any further comments directly to the report author.
- The Chair noted a plan to share a briefing with the Court of Common Council in January 2024, to include the work on the Victim Strategy, and the public, community and residential engagement with the City of London Police.
- A member requested that benchmarks against success measurables are included in the final version of the plan. The Assistant Commissioner noted that the force already reports on the Policing Plan measures quarterly which were set and agreed by this Board at the beginning of the performance year.

RESOLVED, that – the report be noted.

8. Q2 CAPITAL AND REVENUE BUDGET MONITORING 2023-2024

The Board received a report of the Commissioner which provided an update of the Q2 capital and revenue budget for 2023 – 2024.

During the discussion the following points were noted:

- Members were asked to note the proposal to draw down £2.6m from general reserves to pay legacy Action Fraud and ULEZ loans. The Chair noted exceptional asset recovery levels in previous years and was pleased to accelerate this repayment.
- The Chair welcomed any initiative to reduce Action Fraud overspend or seeks to recover funds from other parts of the programme.
- The Chamberlain noted concerns about the share of funding and if the agreement is equitable.
- There has been a clear strategy established relating to full cost recovery, to ensure that necessary recharges are applied as appropriate.
- There has been a significant uplift in calls to Action Fraud from 1500 to 4000 per month, and this is responsible for some overspend on call handlers.
- It was noted that there are 88 vacancies within the core staff model, which is a national issue in policing. A campaign in January would be launched to attract staff into these roles, and a target has been set to fill these roles by November 2024.

RESOLVED, that – the report be noted.

9. INTERIM UPDATE ON SPECIAL CONSTABULARY

The Board received a report of the Commissioner which provided an update on the Special Constabulary.

During the discussion the following points were noted:

- The officer and staff uplift consisted of a mix of new joiners and experienced staff through transfer. This was highlighted as a positive foundation, and a further update will be shared in March 2024.
- A member noted concern about the numbers of special sergeants decreasing.

RESOLVED, that – the report be noted.

10. COMMUNITY SAFETY ACCREDITATION SCHEME, BYELAWS AND PARKGUARD CONTRACT UPDATE

The Board received a report of the Town Clerk, which provided an update on the Community Safety Accreditation Scheme powers, byelaws, the Parkguard contract, and the position of 'other' policing organisations in the City.

During the discussion the following points were noted:

- The Chair shared concerns that the uniforms of the Hampstead Heath Constabulary look very similar to the uniforms of the City of London Police Officers. The Executive Director of Environments was happy to consider this issue and willing to do so in consultation with the Chair of the Board. The Deputy Chair felt that it would be beneficial to engage with the Hampstead Heath, Highgate Wood and Queen's Park Committee. The Chair and Director of Police Authority agreed to write a letter to the Chair of the Hampstead Heath, Highgate Wood and Queen's Park Committee expressing these concerns.
- The Deputy Chair felt it crucial that the Police Authority Board has oversight of the use of powers, training, and recruitment of Parkguard employees. A member requested that these reports include activity reports and key performance indicators, and include information about the diversity, the training and the vetting of these constabulary.
- A member requested that there is considered communication with residents once these powers are delegated to outline the powers and changes and ensure continued support and engagement of residents.

RESOLVED, that – The Board agreed to the recommendation to delegate CSAS powers to Parkguard, for a 12-month trial period and an ask for reporting on the use of these powers. The Chair suggested writing a letter with recommendations to Children and Community Services around diversity, training and vetting procedures and expectations.

11. BARBICAN CCTV UPDATE

The Board received a report of the Town Clerk which provided an update of the Barbican CCTV.

RESOLVED, that – The Board agreed to support the recommendation not to progress further installing police-monitored CCTV networks in residential areas of the Barbican Estate and refer this issue to the Safer City Partnership (SCP) for onward monitoring.

12. CITY OF LONDON POLICE RISK REGISTER

The Board received a report of the Commissioner which provided an update on the City of London Police risk register.

RESOLVED, that – the report be noted.

13. SERIOUS VIOLENCE DUTY STRATEGY

The Board received a report of the Town Clerk which outlined the Serious Violence Duty Strategy.

RESOLVED, that – the report be noted.

14. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD

There were no questions.

15. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There were no items of urgent business.

16. EXCLUSION OF THE PUBLIC

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

17. NON-PUBLIC MINUTES

RESOLVED, that - the non public minutes of the meeting held on 22 November 2023, be approved as an accurate record

17a. PREVIOUS NON PUBLIC MINUTES - PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE

RESOLVED, that – the non-public minutes of the Professional Standards and Integrity Committee on the 7 November 2023 be noted.

17b. PREVIOUS NON PUBLIC MINUTES ECONOMIC AND CYBER CRIME COMMITTEE

RESOLVED, that – the non-public minutes of the Economic and Cyber Crime Committee on the 9 November 2023 be noted.

17c. PREVIOUS NON PUBLIC MINUTES RESOURCE RISK AND ESTATES COMMITTEE

RESOLVED, that – the non-public minutes of the Resource, Risk and Estates Committee on the 27 November 2023 be noted.

18. NON-PUBLIC OUTSTANDING REFERENCES

The Committee received a joint report of the Town Clerk and Commissioner which set out the non-public Outstanding References from previous meetings of the Committee.

19. CHAIR'S NON-PUBLIC UPDATE

The Board heard the Chair's non-public update.

20. COMMISSIONER'S UPDATES

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

During the discussion the following points were noted:

- Operation Shelbourne was discussed which relates to an incident involving hate crimes reported to an online platform, which were not addressed efficiently. A further report will be brought to the Police Authority Board on Operation Shelbourne via the Strategic Planning and Performance Committee. A member requested that this report include levels of crime severity.
 - Fraud and Cyber Crime Reporting and Analysis Service has been delayed in delivery. The Chair requested that this item is a standing item on the agenda of the Police Authority Board moving forward.
 - The FCCRAS service Board and FCCRAS Procurement Committee have made decisions relating to the next steps, a condensed update report will be shared with the FCCRAS Procurement Board at its meeting in January 2024.
- RESOLVED**, that – the report be noted.

21. MTFP UPDATE INCLUDING RESERVES POLICY AND PRE-SETTLEMENT BUDGET ENVELOPE 2024-2025

The Board received a report of the Commissioner and PA Treasurer covering the medium-term financial plan update for 2024 – 2025.

22. SECURITY REPORT: INFORMATION SECURITY (DEEP DIVE)

The Board received a report of the Commissioner which provided a deep dive into Information Security within the City of London Police.

23. RISK REGISTER UPDATE – APPENDICES

The Board received a report of the Commissioner on the City of London Police Risk Register Update.

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

There were no questions.

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

There were no items of urgent business

The meeting ended at 13:33

Chairman

Contact Officer: Kezia Barrass
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City of London Police Authority Board – Public Outstanding References

4/2023/P	Item 16 Protect Duty (Martyn's Law) Update	It was confirmed that a once full details of the Force and Corporation's responsibilities under Protect Duty were confirmed a detailed plan would be provided on how best to resource and delivery these responsibilities.	Commissioner/ Director of Police Authority	In Progress- At 24 th May PAB the PA Director assured the Board that preparatory work is in progress and an update will follow later in the year. On Tuesday 2 May 2023, the Government published the draft Terrorism (Protection of Premises) Bill , also known as Martyn's Law, for pre-legislative scrutiny by the Home Affairs Select Committee.
8/2023/P	Item 7 Commissioner's Update	The Chair requested that once the Force had conducted any post implementation review of the special constabulary in the autumn, an update be provided to a future meeting of the Board to assess the impact of the reorganisation.	Commissioner	In Progress- An interim update on the Special Constabulary re-structure was presented to December PAB. A full PIR will be brought to the March 2024 PAB as agreed.
12/2023/P	25 October: Item 8- Commissioner's Update	Cycle Squad and the evidence base from the 12-week trial would be presented to the next meeting of the Board.	Commissioner	Complete.- this is on the January PAB agenda..
14/2023/P	25 October - Item 11 NHP Strategy	The Chair asked for a report in respect of re-invigorating the cluster meetings and the communications supporting them.	PA Director/ Commissioner	In Progress- Due at February 2024 PAB. This has been tasked out to Strategic Development and Local Policing and the CoLP COO has liaised with PA Director.
16/2023/P	13 December- Item 6 Commissioner's Update	Chair of PAB requested an update on the CoLP position in relation to the O'Doherty Report	Commissioner	In Progress- This will be submitted to the February 5 th RREC and 7 th February PAB.

		recommendations go to RREC and PAB.		
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Committee(s): Police Authority Board	Dated: January 2024
Subject: Chair's Update	Public
Report of: James Thomson	For Information

Christmas and New Year period

My sincere thanks go to all those City of London Police officers, staff, Specials and volunteers, and Corporation officers, who worked over the Christmas and New Year period to keep the City, and the country, safe.

Godfrey Baillon-Bending

We received the news just before Christmas that Godfrey sadly passed away in hospital following a heart attack. Our thoughts go to his wife Margaret and his family and friends. I have passed on condolences, on behalf of the Board. And I want to put on record my appreciation for Godfrey's dedication to the City's Independent Custody Visitor Scheme which he approached with care, diligence and a real wish to ensure that he made recommendations that would improve the experience for those in police custody. He will be missed.

City Question Time

I attended the City Question Time event held at the Old Bailey with well some 100 residents together with others including Chair of Policy, Chair of Children & Communities, and Chair of Streets & Walkways. City Police representation included Assistant Commissioner Paul Betts. There were some questions relating to the night-time economy and cycling offences. Residents welcomed the actions by the City Police including Op Reframe and the Cycle Team.

Middle-East Protest

As verbally reported at the December Board, Saturday 9th December saw one of the largest protest marches in the City of London in recent years. Up to around 50,000 people congregated for a Pro-Palestine march commencing at Bank Junction heading towards Westminster. I went to observe the march assemble and head out of the City. I spoke to many officers from the City Police along with colleagues from Greater Manchester, Cheshire, Merseyside, North Wales alongside the usual partners of BTP and MPS. I wish to record my thanks to all involved in what was very largely a peaceful march given the many challenges posed by such public order gatherings.

Op Reframe

In the busy Christmas period, Op Reframe has been operating with greater intensity and I once again observed the multi-agency team in action on 14 December

Budget for 2024/25

The Commissioner and I wrote a joint letter to the Policing and Security Ministers following the publication, on 14 December 2023, of the provisional police funding settlement for 2024/25. There is a separate agenda item on progress on setting the Revenue and Capital budget for next year, which will come to the Police Authority Board for approval in February. We have, in particular, raised concerns about the affordability of our National Lead Force (NLF) work as the funding settlement is essentially allocated to forces based on the current funding formula – essentially core grant for local policing. Given the high proportion of the City's funding outside of core grant this is putting pressure on our ability to maintain officer levels going forward. We are seeking a meeting with Ministers to discuss this issue further.

Stephen Lawrence Day

The Police Authority Team and I had a helpful meeting before Christmas with the Chief Executive of the Stephen Lawrence Day Foundation to discuss plans for marking Stephen Lawrence Day in 2024. We are proposing hosting an event in the Guildhall on 23 March, aimed at young people, which chimes with the Foundation's 2024 theme of the power of learning. The Police Authority Team have set up a small working group to develop and organise the event. I would welcome Member support for this important initiative.

Legislation – 2023/24 Parliamentary Session

There are a number of Bills contained in the Government's programme for the 2023/24 Parliamentary Session in which the City Police and Police Authority has an interest. Three have already been introduced to the House: a Criminal Justice Bill (which includes a provision to prohibit the possession and supply of SIM farms), the Investigatory Powers (Amendment) Bill, and the Victims and Prisoners Bill. We will need to engage on the latter, in particular, given the City Police's lead force role on fraud. A fourth Bill has yet to be introduced – the Terrorism (Protection of Premises) Bill, more commonly referred to as the "Martyn's Law" Bill. I have asked for a paper on all this to come to the Board in February.

Police Authority Team

2023 saw the Police Authority Team, which supports the Board, almost up to full strength. This has meant that Team members have been able to do more in terms of external engagement on behalf of the Authority. This has included support to the Association of Police and Crime Commissioners and the Association of Police and Crime Chief Executives, engagement with other law enforcement partners on specific issues (e.g. disclosure) or more generally in terms of presenting on governance work and accountability issues (e.g. with the SFO, MOPAC and UK Anti-Doping). A good deal of this is often unseen by Members. But it is nevertheless important. My thanks go to the whole team for their efforts and support in 2023 – I look forward to further building on these foundations in 2024.

Agenda Item 6

Committee(s): Police Authority Board	Dated: 10 January 2024
Subject: Commissioner's Update	Public
Which outcomes in the <i>City Corporation's Corporate Plan</i> 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 01-24	For Information
Report author(s): Paul Betts, Assistant Commissioner Operations and Security; Nik Adams, Assistant Commissioner, National Lead Force.	

Summary

It was agreed that the Commissioner's verbal updates would be presented to the Board as formal written updates.

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

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Recommendation(s)

Members are asked to note the report.

Christmas Campaign

Operation Tinsel has continued to provide a high visibility presence and engagement with licensed premises, ensuring the safety and wellbeing of those enjoying the night time economy.

Op Reframe continues to support licensed premises and the wider community. With a focus on taxi touting, drink spiking and anti-social behaviour which has been highlighted as a key concern. Also supporting #DontCrossTheLine campaign against sexual harassment and misogyny. Launched by Hackney Council, City of London, Tower Hamlets and London’s local pubs, bars and clubs, the campaign aimed to send a clear message to perpetrators of sexual offences that they will not be tolerated and dealt with robustly.

Armed Robberies Conviction

A series of armed robberies across London, including The Chronicle Hotel on Norwich Street where thousands of pounds were stolen at gunpoint led to a joint investigation between City of London Police Major Crime Team and officers from the Metropolitan Police. This led to the identification and apprehension of two dangerous male offenders as well as removing a CO2 powered firearm and ammunition from the streets of London. The diligent investigation by officers led to the successful conviction of both men sentenced to a total of 22 years imprisonment for robberies committed at 3 London hotels.

Violent Disorder Conviction

Two groups were involved in a physical altercation at VQ Restaurant which spread onto the streets. One male was stabbed twice receiving non-life threatening injuries. Officers deployed and despite both groups leaving the area, officers secured the scene to obtain vital evidence leading to the identification of a number of suspects. Despite the victim refusing to cooperate with police, the diligent and tenacious work conducted by officers meant they were able to secure weapon related convictions which now await sentencing.

Good arrests

Whilst on patrol officers attended St Barts hospital where they have seen a rise in thefts. Officers quickly detained a male seen climbing over a wall, following a search they recovered wire cutters, screwdrivers and scissors. The male was arrested and has since been further linked to bicycle theft; investigations continue.

The Proactive Acquisitive Crime Team (PACT), whilst on patrol in plain clothes, has come across a 17 year old male paying attention to members of the public. Following a search, weapons and mobile phones were recovered. A further search of his home address recovered drugs and cash. An individual clearly looking to cause harm has been charged, with strict bail conditions attached whilst he awaits criminal trial.

Strategic Leadership

On the 30th November, Assistant Commissioner Adams attended the launch of the Online Fraud Charter at Lancaster House in company with the Home Secretary, Rt Hon James Cleverly MP. In attendance were also eleven of the largest technology companies in the United Kingdom, including Microsoft, Google, Facebook and Amazon. The Online Fraud Charter is a voluntary public / private sector initiative promoting shared ownership and collaborative working to identify and disrupt cyber enable fraud. This is a world first agreement to tackle online fraud. There was extensive positive media coverage reporting on this launch. The follow week, AC Adams attended the Joint Fraud Task Force, Hosted by the Security Minister, to begin to embed the Charter with private sector partners.

Action Fraud / NFIB

On the 30th November, the National Fraud Intelligence Bureau (NFIB) hosted the National User Group at the Barbican conference centre. This event was attended by over one hundred representatives from across UK Policing. NFIB demonstrated the latest build of the Foundry platform that will replace the Action Fraud service. The event was well received by visiting Police services, with positive feedback received.

Action Fraud launched their annual '12 Frauds of Christmas' campaign on Monday 4th December. The campaign is dedicated to raising awareness around various types of fraud and cyber crime daily in the lead up to Christmas. A partner pack has been circulated to industry partners and forces, which features 20 tailor made assets and a detailed social media schedule with Protect messaging. This campaign has been adopted by local Police forces and positive media coverage in local media outlets.

National Support & Co-ordination

European Money Mules Action (EMMA) concluded at the end of November. This is an action co-ordinated by Europol specifically to target cross border money mules. The project promotes partnership working during the EMMA period between law enforcement agencies and the private sector. Lead Force Operations Room (LFOR) co-ordinated the United Kingdom’s response which resulted in a number of phases of executive action which included arrests, safeguarding visits, cease & desist notices and account freezing orders.

Engagement visits have been completed to promote the new National Policing Strategy for Fraud, Economic and Cyber Crime. Each Regional Organised Crime Unit (ROCU) has hosted an event to which local forces have been invited. Subsequently, forces have sought guidance and expertise offered by CoLP to support implementation. In the New Year we will be engaging with HMICFRS to build the future Inspection framework, which we anticipate will be based on the strategy.

International Support & Co-ordination.

The Economic Crime Academy travelled to Mauritius to meet with the Investigation Directorate of The Mauritius Independent Commission against Corruption (ICAC) to undertake a Training Needs Analysis. Mauritian authorities are keen for the ECCA to potentially provide anti-corruption training.

Assistant Commissioner Adams met with the Royal Cayman Islands Police Service to discuss training and providing operational support as they look to develop their fraud investigation services. Every UK overseas territory is twinned with a UK Police Force from whom they can request support and advice. The Royal Cayman Islands Police Service is twinned with the City of London Police.

Pete O’Doherty
T/ Commissioner
City of London Police

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Agenda Item 7

Committee(s): Corporate Services Police Authority Board Policy and Resources	Dated: 10 January 2024 10 January 2024 18 January 2024
Subject: Draft High-Level Business Plan 2024/25 – Town Clerk’s Department	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1,2,3,4,5,6,7,8,9,10,11 and 12
Does this proposal require extra revenue and/or capital spending?	N
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: Town Clerk	For Decision
Report author: Sarah Scherer, Head of Business Support	

Summary

This report presents for approval the high-level business plans for several areas of the Town Clerk’s Department for 2024-2025.

Specifically, the report brings together the following functions which report into the Deputy Town Clerk:

- Governance and Member Services
- Office of the Policy Chairman
- Strategic Security and Resilience
- Police Authority
- Corporate Health & Safety

The Office of the Lord Mayor and the London Metropolitan Archives, which also sit under the Deputy Town Clerk, will report in separate, individualised business plans, as will other areas of the Town Clerk’s Department (e.g., Corporate, Strategy and Performance and Communications).

Recommendation(s)

1. Members of the **Corporate Services Committee** are asked to approve the sections related to Governance and Member Services, Office of the Policy Chairman and Corporate Health & Safety.
2. Members of the **Policy and Resources Committee** are asked to approve the sections related to the Office of the Policy Chairman and Strategic Security and Resilience.
3. Members of the **Police Authority Board** are asked to approve the sections related to the Police Authority.
4. Members are asked to note organisational changes which will affect the Town Clerk’s Department and Deputy Town Clerk reporting lines, particularly that Electoral Services has moved to the Comptroller and City Solicitor, and that Health and Safety will report into the Deputy Town Clerk.

Main Report

Background

1. As part of the new framework for corporate and business planning, departments were asked to produce standardised high-level, 2-side business plans for the first time in 2017 for the 2018/19 year. Members generally welcomed these high-level plans for being brief, concise, focused and consistent statements of the key ambitions and objectives for every department.
2. For 2024/2025, the high-level business plans have been further evolved to add more narrative and improve readability. These plans incorporate further changes to the organization since the TOM. As high-level plans, these documents do not capture the granularity of work but give the overall picture of activity, customer feedback, trends where applicable and direction of travel.

Draft final high-level Business Plans for 2024/2025

3. This report presents, at Appendix 1, the consolidated draft high-level business plans for 2024/2025 for the following functions within the Town Clerk's Department who report into the Deputy Town Clerk:
 - a. Governance and Member Services
 - b. Office of the Policy Chairman
 - c. Strategic Security and Resilience
 - d. Police Authority Team
4. These functions have individualised deliverables, but their size and remit do not necessarily warrant individualised business planning in a directly equivalent manner to the wider departmental submissions made by larger areas.
5. Given the transition of Health & Safety to the Town Clerk's Department at a late stage in the business planning process, a separate draft high-level business plan is presented in Appendix 2. (*N.B. – consequently, Appendix 2 has been omitted from circulation to the Policy & Resources Committee and Police Authority Board, in the interests of reducing superfluous paperwork to those bodies*).
6. The Office of the Lord Mayor and the London Metropolitan Archives, which also form part of the Deputy Town Clerk function, will report in separate, individualised business plans to the relevant committees.
7. The high-level plans have been developed in consultation with senior officers, considering the work activity, aspirations, and issues of each of the respective function. The intention is to establish and confirm the core workstreams for each function, so that management teams can set objectives and work plans to accomplish these overarching goals throughout the upcoming year.
8. In drafting their business plans, teams have focused on cross-departmental collaboration. The Office of the Policy Chairman business plan, for example, has been shared with Innovation & Growth, Corporate Communications, Remembrancer's and Mansion House. Governance and Member Services have consulted with the Corporate Strategy team.

9. These functions represent a headcount of 67.7 FTE all based in the Guildhall complex.

10. *Governance and Member Services*

- a. The Governance and Member Services team in the Town Clerk's Department is dedicated to supporting the Corporation's decision-making process and supporting Members in their work as elected officials and representatives of the City of London Corporation. The Team is comprised of 20 individuals who support with the day-to-day operations of committees, on matters of procedure, and by providing learning and development opportunities.
- b. The Team oversees the formal process and services of over 500 formal decision-making meetings each year, including meetings of the Court of Common Council and Court of Aldermen, their committees, sub-committees and working parties.
- c. In 2023/2024 this team saw significant change with the appointment of a new interim Assistant Town Clerk. As of writing there were 3 vacancies against a headcount of 20. We hope in the year ahead that we can get back to basics and better deliver against the core functions of our team and help the organisation (Members and Officers) better understand the role of Members and the City Corporation's decision-making functions.
- d. In 2024/2025, the team will focus on the development and implementation of a Member Development programme and the development of an Induction Programme for all potential candidates in the 2025 election. The team will also work to define a new Report Template and associated guidance and training to align with the new priorities of the 2024-2029 Corporate Plan and facilitate improved decision making.

11. *Office of the Policy Chairman*

- a. Led by the Executive Director and Private Secretary, the team works to support the Policy Chairman, Deputy Policy Chairman, Vice Chairs and Policy Leads in their role in providing leadership for the Corporation in the development of policy and drive the organization's aims and objectives.
- b. Within the Policy Unit, the team works across the organization with all Departments to deliver on the strategic priorities of the Policy Chairman, including the implementation of recommendations proposed by the sector through Vision for Economic Growth, reinvigorating activity in the Square Mile through the completion of the London Museum, the definition of an expanded Destination City remit, and SME Strategy, as well as day-to-day governance within the Corporation.
- c. In 2024/2025, the team will continue to drive a programme of external engagement that includes regular meetings/activities with key stakeholders, ensure the successful execution of the CPR overseas visits programme, support the Chair in their duties at Common Council, Policy and Resources

and RASC, and ensure timely response to inbound correspondence, while also supporting cross-cutting policy responses to emerging issues.

12. *Strategic Security and Resilience*

- a. The City of London Resilience Planning team has a duty and statutory function that offers a specialist resource aimed at helping both the City Corporation and supporting the wider Square Mile community to maintain its resilience in the face of emergencies and other business disruptions.
- b. Led by the Strategic Security Director & Counter Terrorism Advisor, the team aims to raise awareness in the Square Mile community of all aspects of contingency planning, preparing for localised and Pan London incidents supporting the wider City of London community with a key task to ensure the consistency of the Corporations own preparedness to respond to an emergency. Promote business continuity in the Square Mile providing advice and assistance to City businesses those undertaking commercial activities and voluntary organisations in the development of their business continuity management planning arrangements, as well as a responsibility to warn and inform the community of any emergencies and how to mitigate their effect.
- c. Much of the emergency planning activity which affects the Square Mile is carried out on a London wide basis. City of London Contingency Planning Team ensures that the Square Mile is adequately represented as part of these pan-London planning activities. In addition, The City of London Police and the City of London Corporation have a close working relationship in many areas including contingency planning.
- d. In 2024/2025, the team will ensure that local resilience/emergency planning & business continuity planning follows the core principles of legislation under the CCA-Civil Contingencies Act 2004 and echoes the principles that subsidiarity is at the core of local resilience emergency planning arrangements. The Head of Resilience Chairs the Local City of London Resilience Forum (Borough Resilience Forum) the partnership and multi-agency mechanism for planning for emergencies within the Square Mile and beyond

13. *Police Authority*

- a. The Court of Common Council is defined as the Police Authority for the Square Mile. The Court delegates this duty (except for the appointment of the Police Commissioner) to the Police Authority Board and its Committees (Strategic Planning and Performance; Resource, Risk and Estates; Professional Standards and Integrity; Economic Crime and Cyber; and Police Pensions Board). The Board is supported by the Director of the Police Authority and 6 staff members.
- b. The Police Authority team supports the Police Authority Board to make sure that the City of London Police runs an effective and efficient service by holding the Commissioner to account; ensure value for money in the way the police is run and assist in setting policing priorities taking into account the views of the community.

- c. In 2024/2025, in addition to fulfilling our statutory obligations, the team will promote the value of our National Lead Force role and FCCRAS implementation. In addition, they will oversee and work with the Force to improve the line of sight between inputs, activity and outputs/outcomes in relation to the delivery of the City of London Policing Plan

14. *Corporate Health & Safety*

- a. The Corporate Health & Safety function in the Town Clerk's Department is dedicated to ensuring appropriate and sufficient systems are in place to support our governance of Health & Safety risk. These mechanisms support the Corporation's decision-making process and support Chief Officers in discharging the legal requirements set upon us as an ethical, modern employer.
- b. The team is comprised of eight individuals who maintain our policies, procedures, and safety data systems, such as accident reporting and are critical in setting our organisational safety culture. Critically they make up the competent health and safety resource as required by statute under various safety related pieces of legislation, e.g. Fire.
- c. In 2023/2024 this team saw significant change with the appointment of a new Health & Safety Director and Head of Profession and the merging together of the Property and People safety functions. These changes were driven in order to: i. better improve risk visibility, ii. streamline safety processes to support governance, iii. to better support the risk profile of the Corporation and iv. to provide the Town Clerk with assurance.
- d. This year the function will ensure our safety management system is fit for purpose, following key organisational changes resulting from the Target Operating Model. We will ensure we are able to reflect back accurately our significant safety risk profile. We will also set a clear direction for all departments by implementing safety strategy that not only supports our People Strategy as part of our Corporate Plan but can develop the maturity of our risk culture. One workstream in particular will focus on the reduction of harm in order contribute to cost reduction. This work will provide clarity on safety risk, improve risk literacy for our managers, members and encouraging the use of systems, such as accident reporting and ensuring that learnings from incidents are implemented effectively to minimise recurrence and the risk of harming employees, service users and subsequently prosecution from the Health & Safety Executive.

Operational Property Assets Utilisation Assessment

- 15. In keeping with the requirements of Standing Order 56, a utilisation assessment has been undertaken of the corporate space occupied by the relevant sections of the Deputy Town Clerk function covered in this report.
- 16. Recent changes to departmental structure (with elections moving to the Comptroller & City Solicitor's department and Health & Safety relocating to join the function and changing physical location), together with the disparate geographical locations and space requirements of various sections have necessarily limited the ability to report desk usage coherently across the piece or to compare all sections in a like-for-like

fashion. Nevertheless, an assessment has been undertaken and did not identify any surplus operational property assets and currently assets allocated for the delivery of services are fully utilised. Excluding operational spaces (e.g., the Print Unit), an apportionment of 206.58 sqm is made for the various functions located on the West Wing, second floor. The utilisation assessment will continue to be kept under review, in line with the requirements of Standing Order 56 and any changes in the CoLC's Workplace Attendance Policy.

Corporate & Strategic Implications

17. Strategic priorities and commitments are expressed in Appendix 1 and Appendix 2.

Security implications

18. The department is responsible for co-ordinating the City of London Corporation's strategic security provision.

Financial and resourcing implications

19. The budgets for the various functions represented by this report within the Town Clerk's Department are set out in the attached appendices.

20. New and existing functions developed under the TOM included some requests which (in advance of a reprioritisation review) are temporarily funded via repurposed transformation or security funds. Funding for FY 2024/5 is expected through adopting an invest to save model and identifying funding through initiatives including the Resource Priority Refresh Programme.

Equalities Implications

21. All the services and functions covered in the report are committed to Equality, Diversity and Inclusion.

22. We will continue working closely with the Director of Equality, Diversity and Inclusion and the Chief People Officer to enable the City of London Corporation to comply with all obligations under the Equality Act 2010 and the Public Sector Equality Duty relevant to respective functions.

Conclusion

23. The Town Clerk's Department is a combination of disparate functions which work together in support of key corporate functions and encompassing a number of statutory responsibilities. This report presents the key workstreams for the coming year in line with the new business plan reporting template; as the new departmental structure embeds alongside the new business planning process, the connectivity across areas will be strengthened for future years.

Appendices

- Appendix 1 – Final high-level business plan 2024/25
- Appendix 2 – Final high-level Corporate Health & Safety business plan 2024/25

Sarah Scherer

Head of Business Support

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What's changed since last year

Governance and Member Services

- 2020-22 saw a significant amount of change, including turnover in officers and Members (c. 50% of both groups). There is a new Team structure and several governance reviews which have fundamentally changed some aspects of how we work. 2023-24 sees a 'steady state' for the first time in several years and will hopefully allow the Team to get back to basics and better deliver against the core functions of our team, and help the organisation (Members and Officers) better understand the role of Members and the City Corporation's decision-making functions.

Electoral Services and Health & Safety

- As a result of a structural realignment, the Electoral Services team have moved to the Comptrollers and City Solicitor's and Corporate Health & Safety have moved to the Town Clerk's Department.

Office of the Policy Chairman

- The Office of the Policy Chairman was fully staffed for the first time, albeit there was some churn within the team throughout; 2023-2024 represented the first year in which to establish the Office of the Policy Chair function and showcase the value this team can add across the organisation.

Strategic Security and Resilience

- Senior Security Board has been reviewed and updated, including a new Protect Bridges Board, linked with new corporate risk.
- Implementation and embedding integrated Protect Plans with COLP, COLC, stakeholders and businesses.
- Implementation of actions from debriefs of events, enhancing effective command, control and co-ordination.
- Resilience arrangements, business continuity, response, planning and implementation all developed significantly through the unprecedented response to the global Covid 19 pandemic . Strategic and operational arrangements were a key feature of the City of London response from health for the local community and ensuring local business continuity planning arrangements were in place across the whole of the Corporation's business portfolio. Post pandemic, the recovery to a 'new normal' has presented several challenges across the resilience spectrum. Covid provided proof that the key to success in planning and response to major incidents and events is via relationships and partnership working arrangements. Strategic leadership in major incidents training has been rolled out and we are ensuring our capability and resources through our staff volunteering roles to support major incidents are continually updated.

Police Authority Team

- The new target operating model for the Police Authority Team is bedding in; there is more capacity and capabilities in the Team. The City's Policing Plan was refreshed for 2023/24. The external policing context has evolved: public trust and confidence in policing is too low; financial pressures have increased; and Government has clarified expectations with the publication of a new Fraud Strategy, a second Economic Crime Plan and a revised Strategic Policing Requirement and Policing Protocol.

Our aims and objectives are

Governance and Member Services

- To offer comprehensive support to Members in the exercising of their duties as elected representatives of the City of London Corporation – by providing governance advice and learning and development opportunities
- To oversee the formal decision-making process and services of over 500 formal decision-making meetings each year, including meetings of the Court of Common Council and Court of Aldermen, their committees, sub-committees and working parties

Office of the Policy Chairman

- Support the Policy Chairman, Deputy Policy Chairman, Vice Chairs and Policy Leads to coordinate and advance the development, promulgation and implementation of the Corporation's policies, programmes, and strategic aims in collaboration with senior and Chief Officers, focusing on the strategic priorities of the Policy Chairman which include our Competitiveness Strategy manifested through Vision for Economic Growth and reinvigorating activity in the Square Mile through the completion of the London Museum, Destination City, and a SME Strategy
- Advance the Corporation's policy priorities through the establishment of strong and effective networks and partnerships across the Corporation, the Lord Mayor and Mansion House, and externally across the City of London, Westminster, and the private sector

Strategic Security and Resilience

Page 30

To assist and facilitate across the organisation a co-ordinated response of HM Contest Strategy of Protect, Prepare and Prevent strands, relevant to Local Authorities, through the Senior Security Board, considering our people, places, communities and customers. Oversee high risk events and incidents, through competent command structures

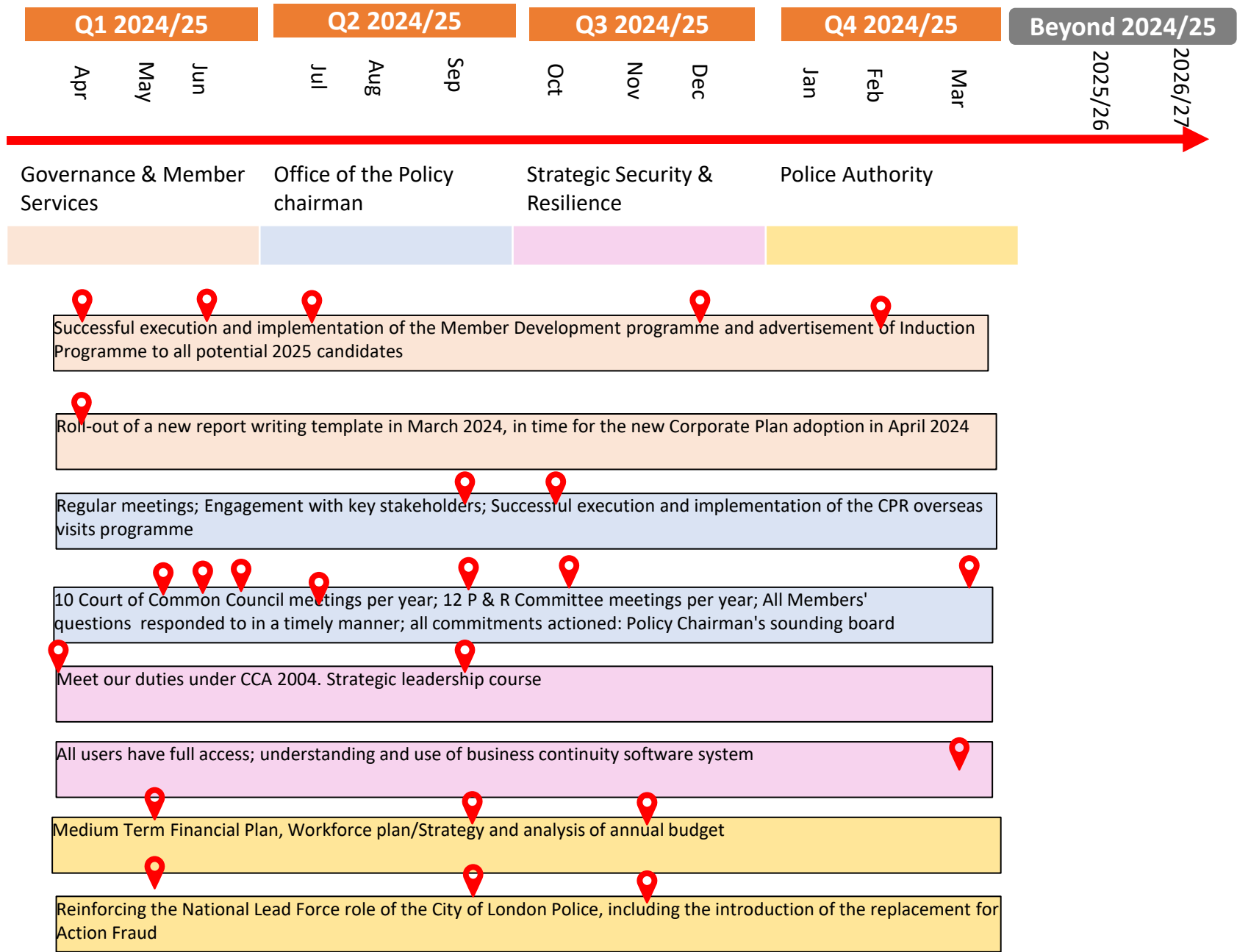
Local resilience/emergency planning & business continuity planning follows the core principles of legislation under the CCA-Civil Contingencies Act 2004 and echoes the principles that subsidiarity is at the core of local resilience emergency planning arrangements. It must also be mentioned that emergency and resilience planning underpin the Government Contest strategy particularly the 'Prepare' strand

- The overarching Aim is still linked to the CR01 risk of all the ingredients above and are a part of providing the capability and resource to ensure that the Colc can respond to a major incident impacting on the City of London and supporting the emergency services

Police Authority Team

- To support the work of the City of London Police Authority Board in fulfilling its statutory and other responsibilities to ensure the public receives an efficient and effective service from the City of London Police, and the priorities in the City of London Policing Plan are delivered

Our 2024/25 timeline planner priority workstreams and key milestones



Our major workstreams this year will be

Workstream Name	Funding allocated	People resource	Prioritisation category	Dependency	Outcomes/ Impacts	KPI	Update Schedule	24/25 Target	22/23 Baseline
Member Development and Induction Development, approval, delivery and evaluation of a Member Development Programme / new Member Induction Programme <div style="text-align: center; font-size: 2em; font-weight: bold;">Page 32</div>	8%	8%	Political Expectation; Duty & Discretionary	Sub committee approval/ Member buy in/ Chief Officer buy in	Improved L & D Programme leading to increased attendance and the development of Member skillsets that allow them to better exercise their duties; More efficient meetings/Less ad-hoc member questions; Potential introduction of mandatory training; An appropriate induction plan designed to provide key information and guidance to help newly elected Members	Successful execution and implementation (measured through attendance and feedback results)	Quarterly	Increase level of attendance by 25%	N/A
						Delivery of quarterly programmes	Quarterly	100%	95%
						Advertisement of induction programme to all potential 2025 candidates in good time	End of Feb 2025	100%	N/A
Governance To establish a new report writing template(s), taking into account the new Corporate Plan	4%	4%	Duty & Discretionary	Approval of the corporate plan; Relevant Chief Officer and Member approvals	The roll-out of a clear template that will assist in the production of reports; and assist Members in their consideration of the reports; leading to more effective and timely decision-making.	Roll-out of a new report writing template and training to support the adoption of the new template	End of April 2024 Progress monitoring quarterly	90% Adherence to new template	N/A

Workstream Name	Funding allocated	People resource	Prioritisation category	Dependency	Outcomes/ Impacts	KPI	Update Schedule	24/25 Target	22/23 Baseline
Supporting the Policy Chairman discharge their duties as a key spokesperson and lead the Corporation's external relations with Westminster, Brussels, London local government and internationally	80%	50%	Priority Outcome (Organisation) Political Expectation	Medium and long term planning impacted by ongoing unforeseen events and conflicting priorities UK Elections EU, US and other global elections Availability of external stakeholders	Positioning the City as a welcoming, diverse and accessible place that is open to everyone, as well as being the centre of the UKS trading and financial services industries	The CPR is well known, and well regarded across major institutions and corporations within the Square Mile – our Vision for Economic Growth is promoted and adopted by major political parties	Quarterly	90% engagement with identified priority stakeholders	N/A
						The CoLC is viewed as the national representative of the FPS sector due to increased regional engagement – we are a well-respected voice and advocate across European and global capitals	Quarterly	N/A	N/A
Supporting the Policy Chairman discharge their duties at Common Council, Policy & Resources Committee and its sub-committees	20%	50%	Duty & Discretionary	Coordination with the work of all of our Departments	CoLC is able to meet its organisational aims and objectives according to our governance procedures and obligations in a collaborative manner	The Corporation makes timely progress against our commitments; our resources are allocated effectively and within our means	Quarterly	90% adherence with new PIF/ Contingency guidelines and resource allocation processes, resulting in controlled and effective spend	N/A
						The work of our Committees is coordinated, well-planned and there is less duplication of work or the need to handle urgencies			

Workstream Name	Funding allocated	People resource	Prioritisation category	Dependency	Outcomes/Impacts	KPI	Update Schedule	24/25 Target	22/23 Baseline
Strategic leadership in major incidents training	10%	10%	Duty and Statutory	Availability of senior leaders to participate in strategic leadership in major incidents training	Capability to respond to a major incident	Meet our duties under CCA 2004 Ensuring competent professional development within this capability and resource	Monitor attendance	80% of staff trained (SLT & selected senior staff)	One strategic leadership course completed for 20 senior staff in September 2022
Continue to integrate and fully implement the business continuity software system	8%	8%	Duty and Statutory	Departments identifying via business impact analysis their most critical dependencies and continued engagement with the software system	Business Continuity software system will enable departments to maintain business continuity management	All users have full access, understanding and use of the software system	Regular Business Continuity Leads meetings and regular interaction with the system provider	100% (System fully used by departments)	The introduction and implementation process has begun
Police funding and value for money Oversee and work with the Force to improve the 'line of sight'	20%	20%	Duty & Statutory	Data availability	It will ensure the future Police Estate and other change programmes are proportionate to operational requirements and improve policing outcomes	Informal assessment by HMICFRS of improvement against 21/22 PEEL 'requires improvement' rating on strategic planning, organisational management, and value for money Balanced revenue and capital budgets aligned to workforce plans, priorities and demands	Quarterly through PAB Committee Structure	HMICFRS informal assessment indicates improvement; Balanced budget	HMICFRS "requires Improvement" rating

Workstream Name	Funding allocated	People resource	Prioritisation category	Dependency	Outcomes/ Impacts	KPI	Update Schedule	24/25 Target	22/23 Baseline
National Lead Force role and FCCRAS implementation Support the expansion of political engagement at national and local levels Focus on supporting the successful implementation of the new FCCRAS fraud reporting and analysis system by City Police	20%	20%	Addresses a risk on Corporation Register	Political will (national and local)	Continued improvements in national capabilities and the response to economic and cyber crime; a better service to victims of crime and law enforcement	The political direction signalled by Government supports the National Lead Force of the City of London Police The replacement service for Action Fraud is launched successfully launched in 2024/25	Quarterly through PAB Committee structure	The City Police meet The NLF Performance Measures in the 2024/25 Policing Plan	Performance against the 2022/23 Policing Plan

Partners we work with

- GLA/LB Newham/LB Barking & Dagenham/LB Tower Hamlets and Westminster. Electoral Commission; DLUHC and Cabinet Office
- Under Civil Contingencies Act 2004, all partners are category 1 and category 2 responders (essentially emergency services, transport networks and utility companies) and in the City, specific City Business groups who sit on the Local Resilience Forum
- London boroughs - specifically those in the Northeast sub region resilience group
- City of London Police
- Police and Crime Commissioners
- Central Government Departments
- The Home Office

Our Strategy and Cross-cutting strategic commitments

- Climate Action Strategy (as spokesperson; support via Policy Lead)
- Competitiveness Strategy (via international, regional and EU travel, and throughout London at major events, hosting events etc)
- Vision for Economic Growth implementation and continued advocacy (promotion across UK and across London)
- Advanced Markets and High-Growth Markets Visits and engagement programme (i.e. international travel)
- Policy Lead for Innovation in Technology
- Policy Lead for Sustainability
- Destination City (revised and expanded mandate)
- Chair of City Envoy Network
- Chair of BIDs (Deputy Chair)
- SME Strategy (delivery and approval at Court)
- Leadership in London (i.e. London Councils, Central London Forward, London Museum Tripartite)
- SMEs - wider business continuity advice to local business and promotion by local authorities under CCA 2004
- Destination City – Resilience work contributes to providing more resilient and safer Cities – LRF strengthening programme 2022-2030
- City of London Policing Plan 2022 – 2025

Our Impacts

Launch of Action Fraud Replacement

Improved reports and decision making



Business Continuity systems fully implemented

Strong external political Replacement



Our People

2022 Engagement Score - Town Clerk's Department 51%

Our work locations

Guildhall Complex FTE 59.7

Asset Name	Assessment complete	Assessment completion date
Guildhall	Yes	4 December 2023

Our stakeholders (or customers) Needs

- Members
- Residents & City Businesses
- The Livery
- Officers

Key Risks

Risk Title	Score
TC TCO 08 – Management of Public meetings (C&MS)	6
CR01 – Resilience Risk	12
CR36 – Protective Security	12
TC PA 01 Police Funding	8
TC PA 02 Police Estates	12
TC PA 03 Fraud & Cyber Crime Reporting & Analysis Service Procurement	24
TC PA 04 Changes to Police Authority Governance	8

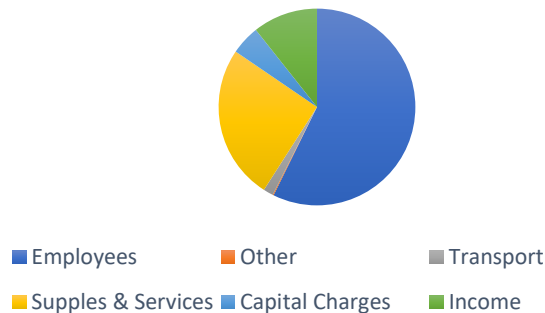
Equality, Diversity & Inclusion

There have been recent personnel changes and structural changes within the Town Clerk's Department. The aim and focus is now on realigning the main priorities; working with colleagues to merge and formulate cohesive EDI plans encompassing all sections. We continue to contribute significantly on EDI through cross-cutting activity, leading and driving change in a number of areas, including but not limited to: accessibility improvements for report templates, governance documents and meeting accessibility; developing and implementing a fair selection process for external member recruitment across all committees; meeting the diverse needs of our elected membership to ensure they can participate in meetings and exercise their democratic mandate; designing and responding to Member training requests and needs with positive EDI implications. At an individual level, we support and encourage Team members in sponsoring, leading, and participating in the new Social Mobility Network, City Pride, DAWN and CLEAR networks, amongst others. At a Team level, we have also prioritised action on wellbeing and integration; helping to embed improved EIA activity informing decision-making through report writing guidance and support; and corporate knowledge building with team-wide and individual L&D visits to CoLC locations.

Town Clerk's Department 2024-25 budget estimate allocation is £4.363M

Where our money comes from and what we spend it on

Local & Central Risk



Police Authority 2024-25 budget estimate allocation is £1M

Where our money comes from and what we spend it on



Impact

	Minor	Serious	Major	Extreme
Likely				
Possible		1	3	1
Unlikely			2	
Rare				

Agenda Item 8

Committee: Police Authority Board	Dated: 10 January 2024
Subject: Provisional Police Funding Settlement 2024/25	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	
What is the source of Funding?	
Has this Funding Source been agreed with the Chamberlain's Department?	
Report of: Commissioner of Police / Police Authority Treasurer Pol 02-24	For Information
Report author: Chief Finance Officer – City of London Police & Police Authority	

Summary

An updated Police Medium-Term Financial Plan was presented to Police Authority Board on 13 December 2023, which included assumptions on core funding for 24/25 in advance of the Provisional Police Funding settlement being communicated on 14 December 2023.

Having received and assessed the provisional settlement, as it applies to the City (Appendix 1 refers), overall it provides slightly more funding for 24/25 than had been expected (£0.3m). However, it also significantly increases the amount of ringfencing and therefore risk to realising all the funding opportunities.

The table below provides a line-by-line analysis of the provisional settlement compared with 2023/24 and CoLP's assumptions for 24/25. Key points are:

- Police Uplift Programme (PUP) ringfence – the expected £1m increase for Spending Review year 3 has been added in full to the PUP ringfence, which makes £3.1m funding dependent on performance in maintaining uplift targets (vs £2m in 23/24).
- Additional recruitment top up grant – City's officer uplift target has been formally increased by 10 (from 986 to 996 headcount), with £0.5m additional ringfenced funding being provided (which will be fully offset by additional costs).
- Pay award grant – City received £2.4m extra funding during 23/24 for part-year effect of the 2023 officer pay award (7%). The £3.8m full year effect has been rolled into core grant for 24/25. With the allocation of this grant being based on funding formula shares, it does not provide any contribution to the increased costs of National Lead Force (NLF) or other funded resources.

- Precept grant (in lieu of City's inability to precept) - has increased by £1m which is slightly higher than the £0.8m expected, linked to Government providing increased Precept flexibility elsewhere (of £13 rather than £10).
- Pensions grant - Home Office is allocating £260m additional funding to policing in respect of recent decision to increase employer pension contributions for officers from 31% to 35.3% from April 2024. CoLP is getting an extra £2.4m pensions grant from this, which provides for the cost increase for CoLP's 'established' officers. This includes existing, 'established' officer roles for its NLF and other funded work but not its 'temporary' or growth roles.
- National & International Capital City (NICC) grant (provided to City and Met Police) - has remained cash flat at £4.8m since April 2019. The NICC grant was awarded to recognise the cost of additional policing activity arising from events and demonstrations related to the City's historic location and national and international status, excluding the costs of counter terrorism activity which is subject to a separate specific grant. City will engage with the Met with a view to making a joint case for increasing this funding as part of the next Spending Review.

While this provisional settlement provides a significant funding increase for local policing, it does not fully offset the inflationary and other pressures and – after taking account of police mitigations – leaves a gap of £2.5-3m that will need to be bridged when setting the 24/25 budget (to be presented to Police Authority Board for approval in February 2024).

It should also be noted that the settlement does not provide for increased funding of City's NLF work to offset pay award, pensions increase and other inflationary pressures. Engagement is taking place with Home Office on this matter.

Home Office Settlement	Final Settlement 23/24	MTFP Expectations 24/25	Provisional Settlement 24/25	Variance Better/ (Worse) compared to MTFP Expectations £m	
	£m	£m	£m	£m	
Home Office core grant	62.6	67.3	66.3	(1.0)	
Pay award Grant (rolled into core grant 24/25)	2.4				
Council Tax legacy grant (CoLP)	0.1	0.1	0.1	0.0	
Council Tax legacy grant (CoL)	0.2	0.2	0.2	0.0	
Police Uplift Programme Ringfenced	2.0	2.0	3.1	1.1	
Additional Recruitment Top Up (Ringfenced)	0.0	0.0	0.5	0.5	
National & International Capital City Grant (NICC)	4.8	4.8	4.8	0.0	
Precept Grant	6.4	7.2	7.4	0.2	
Home Office Pension Grant	0.8	0.8	3.2	2.4	
Total Central Grant Funding	79.3	82.4	85.6	3.2	A
Less:					
Increase in Police Officer Pension Costs				(2.4)	
Additional Officer Recruitment costs				(0.5)	
Total additional costs				(2.9)	B
Increase compared to MTFP assumptions				0.3	A+B

Recommendation

Members are asked to note the report.

Appendices

- Appendix 1 – Provisional Funding settlement letter for City

Alistair Cook

Chief Finance Officer – City of London Police & Police Authority

alistair.cook@cityoflondon.gov.uk

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BY EMAIL ONLY

Police and Crime Commissioners
Chief Constables

14 December 2023

Dear all,

We are writing to inform you that we have today published details of police funding for 2024-25.

The Provisional Police Grant Report 2024-25 is available at www.gov.uk/government/collections/police-finance, and the Minister of State for Crime, Policing and Fire's Written Ministerial Statement can be viewed here: [Written statements - Written questions, answers and statements - UK Parliament](#). This begins a consultation period which will run until 5pm on Wednesday 10th January 2024, ahead of the final Police Grant Report being laid in early 2024. Responses should be sent by email to policesourcespolicy@homeoffice.gov.uk.

The settlement for 2024-25 provides a total of up to £18.4 billion for policing, an increase of up to £843 million when compared with the 2023-24 funding settlement, which has been restated to reflect the additional funding received to support the costs of the 2023-24 Pay Award. Funding available to Police and Crime Commissioners (PCCs) will increase by up to an additional £922 million in 2024-25, a 6% cash increase. This includes local flexibility to increase council tax precept by £13 for English forces (Welsh forces have devolved powers to set the precept limit in Wales).

This settlement continues to honour the commitments to policing since Spending Review 2021, and commitments the Home Office has made since to ensure forces can maintain officer numbers. Total resource grant funding for PCCs has increased by £2.7 billion since 2019-20, a cash increase of 34% and real terms increase of 11%. Due to financial pressures facing all public services, this increase in police funding has only been possible by the Home Office seeking efficiencies across all budgets and reprioritising funding from other programmes. Force level funding allocations are set out in the table at Annex A of this letter. The increase in funding is broken down as follows:

- A £624 million increase in Government grant funding to PCCs, which includes;
 - £150 million announced at Spending Review 2021 to ensure the maintenance of officers for the Police Uplift Programme.

- £515 million of funding to support forces with the cost of the police officer pay award of which £185 million is additional to the funding provided in-year this financial year. This was announced by the Home Office in July 2023, to be allocated through existing funding formula shares. While the formula remains under review, we do not feel it is appropriate to deviate from the way in which core funding is allocated. This will ensure additional funding for pay is baselined for discussions at the next Spending Review.
 - £259 million to cover the increased costs of police pensions contributions, which will be allocated using updated shares based on a proportionate average of pension contribution data from 2021-22 and 2022-23, as well as forecasted data for 2023-24 and 2024-25.
 - A one-off top-up funding amount of £26.8 million to be provided in recognition of the software development and administrator costs associated with the delays to the implementation of the McCloud remedy. Any further costs will be considered at the next Spending Review.
- Up to £298 million additional funding from council tax precept, based on current forecasts and assuming all PCCs maximise their precept flexibility. The Government is enabling PCCs to increase precept by up to £13 for a Band D equivalent property.

The settlement also contains the following:

- £1 billion for national policing priorities, both resource and capital funding, to ensure local policing bodies and forces can address the evolving challenges of policing in the 21st Century.
- £7.4 million for the City of London Police precept grant.
- £190 million for the National and International Capital City (NICC) grant.
- At least £1 billion for Counter-Terrorism Policing is also included within the headline settlement. Force level funding allocations for Counter-Terrorism Policing will be confirmed separately and will not be made public for national security reasons.

Precept

As announced at the Local Government Policy Statement on 5 December, the government has set a precept limit of £13 for 2024-25 for English forces – higher than the level of precept flexibility agreed at SR21 of £10. Council tax policy is devolved in Wales and therefore Welsh forces are not bound by the increase in precept limits. This flexibility will result in up to an additional £298 million if all forces across England and Wales choose to maximise the precept limit, and up to an additional £60 million compared to £10 precept flexibility.

We have endeavoured to keep council tax increases for households down due to the cost-of-living pressures that the public are currently facing. The increase in precept flexibility, however, has allowed this Government to strike a balance between the impact on household's council tax overall and the increases required to manage pressures within public services. Overall, we believe this is a fair settlement in a difficult economic time.

It is my expectation that forces will continue to maximise efficiencies wherever possible, and this additional precept flexibility will not be used in place of that. I trust that this extra flexibility will support forces in managing budgets next financial year, and enable the maintenance of staff in specialist skilled roles while protecting officer numbers.

Efficiency and Productivity

The recent publication of the Policing Productivity Review has demonstrated the scale of benefits that could be realised within policing. We want to use the findings of the Productivity Review to identify areas to alleviate burdens, improve productivity and reduce inefficiencies. Our thanks go to Alan Pughsley and the review team for their invaluable work over the last year in producing this review. We will respond formally to the Productivity Review in the New Year, working closely with policing to realise the benefits identified.

We are providing £11 million to show our commitment to the ongoing work to improve productivity in policing, which includes increasing our investment in innovative technology as the Productivity Review recommends. For example, this year we have accelerated delivery in Automated Redaction; invested in giving the public a choice in how they contact the police with increased digital contact; and invested in using facial recognition to increase the chances of bringing people to justice more efficiently.

Police Officer Maintenance

As a result of the hard work of forces and collaboration with the Home Office, policing has delivered the substantial achievement and government commitment of recruiting an additional 20,000 police officers by March 2023. We now have more officers in England and Wales than the previous peak in 2010 – and the most officers on record. To continue supporting forces to maintain this achievement, the 2024-25 ringfence will be **£425 million**, intended to be allocated as follows:

- **£67.2 million** of the £425 million will be paid to the forces who volunteered to recruit above their Uplift target as an ‘additional recruitment top-up grant’. This will be allocated based on the 1,400 additional officers agreed on 31 March 2023 (Annex B). The grant will equate to **£48k** per officer, to be paid out in two equal instalments in **April** and **October** and with **no set conditions**.
- The remaining **£357.8 million will be ringfenced funding**. Allocations have been determined according to how much a force would receive from the total £425 million using funding formula shares (Annex C).
- Force shares of the £357.8 million ringfence will be paid to PCCs if they have maintained their overall officer maintenance headcount, inclusive of their portion of 1,400 additional recruitment agreed on 31 March 2023. **Separate arrangements have been made for the Metropolitan Police Service.**
- The new grant conditions will retain elements of the existing terms in 2023-24. **Every officer below a force’s maintenance headcount (Annex B) will result**

in the ringfence share reducing by £80,000 if missed at both data points (£40k per officer at each data point) down to a **threshold of 1.5% below the total maintenance headcount, or 30 officers** - whichever is greater. This threshold differs from 2023-24 when the threshold was 1% or 20 officers. For example, if a force is two officers below its maintenance headcount at both September, and at March, ringfenced funding would reduce by £160k.

- As with this year, **reducing officers beyond this threshold level would mean a force will not be eligible for its full share of the ringfence grant.** Access to ringfence funding shares will be based upon headcount levels recorded at data collection points on 30 September 2024 and 31 March 2025, and paid in January and July 2025 following the publication of police workforce statistics.

There will also be an opportunity for further additional recruitment in 2024-25, up to an additional 625 officers in total above original force allocations plus the additional 1,400 officers. We plan to be able to allocate these extra officers as soon as possible to enable forces to plan for their recruitment and expect the terms to be largely in line with the scheme run in 2023-24. Full details of the additional recruitment scheme for 2024-25 will be communicated to forces in January 2024.

If you would like to signal your interest and the scale of your appetite for a new additional recruitment scheme in advance of a formal launch, please contact the team at the following email address:

policeworkforcestrengthandstrategy1@homeoffice.gov.uk.

Crime programme funding

We can also confirm the funding that will be available to PCCs in 2024-25 on headline crime programmes. Despite difficult decisions across all budgets, we have sought to protect those tried-and-tested programmes that support PCCs to target activity and deliver an overall reduction in crime. In total this is a continued investment of over £200 million in 2024-25.

- £92.8 million to support activity designed to combat anti-social behaviour and serious violence.
- £15 million on Safer Streets Round 5, to supplement the funding already provided for 2023-24.
- £46 million to continue the County Lines Programme and Project Adder
- £47 million to continue to support the work of Violence Reduction Units

For several years, the Government has provided Grip funding to the police forces experiencing the highest levels of serious violence. This successful initiative has paid for additional patrolling in the worst affected areas. Under the Government's Anti-social Behaviour (ASB) Action Plan, which was published in March of this year, we established ASB hotspot response pilots in ten police force areas, ahead of an anticipated wider roll out across England and Wales in 2024-25. The hotspot response is to ensure an enhanced uniformed presence in ASB hotspot areas.

Recognising the obvious overlap between ASB hotspot activity and Grip serious violence hotspot policing, which many of you have told us about, we will combine the two funding streams for the forces concerned. This is not about diluting serious

violence or ASB funding, it is a common-sense solution that looks to build on the good practice already established. Accordingly, to avoid duplication and to reduce the number of separate funding streams, we will be giving relevant PCCs a single grant covering Grip activity and ASB hotspot response. We know that hotspot activity is effective, and this will be one of the largest rollouts of hotspot response to take place anywhere in the world. Each force will receive at least £1 million, as promised in the ASB Action Plan. Additionally, for forces already in receipt of Grip funding, the Grip funding and the ASB funding will be combined given the overlap between the two schemes. The total funding available will be over £66 million. Details of each force's allocation of hotspot patrol funding are at Annex D.

Additionally, we will be continuing funding for the ten Immediate Justice pilot areas next year and the ten PCC force areas concerned will receive the same funding for that as this year. We remain committed to rolling out immediate justice more widely across England and Wales, however, that roll out will not happen until later in 2024, when there has been more time to gather learning from the pilots. Therefore, each pilot force area will receive £1 million for 2024-25 and the other force areas will receive £0.5 million (to reflect the fact that this will only cover part of the year).

The total funding for ASB and serious violence across these various streams of over £92.8 million considerably exceeds the £50 million funding that was available across the relevant different grant streams in 2023-24. I am sure you will appreciate the flexibility we are providing you when it comes to the hotspot funding and understand why delaying the wider rollout of immediate justice makes sense.

The Safer Street Fund continues to be the Government's flagship crime prevention programme, helping to drive down crime and anti-social behaviour, ensuring the public is better protected. The Fund has evolved over the years, and I want to thank you all for your continued support and involvement. Your hard work has been invaluable to help tackle and prevent neighbourhood crime, anti-social behaviour (ASB) and violence against women and girls (VAWG) in public spaces; leading to real and lasting benefits, improving safety for the public and empowering and supporting communities and businesses in making areas less likely to be targeted by criminals.

We have also now finalised Safer Streets Round Five allocations for the 2024-25 financial year. The available budget will be £15 million for the 2024-25 financial year. As a result, each police force area will receive around £350,000 for the 2024-25 financial year. Accompanying guidance will be issued for Safer Streets imminently, highlighting where we have introduced increased flexibility to Grant Agreement requirements to support all forces. I encourage you and project leads to get in touch with my officials as soon as possible to discuss options.

To continue our good work in tackling drugs supply and county lines, and as part of our continued commitment to delivering HMG Drugs Strategy, we will continue to provide dedicated funding for our County Lines Programme and Project ADDER.

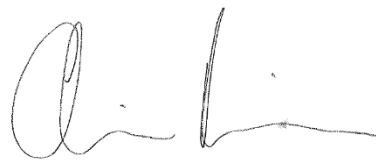
Additionally, for force areas in receipt of the multi-year VRU grant, I am also pleased to confirm that we will be providing VRU funding equivalent to the indicative funding amount for 2024-25 as set out in your existing grant agreement. This will allow for the continuation of the important work that VRU partnerships are delivering to lead and coordinate local responses, preventing young people from being drawn into the cycle of violence.

Full details of these programmes and allocations of funding will be communicated shortly.

We would like to thank you once again for your ongoing commitment to public service, and we look forward to continuing working with you to keep the public safe. We are copying this letter to Gavin Stephens, Chair of the National Police Chiefs' Council.

A handwritten signature in blue ink, appearing to read 'James Cleverly'.

Rt Hon James Cleverly MP
Home Secretary

A handwritten signature in black ink, appearing to read 'Chris Philp'.

Rt Hon Chris Philp MP
Minister of State for Crime, Policing and Fire

Annex A: Total Police Funding to Forces 2024-25 (inclusive of core grants, pensions grant and Police Uplift grants. (Not inclusive of crime programme funding¹))

Police Force	2023-24 (restated)			2024-25			Cash increase	% Increase
	Government Grant ²	Precept	Total	Government Grant	Precept	Total		
	£m							
Avon & Somerset	228.8	156.2	384.9	244.7	164.9	409.7	24.8	6.4%
Bedfordshire	88.7	57.7	146.4	95.5	61.1	156.6	10.2	7.0%
Cambridgeshire	103.1	82.3	185.4	109.9	86.8	196.7	11.3	6.1%
Cheshire	149.1	98.5	247.5	159.7	104.3	264.0	16.5	6.7%
City of London	79.3	-	79.3	85.6	-	85.6	6.3	7.9%
Cleveland	119.4	46.7	166.1	128.1	49.1	177.2	11.1	6.7%
Cumbria	84.0	52.3	136.3	90.2	55.0	145.2	8.9	6.6%
Derbyshire	140.8	88.6	229.3	151.3	93.5	244.8	15.4	6.7%
Devon & Cornwall	235.5	164.7	400.3	254.4	174.1	428.5	28.3	7.1%
Dorset	85.3	83.4	168.8	92.0	87.9	179.8	11.1	6.6%
Durham	111.4	46.1	157.4	118.3	48.8	167.0	9.6	6.1%
Dyfed-Powys	66.5	72.5	139.0	72.1	75.9	148.0	9.0	6.5%
Essex	223.8	154.8	378.6	240.9	164.6	405.5	26.8	7.1%
Gloucestershire	77.4	70.5	147.9	83.6	74.2	157.7	9.8	6.6%
Greater Manchester	566.2	193.0	759.2	608.6	204.7	813.3	54.1	7.1%
Gwent	96.1	73.0	169.1	103.5	76.3	179.8	10.7	6.3%
Hampshire	255.4	179.5	435.0	274.0	190.1	464.2	29.2	6.7%
Hertfordshire	153.5	110.6	264.1	164.0	117.4	281.4	17.4	6.6%
Humberside	160.7	76.3	237.0	172.0	80.6	252.6	15.5	6.5%
Kent	242.7	160.7	403.4	259.5	170.5	429.9	26.5	6.6%
Lancashire	250.0	115.2	365.2	268.1	122.0	390.1	24.9	6.8%
Leicestershire	147.6	93.0	240.6	157.4	98.1	255.5	14.9	6.2%
Lincolnshire	84.6	70.4	155.0	89.8	74.1	163.9	8.9	5.7%
Merseyside	326.9	97.7	424.7	348.7	103.5	452.2	27.6	6.5%
Metropolitan Police	2,509.6	909.6	3,419.2	2,581.3	956.8	3,538.1	118.9	3.5% ³
Norfolk	114.3	93.5	207.7	123.6	98.2	221.7	14.0	6.7%
North Wales	96.5	100.2	196.8	103.9	104.7	208.6	11.8	6.0%
North Yorkshire	99.0	92.0	191.0	106.7	96.7	203.4	12.4	6.5%
Northamptonshire	95.6	75.1	170.7	102.6	79.0	181.6	10.9	6.4%
Northumbria	296.4	68.9	365.3	318.2	74.7	392.9	27.6	7.6%
Nottinghamshire	176.5	89.4	265.9	188.8	94.4	283.2	17.2	6.5%
South Wales	211.7	163.8	375.5	228.7	171.2	399.9	24.4	6.5%
South Yorkshire	246.4	88.1	334.5	261.5	93.6	355.1	20.6	6.1%
Staffordshire	152.8	93.9	246.7	163.5	99.3	262.7	16.1	6.5%
Suffolk	91.2	69.1	160.3	98.1	73.0	171.1	10.8	6.7%
Surrey	130.9	160.6	291.5	140.3	168.5	308.7	17.3	5.9%
Sussex	214.1	154.8	368.9	229.6	164.3	393.9	25.0	6.8%
Thames Valley	300.8	245.0	545.8	325.4	259.2	584.6	38.9	7.1%
Warwickshire	69.5	60.7	130.2	74.8	64.0	138.8	8.7	6.6%
West Mercia	157.4	122.1	279.5	169.0	129.0	298.0	18.5	6.6%
West Midlands	589.9	149.4	739.3	629.2	160.1	789.4	50.0	6.8%
West Yorkshire	415.3	159.5	574.8	446.0	169.5	615.5	40.7	7.1%
Wiltshire	81.9	69.4	151.3	87.5	73.5	161.0	9.6	6.4%
Total England & Wales	10,126.7	5,308.6	15,435.3	10,750.8	5,606.7	16,357.5	922.2	6.0%

¹ Excludes funding for crime programmes including ASB, serious violence, Safer Streets, County Lines and VRUs.

² Funding from government grants assumes full recruitment and maintenance of the officers achieved recruited through the Police Uplift Programme.

³ The funding increase for the Metropolitan Police is less than other forces as a result of their recruitment shortfall within the Police Uplift. Figures may not sum due to rounding.

Annex B: Maintenance of police officer numbers post police uplift programme (March 2023)

Force	Baseline	Allocation	Maintenance headcount (2023-24)	Batch 1 additional recruitment allocation	Maintenance headcount ⁴ (2024-25)
Avon & Somerset	2,835	456	3,291	40	3,331
Bedfordshire	1,257	179	1,436	21	1,457
Cambridgeshire	1,526	206	1,732	0	1,732
Cheshire	2,080	300	2,380	15	2,395
City of London	809	177	986	10	996
Cleveland	1,226	239	1,465	35	1,500
Cumbria	1,199	169	1,368	17	1,385
Derbyshire	1,827	283	2,110	27	2,137
Devon & Cornwall	3,115	469	3,584	71	3,655
Dorset	1,267	166	1,433	17	1,450
Durham	1,138	225	1,363	5	1,368
Dyfed-Powys	1,163	141	1,304	10	1,314
Essex	3,316	449	3,765	45	3,810
Gloucestershire	1,161	153	1,314	21	1,335
Greater Manchester	6,787	1,155	7,942	159	8,101
Gwent	1,300	206	1,506	21	1,527
Hampshire	2,791	518	3,309	65	3,374
Hertfordshire	2,077	304	2,381	12	2,393
Humberside	1,929	322	2,251	32	2,283
Kent	3,729	489	4,218	5	4,223
Lancashire	3,007	509	3,516	45	3,561
Leicestershire	1,998	297	2,295	3	2,298
Lincolnshire	1,020	166	1,186	0	1,186
Merseyside	3,447	665	4,112	30	4,142
Metropolitan Police ⁵	31,943	4,557	36,500	0	35,100
Norfolk	1,677	224	1,901	34	1,935
North Wales ⁶	1,507	206	1,717	10	1,727
North Yorkshire	1,450	194	1,644	20	1,664
Northamptonshire	1,290	190	1,480	21	1,501
Northumbria	3,129	615	3,744	78	3,822
Nottinghamshire	2,021	357	2,378	30	2,408
South Wales	2,995	452	3,447	43	3,490
South Yorkshire	2,535	504	3,039	10	3,049
Staffordshire	1,648	300	1,948	38	1,986
Suffolk	1,224	179	1,403	22	1,425
Surrey	1,994	259	2,253	10	2,263
Sussex	2,737	429	3,166	39	3,205
Thames Valley	4,250	609	4,859	87	4,946
Warwickshire	963	137	1,100	15	1,115
West Mercia	2,164	311	2,471	32	2,503
West Midlands	6,691	1,218	7,909	100	8,009
West Yorkshire	5,186	852	6,038	100	6,138
Wiltshire	1,025	164	1,189	5	1,194
Total England & Wales	128,433	20,000	148,433	1,400	148,433

⁴ Total 2024-25 maintenance headcount equates to uplift maintenance plus Batch (1,400 officers)

⁵ Metropolitan Police - the reduced maintenance headcount for 2024-25 is a result of the 1,400 officers (batch 1) being baked into other forces' headcount levels for 2024-25

⁶ North Wales and West Mercia have made a maintenance line adjustment transferring officer posts between each of the forces (effective as of 2 October 2023).

Annex C: Allocation of Pensions grant, Police Uplift Grant and additional recruitment top-up funding (funding included in Annex A).

Force	Pensions Grant	Police Uplift Ringfenced Grant	Additional Recruitment Top-Up
	£		
Avon & Somerset	9,244,256	9,721,568	1,920,000
Bedfordshire	3,915,605	3,831,871	1,008,000
Cambridgeshire	4,729,226	4,388,272	-
Cheshire	7,002,231	6,395,165	720,000
City of London	3,194,535	3,131,645	480,000
Cleveland	4,307,395	5,097,190	1,680,000
Cumbria	3,804,023	3,583,918	816,000
Derbyshire	6,307,796	6,009,009	1,296,000
Devon & Cornwall	10,868,583	9,982,518	3,408,000
Dorset	4,408,083	3,525,259	816,000
Durham	4,163,443	4,795,524	240,000
Dyfed-Powys	4,066,614	3,010,259	480,000
Essex	10,289,611	9,553,147	2,160,000
Gloucestershire	3,840,934	3,245,607	1,008,000
Greater Manchester	22,077,417	24,558,494	7,632,000
Gwent	4,307,490	4,363,866	1,008,000
Hampshire	9,768,224	11,024,023	3,120,000
Hertfordshire	6,874,121	6,486,364	576,000
Humberside	6,237,819	6,850,572	1,536,000
Kent	11,693,038	10,405,884	240,000
Lancashire	10,542,028	10,816,879	2,160,000
Leicestershire	6,586,084	6,319,666	144,000
Lincolnshire	3,600,804	3,534,874	-
Merseyside	12,794,827	14,163,487	1,440,000
Metropolitan Police	105,721,706	29,783,845	-
Norfolk	5,488,716	4,754,642	1,632,000
North Wales	5,074,460	4,378,561	480,000
North Yorkshire	4,929,875	4,136,480	960,000
Northamptonshire	4,079,226	4,053,861	1,008,000
Northumbria	11,167,748	13,091,367	3,744,000
Nottinghamshire	6,866,107	7,587,287	1,440,000
South Wales	10,480,072	9,608,784	2,064,000
South Yorkshire	8,795,273	10,717,662	480,000
Staffordshire	5,677,417	6,405,725	1,824,000
Suffolk	3,971,713	3,827,564	1,056,000
Surrey	6,535,901	5,500,407	480,000
Sussex	9,150,844	9,132,135	1,872,000
Thames Valley	14,593,232	12,947,715	4,176,000
Warwickshire	3,211,307	2,916,874	720,000
West Mercia	7,010,578	6,605,102	1,536,000
West Midlands	21,094,901	25,948,168	4,800,000
West Yorkshire	16,794,476	18,107,609	4,800,000
Wiltshire	3,618,847	3,501,150	240,000
Total	428,886,587	357,800,000	67,200,000

Annex D: Breakdown of funding for Hotspot Policing

Force	Hotspot Response Total (£)
Avon & Somerset	1,641,063
Bedfordshire	1,465,429
Cambridgeshire	1,000,000
Cheshire	1,000,000
City of London	1,000,000
Cleveland	1,420,423
Cumbria	1,000,000
Derbyshire	1,000,000
Devon & Cornwall	1,000,000
Dorset	1,000,000
Durham	1,000,000
Dyfed-Powys	1,000,000
Essex	1,637,769
Gloucestershire	1,000,000
Greater Manchester	2,888,062
Gwent	1,000,000
Hampshire	1,454,452
Hertfordshire	1,000,000
Humberside	1,392,980
Kent	1,568,614
Lancashire	1,713,512
Leicestershire	1,473,113
Lincolnshire	1,000,000
Merseyside	2,399,581
Metropolitan Police	8,139,508
Norfolk	1,000,000
North Wales	1,000,000
North Yorkshire	1,000,000
Northamptonshire	1,000,000
Northumbria	1,864,996
Nottinghamshire	1,529,097
South Wales	1,429,204
South Yorkshire	1,975,864
Staffordshire	1,000,000
Suffolk	1,000,000
Surrey	1,000,000
Sussex	1,436,889
Thames Valley	1,690,460
Warwickshire	1,000,000
West Mercia	1,000,000
West Midlands	3,702,563
West Yorkshire	2,476,420
Wiltshire	1,000,000
TOTAL	66,299,999

Annex E: Breakdown of funding for County Lines Programme and Project ADDER, and Violence Reduction Units

Force	VRU Allocation
Avon & Somerset	£1,512,572
Bedfordshire	£1,047,170
Cleveland	£1,047,170
Essex	£1,512,572
Greater Manchester	£4,341,877
Hampshire	£1,047,170
Humberside	£1,047,170
Kent	£1,512,572
Lancashire	£1,512,572
Leicestershire	£1,047,170
London	£9,397,400
Merseyside	£4,341,877
Northumbria	£2,140,937
Nottinghamshire	£1,047,170
South Wales	£1,047,170
South Yorkshire	£2,140,937
Sussex	£1,047,170
Thames Valley	£1,512,572
West Midlands	£4,341,877
West Yorkshire	£4,341,877
Total core allocations	£46,987,000

Indicative 2024-25 allocations for Project ADDER sites:

Force/ADDER area	2024-25 indicative allocations
Avon and Somerset Police -Bristol	£375,000
Cleveland Police - Middlesbrough	£250,000
Lancashire Constabulary -Blackpool	£250,000
Merseyside Police - Merseyside	£800,000
Metropolitan Police - London	£500,000
Norfolk Constabulary - Norwich	£250,000
Northumbria Police - Newcastle	£275,000
South Wales Police - Swansea Bay	£650,000
Sussex Police - Hastings	£250,000
West Yorkshire Police - Wakefield	£285,000
Total	£3,885,000

County Lines Programme – Total investment of £46 million 2024-25 for national and local capabilities including National County Lines Coordination Centre, and funds for Metropolitan Police, West Midlands, Merseyside and Greater Manchester Police, (exporter forces) and British Transport Police. Further details will be confirmed in due course.

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