



City of London Police Authority Board

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

Members:

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

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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 non-public summary of the meeting held on 4 September 2024.

For Decision
(Pages 7 - 12)
4. **OUTSTANDING REFERENCES**
Joint report of the Town Clerk and Commissioner.

For Information
(Pages 13 - 14)
5. **CHAIR'S PUBLIC UPDATE**
The Chair to be heard.

For Information
(Pages 15 - 16)
6. **COMMISSIONER'S UPDATE**
Commissioner & Chief Officers to be heard.

For Information
(Pages 17 - 20)
7. **STRATEGIC COMMUNITY ENGAGEMENT PLAN: KEEPING THOSE WHO LIVE, WORK AND VISIT THE CITY SAFE AND FEELING SAFE ***
Joint report of the Commissioner and the Town Clerk

For Information
(Pages 21 - 40)
8. **REVENUE AND CAPITAL MONITORING UPDATE – Q1 2024/25**
Report of the Commissioner.

For Information
(Pages 41 - 76)

9. **QUARTERLY EDI UPDATE***

Report of the Commissioner.

For Information
(Pages 77 - 92)

10. **REPORT OF ACTION TAKEN**

Report of the Town Clerk.

For Information
(Pages 93 - 98)

11. **VICTIMS AND PRISONERS ACT 2024**

Report of the Remembrancer.

For Information
(Pages 99 - 102)

12. **CITY OF LONDON POLICE PENSIONS BOARD TERMS OF REFERENCE**

Report of the Town Clerk

For Decision
(Pages 103 - 106)

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

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

15. **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

16. **NON-PUBLIC MINUTES**

To approve the non-public minutes of the meeting held on 4 September 2024.

For Decision
(Pages 107 - 110)

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

The Chair to be heard.

For Information
(Verbal Report)

18. **COMMISSIONER'S NON-PUBLIC UPDATE**

The Commissioner & Chief Officers to be heard.

For Information
(Verbal Report)

19. **THE NPCC CYBERCRIME PROGRAMME NATIONAL FRAMEWORK AGREEMENT**

Report of the Commissioner.

For Decision
(Pages 111 - 116)

20. **SECURE CITY PROGRAMME (SCP) ISSUES REPORT**

Joint report of the Executive Director of the Environment Department and the Commissioner of City of London Police

For Decision
(Pages 117 - 142)

21. **COLP RISK REGISTER UPDATE***

Report of the Commissioner.

For Information
(Pages 143 - 232)

22. **FCCRAS - FINANCIAL IMPLICATIONS OF GO LIVE IN FEBRUARY 2025 AND FUNDING APPROACH**

Report of the Commissioner

For Information
(Pages 233 - 236)

23. **NPCC/APCC BUDGET SURVEY AND COLP MEDIUM TERM FINANCIAL PLAN CONSIDERATIONS ***

Joint report of the Commissioner and the Chamberlain.

For Information
(Pages 237 - 266)

24. **COLP PROPERTY STORE***

Joint report of the City Surveyor and the Commissioner.

For Information
(Pages 267 - 292)

25. **FUTURE POLICE ESTATE INCL. SALISBURY SQUARE DEVELOPMENT
PROGRAMME DASHBOARD**

Report of the Chamberlain.

For Information
(Pages 293 - 296)

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

27. **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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Agenda Item 3

CITY OF LONDON POLICE AUTHORITY BOARD Wednesday, 4 September 2024

Minutes of the meeting of the City of London Police Authority Board held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Wednesday, 4 September 2024 at 11.00 am

Present

Members:

Tijs Broeke (Chair)
Deputy James Thomson (Deputy Chair)
Alderman Emma Edhem
Nicholas Bensted-Smith
Andrew Lentin
Jason Groves
Michael Mitchell
Melissa Collett
Sir Craig Mackey
Alderman Timothy Hailes

Officers:

Ian Thomas CBE	- Town Clerk's Department
Richard Riley CBE	- Town Clerk's Department
Oliver Bolton	- Town Clerk's Department
Gregory Moore	- Town Clerk's Department
Josef Shadwell	- Town Clerk's Department
Rachael Waldron	- Town Clerk's Department
Kezia Barrass	- Town Clerk's Department
Frank Marchionne	- Comptroller and City Solicitor's Department
Zakki Ghauri	- Chamberlain's Department
Kate Limna	- Chamberlain's Department
Charlotte Rendle	- Chamberlain's Department
Ola Obadara	- City Surveyors Department
Will Stark	- Remembrancer's Department

City of London Police:

Pete O'Doherty	- City of London Police
Nik Adams	- City of London Police
Umer Khan	- City of London Police
Paul Betts	- City of London Police
Andrew Gould	- City of London Police
Patrick Holdaway	- City of London Police
Alix Newbold	- City of London Police
Chris Bell	- City of London Police
Emma Cunnington	- City of London Police
Alistair Cook	- City of London Police
Martin O'Regan	- City of London Police
Nick Court	- City of London Police/ Seconded to Interpol

Observing

Kate Lloyd	- MOPAC
Boshra Cant	- MOPAC
Nur Saleh	- MOPAC

1. **APOLOGIES**

Apologies were received from Deborah Oliver, and from Alderman Timothy Hailes, who later joined during the non-public session of the meeting.

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 3 July 2024 were approved as an accurate record, subject to the correction of the title of Caroline Hay MBE in item 6.

4. **OUTSTANDING REFERENCES**

The Committee considered a report of the Town Clerk which set out Outstanding References from previous meetings of the Committee.
RESOLVED – That the report be noted.

5. **CHAIR'S PUBLIC UPDATE**

Members received the Chair's public update.
RESOLVED, - that the report be noted.

6. **COMMISSIONER'S UPDATE**

Members received the Commissioner's public update, and the following points were raised:

- Members discussed the cycle team and queried the available options to further the work around the issue of anti-social cycling in the City. This was noted as a key area of interest for Members, and a Cycle Safety course was suggested provided by a third party supplier and used by other police forces. The Commissioner agreed to scope potential options to provide education and awareness.
- A Member requested information about how to report anti-social behaviour, to help build up the picture of hot spots around the City.

RESOLVED, - that the report be noted.

7. **RECENT SUBCOMMITTEE MINUTES**

Members received minutes from the following recent Police Authority Board subcommittees

- a. Resource Risk and Estates Committee 20 May 2024
- b. Strategic Planning and Performance Committee 21 May 2024
- c. Professional Standards and Integrity Committee 4 June 2024
- d. Economic and Cyber Crime Committee 25 July 2024

RESOLVED, - that the minutes be noted.

8. **GOVERNMENT PRIORITIES FOR POLICING**

Members received a joint report of the Commissioner and the Town Clerk which outlined the new government priorities for policing.

During the discussion the following points were raised:

- Members noted the challenge of funding being available for 13,000 new officers.

- Members queried the current government's commitment to the Fraud Strategy; it was outlined that the Labour Manifesto committed to introducing a new expanded fraud strategy.

RESOLVED – that the report be noted.

9. **PUBLIC SWITCHED TELEPHONE NETWORK (PSTN) REPLACEMENT ***

Members received a report of the Chamberlain which sought approval for the Public Switched Telephone Network (PSTN) Replacement.

Members queried the financial implications of the programme on the Police budget and were assured by officers that this programme would have no financial implications for the City of London Police. Officers from Digital, Information and Technology services agreed to confirm any financial implications for the City of London Police budget in writing and confirm that there would be no doubling up of funding if connection infrastructure was also being considered and funded through the Future Police Estates Programme.

Members enquired about the timeline of the project, and it was outlined that further information would be available upon completion of the first phase of the project, which would be a full audit into the required upgrades.

RESOLVED, - that Members approved the recommendation subject to confirmation of the financial implications for the City of London Police budget.

10. **CITY OF LONDON DRAFT VICTIMS STRATEGY**

Members received a joint report of the Town Clerk and the Commissioner which outlined the City of London draft Victims Strategy.

Members welcomed the report and noted how important it was that victims felt their crimes had been appropriately investigated.

Officers confirmed that quarterly reporting on the strategy would be submitted to the Strategic Performance and Planning Committee.

11. **NATIONAL BUSINESS CRIME PORTFOLIO- NATIONAL BUSINESS CRIME CENTRE**

Members received a report of the Commissioner which outlined current work under the National Police Chiefs' Council National Business Crime portfolio.

Members noted that the work was funded by the City of London Police and supplemented by the Home Office, and further funding was being sought from April 2025 to ensure the delivery of a more consistent service.

RESOLVED, - that the report be noted.

12. **THE CITY OF LONDON POLICE PENSION BOARD - REVIEW OF ACTIVITIES FOR THE PERIOD 1 APRIL 2023 TO 31 MARCH 2024**

Members received a report of the Chamberlain which provided a review of activities for the period 1 April 2023 to 31 March 2024 of the City of London Police Pensions Board.

Members noted the recent appointment of Madush Gupta onto the City of London Police Pensions Board.

RESOLVED, - that the report be noted.

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

There was one question which related to the timing of Cluster panels which had been organised to take place during August when Members were on recess. The

Commissioner outlined that a refresh and relaunch of the engagement with communities through Cluster panels would commence in November 2024, and Members would be engaged to provide input.

RESOLVED, - that the report be noted.

14. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was one item of urgent business.

Appointment to Economic and Cyber Crime Committee

RESOLVED, that Mandeep Thandi was appointed to the Economic and Cyber Crime Committee as a co-opted Member of the Court of Common Council for a term of two years.

15. 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.

16. NON-PUBLIC MINUTES

RESOLVED, - that the non-public minutes of the meeting held on 3 July 2024 be approved as an accurate record.

17. CHAIR'S NON-PUBLIC UPDATE

The Chair had no update.

18. COMMISSIONER'S NON-PUBLIC UPDATE

Members received a presentation from Nick Court, a City of London Police Officer who has been seconded to Interpol for the last 3 years.

19. NPCC CYBERCRIME PROGRAMME - POLICE CYBER ALARM EXTENSION OF CONTRACT WAIVER

Members received a report of the Commissioner which requested approval for an extension of Policy Cyber Alarm contract waiver.

20. NON PUBLIC FCCRAS PROGRESS REPORT

Members received a report of the Commissioner which provided an update on the Fraud and Cyber Crime Reporting and Analysis Programme.

21. 2024 FORCE MANAGEMENT STATEMENT - STRATEGIC DEMAND ASSESSMENT

Members received a report of the Commissioner which provided an overview of the 2024 Force Management Statement (FMS).

22. NPCC CYBERCRIME PROGRAMME BLOCKCHAIN FORENSIC TOOL - INCREASE IN CONTRACT VALUE *

Members received a report of the Commissioner which outlined the NPCC Cybercrime programme blockchain forensic tool.

23. EASTERN BASE PROGRESS REPORT*

Members received a report of the City Surveyor which provided an update on the Eastern Base Progress Report. Members received this item in conjunction with items 24 and 25, which outlined the future police estates portfolio, and the Guildhall Yard East progress report.

24. FUTURE POLICE ESTATES PORTFOLIO

This item was considered in conjunction with items 23 and 25.

25. GUIDHALL YARD EAST PROGRESS REPORT

This item was considered in conjunction with items 23 and 24.

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

There were no questions.

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

There were two items of business, the first related to the Banksy artwork relocation.

The second item of business was that October 2024 would be an operationally busy period for the City of London Police, and security messaging for Members would follow

The meeting ended at 13:10

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 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 2023 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. During the remainder of 2024 and into 2025, further developments are expected and the revised Bill will be heard when parliamentary time allows.
And Hayley 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- The final update on this OR was due at the June PAB meeting, however, further negotiations were required with the wider CoL Senior Leadership Team and the Town Clerk is now taking this forward within CoL in consultation with the PA Director. A paper has been drafted and will be submitted to 26 September SPPC and 2 October PAB
3/2024/P	08 May- Item 13- Staff Survey	Chair asked for a further update on Staff Survey back to this Board or appropriate Sub Committee later in the year to	Commissioner	In Progress- proposed timescale is 25 November SPPC and 4 December PAB for an update on Staff Survey. This will enable the

		monitor progress on key themes and areas for improvement		Force time to demonstrate progress on the AFIs
	4 September – item 6 – Commissioners Update	Deputy Chair enquired about cycle awareness courses that could be offered and potentially commissioned by a third party.	Commissioner	In Progress – the City of London Police are discussing with other police forces to ascertain which third party supplier they use to provide cycling safety courses. An update will be provided to the Police Authority Board on 4 December 2024
	4 September – item 19 – NPCC Cyber Crime, Police Cyber Alarm	Alderman Tim Hailes requested that funding decision updates be reported into RREC	Commissioner	In progress

Committee(s): Police Authority Board	Dated: October 2024
Subject: Chair's Update	Public
Report of: Tijs Broeke	For Information

City of London Police Commissioner recruitment

A selection day for shortlisted candidates for the post of Commissioner of the City of London Police took place 2 September and I chaired a final interview panel on 20 September. The preferred candidate will appear before the Court of Common Council on 10 October, which will decide on the appointment. As Members will know, the post of City Commissioner is then formally subject to Royal Assent. My continued thanks goes to fellow Members, Corporation officers and external partners for their support through this important process, including to the College of Policing which has continued to provide valuable help and guidance.

Budgets

I have received confirmation from the Home Office on the allocation of the £175m pay award grant for 24/25 to the City of London Police. As well as covering the costs in excess of budgetary assumptions for 'core' funded officers, the grant was 'topliced' to ensure such additional costs are also covered for its national functions, which represents a very welcome step forward.

999 Day and PAB Dinner

The City of London Corporation hosted two important events on 9 September. I was honoured to represent the Police Authority at the Emergency Services Day Flag Raising event in the Guildhall Yard on the morning of 9 September and it was humbling to meet so many of the dedicated individuals from across our frontline services at the reception that followed.

The Police Authority Board Dinner on the evening of 9 September at Mansion House has received some excellent feedback. The dinner was the largest Authority dinner convened, and it was great to be able to show Lord Hanson, the new Fraud Minister at the Home Office, the opportunities the Corporation can provide for convening leaders from across industry, law enforcement and the wider public sector. My thanks go to all those in the Corporation, and the City Police, for their work on putting this event together.

Engagement

We also look forward to hosting Lord Hanson alongside the Security Minister when they visit COLP in October. And we are working closely with colleagues in Remembrancer's and Corporate Affairs Teams to follow up on recent Parliamentary debates and conference meetings to engage those who have shown an interest in the Economic and Cyber Crime area.

We are looking forward to the COLP annual Economic Crime Briefing on 10th October, bringing together strategic leads from across all forces and regions to hear the latest developments on economic crime. This is the second year that the invitation has been extended to Police and Crime Commissioners and provides an excellent opportunity to help underline the valuable role local forces play in the wider response to economic crime.

I will be attending the APCC & NPCC Partnership Summit being held at the QEII Conference Centre on 19th- 20th November, which will be covering a range of important topics from policing productivity and financial resilience to the wider impact of deepfakes and the local impact of geo-politics.

Independent Custody Visitors

I am encouraged that we have selected three new Independent Custody Visitor (ICV) volunteers from our recruitment campaign. I look forward to them joining our existing ICV cohort, and to the City attracting further volunteers in the coming weeks.

Policing Plan 2025 – 2028

PAB Members will have received an invite to a session with the City Police on the next Policing Plan for the City on 7 October (11.30 – 12.30). I hope that as many Members as possible will attend. It is an opportunity to receive the feedback received thus far, including from the City's communities, on priorities for the new Plan, and to offer views.

Agenda Item 6

Committee(s): Police Authority Board	Dated: October 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 49-22	For Information
Report author: Peter O'Doherty, T/Commissioner	

Summary

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

Recommendation(s)

Members are asked to note the report.

Police Authority Board – Commissioner’s Update –

Operations and Security

Prolific Phone snatcher sentenced to 20 months imprisonment

With theft being such a prevalent offence in the City, tackling phone theft has remained a priority for the City of London Police. We have recently seen excellent teamwork, which resulted in the arrest and conviction of a prolific phone snatcher who attempted to evade officers on an E-Bike. The Force Control Room utilised the City’s CCTV network to locate and direct trained pursuit and containment officers, who successfully apprehended the offender resulting in the recovery of 24 mobile stolen mobile phones. The suspect was found guilty for 10 counts of theft, dangerous driving and driving with no insurance for which he received a 4 month driving ban and 20 months imprisonment for the theft offences.

Theft convictions

Another successful recent operation included a diligent and victim focused investigation into an organised crime network who were attaching devices on ATM machines to steal from unexpected users. The Criminal Investigation Department identified the suspects and quickly apprehended them ensuring the safety of those in the City. Their arrest led to the recovery of large quantities of cash and equipment to carry out their criminality. The City of London Police are committed to cracking down on organised crime groups, focussing on pursuing and disrupting their network, and holding them accountable for their actions.

Violence against Woman and Girls (VAWG)

In line with the current Policing Plan, a principle priority remains to be apprehending offenders who pose a risk of violence against women and girls in the City. Through taking a victim focussed approach to minimise the risk of harm to vulnerable and repeat victims, our officers work closely with partner agencies to ensure that victims receive continuous support via personalised safeguarding plans. A recent investigation led to the Support Group locating and arresting a prolific sex offender who was linked to several sexual offences within the past three months. Having interviewed the offender, the Public Protection Unit completed a full case file which was submitted to the Crown Prosecution System (CPS), who authorised 4 charges for sexual assault. The offender remains in custody pending trial, while a vulnerable victim is supported by specialist officers.

Targeted Intercept and Tactical ANPR Unit (TITAN) Launch

To enhance the City’s ongoing commitment to protecting the public from organised crime, the new Targeted Intercept and Tactical ANPR (TITAN) Unit was launched on 5th August 2024. This unit provides a dedicated resource to tackle serious and organised crime activity in the City, providing investigative resources and resilience to prevent and detect crime. Since its launch, the team have achieved significant success in keeping the public safe, including 12 arrests, 11 vehicle seizures, the recovery of weapons, and the seizure of Class A drugs and quantities of cash.

Zombie Knife surrender

Reducing knife crime both nationally and locally in the City is a priority. Following recent changes to the Criminal Justice Act 1988, ‘zombie-style’ knives and machetes will be added to the list of prohibited offensive weapons. The amendment will make it an offence to possess, manufacture, import, sell or supply of these items. The Home Office is appealing for anyone who owns these weapons to surrender them to police. To protect residents and visitors to the city, the City of London Police is actively promoting the scheme to encourage members of the public to surrender zombie-style knives and machetes to Bishopsgate Police Station’s front office.

Cycle Team

The Cycle Team continues to uphold safety for road users in the City. This has included holding several road safety show events for the public. One priority area has been the prevention and proactive work around the issue of offenders using cycles to commit phone thefts. With the increase of illegally adapted E-Bikes on the street, the team have focussed on the seizure of illegal E-Bikes/scooters. Op Lewis is the operation run by the cycle team to reduce anti-social behaviour in the City which has brought great success including: 16 arrests, 13 stop searches, 205 traffic offence reports, 116 fixed penalty notices, 2 drug warnings, 34 intelligence reports, 74 cycles security marked, 50 response calls answered, 87 hours patrolling key TFL red routes and the seizure of 38 E-bikes/scooters.

Strategic Leadership and Engagement

On 1st September 2024, AC Nik Adams provided a keynote speech at the 41st Cambridge International Symposium on Economic Crime held at Cambridge University. The event which ran over the week was attended by senior leaders of law enforcement, education & industry. Guests from around the world listened to lectures and joined in discussion around economic crime, asset recovery and counter corruption.

Operational activity highlights

A person who submitted a series of fake home insurance claims has been jailed for 20 months. The individual made a total of 15 fake claims utilising fictitious identities and received accumulative payments of £11,750 from the insurers. Working with the insurance industry, the City of London Police’s Insurance Fraud Department was able to gather significant amount of evidence which resulted in an early guilty plea.

A father and son have been jailed for a total of five years after stealing £136,000 in an elaborate scheme of purchasing reconditioned steam irons and returning them with forged receipts to a well known retailer. The offending dated back to 2021. Both pled guilty to conspiracy to commit fraud and money laundering and were sentenced to three years and two years, respectively, at Norwich Crown Court on 13 August 2024.

A veterinary nurse has been sentenced, after they made over £13,000 worth of fraudulent insurance claims for their pets using the systems at their workplace. The member of staff had insurance for her cats and dogs and using her insider knowledge of processes submitted false claims for non-existent treatment. The veterinary nurse entered an early guilty plea and was sentenced to 8 months imprisonment suspended for 12 months.

In 2021, the Police Intellectual Property Crime Unit (PIPCU) executed warrants at addresses in relation to a counterfeit watch investigation. During the raids, the Police seized 2,361 counterfeit watches. There was no evidence to indicate the individual interviewed by Police knew the watches were counterfeit despite a thorough investigation. The individual further insisted they were genuine and refused to disclaim them. Utilising a power under the Trade Marks Act, PIPCU pursued a forfeiture application against the individual for the watches which was contested. The court ruled the watches to be counterfeit and ordered the forfeiture, additionally the individual was instructed to pay City of London Police’s legal fees amounting to £10,090.

National Support & Co-ordination

The City of London Police’s economic crime teams had been trialling auto redaction software to assist with disclosure. During the course of an investigation a significant amount of material needs redacting when sending it to the Crown Prosecution Service to comply with GDPR. The pilot ran between 1st July – 19th August, in which 118 hours of officers time was saved. This software has now been rollout to the rest of the force to assist with investigations.

Media

On the 26th August Action Fraud launched the Student Safety Campaign. This has been deliberately timed to coincide with the start of the university term. Students are often targeted by organised crime groups when they start university. The Action Fraud campaign list the top five threats to University Students (Investment Fraud, Job Application Fraud, Rental Fraud, Online Shopping Scams & Ticket Fraud). The campaign provides practical advice on how to stay safe and what to do if they are a victim.

Peter O’Doherty
T/Commissioner
City of London Police

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Agenda Item 7

Committee(s): Strategic Planning & Performance (Police) Committee – For information Police Authority Board – For information	Dated: 26 th September 2024 2 nd October 2024
Subject: Strategic Community Engagement Plan: Keeping those who live, work and visit the City safe and feeling safe	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	Diverse engaged communities; vibrant thriving destination
Does this proposal require extra revenue and/or capital spending?	N
If so, how much?	£-
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Joint report of: Commissioner of Police & the Town Clerk	For information
Report authors: Richard Riley, Director of Police Authority & Emma Cunnington, Head of Strategy & Planning	

Summary

This report sets out a joint City Police / Police Authority and Corporation strategic community engagement plan. It is based around the four priority areas of the City Police’s 2023 Neighbourhood Policing Strategy:

1. Preventing crime, disorder and anti-social behaviour
2. Protecting the vulnerable and repeat victimisation
3. Providing a flow of intelligence on a range of issues engagement work
4. Promoting a culture of trust and confidence in policing.

To achieve these outcomes, it details how teams will work together to widen engagement with the City’s communities, whilst improving coordination, collaboration and communication.

Current engagement work can be found at Appendix 1. The Neighbourhood Policing Framework can be found at Appendix 2. An update on cluster panels can be found in Appendix 3, and an overview of events (joint working between City Police and City Corporation) can be found in Appendix 4.

Recommendation(s)

Members are asked to:

- Note the report

Main Report

Background & Context

1. In late 2023, Members asked for a joint improvement plan for community engagement on crime, policing, and safety. The February Strategic Planning and Performance Committee (SPPC) received a paper proposing two priorities: to widen engagement (with a focus on businesses and workers) and improve coordination and collaboration between the City of London Police (CoLP) and the City of London Corporation (the Corporation) on community engagement.
2. Members were also asked to decide whether to improve cluster panels within the current structure or to move to a different model with two larger 'clusters' and involving Corporation teams relevant to crime, policing and safety. Members chose to retain and improve the current cluster structure, particularly improving their visibility to the public, but agreed there was a need for more Corporation representation at these meetings
3. Members also agreed that the wider improvement plan should prioritise engagement with business and worker populations, document and improve face-to-face engagement conducted by officers on the streets, and move beyond 'traditional' approaches to community engagement to take advantage of, for example, digital technology.
4. Overall, Members signalled a need for a 'dynamic' approach that is responsive to emerging issues and community sentiments, and reflects the City's unique circumstances – i.e. the presence of large, non-resident worker and visitor communities.
5. In this report, 'community' can be defined as all those who live in, work in and visit the City of London. More broadly, the City of London Police (CoLP) also has a national and international 'community' due to its specialist role as National Lead Force for Fraud. Both CoLP and the City of London Corporation engage with these communities, and this year, have strengthened a joined-up approach to communicate opportunities for collaborative engagement via fortnightly Working Group meetings.
6. There are several drivers for improving community engagement on policing. First, to meet obligations under the Police Reform and Social Responsibility Act 2011. Second, to continue delivering the current (2022-25) Policing Plan's commitment to ensure all work carried out responds to community priorities. Third, to deliver the City Police's Neighbourhood Policing Strategy's aims to improve two-way dialogue, strengthen local partnerships, and embed a

problem-solving culture. Fourthly, to reflect the 2024-29 Corporate Plan's priority to build diverse, engaged communities. And ultimately, there is a significant driver about the need to build and enhance public trust and confidence in policing.

7. The Safer City Partnership – a body of “responsible authorities” of which both CoLP and the Corporation are members – must also engage with the community to seek views on the levels and patterns of crime, disorder and substance misuse, and on the matters that need to be prioritised by the partnership.

Current position & revised approach

8. Teams within the City Corporation that deal with crime and community safety have regular engagements with the City Police, and subsequently with the public. Examples of relevant teams and their engagements are set out in Appendix 1.
9. For the City Police, engagement is carried out through various means from workshops with businesses (like Cyber Griffin workshops) to cluster panel meetings and through a community survey to the public. Data on these means of engagement should be improved to be able to assess their effectiveness, as too should the promotion of the meetings, as it is recognised that cluster panels, in particular, are poorly attended, and questions are raised by attendees about wider community safety issues which are not always the responsibility of the Police to respond to.
10. It is recognised that CoLP's engagement with businesses in the community safety space could have a more consistent and holistic approach, although with some good engagement through initiatives like the Operation Mayfield business webinars which regularly attract over 100 attendees.
11. Since February SPPC we have reviewed Member comments and amended our proposed overall approach. We have widened engagement by:
 - Establishing better contacts with the City's Business Improvement Districts and started a process of improving coordination of our engagement with them.
 - Scoping out a City worker engagement event on violence against women and girls.
 - Planning for opportunities to work jointly on events and initiatives around key forthcoming dates in the year, such as National Inclusion Week (September), Suicide Prevention Day (September), Black History Month (October), County Lines Intensification Week (October), Cyber Security Awareness Week (October), Islamophobia Awareness Month (November) and White Ribbon Day (November).
 - The City of London Police have updated their website to include a more interactive webpage around Neighbourhood Policing, highlighting key priorities and crime statistics broken down by cluster and with a list of names of Dedicated Ward Officers for each area.

12. We have improved coordination and collaboration between COLP and the Corporation by:
- establishing a fortnightly comms and engagement coordination meeting to a) exchange short term plans and issues, b) improve planning and horizon-scanning around medium-term projects, c) implement – when agreed – overall strategic improvements as set out in this paper. The group comprises colleagues in CoLP from Strategy & Planning, Communications, Local Policing and Professionalism and Trust, and colleagues in CoLC from Communications (including the Head of Community Engagement), Community and Children’s Services, Environment and the Police Authority team.
 - Increasing Corporation representation at cluster panels was raised at the Corporation’s Executive Leadership Board.
 - Facilitated a workshop between COLP and relevant City Corporation business units to establish a tripartite (CoLP, CoL and Members) approach to community engagement/cluster panels.
13. We intend using the City Police’s Neighbourhood Policing strategy as a framework to guide our community engagement work going forward. Appendix 2 sets out the priorities for this work, what each mean in a communications and engagement context, and key delivery activity for each.
14. One mechanism of engaging with the City’s communities is through the use of Cluster Panels. Members had previously directed the City of London Police and City of London Corporation to work more closely together to deliver Cluster Panels more effectively. More detail about the current position of this work can be found in Appendix 3 of this report. Essentially, the new community engagement model focuses on adding senior City Corporation officers from the Environment and Community & Children’s Services teams, to which the City Police have proposed they attend 6 meetings a year once current residential engagement has been mapped across the clusters to ensure deconfliction and coordination. These meetings will be divided based on specific cluster panels that match the joint priorities between the teams and the specific cluster. This proposal is being considering by the Environment and CCS teams, and a meeting has been set up in early October to discuss the specifics and operationalise this proposal with the aim of ‘go live’ for November 2024. In addition, the City of London Police will be organising two City-wide business meetings per year from 2025 – again with an invitation for relevant City of London Corporation departments to be present and answer queries and concerns from the business community.
15. Further to the report on resident engagement given to the Communications and Corporate Affairs Sub Committee in April, the Police Authority Team has met the lead Member for resident engagement (Jacqui Webster) to discuss the “resident reset” ambition and its alignment with this work. Officers will ensure engagement work is complementary, and not duplicative.
16. The Community Engagement Working Group (mentioned above) will maintain a focus on this work and prepare a quarterly report for the Strategic Planning & Performance Committee (SPPC), tracking activity and measuring impact.

Ultimately, the aim should be that effective engagement with communities assists in increasing trust and confidence in the City Police and in reduced levels of crime in the City.

17. Appendix 4 of this report provides Members with an oversight of key recent and future stakeholder and community events. The forward looking element of this calendar will be developed further and submitted as part of future SPPC update reports.

Corporate & Strategic Implications

18. Strategic implications – By improving engagement with our communities, we will better understand public perceptions, thus improving our service to the public. This will help to achieve one objective of the current Policing Plan, keeping those who live, work, and visit the City safe and feeling safe. It will also help to contribute to the Policing Plan 2025-28 (and those in the future), and the Safer City Partnership Strategy 2025-28. By working together, CoLP and the Corporation will better collaborate and improve ways of working.
19. Financial implications – can be contained within current budgets.
20. Resource implications – No new resource is required to deliver this however this strategic plan requires a matrix working approach with officers from City of London Police, the Police Authority, Community Safety Teams, Environment and Community and Children’s Services working closely together to achieve shared objectives.
21. Legal implications – effective community engagement will support our legal obligations under the Police Reform and Social Responsibility Act 2011.
22. Risk implications – none.
23. Equalities implications – When implementing plans under these priorities, we will continue to be mindful of the Public Sector Equality Duty 2020, and ensure there is no negative impact on people protected by existing equality legislation. The proposals in this report intend to improve accessibility for the whole community to engage and to better understand service needs. All proposals will be in line with CoLP’s Equity, Diversity, and Inclusion Strategy 2024.¹
24. Climate implications – none.
25. Security implications – none.

Conclusion

¹ [CoLP's EDI Strategy 2024](#)

26. This report sets out the City of London Police and City of London Corporation's strategic plan on improving engagement with our local communities in order to prevent crime, protect the vulnerable, improve intelligence, and increase trust and confidence by widening engagement and improving coordination, collaboration, and communication across the City.

27. CoLP and the Police Authority will continue to explore how communications and engagement can be improved, drawing upon guidance issues by the Association of Police and Crime Commissioners, College of Policing, and good practice elsewhere in policing. Our approach will continue to seek opportunities to maximise benefits of a coordinated approach across the City.

Appendices

Appendix 1 – City Corporation community engagement work carried out in partnership with the CoLP

Appendix 2 – Neighbourhood policing priority framework

Appendix 3 – Cluster Panels

Appendix 4 – Engagement Plan / Forward Look

City Corporation community engagement work carried out in partnership with the CoLP

Team	Engagement carried out with CoLP
Cleansing and City Gardens	Involvement is mainly with regards to ASB. Officers have regular, weekly catch ups with them to feedback on hotspots etc. and are involved via the ASB working group and on homelessness issues.
Policy & Projects	Officers work with the CoLP on engagement as part of our Vision Zero Action Plan, currently with a focus on encouraging safer behaviours by people cycling
Trading Standards Team	<p>Work with the Police on Operation Broadway which is a multi-agency taskforce targeting investment fraud. The serviced office providers and mail forwarding businesses in the City are part of the Community, drop in visits by the Police Neighbourhood Officers are critical to gathering intelligence, building relationships and communication. The partnership between Trading Standards and the City of London Police has ensured and sustained the success of Operation Broadway, our TS team have offered to develop a script that Police Officers could use when dropping in on businesses to assist with this process.</p> <p>The TS team are also keen to work with Community Safety to educate the occupiers of flats about the dangers of charging ebikes and scooters as there have been several instances of serious house fires connected with this activity.</p>
Pollution (Environmental Health) Team	<p>Officers are working with the Community Safety Team on anti-social behaviour with the Police to make it simpler for residents and officers to understand how the authority deal with ASB and who is responsible. This is part of the wider work Ian Hughes co-chairs as part of the Safer City Initiatives.</p> <p>Officers are also working on ASB with the Community Safety team and the Police on a leaflet specifically for Barbican residents to explain who deals with what and how the CoL Corporation responds to complaints.</p>

	Working with the Police to assist in the control of busking in the City. Police are needed as it can be difficult to obtain the correct information from the Buskers, large crowds present etc.
Pollution & Licensing Team	Officers from both teams attend the regular “Operation Reframe” events which is a high-visibility policing activity where local authority officers work directly with the Police on a range of activities, most of which are associated with the night-time economy (NTE), improving the understanding and relationships between the various regulatory regimes.
Licensing Team	<p>Has various partnership working groups with City Police including:</p> <p>Weekly NTE partnership meeting which is attended by CoLP, licensing, pollution, and cleansing – these are informal meetings where incidents from the previous week and weekend are discussed and joint actions agreed</p> <p>Attend CoLP Cluster Meetings attended by businesses, residents and members as required to discuss licensing matters arising in neighbourhood areas</p> <p>Licensing Forum – we work with CoLP to provide relevant presentations and facilitate discussions at the annual licensing forum</p> <p>Currently working with police to control proliferation of unlicensed street collectors in the City</p> <p>Work with a variety of stakeholders in conjunction with the Commercial & Pollution Teams on City events, attending Safety Advisory Groups</p>
Commercial (Environmental Health) Team	<p>Work with the Police when investigating accidents (non-traffic related), conducting joint investigations on fatal accidents in accordance with the work-related deaths protocol.</p> <p>Work with the Police and Community Safety Teams to advise on H&S for events held in the City, offering independent oversight and acting as a “critical friend” for all parties</p>
Pollution & Commercial Environmental Health Teams	Collaborate with the Police on the investigation of completed suicides in conjunction with the Coroner and on suicide prevention; giving advice to businesses as part of the Suicide Prevention Steering Group.

	<p>A new dedicated lead officer for suicide prevention role has been created which will sit within the Commercial EH Team, this post will work with the community, the CoLP and the City Bridge Foundation to develop a City-wide Suicide Prevention Charter, form a City-led private sector suicide prevention network and continue to work with CBF to assess and review suicide prevention measures, including physical and virtual measures on CBF-owned bridges. The lead officer's responsibilities will be to coordinate and oversee the implementation of these recommendations and to work on enhancing suicide prevention cooperation through initiatives such as the Lord Mayor's Appeal and the City Belonging Project. They will work to strengthen relationships with the City's businesses and external organisations and with neighbouring boroughs; Southwark where the southern side of Southwark Bridge, Tower Bridge and Millenium Bridge are each located, and Tower Hamlets in which the northern side of Tower Bridge is located</p>
Air Quality Team	<p>Work with Community & Children's services, residents, workers, schools, business, Barts Health NHS, The GLA, Transport for London, London Councils, London Boroughs, London Universities, the Port of London Authority and the Cross River Partnership as well the Government and the Environment agency to improve air quality across London.</p> <p>CoLC is a leader for AQ policy and were awarded funding from the Mayor of London to establish a Low Emission Neighbourhood which included the installation of electric vehicle charging points and improving local cycle parking facilities, installation of green infrastructure, all undertaken in conjunction with City Operations.</p> <p>The Team carry out AQ monitoring in schools and around our residential areas, run events to educate children and residents and engage with businesses to reduce their impact on local air pollution.</p>

Neighbourhood policing priority framework

Priority	What does this mean in a comms and engagement context	Areas for delivery	Measures to address
<p>PRIORITY 1: Prevent crime, disorder and anti-social behaviour</p>	<p>By engaging with our communities, we will aim to prevent crime, disorder and anti-social behaviour.</p>	<ul style="list-style-type: none"> • Ensure consistent two-way dialogue with communities through formal and informal forums such as Cluster Panel meetings and Neighbourhood Surgeries, to understand the priorities and expectations of our communities, so we can provide a policing service that is reflective of their specific needs and concerns • Establish and strengthen local partnerships with diverse community groups such as Resident Associations, Business Improvement Districts and Licensing Forums, to work together to promote community cohesion • Work with City of London Engagement Teams to enable efficient, timely and direct crime prevention messaging to specific groups 	<p>Disseminating effective crime prevention advice, and engaging communities in problem-solving. The Police Authority Team are exploring scope for new wave of crime prevention communications, initially targeting theft / bag-snatching. This is a precursor to wider collaboration on crime prevention, such as information packs to new businesses, engagement with retail sector.</p>

		<p>within our communities, as necessary.</p> <ul style="list-style-type: none"> • 	
<p>PRIORITY 2: Protect the vulnerable and reduce repeat victimisation</p>	<p>By better engaging with our communities, we hope to see that the vulnerable are protected and repeat victimisation is reduced as a key outcome.</p>	<ul style="list-style-type: none"> • Actively participating in safeguarding initiatives aimed at protecting vulnerable people, including educating the community about recognising signs of vulnerability, providing advice of personal safety, and raise awareness about relevant support services • Work with the Community Safety Team in the City of London Corporation to enable timely communication with vulnerable groups within our communities as necessary • Support Operation Reframe (a partnership approach to making the night-time economy as safe as possible) by providing a reassuring high visibility presence and early intervention. 	<p>Ensuring that engagement reaches the more vulnerable, providing targeted advice and support to vulnerable people based on dialogue. We know that we have key areas of improvement within this priority, such as needing to have a clearer picture and profile of City communities, and needed to be better at reaching beyond set-piece engagements to actually reach vulnerable communities.</p>
<p>PRIORITY 3: Provide a flow of community intelligence on a range of issues</p>	<p>Through two way dialogue with the community we aim to gather intelligence to help identify and prevent crime and</p>	<ul style="list-style-type: none"> • Developing a City of London Community Profile, refreshed annually, that brings together data from various 	<p>Improving our understanding of the crime and safety priorities and concerns of City communities, and using this to</p>

	<p>anti-social behaviour issues in the City working in collaboration with our partners.</p>	<p>sources to map our communities, and ensure that our engagement activities have clear purpose, are well informed, and are targeted appropriately</p> <ul style="list-style-type: none"> • Working with City of London Corporation Community Safety Teams to explore all opportunities for two way dialogue with our communities • Helping the City of London Police understand the drivers for the significant changes to crime trends based on local knowledge and understanding. 	<p>inform priorities and tasking. We know that key areas for improvement within this priority includes the need to improve engagement of all communities in surveying as current response rates have been low, and we need to engage workers as current channels tend to favour towards concerns of our residents.</p> <p>For instance, CoLP are leading work to expand engagement with hotel sector to better identify hidden harms, while the Police Authority is paying £45,000 to join 'Beacon' programme for Employer Initiative on Domestic Abuse. This presents us opportunities to engage City businesses on domestic abuse, encourage others to sign up, develop internal comms on identifying & better responding to DA in workforce. DA is rising in City and comes in context of national priorities on VAWG.</p>
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			<p>The City Police and Police Authority team jointly to deliver engagement with City staff networks on experiences of matters relating to community safety in the City (such as acquisitive crime, nuisance and dangerous cycling, violence in NTE, and sexual offences).</p>
<p>PRIORITY 4: Promote a culture of trust and confidence</p>	<p>It is vital that the City of London Police and City of London Corporation build trust and confidence with our communities by operating with integrity, fairness and respect and engaging regularly with all our communities. We are working to achieve this outcome by:</p>	<ul style="list-style-type: none"> • Providing named Dedicated Ward Officers across the City who are accessible and accountable for local policing issues, who commit to an annual calendar of community events • Using online engagement tools and social media to listen to, inform and understand our communities • Providing platforms and forums to listen to young people and seek their views on policing provisions in the City driven by a dedicated schools officer. • Involving communities in our decision-making through Independent Advisory and Scrutiny Groups, 	<p>Demonstrating that we are listening to communities and responding to their priorities. We know that key areas for improvements are around the approach to making cluster panels more effective (more detail in Appendix 1) and we need to be better at using social media as a two way comms tool.</p>

		networks and other consultative groups <ul style="list-style-type: none">• Working with City of London Corporation Engagement Teams to seek opportunities to promote a sense of belonging within our communities.	
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Cluster Panels

Background - Cluster Panels were initially set up by the City of London Police to help understand the priorities and expectations of our communities so CoLP could provide a policing service reflective of their specific needs and concerns. It soon became apparent that many of the issues raised by attendees at Cluster Panels were relevant to the City of London Corporation, and it was therefore suggested that these meetings were attended jointly to ensure they were most effective for our communities.

Why and how do we do Cluster Panels?

- These are community meetings intended to be made up of local people, business representatives, and other stakeholders. All of which come together to assess concerns identified through community engagement and crime / anti-social behaviour (ASB) analysis – establishing priorities for policing in that area.²
- The City is broken down into six 'clusters', comprised of several smaller wards.³ Each cluster has its own team of Dedicated Ward Officer (DWO). This model is designed with the community in mind, giving residents and businesses a single point of contact for their area. This sense of approachability intends to help the force respond to live-crime, and increase crime prevention.

Previous Cluster Model:

- Quarterly meetings for the City's six current clusters.
- Meetings were attended by Local Policing at CoLP, despite issues being broader than policing, i.e. environmental / climate issues, and issues not illegal but considered anti-social.

New Cluster Model:

- In an effort to increase attendance at cluster panels and to make them more effective, efficient and consistent, cluster panel meetings are now being held bi-annually for the City's six current clusters. In 2024, there will be meetings for each cluster in July/August and November. In 2025, they will be held in May and November. In addition, two City-wide business meetings will take place per year from 2025 onwards.
- Conversations between the City Police and City Corporation have led to a new proposed Cluster Panel model. The proposed model focuses on adding senior City Corporation officers from the Environment and CCS teams, to which the City Police have proposed they attend 6 meetings a year once current residential engagement has been

² [NHP Newsletter October 2023 \(cityoflondon.police.uk\)](#)

³ Bank, Barbican, Fenchurch St., Fleet, Liverpool St., and Monument.

mapped across the clusters to ensure deconfliction and coordination. These meetings will be divided based on specific cluster panels that match the joint priorities between the teams and the specific cluster. This proposal is being considering by the Environment and CCS teams, and a meeting has been set up in early October to discuss the specifics and operationalise this proposal.

- Upcoming* cluster panel meetings are taking place as follows:

Date & time	Cluster	Topics	Venue	City of London Corporation attendance?
6 th November 2024, TBC	Bank	Local authority issues Q4 Local Crime Stats Crime Prevention Advice Policing Plan Priorities Feedback	TBC	Yes (TBC)
7 th November 2024, 15:00	Fenchurch	Local authority issues Q4 Local Crime Stats Crime Prevention Advice Policing Plan Priorities Feedback	Portsoken Community Centre	Yes (TBC)
13 th November 2024, TBC	Fleet	Local authority issues Q4 Local Crime Stats Crime Prevention Advice Policing Plan Priorities Feedback	TBC	Yes (TBC)
14 th November 2024, TBC	Monument	Local authority issues Q4 Local Crime Stats Crime Prevention Advice Policing Plan Priorities Feedback	TBC	Yes (TBC)
20 th November 2024, TBC	Liverpool Street	Local authority issues Q4 Local Crime Stats Crime Prevention Advice	TBC	Yes (TBC)

		Policing Plan Priorities Feedback		
27 th November 2024, TBC	Barbican	Local authority issues Q4 Local Crime Stats Crime Prevention Advice Policing Plan Priorities Feedback	TBC	Yes (TBC)
6 th May 2025, TBC	Fleet	Q1&2 Local Crime Stats Crime Prevention Advice	TBC	No (TBC)
7 th May 2025, TBC	Bank	Q1&2 Local Crime Stats Crime Prevention Advice	TBC	No (TBC)
13 th May 2025, TBC	Fenchurch	Q1&2 Local Crime Stats Crime Prevention Advice	TBC	No (TBC)
14 th May 2025, TBC	Barbican	Q1&2 Local Crime Stats Crime Prevention Advice	TBC	No (TBC)
20 th May 2025, TBC	Monument	Q1&2 Local Crime Stats Crime Prevention Advice	TBC	No (TBC)
21 st May 2025, TBC	Liverpool Street	Q1&2 Local Crime Stats Crime Prevention Advice	TBC	No (TBC)
4 th November 2025, TBC	Fleet	Local Authority Issues Q3&4 Local Crime Stats Crime Prevention Advice	TBC	Yes (TBC)
5 th November 2025, TBC	Bank	Local Authority Issues Q3&4 Local Crime Stats Crime Prevention Advice	TBC	Yes (TBC)
11 th November 2025, TBC	Fenchurch	Local Authority Issues	TBC	Yes (TBC)

		Q3&4 Local Crime Stats Crime Prevention Advice		
12 th November 2025, TBC	Barbican	Local Authority Issues Q3&4 Local Crime Stats Crime Prevention Advice	TBC	Yes (TBC)
18 th November 2025, TBC	Monument	Local Authority Issues Q3&4 Local Crime Stats Crime Prevention Advice	TBC	Yes (TBC)
19 th November 2025, TBC	Liverpool Street	Local Authority Issues Q3&4 Local Crime Stats Crime Prevention Advice	TBC	Yes (TBC)

*Date, time, and location are subject to booking and confirmation

Engagement Plan / Forward Look

Explanation – This appendix sets out recent and planned engagement opportunities and the key audiences targeted by such opportunities.

The Community Engagement Working Group is also working on a medium- and long-term forward plan that will note down engagement opportunities for residents, workers/businesses and visitors to the City of London. These opportunities will include consultations, events, and challenges for the City Corporation and the City of London Police to carry out, either individually or together.

Date	Residents	Workers / Businesses	Visitors	Organised by / Attended by
08/07	Policing Plan Consultation Live	Policing Plan Consultation Live	Policing Plan Consultation Live	CoLP Corporate Services (CSD)
13/07	Middlesex St. Estate Community Event	Middlesex St. Estate Community Event		CoLP Local Policing (LP)
30/07	Crime Prevention Stand – Finsbury Circus	Crime Prevention Stand – Finsbury Circus	Crime Prevention Stand – Finsbury Circus	CoLP LP
31/07 – TBC/09	Cluster Panels	Cluster Panels		CoLP LP
02/08	Shoe Lane Family Fun Day			CoLP LP
05/08 & 16/08		CoLP Readiness amidst National Riots		
06/08 – 08/08	100 Liverpool St. (Mall) Crime Prevention Stand	100 Liverpool St. (Mall) Crime Prevention Stand	100 Liverpool St. (Mall) Crime Prevention Stand	CoLP LP
15/08	Mansell St. BBQ	Mansell St. BBQ		CoLP LP
16/08	Crime Prevention Webinar (National Unrest)	Crime Prevention Webinar (National Unrest)		CoLP LP
19/08		One New Change Security Meeting		CoLP LP
21/08	Crime Prevention Webinar (phone snatching & drink spiking) / Meet your DWO	Crime Prevention Webinar (phone snatching & drink spiking) / Meet your DWO		CoLP LP
22/08	High-Vis Day	High-Vis Day	High-Vis Day	CoLP LP

05/09		Black Apprentice Network Event		CoLC
09/09		PAB Dinner		CoLC
09/09	999 flag raising ceremony	999 flag raising ceremony		CoLC
10/09	Crime Prevention Stand – 69 Old Broad Street	Crime Prevention Stand – 69 Old Broad Street	Crime Prevention Stand – 69 Old Broad Street	CoLP LP
11/09	IASG Meeting	IASG Meeting	IASG Meeting	
Mid-September		Spiking Awareness Week	Spiking Awareness Week	CoLP LP
October	Black History Month events	Black History Month events	Black History Month events	CoLC
22/10	City Question Time	City Question Time		CoLC
31/10-1/11	Diwali events	Diwali events	Diwali events	CoLC
11/11	IASG Meeting	IASG Meeting	IASG Meeting	
4/12	City Question Time	City Question Time		CoLC

Agenda Item 8

Committee(s): Resources, Risks and Estates Committee Police Authority Board	Dates: 18 September 2024 2 October 2024
Subject: Revenue and Capital Monitoring Update – Q1 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/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 the City of London Police	For Information
Report author: Chief Finance Officer & Deputy CFOs	

Summary

This covering report and accompanying slide pack provides information and analysis at Quarter 1 (Q1) (April to June) on the City of London Police’s financial performance against the approved revenue and capital budgets for 2024/25 and forecast use of resources to the end of the financial year.

Recommendations

Members are asked to note the report.

Main Report

Revenue:

1. At Q1, CoLP is forecasting an outturn revenue position in line with the current approved budget of £114.1m. However, this breakeven position contains a number of key variations including significant cost pressures arising from the revised implementation plan for the Fraud & Cyber Crime Reporting & Analysis Service (FCCRAS) programme and the requirement to extend the existing Action Fraud Service (£12.9m), a budget correction of £0.7m to core funded activities and other operational demand pressures estimated to be £0.9m including maintaining officer uplift numbers, additional forensics costs, Administration of Justice, non-recoverable protest / event activities and use of agency staff to fill critical vacant posts. The risk of these known cost pressures is expected be offset by the continuing unplanned police staff vacancies of £2m, funding from National Lead Force activities of £11.5m, the use of earmarked reserves of £0.8m and other budgetary provisions amounting to £0.2m (**Slides 2 - 8 refers**).

2. There are also a number of emerging risks and opportunities with CoLP that require further verification. While these are excluded from the Q1 forecast, they are captured in the accompanying pack. Key risks include potential unfunded pay awards for both officers and staff, increasing operational delivery outlays and the risk of added financial pressures arising from the revised FCCRAS implementation plan. Further quantification of these risks will be developed at Q2 (**Slide 10 refers**).
3. Embedded within the Q1 forecast is the delivery of £10m of mitigations against a target of £7m. The positive variance of £3m being due to increased overhead cost recovery from funded activities. Whilst not included as an additional mitigation the over-achievement of the mitigations embedded in the 2024/25 budget has been augmented by unplanned savings due to police staff vacancies. In light of the above emerging pressures, however, further mitigation opportunities are likely to be required to maintain a balanced outturn position. Failure to sustain the saving/mitigations included at Q1 would represent a significant pressure risk to the forecast outturn (**Slide 11 refers**).
4. In further support of the Q1 revenue monitoring position:
 - **Slide 12** provides a breakdown of overtime in Q1 by category, highlighting an indicative overspend of some £0.1m. However, it is expected that with recent policing events outside of the Q1 period this forecast overspend may increase. Measures continue to monitor overtime via the Force's Strategic Finance Board with business area controls also implemented to ensure the use of overtime is robustly managed.
 - **Slides 14-15** provides an outturn summary for each of the business areas. The narrative highlights that whilst the Force is operating at headcount target levels the development of student officers means the allocation is heavily towards Local Policing, with vacancies in other areas.
 - **Slides 16-18** give an overview of historic receipts from the Asset Recovery Incentivisation Scheme (ARIS), and a forecast for 2024/25. The slides also provide details of £3m of approved revenue / capital projects funded via the Proceeds of Crime Act (POCA) reserve in 2024/25. A summary of the benefits and outcomes of the POCA funded initiatives will be provide at a future meeting of this Committee.
 - **Slide 19** provides an update on the Force's reserves position including a revised drawdown from the Proceeds of Crime Act (POCA) reserve £3m for schemes which have been reviewed and approved by the Chief Officer Team and a proposed £0.8m drawdown from the an earmarked reserve to partially offset the extension of the Action Fraud service ahead of the launch of FCCRAS programme.
 - **Slide 20-21** details the forecast outturn against the £1m Police Authority Board Team budget for 2024/25. Overall the Q1 outturn forecast is expected to an underspend of £72k, after allowing for potential hearing costs, some jointly funded

work with the Force and some small grant giving activities, which the PAB Team has been trialling for the first time. This is mainly due to an ongoing vacancy in the team. The slides also outlines a series of initiatives funded through £1m of “hotspot” funding provided to the Police Authority Board by the Home Office. This was announced after the 2024/25 budget was set but progress against these initiative will be reported during 2024/25.

CoLP Capital Programme:

5. The total CoLP Capital Programme budget for 2024/25 totals £10.345m. The forecast outturn for the year is £14.862m, which represents an overspend of £4.517m. The overspend is due to the rephasing of FCCRAS milestone payments from 2023/24 into 2024/25.
6. Additionally, delays to the start of several national programmes, such as the Command and Control project, has resulted in net slippage in 2024/25 on other projects amounting to £0.933m. It is proposed that this unplanned slippage is used to fund in year revenue cost pressures and other new projects subject to prioritisation and approval through Strategic Change Board, noting the medium-term financial implications on affordability resulting from any substitution and re-prioritisation.
7. **Capital Programme Funding** – The Force’s capital programme is either funded directly from the Force’s own resources, from Home Office funding or via a City Corporation loan facility capped at £5m per annum. CoLP’s Medium Term Financial Plan (MTFP) provides for £5m of direct revenue financial (DRF) per annum in addition to a £1m loan repayment. While the expectation is that CoLP’s capital programme will be managed within the £5m DRF, circumstances may arise where use of the internal loan facility may be necessary and appropriate. This includes the City’s £10m contribution to FCCRAS capital spend and potentially end-user / equipment costs within the Future Police Estate costs.
8. In support of the Q1 capital monitoring position:
 - **Slide 22** provides a contextual capital programme summary
 - **Slide 23-24** provides a summary of the monitoring headlines at Q1
 - including a funding analysis
 - **Slide 25-26** provides a breakdown of forecast CoLP capital spend against each project in 2024/25;
 - **Slides 27-29** provide notes on variations to budget;
 - **Slides 30-31** provide a breakdown of CoLP capital projects underway and the phasing of expenditure across all years through o their completion; and
 - **Slide 32** provides details of Corporation led Projects benefitting CoLP.

Monitoring of the Capital Programme

9. Capital expenditure and project delivery progress will be reported each quarter to the Resources, Risks & Estates Committee and the Police Authority Board.

Recommendations

10. Members of the Resources, Risks & Estates Committee and the Police Authority Board are asked to note the revenue and capital monitoring position at Q1 and forecast outturn for 2024-25 as set out in this covering report and accompanying slide pack.

Appendices

2024/25 Q1 revenue and capital monitoring slide pack (of 32 slides as referred to in this covering report).

Contact

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Resources, Risks and Estates Committee (RREC)
Police Authority Board (PAB)

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Revenue & Capital Monitoring 2024/25 (Q1)

Dates: 18/09/2024
02/10/2024



2024/25 Q1 - Revenue & Capital Summary

CoLP Revenue Outturn Summary

The overall gross expenditure outturn variance for 24/25 is expected to be an overspend of £10.1m, which is mainly due to the revised delivery implementation plan for the launch of the Future Cyber Crime Reporting and Analysis Service (FCCRAS). This has necessitated extensions to existing Action Fraud service contracts of c£12.9m and is reflected in the additional supplies and services expenditure shown in Table 1. The net outturn, however, is forecast to be a breakeven position with net pay savings, underspends against third party payments, additional Home Office grant income and a transfer from a specific Action Fraud Reserve offsetting the gross expenditure variance. The gross expenditure forecast does not include implications arising from the July 2024 Officer pay award announcement as this was outside of the April – June reporting period. However, the high-level impact and financial consequences of this are set out on slide 4 & 5. These and other emerging pressures will be developed in the Q2 reporting.

Key variances at Q1 are explained in slides 3-7 with an accompanying “bridge” analysis of key variances on slide 8. Risks and opportunities outside of the Q1 (30 June 2024) monitoring period are set out in slide 10.

Capital Outturn Summary

The total capital outturn for 2024/25 is forecast to be £14.862m and compares to a CoLP Capital Programme budget of £10.345. This represents an overspend of £4.517m which is due to rephasing of FCCRAS milestones payments from 2023/24 to 2024/25. Additionally, delays to the start of several national programmes, has resulted in net slippage in 2024/25 on other projects amounting to £0.933m. It is proposed that this unplanned slippage is used to fund in year revenue cost pressures and other new projects subject to prioritisation and approval through Strategic Change Board, noting the medium-term financial implications on affordability resulting from any substitution and re-prioritisation.

Police Authority Board Outturn Summary

The outturn for the Police Authority Team budget is £928k against a latest approved budget of £1m, an underspend of £72k (Table 7 below refers), this is mainly due to an on-going vacancy in the PAB Team.



2024/25 Q1 - Revenue Summary

Table 1 2024/25 CoLP Revenue Budget		Budget Q1 YTD	Actual Q1 YTD	Variance to Date (Better) / + Worse	24/25 Full Year Budget	Projected Outturn (Better) / + Worse	Projected Variance (Better) / + Worse	Notes
		£m	£m	£m	£m	£m	£m	
PAY								
Officers		19.8	19.0	(0.8)	80.0	80.4	0.4	(i)
Staff		10.4	8.6	(1.8)	42.2	40.2	(2.0)	(ii)
Overtime		0.5	0.6	0.1	2.9	3.0	0.1	
Agency		0.2	0.3	0.2	1.1	1.2	0.1	
Police Officer Pension		0.0	0.0	0.0	18.6	19.5	0.9	(iii)
Indirect employee costs		0.7	0.5	(0.2)	2.9	2.5	(0.4)	(iv)
TOTAL PAY		31.6	29.0	(2.6)	147.7	146.8	(0.9)	
NON-PAY								
Premises Costs		0.1	1.1	1.1	4.3	4.3	0.0	
Transport		0.7	0.2	(0.5)	2.8	2.5	(0.3)	(v)
Supplies and Services		8.8	14.0	5.2	35.0	48.4	13.4	(vi)
Third Party Payments *		8.4	(11.7)	(20.1)	9.8	7.9	(1.9)	(vii)
Unidentified Saving		0.0	0.0	0.0	0.0	0.0	0.0	
CoL Support Services		0.0	0.1	0.1	3.1	3.1	(0.0)	
Capital Charges		0.0	0.0	0.0	5.0	4.8	(0.2)	(viii)
Transfer to Reserve		0.0	0.0	0.0	0.5	0.5	0.0	
TOTAL NON-PAY		17.9	3.7	(14.2)	60.5	71.5	11.0	
TOTAL EXPENDITURE		49.6	32.8	(16.8)	208.2	218.3	10.1	
INCOME								
Specific Grants		(21.0)	3.1	24.2	(72.8)	(82.7)	(9.9)	(ix)
Partnership		(3.6)	(1.1)	2.5	(16.2)	(15.6)	0.6	(x)
Fees & Charges		(0.7)	0.8	1.4	(3.2)	(3.0)	0.2	
Transfer from Reserves		(0.5)	0.0	0.5	(2.0)	(3.0)	(1.0)	(xi)
CoLP Core Funding		(23.7)	(23.7)	0.0	(114.1)	(114.1)	0.0	
TOTAL INCOME		(49.6)	(21.0)	28.7	(208.2)	(218.3)	(10.1)	
UNDERLYING DEFICIT		0.0	11.8	11.9	0.0	(0.0)	0.0	

2024/25 Q1 - Revenue Monitoring Supporting Information

(i) Police Officer Pay and Overtime

The forecast for Police Officer pay is an overspend of £354k against a latest approved budget of £80m (0.4%). CoLP's Officer headcount at the end of 24/25 totalled 1002 against a revised headcount target of 996 (see slide 9). Whilst this secured £2.1m for Police Uplift Funding (PUP), lower than anticipated attrition in the first quarter of 24/25 has resulted in officer numbers running above the budgeted establishment during Q1 which has partially contributed to the forecast overspend. Although an officer adjustment factor has been included in the 24/25 budget, the downward trajectory in officer numbers has been slower than anticipated and with £3.1m of ringfenced funding dependent on the maintaining an officer headcount of 996, it is forecast that CoLP will continue to exceed its budgeted headcount on and around the September 2024 and March 2025 check points and the outturn forecast. Careful monitoring of the workforce plan will continue through 24/25 via the Force's Strategic People Board.

In July 2024, the Government announced a 4.75% pay award for Police Officers and an increase in the maximum rate for London Allowance by £1,250 for all officers. Early indications are that the Government will fund 2.3% of the pay award increase, with Force's required to fund the remaining 2.45%. Historically any additional pay award funding has been allocated in line with the core grant funding formula which excludes police officers who are externally funded. However, it is expected that this exclusion will be regularised in 24/25 through additional funding from the pay award grant. Based on a 3% budgeted pay award for Officers, the additional funding above a 2.45%, therefore, provides a potential 0.55% opportunity of c£0.4m in 24/25, which if actualised will be allocated to emerging cost pressure. Confirmation of CoLP's share of the £175m Home Office pay award funding is awaited and an update will be provided at Q2.

Separately, the Government has also announced a £1,250 increase the maximum rate for the London Allowance, however, this is not subject to additional Home Office funding. Instead, the rate paid is determined by the Commissioner with approval from the Police Authority Board. Increasing the London Allowance has the potential to increase Officer Pay cost by £820k in 24/25, rising to a £1.4m full year effect and would represent a significant financial pressure.



2024/25 Q1 - Revenue Monitoring Supporting Information

Police Officer Overtime

Officer overtime is forecast to be £0.1m overspent against the original budget of £2.7m. Some of this relates to overtime on special one-off events and hotspot funding for which the CoLP expects to be reimbursed. The forecast will be further developed in Q2, see slide 11.

(ii) Police Staff Pay

Police Staff pay, compared to a budget of £42.2m, is forecast to be underspent by £2m by the end of the Financial Year. This underspend is largely driven by slower than expected staff recruitment including vetting delays with CoLP's staff strength as at 31 March 2024, being 463 FTEs compared to a budgeted permanent establishment of 539, see slide 9. A 3% staff pay award has been proposed with effect from the 1 July 2024 and negotiations continue with staff unions over the quantum of the award. The 24/25 budget assumed a 3% increase in staff pay, however, should the final award exceed 3%, every 1% increase above 3% will have a £420k full year impact.

(iii & viii) Pension Deficit Grant

From 1 April 2024 employer contributions into the Police Officer Pension Scheme increased by 4.3%, rising from 31% to 35.3%. The impact of this is expected to be a net increase in cost to the CoLP Police Pension account of £0.9m which will be fully funded by additional Home Office grant income.

(iv) Indirect Employee Costs

Indirect employee costs are forecast to be underspent by £0.4m. This is mainly due to lower than anticipated expenditure on employee related training costs due to on-going vacancies.



2024/25 Q1 - Revenue Monitoring Supporting Information

Non-Pay

Overall non-pay costs are anticipated to be £10.8m overspent by the end of the Financial Year. There are a number of factors contributing to this:

- A £0.3m underspend is forecast on Transport costs which is mainly due to lower than estimated Concessionary Travel scheme costs resulting from higher than estimated officer contributions **(note v)**.
- A £13.4m overspend is forecast on Supplies and Services budgets **(vi)** which is mainly due to additional POCA funded expenditure £0.3m and the rephasing of go live for FCCRAS. In 24/25 the revised delivery implementation plan has created an additional (net) cost of £12.9m above the original 24/25 budget. This additional cost pressure will be mitigated through additional Home Office Grant funding and use of internal core resources including drawdown from reserves **(see notes ix & xi)**.
- Third Party payment is forecast to be £1.9m underspent against the latest budget. The underspend is mainly due to a £2.1m reduction in Home Office Fraud Reform funding (Regional Organised Crime Units of £1.6m and the Fraud Protect £0.5m) which was communicated after the 24/25 budget was set **(note vii)**. In the case of the Action Fraud extension costs and reduction in Fraud Reform Funding there has also been a corresponding adjustment to Government grant income

(viii) Capital Charges

A £0.2m underspend is forecast against a £5.0m capital charges budget due to rephasing of the capital programme to balance the Q1 outturn forecast.

(ix) Specific Government Grants

The forecast Government Grant outturn is an over achievement of £9.9m against the original budget of £103.2m. This is due to £11.5m of additional Home Office funding principally for National Lead Force activities, net of a £2.3m reduction in the Fraud Reform Grant and a shortfall of £0.4m against funding assumptions for the Anti-Money Laundering Act Regulations (AMLAR) and National Cyber Security Programme (NCSP) matched by reductions in expenditure.



2024/25 Q1 - Revenue Monitoring Supporting Information

(x) Partnership Income

Partnership income is forecast to be an under-recovery of £0.6m against an original budget of £16.2m. This is mainly due to a shortfall in the Force's contribution to the work of the Funded Units of (£0.7m). It is expected that this adverse variance can be contained within the Forces overall resource base and will be factored into the 25/26 budget setting process.

(xi) Use of Reserves

The use of Reserves is forecast to increase by £1.0m compared an original budget of £2m. This is due to the increased use of the POCA reserve to fund eligible expenditure (slides 15-17 refer) and a £0.8m drawdown from a specific an Action Fraud Reserve which was created in 23/24 to help mitigate contract extension cost pressures. It is expected that the use of this Reserve, in conjunction with additional Home Office funding and forecast savings within the Police budget will absorb the wider Action Fraud extension costs pressures in 24/25 ahead of the FCCRAS go live.

2024/25 Mitigations

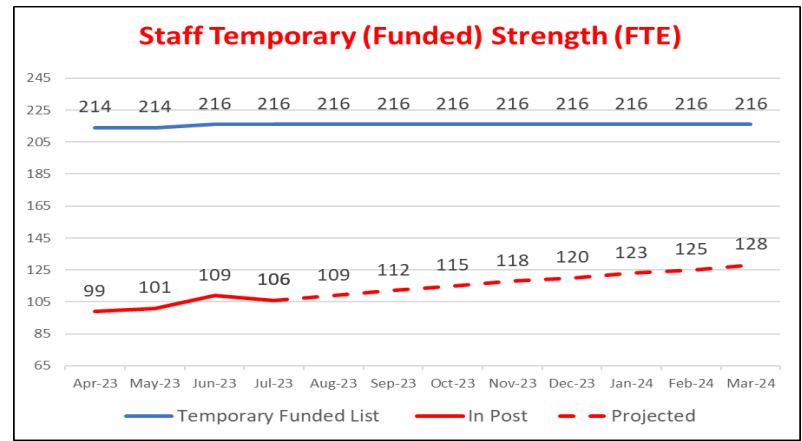
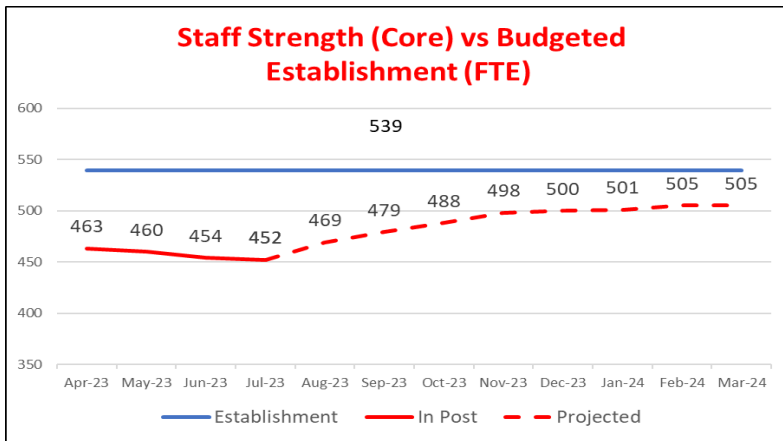
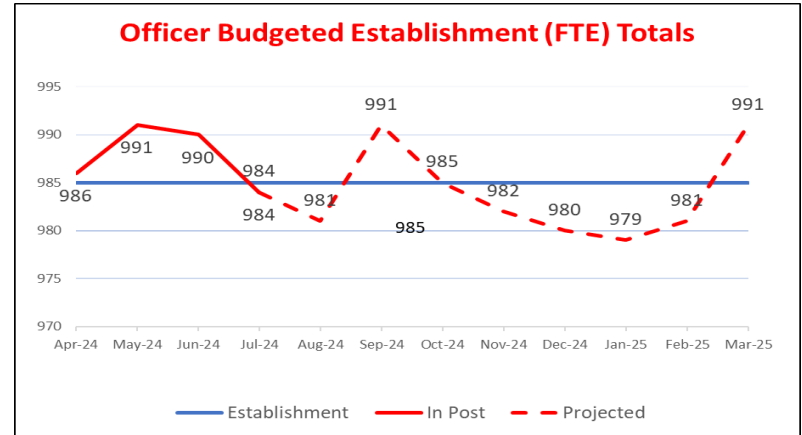
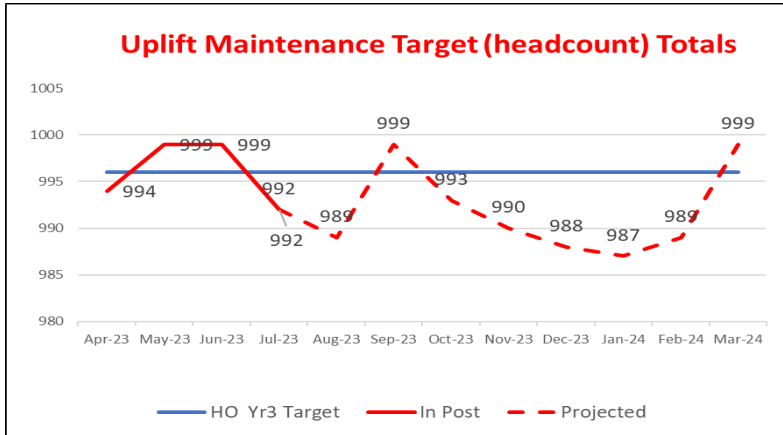
In 24/25 CoLP was required to deliver £15.5m of mitigations to deliver a balanced budget. Of this some £8.5m related to increases in national (core grant £5.9m) and local (Business Rates Premium (BRP) £2.6m) funding which were realised. Of the remaining £7m, current forecasts suggest an over-achievement of £3m which is mainly due to better overhead recovery from funded work than anticipated in the 24/25 budget.



2024/25 Q1 - Revenue Monitoring Bridge Analysis



2024/25 Q1 – Workforce Dashboard



2024/25 Q1 - Risks and Opportunities

There are several financial risks and opportunities outside of the Q1 monitoring period (1 April – 30 June 2024) which may impact the Force's final revenue outturn. These include:

Risks:

- Final confirmation of the Police Officer pay award funding and distribution methodology to include non-core activities, £250k risk;
- The impact of any (unfunded) increase in the London Allowance payable to Police Officers should the Metropolitan Police Service (MPS) decide to enhance the London Allowance. The part year financial impact being c£0.82m rising to c£1.4m full year;
- The unconfirmed staff pay award, with every 1% increase above the 3% budgeted assumption representing a £420k cost pressure;
- Proposed increases in the cost of the Command-and-Control agreement with the MPS due changes to the MPS recharging methodology.
- Wider operational pressures including the cycle squad, CCTV, Administration of Justice demands, events and protest activities could lead to an increase in overtime and other costs.
- FCCRAS implementation and further implications arising from the updated detailed delivery plan.
- Other downstream revenue consequence of the capital programme.
- Risk of failure to deliver / sustain mitigations

Opportunities:

- Unplanned staff vacancies due to a lower-than-expected staff recruitment outcomes.
- The 24/25 pay estimate for officers assumed a 3% increase in pay. With the Home Office funding 2.3% of the 4.75% increase there is a potential 0.55% cost benefit of c£400k.
- Further improvements in overhead recovery from funded activities.
- Early work on productivity review may identify early opportunities to at least better absorb operational and other demand pressures.



2024/25 Q1 - Mitigations

The 2024/25 revenue estimate included £15.5m of mitigations to deliver a balanced budget. Of this some £8.5m related to increases in national (Core grant £5.9m) and local (Business Rates Premium (BRP) £2.6m) funding which were realised. The remaining £7m of target mitigations are set out below:

Table 2 2024/25 Mitigations Plan	Target £m	Forecast £m	Variance Better/ (Worse) £m	Sustained £m	R A G	Notes
Reduction in Action Fraud exceptional costs	0.5	0.0	(0.5)	2.0		(i)
Higher proportion of more junior PCs	0.8	0.8	0.0	0.0		(ii)
Increased recharging of costs to funded activities and change	3.1	6.6	3.5	3.1		(iii)
Non-pay savings: professional fees, release of inflationary provision & other	1.8	1.8	0.0	1.8		(iv)
Adjustment for phasing of staff recruitment to full establishment	0.8	0.8	0.0	0.0		(v)
Total	7.0	10.0	3.0	6.9		

Notes

- (i) **Action Fraud** – unrealised saving due to revised delivery implantation plan for the FCCRAS programme. The sustained saving includes the release of a £1.5m Action Fraud risk mitigation included in the 2024/25 budget .
- (ii) **More Junior PCs** – The Office Uplift Programme resulted in a higher number of more junior PCs than in the Force’s operational model. Whist this provides a second year of savings in 24/25 with incremental progression and a higher proportion of attrition mitigated by transferees this saving is expected to be eliminated in 25/26.
- (iii) **Increased Recharging to Funded Activities** – includes £3.3m of additional overhead cost recovery from Home Office and £0.2m TfL funded work. NB. the mitigation includes the recovery of direct costs in addition to overheads where there has been an overachievement against plan.
- (iv) **Non-pay saving** – excluding FCCRAS - removed from 24/25 budgets.
- (v) **Trajectory of staff recruitment** – the mitigation is expected to achieved and in 24/25 exceeded by £2m due to slower than planned staff recruitment (not included as an additional mitigation).

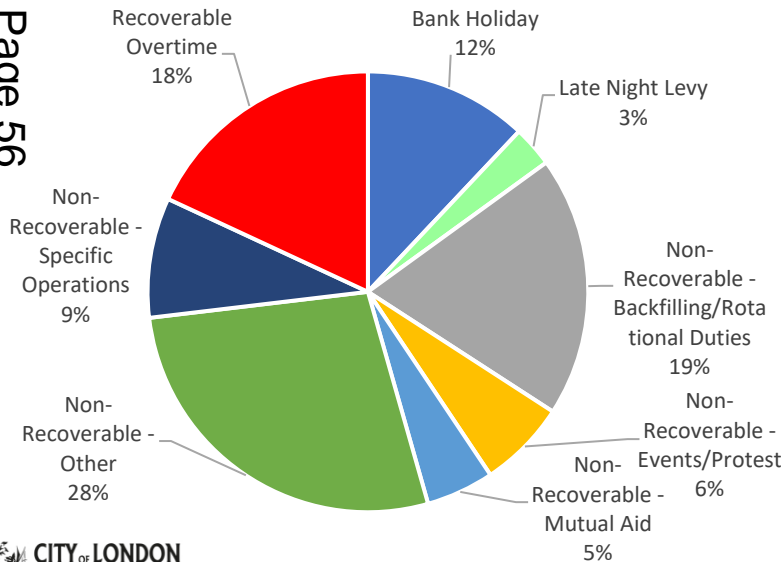
2024/25 Q1 – Overtime Analysis

Police Officer and Staff overtime outturn forecast is estimated to be £3.0m against a budget of £2.9m resulting in an overspend of £0.1m. Of the £0.6m expenditure to date, £122k relates to recoverable activities such as the Funded Units for which CoLP expects to be fully reimbursed. A summary of overtime incurred by category is shown below.

The overtime forecast will be further developed in Q2 taking account of recent national events and the impact of the police officer pay award which was above budgeted pay assumptions.

ACTUAL OVERTIME BY TYPE - Q1 (APRIL TO JUNE 2024)

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Overtime Category	£'000
Bank Holiday	75
Late Night Levy	19
Non-Recoverable - Backfilling/Rotational Duties	119
Non-Recoverable - Events/Protest	40
Non-Recoverable - Mutual Aid	31
Non-Recoverable - Other	171
Non-Recoverable - Specific Operations	55
Recoverable Overtime	112
Total Overtime Q1 (April to June 2024)	622

The final 2024/25 overtime outturn will be influenced by the incidence of unexpected policing events across 24/25, noting that Home Office reimbursement is generally only available where overtime costs associated with a single event exceed a threshold of 1% of core funding. In the case of the City of London Police the threshold in 2024/25 is £664k per event.

Overtime will continue to be reported monthly to the Force's Strategic Finance Board.



2024/25 Q1 - Business Area Summaries

Revenue outturn summaries for each of the business areas is shown in Table 3 below:

Table 3: Q1 2024/25 Department Revenue Summaries	2024/25 Budget (Q1 YTD)	2024/25 Actual (Q1 YTD)	Variance to Date +Deficit / (Surplus)	2024/25 Latest Budget	Projected Outturn +Deficit / (Surplus)	Projected Variance +Deficit / (Surplus)	Notes
	£m	£m	£m	£m	£m	£m	
Local Policing	7.90	9.00	1.10	31.70	35.10	3.40	1
Specialist Operations	7.60	8.90	1.30	30.40	28.80	(1.60)	2
National Lead Force	1.60	3.90	2.30	6.60	8.50	1.90	3
Corporate Services	0.60	9.40	8.80	32.60	31.70	(0.90)	4
Central Income & Expenditure	0.60	4.40	3.80	12.90	10.10	(2.80)	5
Total	18.30	35.60	17.30	114.20	114.20	0.00	

Local Policing: £3.4m overspend. This is mainly due to a high number of Student Officers (135) being attached to Local Policing to gain neighbourhood policing experience during their two-year training programme. The cost of the student cohort in 24/25 is estimated to be £6.5m of which £3.1m will offset by police officer vacancies within Local Policing and the remainder through officer vacancies in other business areas. Overtime is predicted to be overspent by £0.1m due to the learning curve of the student officers and for non-recoverable activities. However, with recent national events there is a risk that the expected overtime variance could increase significantly. As in 24/25 pre-emptive measures have been put in place by the senior leadership team to contain overtime and this will be monitored closely through the local management team and via the Force's Strategic Finance Board.



2024/25 Q1 - Business Area Summaries continued

(ii) Specialist Operations (SO): £1.6m underspend. Combined Officer, Staff and Overtime pay costs are forecast to underspend by £1.5m at the end of the financial year. This is mainly due to substantive vacancies in both officer and staff roles. The former being a consequence of maintaining officer numbers within the budgeted officer headcount of 996; considering the high number of student officers in Local Policing. Savings of £150k are expected against non-pay budgets including Transport (£48k) and Supplies & Services (£187k) which will be offset by an increase of £85k in forensic services costs due to increased investigatory work. Increases in government grants and third-party income of £225k including a Civil Recovery grant (£40k), Op Safeguard (custody cell) income (£65k) and TfL (£120k) funding under the Special Services Agreement. This has been offset by a reduction in the drawdown from the Proceeds of Crime Act (POCA) Reserve (£250k) to fund the net cost of the Asset Recovery and uplift in the Civil Recovery Teams due to lower than anticipated pay costs resulting from vacancies.

(iii) National Lead Force: £1.9m overspend. The forecast outturn for National Lead Force activities in 24/25 is £8.5m compared to an original budget of £6.6m resulting in an overspend of £1.9m. Whilst significant contract extension costs (£12.9m) associated with the revised delivery plan for the launch of the FCCRAS have been mitigated through additional Home Office funding and from internal CoLP resources. Scope changes to the design of the FCCRAS and lower than anticipated Action Fraud/FCCRAS savings compared to budgeted, along with a £0.7m core budget under-provision for one of the Force's funded units of have combined to create a £1.9m cost pressure. At this stage it is considered that this can be contained within wider savings – principally from staff underspends.



2024/25 Q1 Business Area Summaries continued

(iv) Corporate Services: £0.9m underspend. Police Officer Pay is forecast to be underspent by £0.8m due to vacancies equivalent to 13 PC FTE, this is linked to the high number of student officers attached to Local Policing and the requirement to remain within a budgeted headcount of 996 officers. Staff Pay is also forecast to be underspent by £0.8m at the end of the financial year due to recruitment outcomes being lower than anticipated due in part to vetting delays. A Gold Group has been established to assess the implications and impact of the vetting delays and to make recommendations to increase throughput. Other Employee Related Expenditure is forecast to be underspent by £0.3m due to lower-than-expected training costs due to on-going vacancies. These pay savings of £1.9m are partially offset by additional agency worker costs of £0.3m to backfill vacancies, a shortfall in income arising from training courses (£0.2m) based on income generation to date and lower than expected staff cost recovery from funded activities and capital projects of £0.5m again due to vacancies.

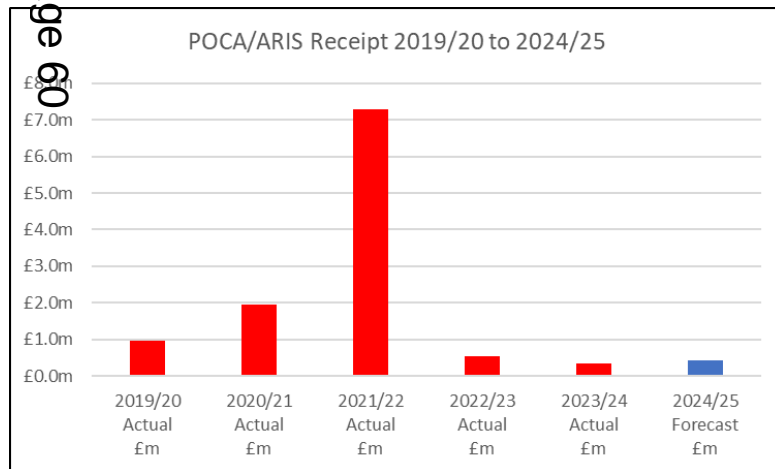
(v) Central Expenditure & Income (CE&I): £2.8m underspend. This division of service is used to manage indirect income and expenditure items which relate to all business areas. In 2024/25 the CE&I budget included several provision to manage a staff pay award up to 3% and an officer adjustment factor to manage the Uplift risk of over recruitment against the 996 Officer target. Both provisions, totalling £0.9m have been released. In addition, a central contingency for agency pay costs of £0.2m has been made available to offset the higher than budgeted agency costs in Corporate Services. A further £0.3m underspend is expected on Transport costs due to lower net Concessionary Travel scheme expenditure resulting from higher than budgeted officer contributions and a £1.3m transfer from Reserves is shown in this business area to partially mitigate the Action Fraud contract extension costs (0.8m) and to offset additional POCA funded expenditure.



2024/25 Q1 - Proceeds of Crime Act (POCA)/ Asset Recovery Incentivisation Scheme (ARIS)

The principal driver for Asset Recovery Incentivisation Scheme (ARIS) is to seek repatriation of funds to victims as detailed in the Proceeds of Crime Act (POCA). ARIS receipts should be used to drive up performance on asset recovery or, where appropriate, to fund local crime fighting priorities for the benefit of the community. Typically, the use of ARIS funds by POCA Agencies falls into four main categories: Crime Reduction, Community Projects, Asset Recovery work and Miscellaneous.

Currently, there are £20m of victim focused assets under investigation with the Asset Recovery Team and a further £5.6m with the Civil Recovery Team. Any ARIS recoveries and receipts into the Force, however, are subject to final confiscation orders, future valuation and a 50% Home Office top slice. As demonstrated by Table 3 and the accompanying bar chart, the actualisation of ARIS receipts varies significantly from year to year. While the current 2024/25 forecast is based on average receipts from 2022/23 and 2023/24, this will be updated at Q2 considering the ARIS forecast contained in a separate report which will be submitted to November's RREC.



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



2024/25 Q1 - Proceeds of Crime Act Funded Expenditure

Table 4 below provides a summary of those revenue workstreams which are expected to be funded from the Proceeds of Crime Act (POCA) Reserve. In 2024/25 £2.2m of revenue and £0.8m of capital expenditure is expected to be funded from the POCA Reserve. The impact of this on the reserve position is shown in slide 19.

An explanatory note follows on slide 18.

Table 4: Q1 2024/25 POCA Funded Expenditure	2024/25 Approved Budget	Forecast Outturn 2024/25	Projected Variance (Better) / + Worse	Notes
	£'000	£'000	£'000	
Safer City Partnership	50	50	0	(i)
Cyber Resilience Outreach Project (New)	10	10	0	(ii)
Pod Forum Event (New)	0	15	15	(iii)
Total Community Projects	60	75	15	
Asset Recovery Team	1,300	1,400	100	(iv)
Civil Recovery Team	300	300	0	(v)
Total Asset Recovery	1,600	1,700	100	
Operation Creative	200	138	(62)	(vi)
NBCC Communications & Marketing	10	10	0	(vii)
Covert Tasking Budget	60	5	(55)	(viii)
Economic and Cyber Police HQ Communications Support (New)	0	144	144	(ix)
Total Crime Reduction	270	297	27	
NLF: People Strategy	93	93	0	(x)
Total Miscellaneous	93	93	0	
Total Revenue Funding	2,023	2,165	142	
Power BI Phase 2	645	734	89	(xii)
Auto-Redaction (New)	0	99	99	(xi)
Total Capital Funding	645	833	188	
Grand Total	2,668	2,998	330	

2024/25 Q1 - Proceeds of Crime Act Funded Expenditure

Notes to table 4:

- i. Contribution to Safer City Partnership from annual ARIS receipts.
- ii. Funding to support an outreach project delivered in partnership with the London Cyber Resilience Centre.
- iii. Funding to support a Fraud Forum event to raise fraud awareness.
- iv. Funding of Asset Recovery Team was agreed for an initial period of three years 2022/23 to 2024/25 of £1.3m per annum. Forecast overspend due to pay inflation.
- v. Total funding of £300k pa was agreed from 23/24 to drive civil recovery activities across a period of three years.
- vi. Initiative, designed to disrupt and prevent websites from providing unauthorised access to copyright content.
- vii. Funding to support a communications support to business crime reduction.
- viii. Overtime/Tasking budget to support covert operations.
- ix. Funding to engage a temporary communications resource (18 months) to support CoLP's national economic and cybercrime capabilities.
- x. NLF People Strategy – Project designed to implement initiatives to improve recruitment and retention of staff within economic crime across the UK
- xi. Project to introduce an auto-redaction tool (nationally developed) to drive efficiencies and reduce failure demand.
- xii. PowerBI is a project to improve business intelligence through data visualisation and integration (see Capital section).

All new bids are subject to a cost/benefits assessment. A review of the benefits and outcomes in relation to historic POCA funded initiatives is being undertaken and will be reported to this committee in due course.



2024/25 Q1 - Reserves

Police Reserves are set out in Table 5 below:

Based on the Q1 position, it is expected that Reserves will reduce by £3.3m from an opening balance of £13.6m to £10.3m. This is due to ARIS/POCA funded activities referred to in slide 15-17 and use of a specific Action Fraud Reserve which was created in 2023/24 to help mitigate the financial risk of the FCCRAS project.

The Force's General Reserve remains at 5% of Net Revenue Expenditure which is in line with Home Office expectations. The adequacy and any requirement to draw upon the General Reserve, will be kept under review.

Table 5 2024/25 Use of Reserves	Opening Balance 2024/25 £'000	Transfers To Reserve £'000	Projected Spend £'000	Closing Balance 2024/25 £'000
General Reserve	6,595	0	0	6,595
Specific Reserves:				
Proceeds of Crime Act	5,946	440	(2,998)	3,388
Action Fraud Reserve	775	0	(775)	0
Emergency Services Mobile Technology	294	0	0	294
Total Specific Reserves	7,015	440	(3,773)	3,682
Total	13,610	440	(3,773)	10,277



2024/25 Q1 - Police Authority Team Revenue Budget

Table 6 sets out the Police Authority Team budget and forecast outturn for 2024/25.

Table 6: Police Authority Team Budget 2024/25	Budget Q1 YTD	Actual Q1 YTD	Variance to Date (Better) / + Worse	24/25 Full Year Budget	Projected Outturn +Deficit / (Surplus)	Projected Variance +Deficit / (Surplus)
	£'000	£'000	£'000	£'000	£'000	£'000
Pay						
Staff	192.5	163.6	(28.9)	770.0	706.6	(63.4)
Indirect employee costs	3.8	0.0	(3.8)	15.0	7.0	(8.0)
Total Pay	196.3	163.6	(32.6)	785.0	713.6	(71.4)
Non-Pay						
Transport	0.5	0.0	(0.5)	2.0	1.4	(0.6)
Supplies and Services	53.3	66.2	13.0	213.0	146.0	(67.0)
Third Party Payments	0.0	76.3	76.3	0.0	251.1	251.1
CoLC Recharges	0.0	0.0	0.0	0.0	67.0	67.0
Non-Pay	53.8	142.5	88.8	215.0	465.5	250.5
Total Expenditure	250.0	306.1	56.1	1,000.0	1,179.1	179.1
Government Grants	0.0	(251.1)	(251.1)	0.0	(251.1)	(251.1)
Total Income	0.0	(251.1)	(251.1)	0.0	(251.1)	(251.1)
Net Expenditure	250.0	55.1	(194.9)	1,000.0	928.0	(72.0)

The forecast outturn for the Police Authority Team budget as at Q1 2024/25 is an underspend of £72k which is mainly due to a staff vacancy.



2024/25 Q1 - Police Authority Team Revenue Budget

Outside of the approved 2024/25 budget, the PAB Team will also administer £1m of hotspot funding to tackle serious violence and anti-social behaviour with a visible 'hotspot' policing presence via the following eight initiatives:

- **£246,000 for Operation Vigilant** – training officers to prevent sexual violence in the night-time economy and significantly increasing police patrols in NTE hotspots.
- **£152,000 for more CCTV monitoring staff** – significantly increasing the number of staff monitoring CCTV feeds during peak hours, improving the real-time detection and prevention of crime.
- **£138,000 for acquisitive crime teams** – funding more foot patrols to prevent business and personal robberies and thefts.
- **£112,000 for the Cycle Team** – funding increased deployment of the Cycle Team to tackle robbery, theft, and ASB
- **£36,000 for Dedicated Ward Officers** – funding more DWO patrols in the City's residential estates.
- **£31,000 for taxi and compliance checks** – funding periodic deployment of officers to tackle taxi touts and check taxis and private hire vehicles in the City.
- **£104,000 for analytical staff** – funding more analysts to gather more and better data on serious violence and ASB in the City, and tracking the impact of the above initiatives.
- **£180,000 transferred to 'bridge crime' initiative** – making up the funding cut to a separate Home Office grant (Safer Streets Fund), to continue delivery of a multi-borough initiative tackling crime on and around inner London bridges.

Progress against these initiatives will be reported during 2024/25.



Capital Monitoring 2024/25 (Q1 to 30 June 2024)

Change Portfolio Summary

- The City of London Police are currently in a significant period of change as a result of national and local responsibilities in addition to local, regional and national need for change. Positively, the change programme itself and intended deliverables are designed to meet legislative requirements, increase productivity and improve effectiveness in all areas of policing.
- Due to the very nature of policing, the management of projects and service improvements requires agility and, on occasion, reprioritisation of the planned programme. New legislative requirements, as well as changes in political direction and risk levels can all be factors driving the necessity for that agility, but other driving factors include changes to national programmes which are out of our control.

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The capital plan for 2024/25 includes several of these projects and programmes and has seen slippage in timescales resulting in impacts to intended spends. However, due to a robust prioritisation process, and an extensive list of pending projects, designed to optimise the service to be its very best, a proposal to utilise the spend already agreed for the existing plan for additional projects is made. This work acknowledges the need for slipping projects to move into future years but a comprehensive and cohesive approach to planning between the Change Portfolio and Finance colleagues is in place to assure future projections and formalise the capital plan over coming years.



Capital Monitoring 2024/25 (Q1 to 30 June 2024)

Headlines [1 of 2]

The total CoLP Capital Programme budget for 2024/25 amounts to £10.345m as shown in table 7 below. The forecast outturn for the year totals £14.862m, which represents an overspend of £4.517m. The overspend is due to rephasing of FCCRAS milestones payments from 2023/24 to 2024/25. Total FCCRAS project spend is forecast to be in line with the total budget of £31.0m.

Table 7 - CoLP Capital Programme 2024/25	2024/25 Budget	2024/25 Forecast Outturn	2024/25 Variance: Budget vs Forecast Outturn
	£'000	£'000	£'000
Total CoLP Capital Programme 2024/25	10,345	14,862	4,517

The CoLP Capital Programme comprises projects developed and managed by the Force, which are either funded directly from the Force's own resources, from Home Office funding or via a Corporation loan facility as summarised in Table 8 below.

Table 8 – Funding of the CoLP Capital Programme 2024/25	Forecast Outturn 2024/25 £'000	City Loan £'000	Home Office £'000	CoLP Direct Revenue Financing £'000	CoLP POCA £'000
Total Funding Breakdown	14,862	6,448	2,804	4,777	833

CoLP's MTFP now provides £5m pa for direct revenue financing (DRF) of capital plus £1m pa for loan repayment, with the latter being slightly boosted as part of the 2024 BRP settlement, to support faster tracking of loan repayment. While the expectation is that CoLP's capital priorities will normally be managed within the £5m DRF envelope, there may be exceptional circumstances where recourse to the internal loan facility may be necessary and appropriate. This includes the City's £10m contribution to FCCRAS capital spend (much of which has been reprofiled from being loan-funded in 23/24 into 24/25) and potentially, in the medium-longer term, Future Police Estates costs (eg end-user / equipment costs) plus Emergency Service Network implementation costs. Accrued borrowing as at 1 April 2024 was £2.7m and is forecast to increase to £9.2m by 31 March 2025, which is within expected tolerance of c.£10m from last update of the MTFP.

Capital Monitoring 2024/25 (Q1 to 30 June 2024)

Headlines [2 of 2]

A breakdown of the 2024/25 capital programme is shown in table 9 on slides 25 to 29.

In addition to the re-phasing of FCCRAS milestone payments into 2024/25, a delayed start to several national programmes, has also resulted in net slippage in 2024/25 on other projects amounting to £0.933m (excluding FCCRAS). It is proposed that this slippage is used to fund in year revenue cost pressures and other new projects subject to prioritisation and approval through Strategic Change Board. Due to inclusion of this sum for new projects in the tables which follow, the slippage of £0.933m does not form part of the overall variance to budget of £4.517m shown below, which is entirely due to the FCCRAS delay.

Whilst tables 8 and 10 focus on the 2024/25 CoLP capital programme, many projects are phased over more than just the one year. Slides 30 and 31, therefore, provide a summary of all CoLP capital projects underway and their phasing. The total budget for each project is shown, across all phased years of its implementation, and is compared to its forecast outturn spend. The total budget for all projects, subject to a £223k revenue funding requirement from the £5m direct revenue financing provision in 2024/25 is £39.386m, which compares to a forecast outturn cost of £39.167m, representing an underspend of £0.219m.

Slide 32 captures several capital projects which are City of London Corporation led and outside of the Force's capital programme but have direct benefits to CoLP. These include the Future Police Estate, Secure City and the new Enterprise Resource Planning system.



CoLP Capital Programme 2024/25 [Slide 1 of 5]

The CoLP Capital Programme budget for 2024/25 amounts to £10.345m as shown in table 9 below. The forecast outturn for the year is £14.862m, which represents an overspend of £4.517m. The overspend is due to rephasing of FCCRAS milestones payments from 2023/24 to 2024/25. Actual expenditure to date will be added into the Q2 based on full recharge information, noting that at the time of reporting (July 2024) some £3.9m has been accrued for FCCRAS milestones.

Table 9 - CoLP Capital Programme 2024/25		2024/25 Budget	2024/25 Forecast Outturn	2024/25 Variance: Bud. v Forecast Outturn	Notes
		£'000	£'000	£'000	
Page 59	FCCRAS	4,763	9,280	4,517	(a)
	Cyclical replacement – IT Devices	1,200	1,200	0	(b)
	- Firearms	400	400	0	(c)
	- Horsebox	400	400	0	(d)
	- Fleet	358	358	0	(e)
	Command and Control	707	84	(623)	(f)
	Data Analytics Platform (formerly Power BI)	645	734	89	(g)
	Prioritisation and feasibility funding	605	343	(262)	(h)
	E-Discovery	292	541	249	(i)
	Forensic Case & Quality Management System	216	122	(94)	(j)
	Out of Court Resolutions	163	148	(15)	
	Multi Agency Public Protection System	148	38	(110)	(k)
	Court Surveillance Equipment	91	91	0	
	Body Worn Video	79	7	(72)	
	Role Based Access	77	22	(55)	(l)
	Covert Camera System	63	63	0	
Sub-total (continued next slide)	10,144	13,768	3,624		

CoLP Capital Programme 2024/25 [Slide 2 of 5]

Table 9 - CoLP Capital Programme 2024/25	2024/25 Budget	2024/25 Forecast Outturn	2024/25 Variance: Bud. v Forecast Outturn	Notes
	£'000	£'000	£'000	
Sub-total (continued from previous slide)	10,207	13,831	3,624	
Digital Asset Management System	60	22	(38)	(m)
ICAV	10	65	55	
Other Supplementary Revenue Projects	68	11	(57)	(n)
Sub-total (prior to new proposals)	10,345	13,929	3,584	
New proposals to utilise slippage:				
1. Forensic Image Management System (FIMS)	0	59	59	(o)
2. Auto Redaction (Pilot)	0	99	99	(p)
Other New Supplementary Revenue Projects	0	51	51	(n)
Contribution to revenue funding shortfall from £5m DRF	0	223	223	(q)
Uncommitted	0	501	501	
Sub-total (new proposals)	0	933	933	
Total CoLP Capital Programme 2024/25	10,345	14,862	4,517	



CoLP Capital Programme 2024/25 [Slide 3 of 5]

Notes to table 9:

- a) **FCCRAS:** The forecast overspend in 2024/25 of £4.517m is due to rephasing of FCCRAS milestones payments from 2023/24 to 2024/25. Total FCCRAS project spend is forecast to be in line with the total budget of £31.0m.
- b) **IT device (laptops) refresh:** A draft business case was submitted to the Digital Data and Technology Board on 20 August 2024 which considered options, including a preferred option with a total cost estimate of £1.8m. The total budget in the 2024/25 capital programme is £1.2m, with a further provision of £0.4m in 2025/26. This amounts to a total budget of £1.6m across the two years, representing a shortfall of £0.2m against the latest cost estimate of £1.8m. A full business case will be submitted to the next Strategic Finance Board for consideration.
- c) **Firearms:** A procurement options report was submitted to the Police and Emergency Planning Category Board on 6th August. A report will be submitted to Strategic Finance Board in due course with the outcome of this evaluation work and a final cost estimate for approval.
- d) **Horsebox:** There was a delay purchasing the horsebox due to limited supplier selection nationally, but the horsebox is now in the country and due for delivery later this year. There is a commitment to spend £285k in 2024/25, and with further costs to be incurred as the build progresses, it is anticipated that the full £400k budget will be spent in 2024/25.
- e) **Fleet replacement:** an order was placed in August 2024 for 2 Volvo XC90 Armed response Vehicles (ARVs) costing £122k. This reduces the remaining budget in 2024/25 to £236k, which is available for other vehicles which maybe prioritised ahead of establishment of an approved fleet strategy, which will inform the fleet funding requirement across future capital programmes.
- f) **Command and Control:** Forecast spend in 2024/25 reduced to £84k due to the delay in the MPS reset which is now anticipated to start towards the end of the year, with most of the budget to be spent in the following year.



CoLP Capital Programme 2024/25 [Slide 4 of 5]

Notes to table 9:

- g) **Data Analytics (formerly Power BI):** Phase 1 was completed in 2022/23 at a cost of £98k. It is now anticipated that remaining and final spend of £734k will take place in 2024/25, which would be £84k ahead of the remaining budget provision.
- h) **Prioritisation and feasibility funding:** a budget provision to progress the overarching management of change for CoLP, alongside the quick-time progression of some pipeline projects prior to their gateway 2 attainment. Mainly due to delays in the identification of suitable candidates and their vetting, only £343k is committed in the 2024/25, leaving £262k remaining available in 2025/26.
- i) **E-discovery:** based on current estimates there is a risk of overspend, however, these will be reviewed subject to procurement options and solutions being identified.
- j) **Forensic Case and Quality Management System:** early scoping to take place in 2024/25, with most spend now likely in 2025/26.
- k) **Multi Agency Public Protection System:** a delayed national project – currently in test phase but due for delivery Dec 2024, with most spend expected in 2025/26.
- l) **Role Based Access:** a delayed national project – now anticipated to start late 2024/25, with the majority of spend in 2025/26.
- m) **Digital Asset Management System:** not yet commenced due to resourcing pressures and reprioritisation, anticipated to start later in 2024/25, with most spend slipping to 2025/26.
- n) **Supplementary Revenue Projects under the £50k Capital de minimis:** due to several projects being delayed, largely due to the timing of national programmes, net slippage in year amounts to £0.933m (excluding FCCRAS) which it is proposed be used for other new projects subject to Strategic Change Board prioritisation and business case approval. Currently 3 proposed projects are included as 'other' in Table 10, with £0.501m remaining available for further new projects.



CoLP Capital Programme 2024/25 [Slide 5 of 5]

Notes to table 9:

n) Continued

Existing Supplementary Revenue projects include:

- Home Office Biometrics (national) – **£24k** 24/25 slipped, moved into 25/26
- Digital Investigation and Intelligence (national) - **£14k** 24/25 slipped, moved into 25/26
- Digital Case File (national) - **£12k** slipped, moved into 25/26
- Joint ERP System (local) – **£10k** 24/25
- Tackling Organised Exploitation Programme (TOEX) (National) – **£7k** 24/25 slipped, moved into 25/26
- Rape Response Review (national) – **£1k** 24/25

Total £68k

New Supplementary Revenue projects include:

- Electronic Display Screen Equipment Management System (EDSEMS) (local) – Legislative compliance - **£34k** 24/25
- Travel System (AGITO) (local) – value for money, improved financial monitoring - **£9k** 24/25
- Operation Soteria (national) – national response to violence against women and girls - **£8k** 24/25

Total £51k

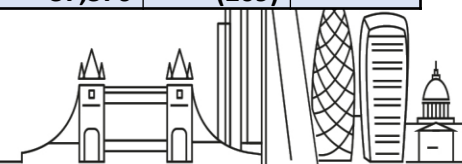
- o) Forensic Image Management System (FIMS)** – this project aims to introduce an automated, auditable system which allows images of unidentified suspects to be easily circulated. Implementation is expected in 2024/25.
- p) Auto-redaction:** a project to introduce an auto-redaction tool (nationally developed) to drive efficiencies and reduce failure demand.
- q) CoLP Direct Revenue Financing** – The CoLP revenue budget includes a £5m capital financing provision. To help mitigate in year revenue cost pressure and considering the slippage within the capital programme, £223k of the direct revenue financing budget has been re-prioritised. The requirement for this will be reviewed at Q2.

Summary of CoLP Capital Projects Underway & Their Phasing

[Slide 1 of 2]

Previous slides show the capital budget for 2024/25 only, however, many projects are phased over more than just the one year and table 10 below provides a **summary of all CoLP capital projects underway and their phasing**. The total budget for each project is shown, across all phased years of its implementation, and is compared to its forecast outturn spend. The total budget for all CoLP projects underway totals £39.386m, which compares to a forecast outturn cost of £39.167m, representing an underspend of £0.219m (0.6%).

Table 10 - Summary of all CoLP capital projects underway and their phasing	Budgeted Project Cost £'000	Prior Year Actuals £'000	2024/25 Forecast Outturn £'000	2025/26 Forecast Spend £'000	2026/27 Forecast Spend £'000	Forecast Project Outturn £'000	Variance (Better) / Worse £'000	Notes (on slides 5 to 7)
FCCRAS	31,038	21,758	9,280	-	-	31,038	-	(a)
Cybernetical replacement	1,600	-	1,200	400	-	1,600	-	(b)
IT laptop devices – refresh	400	-	400	-	-	400	-	(c)
Firearms	400	-	400	-	-	400	-	(d)
Horsebox	358	-	358	-	-	358	-	(e)
Fleet replacement	707	-	84	623	-	707	-	(f)
Command and Control	748	98	734	-	-	832	84	(g)
Data Analytics (formerly Power BI)	248	195	65	-	-	260	12	
ICAV	776	173	343	-	-	516	(260)	(h)
Prioritisation and feasibility funding	500	-	541	-	-	541	41	(i)
E-discovery	309	217	7	-	-	224	(85)	
Body Worn Video	106	46	63	-	-	109	3	
Covert Camera System	247	152	91	-	-	243	(4)	
Covert Surveillance Equipment	148	-	38	110	-	148	-	(k)
Multi Agency Public Protection System								
Sub-total (continued next slide)	37,585	22,639	13,604	1,133	-	37,376	(209)	



Summary of CoLP Capital Projects Underway & Their Phasing

[Slide 2 of 2]

Table 10 - Summary of all CoLP capital projects underway and their phasing	Budgeted Project Cost £'000	Prior Year Actuals £'000	2024/25 Forecast Outturn £'000	2025/26 Forecast Spend £'000	2026/27 Forecast Spend £'000	Forecast Project Outturn £'000	Variance (Better) / Worse £'000	Notes (on slides 5 to 9)
Sub-total (continued from previous slide)	37,585	22,639	13,604	1,133	-	37,376	(209)	
Out of Court Resolutions (OoCR)	163	-	148	-	-	148	(15)	
Digital Asset Management System	60	-	22	38	-	60	-	(m)
Forensic Case & Quality Management System	500	-	122	378	-	500	-	(j)
Role-based Access	77	-	22	55	-	77	-	(l)
Forensic Image Management System (FIMS)	59	-	59	-	-	59	-	(o)
Photo-Redaction (POCA) (PILOT)	99	-	99	-	-	99	-	(p)
Other Supplementary Projects	119	-	62	22	40	124	5	(n)
Revenue funding from £5m DRF	223	-	223			223	-	(q)
Uncommitted	501	-	501	-	-	501	-	
TOTAL COST OF PROJECTS UNDERWAY	39,386	22,639	14,862	1,626	40	39,167	(219)	



Corporation-led Projects benefiting CoLP

In addition to the CoLP-specific projects above, there are number of 'infrastructure' projects led and funded by the Corporation which will benefit Police – and which need to be managed as key elements of CoLP's overall change planning process, in particular:

- **Salisbury Square** - £596m (of which the Police building is c.£220m and there are additional contributions towards the Range and Joint Command & Control Room)
- **Future Police Estate** - £60m additional funding allocated by Court in 2022 (primarily Eastern Base and rest of GYE plus IT, fit out and other costs)
- **Secure City programme** - £18m
- **Enterprise Resource Planning (ERP)** System implementation
- **Future Network Strategy**



Committee(s): Professional Standards and Integrity Committee Police Authority Board	Dated: 25 September 2024 2 October 2024
Subject: Equity, Diversity, Inclusivity (EDI) Update	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	1- People are Safe and Feel Safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Commissioner of Police	For Information
Report author: Lorraine Oyik, T/Equality & Inclusion Manager	

SUMMARY

This report will provide an update on Equity, Diversity & Inclusion (EDI) activity within the Force which includes highlights of activity regarding the E&I workstreams, the Police Race Action Plan, Violence Against Women & Girls and CoLP’s Inclusivity Programme.

Recommendation

Members are asked to:

- Note the report.

Main Report

INTERNAL UPDATES

Equity, Diversity & Inclusion Strategy

1. July 2024 saw the launch of our refreshed ‘Our People’ EDI strategy (2024-2027) with an event held at The Gherkin opened by T/Commissioner Peter O’Doherty and Mr Tijs Broeke, Chair of the Police Authority Board. The T/Commissioner acknowledged and apologised to colleagues and local communities who may have been unfairly treated in the past by City of London Police, reaffirming a zero-tolerance approach going forward, and citing our ambition to be “one of the most inclusive and trusted police services in the country.”

2. A short film, produced by Corporate Communications, featuring input from staff, partners and key stakeholders, to mark the strategy launch was played.
3. Focus now shifts to developing an implementation plan to drive progress and deliver outcomes.

Equity, Diversity & Inclusion Governance

4. The governance framework for CoLP's EDI has been refreshed to allow for clear alignment to the refreshed EDI strategy.
5. In addition to streamlining the governance, there is a greater focus on driving performance and accountability and tracking of progress against national and local plans and statutory obligations, including Police Race Action Plan, Violence Against Women and Girls (including White Ribbon commitments) and Business Disability Forum (BDF) action plan. Thematic dashboards covering each of the 4 thematic pillars (People, Processes, Policies, Public) have been developed. It is recognised that there remain some data gaps however the dashboards will continue to evolve in line with our new Data Strategy.

Inclusivity Programme

6. Two sessions were held at the end of June 2024 to mark the one year anniversary of the Inclusivity Programme launch. This was an interactive event aimed at not only highlighting the achievements of the programme but to capture the impact of the programme from colleagues and provide them with the opportunity to tell us how they would like to see it develop in the coming year.
7. All Senior Leaders submitted a pledge showing their commitment to EDI. While these pledges were not target driven, we asked for the pledges to be realistic and achievable in order to ask for an update at the same time next year for the 2 year anniversary.
8. Appendix A contains details of all upcoming Inclusivity Programme events and modules scheduled for delivery for the remainder of the year.

Inclusivity Programme Anniversary

Inclusivity Programme Anniversary – 27th June
Two sessions were run during the day.

Why did you attend?
Because I feel the programme is important and I was interested to hear more on the progress made.
Honestly - pushed towards it by LM, and glad I was.
Passionate about changing the culture of the organisation
As a new starter coming out of probation wanted to understand where we were and where we are
I was interest to know more about how Colp tries to make a safe environment where anyone can feel part of it
I signed up because I enjoyed the launch event and was interested in hearing what the plans were for the future
Because I think the whole programme has been great and wanted to celebrate that

Feedback
Hearing T/Commissioner O'Doherty's vision for where we go as a force and what active implementation of what is wanted looks like.
The whole event was very refreshing for an officer who has just not been with COLP long.
Hearing the update, what's coming up in the future and hearing POD's commitment to wellbeing
I thought that it was very well planned but especially enjoyed the T/Commissioner's input.
10/10
Seeing people that I haven't seen in a while and meeting new people, finding out about future events
I thought retired Sup Int Raj Kohli talk was interesting, particularly his early career in the MET and the culture that existed back then

We will use the ideas we received at this event to develop and grow the Inclusivity Programme

NOTABLE NATIONAL ISSUES AND DEVELOPMENTS

National Police Race Action Plan (PRAP)

- 9. On 20th June 2024, the National Black Police Association (NBPA) released a statement announcing their suspension of support for the National Police Race Action Plan. The NBPA acknowledged that some police forces were doing good work and were content for local Black Police Associations (BPA) to make their own decisions on their continued local support to forces.
- 10. The City of London Police's BPA released a statement, which while supporting the NBPA's position, affirmed their continued to support working with the force to deliver the local Race Action Plan. This was in recognition of the improved relationship and commitment demonstrated to making change.

Violence Against Women and Girls (VAWG)

- 11. Professionalism & Trust have mapped and transferred activities sitting under the original three pillar national VAWG plan (building trust and confidence, relentless perpetrator pursuit and creating safer spaces), against the revised national 4P approach of Prepare, Protect, Prevent, Pursue.
- 12. There are three primary considerations for VAWG:
 - How safe women are in the City
 - How safe they feel
 - Differences between how safe women *are* and how safe they *feel*.

13. Using the National Police Chief Council's National VAWG Self-Assessment framework, we have reviewed all of the 35 actions and have assessed 19 as Maturing (green) with the remaining 16 actions assessed as Embedding (amber). It is forecast that these 16 actions will move to 'green' status' by the end of the year. Progress is overseen at the Equity, Diversity & Inclusivity Strategic Board.
14. A series of engagement sessions will shortly be delivered across the force to ensure transparency, close actions and confirm owners for new activities.

FORWARD LOOK

Cultural Audit

15. Our cultural audit aims to identify and map behaviours and culture negatively impacting on how people feel at work, specifically conduct and behaviors not meeting the threshold of misconduct. It also includes a 'risk profiling' exercise, to understand the scale and reach of the issues identified. Through understanding the culture, not only can appropriate interventions be put in place, helping to create an inclusive and psychologically safe environment, it will inform the development of more broad reaching prevention activities such as training.
16. Since last reporting, the pilot phase and analysis has now concluded, the results of which will be reported to Chief Officer Meeting in September 2024.

Code of Ethics

17. Ethical Dilemmas training has been delivered to Inspectors and Staff Managers over the last few months. In addition, a further series of sessions have been scheduled for delivery between July and November 2024 for colleagues without supervisory responsibility. The session provide staff with the tools to have ethical conversations in their teams.
18. The training has been delivered to approximately 40 people. The evaluation framework for this training is being developed.
19. The City of London Police will be delivering a Code of Ethics roadshow on 25th November 2024.

Staff Support Networks and Associations (SSNA)

20. Staff Support Networks and Associations (SSNA) play an important role as a critical friend to the organisation, acting as a collective voice of staff to management, and helping deliver organisational change. In recognition of the value placed on this group, following consultation with the SSNA and benchmarking with other forces, Professionalism & Trust have prepared a report proposing recommendations to improve the governance and support provided to these groups. The report will shortly be presented at Chief Officer Meeting for discussion and ratification.

Inclusive Employers Accreditation

21. The force's submission to Inclusive Employers was completed in June 2024. We await the results, which we anticipate being shared in September-October

2024, following which an update will be provided to this Committee. At the last assessment completed in 2020, the force was assessed as 'Compliant'. With all of the good work being undertaken across the force, we are hoping that this assessment will reflect the commitment and progress made, moving us towards a rating of 'Established'.

22. Appendix B includes the data submitted to Inclusive Employers for the assessment.

Conclusion

This report provides an update on Equity, Diversity & Inclusion (EDI) activity within the City of London Police with particular focus on the E&I workstreams, the Police Race Action Plan, Violence Against Women & Girls, CoLP's Inclusivity Programme, cultural audit, Code of Ethics, Staff Networks & Associations, and the Inclusive Employers Accreditation.

Appendices

- Appendix A - upcoming Inclusivity Programme events and modules
- Appendix B – data submitted to Inclusive Employers

Report Author

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Professionalism & Trust
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Date	Title	Content
Autumn TBC	Focus on Anti-Muslim Hate	To be provided by Tell Mama, dates to be confirmed
Autumn TBC	Equality Impact Assessments	Practical input from College of Policing on how to complete EIAs in force, helping us to perform better and provide a better service to our community through properly considering EDI as part of our operational engagement.
10th Sept	Joint event with PwC celebrating LGBTQ+ & Parenting	Following successful session delivered by PwC, an opportunity for us to work together and replicate for our own organisation.
26th Sept	Focus on Violence Against Women and Girls in the City	An opportunity to update our people on work being undertaken in this area- including local policing initiatives (Op Reframe, Walk & Talk, Ask for Angela) and Head of Crime re relentless pursuit. With guest speakers.
Various	Ongoing inputs- Mentivity (impact of police use of force on black communities), Active Bystander, Ethical Dilemmas.	

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Inclusive Employers Assessment Data

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Engage

- How does your organisation gather staff diversity?
- How many staff diversity characteristics does your organisation monitor?
- Of the diversity data you collect, what proportion of employees have disclosed their data on the employee database/HR system?
- Has your organisation communicated with staff in order to increase the disclosure of diversity data in the last 3 years?
- How has your organisation been communicating with staff over the past 12 months in relation to its inclusion agenda, objectives and activities?
- Does your organisation participate in National Inclusion Week or other external inclusion campaigns/celebrations?
- Does your organisation have any methods for engaging with under-represented groups such as Employee Network Groups?
- Have you conducted a staff survey in the last 18 months which provided feedback on staff experiences relating to inclusion (e.g. did it touch on topics such as respect, fairness, equality, diversity, inclusion, harassment or discrimination) and/or that was analysed by protected characteristic?



Equip

- How is your organisation promoting inclusion and diversity through its policies?
- What training do you provide for staff on inclusion-related topics?
- What training do you provide for line managers on inclusive management practice and behaviours?
- How does your organisation support line managers to embed consideration of inclusion and diversity into key processes/elements of the employee lifecycle i.e. what guidance, training, policies, etc are in place to enable this?

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Empower

- What staff engagement methods does your organisation utilise to enable all staff to have input into wider organisational decision-making, beyond Inclusion and Diversity issues?
- In the last 12 months, to what degree have your staff been empowered to self-organise their own inclusion-related activities/programme? (This could be activity organised through Employee Network Groups or other relevant means)
- How does your organisation recognise the contribution of staff who are self-organising and contributing to a programme of inclusion-related activity? (This could be activity organised via your Employee Network Groups or other means.)
- How has your organisation visibly profiled inclusion role models and their stories in the last 12 months?
- Does your organisation have inclusion champions (nominated staff with responsibility for championing inclusion at a strategic/operational level, either across the organisation or within a particular function)?
- How are you ensuring that mainstream career enhancing learning and development opportunities are accessible to all existing staff including those from under-represented groups?

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Embed

- How does inclusion feature in your corporate strategy?
- Does your organisation have an Inclusion and Diversity Strategy?
- How is inclusion embedded into departmental business plans?
- Who has oversight and accountability for raising the bar on inclusion within your organisation and what methods are in place to ensure they are achieving this?
- How does your organisation ensure that inclusion is considered as part of wider decision-making, for example when key proposals (such as those relating to policies, processes, products or services) are being developed or reviewed?
- What action are you taking to eliminate any pay gaps on the basis of diversity characteristics or maintain a position of zero pay gaps?
- What activities do you have in place to attract under-represented groups as part of the recruitment and selection process?
- Outside of recruitment activity, what positive action activities has your organisation undertaken to address under-representation of marginalised groups?
- What steps have you taken to incorporate consideration of inclusion in your performance review process for all staff?
- How has your organisation supported members of the board/senior managers to increase their understanding and confidence around inclusion and the experiences of staff from under-represented groups in the last 24 months?
- What steps have you taken to incorporate consideration of inclusion in your performance review process for all staff?



Evaluate

- How does your organisation make use of diversity data relating to staff headcount/profile?
- How does your organisation make use of diversity data relating to other aspects of the employee lifecycle?
- How does your organisation make use of qualitative data to measure progress on its inclusion and diversity objectives, to inform future programmes, initiatives and strategy?



Evolve

- How does your organisation measure the return on investment (ROI) from your inclusion and diversity strategy/activities?
- How does your organisation ensure it is continuously horizon scanning externally and gathering best practice on inclusion to adopt internally?
- How is your organisation demonstrating broad leadership and role modelling around the inclusion agenda externally?

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Committee: Police Authority Board	Date: 3 October 2024
Subject: Report of Action Taken	Non-Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	See background papers
Does this proposal require extra revenue and/or capital spending?	No
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 Information
Report author: Kezia Barrass, Governance & Member Services	

NOT FOR PUBLICATION

This report is exempt by virtue of the paragraph 3 of Part 1 of Schedule 12A of the Local Government Act 1972. All sections of the report contain sensitive information which may be exempted under the Act, and as this cannot be presented to Members as a separate appendix this report needs to be considered in closed session. It is considered that information falling under the following paragraphs outweighs the public interest in disclosing information:

3	Information relating to the financial or business affairs of any particular person or body (including the authority holding that information).
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Summary:

This report provides details of delegated decisions taken under urgency between Committee meetings.

Recommendation

Members are asked to note the report.

Delegated Decisions Under Standing Order 41A

PROPOSED RELOCATION OF BANKSY ARTWORK (CITY OF LONDON POLICE SENTRY BOX)

1. In August 2024, the graffiti artist Banksy produced nine new artworks in nine days. On 11 August 2024 an artwork depicting fish underwater spray painted onto the glazing of a City of London Police box on Ludgate Hill was confirmed by the artist Banksy as one of his, the seventh Banksy artwork that had been revealed across London that week. On 12 August the three Grand Committees referenced above agreed to the artwork being moved urgently to Guildhall Yard, where it has been since that date. The piece was moved due to serious concerns for public health and safety, and the Yard was considered an appropriate short-term solution in the circumstances. Since removal to the Guildhall Yard, the artwork has attracted significant interest and attention (around 1500 visitors per weekend).
2. Of the nine new artworks, two were vandalised within days of their installation. Colleagues at the London Museum have examined the piece in situ in relation to the conservation requirements, and perspex panels had been placed over the box to protect it from any attempts at vandalism. Despite these measures, there were wider concerns over attempted theft or vandalism together with any accompanying bad PR should that happen.
3. The Guildhall Security Team had, therefore, currently funded 24-hour security at an additional cost to their usual operations, which was not sustainable long term.
4. The City Corporation Strategic Security Director had advised that it would not be appropriate to leave the artwork without this security provision but agrees that the current position and ongoing costs were unsustainable and that the mitigations in place were not sufficient. Officers therefore believed that a more appropriate short-term solution was found to limit the ongoing costs, whilst ensuring the safety of the artwork whilst maximising on the positive public interest.

Officers therefore identified three viable options for the future display of the artwork.

- 1) The work could be moved as soon as possible to the South Ambulatory for temporary display of up to 6 months (subject to review). This would give time to evaluate the security implications of moving the work to another City location where it can be viewed, and where there is more of a security presence and safe viewing areas for the public well away from traffic. The work could then potentially be managed as part of the Sculpture in the City monthly conservation rota (risks, costs and budget for conservation and maintenance would need to be established and would be subject to a further report to be submitted before February 2025.) **This was the recommended option.**
- 2) The Guildhall Art Gallery could be considered as a temporary home for the work. The Gallery holds one of the world's largest collections of paintings about London and in the Undercroft space there is a permanent display of

some of our London works dating from 1670 through to the present day. This would be the most appropriate space for the work should it be housed at the Gallery, although logistically this was the less preferred option following advice from both the Gallery Director and Remembrancer's representatives, due to the disruption it could cause to the flow of members and the public in the space during certain corporate events. **This was not recommended.**

- 3) The work would be moved as soon as possible by the London Museum which had confirmed it could organise collection and cover the associated costs of removal and storage. The artwork would then be held in the Museum's storage facility and out of public display until such time as it went on display in their new permanent galleries, ideally as part of its outdoor public realm area where it would sit along the collection of street art already managed by the museum and be looked after by specialist curators and conservators. As the London Museum is not due to open until c.2026, this would mean the artwork would be kept out of public view for two+ years. To place the work in storage would deny the City a big opportunity for footfall; there was a definite opportunity to capitalise on the artwork to attract more visitors to the City and also make a statement about how City Corporation values culture. **This was not recommended.**

5. Despite these recommendations, it is notable that the Ambulatory and the Gallery were not considered suitable medium-term homes for the work as importantly, street art of this nature should not be behind glass. Taking the artwork away from public view for a substantial amount of time would deny access to the people of London that it was put there for and could create reputational risk for both the City Corporation. There were moral and ethical reasons the artwork should not be removed from the street. These works were not meant to be housed away in galleries or museums or in storage (even if it is to 'preserve' them), they were there to be fully accessible to all; viewed by passersby as well as those specifically coming to see the work. They were also meant to be in a 'live' environment, to respond to what is happening around them and become part of the fabric of that environment.

6. The first principle should be that the work is displayed outside if at all possible, but the benefits of the artwork being kept outside (for general accessibility purposes) needed to be balanced against the significant security risk to its integrity for the immediate term, to buy time to develop fully risk-assessed and costed proposals.

7. **Strategic implications** – the short-term storage of the artwork would support the City Corporation's commitment to ensure our open spaces and historic sites are thriving, accessible and enrich people's lives.

8. **Financial implications** – as the artwork was relocated to the South Ambulatory at the Guildhall, that there was a small cost associated with moving the artwork. Subject to further advice from conservators at the London Museum, there may also be a

requirement to install a temporary window filter, to protect the piece from sun damage. It was anticipated that both these costs will be considerably less than the ongoing costs per day on security provision under the Aldermen's Court Room.

9. Resource implications – limited staff resource be required to oversee the moving of the artwork – this was less than one day's work (noting how quickly it was relocated from Ludgate Hill). After this, fewer agency security workers would be required going forward. In terms of space, the Remembrancer's Department had been consulted and confirmed the artwork could be housed in the ambulatory without impacting the general through-route for or formal/ceremonial processions (e.g. Common Hall).

10. Legal implications – there were none of which the Corporation were aware.

11. Risk implications – There were risks with leaving the artwork where it is, even with the security measures in place. There was a risk that the artwork could have been damaged whilst being moved. Measures, akin to those adopted when the piece was relocated to the Guildhall, were taken. It was also a much shorter distance, so it was believed this risk is minimal. On advice of both the Destination City team and the Museum, it was not proposed to seek insurance for the artwork unless it stayed in the Guildhall or another outdoor location for the longer term. Priceless artworks of this nature were not generally insured as is standard across museum, gallery and archival collections, however the City Corporation had an existing relationship with Hiscox who insure SITS artworks and could seek guidance on insurance if required. Given the high level of public interest, there was a chance of reputational risk. By way of mitigation, the Destination City team working with the Corporate Communications team had done some great work in telling the story of the initial move to Guildhall Yard for public audiences. It was proposed to continue this approach at each point in the journey of the artwork, ensuring communications at each decision point to the public and to members.

12. Equalities implications – Whilst the artwork was not a service provision per se, it was not considered that these proposals impinge on the City Corporation's Public Sector Equality Duty 2010, so no Impact Assessment was undertaken. The move will somewhat limit visibility to public viewers but there will be no disproportionate impact on those protected by existing equality legislation (age, disability, gender reassignment, race, religion/belief, sex, sexual orientation marriage/civil partnership and pregnancy/maternity).

13. Climate implications – There were none.

14. Security implications – As set out within the report, there were considerable security concerns if no action was taken.

15. Policy and Resources Committee was consulted as the relevant service committee for use of the Guildhall Complex (including the Yard). Culture Heritage and Libraries Committee was consulted given its responsibility for the Guildhall Art Gallery and all the

works of art belonging to the City of London Corporation / and the Guildhall Yard Public Programme and Aldgate Square Public Programme. City of London Police Authority Board was consulted to provide assurance on any implications to City of London Police operations, as the Sentry Box is to be relocated entirely. The Chief Commoner was also consulted given the role's involvement with ceremonial usage of the Guildhall.

16. The nature of Banky's artwork was such that no prior notice of its installation was given. A request for delegated authority on this matter could not, therefore, have been sought before summer recess. Due to ongoing costs, and concerns over security in the Yard, it was not considered advantageous to wait for the three Committees to have met, as this would take a further month.

17. It was proposed that the Town Clerk, in consultation with the Chairmen and Deputy Chairmen Policy and Resources Committee; Culture Heritage and Libraries Committee; City of London Police Authority Board and the Chief Commoner approved option 1 as set out above on 5 September 2024.

Kezia Barrass

Governance and Member Services

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Committee(s): Police Authority Board – For Information	Dated: 02/10/2024
Subject: Victims and Prisoners Act 2024	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?	Y/N
Report of: City Remembrancer	For Information
Report author: Bruce Hunt, City Remembrancer’s Office	

Summary

This report outlines the provisions of the Victims and Prisoners Act 2024 and any implications for the City of London Police and Police Authority Board.

Recommendation(s)

Members are asked to note the report

Main Report

Background

1. The Victims and Prisoners Bill was introduced in the House of Commons in March 2023, and completed its report stage in the 2022–23 session before being carried over into the 2023-24 session. It received Royal Assent in the wash up period ahead of the General Election.
2. The provisions of the Bill were previously the subject of various Conservative Party manifesto commitments, government consultations, reviews and announcements. The Queen’s Speech 2021 included a commitment to simplify and strengthen victims’ rights. As part of this, the then Government said it would introduce a Draft Victims Bill that would enshrine victims’ rights in law. The Draft Bill was published in May 2022 for pre-legislative scrutiny by the Commons Justice Select Committee. In its report, the Committee warned the Draft Bill might not have achieved the Government’s aim of improving police and other agencies’ delivery of victims’ rights.

3. The version of the Bill later introduced into the Commons contained two new substantive parts that were not included in the draft legislation. Part 2 establishes advocates to support victims and the bereaved following a major incident. This includes a standing advocate and the ability to appoint additional advocates to provide victims with support and guidance following a significant major incident where large scale loss of life or harm has occurred. Part 4 implements the reforms set out in the Government's review of the Parole System by creating a top-tier cohort of the most dangerous offenders that will need to be reviewed by Ministers before being considered for release or referred to a superior court where this is required for public protection. Part 4 also prohibits prisoners who are imprisoned under whole life orders from being able to marry or forming a civil partnership whilst in prison.
4. Part 3 of the Act concerning the infected blood compensation body, was added at report stage in the Commons. The Government did not support this provision but opted not to challenge it when the Bill entered its final stages in the wash-up period.
5. The majority of the Act has not yet come into force.

Current Position

6. The provisions of the Act that are most relevant to the City Police are contained in Part 1 which places the Victims' Code on a statutory footing with the objective of enabling better support for victims of crime. A duty will be placed on Police and Crime Commissioners, local authorities and others to work together and provide more coordinated support services for victims too. The legislation also provides statutory guidance for independent sexual and domestic violence advisers and enhances the role of the Victims Commissioner.
7. Another Victims, Courts and Public Protection Bill was announced in The King's Speech in July and is anticipated in this Session. At the time of writing, the Bill has not been published but it is expected to contain provisions further to strengthen powers for the Victims' Commissioner.
8. A comprehensive Victims Strategy to ensure that victims' interests are central to all aspects of the force's work was in development by the City Police while the Bill was progressing through Parliament and was agreed at the September meeting of the Police Authority Board.

Implications for the City of London Police

9. Putting the Victims Code of Practice on a statutory footing does not impose any additional burdens on the City Police, although it does highlight the importance of compliance. The City Police is confident that it is in a good position to meet the obligations of the Victims Code of Practice especially with the additional functionality provided through FFCRAS, which will keep victims better informed in a more timely manner, with more tailored protect advice given to individuals.

10. During the passage of the Bill, the City Corporation engaged with the Ministry of Justice on the potential impact on the City Police as the national lead for Fraud and Action Fraud. A concern was raised that the impact of the provisions on the City Police could be disproportionately larger by quite some degree as the City Police will initially be the police force with which UK wide fraud victims make first contact via Action Fraud. Under the Bill, responsibility for those victims will fall to the City Police regardless of the victims' geographical location.
11. Approximately 420,000 of reports received are confirmed crime reports reported directly into Action Fraud from individual victims across the UK. The remainder are generated by industry (e.g. CiFAS and UK Finance) and although largely intelligence based are considered "police recorded crime" and would be included in the overall statistics. This means that anyone reporting through Action Fraud would potentially be eligible for the activities stipulated in or under the Bill. Once a report has been disseminated to a force elsewhere for assessment / further investigation, City of London pass over the case and the local force takes it up. The MoJ said it would be their understanding that responsibility for victims would transfer with the case if it was forwarded to a different force for investigation. However, there is a large proportion that remain with the City Police for some time before being disseminated and so the victim will remain with the City Police until that happens. However, local forces are still given details of victims in their force area so that they can follow up.
12. The Code already acknowledges that where there are a high number of victims involved in a case, such as large-scale investment frauds with multiple investor victims, or in other exceptional cases, a force may communicate information that a victim has the right to under this Code through alternative channels, such as their website, rather than contacting each victim individually.

Monitoring Compliance

13. Section 5 provides that a failure to comply with the Code does not, in itself, give rise to any liability to criminal or civil proceedings. This is consistent with a similar provision in the Domestic Violence, Crime and Victims Act 2004.
14. Section 6 and 8 of the Act place obligations on Criminal Justice Bodies and Elected Local Policing Bodies to monitor compliance with the Code. The Act uses the definition of "elected local policing body" given by s.101 of the Police Act 1996, i.e. a police and crime commissioner or the Mayor's Office for Policing and Crime. This definition does not include the Common Council. This is because the guidance to be issued will set out that duties under sections 6 and 8 may be discharged within police and crime commissioner-chaired Local Criminal Justice Boards (LCJBs). The City of London police area does not have its own LCJB but is instead included within the London Criminal Justice Board. In addition, when criminal justice bodies break their data down to force area, London includes both City of London and the metropolitan police area. This approach has been confirmed as appropriate by the Association of Police and Crime Commissioners.

Corporate & Strategic Implications

Strategic implications – This Act, along with the further Bill anticipated this Parliament, seeks to stress the importance of fair treatment of victims in the justice system. The City Police's Victims Strategy addresses this for the City of London.

Financial implications – none

Resource implications – none

Legal implications - none

Risk implications – Compliance with the Code of Practice is, to some extent, reliant on FCCRAS becoming operational so further delay to that project will increase the risk of non-compliance.

Equalities implications – None

Climate implications – None

Security implications – None

Conclusion

15. The Code moving to a statutory footing does not present any additional compliance issues for the City Police. The initial obligations of the Code are met by the recording, contact and advice provided to all those that report a crime under Action Fraud and will continue to be met under FCCRAS. Where investigations are disseminated, responsibility for victim care transfers to the local force with that case and they are then responsible for implementation of the Code. For cases not disseminated for investigation, local forces are still given details of victims in their force area so that they can follow up, and the Victim Care Unit covers the initial follow-up and support.

Appendices

- None

Background Papers

- Report to the Police Authority Board on the City of London Draft Victims Strategy, September 2024
- Victims and Prisoners Act 2024 – <https://www.legislation.gov.uk/ukpga/2024/21/contents>
- The Code of Practice for Victims of Crime in England and Wales and supporting public information materials <https://www.gov.uk/government/publications/the-code-of-practice-for-victims-of-crime>

Bruce Hunt

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Committee(s): Police Authority Board	Dated: 2 October 2024
Subject: City of London Police Pensions Board Terms of Reference	Public
Which outcomes in the City Corporation’s Corporate Plan does this proposal aim to impact directly?	Providing Excellent Services
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	£
What is the source of Funding?	
Has this Funding Source been agreed with the Chamberlain’s Department?	N/A
Report of: Town Clerk	For Decision
Report author: Kezia Barrass, Governance and Member Services	

Summary

It was agreed at the City of London Police Pensions Board on 17 July 2024 to approve the Terms of Reference to reflect the expectation on Members of the Board to undertake The Pensions Regulator training and to assume responsibility for ensuring their training is current and up to date.

Recommendation(s)

Members are recommended to approve the suggested addition to the Terms of Reference.

Main Report

Background

It was agreed at the City of London Police Pensions Board on 17 July 2024 to recommend that the Police Authority Board to approve the changes to the Terms of Reference to reflect the expectation on Members of the Board to undertake The Pensions Regulator training and to assume responsibility for ensuring their training is current and up to date.

Appendices

- Appendix 1 – City of London Police Pensions Board Terms of Reference

Kezia Barrass

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City of London Police Pensions Board

Composition

- A Chair and Deputy Chair appointed by the Scheme Manager¹
- The Chair and Deputy Chair shall not both be Employer representatives² or Member representatives³
- At least four, and no more than eight, voting Members appointed by the Chair with Scheme Manager approval
- An equal number of Employer representatives and Member representatives shall be appointed to the Board
- The Chair may appoint, with Scheme Manager approval, up to four independent⁴, non-voting Members to the Board

Terms of Reference

In line with the requirements of the Public Services Pensions Act 2013 and the Police Pensions Regulations 2015 for the management of the City of London Police's Pension Scheme, to be responsible for assisting the Scheme Manager (the City of London Police) in the following matters:

- a) Securing compliance with the scheme regulations and other legislation relating to the governance and administration of the scheme and any statutory pension scheme that it is connected to with
- b) Securing compliance with requirements imposed in relation to the scheme and any connected scheme by the Pensions Regulator in relation to the Scheme, or any statutory pension scheme that is connected with it; and
- c) The performance of the scheme manager's functions under the Police Pensions Regulations 2015

¹ The Scheme Manager for the City of London Police Force (except the Commissioner) is the Commissioner of the City of London Police (Regulation 7 of Police Pension Regulations). The Scheme Manager for the Commissioner of Police is the Court of Common Council. The functions in relation to both to be delegated to the Police Authority Board (Regulation 11(2) of the Police Pension Regulations).

² An Employer representative is a person appointed to the Board for the purpose of representing employer for the scheme.

³ A Scheme Member representative is a person appointed to the Board for the purpose of representing members of the scheme.

⁴ An Independent Member is a person who is neither an employer representative nor a member representative.

- d) Other such matters as the scheme regulations may specify.

Quorum

- Three Members, with at least one Employer Representative and one Scheme Member representative present.

Frequency of Meetings

- Three times per year

Terms

- Board Members are appointed to three 4-year terms (total 12 years).
- Board Members are to undertake the Pensions Regulator training upon appointment and assume responsibility for ensuring their training remains up to date.

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