



## Professional Standards & Integrity (Police) Committee

**Date:** TUESDAY, 27 FEBRUARY 2024  
**Time:** 1.45 pm  
**Venue:** COMMITTEE ROOMS, GUILDHALL

**Members:** Michael Mitchell (Chair)  
Alderman Professor Emma Edhem (Deputy Chair)  
Deborah Oliver  
Nicholas Bensted-Smith  
Tijs Broeke  
Deputy James Thomson

Helen Fentimen  
Jason Groves  
Florence Keelson-Anfu  
Joanna Tufuo Abeyie  
Naresh Hari Sonpar

**Enquiries:** Kezia.Barrass  
Kezia.Barrass@cityoflondon.gov.uk

### Accessing the virtual public meeting

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

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

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

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

**Ian Thomas CBE**  
Town Clerk and Chief Executive

# AGENDA

1. **APOLOGIES**

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

3. **MINUTES**

To agree the public minutes and summary of the meeting held on 7 November 2023.

**For Decision**  
(Pages 5 - 10)

4. **PUBLIC OUTSTANDING REFERENCES**

Joint report of the Town Clerk and Commissioner.

**For Information**  
(Pages 11 - 12)

## **Section 1 - Equity, Diversity and Inclusion**

5. **EQUITY, DIVERSITY AND INCLUSION UPDATE**

Report of the Commissioner.

**For Information**  
(Pages 13 - 32)

6. **DRAFT EQUITY, DIVERSITY & INCLUSION STRATEGY FOR THE CITY OF LONDON POLICE (2024-2027)**

Report of the Commissioner.

**For Information**  
(Pages 33 - 74)

## **Section 2 - Stop and search and use of force**

7. **QUARTERLY STOP AND SEARCH AND USE OF FORCE UPDATE (Q3)**

Report of the Commissioner.

**For Information**  
(Pages 75 - 82)

### Section 3 - Professional Standards and Complaints

8. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE - Q3**

Report of the Commissioner.

**For Information**  
(Pages 83 - 110)

9. **COLLEGE OF POLICING'S CODE OF PRACTICE FOR ETHICAL POLICING - 'THE CODE OF ETHICS' IMPLEMENTATION AT CITY OF LONDON POLICE**

Report of the Commissioner.

**For Information**  
(Pages 111 - 124)

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

Report of the Commissioner.

**For Information**  
(Pages 125 - 128)

11. **ACTION FRAUD COMPLAINTS Q3**

Report of the Commissioner.

**For Information**  
(Pages 129 - 148)

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

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

14. **EXCLUSION OF THE PUBLIC**

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

**For Decision**

15. **NON-PUBLIC MINUTES**

To approve the non public minutes of the Professional Standards and Integrity Committee on the 7 November 2023.

**For Decision**  
(Pages 149 - 150)

16. **CITY OF LONDON POLICE HISTORICAL DATA WASH**

Report of the Commissioner.

**For Information**  
(Pages 151 - 160)

17. **MISCONDUCT CASES- DIP SAMPLES**

Report of the Commissioner.

**For Information**  
(Pages 161 - 186)

18. **NON PUBLIC APPENDIX - PROFESSIONAL STANDARDS, CONDUCT AND VETTING**

Report of the Commissioner. To be read in conjunction with item 8.

**For Information**  
(Pages 187 - 194)

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

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