

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE
Tuesday, 4 June 2024

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee
held at Committee Rooms, Guildhall on Tuesday, 4 June 2024 at 10.00 am

Present

Members:

Michael Mitchell (Chair)
Jason Groves
Deputy Madush Gupta
Deputy James Thomson
Naresh Sonpar

Officers:

Richard Riley CBE	- Town Clerk's Department
Rachael Waldron	- Town Clerk's Department
Charles Smart	- Town Clerk's Department
Kezia Barrass	- Town Clerk's Department

City of London Police

Paul Betts	- City of London Police
Sanjay Andersen	- City of London Police
Carly Humphreys	- City of London Police
Kate MacLeod	- City of London Police
Paul Doyle	- City of London Police
Emma Cunnington	- City of London Police

1. APOLOGIES

Apologies were received from Tijs Broeke and Nick Bensted-Smith.

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

There were no declarations.

3. MINUTES

RESOLVED, - that the public minutes and non-public summary of the meeting held on the 27 February 2024 were approved as an accurate record.

4. PUBLIC OUTSTANDING REFERENCES

Members received a report of the Commissioner which outlined public outstanding references.

Officers suggested that item 2 (9/2023/P) be closed down as this was scheduled to be submitted to the Police Authority Board for full review in July 2024. The Chair agreed and requested a circulation to the Professional Standards and Integrity (PSI) Committee ahead of the Police Authority Board as an informal update.

RESOLVED, - that the report be noted.

5. ANGIOLINI INQUIRY- PART 1

Members received a report of the Commissioner which provided an update on the City of London Police response to Part 1 of the Angiolini Inquiry.

Members welcomed the report and queried recommendations 14 & 15, which relate to the framework to underpin improving culture, and how this would be tracked and monitored. Officers assured Members that there was work ongoing to train the workforce in a dynamic and effective way through the Inclusivity Programme and a cultural audit pilot, developed to understand culture in all areas of the organisation. This cultural audit would complete in July 2024 and analysis will be reported to PSI Committee in September.

Members recognised the national challenge around female police officer recruitment and retention, and requested a recruitment plan to be shared with the Police Authority to evidence how this would be addressed.

Members discussed recommendation 7 which relates to home visits during the recruitment stages, and queried if this could be seen as discriminatory to certain individuals looking to join the City of London Police. Officers outlined that City of London Police would conduct home visits as the last stage of the vetting process, following national guidance to ensure that this would not impact negatively on attracting diverse candidates. A deep dive on vetting resourcing and process improvement would be taken by the City Police's Strategic People Board and would be reported to the PSI committee once completed for information. The Chair reminded Members that this recommendation came from the national Angiolini Inquiry report and that the City of London Police were looking at how to apply this guidance locally.

RESOLVED, - that the report be noted.

6. EQUITY, DIVERSITY, INCLUSIVITY (EDI) UPDATE

Members received a report of the Commissioner which provided an update on Equity, Diversity, and Inclusivity.

During the discussion the following points were noted:

- Members welcomed the report and highlighted the necessity to garner a culture in which the EDI strategy is embraced and an integral thread in the work of the City of London Police.
- Members suggested requesting proceeds of crime act (POCA) funding to support this work.
- Officers agreed to consider the attendance of a representative from Victim Support on the Strategic People Board, to ensure that victims would remain at the heart of all work undertaken.
- Officers considered the best approach for Members to hear directly from Staff Network about how this work was implemented.
- Officers had received training sessions about working with people with neurodiversity and learning disabilities, and the topic was built into the staff training module for all new recruits. New starters would also

undertake assessments to ensure effective support throughout their policing careers and allow for greater acknowledgment of neurodiversity.
RESOLVED, - that the report be noted.

7. **CITY OF LONDON INDEPENDENT CUSTODY VISITING**

Members received a joint report of the Town Clerk and the Commissioner which provided an update on the City of London Independent Custody Visiting Scheme.

Members noted concern that the numbers of volunteers engaged in the scheme were low and were assured that arrangements had been made to streamline the onboarding process for volunteers to assist in increasing these numbers.

Members endorsed the proposal that an annual report on custody issues be submitted to the Police Authority for monitoring and oversight.

RESOLVED, - that the report be noted.

8. **Q4 STOP AND SEARCH AND USE OF FORCE 2023-24**

Members received a report of the Commissioner which outlined the Q4 stop and search and use of force data for 2023 – 2024.

Members queried the topical and season impacts on the disproportionality of stop and searches and use of force. Officers agreed to provide an analysis of this at the next meeting.

RESOLVED, - that the report be noted.

9. **Q4 ACTION FRAUD COMPLAINTS AND DISSATISFACTION 2023-24**

Members received a report of the Commissioner which outlined the Action Fraud complaints and dissatisfaction in Q4 of 2023 – 2024.

RESOLVED, - that the report be noted.

10. **ANNUAL COMPLAINTS REPORT 2022-23**

Members received a report of the Town Clerk which provided information about the annual complaints in 2022 – 2023.

Members noted that the numbers of complaints were comparable to those in the previous year and the most reported complaint related to delays and dissatisfaction with the service received. The report was shared in interests of transparency and officers noted areas of concern which required improvement.

Members requested a briefing about the length of time taken to log complaints and to follow up with the complaint reporters.

Officers highlighted that complaints data was not disaggregated between Action Fraud complaints and City of London Police complaints, and this had skewed the data. Officers assured Members that this data would be reported separately in future reports.

RESOLVED, - that the report be noted.

11. **Q4 PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE 2023-24**

Members received a report of the Commissioner which provided an update on professional standards, conduct and vetting in Q3 2023 – 2024.

Members noted concern about the increased number of misconduct cases but acknowledged that this evidenced greater trust in the reporting mechanisms. It was outlined that the ambition of the Force was to detect and identify behaviours before they could escalate and spread.

The cultural audit in development, along with the staff survey were intended to create a culture in which staff and officers felt safe to report any discreditable behaviour and managers would be able to manage this effectively.

The Chair requested that all chief officer's disclosures would be published, including those with nothing to disclose, to ensure further transparency.

RESOLVED, - that the report be noted.

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

A Member questioned the actions planned to fill vacancies on the PSI Committee and felt it important that these would be filled as soon as possible. It was agreed that this was an opportunity for self-scrutiny in relation to the diversity and composition of the committee.

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

There was no other business.

14. **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.

15. **NON-PUBLIC MINUTES**

RESOLVED, that the non-public minutes of the meeting held on 2 February 2024 were approved as an accurate record.

16. **Q4 PSD COMPLAINTS CONDUCT AND VETTING REPORT - APPENDICES 3 AND 4**

Members received a report of the Commissioner which provided non-public appendices of the professional standards, conduct and vetting report, to be read in conjunction with item 11.

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

There were no questions.

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

There was no other business.

The meeting ended at 11:32am.

Chairman

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