

**SAFEGUARDING & SPECIAL EDUCATIONAL NEEDS SUB (COMMUNITY & CHILDREN'S SERVICES) COMMITTEE**

**Tuesday, 1 July 2025**

**Minutes of the meeting of the Safeguarding & Special Educational Needs Sub (Community & Children's Services) Committee held at the Guildhall EC2 at 10.30 am**

**Present**

**Members:**

Deputy Helen Fentimen OBE JP  
(Chairman)  
Deputy Anne Corbett

Deputy Ceri Wilkins  
Steve Goodman OBE

**Officers:**

|                   |                                              |
|-------------------|----------------------------------------------|
| Laura Demetriades | - Community & Children's Services Department |
| Hannah Dobbin     | - Community & Children's Services Department |
| Kirstie Hilton    | - Community & Children's Services Department |
| Ria Lane          | - Community & Children's Services Department |
| Chris Pelham      | - Community & Children's Services Department |
| Gonzalo Reategui  | - Community & Children's Services Department |
| Debby Rigby       | - Community & Children's Services Department |
| Blair Stringman   | - Town Clerk's Department                    |
| Rachel Talmage    | - Community & Children's Services Department |
| Ian Tweedie       | - Community & Children's Services Department |
| Ellie Ward        | - Community & Children's Services Department |

**1. APOLOGIES**

Apologies for absence were received from Stuart Thompson and Sushil Saluja.

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

There were no declarations.

**3. ELECTION OF DEPUTY CHAIRMAN**

In accordance with Standing Order 26, no Member prior to the meeting had expressed an interest to serve as Deputy Chairman, therefore the position was opened to the Sub-Committee, Deputy Ceri Wilkins expressed an interest and being the only Member indicating their willingness to serve was elected Deputy Chairman for the ensuing year.

**RESOLVED** – That, Deputy Ceri Wilkins be declared Deputy Chairman for the ensuing year.

**4. MINUTES**

**RESOLVED** – That, the public minutes and non-public summary of the meeting held on 14 November 2024 be agreed as a correct record.

5. **SAFEGUARDING ADULTS WHO ARE ROUGH SLEEPING OR HOMELESS**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning an overview from an Adult Social Care (ASC) perspective of the work being done in the City of London (CoL) to safeguard adults with care and support needs who are experiencing Rough Sleeping and Homelessness.

Officers presented the report, highlighting that safeguarding in this context includes both formal enquiries and broader preventative and support work. Key points included the high proportion of former rough sleepers in supported living (over 50%) and residential care placements (38%), which is likely due to both the high number of rough sleepers in the City and the City's strong response and investment in support services. A recent ministerial letter prompted a review of local arrangements, which confirmed that the City already had a mature system in place. The only change made was the inclusion of, Head of Rough Sleeping Services, as a standing member of the Safeguarding Adults Board.

A question was raised regarding the table on page 22 of the agenda pack, specifically about individuals declining assessments or being referred to other agencies. explained that consent is required for assessments, and some individuals either decline or are referred elsewhere if another service (e.g. substance misuse or mental health) is more appropriate. A Member also queried whether the City acts as a magnet for rough sleepers and what collaboration exists with other local authorities. Officers responded that while the City is attractive due to safety and a visible begging economy, it is not necessarily a magnet for services. The City has a high outreach presence, which may deter some individuals. They outlined collaborative arrangements with boroughs such as Southwark and Westminster, including shared responsibilities and multi-agency safeguarding responses.

Further contributions noted joint commissioning efforts across North East London, particularly for severe weather provision and psychotherapy services, which are funded centrally and delivered across boroughs. It was confirmed that no local authorities are encouraging rough sleepers to relocate to the City.

The Chair raised concerns about a decline in mental health capacity assessments and the independence of audits. acknowledged the drop in assessments and suggested possible reasons, including the transient nature of rough sleepers and changing demographics. They confirmed that external audits are conducted annually alongside internal audits by the Principal Social Worker. Outcomes can be incorporated into future reports for the committee's oversight.

A Member asked whether audits include safeguarding risks within the homeless community beyond adult social care, such as domestic abuse cases managed through MARAC. Officers confirmed these are handled separately by the

Community Safety Team, but agreed it was a valid point for further consideration. suggested commissioning a broader audit for assurance, which was welcomed by the Chair.

The Chair revisited the issue of mental health service sufficiency. Officers stated that while referral responses are timely, the main pressure lies in hospital discharge processes. The Chair noted the value of the mental health street triage service and suggested continued support, given its importance.

**RESOLVED** – That, the report be noted.

6. **HOUSING ASSISTANCE POLICY**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning the Housing Assistance Policy.

Officers provided an overview of the Disabled Facilities Grant (DFG), a local authority grant aimed at funding essential adaptations to make homes suitable for disabled residents. The grant is available to owner-occupiers, private tenants, landlords, and housing associations, with a national upper threshold of £30,000. The City receives an annual allocation of just over £40,000.

Due to underutilisation of DFG funds, the City introduced a Housing Assistance Policy to clarify access and processes for residents, staff, and landlords. While the DFG is means-tested, the City has agreed to provide up to £12,000 without means testing, covering common adaptations such as stairlifts and wet rooms. The policy includes a 12-month review clause, which may be brought forward depending on budgetary needs. Jenny emphasised that residents in financial need will not be left unsupported, as those on means-tested benefits automatically qualify for full funding.

Officers also noted that residents wishing to self-fund adaptations can access project management support through the Home Improvement Agency, with Adult Social Care providing assessments, recommendations, and assistance with quotes and design. In discussion, A Member thanked Officers and asked whether items such as key safes and emergency buttons for residents with breathing difficulties would be covered. Officers clarified that such items fall under Adult Social Care funding, not the DFG.

Officers also mentioned upcoming borough-wide events to raise awareness of the policy, including sessions at Guildhall, Golden Lane, and Portsoken. Members requested to be informed of event dates to share with residents.

Further questions were raised about hospital discharge procedures. Officers explained that discharges are assessed case-by-case, with coordination between hospital staff and the discharge hub. While some adaptations can be arranged post-discharge, essential equipment and minor adaptations (e.g. grab rails, Telecare) are typically installed beforehand. They confirmed that delays in discharge are rare and usually due to family preferences rather than lack of provision.

Finally, a Member highlighted the need to align this policy with the Aids and Adaptations Policy discussed at the Housing Sub-Committee. It was suggested that a single, comprehensive policy be developed to avoid confusion and promote joined-up working across departments. Officers agreed to liaise with housing colleagues to ensure consistency in future drafts.

**RESOLVED** – That, the report be noted.

**7. ADULT SOCIAL CARE SAFEGUARDING PERFORMANCE REPORT 2024/25 (Q1 – Q4)**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning updates on safeguarding performance across the Adult Social Care Service during the Year 2024/25 (Q1 – Q4).

**RESOLVED** – That, the report be noted.

**8. FAMILIES IN THE CITY UPDATE**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning the Families in the City programme and provides Members with an update on progress. Families in the City is the Department for Community and Children's Services (DCCS) and partners' response to national government reform of Children Social Care and changes in delivery of our services for 0–5-year-olds in the City of London.

Officers introduced the paper as the programme lead for Families in the City. The initiative, which began in March, integrates three key workstreams: the Families First reform programme responding to new children's social care reforms, the development of Start for Life services for children aged 0–5, and the development of a family hub. The programme aims to maximise equity and accessibility for all children in the City, regardless of background or protected characteristics. A Family Design Lab has been established to engage families meaningfully and avoid duplication in consultation efforts. Engagement is also underway with staff. Links have been made with the Shoreditch Trust's We Connect in the City programme, supported by the City of London's Community Infrastructure Levy Neighbourhood Fund, which is delivering family services at the Aldgate Centre on Fridays.

The Family Design Lab currently has 12 parents and carers signed up, with a welcome session scheduled later that day. Members raised concerns about the reach of communications and suggested direct outreach to families, including those in Portsoken, to improve awareness and participation. Officers confirmed that flyers have been distributed in collaboration with the Shoreditch Trust and that further outreach in Portsoken is planned.

Members emphasised the importance of including The Aldgate School in the programme, referencing a prior commitment made at CCS. Officers explained that while direct service delivery at the school is currently limited, engagement efforts continue and a three-week summer programme is planned at the school where the family hub and design lab can be promoted. Officers highlighted the governance structure, noting The Aldgate School's involvement through various

boards and subgroups, which ensures their voice is part of the decision-making process.

Officers confirmed that all actions listed in the summary action plan have been completed, although the document was submitted before updates were finalised. The lab has launched, and a welcome session is planned to develop a more detailed programme of activities. Outreach will continue to ensure underrepresented groups are included. A full suite of services will be available on the Family Information Service website from the first week of September, with in-person access across the City.

Members requested that a formal report be presented to CCS in September, not just as an information item but as a discussion paper, to reflect the strategic importance and public interest in the programme. Officers confirmed that updates will be provided to CCS and that communications will be circulated to members when the programme launches.

**RESOLVED** – That, the report be noted.

9. **CHILDREN AND FAMILIES SERVICE PERFORMANCE – MONTH 12 2024/25 (MARCH 2025)**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning updates on service performance across the Children and Families Service. It demonstrates where performance meets our statutory obligations and targets and identifies where action was taken for improvement in specific areas.

Officers presented the report, highlighting that it covered the full 2024–25 year. They noted that while contacts, referrals, and assessments had slightly decreased over the year, they remained proportionate to the population. A more balanced mix of contacts from partners was attributed to recent awareness-raising efforts. Early help services remained consistent, and there was a slight reduction in the number of children in need, children in care, and care leavers. These trends were seen as interconnected and partly the result of effective early intervention and prevention work.

On care leavers, Officers explained that some reductions were due to young people "ageing out" of the system. However, the service had introduced a light-touch ongoing support offer for care leavers who still required assistance beyond statutory thresholds.

A Member queried the general downward trend in figures and whether this warranted further discussion in the non-public section. Officers clarified that the apparent reduction in children in need was due to many of these children now being supported through the long-term disability offer via short breaks. This approach, aligned with the Council for Disabled Children's recommendations, avoids unnecessary reassessments and statutory processes. Families benefit from consistent support, including access to a qualified disability therapist through early help services.

Regarding care leavers, Officers noted that the national transfer scheme for unaccompanied asylum-seeking children had improved placement speed, contributing to the decline in local care leaver numbers. The service's growth area was now focused on early help and short breaks.

**RESOLVED** – That, the report be noted.

**10. CHILDREN'S SOCIAL CARE AND FAMILY HELP SERVICE DEVELOPMENT PLAN 2025–26**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning learning from children and their families, national research, views of practitioners, independent Ofsted findings, and external and internal audit.

Officers outlined the annual service development plan, which incorporates national research, feedback from children and families, staff input, and audit findings. This year's plan is more concise due to focused work with families in the City. Following a successful Ofsted inspection, two recommendations remain in the plan to ensure sustained progress. New elements include support for staff experiencing racism from service users, recognising the need for a trauma-informed approach while maintaining staff wellbeing. Officers also highlighted work on tenancy responsibilities for care leavers, including a light-touch post-25 support offer. The plan continues to strengthen services for children with disabilities and resident children, particularly through the family hub model.

**RESOLVED** – That, the report be noted.

**11. EDUCATION AND EARLY YEARS SERVICE SAFEGUARDING UPDATE**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning Education and Early Years Service Safeguarding Update.

Officers introduced the safeguarding update, which is a regular report detailing the work of the Education and Early Years Service to ensure the safety and welfare of children. This includes both City of London residents educated in and outside the City, as well as non-City children attending schools within the City. The report focused on five key areas: identifying and tracking children in need of support, implementing new statutory guidance on school attendance, monitoring children at risk of missing education, supporting electively home-educated children, and managing performance licences and work permits.

A Member raised a question about the number of children in the City, noting a discrepancy between the 331 school-aged children mentioned in the report and the 713 children referenced in the private fostering report. Officers clarified that the 331 figure is based on a manual annual exercise to identify City children attending schools outside the City and is separate from the private fostering data. From September, access to national school census data should improve the accuracy of these figures.

Further discussion explored the breakdown of children attending independent versus state schools. Officers confirmed that around 80 to 100 children attend independent schools, and members suggested this information be included in future reports. There was a call for a comprehensive dataset showing the total number of children by age group and education type, including those in primary, secondary, independent, City of London Academies (CoLA), and home education. Officers agreed to provide this data from the census and circulate it to the sub-committee.

Concerns were raised about the relatively low number of children receiving SEND support (44), which appears low compared to national figures. Officers explained that this data was obtained directly from schools and includes children on SEND registers and those with Education, Health and Care Plans (EHCPs). She acknowledged that while the overall numbers are small, the number of EHCPs has doubled in the past six years, indicating a significant trend.

Members expressed a desire for future reports to be more outcome-focused and data-driven, to better assess the adequacy of provision and identify potential safeguarding gaps. Officers acknowledged this and agreed to consider a revised reporting approach.

A Member asked about support for children who avoid school. Officers described the proactive work undertaken by the Education Welfare Manager, who collaborates with early help, social care, and the virtual school. An Attendance Improvement Group reviews cases where attendance drops below 90%, and support is tailored to both the child and their family. The City has avoided issuing penalty notices, preferring supportive interventions. However, the dispersed nature of City children across 60 schools in 20 local authorities presents challenges, which the new data-sharing regulations are expected to help address.

The discussion also covered managed moves and elective home education. Officers explained that the team supports families considering elective home education and works with schools to resolve issues, often preventing unnecessary withdrawals. Managed moves are supported when families are known to services, particularly those with EHCPs.

**RESOLVED** – That, the report be noted.

12. **CITY OF LONDON, QUALITY ASSURANCE OF CARE PROVIDERS, ANNUAL REPORT 2024–25**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning The Safeguarding and Quality Assurance Service.

The Head of Safeguarding and Quality Assurance presented the key points of the report. They explained that in April 2024, the Departmental Leadership Team (DLT) approved a programme of senior leadership visits to independent

care providers. Over the past year, six such visits were conducted, covering 22 children and young people—representing 39% of the City’s children in care and care leavers. A particular focus was placed on children with special educational needs and disabilities (SEND), who are often placed at a distance from the City due to the specialist nature of their care.

The visits generally found positive outcomes, with staff demonstrating a strong understanding of the children’s needs. However, one provider was found to be offering less satisfactory services. Although the provider responded constructively to feedback, the City decided to cease using their services and arranged a planned move for the affected young person. The visits generated a range of recommendations, both individual and service-wide, which are tracked through monthly quality assurance and commissioning review meetings. Officers emphasised that this dual approach ensures robust oversight and a clear understanding of the lived experiences of children in care.

In response to questions, Officers confirmed that while most children are placed within Greater London, those requiring specialist residential services may be placed further afield, such as in Norfolk. Transition planning for children with SEND begins at age 14, and while some may return to the City if appropriate resources are available, others may remain elsewhere depending on their long-term needs and preferences. The City works closely with families and adult social care partners to determine the best outcomes.

A further question was raised regarding a property issue mentioned on page 90 of the report. Laura noted that the issue, concerning a fence at a large country estate, was in the process of being resolved at the time of the last commissioning review. Officers committed to following up to confirm its resolution.

**RESOLVED** – That, the report be noted.

**13. CITY OF LONDON VIRTUAL SCHOOL**

The Sub-Committee received a report of the Executive Director, Community & Children’s Services concerning information about the developmental work taking place for children and young people through the City of London Virtual School.

Officers highlighted the school’s ongoing efforts to support children and young people in accessing and remaining in education, enabling them to achieve their full potential and progress into their chosen careers. The Officer also announced the upcoming Shining Stars ceremony at Guildhall on 14 July, where two young people from each local authority, including two from the City of London, would be celebrated for their educational achievements in music technology and engineering. Additionally, a celebration event for all City children and young people would be held on 6 October in the Livery Hall, and Members were warmly invited to attend. The sub-committee was informed that the school’s annual report, including attendance, attainment, and destination data, along with the academic plan for 2025–26, would be presented in the autumn.



In response to a Member's query regarding fluctuating figures in the report, Officers explained that the number of children supported by the Virtual School varied due to the dynamic nature of care arrangements. This included children entering and leaving care, unaccompanied asylum-seeking children, and those on child protection or child in need plans. They noted that while the numbers changed monthly, the average remained around 90 children.

A further question was raised about the continuity of support for young people who moved out of the City's estates. Officers confirmed that support continued until the age of 25, regardless of location, and emphasised the importance of collaboration with other local authorities to ensure access to relevant educational opportunities.

Members expressed their appreciation for the work of the Virtual School and encouraged colleagues to attend the October celebration event, noting the inspiring achievements of the young people involved.

**RESOLVED** – That, the report be noted.

14. **CITY OF LONDON SAFEGUARDING AND QUALITY ASSURANCE, 2024–25 PARTICIPATION ANNUAL REPORT**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning City of London Safeguarding and Quality Assurance, 2024–25 Participation Annual Report.

It was noted that the participation offer remains open to all individuals currently or previously in care with the City of London who are still receiving support. Efforts to promote engagement include a WhatsApp group, email communications, social worker outreach, notifications to care and accommodation providers, and a dedicated website. Activities are also promoted through commissioning reviews and quality assurance visits.

Given the small number of children in care and the geographical spread, participation is mainly from care leavers, many of whom are unaccompanied asylum-seeking young people. To support inclusion, especially for those with English as a second language, additional preparation time is provided. An apprentice from the virtual school has helped translate materials and create explanatory videos in Arabic, the most common language among the cohort. The group also serves as a space for practising English in a supportive environment.

Monthly engagement opportunities have been prioritised, including online sessions and a supper club. An annual residential trip and holiday activities are also organised, though attendance during holidays is more challenging due to work and varied academic schedules. The cohort is becoming more independent, prompting a review of engagement strategies. This year's residential trip is scheduled for the end of the month in Ashford, Kent, at a PGL site.

In the past year, there were 123 attendances at Children in Care Council events, a strong turnout given the average cohort size of 55. Feedback has been consistently positive. Looking ahead, there will be a review of the role's remit and consideration of integrating external service commissioning. Participation may also be expanded through the Families in the City programme and its hub model.

**RESOLVED** – That, the report be noted.

**15. CITY OF LONDON, DCCS, 2024–2025 LOCAL AUTHORITY DESIGNATED OFFICER ANNUAL REPORT**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning The City of London, DCCS, 2024–2025 LADO Annual Report.

There were 122 LADO contacts in 2024–25, marking a 65% increase from the previous year. This rise aligns with broader trends across London and may be partly due to improved recording practices. The highest number of contacts came from other local authorities, reflecting jurisdictional complexities and the presence of employment agency head offices in the City. These agencies are often responsible for staff employed elsewhere, leading to City-based LADO involvement.

Contacts also came from members of the public, parents, and employees, though public referrals must go through employers. Education providers accounted for a significant portion of contacts, which is viewed positively as it indicates strong relationships and proactive safeguarding.

The most common concerns related to personal life issues, followed by sexual concerns (both recent and historic), and professional conduct. Personal life concerns included domestic abuse, mental health, substance use, and online exploitation. Three cases met the threshold for formal allegations: two involved agency teaching assistants (one substantiated, one not), and one involved a substantiated physical incident in a professional's personal life.

Ongoing LADO training is delivered through the safeguarding partnership, with positive feedback and future sessions scheduled. Emphasis has been placed on employers' legal duty to refer substantiated cases to the DBS. Guidance developed with London DBS coordinators is now available on the safeguarding partnership website.

Concerns were raised about ensuring substantiated allegations are communicated to future employers. While unsubstantiated concerns cannot be disclosed in references, employers are advised to inform individuals of their duty to disclose such matters. Agencies are encouraged to participate in LADO training, and efforts are ongoing to build relationships and share best practices across the London LADO network.

Social media was noted as a growing area of concern, both in terms of inappropriate professional conduct and its impact on mental health. Schools

generally have clear policies, and safeguarding forums are used to share emerging themes and good practice. The Education and Safeguarding Forum receives regular updates, and operational best practices are being strengthened across schools.

**RESOLVED** – That, the report be noted.

16. **CITY OF LONDON, CHILDREN'S SERVICES PRACTICE AND IMPACT REVIEW SUMMARY, AIDHOUR SCRUTINY SEPTEMBER 2024 – FEBRUARY 2025**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning City of London, Children's Services Practice and Impact Review Summary, Aidhour Scrutiny September 2024 – February 2025.

It was noted that as part of the ongoing quality assurance framework, ten practice reviews were completed during this six-month period. The reviews consistently rated the quality of social work practice as outstanding in 80% of cases and good in the remaining 20%, reflecting a high standard of provision.

Outcomes for children and young people were rated as outstanding in 60% of cases, good in 20%, and requiring improvement in 20%. It was noted that while social workers are making their best efforts, outcomes can vary due to external factors affecting the lives and needs of the children and young people.

The review process involved an initial examination of casework on the electronic recording system, followed by triangulation with feedback from children, young people, families, allocated workers, and line managers. Practitioners and managers were found to be constructively engaged in reflecting on and improving their practice. Feedback from service users was particularly valuable in understanding their day-to-day experiences.

A consistent moderation process has strengthened the review framework, enabling senior leaders to maintain a clear and transparent view of operational service delivery. This also supports meaningful dialogue with reviewers—both internal and external—about what constitutes good and outstanding practice. The process encourages continuous improvement and creative thinking, especially in cases where outcomes remain suboptimal despite strong social work input.

**RESOLVED** – That, the report be noted.

17. **CITY OF LONDON, DEPARTMENT OF COMMUNITY AND CHILDREN'S SERVICES, 2024–25 PRIVATE FOSTERING ANNUAL REPORT**

The Sub-Committee received a report of the Executive Director, Community & Children's Services concerning The City of London, Department of Community and Children's Services, 2024–25 Private Fostering Annual Report.

It was noted that notifications of private fostering remain low, reflecting a national trend. The department continues to promote awareness through tools

and resources for professionals, parents, and carers, and regularly engages partners via internal communications, corporate and people induction events, and an annual Private Fostering Day. Efforts are ongoing to refresh website and leaflet materials, with plans to distribute updated information to partners. The department is confident that partners understand how to identify and respond to private fostering arrangements and will continue proactive efforts to ensure such arrangements are recognised within the City.

**RESOLVED** – That, the report be noted.

18. **QUESTIONS OF MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**

There were no questions.

19. **ANY OTHER BUSINESS THE CHAIRMAN CONSIDERS URGENT**

There was two items of AOB:

**Update on the Casey Review** The Baroness Casey Review was published two weeks ago, focusing on contextual safeguarding and child sexual exploitation.

- A key recommendation is the establishment of a central team, overseen by the National Crime Agency (NCA), to investigate legacy and ongoing group-based sexual offending.
- The City of London Police has received assurance from the NCA and NPCC that the design process and demand analysis are underway.
- No legacy or live group-based sexual offending investigations have been identified in the City of London over the past five years.
- A deep dive analysis has been completed on threat, harm, and risk related to group-based and child sexual exploitation in the Square Mile.
- Intelligence gaps have been identified and will be addressed in partnership with City and Hackney Children's Services.
- No community tensions have arisen from the report, and a full communications strategy is in place.
- The City of London Police will continue to work with national teams to implement recommendations.

**Update on Child Q Disciplinary Proceedings**

- Disciplinary proceedings related to the Child Q incident in Hackney have concluded, with findings of gross misconduct against the involved Metropolitan Police officers.
- A letter from Jim Gamble, Independent Commissioner for Safeguarding Children Partnership, was circulated to all partners.
- The City of London Directorate reaffirmed its commitment to anti-racism and EDI:
  - Senior leaders completed cultural competency training last year.
  - Anti-racism training for all DCCS staff will begin in the autumn.
  - The department has joined the Social Care Workforce Race Equality Standards Programme.

- An internal EDI group is active, co-chaired by senior and team-level staff.
- Safeguarding practices in custody, especially for juveniles, are in place and predate the Child Q review.
- The City of London Police has low disproportionality figures in stop and search, as noted in the recent HMIC PEEL review (public release expected week of 24 July).
- The force's EDI strategy aims to make it one of the most inclusive in England and Wales.

20. **EXCLUSION OF THE PUBLIC**

The public were not excluded.

21. **NON-PUBLIC MINUTES**

**RESOLVED** – That, the non-public minutes of the meeting held on 14 November 2024 be agreed as a correct record.

22. **NON-PUBLIC APPENDICES**

**RESOLVED** – That, the non-public appendices be noted.

22.1 **Non-Public Appendix to be received in conjunction with item 7**

22.2 **Non-Public Appendix to be received in conjunction with item 9**

23. **INDEPENDENT REVIEWING OFFICER (IRO), ANNUAL REPORT FOR 2023–2024**

The Sub-Committee received a report of the Executive Director, Community & Children's Services in relation to the Independent Reviewing service in the City of London covered in the Independent Reviewing Officer (IRO) Annual Report for 2024-2025.

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

There were no non-public questions.

25. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE SUB-COMMITTEE AGREE SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There was no urgent business.

**The meeting closed at 12.30 pm**

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Chairman

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