

PROFESSIONAL STANDARDS AND INTEGRITY SUB (POLICE) COMMITTEE
Friday, 15 March 2019

Minutes of the meeting of the Professional Standards and Integrity Sub (Police)
Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Friday, 15
March 2019 at 9.00 am

Present

Members:

Alderman Alison Gowman (Chairman)
Nicholas Bensted-Smith
Mia Campbell (External Member)
Deborah Oliver (External Member)
Deputy James Thomson (Ex-Officio Member)
James Tumbridge

City of London Police Authority:

Oliver Bolton	- Town Clerk's Department
Alistair MacLellan	- Town Clerk's Department
Tarjinder Phull	- Comptroller & City Solicitor's Department

City of London Police

Alistair Sutherland	- Assistant Commissioner
Maria Woodall	- Detective Chief Superintendent (Crime)
Stuart Phoenix	- Head of Strategic Development

1. APOLOGIES

Apologies were received from Douglas Barrow, Tijs Broeke and Deputy Richard Regan.

2. DECLARATIONS BY MEMBERS OF PERSONAL OR PREJUDICIAL INTERESTS IN RESPECT OF ITEMS TO BE CONSIDERED AT THIS MEETING

Deborah Oliver declared a non-pecuniary interest in Item 10 (Employment Tribunal and Other Cases), noting that her employer the British Medical Association operated a similar scheme to that referred to within the report accompanying that agenda item.

3. GLOSSARY OF TERMS

RESOLVED, that the glossary of terms be received.

4. MINUTES

RESOLVED, that the public minutes and non-public summary of the meeting held on 7 December 2018 be approved as a correct record.

5. **PUBLIC OUTSTANDING REFERENCES**

Members considered a tabled joint report of the Town Clerk and Commissioner regarding public outstanding references and the following points were made.

1 – Measures Due Dates

- The Commissioner noted that further review of due dates was required to bring them up to date.

7 – Staff Survey Indicators

- The Commissioner noted that the Staff Survey Action Plan was now ready and could be circulated to Members outside of the meeting.

1/2018/P – Community Scrutiny Group and Independent Advisory Group

- Members noted that this reference was being addressed by the Police Committee and could therefore be closed.

2/2018/P – London Police Challenge Forum Outcomes and Future Dates

- The Commissioner noted that it was clear from recent meetings of the Forum that a greater triangulation of data between partner organisations was required. In response to a question, the Commissioner confirmed that, in his view, attendees of the Forum were providing an adequate level of scrutiny and challenge.
- In response to a request from the Chairman, the Commissioner agreed to invite Members to the next meeting of the Forum on 13 May 2019.

3/2018/P – Further Staff Survey and Staff Survey Action Plan

- In response to a request from the Chairman, the Commissioner agreed to confirm when the next staff survey would be conducted, and to include the Staff Survey Action Plan as an agenda plan at a future meeting.

4/2018/P – Example Videos

- In response to a request from a Chairman, the Commissioner agreed to make example videos available to Members on request, and to provide projection facilities to display the videos at a future meeting.

5/2018/P – Spit & Bite Guards

- The Chairman noted that a report on Spit & Bite Guards would be submitted to the June 2019 meeting.

3/2019/P – Glossary of Terms

- In response to a request, the Commissioner agreed to ensure the glossary of terms was provided in alphabetical order.

RESOLVED, that the report be received.

6. INTEGRITY DASHBOARD AND CODE OF ETHICS UPDATE

Members considered an update report of the Commissioner regarding the Integrity Dashboard and Code of Ethics.

RESOLVED, that the report be received.

6.1 Integrity Dashboard 2019/19 - Q3 (October 2018 to December 2018)

Members considered the Integrity Dashboard for Quarter 3 (October 2018-December 2018) and the following points were made.

Civil Cases that cite the Force

- The Chairman welcomed the figures outlined within the dashboard, noting that only the number of Civil cases which cited the Force (11 as at Q3) demonstrated a trend that risked matching or exceeding cases recorded in previous years.
- The Commissioner noted that a revised dashboard had been developed and would be circulated to Members for comment outside of the meeting.

Number of Professional Standards Directorate investigations principally arising from complaints on use of force

- In response to a question, the Commissioner noted that the drop-off in investigations was due to the implementation of learning and development solutions for the identified issue (i.e. six cases in 2016/17).

Number of business interest investigations undertaken for police officers

- In response to a question, the Commissioner replied that an improved system for reporting business interests had reduced the number of instances where a business interest investigation was necessary.
- The Chairman reminded Members that the Sub-Committee had the ability to 'deep dive' on any Professional Standards and Integrity issue it chose to.

RESOLVED, that the Integrity Dashboard be received.

6.2 **Police Integrity Development and Delivery Plan Report 2019-20 - March 2019 Update**

Members considered the Police Integrity Development and Delivery Plan report 2019/20 (March 2019 Update) and the following points were made.

- In response to a comment from a Member, the Commissioner noted that he could condense Commitment criteria onto a single side of A4.

RESOLVED, that the Police Integrity Development and Delivery Plan report 2019/20 (March 2019 Update) be received.

Members confirmed they had no questions or any other business. The Town Clerk noted that the agenda template would be updated to include these standing items going forward.

7. **EXCLUSION OF THE PUBLIC**

RESOLVED – that under Section 100A (4) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business 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.

8. **NON-PUBLIC MINUTES**

RESOLVED, that the non-public minutes of the meeting held on 7 December 2018 be approved as a correct record.

9. **NON-PUBLIC REFERENCES**

Members considered a tabled joint report of the Town Clerk and Commissioner.

9.1 **3/2018/NP - Social Media Standard Operating Procedure**

Members considered the City of London Police Social Media Standard Operating Procedure and Code of Practice for Twitter account authors.

10. **EMPLOYMENT TRIBUNAL AND OTHER LEGAL CASES**

Members considered a report of the Comptroller and City Solicitor regarding an Employment Tribunal and other cases.

11. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 3 (1 OCTOBER 2018 – 31 DECEMBER 2018)**

Members considered a report of the Commissioner regarding Professional Standards Statistics for Quarter 3 (1 October 2018 – 31 December 2018).

12. **SUMMARY OF CASES**

Members considered a summary of cases provided by the Commissioner.

13. **MISCONDUCT HEARING**

Members considered a report of the Commissioner regarding a Misconduct Hearing.

14. **CONDUCT AND COMPLAINT CASES - CASE TO ANSWER / UPHELD**
Members considered a report of the Commissioner regarding Conduct and Complaint Cases – Case to answer / upheld.
15. **CONDUCT AND COMPLAINT CASES - NO CASE TO ANSWER / NOT UPHELD**
Members considered a report of the Commissioner regarding Conduct and Complaint Cases – No Case to Answer / Not Upheld.
16. **COMPLAINT CASES - LOCAL RESOLUTION**
Members considered a report of the Commissioner regarding Complaint Cases – Local Resolution.
17. **IOPC POLICE COMPLAINTS BULLETIN (1 APRIL 2018 - 31 DECEMBER 2018)**
Members considered the IOPC Police Complaints Bulletin for 1 April 2018 – 31 December 2018.

The meeting ended at 10.43 am

Chairman

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