

**PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE OF THE POLICE  
AUTHORITY BOARD  
Monday, 3 June 2019**

Minutes of the meeting of the Professional Standards and Integrity Committee of the  
Police Authority Board held at Committee Rooms, 2nd Floor, West Wing, Guildhall  
on Monday, 3 June 2019 at 11.00 am

**Present**

**Members:**

Alderman Alison Gowman (Chair)  
Tijs Broeke  
Alderman Emma Edhem  
Deborah Oliver  
Deputy James Thomson (Ex-Officio Member)

**City of London Police Authority:**

Simon Latham	- Deputy Chief Executive of Police Authority
Oliver Bolton	- Deputy Head of Police Authority Team
Alistair MacLellan	- Town Clerk's Department

**City of London Police Force:**

Alistair Sutherland	- Assistant Commissioner
Maria Woodall	- Detective Chief Superintendent
Glenn Maleary	- Chief Superintendent
Stuart Phoenix	- City of London Police

**1. APOLOGIES**

Apologies were received from Doug Barrow, Nick Bensted-Smith and Mia Campbell.

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

There were no declarations.

**3. TERMS OF REFERENCE**

**RESOLVED**, that the terms of reference of the Committee be received.

**4. APPOINTMENT OF CO-OPTED MEMBERS**

The Chair noted that no formal expressions of interest had been submitted to the Town Clerk ahead of 31 May 2019 deadline, but that she was aware of two Members of the Court of Common Council who wished to serve as co-opted Members, namely James Tumbridge, who had served on the Committee during 2018/19, and Caroline Addy.

Members agreed that, in light of his contribution to the work of the Committee during the past year, James Tumbridge should be co-opted for 2019/20 subject to confirmation of his willingness to serve.

Members discussed the co-option of Caroline Addy, noting her skills and experience as a junior Counsel with One Brick Court Chambers and Doughty Street Chambers. Members were mindful that, in light of the co-option of Mr Tumbridge, the co-option of Ms Addy would ensure an appropriate balance of diversity on the Committee particularly with regards to gender.

**RESOLVED**, that subject to their willingness to serve, James Tumbridge and Caroline Addy be co-opted on to the Professional Standards and Integrity Committee of the Police Authority Board for 2019/20 **(5/2019/P)**.

5. **MINUTES**

**RESOLVED**, that the public minutes and non-public summary of the meeting held on 15 March 2019 be approved as a correct record.

6. **OUTSTANDING REFERENCES**

Members considered a report of the Town Clerk regarding outstanding references from previous meetings and the following points were made.

**3/2018/P – Staff Survey**

- The Assistant Commissioner noted that the next Staff Survey would be conducted in January 2020 and that the Force was currently considering what organisation would be a suitable delivery partner. The Force was reviewing the format of the Authority's staff survey given this was deemed user-friendly and easy to interpret. The action plan had been circulated to Members.

**1/2019/P – Dashboard Format**

- The Commissioner agreed to circulate the revised dashboard to Members outside of the meeting.

**RESOLVED**, that the report be received.

7. **INTRODUCTION OF SPIT AND BITE GUARDS**

Members considered a report of the Commissioner regarding the introduction of Spit and Bite Guards and the following points were made.

- The Commissioner reported that a spit and bite guard had been applied on two occasions since April 2019. The circumstances of both applications had been fully reviewed to ensure officers had applied their training and that the guards had been appropriately applied.
- The Commissioner outlined the circumstances of one application of a spit and bite guard, on a shoplifting suspect on 10 May 2019. The application of the guard to the suspect had been the culmination of ten distinct stages to the overall situation, commencing with the officer inviting the suspect to calm down.

- The application of a guard was up to the individual officer concerned (i.e. an officer would never be ordered to apply a guard). Moreover, the guards were designed to be as transparent as possible to reduce the suspect's sensory deprivation. To date, no complaints had been received. All officers who were trained in the application of guards were issued with a single guard, and guards would not normally be reissued until the officer's original guard had been used i.e. an officer would not be able to stockpile a number of guards in their possession.
- In response to a question, the Commissioner replied that the use of spit and bite guards had not been reviewed by the Independent Advisory Group (IAG), but the Equalities and Inclusion Officer who advised the IAG had inspected the guards. The Commissioner noted that the Force was open to visits by either the IAG or Members of the Authority to observe training sessions.
- In response to a question, the Commissioner confirmed that the application of a guard would be recorded as a use of force.
- The Town Clerk agreed to liaise with the Force to enable Members of the Authority to attend use of force training **(6/2019/P)**.

**RESOLVED**, that the report be received.

**8. HMICFRS INTEGRATED PEEL ASSESSMENT 2018-19**

Members considered a report of the Commissioner regarding the HMICFRS Integrated PEEL Assessment 2018/19 and the following points were made.

- The Commissioner noted that no formal recommendations had been made by the Inspector, which was to be welcomed.
- In response to a comment, the Assistant Commissioner agreed to review whether it would be appropriate for the Force to issue a formal response to the recent City Matters article regarding the HMICFRS Integrated PEEL Assessment **(7/2019/P)**.
- In response to a comment, the Commissioner agreed to review the Force's communications plan to ensure there was reference to ensuring appropriate systems were in place to reassure the public **(8/2019/P)**.
- In response to a comment, the Commissioner agreed that the current lack of monitoring of use of force including the review of CCTV and body worn cameras fell within the remit of the Committee and would be the subject of a report at the September 2019 meeting **(9/2019/P)**.

**RESOLVED**, that the report be received.

**9. INTEGRITY DASHBOARD AND CODE OF ETHICS UPDATE**

Members considered a report of the Commissioner regarding the Integrity Dashboard and Code of Ethics Update and the following points were made.

- In response to a comment, the Commissioner noted that the development measures were classed as Amber to illustrate the fact that work on them was ongoing.
- In response to a comment, the Assistant Commissioner agreed that the language around training on standards, values and leadership should be amended to make clear the training was mandatory **(10/2019/P)**.

**RESOLVED**, that the report be received.

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

**Review of Cancelled Speeding Tickets**

In response to a question, the Commissioner agreed to circulate a briefing note to Members regarding the cancellation of speeding tickets within the City of London Police Force Area, following a recent report on the issue on the financial website *This is Money* on 8 May 2019 **(11/2019/P)**. The Assistant Commissioner noted that the Force had to date included emergency response vehicles using their lights in overall statistics for speeding, but that this practice would be discontinued going forward.

**Predictive Policing / Home Office National Data Analytics Solution**

In response to a question prompted by recent concerns raised by the West Midlands Police Ethics Committee on that Force's involvement in the Home Office National Data Analytics Solution, the Detective Chief Superintendent agreed to provide a reply to the Committee outside of the meeting **(12/2019/P)**. The Assistant Commissioner noted that the Force, at present, relied on the use of historic data rather than predictive solutions, and that appropriate consultation would take place before such an approach was adopted by the Force. Finally, the Assistant Commissioner confirmed that the Force had been involved in discussions around the potential for a Facial Recognition trial.

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

**New Director of Professional Standards**

The Assistant Commissioner noted that Detective Superintendent Angie Rogers had been appointed Director of Professional Standards in the room of Detective Chief Superintendent Maria Woodall and would take up the role from July 2019. The Chair requested a meeting with Supt. Rogers as soon as was convenient **(4/2019/P)**.

12. **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 of business on the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Act.

13. **NON-PUBLIC MINUTES**

**RESOLVED**, that the non-public minutes of the meeting held on 15 March 2019 be approved as a correct record.

14. **NON-PUBLIC OUTSTANDING REFERENCES**  
Members considered a report of the Town Clerk regarding non-public outstanding references.
15. **11/2019/NP - FORCE RESPONSE TO HMICFRS COMPLAINTS AND MISCONDUCT FILE REVIEW**  
Members considered the Force Response to non-public outstanding reference 11/2019/NP HMICFRS Complaints and Misconduct File Review.
16. **IOPC POLICE COMPLAINTS INFORMATION BULLETIN - CITY OF LONDON - APRIL 2018 - MARCH 2019**  
Members considered the IOPC Police Complaints Information Bulletin – City of London – April 2018 – March 2019.
17. **EMPLOYMENT TRIBUNAL AND OTHER LEGAL CASES**  
Members considered a report of the Comptroller & City Solicitor regarding Employment Tribunal and Other Legal Cases.
18. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 4 – 1 JANUARY 2019 – 31 MARCH 2019**  
Members considered a report of the Commissioner regarding Professional Standards Statistics for Quarter 4 – 1 January 2019 – 31 March 2019.
19. **SUMMARY OF CASES**  
Members considered a summary of cases.
  - 19.1 **Misconduct - Gross Misconduct**  
Members considered reports regarding Misconduct – Gross Misconduct.
  - 19.2 **Case to Answer**  
Members considered reports regarding Case(s) to Answer.
  - 19.3 **No Case to Answer**  
Members considered reports where there was No Case to Answer.
  - 19.4 **Local Resolution**  
Members considered reports of cases that had been dealt with via Local Resolution.
20. **GLOSSARY**  
Members received a Glossary.
21. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**  
There were no non-public questions.

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

There was no non-public other business.

**The meeting ended at 12.32 pm**

-----

Chair

**Contact Officer: Alistair MacLellan / [alistair.maclellan@cityoflondon.gov.uk](mailto:alistair.maclellan@cityoflondon.gov.uk)**