

<b>Committee(s):</b> Police Authority Board	<b>Date:</b> 11 <sup>th</sup> July 2019
<b>Subject:</b> Special Interest Area Scheme 2019-20	<b>Public</b>
<b>Report of:</b> Town Clerk	<b>For Decision</b>
<b>Report author:</b> Alex Orme	

### Summary

This report sets out arrangements for the Police Committee Special Interest Area (SIA) Scheme for 2019/20 and requests Members to confirm appointments to each of the areas. The Scheme (attached at Appendix A) informs of key developments in each of the areas over the past year, highlighting where Member involvement has made a difference. It also gives an overview of the priorities for each special interest area over the next twelve months to assist the individual Lead Members to better scrutinise progress and measure success.

### Recommendations

It is recommended that-

- (a) the Special Interest Area Scheme 2019/20 (attached at Appendix A) be agreed, noting in particular:
  - (i) the achievements in the year 2018/19; and
  - (ii) the key priorities identified for the year 2019/20.
- (b) Lead Members be appointed for each area in the Scheme.

### Main Report

#### Background

1. The Police Committee has operated a Specialist Interest Area (SIA) Scheme since 2007 in accordance with the terms set out in Appendix A (page 1). The purpose of the Scheme is for Members of the Committee to have oversight of specific areas of City of London Police work and gain expert knowledge and expertise, thus enhancing the Committee's scrutiny and performance management role.
2. The Scheme operates through a direct liaison between lead officers at Force and Members. A contact in the relevant area of business is tasked to make regular contact with their respective SIA Lead Members, keeping them informed of developments or issues which may arise throughout the year.
3. Lead Members are also expected to oversee the work that takes place, challenging and following up issues where necessary. Lead Members are encouraged to raise issues at the Grand Committee where appropriate to ensure

that appropriate action is taken. The objective of the Scheme is not to give an 'operational' role to Members; instead, it is intended to boost the support which the Police Authority Board provides to the Force in delivering outcomes.

### **Current Position**

4. Members have maintained a significant interest in their areas over the past year and the feedback received on the operation of the Scheme in 2018/19 was very positive. Members have good working relationships with their Force contacts and are developing greater technical knowledge and expertise in their respective areas as well as following up issues more closely. Key achievements for each of the areas have been highlighted in the respective reports of the Scheme attached at Appendix A.
5. As it is customary every year, Members are asked to review the operation of the Scheme to ensure that the areas are appropriate for the Committee's business. There is one recommended change for the 2019/20 Scheme – the removal of the SIA for Accommodation. The oversight and scrutiny functions are now performed by the Police Authority Accommodation Working Party and this forum ensures that the Police Authority Board has a greater understanding of the Police Accommodation Programme.
6. There will be a comprehensive review of the scheme in 2019/20 – the outcomes of which will be used to refresh the SIA scheme for 2020/21.

### **Consultees**

7. The lead officers of the City of London Police have been consulted in the preparation of this report and their comments are contained within.

### **Conclusion**

8. The Police Committee operates a Special Interest Area Scheme whereby one or more Lead Members are appointed to each of the various special interest areas. The Scheme aims to improve the Police Authority Board's scrutiny and performance management function. The purpose of the report is for the Board to agree arrangements of the Scheme for the ensuing year. The Scheme (attached at Appendix A) informs of key developments in each of the areas over the past year and gives an overview of the priorities the next twelve months to assist the individual Lead Members to better scrutinise progress and measure success.

### **Appendices**

*Appendix A – Special Interest Area Scheme 2019/20*

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APPENDIX A

City of London Police Authority Board

# **Special Interest Area Scheme**

2019/20

## **INTRODUCTION**

### **Aims & Objectives**

1. The objective of the SIA Scheme is to improve knowledge on the part of Members about key areas of national and local policing and essential activities of the City Police.
2. It operates by the Police Authority Board nominating one or more Lead Members to each of the various special interest areas. The Police Commissioner determines a 'Contact Officer' to act a liaison with each of the Lead Members.
3. The Scheme aims to improve the Police Authority Board's scrutiny function when making decisions on complex issues at each meeting. It is intended that Lead Members acquire the necessary expertise by being more actively appraised of key developments in their respective areas. The objective of the Scheme is not to give an operational role to Members in their respective areas or responsibility for delivery; instead, it is intended to boost the support which the Police Authority Board provides to the Force in delivering outcomes.
4. Preparation and publishing of the Policing Plan each year involves a significant element of local consultation, in which respect, Members are well placed to reflect the views of their electorates. In order, to assist in that process – and to make consultation into a two-way process, it is desirable for Members to be acquainted at first hand with how the force works, its problems, successes, etc. In this connection the SIA Scheme aims to assist both Members and the Force to deliver the level of policing service which the City community wishes to have but taking account of the constraints which may be placed upon the ability to provide that, e.g. financial.

### **How the Scheme will work**

5. Contact Officers are responsible for keeping Members appraised of developments and ensuring that they are reasonably involved in meetings/discussions where general strategic direction in each of the areas is being considered. Parties are requested to keep in touch on a reasonably regular basis – say, quarterly (more often if you wish or feel it to be necessary). It is quite possible that, as a result of these discussions, Members could put forward suggestions for improving the way in which certain things are done in the Force. Members' business/professional skills could be a real benefit. Both Members and Contact Officers are encouraged to speak freely to each other, keeping the Clerk to the Police Authority Board & the Police Authority informed where relevant.
6. Members are encouraged to keep the Police Authority Board informed of contacts made/information obtained/any potential problems, etc.
7. Any questions from Members about the SIA Scheme should be addressed to the Police Authority Board Clerk or the Police Authority.

## THE 2019/20 SCHEME

### Proposed changes

8. The areas below take account of the priorities for 2018/19 in terms of policing activity and are designed to distribute the Board's workload more evenly amongst Members.

Areas	Recommendation
Business Improvement, Performance & Risk Management	To continue and retain the alignment with the Chairmanship of Performance and Resource Management Sub-Committee This role will cover oversight of the delivery of the COLP Corporate Plan and the Force's Commercial projects
Strategic Policing Requirement Overview	To continue
Professional Standards and Integrity (& Human Resources)	To continue and remain twinned with the Chairmanship of Professional Standards and Integrity
Equality, Diversity & Human Rights	To continue
Counter Terrorism	To continue
Economic Crime and Fraud (& Cyber Security)	To continue and remain twinned with the Chairmanship of the Economic Crime Board
Accommodation	To discontinue. The oversight and scrutiny function are now performed by the Police Accommodation Working Party
Community Engagement & ASB	To continue
Public Order	To continue
Road Safety (& Casualty Reduction)	To continue
Safeguarding & Public Protection (Vulnerability & ICV Scheme)	To continue.

## Business Improvement, Performance & Risk Management

**Lead Member for 2018/19**

Deputy James Thomson/Andrew Lentin (Risk)

**Officer contact**

Stuart Phoenix, Head of Strategic Development 0207 601 2213

### Business Improvement

Implementing the recommendations made by Her Majesty's Inspector of Constabulary, Fire and Rescue Services (HMICFRS) remains a key component of business improvement. In common with recent years, 2018/19 has been a full year from an HMICFRS perspective, detailed below. The Police Authority Board Lead, Deputy James Thomson continues to play a key role in the refinement of Force processes relating to this area.

All HMICFRS report findings and recommendations made over the year continue to be entered onto a Force database, where the actions necessary for their implementation are also recorded. That information forms the basis of reports to Performance Management Group and quarterly reports to the Police Performance and Resource Management Sub Committee. Deputy Thomson and other Members on the Performance and Resource Management Sub Committee have provided valuable challenge and scrutiny in the areas reported on, and have played an important role in representing the Police Authority in meetings with HMICFRS where they have balanced championing the Force in numerous areas whilst providing reassurance to HMICFRS of the independent oversight provided.

During 2018/19 the Force was inspected under the new 'Integrated PEEL Assessment' (IPA) process, which has replaced the separate Efficiency, Effective and Legitimacy inspections, even though each of those areas continue to be assessed within the IPA. Additionally, the Force underwent an unannounced Custody inspection, an inspection of the Policing Response to Fraud and an unannounced inspection of Crime Data Integrity.

Preparations for these inspections and the Force's response to previous ones has resulted in a number of business improvements, including a new Force Resolution Centre (improving the efficiency with which crimes are recorded which benefits victims of crime), improving the provision of custody services in Force, and formation of a lifetime offender management team.

The Force continues to refine its approach to preparing for and responding to HMICFRS inspections. This will principally be through conducting more robust self-assessments, to include peer reviews, more 'reality testing' and incorporating more learning from those forces HMICFRS deem to be 'outstanding'. This will enable the Force to be more proactive in implementing best practice before an inspection rather than simply reacting to findings.

### Performance Management

As with Business Improvement, Deputy Thomson has been a key individual in shaping how the Force reports on its delivery of Policing Plan Priorities for 2018/19.

Performance against those measures is reported to Performance Management Group, chaired by the Assistant Commissioner and of which Deputy Thomson is a member. Performance is thereafter reported quarterly to the Performance and Resource Management Sub Committee, whose challenge and scrutiny role helps to ensure Force measures remain effective; their role can and does directly impact on policing activity.

The introduction of NICHE, which included the migration of data from the various systems it replaced, did result in some early issues with the availability of data. This has been addressed so that the Force and Members can be assured performance data is robust.

The Force will continue to refine its approach to reporting performance so that it meets the needs of the Sub Committee, and evidences more effectively the impact its activities are having on areas of criminality.

### **Risk Management:**

Over the past year the Force has continued to develop its Risk Management processes. Oversight of the Force Risk Management Process is maintained through bi-annual meetings with the Assistant Commissioner to review the content of the Force Strategic Risk Register and ensure that the Force risk process is providing information to meet the needs of the Force and Members. The Force Risk Register is submitted to Police Committee for oversight and to provide information on the current status of the Force risk profile.

Andrew Lentin is the Lead Member for risk providing scrutiny to the risk assessment process, ensuring it is robust and the risk scoring can be justified. Minutes of the quarterly Risk & Business Continuity meeting are provided to the Lead Member prior to his meeting with the Assistant Commissioner so that he is aware of the full discussion around Force risks and is able to question information contained within the register. At the Risk & Business Continuity Group the Assistant Commissioner challenges risk scorings and assumptions made by risk owners to ensure that the risk register reflects a true and accurate position. This provides confidence that the risk position reported to Senior Managers and Committee reflects the actions being undertaken and allows the Assistant Commissioner to effectively brief the Committee Risk Lead as part of their one to one meeting agenda.

The Force risk process is very well evolved, and continues to develop utilising feedback from end users as well as advice given by members on how risks should be presented for discussion at Committee.

## Strategic Policing Requirement Overview

<b>Lead Member for 2018/19</b>	Deputy Henry Pollard
<b>Officer contact</b>	Stuart Phoenix, Head of Strategic Development 0207 601 223

### Background

The Strategic Policing Requirement (SPR) is now in its seventh year of operation. It was introduced in 2012 to articulate those threats that in the Home Secretary's view are so serious and transcend force boundaries that they require a coordinated regional or national response. The national threats articulated in the SPR remain Counter Terrorism, Serious and Organised Crime, Public Order, Civil Emergencies, Large Scale Cyber Attacks and Child Sexual Abuse, which was added in 2014/15. Police and Crime Commissioners and Chief Constables are required to have regard to these threats developing their plans and ensure they have the capacity, capability, connectivity and consistency to contribute to countering the threats.

### 2018/19

As last year, an element of HMICFRS's Integrated PEEL Assessment included assessing the extent to which the Force was meeting its obligations to support the SPR, with a continued specific focus on protective services. The SPR has become 'business as usual' to such an extent (it is an intrinsic element of the Strategic Threat and Risk Assessment (STRA) and features prominently in the Policing Plan priorities) that HMICFRS found the Force has good specialist capabilities and effective arrangements in place to ensure it can fulfil its national responsibilities. This area is not graded due to the sensitive nature of the area being assessed and HMICFRS not wanting to place vulnerabilities in this area in the public arena. If HMICFRS had any issues with specific concerns around a force's ability to fulfil its obligations in this area, they undertook to write to the Chief Constable and Police and Crime Commissioner to detail those issues. City of London Police has not received any such letter. None of the areas for further improvement cited in the report relate to SPR areas.

City of London Police's commitment to supporting the SPR has been retained in the revised policing plan (2017-2020), which has been updated for the 2019/20 financial year.

Deputy Pollard has met with the Head of Strategic Development to review the work that has been completed to ensure the Force continues to fulfil its SPR obligations.

### 2019/20

It is likely that the SPR will continue to feature in the Integrated PEEL Inspection under the guise of 'specialist capabilities'. It will also continue to feature prominently in the Force's Strategic Threat and Risk Assessment (STRA).

The national agenda for specialist capabilities, and the role played by individual forces in the delivery of those specialist capabilities is still being scoped by the National Police Chiefs' Council.



## Professional Standards, Integrity and Human Resources

<b>Lead Member for 2018/19</b>	Alderman Alison Gowman
<b>Officer contact</b>	D/Supt. Maria Woodall, Head of PSD 020 7601 2203 HR Director, Julia Perera 020 7601 2230 Head of Strategic Development, Stuart Phoenix 0207 601 2213

Alderman Gowman (Chairman) and Members of the Professional Standards and Integrity Sub-Committee continue to provide independent oversight of the Force's Public Complaints and other Professional Standards (PSD) business through the Sub-Committee. The Sub-Committee is represented at the PSD Working Group by the Town Clerk's Policy & Project Officer and Alderman Gowman and the Policy & Project Officer attend the Integrity Standards Board. Both of these meetings feed into the Organisational Learning Forum as the strategic meeting for force-wide learning.

Alderman Gowman and Sub Committee members have continued to drive improvement of the PSD reporting documents following the recommendations of their review. The Chairman and the members have been consistent in their challenge and scrutiny of PSD investigation standards and the PSD quarterly report to the Sub-Committee. They provide independence and objectivity, ensuring that PSD investigations are open, fair and proportionate.

Members have taken an active interest in the Civil Claims element of Professional Standards and continue to provide support in this area.

The Chairman is conscious of the current trends within the area of Professional Standards and considers issues that may affect PSD investigations, such as property, sponsorship and gifts & hospitality.

The Professional Standards Directorate has continued to experience changes to its personnel this year, which has impacted continuity, experience and corporate memory.

PSD continues to actively support the COLP Leadership Development Programme which seeks to empower and enable creative leaders and develop staff. Within the department there are Leadership Coaches and Facilitators.

PSD actively supports the education of colleagues in respect of standards. Staff from the Complaints and Misconduct Team deliver presentations on all induction courses. Presentations have also been delivered to custody sergeants, uniformed groups, the Special Constabulary and the Police Volunteer Cadets.

The College of Policing, again, held the Heads of 'Professional Standards and Appropriate Authority Development Course'. This course ensures that CoLP PSD decision makers are professionally trained to the highest standard currently available from the College of Policing. This year it was attended by the Head of PSD. Currently all PSD senior managers have received this training which ensures consistency in the application of the Regulations, Guidance and relevant legislation.

PSD sent three delegates to the Professional Standards & Ethics Conference 2018 at Stratford-upon-Avon. The conference provided an update by the Home Office for implementation of the 2nd and 3rd Phases of the Policing and Crime Act 2017. The importance of the Code of Ethics was re-emphasised and 'Practice requiring improvement' was clearly positioned to support the move to a performance and learning culture. The NPCC, Home Office and IOPC advocate a change in working practises to reflect the proposed Regulations and legislation in advance their formal introduction

which we have embraced; there is even greater emphasis on learning outcomes and openness where possible.

Following on from the PSD Team Strategy Day in March 2018, an action plan to guide PSD going forwards was drawn up with emphasis on communication which reflect the change in culture, with aim of making PSD more approachable. The quarterly 'Professional Bulletin' promulgates national and local learning in an effort to educate members of the force, improve the standard of service given and reduce complaints and misconduct allegations. PSD has a rolling programme of 'surgeries' to provide staff with the opportunity to engage with PSD investigators in their own workplaces.

Two-way confidential reporting has been in place in the Force for almost 2 years. Its success has placed increased demand on the Counter Corruption Unit (CCU). To date 85 matters have been raised using the system, each of these has required some level of attention or investigation.

PSD and Human Resources (HR) meet monthly to discuss the outcomes of misconduct proceedings to ensure parity between police officers and police staff.

Key Issues for 2019/20:

- Although delayed from summer 2018, PSD is prepared for a move to New Street accommodation this year. The new accommodation includes the facility to hold misconduct meetings which has been put to good use already. Once the move has taken place this facility will be opened up to other forces for use, providing a hitherto unavailable revenue stream.
- The current structure and working practises of PSD are under review through the Transform Programme, ensuring that PSD continues to be efficient and effective as the force modernises its services to deliver the Corporate Plan. PSD is engaged with the Transform Programme through the Investigation Strand (Complaint and Conduct Investigations & Counter Corruption) and the Support and Enabling Strand (service recovery and less serious complaints, Vetting & Civil Claims/Legal Services).
- The HMICFRS PEEL 2018/19 inspection highlighted areas of improvement for the Counter Corruption Unit (CCU). The anti-corruption strategic assessment and control strategy required updating, which has now been done. The inspection also highlighted insufficient capability and capacity in the CCU due to the low level of staffing and an inability to effectively monitor IT systems.

PSD is working towards an alliance between the counter-corruption efforts of the British Transport Police and CoLP to increase the capability and capacity of both units at neutral cost. BTP officers are now co-located with our CCU. The concept has received the approval of the Transform Programme Board.

PSD is working with IT and Information Management to increase the capability of system monitoring. We aim to implement a solution this year.

- We are proactively working with the IOPC and Home Office, along with the Town Clerks in preparation of Phase 3 of the Policing and Crime Act 2017 and the new regulations and Statutory Guidance.
- The reform of the police complaints and disciplinary systems is expected to move the focus of the regime from one of 'blame and sanction' to one of 'learning and improvement'. PSD will continue working with colleagues to bring about this cultural change, supporting the Force in delivering an exceptional policing service.
- Policing and Crime Act 2017– The Force does not envisage the final changes under the Act to be implemented until autumn 2019. Force Appeals will move to the Common Council. The

Town Clerk's Office and PSD Appeals Officer continue to work together to prepare for the changes which will be set out in the IOPC's forthcoming Statutory Guidance.

The full impact of the changes to the recording of complaints or dissatisfaction will be considered when the detail is available in Statutory Guidance. However, it is anticipated that there will be an increased burden on both the Force and the Local Authority (The Common Council) as all expressions of dissatisfaction will need to be recorded even if the Force decides to take no action (currently such matters are not formally recorded). An appeal against a decision to take no action would have to be considered by the Local Authority.

It has been identified that there will be a significant impact on how complaints, currently being handled by Action Fraud under their complaints policy, are recorded and dealt with in future. PSD is already seeing an increase in demand for resolution of Action Fraud issues outside the policy which is being addressed with the Economic Crime Directorate in the short term and the Force Transform Programme in the mid to long term.

- In 2019 the Force will be holding Misconduct Hearings for two significant cases which were investigated independently by the IOPC. They are likely to attract media attention.
- Vetting is fully compliant with the new College of Policing Authorised Professional Practice (APP) for Vetting and the Vetting Code of Practice. However, it was recognised nationally that there are still some challenges to aspects of the APP which vetting have been monitoring and engaging in where appropriate and we are preparing for implementation of an updated APP which is expected in 2019.
- There continues to be a high demand on vetting from the recruitment of officers and staff. A number of changes and developments within the force have also increased the demand in the vetting of contractors to support the accommodation and Know Fraud programmes. This is expected to continue with the proposed development of the Fleet Street HQ. Vetting have been working with stakeholders to obtain funded contingencies to maintain service levels which will be implemented as required.

In addition to this, Action Fraud have a continued demand for staff at their call centre. This is managed with supported with funding from Action Fraud.

- PSD is recruiting new staff to fill current vacancies. This will have an inevitable impact on continuity and relevant expertise in dealing with Misconduct, Complaints, Counter Corruption and Vetting as well as the provision of administrative support. The PSD annual report for the COLP STRA process enables the Director to highlight areas in which demand exceeds existing resource capacity.
- Following the success of the quarterly Professionalism Bulletin and our Strategy Day, PSD is continuing to work with Corporate Communications to break down communication barriers and increase the department's visibility and approachability. Corporate Communications have allocated a member of staff as the single point of contact for this work. A further Strategy Day is planned for May 2020, to which the Town Clerk's Policy & Project Officer and members of the Professional Standards and Integrity sub-committee will be invited

## Equality, Diversity and Human Rights (EDHR)

**Lead Member for 2018/19**

Tijs Broeke

**Officer contact**

Kam Dhaliwal Equality & Inclusion Manager 0207 164 8212

### Overview 2018/2019

The year ahead was planned to embed equality and inclusion in the forces culture and processes. Kam Dhaliwal was appointed as the Equality & Inclusion Manager in January 2018 and she has reviewed how the force engages with its community, represents the diversity of greater London and the diversity of the workforce. Community surveys, documents, reports and direct community engagement have been used to gain a better understanding of the community and its policing needs. Staff surveys, equality data and staff feedback will be used to understand how we can make the Force more efficient, effective, agile and future-ready for the Transform change Programme.

### Our Force

The current establishment of the City of London Police allows for 728 officers and 468 staff, and we currently employ 693 officers and 456 staff. Approximately a quarter of our officers and 58% of our staff are female, whilst 6% of our officers and at least 20% of our staff come from a BAME background. 140 officers are eligible to retire over the next 4 years, and we anticipate that the vast majority will take up this option. Due to retirements, resignation and other reasons, the turnover rate for police officers is historically approximately 8%, with the economic crime directorate suffering the most from voluntary resignations by officers.

Lucy Sandford stepped down as the Police Committee representative, due to moving to a new role and Tijs Broeke replaced her during the spring 2018. Tijs's background in equality, diversity and human rights, has been invaluable support to the role. The engagement and support received has empowered the force to move forward with representing diversity in all areas of our work.

- The Equality & Inclusion Board was re-introduced in May and quarterly meetings have been taking place. The Equality & Inclusion Forum was set up to provide all the staff support networks and Trade Union Representatives an opportunity to identify any equality issues that cross over and to collectively strategize on how they wish the force to address the issues. The actions are directly fed into the Equality & Inclusion Board for a decision.
- The force has joined Employers Network for Equality & Inclusion (ENEI) membership which provides business with tools, training, legislation, policies and guides on equality, diversity and inclusiveness in the workplace.
- Work experience was re-introduced as part of the forces positive action. A number of students have undertaken work experience with the force. The Force have arranged work experience for two Black, Asian, Minority Ethnic (BAME) students from Westminster Kingsway College, who have been completing the work placement within the Forces IT department. These placements are one day a week until July 2019. Once completed, the work placements provide the students with credits which contribute to their Level 3 BTEC qualification.
- The Equality & Inclusion Manager has been attending all PAPA & NPCC meetings. She has been engaging with other police forces, public sector organisations, and private sector organisations, to help bring any organisational learning into the force.

- The Equality & Inclusion Manager has been working with Common Purpose, which is an organisation that networks with private and public sector organisations on the best practice for Equality, Inclusion and Diversity (EDI). The events allow EDI specialist to come together and collectively resolve EDI issues in businesses and organisations.
- The force published its Gender Pay Gap Data which reflected a small difference when compared to the previous year's data.
- The force will continue to ensure the publicly available data on the website is kept up to date in a timely manner.
- Kam has been actively engaging with community groups from the City and from around the City to help with our community engagement.
- The Women's network have paid for female empowerment courses and developmental courses. They will look at implementing mentoring programmes, job shadowing and changing the wording of recruitment campaigns to encourage more applications from females and the LGBT community. The LGBT Network has been providing education and training on Transgender people. Transgender training is now part of the Custody Management training course.
- Disability Enabling Network is working on an Autism Card that will allow officers and front-line staff to communicate with people who are autistic. The Autism Card is currently being reviewed by the Metropolitan Police and British Transport Police. The Health & Well-being Network have promoted well-being sessions about healthy eating, how to give up smoking and managing difficult sleep.
- Black Police Association (BPA) and Association of Muslim Police (AMP) have focused on progression, recruitment and retention of BAME staff and officers. They will create a mentoring programme for BAME staff and officers to progress and develop themselves. They have previously delivered mentoring, training and self-development courses. They will attend the Community Scrutiny Group meetings to build on community engagement with the BAME community.
- BAME Action Plan is being led by the force Race Champion who has been working very closely with the Black Police Association, the Head of HR and the Head of Organisational Learning.
- The force are re-establishing the Community Scrutiny Group with a press campaign to recruit new members from business, residential and transient population. This area has been raised as area of concern during our HMIC Inspections.
- The force's dashboards have been revised to reflect the equality data of the people they encounter during policing practices such as, stop & search, use of force, vulnerability etc.
- Stop & Search training was revised to include unconscious bias training to educate officers on the cultural impact of their actions and to help improve the quality of our report writing.
- NPCC Equality Plan was created by Police Force Equality leads from around the UK and was introduced in 2018. The force has populated this document with all of its activities, which will be used by HMIC during inspections.

### **Transform Programme**

To help embed equality and inclusion into the force, all directorate leads will be provided with their directorate equality data and they will be asked to provide some feedback. They will be trained on cultural & emotional intelligence and the operational benefits of diversity in the workforce. Once trained, they will be provided with the tools and support, to diversifying their workforce.

## Counter-terrorism

<b>Lead Member for 2018/19</b>	Deputy James Thomson
<b>Officer contact</b>	Detective Superintendent Dermont Robinson, Crime Directorate

CoLP Special Branch (SB) continues to lead on the collation and development of intelligence related to terrorism and domestic extremism and to investigate all instances of potential terrorist activity in the City. Counter Terrorist Security Advisors (CTSA) continue to provide expert security advice to enhance the protective security of the City.

During 2018 no confirmed terrorist attacks occurred within the UK, however several high profile terror arrests and convictions were made. Incidents attributed to individuals with mental health conditions who claim ideological influence are hard to distinguish from attacks conducted by inspired lone actors and continue to be assessed on a case by case basis, as evidenced by the Manchester Victoria train station attack at the end of 2018 and which resulted a man being detained under Mental Health Act provisions.

The threat to the UK from International Terrorism is currently Severe, meaning an attack is highly likely. It has remained at this level since September 2017 following a rise to Critical subsequent to the Parson Green tube attack.

In March 2018 SB fully adopted the NCIA (National Common Intelligence Application). This involved extensive training and new ways of working for the department. NCIA enables Special Branch to share and receive intelligence from the entire CT (Counter Terrorism) Network more efficiently, enabling an enhanced understanding of the national picture and how that may affect the City of London.

CoLP is well integrated into National and London structures and COLP SB attended all scheduled and extraordinary Security Review Committee (SRC) meetings throughout 2018 and 2019 to date. These meetings, led by the MPS and National CT leads, comprise national membership and take place at least fortnightly. Information from these meetings are filtered within CoLP through fortnightly Security Group Meetings, thus ensuring coordinated police deployments and appropriate information sharing.

During 2018-19 the SB Fixed Intelligence Management Unit (FIMU) received 3917 separate items, as the single point of entry into CoLP for all Counter Terrorism/Domestic Extremism matters. 261 of these were further developed into intelligence or investigations. These come from a range of sources and include intelligence received from the other police forces, the security services or the general public, referrals from other police departments around their ongoing investigations, reports of hostile reconnaissance, threat assessments and anything that is deemed to be CT/DE relevant.

SB continues to monitor the threat from Northern Ireland Related Terrorism. The threat level to the UK mainland was raised to substantial in September 2016 and lowered to moderate on 1<sup>st</sup> March 2018, where it has subsequently remained. This means an attack is possible but not likely, reflecting the view that the intent to commit attacks on the mainland remains. The only incident on the UK mainland over the last 12 months related to the postal IEDs sent to Glasgow University, Heathrow, Waterloo and London City airport in March 2019.

122 Operation Lightning reports (potential hostile reconnaissance) were received and investigated during 2018; a decrease of 46% on 2017 and the lowest level since 2014. No investigations are outstanding; all have been investigated fully. Although the levels of reporting appear relatively low,

this is compared to the exceptionally high levels of reporting witnessed in 2017 which correlated with the terror attacks that took place in the UK during that period. Levels of reporting during the first two months of 2019 appear to be on a par to that experienced in 2018. Reporting peaked in the summer months of 2018 (June – August), whilst higher numbers of reports were submitted by security personnel (x 58) and members of the public (x 51).

Detailed threat assessments have been compiled for all high profile events and state visits in the City. This assists in informing the policing plan for each and allowing a proportionate and effective response. In total 124 threat assessments have been completed including events such as Lord Mayor's Show, the memorial event at St Paul's Cathedral for victims of the 2017 terror attacks, the visit of the King and Queen of Netherlands, the London Marathon, Remembrance Sunday events and other large-scale public events.

## **Prevent**

The CoLP Prevent team received 9 Prevent Referrals during 2018. All had passed through the de-confliction process, within SB, before being passed to the Prevent team for inclusion on the national Prevent tracker.

The CoLP prevent website is active. We receive a relatively low number of referrals and our focus is on training and raising awareness within the business community to ensure that they are aware of how and under what circumstances to make a referral.

CoLP works closely with the Islamic women's group on Mansell Street, meeting on a weekly basis. We are a member of the safeguarding forum held by the City of London Corporation (CoLC) which all school safeguarding leads attend. CoLP is represented on the CoLC higher education and further education forums and liaises closely with the Higher and Further Education Prevent Coordinator as part of a recently created initiative. These are all valuable networks.

The CoLP Prevent team continues to share information with Business networks in the city to ensure an awareness of training provided by CoLP and of issues associated with people who may be vulnerable. The latter is provided in conjunction with Victim Support. The Prevent team provides presentations to hotel staff and construction sites, inductions for new staff into CoLP and Prevent inputs are ongoing for CoLC apprentices.

Workshop Raising Awareness of Prevent (WRAP) is a two and a half hour training package aimed at providing an overview of the Prevent strategy and highlighting ways of identifying those who may be vulnerable to radicalisation as well as those who radicalise. Recognising the challenges that businesses face in releasing their staff, CoLP has created a shorter version lasting one hour to encourage more business to take up the training. We conduct regular stalls at different City businesses and in shopping areas.

## **Project Servator**

Project Servator officers continue to have excellent results, making 82 arrests in 2018 and operating on a 74% stop search to outcome rate, which far exceeds the national average of less than 15%. Project Servator teams continue to work collaboratively with other forces on regular joint deployments; CoLP assisted Thames Valley Police on both of last year's Royal weddings and we continue to offer our expertise on cross boarder operations.

The National Project Servator Team (NPST) continues to train and develop other forces in Project Servator and has recently instigated a quality assurance programme to ensure forces are operating effectively across all strands to achieve the desired outcomes. The NPST is shortly to commence training officers from New South Wales Police in Australia for the first international pilot and is also taking over delivery of the trainer programme for See, Check and Notify (SCaN), a suite of courses designed for private industry.

The following forces have been trained by the NPST and have adopted Project Servator;

- City of London Police
- British Transport Police
- Essex Police
- Police Scotland
- Ministry of Defence Police
- Civil Nuclear Constabulary
- North Yorkshire Police
- Metropolitan Police Service
- Royal Gibraltar Police
- Greater Manchester Police
- Avon and Somerset
- West Midlands Police
- Bedfordshire Police
- Merseyside Police
- West Yorkshire Police
- Sussex Police at Gatwick airport
- Police Service of Northern Ireland

The NPST is supporting a number of other forces to introduce Project Servator;

- Greater Manchester Police, with an expansion of Project Servator into Manchester City centre. A formal launch is planned for May 2019
- West Midlands Police, focusing on sites hosting the 2022 Commonwealth Games.
- Police Scotland at Glasgow, Glasgow Prestwick, Aberdeen and Edinburgh airports. It is anticipated that these will be launched in the early summer of 2019
- Sussex Police as part of the preparation for the Labour Party Conference in Brighton in September 2019
- Merseyside Police at Liverpool John Lennon Airport.
- West Yorkshire Police at Leeds Bradford Airport.

The NPST is working with further forces to trial Project Servator in specific areas during 2019;

- Belfast Harbour Police with a pilot site at the Titanic exhibition in Belfast planned for the Summer
- Cheshire Police in Chester city centre commencing in June
- Devon & Cornwall Police with a test site at a Plymouth shopping centre planned for July
- Staffordshire Police commencing test at the Potteries shopping centre in Stoke in July
- Norfolk Police at the Chapelfield shopping centre in Norwich planned for August
- East Midlands Alliance (Nottinghamshire, Leicestershire & Derbyshire) commencing at East Midlands Airport in September



Forces that have shown an interest and have received initial briefing documents include;–

- Surrey Police
- North Wales Police
- Dorset Police
- Suffolk Police
- West Mercia Police
- Northamptonshire Police
- Hertfordshire Police
- Derbyshire Police

Forces that are either awaiting a briefing or are drawing up their plans for adopting Project Servator include;

- Thames Valley Police and Hampshire Constabulary in a potential collaboration
- Lancashire Police
- Lincolnshire Police
- South Wales Police
- Warwickshire Police
- Dover Ports Police

### **Counter Terrorism Security Advisors (CTSA)**

Although no major attacks took place on mainland UK during this past year the CTSA team continues to ensure the high demand in the City of London for protective security advice is met. The team comprises an Inspector, Sergeant and a team of five. There is a current vacancy for a constable which is hoped to be filled over the next few months. At this point the team will be fully up to strength. Staff are completing and continuing with accreditation.

CTSAs continue to support our business community maintaining an excellent reputation delivering against all priorities set by the National Counter Terrorism Security Office (NaCTSO). The CTSA team has been integral in the consultation process for Corporation of London (CoL) public realm sites and new developments. Notable of these include improvements around St Pauls' Cathedral and Paternoster Square, St Mary Axe, Aldgate, Millennium Bridge and Monument areas as well as ongoing work with key CoL sites.

The CTSA team also continues to deliver 'business as usual' requirements including all elements of the Action Counters Terrorism (ACT) campaign as well as bespoke training and awareness sessions to meet the needs of City of London partners. Also during this period, we have developed the ability to deliver postal awareness, document handling awareness sessions as well as the new 'See Check and Notify' (SCaN) products where training is given to sites on how to best understand and identify hostile reconnaissance. This product is a brand new CPNI developed initiative. The CoLP CTSA Sergeant is responsible for the national co-ordination of courses and delivery in partnership with 'NaCTSO'.

During the past year the CTSA team has delivered;

- 1,460 Act Awareness sessions. These are three hour long courses delivered to industry
- 461 Project Argus sessions. A three hour exercise to test preparedness for a terrorist

attack.

- 192 Document Awareness sessions. These raise awareness of the use of false documentation by extremists.
- 162 Postal threat awareness sessions. These raise awareness of and test postal screening and security protocols.
- 2,418 General Threat & CT presentations.

The CTSA team continues to advise business on security improvements and work with our tiered Protective Security Improvement Activity (PSIA)<sup>1</sup> sites as set by the Office for Security & Counter Terrorism (OSCT) within the Home Office as well as our Critical National Infrastructure (CNI) sites

### **City of London Anti-Terrorism Traffic Regulation Order (ATTRO)**

Since November 2016, the CoLC, CoLP and Transport for London have had an Anti-Terrorist Traffic Regulation Order (ATTRO) which can be used in urgent cases and for certain pre-planned events within the City of London's boundaries. During 2018 a number of ATTROs were implemented for large one off events which have required road closures to ensure the safety of participants and crowds attending the event, such as Lord Mayor's Show, London Marathon and other road races.

### **Looking ahead**

The terrorist threat to the UK is becoming more diverse and multi-dimensional with a growing threat from right wing extremism and this is likely to continue throughout 2019. The recent attack in Christchurch is an example of what the rise in extreme right wing ideologies can lead to. Although not linked to the UK, the Christchurch attack could inspire or encourage others with a similar mind-set to carry out attacks in the UK or to increase Hate Crimes aimed at faith groups. There is also the potential for reprisal attacks from Islamist extremists and a general rise in community tensions.

The outcome of Brexit negotiations will undoubtedly impact upon future levels of left wing / right wing protest activity. National processes are in place for collation and dissemination of intelligence and are continually monitored by CoLP SB for likely impact upon the City.

Dissident Irish Republican groups such as the New IRA regard the EU exit as an opportunity to enhance their levels of credibility and support. If a 'no deal' and hard border is to be imposed it is anticipated that the threat from Northern Irish related terrorism will increase with Dissident Republican groups attempting to re-engage with and garner support from republican communities

Lone actors inspired by ISIL will continue to remain the greatest threat to the UK. Returnees from Syria, and those still looking to return to the UK, are also deemed to pose a long-term security threat due to the training some will have received in theatre and the mind set they hold which led them to travel to Syria.

The need for a 'whole society' response to countering extremism will become more important and our joined-up approach with industry and the CoL business community will become even more important.

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<sup>1</sup> The PSI is the mechanism used to ensure a consistent, national and auditable approach to the security of crowded places.

Terrorism remains a real and consistent threat to the City of London. The most recent Strategic Threat & Risk Assessment highlighted a need for additional resources to counter this threat. A recent submission to the Police Committee (April 2019) quantified the requirement for additional resources to tackle the terrorist threat through enhanced firearms capability (15 posts) and protective services (30 Project Servator posts). Without this CoLP may not be able to meet fully the threats and risks facing the City of London.

#### **Police Authority Board Support**

The Head of Counter Terrorism for CoLP meets with the Lead Police Authority Board Member, Deputy Thomson, regularly. We are grateful for Deputy Thomson's interest and support.

## Economic Crime / Fraud / Cyber Crime

### Lead Member for 2018/19

Nick Bensted-Smith

### Officer contact

Commander Karen Baxter 0207 699 4781

### Developments in 2018/19

Economic crime is now a government priority. A new governance structure has been established which is jointly chaired by the Home Secretary and Chancellor and aims to bring together fiscal policy with crime and security. New governance structures include the private sector and it is the government's ambition to have a new economic crime strategy jointly owned by the public and private sectors. COLP represents policing within these structures.

The new multi-agency National Economic Crime Centre (NECC) was launched in October 2018 to tackle serious and organised economic crime. COLP was part of the multi-agency design team and represents policing on NECC governance boards. COLP has seconded 3 FTE into the NECC as part of a match funding package developed by the Home Office.

There continues to be substantial government and parliamentary attention on the effectiveness of the police response to fraud. COLP chief officers gave evidence at the Treasury Select Committee inquiry into consumer fraud. The Remembrancer's office provided support for the preparation of written and verbal evidence related to this inquiry. The Police Foundation (independent think tank) published a report on online fraud and HMICFRS undertook a thematic inspection. These reports highlight some progress has been made but broadly the police response is very inconsistent, there is a lack of national coordination and non-vulnerable victims are not getting an effective service.

The new IBM managed service for national fraud and cyber reporting went live. The new system resulted in an initial reduction in reporting and dissemination. Since then reporting has increased and there remain some key issues in respect of functionality. Corporation and Members are providing vital support for the programme and assistance with legal and commercial issues that have arisen during the year. Additional funding was secured to develop an API between NFIB and force record management systems and an API to facilitate bulk reporting from industry. These projects will continue in 2019/20.

COLP secured police transformation funding for the Economic Crime Academy to provide serious fraud training to over 600 officers nationwide. Members and the Corporation continue to raise the external profile and international reach of the Academy. Police transformation funding has also been used to create a regional network to support NLF priorities and provide a conduit for engagement with forces, and a pilot direct entry programme for fraud investigation have also been established.

Additional funding was secured from the National Cyber Security Programme, and the Economic Crime Victim Care Unit (ECVCU) model has been rolled out in West Midlands and Greater Manchester. The ECVCU model was developed in London with funding and support from MOPAC and the Town Clerk's department.

Throughout the year COLP received a number of ministerial visits to its Economic Crime Directorate, which were supported and/or facilitated by Members.

Action Fraud maintains a role as the national reporting centre for cyber crime as well as the national lead role for Cyber Protect. Project Fortis, which is being led by the National Cyber Security Centre (NCSC), is a new IT solution that will bring together all reports of cyber across the range of agencies. While Action Fraud receives the bulk of reports, the NCSC receives some calls for service and there are different approaches depending on the level of attack. COLP is represented on the Project Fortis governance board.

National funding has been awarded to enhance force cyber capabilities and drive a regionally managed locally delivered model. COLP has been successful in bidding for funds for equipment, and entered into agreed tasking and coordinating processes with regional partners. COLP supports the London regional delivery through two fully funded secondments.

A local strategy has been adopted to engage the community through innovative protect offerings. This has been funded by the Corporation of London under Cyber Griffin. The demand for these services has been high, and the marketing of these services internationally has been well received, indicating this is a compelling aspect of the City of London offering.

### **Priorities for 2019/20**

- Maintain COLP's position, reputation and funding as the national police lead for economic crime
- Implement recommendations from the HMIC thematic review
- Improve the Action Fraud / NFIB service, demonstrating the benefit and value of the service to Police & Crime Commissioners, Chief Constables and other government stakeholders
- Work collaboratively with the National Economic Crime Centre to reduce the threat and harm from serious and organised fraud
- Consolidate Cyber Griffin, developing the products, staff and branding to drive a positive cycle of awareness, engagement, reporting and self-protection
- Contribute to the design of Project Fortis

## Accommodation

<b>Lead Member for 2018/19</b>	Deputy James Thomson
<b>Officer contact</b>	Martin O'Regan, Accommodation Programme Director (CoLP), 020 7601 2111

The City of London Police has continued to develop their accommodation strategy requirements in line with the principles set out within the original consultant's report (DTZ) in April 2012. Clearly, the original proposals have had to be revised based upon the initial concept was assuming programme delivery would have been completed in 2017. Accommodation Board meetings have continued throughout 2018/19, ensuring strategic objectives of the programme were monitored and achieved. Regular meetings have also continued with the Police Authority Board and the City Surveyors.

James Thomson as Lead Member along with the Chair of the Police Authority Board, Doug Barrow have regularly met with officers of the Force to review and engage with the developing proposals. The recently formed Police Accommodation Working Party has also enabled members to have a more detailed input to the emerging issues on the Fleet Street development. This enable members to challenge the submissions of the CoLP scope of requirements prior to submission to the Capital Buildings Committee. These engagements have all contributed towards collaborative and positive progress for the overall accommodation programme.

### Achievements in 2018/2019

During the past year:

The City of London Police has jointly been developing the overall accommodation programme with the Architects and City Surveyors. Significant concept design proposals have been progressed regarding the feasibility and master plan for the Fleet Street development.

Extensive work has taken place in defining the City of London Police requirements for the new facility. The work to date remains at 'high level design' stage and will be evaluated further as we move into the next detailed design stages of the programme. This has been a positive process with members of the CoLP accommodation programme team working closely with consultants, City Surveyors and the architects to provide a much more cohesive and collaborative approach to develop the overall scope of requirements for the Force.

A comprehensive scope of requirements has been provided to the Police Accommodation Working Party and submitted to the Capital Buildings Committee in July 2019 for approval.

The decant works element of the programme is now improving and positive progress is being made. This has undoubtedly been one of the challenges over the past 12 months and the delays have been unfortunate but unavoidable.

There remain challenges that will need to be overcome as the decant works particularly at New Street progress. Heating and ventilation remain a major concern until the overall system is embedded and the emerging faults are rectified enabling the overall system to be stabilised and function correctly.

The next key phases of the decant works within New Street and Bishopsgate have commenced June 2019, with Overbury as the main contractor now managing both sets of works. It is envisaged this will provide a much more cohesive and managed approach to the phasing of the planned works ahead.

### **Priorities for 2019/2020**

The following items will highlight the significant elements of the accommodation programme to be developed and delivered in the forthcoming 12 months:

- Approval of Capital Buildings Committee to commence detailed design stage for the Fleet Street development
- Mobilise the detailed design project teams within CoLP to support the process with architects, consultants and City Surveyors
- Formalise with the security consultants the handling and retention arrangements for all information relating to the Fleet Street development
- Scope and design of the potential JCCR development at 65 Basinghall Street (if approved)
- Confirmation and design of new Firing Range pending confirmation of site from City Surveyors (if approved)
- Completion of the interim decant works at New Street and Bishopsgate
- Completion of the Middlesex Street Car Park works
- Completion of the DOSF facility for CoLP specialist teams
- Completion of the HAC works for Mounted (or seek alternative)
- Decommission and disposal of Snow Hill
- Decommission and disposal of Wood Street

## Community Engagement & ASB

### Lead Member for 2018/19

Tijs Broeke

### Officer contact

T/Chief Insp Jesse Wynne 0207 601 2472

## Achievements 2018/19

### Reviewing how we engage with our communities

Working with the Safer Communities Project Team under the One Safe City Programme and Corporate Communications, the methods through which we engage with our communities have been reviewed and a proposal for improving our website and social media use produced for implementation in 2018/19. The Engagement Working Group continues to improve inter-department working across the force and with the Corporation of London and to ensure our engagement takes in the views of our partners.

### Engaging our schools and our young people

Our police cadets continue to be a credit to the force and throughout the year have helped to support the City of London Police during operations such as the Lord Mayor's Show and crime prevention bike marking events. Two police cadets this year have become special constables.

### Community involvement in Project Servator

As part of the community's crucial involvement in Project Servator, the Force piloted ReACT training for security personnel, a natural lead on from the Project Griffin training most guards in the City undertake. The training concentrates on preparing specialist guards in key businesses and areas around the City to work jointly with the Project Servator team.

Such has been the success of the pilot sessions in the City that 2018/19 has seen the embedding of a permanent national Servator team who are rolling our Servator training to forces nationwide lead by a Superintendent. The local Servator team also continues to work daily with our local community with a dedicated team of 1 sergeant and 12 police officers.

### Tackling and Preventing Anti-Social Behaviour (ASB)

#### Anti-Social Behaviour

The predominant reasons for reporting ASB remain related to:

1. Inconsiderate behaviour (this included references to drunken behaviour)
2. Begging/rough sleeping
3. Drunken behaviour

Following feedback from stakeholders and request from Members of the Police Authority Board the Force has added Anti-Social Behaviour as strand under 2019/20 Local Policing Plan.

#### Youths cycling

Noticeable and already being managed is the steep increase in reporting around youths cycling, often in large numbers, in the area of Castle Baynard Street and Tower Place. This is receiving a multi-agency response as well as liaison with local businesses impacted by the behaviour. Section 35 dispersal powers are being utilised and engagement work has been undertaken along with the Metropolitan Police and British Transport Police in encouraging the organisers of these events to seek alternative locations to cycle. The Lead Member has raised questions about oversight and reporting of these powers.



## **Begging and Rough Sleeping Response**

There is no recourse or mandate for a police service to manage rough sleeping as we have no resources to offer them in terms of accommodation and support. We do act as a referral service, and coordination with City of London Corporation and other services is essential. CoLP actively participate in the Homelessness and Rough Sleeping Sub-Committee.

In the city we have no intrinsic link between rough sleeping and begging. City beggars are mainly clients from other boroughs that transit here to beg, many of whom are in supported accommodation. We are fairly unique in the square mile in that we are able to say that 90% of our beggars are not City rough sleepers.

Therefore, within the City of London Police, we are separating rough sleeping from begging. To this end, we designed and developed Operation Luscombe to specifically tackle the issue of begging. The premise of this operation is that if someone is a genuine rough sleeper and are found to be begging, then they are given two opportunities to attend an intervention hub before we get to the CPN stage (Community Protection Notice). A CPN enables the police or authorised authority to ban an individual from an area for up to three months. If they are still begging (which as a rough sleeper there is no need to do unless feeding a drug habit) only at the third intervention will we issue a CPN. To date, none of the CPNs issued have been to known City rough sleepers, all have been to professional beggars. If they are then found to be in breach of their CPN, we will make an application to the courts for a CBO (Criminal Behavioural Order).

## **Licensing**

The CoLP Licensing Team continues to work closely with the CoL Licensing Team, undertaking joint licensing visits and taking a pro-active approach to addressing any issues.

The Late Night Levy in the City is now in its fifth year and a regular forum with premises operators ensures they have a say in how the funds are used. The Levy provided a considerable increase in resources over the busy Christmas period and in December funded a successful pilot of joint patrols between a police officer and London Ambulance Service paramedic to relieve the heavy demand on the emergency services caused by the night time economy. 90% of the calls attended by the police/paramedic cycle team were assessed by the paramedic as being alcohol related. 79% of these calls resulted in ambulances being cancelled and alternative outcomes being sought.

The Late Night Levy will contribute towards retaining an Inspector post in the licensing team.

## **2019/20 Priorities**

- Implement Anti-Social Behaviour strategy as part of 2019/20 Policing Plan, continue to proactively engage in Safer City Partnership strategy and meetings
- To continue to support the City of London Corporation and outreach services to address begging issues within the City, and attend the Homelessness and Rough Sleeping Sub Committee
- To continue progress towards a joined-up approach to engagement across the force and with the Corporation, through contact sharing and the joint Community Engagement Working Group
- Constitute a new Community Scrutiny Group and resolve refresh of Independent Advisory Group – report back to the Police Authority Board in July 2019
- To implement the social media and website developments as a result of the force's engagement review
- To ensure best use of the Late Night Levy funding to provide resources at the right time and place to support a safe Night Time Economy

## Public Order

### Lead Member for 2018/19

Emma Edhem

### Officer contact

Chief Supt Glenn Maleary and Chief Inspector Rob Wright,  
Uniformed Policing Directorate.

020 7601 2101 / 2085

## Developments and Achievements in 2018/2019:

### Public Order Demands in the City of London

The table below shows public order offences have increased in comparison to the last performance year 2017/2018 by 65%. Dip sample analysis shows Bishopsgate, Liverpool Street and London Wall as repeat locations for both crime types. There is a dedicated police/partnership group that meets every four weeks to consider violent crime and implement appropriate tactics. This is a key area that will continue to be a principal focus and challenge in the coming year.

	Volume YTD Previous year (2017/2018)	Volume YTD Current Year	Frequency Change	Percentage Change
PUBLIC DISORDER	234	385	151	65%

This review period has been a strenuous one in terms of policing public disorder as well as the ongoing National threat level from International Terrorism set at SEVERE. With the ongoing BREXIT negotiations bringing the political stance of the UK into question the City of London police along with the MPS and BTP are continuously planning and resourcing for incessant and persistent demonstrations throughout 2019 from the right and left wing supporters:

- Low level football related violence occurred by a group called Democratic Football Lads Alliance (DFLA) which included factions of the English Defence League (EDL). These protests/marches were against Islamic extremism post London Bridge and Borough Market attacks. There has been no significant disorder, however they did require a fair amount of CoLP resources when supporting Tommy Robinson re trial at the Old Bailey
- The Independent Taxi Alliance (ITA) and United Private Hire Driver (UPHD), (a pro-active driver led organisations representing 5k+ members) held week long demonstrations across London against TfL and the Mayor of London. No offences were committed during the protests, however, significant travel disruption and road congestion was caused with London Bridge being closed in the interim and buses being diverted. With the supposed lack of resolution, the protests are set to continue and it is insinuated by the group that future protests will be high profile e.g. state visits, functions London Mayor Sadiq Khan or PM Theresa May attends.
- The ongoing Brexit negotiations continue to dominate the political landscape. A number of leave and remain protests have taken place within the MPS & CoLP environs during the reporting period. As we approach Brexit "actual" there are a number of demonstrations planned. There is a large degree of traditional left/right-wing confrontation superseding the issue of Brexit in deference to what is regarded as a more established threat from the opposing political side. Brexit has highlighted and cemented issues already present from a public order perspective and not led to a mixing of the two, despite Brexit blurring the line between left and right-wing politics.
- The Left Wing in London, primarily those under the anti - fascist umbrella, have tended to

focus their energies in opposing Brexit and Mr Trump visit in 2018 and the potential visit in late 2019 (NATO anniversary conference).

- Road Blocks (swarming) and Bridge Occupations have become the tactic of choice for a number of protest groups (e.g. Yellow Vests and Extinction Rebellion) during the reporting period. This trend is expected to continue throughout 2019.
- Extinction Rebellion have become the UK's primary Climate Change protest group. The group's sustained period of protests and mass arrests during November and December proved a planning, resourcing and Intelligence gathering challenge. They have already stated their aim of replicating their 2018 success going forward into 2019 with the two weeks of International Rebellion in April. They have managed to integrate previously separate protest themes (airport expansion, carbon emissions, fracking and HS2) under their banner. On Friday 14th February 2019 a Youth 4 Climate protest attracted 4-5000 young people in Central London. Similar tactics to Extinction Rebellion were utilised by an older youth group with considerable disruption caused in Central London. Members of Extinction Rebellion were in attendance advising the group.

#### **Recruitment/Resources stance of Public Order Officers**

- The Public Order Strategic Threat and Risk Assessment (POSTRA) specifies that the number of officers employed on the City of London Support Group (L1 Public Order) as 1 Inspectors, 5 Sergeants and 32 Constables.
- The City of London Police is able to fulfil its commitment of two protected PSUs (each PSU is made up of one inspector, three sergeants and 21 constables) to public order in London.
- The number of level one specialist public order trained officers is currently one inspector, four sergeants and 26 constables. Level 2 trained officers' number five Inspectors, 15 Sergeants and 64 constables. The aim is to have a minimum of 6 Inspectors, 9 Sergeants and 55 constables.
- City of London Police has 4 nationally trained and accredited Gold Commanders, 5 nationally trained and accredited Silver Commanders and 9 nationally and accredited Bronze Commanders

#### **Priorities for 2019/20:**

Impending government spending review and budget constraints could have a considerable impact on the way public order is policed in London. Collaboration with Metropolitan Police Service and British Transport Police is needed to manage the identified risk and threat to London. Strong working relationships and partnerships is required to help resolve issues around resources and assets that are available from the regional forces and reduce the impact and effect to any one Force. The MPS have made a number of requests for City resources and there has been significant collaboration, which supports the current formal public order agreement between the CoLP and MPS under Operation Benbow.

As a direct result of the threat to the UK, and London in particular, it is necessary to have a range of options to respond to terrorist activity. The City of London is the identified heart of the Country's financial industry and the co-location, within such a small area, of many major national and international institutions and iconic sites make it a prime target for any terrorist attack. It is stressed that while the threat to the UK from terrorists remains the use of chemical, biological, radiological or nuclear warfare (CBRN) is only one of the options available to them. The potential scale of a real CBRN incident should not be underestimated. It will call for joint operations involving a multi-agency approach. CBRN Counter Terrorism is a national problem which requires national responses, where individual Forces will prepare local plans based on common national procedures, standards and doctrine.

**CBRN** - City of London Police has two (2) nationally trained and accredited CBRN Bronze Cadre and one (1) Silver CBRN Cadre. They have a CBRN Tactical advisor and a forensic capability with two (2)

Forensic officers trained. All of the Support Group are trained to respond to a CBRN incident in the City of London

**Public Order** - The potential visit of President Trump to the UK in late 2019 for a NATO conference has already seen a number of protests planned within London. It is expected that even if Mr Trump's itinerary does not bring him to within the MPS, these protests will go ahead as per previous visit. We would also expect to see smaller protests in support of Mr Trump.

### **Organisational**

The Force has a governance structure to ensure that the PO STRA process informs the strategic decision making with regard to priorities, resource use and training. It is critical to an organisation that there is a process to escalate issues effectively to Chief Officer level, but also for the Senior Management Board to effectively direct more local governance structures. The Governance Structures in place working from the tactical to the strategic are:

**Public Order Working Groups** – Public Order Inspectors are responsible under the direction of the Public Order Forum to engage with all ranks to identify any particular issues that need to be addressed.

**Public Order Forum** – consisting of experienced specialist and tactical officers who cover operational, training and equipment issues and identifying emerging threats and risks. This Forum provides an opportunity for organisational learning to be identified. The Forum is chaired by Chief Inspector – Operational Support.

**Organisational Learning Forum** – consists of members from all areas of the force who address training/learning issues from within the force and also respond to the IPCC 'Lessons Learnt' publication. The Chair of the Public Order Forum attends this meeting. The Forum is chaired by the Assistant Commissioner.

**Senior Management Board** – This is the most strategic board in the City of London Police with Directorate Head representation. The Assistant Commissioner who chairs the Organisational Learning Forum is a member of this Board. The SMB is chaired by the Commissioner.

### **Operational Highlights 2018-19**

**Commonwealth Heads of Government Meeting (CHOGM) (Monday 16<sup>th</sup> to Friday 20<sup>th</sup> April 2018)** took place in London to promote prosperity, democracy and peace. The UK hosted this meeting when leaders from all the member countries gathered in London and Windsor. Events in the City took place from Monday 16<sup>th</sup> April to Wednesday 18<sup>th</sup> April. There were no incidents of disorder. Protests and civil disobedience occurred but with little impact on the event. MPS lead operation with CoLP assistance.

**TUC March & Rally (Saturday 12<sup>th</sup> May 2018).** The Trades Union Congress held a march and rally entitled A New Deal for Working People. The event was held as part of the TUC Great Jobs Agenda Campaign. Various Trade Union groups will be assembled on the Embankment between Hungerford Bridge and Blackfriars Bridge. The procession followed a route through London to a destination of Hyde Park. Speakers included TUC General Secretary Frances O'Grady, Union Leaders and front line workers. Our information suggested that 30,000 to 35,000 people attended this event. No issues no disorder. MPS lead operation with CoLP assistance.

**Peoples Assembly – NHS 70<sup>th</sup> Anniversary March (Saturday 30<sup>th</sup> June 2018.)** The TUC, Peoples Assembly and Health Campaigns Together held a March and rally to mark the 70th anniversary of the founding of the National Health Service. Up to 20,000 people were expected to take part however these numbers were lower than previously estimated due to the recent TUC March and the upcoming protest of the President of the United States of America in July 2018. No issues. No disorder. MPS lead operation with CoLP assistance.

**The visit of the President of the United States of America (Friday 13<sup>th</sup> July 2018.)** President Trump visited the United Kingdom. The visit resulted in a number significant protests within the Capital from a number of diverse groups. Protests were expected to attract a broad section of the British/International public including Politician's and celebrities. The anti-Trump demonstrations were in the large being labelled as Left Wing. Comments on forums such as Urban 75 and Left Unity suggested that groups/ Politicians from across the UK political spectrum were likely to be out in protest of this visit. Whilst the number of individual demonstrations over the 13th appeared high, the expectation was that a significant number of people moved between the events throughout the day. No issues except issues of civil disobedience.

**Tommy Robinson Hearing Old Bailey (27<sup>th</sup> September 2018.)** The trial of Tommy Robinson took place at the Old. The trial received attendance from Tommy Robinson supporters and Left Wings groups "Stand up to Racism". The Tommy Robinson supporters comprised of groups including Justice for Our Boys, Generation identity UK, the DFLA and UKIP. There was no disorder on the day however due to the numbers attending disruption was caused as Ludgate Hill was blocked for some time. (Est 60mins). CoLP lead operation with MPS assistance.

**Peoples Vote for the Future (Saturday 20<sup>th</sup> October 2018.)** Anti-Brexit march through central London, advertised and promoted under different names. The 'People's Vote March for the Future' event is a point-to-point march from Park Lane to Parliament Square via Piccadilly and Pall Mall, culminating with speeches in Parliament Square. Organisers estimated numbers on the day would reach between approximately 100,000 and 125,000. Actual numbers were between 150,000 – 200,000. No issues. No disorder. MPS lead operation with CoLP assistance.

**Tommy Robinson Hearing Old Bailey (Tuesday 23<sup>rd</sup> October 2018.)** The trial of Tommy Robinson took place at the Old. The trial received attendance from Tommy Robinson supporters and Left Wing "Stand up to Racism"

**Lord Mayors Show & Banquet (Saturday 10<sup>th</sup> Sunday 11<sup>th</sup> November 2018)**

**Remembrance** Sunday and Monday 12<sup>th</sup> November 2018 – Banquet.

**New Year's Eve celebrations** Monday 31<sup>st</sup> December 2018 – Tuesday 1<sup>st</sup> January 2019.

**Saturday 3<sup>rd</sup> February 2019. The People's Assembly against Austerity and Health Campaigns Together** held a Demonstration entitled 'NHS in Crisis - Fix It Now!' in Central London. PAAA Protests are generally well organised with little or no issues of disorder. However, the scale and scope of anti-austerity protests meant that organisers were unable to control some protest groups attaching to the event to enforce their own agenda. Numbers attending this event were 10,000. MPS lead operation with CoLP assistance

### **Intelligence**

Violent Crime Task Force Operation Sceptre PAN London approach working with Metropolitan Police Service and British Transport Police to reduce knife crime and the number families affected by knife crime across the whole of London. Targeting not only those who carry and use knives, but also the supply, access and importation of dangerous and offensive weapons/knives.

### **Welfare**

Capacity to meet demand is generally viewed by officers on the Support Group as one of the main factor that impacts on their general wellbeing. Officer numbers on the Support Group have been at low levels for the last 18 months and it is this main factor that has had a knock-on effect. Officers on

the Support Group continuously work extended hours in ever-changing environments that can cause great mental and physical stress. Over a protracted and prolonged period this causes tiredness and fatigue on the unit. With the anticipated arrival of new officers and the continuous recruitment drive within the CoLP, this can only be a positive move and beneficial to the unit.

## Road Safety and Casualty Reduction

**Lead Member for 2018-19** Alderman Alison Gowman

**Officer contact** Inspector Paul Doyle

### Background

The City of London has a network of roads that have developed over a thousand years and have therefore not always been planned with today's traffic and pedestrian flow in mind. This means that there are a large number of different road types in a confined area which inherently causes more conflict between its users than a city with a more modern transport landscape.

In calendar year 2018 there were 357 casualties from 317 injury road traffic collisions in the City of London. Of these, 84 casualties sustained serious or fatal injuries, an increase of 32 on the previous year.

The three groups of most vulnerable road users are pedestrians, cyclist and motor cyclists and account for 82% of all casualties.

The number of reported personal injury collisions (for vulnerable road users who sustained any level of injury) that occurred in 2018 (Jan – Dec) was 292, a slight reduction on the two previous years (295 in 2017 and 322 in 2016.)

Casualty	2018	2017	2016
Pedestrian	89	105	107
Cyclist	121	122	144
Motor Cyclist	82	68	71
<b>Total</b>	<b>292</b>	<b>295</b>	<b>322</b>

### Organisation

Oversight for this area of Special Interest is conducted by Alderman Gowman. Throughout 2018 Alderman Gowman has worked on a variety of projects, including as the Chair of the Corporation of London's Active City Network and the City's representative on the London Road Safety Council. She facilitates a liaison between these organisations and the City of London Police (CoLP) and the Corporation's Road Safety Team. In particular, she arranged for one of the forensic collision staff to present to the London Road Safety Council on post collision investigation. This has included liaison regarding the new Road Danger Reduction plan.

The responsibility for supporting casualty reduction is owned by the Superintendent of Communities within the Uniform Policing Directorate. Following the formation of Transport and Highways Operations Group (THOG) in 2016, the department utilises specialist roads policing officers to target criminal enforcement on the areas of highest risk, and to support the Corporation of London and Transport for London road safety education activities.

The City of London Police is supported by a TfL funding secured through a Special Services Agreement that requires the CoLP to deliver specified special services which are linked to the specific services mentioned in the TfL contract.

The Transport and Highways Operations Group is led by an Inspector whose role it is to co-ordinate the policing activity that is designed to support the City of London Corporation's priority to reduce casualties, fulfil the requirements of the Special Services Agreement with TfL and provide specialist roads policing support within City of London Police as part of the Roads Policing Control Strategy.

### **Achievements in 2018**

- Criminal enforcement campaigns run weekly, with increased use of social media messaging to encourage behaviour change amongst all road users.
- CoLP is supported by funding to deliver enforcement around taxi and private hire vehicles. Overall, CoLP officers 'stop-checked' a total of 6100 Hackney Carriage and Private Hire vehicles, with a number being non-compliant with either taxi regulations or having committed moving traffic offences.
- CoLP Commercial Vehicle Unit has continued working as part of the pan-London Freight Compliance Unit, undertaking targeted enforcement of the commercial vehicles in conjunction with Driver and Vehicle Standards Agency and Metropolitan Police. This has resulted in 179 operations in City area, with 951 commercial vehicle stop-checked.
- Specialist Roads' Policing officers have been utilised in operations to tackle vehicle-enabled crime and in support of community policing operations to tackle neighbourhood issues.
- CoLP THoG will be re-named as the Roads Policing Unit. This is to reflect the change in how we will deliver our services in the future. This includes a tactical pursuit intervention team that has received significant coverage on the BBC. Staffing is at its highest in a number of years and new technology with speed devices, reporting tools and frontline systems will lead to an increase in enforcement and education.

### **Key issues for 2019/20**

- Vision Zero will remain the core focus of RPU. Eradicating deaths and serious injuries on London's roads and tackling the "fatal 4" will be at the heart of everything we do. We wish to play a pivotal role in making the City of London area one of the safest in London
- Partnership working between CoL and CoLP continues to reduce the number of vulnerable road users being injured in collisions through Road Danger Reduction Partnership.
- CoLP continues to be supported by TfL funding to deliver specific services. This includes the provision of officers for Commercial Vehicle Unit to focus on large goods vehicles to reduce the risk posed by these vehicles to other road users.
- Replacement to a greener, leaner vehicle fleet with ambitions to further complement Vision Zero's greener London principal.



## Safeguarding and Public Protection (Vulnerability & ICV Scheme)

<b>Lead Member for 2018/19</b>	Nick Bensted-Smith
<b>Officer contact</b>	Craig Spencer ICV Scheme Manager & DCI Matt Mountford (0207 601 2620)

### Safeguarding and Public Protection (The ICV Scheme)

#### Background

City Visitors are volunteers who give up their free time to provide independent scrutiny of the treatment of those held in police detention and the conditions in which they are held. They play a vital role in bringing together police and communities closer together and enhancing public perception of police procedures and practice in relation to custody.

The Panel is presenting the annual report at this May Meeting of the Committee. The details below are a summary of the main issues dealt with in the last year.

#### Organisation

The City of London Independent Custody Visitor (ICV) Panel currently consists of around 12 visitors who visit the custody suites at Bishopsgate Police station once a week (and other occasional visits to Snow Hill). Nick Bensted-Smith attends the quarterly Panel meetings and, in addition, representatives of the Force attend for part of the Panel meetings so that any queries or problems that have arisen out of custody visits can be addressed. The meetings are supported by staff from the Town Clerk's department.

#### Highlights in 2018/19:

**HMICFRS Inspection** – An unannounced Custody Inspection by the Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) of the City of London's Custody Suite in November 2018. The Chairman of the ICV Panel and the Scheme Manager were interviewed as part of the process and the ICVs were praised for their input and how the custody team reacted to issues raised by the Panel. The primary issues highlighted were poor record keeping, lack of strategic oversight and the current facilities available at Bishopsgate. However, it should be acknowledged that this was an encouraging inspection and the culture was highlighted as a positive.

The areas for improvement (AFIs) will be addressed by the Force and there will be a response to the inspection report when this is published. Progress against the recommendations and AFIs from the report will be included in the regular HMICFRS updates that go to the quarterly Police Performance and Resource Management Sub Committee for Member scrutiny.

**National Accreditation** - The Panel has been rated as a Silver scheme by the National Association as part of their assessment framework. Considering the size of the scheme this is the appropriate level for the scheme due to the Gold criteria being disproportionate. The process has provided some best practice from other Forces which has been adopted, including performance monitoring for ICVs to ensure consistent standards across the Panel.

**Reporting Forms** - The Panel have also introduced new reporting forms to adhere to national standards. The forms now allow visitors to focus on vulnerable detainees and their treatment. Any issues raised by visitors are now more easily identified and further details can now be given.

**Panel Training** – The Panel have received training on vulnerable detainees, particularly around mental health and young persons. This has included inviting partners to present on their work including the Liaison and Diversion service in the City. The Vice Chair, Chairman and Scheme Manager have all been involved in training for new custody sergeants and gaolers explaining the role of ICVs. ICVs will also be attending future vulnerability training which is delivered to CoLP Officers.

**Custody visit throughputs** – The Panel has been successful in having a spread of visits across the week which is more appropriate to the usage levels in the custody suites at particular times. This has included visiting at the busiest times. The Panel continue to undertake their first visits between the hours of Midnight and 6am and were very impressed at the service given.

**Appropriate Adults** – This service is commissioned by Community and Children’s Services (CCS) and there has been concern from both Panel members and custody staff over the service out of hours and their provision for vulnerable adults. The Scheme Manager is now being consulted on the future contract with ICVs will continuing to monitor the service on their visits.

**Voluntary Attendance** - There is a legitimate concern from the Panel and ICV Scheme Manager that PACE and Health Care Professional contracts do not currently cover voluntary attendance – as such, the Force are investigating that those that do voluntary attend and are vulnerable, are appropriately supported.

#### **Priorities for 2019/20:**

Some of the areas that the Panel will look at during 2019/20 include:

- promoting and raising awareness of the work of the ICV Panel and being aware of national trends;
- to further engage with the MOPAC arranged scheme to build a wider knowledge base and work with British Transport Police on a visit to the Brewery Road facility.
- continue to build on current training programme at Panel meetings including future focuses on equality, bias and use of force.
- to conduct a joint visit with the lead Police Committee member for the ICV Panel to Bishopsgate Custody suite.

#### **Safeguarding and Public Protection (Vulnerability)**

##### **Achievements in 2018/19**

The Vulnerability Working Group and Vulnerability Steering Group continue to provide oversight and drive performance in relation to all strands of vulnerability. The force has created a Force Vulnerability Action Plan (VAP) in line with the National VAP to streamline the reporting on strands of vulnerability. This has included reducing the number of individual strands of vulnerability to ensure appropriate focus and activity.

A vulnerability dashboard has been created ensuring improved data and performance information in relation to the strands of vulnerability and to drive operational and strategic activity.

Vulnerability training continues across the workforce, with Learning and Development delivering the College of Policing endorsed training programme for a more holistic oversight in relation to police response to vulnerability. This training was deemed mandatory through the force Training Improvement Board, and to date 554 officers and staff have received the package. The programme involves case studies covering the different strands of vulnerabilities and the development for next phase training will include more specific training around domestic abuse, risk assessments, victimless prosecutions and evidence gathering, completing of PPNs, response to CSE and CCE and identifying both of these.

The Public Protection Unit developed and rolled out the 'Spotting the Signs' campaign which included a digital toolkit developed for businesses. Relevant for both employees and employers, it included a handbook with how to support employees who may be experiencing abuse, and guidance for those suffering. The material included a case study video from a victim of a city offence outlining the support and service that could be expected from the COLP. Work continues to expand the toolkit to target and include other areas – e.g. those that do not speak English who may be working in City e.g. cleaning or hospitality services.

Two phases of Operation Alarm Call have now concluded which was run in collaboration with the Metropolitan Police Service. This innovative operation utilised CoLP cadets to test a hotel's response to Child Sexual Exploitation (CSE). The operation attracted positive coverage in national press, further enhancing its reach and learning. 21 hotels were visited during the two phases of the operation with mixed results. Debriefing and training are being offered to a number of hotels to improve their awareness and ensure that staff are adequately trained to identify and respond to signs of CSE and modern slavery and/or human trafficking.

Alternate funding for the vulnerable victim advocate role has been secured for 2019/20 through Proceeds of Crime Act funding (POCA). Previously 50% of the funding was derived from the Mayor's Office for Policing and Crime (MOPAC). A more sustainable funding stream is required to future proof this post which has been highlighted during HMIC PEEL inspections as a positive contributor towards good/outstanding grading.

A number of Modern Slavery and Human Trafficking champions have been created to deliver advice and guidance to the workforce and also to the wider community to enhance understanding and report of MSHT. The CoLP has supported Op Aidant, a National Crime Agency initiative to target different types of MSHT criminality.

The Mental Health Street Triage (MHST) is a scheme whereby mental health professionals provide on the spot advice to police officers who are dealing with people with possible mental health problems. This advice can include an opinion on a person's condition, or appropriate information sharing about a person's health history. The aim is, where possible, to help police officers make appropriate decisions, based on a clear understanding of the background to these situations. This should lead to people receiving appropriate care more quickly, leading to better outcomes and a reduction in the use of section 136. From 1/11/18 to 31/1/19, when a MHST Nurse was present, 48 S136s were avoided. This equates to approximately 384 officer hours, or the equivalent of 48 days saved. The hourly rate for a police officer including on-costs is £59 per hour equating to £22,656 saved over three months.

A provisional 'GOOD' grading has been awarded for the 2018/19 PEEL inspection for area of vulnerability, the final report is yet to be published. This along with a 100% conviction rate for charged domestic abuse cases (from April 18 to Feb inclusive) demonstrates the exceptional work and determination of the Public Protection Unit and wider force in addressing all areas of vulnerability.

## **Future challenges**

Securing a longer term and sustainable funding stream for the Vulnerable Victims Advocate role is critical. The role is fundamental to the CoLPs service delivery towards victims and collaborative arrangements with other forces. POCA funding is not viable in the longer term and therefore other funding lines will need to be explored and realised.

Further development of the capability to utilise online systems to monitor the sharing of indecent images of children and identifying those that may pose a risk to children is required – Anna anything specific around the challenge on this one?

Following the success of Operation Alarm Call, it is essential that continued community engagement with hotels in the City continues. With a growing night time economy and new hotels under construction a continued meaningful dialogue will be required with management to ensure new staff are trained. With a high turnover of staff this could be challenging.

For financial year 2019/20, the cost of the element of MH street triage that is funded by the City of London Corporation (CoL) and the Police will be £92,745. This funds the additional three days that ensure the service is a seven days a week service – but it is also the full year cost. The CoL has already funded the project fully until the end of June 2019. Moving forward the CoL (Commissioning & Partnerships) will share the cost of the service with the City of London Police. For the next financial year, it will be necessary to fund the period July 2019 - March 2020 at a cost of £69,560 in total, which when split between the Corporation and the Police amounts to £34,780 each. The City of London Police will be looking to pay for their share in Proceeds of Crime.