

**POLICE AUTHORITY BOARD**  
**Friday, 5 June 2020**

Minutes of the meeting of the Police Authority Board held virtually on Friday, 5 June  
2020 at 11.00 am

**Present**

**Members:**

Deputy James Thomson (Chairman)  
Douglas Barrow (Deputy Chairman)  
Deputy Keith Bottomley  
Tijs Broeke  
Simon Duckworth  
Alderman Alison Gowman  
Sheriff Christopher Hayward  
Alderman Ian Luder  
Andrew Lentin (External Member)  
Deborah Oliver (External Member)  
Deputy Henry Pollard

**Observing:**

James Tumbridge (Co-Opted Member – Economic Crime Committee)

**City of London Police Authority:**

Simon Latham	- Deputy Chief Executive
Alex Orme	- Head of Police Authority Team
Oliver Bolton	- Deputy Head of Police Authority Team
Rachael Waldron	- Compliance Lead
Emma Cunningham	- Town Clerk's Department
Chloe Rew	- Town Clerk's Department
Chandni Tanna	- Town Clerk's Department
Alistair MacLellan	- Town Clerk's Department
Dr Peter Kane	- Treasurer
Alistair Cook	- Head of Police Authority Finance
Danielle Maalouf	- Chamberlain's Department
Bukola Soyombo	- Chamberlain's Department
Paul Chadha	- Comptroller and City Solicitor's Department

**City of London Police Force:**

Ian Dyson	- Commissioner
Dai Evans	- Commander (Operations and Security)
Karen Baxter	- Commander (Economic Crime)
Cecilie Booth	- Chief Operating and Chief Financial Officer
Hayley Williams	- City of London Police

1. **APOLOGIES**

There were no apologies.

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

There were no declarations.

Before proceeding with items on the agenda, the Chairman reiterated the statement issued by the Lord Mayor and Chairs of Policy and Resources and Establishment Committees and himself on 4 June 2020, namely:

*We are shocked and saddened by the senseless death of George Floyd.*

*The City of London Corporation is committed to equality, inclusivity and diversity and we stand in solidarity with BAME colleagues and communities.*

*We understand it is not enough to say we are against racism but we have to work to eradicate all forms of racism in all that we do.*

*This is why we have signed the Race at Work Charter and we aim to be a leader in diversity and reflect the communities we serve across London and the UK.*

*We pledge to fulfil our responsibility to create a fair and inclusive society.*

*Black Lives Matter.*

The Chairman continued, noting that many had been shocked by George Floyd's death and disturbed by events following his death in connection with both the protests and the policing of it, including some of the footage that morning.

Rightly, that had caused members and the public to ask questions about UK policing, its track record on equality, the treatment of BAME people and bias in policing public order.

The Chairman would shortly be asking the Commissioner to make a brief statement on these areas and after that Members were free to ask questions.

The Chairman thought it was fair to say that the track record of policing in the UK was, in comparison to many countries, good. But it was not perfect and more still needed to be done to ensure that the diversity of those in policing more fairly reflected the people it policed.

Further, with regards to policing, racial bias remained a matter that required continuous review, education, training and monitoring by both policing and the bodies that had oversight of policing in this country including the City's Police Authority Board.

Amongst other checks and balances, it was why the Board had a Professional Standards & Integrity Committee; it was why complaints with any racial allegations were closely looked at; it was why the Board tracked diversity in officer and staff numbers; it was why policing was transparent on Stop & Search and this was published and monitored by external bodies.

Policing in the UK was policing by consent. To maintain this, policing must have public support, and to do that it must have public trust. The Police Authority and the Police Authority Board had a role to ensure exactly that. The Board must ensure equality and eliminate bias, be committed to diversity and inclusion, and there must be zero tolerance to racism.

The Commissioner was then heard, noting that the Force was shocked by the case of George Floyd and justice needed to take its course. Subsequent protests were evidence of concern regarding race and policing. The National Police Chiefs Council (NPCC) had issued a statement regarding George Floyd which has been shared with the Board on 3 June 2020.

The Commissioner readily admitted that UK policing was not perfect but that it sought to police by consent. The Force had its own Code of Ethics which underpinned all that its officers did. Officers underwent Equality and Diversity instruction during both their training, and periodically throughout their service. The Force also had an Equality and Inclusion Strategy. The most recent intake of police recruits counted 1/3 from a BAME background, which was a significant improvement on recent years.

In terms of policing public protests, all City of London Police officers were trained to College of Policing standards. There was an appropriate balance to be struck between the right to protest, and the enforcement of COVID-19 lockdown restrictions. The Commissioner reassured Members that there was no authority for the use of water cannon; and that the authority for the use of CS spray and baton rounds lay with him, the Commissioner, and in his view he did not see any requirement for their employment in the foreseeable future.

The Commissioner concluded by noting that the Force had the Independent Advisory and Scrutiny Group (IASG) to scrutinise the work of the Force, which was supported in turn by the Board's Professional Standards and Integrity Committee. The Force employed Body Worn Video (BWV) and CCTV to ensure that the narratives of its Police officers were evidenced. All of these measures were underpinned by the external scrutiny of Her Majesty's Inspector of Constabulary and Fire and Rescue Services (HMICFRS).

The Chairman agreed to circulate a summary of the statements made (17/2020/P).

### 3. **MINUTES**

**RESOLVED**, that the public minutes and non-public summary of the meeting held on 14 May 2020 be approved, subject to the following amendments (18/2020/P):

- Reference being made to the Sheriff joining the Acting Chairman commending the immediate past Chairman at Item 4 (Vote of Thanks to Outgoing Chairman).
- Reference being made to the Acting Chairman's five priorities following the Vote of Thanks to the Outgoing Chairman, namely around the support and challenge of the Force as the National Lead Force for fraud; improving the service of Action Fraud and the National Fraud Intelligence Bureau following the recent review by Sir Craig Mackey; the delivery of the Force's Local Policing Plan including a performance-led and measurable approach to improving crime reduction; ensuring the Force operated on a sound financial footing with sound financial controls; and finally the delivery of the Force's Transform programme.
- Reference to Simon Duckworth's appointment to the Association of Police and Crime Commissioners (APCC) be amended to being for a further year; with the decision on a second Board appointment being made at a future meeting.
- Reference to Fixed Penalty Notices (FPNs) at Item 7 (Commissioner's Public Updates) be corrected to refer to COVID-19 FPNs.

### **Matters Arising**

#### **COVID-19 Fixed Penalty Notices**

In response to a question, the Commissioner replied that the Force had issued 72 COVID-19 FPNs, of which 20 had been issued within the City, and 52 within the Metropolitan Police area.

#### **4. OUTSTANDING REFERENCES**

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

##### **31/2019/P – Road Safety Statistics**

- The Lead Member for Road Safety noted that it was premature to mark this reference green and therefore ready for closure. The Commissioner noted that Force statistics on road safety were geared towards a high level required by the Department for Transport, rather than being granular. In light of staff turnover the Commissioner agreed to ensure that the relevant Force point of contact liaise with the Lead Member to close the reference down.

#### **5. CHAIRMAN'S PUBLIC UPDATE**

The Chairman provided a public update on his activity and the following points were made.

- The Chairman acknowledged the COVID-19 FPN figures that had been highlighted under Minutes – Matters Arising and went on to note that policing the lockdown would grow increasingly complex as guidance changed and in light of the recent 9% increase in tube passenger traffic.

- The Metropolitan Police and City of London Police Federations were both making representations to the Mayor of London regarding proposed congestion charge exemptions for blue-light workers. It was the Chairman's understanding that NHS workers were currently exempt given their high risk exposure to COVID-19 patients, and that contrary to reports London Fire Brigade (LFB) staff were not exempt, but that LFB was meeting congestions costs incurred by its staff. The City was able to provide free parking currently for City of London Police at Minories Car Park, which is outside of the congestion charge zone.
- A Member was heard, noting that the Chairman of the Planning and Transportation Committee had made a representation to the Mayor of London regarding exemption from the congestion charge for City residents and worshippers at City churches, alongside a commitment to make all key workers exempt. The Chairman of Planning and Transportation had also requested that the Mayor make explicit when a review of the congestion charge increase would be undertaken.
- The Chairman noted his recent round of engagement, including with Policing Minister James Brokenshire to discuss redefining the Force's work on Economic Crime; along with meetings with Bob Wigley (UK Finance) and Sarah Pritchard (Director General National Economic Crime Centre). The sense from these meetings was that all parties were keen to pursue a collaborative approach to combating economic crime. Finally, the Chairman had been engaging with the Association of Police and Crime Commissioners where it was clear a stronger approach to combating fraud was being explored.
- Finally, the Chairman noted the Board's forthcoming away day on 29 July 2020.

## 6. **COMMISSIONER'S PUBLIC UPDATES**

The Commissioner provided public updates on a number of issues and the following points were made.

### 1a. **Operation TAMAR**

- The Commissioner clarified that Operation Tamar was the pan-London police response to the COVID-19 pandemic. There had been a recent slight increase in the daytime working population of the City, to 9,000 persons. This group was composed primarily of building staff implementing changes to office layouts to make them COVID compliant with a view to re-occupation, and construction site workers. The Force was holding weekly calls with major businesses to discuss any issues arising during this time. Broadly speaking there were low levels of crime within the City at present, but there had been a noticeable rise in shoplifting and calls for service were increasing.

- As noted, the Force had issued 20 COVID-19 FPNs within the City since the start of lockdown and the overall Force approach to enforcing lockdown was a 'Engage, Explain, Educate, Enforce' approach, with a recent shift from querying why a person was out in public, to ensuring a person out in public was mixing appropriately with fellow members of the public.
- The Force had reviewed the BAME breakdown of the COVID-19 FPNs issued within the City. Half of the FPNs (10) had been issued to persons of BAME background which was a high percentage. Nevertheless, 7 of those 10 FPNs were the result of 3 interactions that involved vehicles with multiple occupants who were not from the same household. The remaining 3 FPNs involved persons who had given false names/addresses or refused to give their details. 1 of the 10 FPN interactions had led to an arrest.
- Force sickness rate was still low and stood at 2%, with senior staff reviewing how many staff could return to work safely. To date the Force had incurred £305k of COVID-related expenditure.
- In response to a question regarding the Force's transportation response particularly with regards to likely increased interaction between cyclists and pedestrians, the Commissioner reiterated that the Force's approach would be to engage and educate, with enforcement as a last resort. The current low daytime population of the City eased the pressure of use of the City's many narrow streets.
- The Commander (Operations and Security) noted that the Force was working with the Department of the Built Environment regarding proposed street changes, particularly with regards to counter-terror measures and any changes to hotspots for overcrowding. The impact on road safety would only become evident after new measures had been in operation for some time.
- A Member commented that the City Streets Transportation Response (Phase 2) which was being considered at other City of London Corporation Committees referenced the Force's commitment to engaging with partner departments within the Corporation. The Commander (Operations and Security) agreed to provide confirmation this was being actively progressed (19/2020/P).
- In response to a question, the Commissioner agreed to provide a breakdown of the 52 COVID-19 FPNs issued outside the City. Of the 10 non-BAME FPNs issued inside the City, these related to two separate incidents of (a) two women travelling into the City from the east of England via Liverpool Street Stations and refusing to return home; and (b) a small group of persons seeking to make a music video within the Barbican.

- The Commissioner added that of the 52 FPNs issued within the Metropolitan Police area, 60% of those had been issued to persons of BAME background. Whilst this was a high percentage, for context Members were asked to note that the Force had been tasked with combating gang related violence, which involved specific deployments into specific communities. The Chairman and Commissioner agreed that this issue should be scrutinised in more detail by the IASG and the Performance and Resource Management Committee (20/2020/P).

#### **2a. National Lead Force**

- The Commissioner noted that the Force continued to work closely with partners including the National Crime Agency, and reported weekly to government on National Lead Force matters, and that the Commander (Economic Crime) had appeared before the Home Affairs Select Committee on 3 June 2020 to discuss Home Office response and preparedness for COVID-19 related Fraud and Action Fraud.

#### **3a. Force Finances**

- The Commissioner reiterated that the Force was tracking its COVID-19 spend, which currently stood at £305k. COVID-19 notwithstanding, the Force remained on track to achieve savings through the Transform programme.
- In response to a question regarding the financial implications of the Force adopting its own contact tracing measures, the Commissioner replied that there were issues around the security of officers' details under such a system which made costs unclear at this stage, but they were not anticipated to be excessive.
- The Treasurer noted that there was pressure on all City of London Corporation budgets because of the response to COVID-19.

### **7. REVENUE AND CAPITAL OUTTURN 2019/20**

Members considered a report of the Commissioner regarding Revenue and Capital Outturn 2019/20 and the following points were made.

- The Commissioner confirmed that the outturn disclosures within the report at table 3 were based on budgets from which planned savings had been removed. Overall the Commissioner highlighted that the report demonstrated that to deliver savings, the Force had been carrying vacancies which had a knock-on effect on the Force's ability to deliver on its Policing Plan objectives. Nevertheless, recruitment was now being scaled up to address this issue.
- The Treasurer noted the significant variance within the report from Q3 reporting (£3.3m) and noted that lessons would need to be learned and applied to future in-year projections and reporting.

- In response to a query from a Member regarding overtime costs for the Bank of England armed escort, the Commissioner replied that the Force had renegotiated the contract with the Bank of England and was achieving improved cost recovery from the Bank. The increased overtime was the result of a number of trained Firearms officers being removed from armed duty whilst their roles in the response to 2019 Fishmonger's Hall and Whitehall Terrorist incidents were investigated by the IOPC. All officers had now returned to duty.
- The Chairman noted that the Reserves Policy was on the Board's outstanding references list (PRM 2/2020/P) and that a report would be forthcoming in July 2020. He requested a similar item of work be conducted on the Force's Action Know Fraud loan and capital funding mechanism, with an update being provided at a future meeting (21/2020/P).

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

**8. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD  
BAME Recruitment to the Force**

In response to a question, the Commissioner noted that of 24 recently recruited officers, 8 of the 24 were from BAME background and 4 of the 24 were female. In response to a follow up question, the Commissioner replied that City of London Police Specials had increased to c. 80 officers, including Penny Lancaster. The Chairman requested an update on Specials at the July 2020 Board, to include potential specialist role deployments, and their recruitment and retention (22/2020/P).

**9. ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT**

There was no other business.

**10. EXCLUSION OF THE PUBLIC**

**RESOLVED**, that under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

**11. NON-PUBLIC MINUTES**

**RESOLVED**, that the non-public minutes of the meeting held on 14 May 2020 be approved.

**12. NON-PUBLIC OUTSTANDING REFERENCES**

Members considered a joint report of the Town Clerk and Commissioner regarding Non-Public Outstanding References.

**13. CHAIRMAN'S NON-PUBLIC UPDATE**

The Chairman provided a non-public update to the Board.

**14. NON-PUBLIC COMMISSIONER'S UPDATES**

The Commissioner provided a number of non-public updates to the Board.



1a. **Operation TAMAR**

The Commissioner provided a non-public update regarding Operation Tamar.

2a. **National Lead Force**

The Commissioner provided a non-public update regarding National Lead Force.

3a. **Force Finances**

There was no report to be made regarding Force finances in non-public session.

4a. **Shared Services and Transform**

The Commissioner provided a non-public update regarding shared services and Transform.

15. **ECONOMIC CRIME DIRECTORATE NORTH-WEST HUB - SPONSORED SERVICES AGREEMENT (SSA)**

Members considered a report of the Commissioner regarding the Economic Crime Directorate North-West Hub – Sponsored Services Agreement (SSA).

16. **QUARTER 4 - NATIONAL LEAD FORCE PERFORMANCE REPORT**

Members considered a report of the Commissioner regarding Quarter 4 National Lead Force Performance.

At this point of the meeting, two hours having elapsed, Members agreed to extend the meeting until all items of business on the agenda had been dealt with, as per Standing Order 40 of the Court of Common Council.

17. **CIPFA - CITY OF LONDON POLICE FINANCIAL MANAGEMENT CAPABILITY REVIEW**

Members considered a report of the Commissioner regarding CIPFA – Financial Management Capability Review of the City of London Police.

18. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There were no non-public questions.

19. **ANY OTHER BUSINESS THAT THE CHAIRMAN CONSIDERS URGENT AND WHICH THE BOARD AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There was no other business.

**The meeting ended at 1.20 pm**

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Chairman

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