

CITY OF LONDON POLICE AUTHORITY BOARD
Tuesday, 20 April 2021

Minutes of the meeting of the City of London Police Authority Board held at virtually
on Tuesday, 20 April 2021 at 10.00 am

Present

Members:

Deputy James Thomson (Chair)
Caroline Addy
Munsur Ali
Douglas Barrow
Nicholas Bensted-Smith
Deputy Keith Bottomley
Alderman Emma Edhem
Alderman Timothy Hailes
Dawn Wright
Andrew Lentin (External Member)
Deborah Oliver (External Member)

Officers:

John Barradell	- Town Clerk
Simon Latham	- Deputy Chief Executive
Alex Orme	- Head of Police Authority Team
Oliver Bolton	- Deputy Head of the Police Authority Team
Rachael Waldron	- Compliance Lead, Police Authority Team
Alistair Cook	- Head of Police Authority Finance
Polly Dunn	- Town Clerk's Department
Sarah Phillips	- Town Clerk's Department
Bob Roberts	- Town Clerk's Department
Peter Kane	- Chamberlain
Sonia Virdee	- Chamberlain's Department
Aqib Hussain	- Chamberlain's Department
Paul Chadha	- Comptroller & City Solicitor's Department
Paul Wilkinson	- City Surveyor
Ola Obadara	- City Surveyor's Department
Matthew Pitt	- City Surveyor's Department
Paul Wright	- Remembrancer's Department
Kiki Hausdorff	- Remembrancer's Department

City of London Police:

Ian Dyson	- Commissioner
Angela McLaren	- Assistant Commissioner
Alistair Sutherland	- Assistant Commissioner
Cecilie Booth	- Chief Operating Officer and Chief Financial Officer

Christopher Bell	- City of London Police
Fiona Murphy	- City of London Police
Martin O'Regan	- City of London Police
Hayley Williams	- City of London Police

1. **APOLOGIES**

Apologies were received from the Deputy Chair, Tijs Broeke.

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

There were two declarations. In respect of item 8. Alderman Timothy Hailes noted that he was a Trustee of Prisoners Abroad. The Commissioner noted that he acted as NPCC liaison for the Royal Humane Society.

3. **MINUTES**

RESOLVED – That the minutes of the meeting held on 25 March 2021, subject to a correction to indicate that Deborah Oliver was in attendance.

4. **OUTSTANDING REFERENCES**

The Board considered a joint report of the Town Clerk and Commissioner which set out Outstanding References from previous meetings of the Board.

- 37/2019/P – works complete and the facility was usable. Other planned maintenance works on the custody suite were underway and would be completed in early May.
- 29/2020/P – job descriptions went to the meeting held on 16 April 2021.
- 8/2021/P – a briefing was being arranged for Members of the Court of Common Council on public order policing operations (including Operation Benbow).

A Member remarked that the Force and Authority needed to be mindful of assumed knowledge of newer Board Members and the general public when referencing operations such as Benbow.

RESOLVED – That the Committee notes the report.

5. **CHAIR'S PUBLIC UPDATE**

The Chair addressed the Board and provided the following verbal update.

APCC

The PCC election will be held next month and a high turnover of PCCs was expected. There was a significant opportunity to ensure that Fraud is higher on PCC agendas and the Force and Authority were working with APCC to draw up a schedule of events and communications to support this. The Chair asked that this be brought to the Economic & Cyber Crime Committee in May (**11/2021/P**).

Broader Engagement

The Commissioner and Assistant Commissioner McLaren had an initial meeting with the policy unit in Number 10 Downing Street, who are looking at what can be done around tackling Fraud. It was extremely positive that Fraud and Cyber were now being considered at the highest political levels. It was further evidence of the need for a joined-up stakeholder engagement programme between Force, Authority and Corporation.

The Chair met last week with RUSI together with officers from the Force and Authority to follow up their work on tackling cyber-crime and how that might enable broader engagement.

The Chair was working with the Authority Team and the Force around a number of upcoming events over the next 12 months that will support stakeholder engagement and promote the work of the Force around Protective Security, Economic Crime, Cyber. These would be shared as they became more developed.

National Crime and Policing Measures

On the 14 April, the Policing Minister wrote to all PCCs confirming the new national crime and policing measures. which set out the Government's key national priorities on crime. The measures fall under the following headings:

- Reduce murder and other homicides,
- Reduce serious violence,
- Disrupt drugs supply and county lines,
- Reduce neighbourhood crime,
- Tackle cybercrime,
- Improve satisfaction among victims – with a particular focus on victims of domestic abuse.

Progress against the national measures would be reviewed on a quarterly basis by the Crime, Policing and Performance Board (CPPB), chaired by the Policing Minister.

The CPPB would monitor and seek to understand the trends and drive real improvements in outcomes over the next three to four years, against a baseline of June 2019. Success against the measures would be judged at a national level. Their introduction does not represent a return to force-level numerical targets, but the effect may not be too distant.

It was also clear that Government was looking to evidence how the uplift programme is having an effect on tackling crime and we need to be very mindful of that.

There was far greater accountability being placed on PCCs, in this case the Police Authority, regarding performance management of the Force. This would include the publishing of a narrative assessment of Force performance on the Authority website, which the Chair has requested the Police Authority Team to

refresh. This was ready to go although the imagery would require updating as we move forward.

The new Strategic Planning & Performance Committee meeting on the 4th May would be a good opportunity to begin discussing the implications of the introduction of national crime and policing measures and how we plan to proceed. We would need to ensure that Corporation's Corporate Strategy & Performance Team and the Force's Strategy team work on developing the appropriate performance management framework/arrangements.

These measures link into the recommendation from the first part of the Home Office PCC review to amend the Specified Information Order (SIO) to include a requirement for PCCs to publish on their website a narrative assessment of how well their force is performing in relation to (a) the Government's crime measures; and (b) HMICFRS PEEL inspections of their force area.

The Police Authority Team was bring a paper to the next PAB on the National Crime and Policing Measures and the Home Office Review of PCCs to highlight what we need to be doing differently and what the plan is to do to achieve this.

Cyber

The incorporation of the Cyber Security Working Group into the E&CCC worked well given the focus on Cyber in the National Crime and Policing Measures. It meant that the work of the E&CCC would need to focus on how effective the Force tackles cybercrime; oversight of the work of the Force recognising the Commissioner's NPCC Lead role in Cyber

The Board needed to build momentum in the joint work around Cyber between the Corporation and Force and ensure that the Policy and Mayoralty agenda had a strong locus in this area as part of supporting financial and professional services and fintech in the City, London and UK. A report was to be submitted to the upcoming E&CCC on this, explaining the impact of the National Crime and Policing Measures and indeed greater responsibility of PCCs and the Police Authority (**12/2021/P**) [It is one report but to go EC&C – providing scrutiny on Cyber - AND PAB]

Policing Plan

The latest version of the Policing Plan 2020-23 was now on the Police Authority and Force website and the Chairman stated he would be presenting to the May Court of Common Council. The broader inclusion of a focus on Equality & Inclusivity was a priority and whilst it had received good press coverage, it was important to follow this up with action.

Equality & Inclusion: Update

With regards to progress since the March PAB, the Chair was pleased to hear that the CoLP was responding to the outcomes of the Tackling Racism Taskforce (TRTF) and our diversity statement. At the recent meeting of the CoLP's Equalities & Inclusion (E&I) Strategic Delivery Board on 9 April, it was clear that they were supportive of the recruitment target of 40% and the Board

awaited a plan for implementation. The Force also confirmed that it will explore/look at opportunities under the Equalities Act around positive action.

In forthcoming weeks the Chair would be meeting with the Black Police Association (BPA) and others involved in Equality and Inclusivity within the Force together with the Deputy Chair of the Board, Chair of Professional Standards & Integrity Committee (PS&I) and the Authority's Policy lead officer. The plan is to listen to their views to improve recruitment, progression, retention and exit with dignity.

The Chair was expecting an update on the Force's activity with regards to the PAB Policy Statement, the 40% target, positive action and the implementation of the other recommendations of the TRTF to go the May PS&I. Members were clear that work in this area relied on pace, momentum, action and reporting back on a timely (quarterly) basis. This was deemed critical to the Force's credibility in this area.

RESOLVED, that the update be noted.

6. COMMISSIONER'S PUBLIC UPDATE

The Commissioner and Chief Officers addressed the Board and provided the following update:

Numbers of footfall had increased within the City, but it remained nowhere near as high as the pre-pandemic level. The night-time economy had picked accordingly but whilst crime levels had not increased as expected, the Force was not complacent.

The Covid command structure had moved over to being business as usual. Two members of staff were on sickness leave having tested positive for Covid-19; this was very low. The Force continued to utilise a comprehensive lateral flow testing system for staff in the City.

As lockdown eased, an increase in protests and other activities in the public space was anticipated. Extinction Rebellion had been recommencing its activities and the financial districts were clearly an area of interest for them. The Force had been working closely with the Metropolitan Police Service (MPS) to ensure a comprehensive plan was in place to respond to these events. Both spontaneous and planned events were expected to increase in regularity.

The inquest into the terrorist attack at Fishmonger's Hall had demanded commitment from the Force both in terms of security for the event and for the many officers who were involved with the incident, who had been called upon to provide statements.

There had been a gradual rise in the number of non-residential burglary reports following thefts and break-ins at offices that had been left unoccupied for large periods of time over the course of the last year. This had been expected as people began to return to the City and discover the crime. There had also been an increase in shoplifting and begging in the area of Bishopsgate and

Cheapside, to which the Force responded to accordingly. The Force had deployed uniform and non-uniform operations resulting in a greater detection of Class-A drug supply.

The Chair wished to give credit to those officers who had participated in the inquest. The events at Fishmonger's Hall highlighted the protective security priority and why this was needed.

RESOLVED, that the update be noted.

7. **NATIONAL LEAD FORCE**

The Commissioner and Chief Officers addressed the Board and provided the following update:

Since the last meeting, the national Cyber Programme Team had fully moved to the City of London Police. This provided an excellent opportunity to work with the City Corporation and drive forward new ideas. Positive meetings had already taken place between the Force, Innovation and Growth Department and other teams. A fuller update would be provided at the ECCC.

Unfortunately, there had been an increase in demand for Action Fraud.

Key strategic engagements as previously referenced by the Chair included the Prime Minister's advisors and RUSI Team. A forthcoming meeting with the CPS Community Accountability Forum has also been arranged, with the Force having been invited to input on working to improve victim experience.

RESOLVED, that the update be noted.

8. **POLICE PROPERTY ACT FUND NOMINATIONS**

Members considered a report of the Town Clerk regarding the Police Property Act Fund Nominations.

RESOLVED that Members approve the nominations for charities to receive a grant of £1,000 as listed: -

- Care of Police Survivors (1101478)
- City of London Police Charity for Children (1068671)
- Coram Children's Legal Centre (281222)
- Ella's (1187529)
- First Aid Nursing Yeomanry (249360)
- Housing the Homeless Central Fund (233254)
- Just for Kids Law (1121638)
- London Air Ambulance (801013)
- Royal Humane Society (231469)
- Prisoner's Abroad (1093710)
- Sheriff's and Recorder's Fund (221927)
- Spark Inside (1148420)
- St Giles' Trust (801355)

- White Chapel Mission (227905)
- Women's Aid (1054154)

9. **COMMUNICATION AND ENGAGEMENT STRATEGY UPDATE**

It was noted by the Town Clerk that a report for this item in the public agenda was not published and circulated for this item as planned. The Commissioner provided a verbal update.

Comments from the March meeting had been considered and integrated in the present draft of the Strategic Communications and Engagement Plan. The full update was available in the non-public section of the agenda.

It was noted that the Police Authority website could be more informative, but this would be addressed in the relaunch planned for the end of April. It was suggested that the Force's own website could be updated, particularly on National Lead Force and Economic Crime. The Commissioner explained that work was ongoing to align the website with the national police landing page, but that work was needed in the areas raised. The Chair asked for a timeline on when it was likely these updates would be made. **(13/2021/P)**

RESOLVED, that the update be noted.

10. **CITY OF LONDON POLICE STAFF SURVEY 2020**

Members received a report of the Commissioner regarding the City of London Police Staff Survey 2020.

This report was based on the summary, high-level report received by the Force. The detailed findings had only been provided to officers that week and whilst the main elements had been articulated in the report provided, the Force needed additional time to unpick some of the detail.

The Commissioner explained that the survey was run nationally and whilst direct comparisons with other forces were not made, some contextual information was provided. These findings were positive.

Communications with staff had gone out through the intranet and through workshops about the findings and what could be done to address the areas for improvement.

Following a question from a Member regarding benchmarking against previous participants. It was noted that the survey was anonymous and therefore there was no way of knowing the percentage of participants that also completed the previous survey.

Following a question about overtime and staff coverage, the Commissioner confirmed there was nothing specific on this area. However, factors such as overall perceptions of value, appreciation of contribution and attitude toward leadership would all provide some indication if there was an issue.

An area in need of development was the clarity of vision being communicated to staff. Chief Officers and Directors should not assume that officers at all levels in the organisation understood the Strategic Threat and Risk Assessment (STRA), City of London Corporate Plan, Policing Plan and how they all interlinked.

It was fundamental that the Equality & Inclusion practices needed to be demonstrably fairer to reduce the sense of injustice. When ready, a fuller report on the Staff Survey outcomes would need to go to Professional Standards & Integrity then to the following Police Authority Board.

RESOLVED, that the report be noted.

11. **COVERT HUMAN INTELLIGENCE SOURCES (CRIMINAL CONDUCT) ACT 2021**

Members received a report of the Remembrancer regarding the Covert Human Intelligence Sources (Criminal Conduct) Act 2021. Members requested to discuss this alongside item 12.

Following a question about who qualified as a judicial commissioner, the Remembrancer agreed to confirm this with the Member after the Board.

It was noted that Criminal Conduct Authorisation (CCA) was subject to a proportionality test. Following questions about how this currently worked and was implemented (and how it might change in response to this Act) the Commissioner agreed to provide a briefing on the range of authorities exercised by the Force to the Professional Standards and Integrity Committee in May(14/2021/P).

In the meantime, Members were assured that the IPCO carried out regulation, whilst the authorisation rested with highly trained officers at Superintendent or Chief Officer level. Training involved courses held over several days, focussed on legislation, with several tests.

RESOLVED, that the report be noted.

12. **COUNTER-TERRORISM AND SENTENCING BILL**

Members received a report of the Remembrancer regarding the Counter-Terrorism and Sentencing Bill.

RESOLVED, that the report be noted.

13. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There were no questions.

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

There were three items of urgent business.

Members agreed to appoint Graham Packham as the Board's representative on Streets & Walkways Sub (Planning & Transportation) Committee; and assigned Mr Packham the Roads Policing Special Interest Area Lead.

The Town Clerk notified Members of the arrangements for Board meetings following the changes to Coronavirus legislation on 6 May 2021 and the inability to hold formal meetings via virtual means.

The Chair explained that he had hoped for the various newly created external member posts across the Board and its Committees, to be advertised altogether over the coming months (**15/2021/P**)

15. **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.

16. **NON-PUBLIC MINUTES**

RESOLVED, that the non-public minutes of the meeting held on 25 March 2021, be approved as an accurate record.

17. **NON-PUBLIC OUTSTANDING REFERENCES**

Members received a report of the Town Clerk and Commissioner regarding the Board's Non-Public Outstanding References.

18. **CHAIR'S NON-PUBLIC UPDATE**

The Committee received a verbal update of the Chair.

19. **COMMISSIONER'S UPDATES**

The Board received a verbal update of the Commissioner and Chief Officers.

20. **NATIONAL LEAD FORCE**

Members received a verbal update of the Commissioner and Chief Officers.

21. **GATEWAY 2: HR, PAYROLL, FINANCE SOLUTION, ERP (ENTERPRISE RESOURCE PLANNING)**

Members received a Gateway 2 report of the Chamberlain regarding the HR, Payroll, Finance Solution, ERP.

22. **NEW FINANCIAL SYSTEM AND ERP PROJECT**

Members received a report of the Chamberlain regarding the new financial system and ERP project.

23. **CITY OF LONDON POLICE - FUTURE POLICE ESTATES UPDATE**

Members considered a joint report of the Commissioner and City Surveyor.

24. **COMMUNICATIONS AND ENGAGEMENT STRATEGY UPDATE**

Members received a report of the Commissioner regarding the communications and engagement strategy update.

25. NON-PUBLIC APPENDIX: COMMUNICATION AND ENGAGEMENT STRATEGY

Members received the non-public appendix to the Communication and Engagement Strategy.

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

There were no questions.

27. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE BOARD AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There was one item of urgent business to be considered in confidential session.

All officers left the meeting with the exception of the Town Clerk (John Barradell), Deputy Chief Executive (Simon Latham), and Clerk to the Board (Polly Dunn).

a) Confidential Staffing Matter

Members considered a report of the Town Clerk regarding a confidential staffing matter.

The meeting ended at 12.28 pm

Chairman

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