

**CITY OF LONDON POLICE AUTHORITY BOARD**  
**Tuesday, 18 May 2021**

Minutes of the meeting of the City of London Police Authority Board held virtually on  
Tuesday, 18 May 2021 at 9.00 am

**Present**

**Members:**

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

**Officers:**

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
Kerry Nicholls	- Town Clerk's Department
Chandni Tanna	- Town Clerk's Department
Caroline Al-Beyerty	- The Chamberlain
Jonathan Chapman	- Chamberlain's Department
Sean Green	- Chamberlain's Department
Bukola Soyombo	- Chamberlain's Department
Paul Chadha	- Comptroller & City Solicitor's Department

**City of London Police:**

Ian Dyson	- Commissioner of Police
Angela McLaren	- Assistant Commissioner
Alistair Sutherland	- Assistant Commissioner
Cecilie Booth	- Chief Operating and Finance Officer
Chris Bell	- Fraud Service Delivery and Analytics
Hayley Williams	- City of London Police

1. **APOLOGIES**

There were no apologies. Deputy Keith Bottomley noted that he needed to depart the meeting at 10.30.

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

There were none.

3. **MINUTES**

**a) City of London Police Authority Board**

The Chair indicated his candidature for the APCC, due to be considered at the Annual General Meeting, scheduled for July 2021.

It was noted that following the April meetings, the Deputy Chair had nominated Alderman Timothy Hailes (Chair of the Resource, Risk & Estates (Police) Committee) to take their place on the Capital Buildings Committee.

**RESOLVED**, that the public minutes and non-public summary of the meeting held on 16 April 2021, are approved as an accurate record.

**b) City of London Police Authority Board**

**RESOLVED**, that the public minutes and non-public summary of the meeting held on 20 April 2021, are approved as an accurate record.

4. **OUTSTANDING REFERENCES**

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

- 8/2021/P – A date was being progressed.
- 11/2021/P – A schedule of events and communications with the APCC would be shared would be shared with the ECCC in September 2021.
- 13/2021/P – Progress had been slightly held back due to the need to ensure that the Force's website to linked in with the national policing webpages. The Commissioner gave assurances that the website will be fully up to date by the end of May.
- 15/2021/P – The Chair wished to proceed at pace to fill these vacancies.

**RESOLVED** – That the Committee notes the report.

5. **CHAIR'S PUBLIC UPDATE**

Members received a verbal update from the Chair.

PCC elections – potential implications

Significant changes were expected at the recent PCC elections on 6 May; however, the changes were more significant than many expected. Of the 41 PCC, PFCC, and Mayoral elections, the Conservatives won 29, Labour 11, and Plaid Cymru 1. There were now no independent PCCs.

Paddy Tipping, a Labour PCC (and current Chair of APCC) lost his election for PCC in Nottinghamshire, highlighting the increasingly political feel of the PCC elections. The balance of power had shifted significantly (with one political party dominating for the first time). It meant that there will be an interesting context to hold the election of the new APCC Chair, the impact on membership of the APCC Board, and the distribution of portfolio responsibilities.

The Chair was interested to see how Government and Ministers interacted with the APCC and PCCs. He felt that there was a real risk that politics will play a greater role in future and that this may be problematic.

Given the low number of Labour PCCs that have been elected, it is likely the previous convention of splitting leads and deputies of portfolios along party lines would have to be adjusted. The Chair was engaging concerned parties with regards to acting as the APCC Lead on Economic Crime and Cyber.

The elections had also led to changes on the Board of APCC. The Chair had indicated his willingness to take on the role of Statutory Director of APCC for the position reserved for Other Policing Bodies.

With regard to APCC engagement, in order to push Economic and Cyber Crime further up the national agenda, the Chair was looking at the following:

- Writing to PCCs to raise the issue of fraud and cybercrime and the need to include this area in their Police and Crime Plans. The letter also indicated what support was available for this.
- Sending an induction pack on Economic and Cyber Crime to the APCC for the new PCCs over the proceeding 3-4 weeks (which would complement the 'role of the PCC' briefings that were being organised through late May/June).
- Arranging for the force to send out information on good work to PCCs on a monthly basis.
- Continuing to push for a date for a post-AGM fraud forum (mid-late July).

#### Police Authority Governance

The Policing Plan was presented to the Court of Common Council on 13 May. The Chair asked Members if they had received any feedback regarding the issues or priorities, that they share this with him. The Chair noted that Anti-social Behaviour (ASB) was clearly an area for interest for his colleagues.

Following the Board meeting on 16 April 2021, the following appointments to the Board's Committees were confirmed. Chair of Policy & Resources, Deputy Catherine McGuinness, and Deputy Edward Lord had been appointed to the ECCC. Deputy Jamie Ingham Clark, as Chair of the Finance Committee, was to assume his role on RREC. As previously mentioned, Alderman Tim Hailes to act as the Deputy Chair's nominee on Capital Buildings Committee.

Recruitment had started for the 2 additional external members on PAB and for external Members on ECCC, SPPC and RREC.

### Police Authority Website

The Chair drew Members attention to the new Police Authority website that was launched on the 12 May 2021.

The APCC website had also been updated with the correct details although it still referred to an old version of the City's Policing Plan. **16/2021/P.**

The Chair wished to record his thanks for a very enjoyable half day with officers for a uniformed street patrol where he met one of the five direct entry detectives undertaking their necessary street duties as well as another probationer PC. The Chair later met with representatives of the Dog Unit, authorised firearms officers with the Legion team, traffic officers and support group with a Chief Inspector.

### Online Harms Bill, Fraud Action Plan and further consultation

The Chair was pleased that the Online Harms Bill referenced in the Queen's speech did include financial fraud on social media and dating apps. This would help to protect people from romance scams and fake investment opportunities and came as a result of campaigns supported by the Chair, CPR, PIMFA and other trade bodies as well as victims' organisations.

It meant that online companies would, for the first time, have to take responsibility for tackling fraudulent user-generated content, such as posts on social media, on their platforms. This includes romance scams and fake investment opportunities posted by users on Facebook groups or sent via Snapchat.

The Chair welcomed this and felt that it was clear that the message around making tech companies more accountable is resonating. However, Fraud via advertising, emails or cloned websites would not be in scope because the Bill focuses on harm committed through user-generated content.

The Government was working closely with industry, regulators and consumer groups to consider additional legislative and non-legislative solutions.

The Home Office would publish a Fraud Action Plan after the 2021 spending review and the Department for Digital, Culture, Media and Sport was due to consult on online advertising, including the role it can play in enabling online fraud, later in the year. The Chair had asked the Police Authority Team and the Force to consider how the Board may best influence that.

### Accommodation

Planning consent for the new accommodation was granted for the Salisbury Square development at a Special Sub-Committee of Planning & Transport on 22 April.

An accommodation deep dive with Members of Capital Buildings Committee needed to be held in the next two months to ensure there was joined up thinking on operational requirements, how these will be satisfied and funded. **17/2021/P.**

### Recruitment of a new Police Commissioner

Following the announcement of Commissioner Dyson's retirement, the recruitment drive for his successor had commenced. Commissioner Dyson will be retiring from the force at the end of 2021, after an incredible 38 years in policing and having served in the role for almost six years.

The Board would oversee the recruitment process and will be applying the Equality Act 2010 when shortlisting candidates, in order to encourage applicants with protected characteristics who are underrepresented to apply.

The new Commissioner is expected to be announced in the Summer.

### Equality & Inclusion: Update

The Chair met with the CoLP Black Police Association (BPA) Chair with the Deputy Chair and Rachael Waldron to discuss how to improve recruitment, progression, retention and exit with dignity.

The Chair and Deputy Chair of the Board were also due to meet the Chair of the City of London Police Federation at the end of the month.

### Future scrutiny and oversight of Equality & Inclusion

At the Professional Standards & Integrity Committee(PS&I) on the 6<sup>th</sup> May, the Force agreed to circulate the 'Inclusive Employer report' that had been commissioned and an update on how the recommendations from that report were being managed as part of the wider Force E&I action plan, to the next PS&I Committee meeting in September. There was also discussion about a redacted version of the E&I action plan being circulated to a wider audience. Headline points from this action plan will be presented to PS&I along with the Inclusive Employer report so that Members can scrutinise and monitor progress. A highlight report is on the agenda today for information.

### Financial Update

The outturn was a £5.2m underspend, which was a bit less than forecast at Q3 due mainly to an overspend on IT costs and some Action Fraud pressures, offset slightly by the unexpected receipt of a £0.4m COVID grant from Home Office late in the year. £3m of this underspend has already been approved for funding the increased Action Fraud extension costs in 21/22. The proposed use of the residual amount is:

- £1m loan repayment.
- £0.4m COVID grant monies to earmarked reserve (Home Office has allowed it to be carried forward).
- £0.8m to general reserve.

The rationale for the £1m of loan repayment is that it significantly exceeds the underspend on the 67 growth roles and will enable £2.5m of loan repayment by end-21/22, which is in line with the schedule assumed in last year's Police MTFP. Originally there was no provision made for loan repayment in 20/21.

**RESOLVED**, that the update be noted.

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

Members received a verbal update from the Commissioner.

Numbers of people in the City had started to increase both in the day and evenings. Whilst crime levels for some crime types were approaching levels pre-lockdown, the volume of reports remained low (50% lower than the previous year). Despite this, the Force was not complacent and implemented the Policing Plan to ensure the City did not exceed pre-lockdown crime figures.

There was increased activity with the Metropolitan Police Service (MPS) in response to protests and other public order matters. Officers were deployed on eight occasions in recent weeks, but this was a manageable level.

The 20 May 2021 a high visibility day was planned to work in partnership with the City Security Council. This was organised to welcome people back to the City (workers, visitors), by engaging with people through various stands, bike marking events etc. This helped to promote the return to the City by highlighting the continued safety provided by the Force and partner security organisations.

The Force was looking at plans to ensure its own working environments were suitably equipped and safe for the mixed economy of employees working from home and in the office.

Following a question raised at the recent Court of Common Council meeting, a concern over the Anti-Social Behaviour (ASB) in the west of the City had been drawn to the Commissioner's attention. The local policing model, Chief Inspector and Sector Inspector were leading the response by meeting with partners and the Corporation to look at prevention opportunities. The nature of the issue made the matter challenging but not impossible. The Commissioner encouraged more people to submit ASB or crime reports to the Force, so they have a richer picture of what is taking place, enabling them to take appropriate tasking action in response.

The Home Secretary had given approval to progress to the next stage of procurement for the Next Generation Fraud and Cyber Crime Reporting Service. With formal procurement launching soon.

The Senior Leadership Team at the Force had participated in a two-day workshop on inclusion, facilitated by an external company. This course covered inclusive leadership and made those taking part consider the issues raised in surveys locally and nationally.

On the budget, the Commissioner expressed caution over the underspend from last year as it was unlikely this would be replicated this year. There were challenges ahead but this was being worked through with the Treasurer and Chamberlain's Department.

**RESOLVED**, that the update be noted.

7. **NATIONAL LEAD FORCE**

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

There continued to be a significant level of fraud reporting in January – March 2021. This was being managed as well as possible, with a focus on victim response and experience.

Since the last meeting, the Economic & Cyber Crime Committee had met. This group would routinely scrutinise the work of NLF in greater detail.

A workshop on NLF was held before the Board meeting.

Regarding communications and engagement, a weekly strategic communications and engagement group meeting was being held. This involved leads from the COLP Media Team, Corporate Affairs, policy at the Force, Innovation and Growth and COL Communications. There had been some media activity as a result on pension and holiday fraud.

Other engagements planned included Policing Plan Priorities and releases around Cyber Resilience, The Force was working on round tables with RUSI on the Online Harms Bill to which Members will be invited. The Force were looking to improve and drive information packs out to PCCs and report this through ECCC and COLPAB as appropriate.

**RESOLVED**, that the update be noted.

8. **EQUALITIES AND INCLUSION HIGHLIGHT REPORT**

Members received a report of the Commissioner regarding equalities and inclusion.

Members requested that measurements and targets be introduced to ensure they were able to monitor progress. It was suggested that benchmark data might be available from other forces (e.g. Met, Manchester, Birmingham).

It was noted by a Member that the Special Constabulary had not made the same progress as the Regular Force in recruiting BAME and female officers. The Commissioner responded to say that he thought that one of the reasons would have been because there had been a hiatus on Specials recruitment during the Covid pandemic but he confirmed that he would investigate the matter and report possible causes for this after the meeting in a note to Members **18/2021/P**. He noted, however, that the Special Constabulary rely heavily on volunteers that work in the City. This pool of volunteers dwindled with people working from home in the pandemic.

The Chair of Professional Standards & Integrity noted that whilst work to improve equality & inclusion in the Force went beyond recruitment, what had been presented came as a robust and welcome start. She encouraged the Force to ensure that the whole workforce is not alienated by changes made and that these be seen as positive moves for the benefit of all, rather than isolating individual groups for special treatment.

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

9. **GATEWAY 1-5: AUDIO VISUAL REFRESH FOR CITY OF LONDON POLICE**  
Members considered a gateway report of the Chamberlain regarding the Audio-Visual Refresh for City of London Police.

Officers clarified that the project was funded by the capital loan scheme. The project provided good value for money as it would allow for 23 meeting and 4 pod rooms to be fitted out. With the exception of some re-cabling, this would not be a fixed asset and could be moved into new facilities if/as required with ongoing COLP accommodation works.

The Commissioner assured Members that there would be a mixed economy of staff on site and working from home but that this would be managed appropriately.

**RESOLVED**, that Members,

- Approve a project budget of £123.2k (excluding risk)
- Approve a costed risk provision of £12.3k with draw down to be delegated to CoLP Chief Operating Officer; and
- That Option 1 for the installation of audio-visual equipment to the City of London Police estate be approved.

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

There were no questions.

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

There were no items of urgent business.

12. **EXCLUSION OF THE PUBLIC**

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

13. **NON-PUBLIC MINUTES**

**RESOLVED**, that the non-public minutes of the meeting held on 20 April 2021, are approved as an accurate record.

14. **NON-PUBLIC OUTSTANDING REFERENCES**

Members received a joint report of the Commissioner and Town Clerk regarding the Boards non-public outstanding references.

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

Members received a verbal update from the Chair.

16. **COMMISSIONER'S NON-PUBLIC UPDATE**

Members received a verbal update from the Commissioner.



17. **NATIONAL LEAD FORCE**

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

18. **FRAUD AND CYBER CRIME REPORTING AND ANALYSIS SERVICE - NEXT GENERATION AND CURRENT SERVICE UPDATE REPORT**

Members received a report of the Commissioner regarding the Fraud and Cyber Crime Reporting and Analysis Service – Next Generation and Current Service Update.

19. **GATEWAY 1-5: LAW ENFORCEMENT COMMUNITY NETWORK (LECN)**

Members considered a Gateway 1-5 report of the Chamberlain regarding the Law Enforcement Community Network (LECN).

20. **CITY OF LONDON POLICE RISK REGISTER UPDATE**

Members received a report of the Commissioner regarding the City of London Police Risk Register Update.

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

There were no questions.

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

There were no items of urgent business.

23. **CONFIDENTIAL MINUTES**

**RESOLVED**, that the confidential minutes of the meeting held on 20 April 2021, be approved as an accurate record.

**The meeting ended at Time Not Specified**

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Chairman

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