

**PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE OF THE CITY OF  
LONDON POLICE AUTHORITY BOARD  
Thursday, 6 May 2021**

Minutes of the meeting of the Professional Standards and Integrity Committee of the  
City of London Police Authority Board held virtually on Thursday, 6 May 2021 at  
10.00 am

**Present**

**Members:**

Caroline Addy (Chair)  
Deborah Oliver (Deputy Chairman)  
Nicholas Bensted-Smith  
Mary Durcan  
Helen Fentimen  
Michael Mitchell  
Alice Ripley  
Deputy James Thomson

**Officers:**

Alistair Sutherland	- Assistant Commissioner
Hayley Williams	- City of London Police
Stuart Phoenix	- City of London Police
Ian Younger	- City of London Police
James Morgan	- City of London Police
Rebecca Caldicott	- City of London Police
Claire Cresswell	- City of London Police
Simon Latham	- Town Clerk's Department
Paul Wright	- Deputy Remembrancer
Kiki Hausdorff	- Remembrancer's Department
Oliver Bolton	- Town Clerk's Department
John Cater	- Committee Clerk
Rachael Waldron	- Town Clerk's Department

**1. APOLOGIES**

Apologies were received from Douglas Barrow, Tijs Broeke and Alderman Emma Edhem.

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

There were no declarations.

**3. MINUTES**

**RESOLVED** - that the public minutes of the meeting held on 5<sup>th</sup> February 2021 be approved as an accurate record.

**4. REFERENCES**

Members received a joint report of the Town Clerk and Commissioner regarding references and the following points were made:

14/2019/P - 18 September 2019 Item 6 – Integrity Dashboard and Code of Ethics Update

**Future meeting dates of London Police Challenge Forum to be provided to the Committee.**

- Members agreed to remove this from the References. There was uncertainty about their future status, and it was unlikely that Challenge Forums would be held in the foreseeable future. Officers would update the Chair if this changed.

1/2020/P - 2 March 2020 Item 5 - Integrity Dashboard and Code of Ethics Update

**Case studies arising from London Police Challenge Forum Meetings to be circulated to Committee**

- CoLP have recently held an internal only challenge panel – the results of which will be published on intranet soon – this will be circulated/highlighted to Members when available.

2/2020/P - 2 March 2020 Item 5 Integrity - Dashboard and Code of Ethics Update

**Committee to be advised when next Victim Satisfaction Survey will be conducted (Feb 2021 update) Whilst a Report had been submitted recently to the Police's Performance Management Group, the number of responses this quarter – 14, had been significantly lower than the longer term quarterly average; therefore, it would be difficult to glean as great an insight as usual. The Chair asked officers to submit a (hopefully) fuller quarterly Report for the next meeting of the Committee in May.**

- Officers informed Members that the most recent quarter's data had not yet been published – full data would be made available for next the meeting of the Committee in September

10/2020/P - 14 September 2020 Questions – External Scrutiny - IASG reports to be submitted to PSI Committee

**IASG reports to be submitted to PSI Committee and an ISAG meeting with Committee Members to be established in 2021**

- The Police Authority Team would be following up on this and would liaise with the Chair post-meeting. Members asked that any meeting would ideally take place before the summer recess.

13/2020/P - 26 November 2020 Item 8 – Use of Algorithms and AI across the City of London Police

**A Member proposed that a separate session on Data Ethics, which outlined some of the concerns and potential risks that would likely emerge as the technology matured would be useful. Officers would set up**

**a session in 2021. At least two members of the Committee had specialist knowledge in this area which it would be good to utilise.**

- First AI/Data Ethics session took place in late April. Members asked officers to set up a repeat session for new Members of the Committee (and for any other Members who missed the April session) to take place, ideally, before the summer recess. Officers would circulate the presentation papers in the interim.

15/2020/P - 26 November 2020 Item 11 – IOPC Review into Stop and Search at the Metropolitan Police

**The Chair welcomed the offer from an officer to provide a training session for Members concerning Stop and Search; it was envisaged that this would take place in the New Year. The Chair would work with officers in the Force and Town Clerks to confirm a time convenient to the Committee.**

- Members requested that the Training Session take place before the summer recess period, Officers would liaise and establish suitable dates in June or July.

**5. STOP AND SEARCH AND USE OF FORCE UPDATE SUMMARY- END OF YEAR 2020-21**

The Committee received a Report of the Commissioner concerning Stop and Search and the Use of Force.

The Chair reflected that it was good to see the City of London Police near the top in terms of positive statistics (38% positive outcomes) and welcomed officer's comments on the need to avoid complacency.

The Chair stressed that Stop and Search was a very sensitive area that had a big impact on the health of the relationship between the Police and local communities; she queried whether the 38% positive outcome rate could be improved upon.

Officers responded that they recognised and welcomed the high expectations for the City of London Police and would be working hard to drive the conversation rate up, however, it should be noted that the average conversion rate across UK forces was significantly lower, at 12 – 15%, so the Force was working from a position of strength.

Officers added that alongside the work to improve the conversion rate, the manner and conduct of stop and search was a key focus, when individuals were stopped and searched this needed to be done in a courteous and professional manner at all times, it was also reiterated that Stop and Search was driven by intelligence sourced from victims and witnesses of crime.

In response to a separate query, officers pointed out that those officers who had undertaken Project Servator training have a higher conversion rate when conducting stop and searches, it should be noted that, Servator requires significant training which isn't, in its entirety, practical to roll out to the entire Force (n.b. some aspects of Servator are being embedded in training for new

recruits). In addition, it should also be highlighted that Servator Police teams often have a longer run up time to pre-plan operations, whereas, other officers are often operating with the need to make quicker decisions; this does go some way to explaining the differential in conversion rates.

The Chair asked officers to see if they could capture and present the figures for individuals who had been routinely stopped and searched (with a negative outcome). Officers responded that they would take this away and report back to the next meeting of the Committee; they pointed out that whilst able to compare the internal CoLP records, the Force did not have access to the figures held by the Metropolitan Police, so a true picture for those being routinely stopped and searched by all Police forces may not always be completely accurate.

Finally, the Chair also noted the higher frequency of use of force than compared with the national average and pointed out that this is worthy of ongoing analysis.

**RESOLVED** – that the Committee noted the Report.

6. **EQUALITY AND INCLUSION HIGHLIGHT REPORT**

The Committee received a Report of the Commissioner concerning the Equality and Inclusion Action Plan.

In response to comments around the current outlook for recruitment, retention and progression, the Assistant Commissioner responded that CoLP now had the widest representation in its history; whilst work was still needed, both recruitment and progression rates for those from a BAME background have been very positive recently.

Noting the usefulness of the Inclusive Employers Report, the Chair requested that a summary of the Report's findings is brought back to the Committee for its next meeting.

In response to a query, officers confirmed that the external consultant's (who was working with the Head of Strategic Development) contract has been extended for a little longer, this was a positive step as they had brought significant added value to the work in this area.

The Chair thanked officers for the Report and commented that some further consideration needed to go into making sure that we think more about community engagement outside of the Force's statutory requirements (e.g. engagement with schools).

**RESOLVED** – that the Committee noted the Report.

7. **INTEGRITY AND CODE OF ETHICS UPDATE**

The Committee considered a Report of the Commissioner concerning the Integrity Standards Board and the Code of Ethics.

The Chair requested that officers include the updated Integrity Standard Board (ISB) Dashboard for information at the next meeting of the Committee. This will reflect the data presented to the next meeting of the ISB on 9<sup>th</sup> June.

The Police Authority Team proposed that Members might like to submit dilemmas to the Police to consider at the Code of Ethics Panels, officers would circulate information about this to Members in due course. Officers added that Members are welcome to attend the Ethics Sessions to either observe or participate.

**RESOLVED** – that the Committee noted the Report.

8. **GLOSSARY TERMS**

The Committee received a set of glossary terms for information.

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

There were no questions.

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

There was no other Business.

11. **EXCLUSION OF THE PUBLIC**

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

12. **NON-PUBLIC MINUTES**

**RESOLVED** - that the non-public minutes of the meeting held on 5<sup>th</sup> February 2021 be approved as an accurate record

13. **NON-PUBLIC REFERENCES**

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

14. **CHIS ACT - PRESENTATION**

The Committee received a presentation of the Commissioner concerning the Covert Human Intelligence Source (CHIS) Act 2021.

15. **ACTION FRAUD STATISTICS – QUARTER 4 – 1ST JAN 2021 – 31ST MARCH 2021**

The Committee received a Report of the Commissioner of the City of London Police concerning Action Fraud Statistics for Quarter 4 (1st January 2021 – 31<sup>st</sup> March 2021).

16. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 4 – 1ST JAN 2021 – 31ST MARCH 2021**

The Committee received a Report concerning the Professional Standards Statistics for Quarter 4 (1st January 2021 – 31st March 2021).

**17. PROFESSIONAL STANDARDS DIRECTORATE CASES**

The Committee received a Report of the Commissioner providing a sample of recent Professional Standards Directorate cases.

**17.1 Cases assessed as not conduct or performance issue - no case to answer /not upheld**

Members considered cases with no case to answer/not upheld.

**17.2 Cases dealt with under Complaint and Conduct Regulations 2019**

Members considered cases dealt with under Complaint and Conduct Regulations 2019.

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

There were no questions.

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

There was no other Business.

**The meeting ended at 11.30 am**

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Chairman

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