

**STRATEGIC PLANNING & PERFORMANCE (POLICE) COMMITTEE**  
**Tuesday, 4 May 2021**

Minutes of the meeting of the Strategic Planning & Performance (Police) Committee held at Virtual Meeting - Accessible Remotely on Tuesday, 4 May 2021 at 9.00 am

**Present**

**Members:**

Tijs Broeke (Chair)  
Andrew Lentin (Deputy Chairman)  
Munsur Ali  
Helen Fentimen  
Alderman Timothy Hailes  
Deborah Oliver  
Deputy James Thomson  
Deputy Philip Woodhouse

**Officers:**

**Police Authority**

Simon Latham	- Deputy Chief Executive, Town Clerk's Department
Alex Orme	- Town Clerk's Department
Chloe Rew	- Town Clerk's Department
Alistair Cook	- Chamberlain's Department
Aqib Hussain	- Chamberlain's Department

**City of London Police**

Alistair Sutherland	- Assistant Commissioner
Paul Adams	- City of London Police
Christopher Bell	- City of London Police
Kelly Harris	- City of London Police
Stuart Phoenix	- City of London Police
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.

**3. TERMS OF REFERENCE**

Members received the Terms of Reference of the Committee as set out by the City of London Police Authority Board on 16 April 2021.

It was noted that there may be some overlap between the new Committees and that terms of reference may need to be reviewed as matters were brought forward.

4. **MINUTES OF THE PERFORMANCE & RESOURCE MANAGEMENT COMMITTEE**

Members received, for information, the final minutes of the now dissolved Performance & Resource Management Committee meeting.

**RESOLVED**, that the public minutes and non-public summary of the Performance & Resource Management Committee meeting held on 2 February 2021, be noted.

5. **PUBLIC OUTSTANDING REFERENCES OF THE PERFORMANCE & RESOURCE MANAGEMENT COMMITTEE**

Members received a joint report of the Town Clerk and Commissioner regarding the outstanding references of the now dissolved Performance & Resource Management Committee.

It was noted that all items were either completed or in progress.

With regard to 11/2020/P – The Chair stated that September was some time distant and asked if it was possible to have something sooner. The AC commented that the timeframe had been chosen as the Sector Policing Model would have been in place for a year in September, so this seemed like a realistic time period for which to conduct the post implementation review. The Chairman stated that he would prefer it if an interim report could be made available ahead of the September SPPC and could be shared with Members outside of Committee in due course.

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

6. **HER MAJESTY'S INSPECTORATE OF CONSTABULARY AND FIRE & RESCUE SERVICES (HMICFRS) INSPECTION UPDATE**

Members received a report of the Commissioner regarding Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Inspection Update.

Following on from the meeting in February 2021, Safeguarding and protection of vulnerable people matters had been addressed. The ambition of the Force was to close down as many of the amber and red actions as possible, there were seven new green recommendations/areas for improvement. It was noted that there were seven organised crime threats and within the area of organised crime, there were significant areas of activity in relation to managing the response to Organised Crime that crossed boundaries with the Metropolitan Police Service

On Roads Policing, recommendation 6 should be revised from “analytical capability” to “capacity”. The Force responded to say it was infact both a capacity and capability issue. It was suggested that the Force meet with

relevant officers from the Department for Built Environment and the new Member SIA for Roads Policing (Graham Packham) to explore how these items on road safety might be addressed.

It was suggested that items coded in white needed to be considered in the context of their impact on the COLP's ability to exercise its required duties.

There was concern that a large number of deadlines had been put back and slipped. The Chairman asked for an interim update prior to recess on those that were marked to be completed at the end of June and July in order to keep track of these. (1/2021/P).

With regard to Crime Data Integrity inspection 2019 and the area for improvement listed under paragraph 5 "The force should immediately improve its collection and analysis of equality data through its crime reporting and recording systems", it was noted that there was no standard across the country that could be emulated. In light of this, the Force was looking at the best way to address the recommendation. In terms of alienating victims, this was a sensitive matter. Questions were asked of victims about sexuality, religion, etc, in order to ascertain if the crime was targeted. But victims did not always want to give this information voluntarily.

Following a question on cannabis warnings, the Force confirmed that this was a supervision issue rather than a training issue and messaging had been distributed. The AC was confident that the new lead (Head of UPD) would add more rigour in this area and would take forward to resolve the concern.

Prevention measures had been successful for those vulnerable to economic crimes, including the elderly. Work was ongoing to identify those vulnerable to economic crime. The Chair requested that the matter be raised with Safer City Partnerships if it had not been done already.

It was considered that slow progress had been made with respect to recommendation 8 from Understanding the difference: the initial police response to hate crime. Assurances were sought that this work would be delivered for June 2021, as projected within the report.

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

7. **HR DATA MONITORING REPORT 1 OCTOBER 2020 - 31 MARCH 2021**

Members received a report of the Commissioner regarding HR data monitoring for 1 October 2020 – 31 March 2021.

Members requested clearer linkages between this report and ongoing works on the Strategic Threat and Risk Assessment (STRA) process, Policing Plan and MTFP. It was felt that a collaborative way of working would make reporting much smoother. It was noted that that would be provided going forward through the Workforce Plan Update, and not the Data Monitoring Report.

It was noted that the COLP had an aged workforce, but that the data suggested that this was not as high as expected. There was a normal rate of turnover for new joiners when compared to other forces. BAME officers were previously more likely to leave, but a buddy programme had been effective in addressing this.

Following a question on the root cause for transfers, the Force explained that the exit interview process was being updated to provide greater insight into departures.

It was noted that the staff survey was crucial, and the action plan needed to be monitored. It was noted that the Staff Survey update would be provided to the Professional Standards and Integrity Committee going forward as referenced in the report.

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

**8. END OF YEAR (Q4) POLICING PLAN - PERFORMANCE AND MEASURES**

Members received a report of the Commissioner regarding the End of Year (Q4) Policing Plan – Performance and Measures.

It was noted that there had been a reduction in crime this year, but this had been an extraordinary year and the reduction was due in most part to Covid -19 and the various lockdowns, the latter of which was shortly due to ease. The Force was ranked number one in the country for detecting and clearing up crime, but an increase in crime was imminent as the City began to open up. The Force has seen during April acquisitive crime beginning to rise- shoplifting, office burglaries and phone snatches. Indicators are an increase in seizure of class A drugs and number of arrests increasing as Night Time Economy increases and opens up.

Road Safety and Anti-social Behaviour (ASB), particularly in residential areas, were both matters of great concern to the public. It was noted that although ASB was not classed as a Force priority in terms of the STRA process, it was treated as such, and was included in the Policing Plan as the Force recognised it is important to City Communities.

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

**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 on the grounds that

they involve the likely disclosure of exempt information as defined in Part I of the Schedule 12A of the Local Government Act.

**12. NON-PUBLIC MINUTES OF THE PERFORMANCE & RESOURCE MANAGEMENT COMMITTEE**

Members received, for information, the final non-public minutes of the now dissolved Performance & Resource Management Committee meeting.

**RESOLVED**, that the non-public minutes of the Performance & Resource Management Committee meeting held on 2 February 2021, be noted.

**13. NON-PUBLIC OUTSTANDING REFERENCES OF THE PERFORMANCE & RESOURCE MANAGEMENT COMMITTEE**

Members received a joint report of the Town Clerk and Commissioner regarding the now-dissolved Performance & Resource Management Committee.

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

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

There were no questions.

**15. 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 10.22 am**

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Chairman

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