

**PROFESSIONAL STANDARDS AND INTEGRITY COMMITTEE OF THE CITY OF  
LONDON POLICE AUTHORITY BOARD  
Wednesday, 8 September 2021**

Draft public Minutes of the meeting of the Professional Standards and Integrity  
Committee of the City of London Police Authority Board held on Wednesday, 8  
September 2021 at 9.00 am

**Present**

**Members:**

Deborah Oliver (Deputy Chairman)  
Douglas Barrow  
Nicholas Bensted-Smith  
Tijs Broeke  
Mary Durcan  
Alderman Professor Emma Edhem  
Helen Fentimen  
Michael Mitchell (External Member)  
Alice Ripley (External Member)  
Deputy James Thomson

**Officers:**

Alistair Sutherland	- Assistant Commissioner
Hayley Williams	- City of London Police
Alex Orme	- Town Clerk's Department
Simon Latham	- Town Clerk's Department
Martina Elliot	- City of London Police
Rebecca Caldicott	- City of London Police
Ian Younger	- City of London Police
James Morgan	- City of London Police
Rob Atkin	- City of London Police
Rachael Waldron	- Town Clerk's Department
Clinton Blackburn	- City of London Police
Claire Cresswell	- City of London Police
John Cater	- Town Clerk's Department

**1. APOLOGIES**

Apologies were received from Caroline Addy.

**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 6th May 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:

##### 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.

**IN PROGRESS – Results from the internal only challenge panel will be provided to the November PSI within the ISB and ethics update.**

##### 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.

May update - 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.

**COMPLETED - Members agreed to close the action. The Victim Satisfaction results get routinely reported to the SPPC as part of the quarterly performance reporting and the Force would wish to avoid duplicate reporting.**

##### 10/2020/P – 14 September 2020 Questions – External Scrutiny

IASG Members to meet PS&I Members 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.

**COMPLETED – Members agreed to close this action. The Police Authority Team is organising quarterly informal meetings for Chair of PSI and Chair of IASG to meet and discuss mutual activity.**

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. May Update - 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.

**COMPLETED – Members agreed to close this action. A session took place in April 2021 at which only 4 Members attended. Instead of setting up a repeat session it was agreed with the PA Team that the presentation would be circulated to all members instead.**

15/2020/P – 26 November 2020 Item 11 IOPC Investigation 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.

May 2021 update - Members requested that the Training Session take place before the summer recess.

**COMPLETED – Members agreed to close this action. Three Briefing sessions have been set up for Members during September 2021.**

2/2021/P – 6 May 2021 Item 5 Stop and Search and Use of Force Update Summary - End of Year 2020-21

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.

**COMPLETED – Members agreed to close this action. An explanation on this point has been covered in the Stop and Search report on the (September) agenda.**

### 3/2021/P – 6 May 2021 Item 6 Equality and Inclusion Highlight Report

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.

**COMPLETED – Members agreed to close this action. A summary was included in the E&I item on the (September) agenda.**

### 4/2021/P – 6 May 2021 Item 7 Integrity and Code of Ethics Update

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 9th June.

**IN PROGRESS: Unfortunately, the ISB meeting was cancelled and no ISB meeting has taken place in the last reporting period. This will be reported to the November PSI Committee.**

## 5. **EQUALITY AND INCLUSION HIGHLIGHT REPORT**

The Committee received a Report of the Commissioner of the City of London Police concerning the activities supporting the delivery of the Equality and Inclusion Strategy.

A Member, noting the welcome approach to greater diversity across the Police's workforce, queried whether there were measurable benefits that could be presented to senior Officers and Members when reviewing and analysing the progress made. Officers responded that building up this data was a key part of the current workload in this area and it was anticipated that both the Inclusive Employer staff survey results and the CoLP HR commissioned Attraction Plan (2019 – 2024) would give a greater indication of the scale of measurable benefits. Members requested that the Attraction Strategy be circulated to Members of the Committee when signed off by officers.

In addition, officers proposed that future iterations of Equality and Inclusion update Reports would provide greater visibility of the 6 separate workstreams.

In response to a query, officers confirmed that a reverse mentor scheme was in place and a "buddy" scheme had been developed, which matched BAME recruits with inspectors.

In response to a query, the Assistant Commissioner confirmed that the Strategic Workforce Plan operated in parallel with the Corporate Plan. It was important to emphasise the golden thread that existed between each of these plans and officers would ensure that this was a key focus in written Committee Reports going forwards.

In addition, new recruitment was overseen by senior officers and the Force had an ambition to have a 40% uplift in BAME recruits overall. It was noted that the next intake was 60% BAME with further progress being made. In response to

concerns about a lack of firm timelines on recruitment milestones, officers confirmed that a good deal of work was currently being undertaken in this area internally, and a Review was taking place on the whole recruitment process. A Recruitment Manager and a Senior Strategic Diversity Lead were planned, the latter appointment was in line with other Forces.

Separately, the Assistant Commissioner informed the Committee that greater use was being made of the Police's staff associations, than was the case previously, in order to assist with recruitment drives.

On behalf of the Committee, the Deputy Chair expressed special thanks to the Assistant Commissioner for all his efforts in this area. This would be the Assistant Commissioner's last meeting of the Committee before he departed the City of London Police later in the autumn.

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

**6. STOP AND SEARCH UPDATE- Q1 2021-22**

The Committee received a Report of the Commissioner of the City of London Police concerning stop and search data for Q1 2021-22.

Reflecting on the current 60% effectiveness rate of Servator trained successful stop and searches, a Member noted that this represented a slight drop off from previous years, where the figure had hovered around 69%. The Assistant Commissioner explained that given the recent increased number of Servator trained officers, the downward trend was expected as it does take some time for these officers to gain practical experience; he anticipated that this rate would increase to previous levels as these newly trained officers became more skilled.

The Assistant Commissioner added that the benefit of Servator is that it gives officers more time to embed themselves in an area and gain local knowledge, meaning that stop and searches usually built firmer grounds, which then raises the likelihood of a successful outcome from the stop; in contrast "BAU" stop and searches are by necessity more reactive, providing officers with shorter time frames to prepare and carry out searches (with the likelihood that negative outcomes are more frequent). The national average for positive outcomes from "BAU" (i.e. non-Servator) stops equated to an average of between 12 – 18%.

In response to a query, the Assistant Commissioner confirmed that the City of London Police still carried out the training of Servator for other UK wide Forces. Most of these Forces had a lower success outcome rate than in the City, again this was primarily due to newly trained servitor officers having less experience and it was anticipated that numbers would increase over time to similar rate to that which is seen in the City.

In response to a query concerning the handcuffing of children, officers reviewed in detail each case. The operational view was that it was often difficult to distinguish between a 16/17 year old and a 18/19/20 year old, but, clearly cases where the individual was significantly younger (in one case a 14 year old)

would need to be closely examined. It was noticeable, at least anecdotally from front line officers, that the demographic composition of those coming into the City during the evenings had, post-lockdown, shifted to a younger average age cohort, with potential knock-on implications for the frequency of those aged under 18 being handcuffed.

Officers undertook to include an update on Use of Force on children in the next Stop and Search update report to the next meeting of the Committee in November. It was important to stress that, operationally, handcuffing a minor was not necessarily wrong if that individual was posing a serious physical threat to officers and members of the public or themselves; however, it should be noted that front-line officers do not operate a handcuff-by-default policy, it is up to each officer to justify the operational need for use of force and/or restraint.

Officers informed Members that, as the Force did not have access to the relevant data sets of other national forces, it was unable to track the frequency that individuals were repeatedly stopped and searched in total. In terms of the frequency of stops in the City, unfortunately, an automated method to check this was not available and a manual check was not something that the Force could progress at this current time due to the resource implications.

Officers confirmed that an individual's stop and search history was not something that is asked for as a standard question during a stop, and, based on anecdotal experience, it was difficult to glean a pattern from the range of responses from individuals (some would be very forthcoming about previous experiences, whereas others wouldn't engage verbally at all with officers). It was also noted that stops are not recorded on the PNC which only records criminal offences.

Officers confirmed that, whilst information sharing existed with other Forces on intelligence, there was no data shared on this specific area. It was also pointed out that negative outcomes from stop and searches meant that it could well be viewed as disproportionate to then record that person's personal information, given they had done nothing wrong.

Ultimately, the significant determining factors and challenges would be that all Forces would have to be willing to work together on this, and that the scale of the data resources required for a shared database would need to be met nationally. This was currently not something that was being explored at a national level. Officers, stated that as CoLP was part of the national working group on Stop and Search (the lead being Chief Constable Lucy D'Orsi) they would, however, pose the question about shared information to this group and include a response in the Q2 Report.

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

7. **STAFF SURVEY 2020- UPDATE**

The Committee received a Report of the Commissioner of the City of London Police concerning the 2020 Staff Survey.

In response to a query, officers confirmed that focus groups were being held in the follow up to a Survey of under-represented groups and undertook to bring a supplementary update back once these had concluded.

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

8. **GLOSSARY**

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 urgent public 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 6th May 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. **NFIB FULFILMENT LETTERS- OUTCOME OF TRIBUNAL APPEAL**

The Committee received a Report of the Commissioner of the City of London Police concerning NFIB fulfilment letters.

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

15. **ACTION FRAUD STATISTICS – QUARTER 1 – 1ST APRIL 2021 – 30TH JUNE 2021**

The Committee received a Report of the Commissioner of the City of London Police concerning the Action Fraud Statistics for Q1.

16. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 1 – 1ST APRIL 2021 – 30TH JUNE 2021**

The Committee received a Report of the Commissioner of the City of London Police concerning the Professional Standards Statistics for Q1.

17. **PROFESSIONAL STANDARDS DIRECTORATE CASES**

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

18. **CASES DEALT WITH UNDER COMPLAINT AND CONDUCT REGULATIONS 2019**

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

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

There were no non-public questions.

20. **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 urgent non-public business.

**The meeting ended at 10.20 am**

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Chairman

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