

CITY OF LONDON POLICE AUTHORITY BOARD
Thursday, 21 October 2021

Minutes of the meeting of the City of London Police Authority Board held at
Committee Rooms, 2nd Floor, West Wing, Guildhall (Public Access via YouTube) on
Thursday, 21 October 2021 at 10.00 am

Present

Members:

Deputy James Thomson (Chair)
Tijs Broeke (Deputy Chair)
Caroline Addy
Douglas Barrow
Nicholas Bensted-Smith
Deputy Keith Bottomley
Graham Packham
Dawn Wright
Sir Craig Mackey (External Member)

Officers:

Simon Latham	- Director, Police Authority
Alex Orme	- Head of Police Authority Team
Oliver Bolton	- Deputy Head of Police Authority Team
Rachael Waldron	- Compliance Lead, Police Authority Team
Andrew Buckingham	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department
Caroline Al-Beyerty	- The Chamberlain
Alistair Cook	- Head of Police Authority Finance
Aga Watt	- Chamberlain's Department
Paul Chadha	- Comptroller & City Solicitor's Department
Ola Obadara	- City Surveyor's Department
Matt Pitt	- City Surveyor's Department
Chris Lovitt	- Department of Community & Children's Services

City of London Police:

Angela McLaren	- Assistant Commissioner
Cecilie Booth	- Chief Operating Officer and Chief Financial Officer
Clinton Blackburn	- City of London Police
David Evans	- City of London Police
Martin O'Regan	- City of London Police
Phil Ariss	- City of London Police
Rob Atkin	- City of London Police
Hayley Williams	- City of London Police

1. **APOLOGIES**

Apologies were received from Alderman Tim Hailes, Andrew Lentin and Munsur Ali. Deborah Oliver issued apologies but was observing the meeting remotely.

Nick Bensted-Smith issued apologies in advance of the meeting for his lateness.

The Commissioner had given notice of his apologies in order to attend the funeral of James Brokenshire, former Cabinet Minister who was also twice Security Minister with responsibility for overseeing the work of the City Police's National Lead Force capability alongside its Police Authority. The Chair led Members of the Board in sending its deepest condolences to his family and recorded their thanks for all he did during his work to support the City and national policing.

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 and non-public summary of the meeting held on 19 September 2021, be 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.

RESOLVED, that the report be noted.

5. **PROFESSIONAL STANDARDS & INTEGRITY COMMITTEE MINUTES**

RESOLVED, that the draft public minutes and non-public summary of the Professional Standards & Integrity Committee meeting held on 8 September 2021, be noted.

6. **CHAIR'S PUBLIC UPDATE**

Members received an update of the Chair on the following matters:

- The Chair started by recording the Board's shock following the fatal stabbing of Sir David Amess. The City has reviewed security arrangements for MPs living or visiting the City and the Assistant Commissioner would be providing further information later in the meeting.
- Following the murder of Sarah Everard, the Chair had written to the Force with the support of the Deputy Chair of the Board and the Chair and Deputy Chair of the Professional Standards & Integrity Committee. Violence Against Women and Girls (VAWG) had been given the highest of priorities across forces as well as within the APCC. The Chair expected it to feature fully in the City's Policing Plan as work in this area develops.

- HMICFRS had been tasked with vetting and professional standards within a thematic inspection and the Metropolitan Police Service (MPS) had identified their own internal review into standards. The NPCC had expressed some concerns about possible cross-over and duplication of effort across these various bits of work, in addition to the likely internal reviews within forces. Noting this, the Chair had been clear that the City of London Police must not delay reviewing possible changes to operating policy, recruiting, vetting and disciplinary action.
- The Chair had asked the Force to provide an interim report on their work, which featured under agenda item 13. Considerations include how plain clothed officers should be behaving when arresting people (be that on or off duty). Guidance has come out from the MPS that will apply the three forces that police London. This included arrangements for the detainment and transport of women and vulnerable persons, how patrols may achieve a 50/50 gender balance over the course of the current policing plan. The initial implementation of this would commence with a focus on the night-time economy and consideration on how these changes might be communicated to the wider community.
- The Chair has sought clarity of reporting on VAWG through the Strategic Planning & Performance Committee (SPPC), to ensure that Members were are getting the necessary data around crimes against women and girls. The Force were looking into a trial of recording crimes of misogyny and the Chair had asked COLP to consider how these might be reported so we can get good granularity around what is happening in the City of London.
- In terms of engagement around the Authority and Force, there had been some very positive activity including an APPC visit, as well as broader engagements including an all-party parliamentary group with the Commissioner next week, and a representation from the Force to the Online Safety Bill Committee.

RESOLVED, that the update be noted.

7. **COMMISSIONER'S UPDATE**

Members received an update from the Commissioner regarding the following matters:

- There had been NPCC call-ins on safety and security of MPs following the death of Sir David Amess.
- Two new Assistant Commissioners had been appointed to the City of London Police and would be joining toward the end of the year.
- On the Policing Plan and Force Strategy – there was a legislative requirement to produce an annual policing plan. Assistant Commissioner McLaren, who had been appointed to take over as Commissioner, informed Members that she would be taking the opportunity of new

management and the post-pandemic to redraft the Corporate Plan and rename it the 'Policing Strategy'. This would be brought forward to Members in due course.

- The Chair noted that he had discussed with the Assistant Commissioner how the Force might get a similar level of engagement on national policing priorities as it did with local policing.

RESOLVED, that the update be noted.

8. **NATIONAL LEAD FORCE**

Members received an update of the Commissioner regarding NLF.

It had been a busy time with efforts being made to develop a strong working relationship with HMICFRS, involving them as the Force carried out its NLF duties. The Programme Board would have a representative from HMICFRS observing meetings on a regular basis.

RESOLVED, that the update be noted.

9. **EQUALITY & INCLUSION**

Members received two reports of the Commissioner regarding Equality and Inclusion highlights.

The Chair advised that the two reports should be considered alongside item 10: Staff Survey 2020 update.

It was clarified that the supplementary report (9b) had been submitted in response to the negative press release made in response to the Inclusive Employers Survey. Since the report was published, it was noted that the Force had met five of the 16 recommendations, with 11 outstanding.

Members were keen to maintain momentum and develop clear KPIs to ensure progress is made. Greater community engagement was sought, with quality events being planned so we can then have something positive to report on outside the Force.

It was felt that there were a number of strands of work, such as that of the Tackling Racism Taskforce, that could be drawn together into one comprehensive action plan. The Force confirmed there was a consolidated action plan, which it could bring to the Professional Standards & Integrity Committee (**23/2021/P**).

In order to prevent a fatigue amongst staff and officers, whilst surveys should be more regular, they should be joined up into one good annual survey, with findings directly driving the action plan.

There was a request that the Force consider implementing a policy to combat 'banter', to ensure there was a framework around this behaviour that empowers people to speak out against it. This led to discussion on macho culture and how

the participation of men in workshops with female employees would help them understand the impact of actions they may have considered harmless. This would be educational and may lead to modified behaviour.

A question was raised on the perception of unfair treatment, with unsatisfactory behaviour and performance, might be tracked and sensibly monitored. This included transparency on process on promotions. It was noted one of the six leads on the action plan would be working on exiting and entering the organisation to improve the perceived fairness.

Members were pleased to see a focus on health and wellbeing of staff and officers. It was noted that the MPS had a long-covid support group and it was recommended COLP get in touch with them to see if this could be a shared offering **(24/2021/P)**.

Members were also pleased to see the schools' pilot and it was confirmed this included the whole City Family of Schools (independents and academies).

The Assistant Commissioner described two recent forums with female staff. The first was for men and women, the latter was for women only. Both events were well attended and heartfelt, with a huge amount of honesty. There were a lot of positive comments about support received from male colleagues, but also a lot of conversations about behaviours that unfortunately still exist within the organisation. Better behaviours were a benefit to all, and the Force first and foremost needed to listen to staff, then integrate the learnings into training, a refreshed code of ethics and policing plan.

Many Force colleagues had come forward as ambassadors for the 'He for She' campaign.

RESOLVED, that reports a) and b), be noted.

10. **STAFF SURVEY 2020 UPDATE**

Members received a report of the Commissioner regarding the Staff Survey 2020 update. Substantive discussion on this report had taken place under item 9 on the agenda.

Members expressed concern over actions shown as 'Ongoing' and noted that some of the actions were shown for conclusion in September 21.

The Assistant Commissioner was looking to address the rhythm of surveys, to be underpinned by regular ongoing conversations with employees. Members requested sight of the plan for the heartbeat of surveys and discussion with the Police Authority team would decide what Committees they may need to be shared with **(25/2021/P)**.

RESOLVED, that the report be noted.

11. **QUARTERLY COMMUNITY ENGAGEMENT UPDATE**

Members received a report of the Commissioner regarding the quarterly community engagement update.

In future the report will go to SPPC then flow up to the Board.

There was discussion on anti-social behaviour (ASB), specifically skateboarding and cycling. Enforcement in this area was difficult but confiscations of scooters had increased. Officers would issue a first warning, which would escalate to confiscation in cases where the individuals concerned were being stopped for a second time. Lease hire vehicles were registered and had identifying numbers, but those users were not the problem. The most effective way of tackling ASB was to be present when it was occurring. COLP often have to risk assess the pursuit of any persons that did not stop when directed. It was felt that a small impact had been made as people were abandoning scooters on sight of officers.

There was a question raised about what qualified as 'inconsiderate behaviour'. Due to the classifications provided in the CAD crime and reporting system, a more detailed breakdown would require much more resource, and as this is a Home Office recording classification the Force was tied by this.

Thanks were issued to the IASG, particularly the Chair, for their commitment and engagement as a critical friend on the Covid Gold Group.

Following a question about the spiking of people via injections, officers confirmed they were aware of the media reports but had not yet seen any of this behaviour reported in the City.

RESOLVED, that the report be noted.

12. **CITY OF LONDON POLICE VOLUNTEER CADETS**

Members received a report of the Commissioner regarding the City of London Police volunteer Cadets.

For the first-year's intake diversity objectives had already been met, with a make up of 60% female and 55% BAME. This would really help in future to diversify the workforce of COLP.

There were many advantages to the programme, including the promotion of good citizenship, career opportunities, contributing to the community and assistance with ceremonial events.

A funding plan had been provided within the report and Members were pleased to note the support from livery companies, who had pledged commitment over the next three years.

From the previous programmes, approximately 30% of cadets progressed into a career within regular policing, with even more signing up for the special constabulary.

Going forward, updates regarding the volunteer cadets would be reported to the Board on an annual basis.

RESOLVED, that the report be noted.

13. **VIOLENCE AGAINST WOMEN & GIRLS: UPDATE REPORT**

Members received a report of the Commissioner regarding Violence against Women and Girls (VAWG).

The Assistant Commissioner acknowledged the strength of feeling following the murder of Sarah Everard. The Force was shocked, disappointed, and angered. She hoped that as a service and as a community, that if properly addressed, policing would come out of this in a better position. This was a national policing priority.

A fuller report on actions the force was taking would come to the SPPC, PSIC and the Board in February 2022 (**28/2021/P**). Thanks were issued to the Force for providing the interim report in such short order.

From the outset, consideration should be made for how online abuse is dealt with. This was not only a significant area for harassment but could also assist with the prediction of when online abuse will tip into real life. In some cases, women had been driven offline completely, which was a colossal impediment to living in the 21st Century.

It was clear that this particular area work would not include violence against men. Although it was recognised that there were other areas of policing that were of significant importance, including homophobia. A vulnerability steering group were picking up violent crime more broadly, but the reporting on VAWG needed to not be lost in this wider work.

The City's own reports of VAWG were smaller in number due to the demographics within the City and so responses to them were comprehensive and thorough.

The City of London Police had been, and continued to be, involved with the Ask Angela Campaign through the Safer City Partnership. Funding in this area had been applied for by the Force and by the City Corporation through the licensing function.

Conversation linked back to previous discussions on banter and toxic working cultures.

It was agreed a more in depth discussion was required on VAWG in the short term at the forthcoming November PSIC and SPPC. Discussions in these committees could help inform the report in February 2022 (**29/2021/P**).

RESOLVED, that the report be noted.

14. **ICV ANNUAL REPORT 2020-21**

Members received a report of the Town Clerk regarding the ICV Annual Report 2020-21.

The name on the report should be corrected to Godfrey Baillon-Bending, not the Chair of the Authority Board. Thanks were given to Mr Baillon-Bending and to Deputy Keith Bottomley for their work in this area.

Deputy Keith Bottomley, as the lead for Safeguarding on the Board, in turn thanked the custody visitors who stepped up to their public service duty throughout the pandemic.

There were ongoing issues with the new exercise yard which had mostly been resolved. However, there were reports of leaks in heavy rain in some of the cells and inadequate CCTV footage. There was also a slight concern for the consistency of resourcing.

The Force confirmed that more focus line-management had been implemented for the custody suite through the implementation of Transform with it now reporting to the Supt Head of Criminal Justice. The Force also confirmed resourcing issues had been addressed with the introduction of a dedicated Custody Cadre.

It was agreed that the Force would check on the CCTV issues to establish whether it's an issue with the technology or an issue of coverage. Officers also acknowledged that it was unacceptable to be detained in cells that were leaking and confirmed that should this be the case, detainees would be moved. The matter would be taken up with City Surveyors **(26/2021/P)**.

Work continued through the Safer City Partnership on how to ensure COLP did not become a service of last resort.

It was requested that a letter of thanks be issued on behalf of the Board to the Chair of the ICV Panel and the Custody visitors **(27/2021/P)**.

15. REPORT OF ACTION TAKEN BETWEEN MEETINGS

Members received a report of the Town Clerk concerning action taken between meetings.

RESOLVED, that the report be noted.

16. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD

There were no questions.

17. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There were no items of urgent business.

18. 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.

19. **NON-PUBLIC MINUTES**
RESOLVED, that the non-public minutes of the meeting held on 19 September 2021, be approved as an accurate record.
20. **NON-PUBLIC OUTSTANDING REFERENCES**
Members received a joint report of the Town Clerk and Commissioner regarding the Board's non-public outstanding references.
21. **PROFESSIONAL STANDARDS & INTEGRITY COMMITTEE MINUTES**
Members received the draft non-public minutes of the Professional Standards & Integrity Committee meeting held on 8 September 2021.
22. **CHAIR'S NON-PUBLIC UPDATE**
The Chair provided no further update.
23. **COMMISSIONER'S UPDATES**
Members received a verbal update of the Commissioner.
24. **NATIONAL LEAD FORCE**
Members received a verbal update from the Commissioner.
25. **CITY OF LONDON POLICE MTFP 2022-2026 MITIGATION PROPOSALS**
Members considered a joint report of the Commissioner and Police Authority Treasurer regarding the COLP Medium Term Financial Plan (MTFP) 2022-2026 Mitigation Proposals.
26. **THE NPCC CYBERCRIME PROGRAMME NATIONAL FRAMEWORK AGREEMENT FOR THE PROVISION OF CRYPTOCURRENCY STORAGE AND REALISATION SERVICES - INCREASE IN CONTRACT VALUE**
Members received a report of the Chamberlain regarding The NPCC Cybercrime Programme National Framework Agreement for the Provision of Cryptocurrency Storage and Realisation Services - increase in contract value.
27. **POLICE ACCOMMODATION STRATEGY: PHASE 3G MOUNTED UNIT**
Members received a report of the City Surveyor regarding the Police Accommodation Strategy: Phase 3G Mounted Unit.
28. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**
There were no questions.
29. **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.
30. **CONFIDENTIAL MINUTES**

RESOLVED, that the confidential minutes of the meeting held on 19 September 2021, be approved as an accurate record.

31. **TOM UPDATE**

Members received a verbal update of the Director of the Police Authority Team regarding the Target Operating Model (TOM).

The meeting ended at 12.31 pm

Chairman

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