

CITY OF LONDON POLICE AUTHORITY BOARD
Monday, 13 December 2021

Minutes of the meeting of the City of London Police Authority Board held at
Committee Rooms, 2nd Floor, West Wing, Guildhall on Monday, 13 December 2021
at 10.00 am

Present

Members:

Deputy James Thomson (Chair)
Tijs Broeke (Deputy Chairman)
Caroline Addy
Douglas Barrow
Alderman Timothy Hailes
Graham Packham

Officers:

John Barradell	- Town Clerk
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
Paul Chadha	- Comptroller & City Solicitor's Department
Ola Obadara	- City Surveyor's Department
Matt Pitt	- City Surveyor's Department
Ian Hughes	- Department of Environment
Ruth Kocher	- Department of Environment
Dionne Corradine	- Chief Strategy Officer
Barbara Hook	- Chief Strategy Officer's Department
Alice Reeves	- Chief Strategy Officer's Department
Charlie Pearce	- Chief Operating Officer's Department
Aqib Hussain	- Chief Operating Officer's Department

City of London Police:

Ian Dyson	- Commissioner of the City of London Police
Angela McLaren	- Assistant Commissioner
Cecilie Booth	- Chief Operating Officer and Chief Financial Officer
David Evans	- City of London Police
Chris Bell	- City of London Police
Martin O'Regan	- City of London Police
Rob Atkin	- City of London Police
Hayley Williams	- City of London Police

1. **APOLOGIES**

Apologies were received from Alderman Professor Emma Edhem, Nicholas Bensted-Smith, Deputy Keith Bottomley, Dawn Wright, and Andrew Lentin.

Alderman Professor Emma Edhem, Nicholas Bensted-Smith and Deputy Keith Bottomley observed the meeting virtually.

Members Helen Fentimen and Michael Mitchell, of the Board's Sub-Committees, also observed the meeting virtually.

THANKS TO THE CHIEF FINANCE AND OPERATING OFFICER

It was Cecilie Booth's final meeting, and, on behalf of the Board, the Chair thank Cecilie for all her hard work in her three years in the City. Cecilie joined the City of London Police in January 2019, initially as interim Finance Director before then becoming Chief Operating and Finance Officer on a fixed-term contract. There was much for Cecilie to be proud of in turning around the Force's financial management and capability during her time with us. The Police Authority is now significantly more assured about budgeting, forecasting, and reporting within the Force and she had worked collaboratively with the Police Authority in developing the Force's MTFP and other strategic finance outputs.

Cecilie instituted a more commercial culture in the Force, helping to identify and drive efficiencies, including exploiting opportunities for income generation and implementing more robust recharging arrangements for the Force's complex web of funded units.

Cecilie moves on with the Board's thanks and best wishes for the future.

THANKS TO THE COMMISSIONER OF POLICE

The Chair led the Board in its thanks to Ian Dyson who was for the last time in attendance as Commissioner of the City of London Police after an incredible 38 years in policing. Ian joined the Metropolitan Police on 10 October 1983 - aged 22 - after graduating from Leeds University with a BA in History. Ian then followed in his fathers' footsteps into policing.

Ian joined at a time when the police still policed in tunics, they did not wear body armour, radios were not available to all and there were no mobiles or CCTV. Ian trained at Hendon, as one of sixty trainees but just one of three on a then relatively new graduate scheme. Ian's intake had just three from non-white backgrounds and just six women. Being on the fast track, Ian was later to be promoted to Sergeant in 1986 along with his lifelong colleague and friend Cressida Dick.

After Hendon he was posted to Wimbledon but was almost immediately deployed to police the miners' strike whilst still a probationer. Policing strikes

and protests proved to be a recurring theme in Ian's career, and it is clear he enjoys public order policing having policed the Notting Hill Carnival several times where he was based in the area for a number of years initially as an Inspector rising to Superintendent.

As a passionate and talented historian, Ian will recognise the historical significance of his career in policing being bookended by the Miners' Strike and the Extinction Rebellion Protests; two totemic social events in the modern history of our country and indeed both linked by those for and against the fossil fuel industry.

Ian's last two years with the Metropolitan Police were as Chief Superintendent with its Club's and Vice unit dealing with licenced premises, clubs, and vice before moving to Surrey Police in 2008 as Assistant Chief Constable.

Ian soon returned to London and joined the City of London Police as Commander in 2010 before becoming Assistant Commissioner in 2012 and finally being appointed as Commissioner in 2016. In his time in the city, Ian had done much to make the City the safest business district in the world and to ensure that Force became the specialist for protective security and for fighting economic and cybercrime.

The Chair placed on record the gratitude of this Police Authority Board for the work Ian had undertaken to strengthen the City's protective security capability and counter terrorism. In addition to the world leading Servator programme, Ian oversaw countless counter terrorism operations including the response to the London Bridge terrorist attack in 2017 and the City's response to the other London attacks that year and more recently the Fishmongers' Hall attack in 2019. Ian's strong personal commitment shown to the victims of these attacks is not widely known, with his son being critically injured in the Westminster Bridge attack and remaining on a long and determined recovery to put that behind him and his family.

During his tenure as Commissioner, Ian had overseen a significant strengthening of the City's National Lead Force capabilities for economic crime. This included securing increased national and local investment for fighting fraud, expanding the resources available to the Economic Crime Directorate, including creating an Assistant Commissioner for Economic and Cyber Crime for the first time. It is testament to the success of this particular change that his successor as Commissioner is the person he appointed to this new role.

Ian also worked proactively with his colleagues in the National Police Chiefs' Council to secure the much-coveted cyber portfolio for the city, which is already an intrinsic part of the City's national role and hugely complementary to the Force's specialisms for protective security and economic crime.

Reflecting on the diversity of Ian's intake in 1983, Ian had done much to improve diversity, inclusivity and force culture whilst recognising that more can be done in this area, and he leaves the City with the Force committed to recruiting more than 40% from ethnically diverse backgrounds as part of the

uplift programme with the most recent intake being 56% female and 52% BAME.

This approach to diversity and inclusivity is an important part of the trust and confidence that is so important in policing and, as Ian has said, it is about questioning what you are doing, acknowledging mistakes, apologising where things have been wrong and to seek to continually improve.

On behalf of the Police Authority Board and indeed the City of London as Police Authority, I wish you and Fiona a long and happy retirement.

The Commissioner of Police made a reply and commended the new Commissioner designate to the Board.

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 22 November 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.

The Metropolitan Police Service lead for the long Covid programme had been supportive of the City of London Police (COLP) participating. However, the wider membership was more reluctant. As a result, COLP were looking into whether there was sufficient internal demand. Members suggested that the Force ensure they liaise with the City Corporation.

Cluster panels were due to commence in January 2022 but there needed to be further consultation between the Chair and COLP regarding Member involvement and also wider advertising for the positions.

Work on the custody suite was ongoing with general facilities upgrades and maintenance. There had been a planned closure of the CCTV provision to implement part one of the solution and a further closure would be expected in the coming month for the delivery of phase two. The Independent Custody Visitors Panel would be informed of this closure and of the plans to utilise the Brewery Street facilities of the British Transport Police.

RESOLVED, that the report be noted.

5. **CHAIR'S PUBLIC UPDATE**

Members received a verbal update of the Chair.

The Chair would represent the Acting Commissioner at a parliamentary event on fraud alongside the Commander for Economic & Cyber Crime.

The Chair was working with the Media Team and Remembrancer's Department to engage fully on the Online Safety Bill – this included a feature within the Telegraph.

An update was given on proposals for the Business Rate Premium (BRP) uplift. As reported to a recent meeting of the Finance Committee, a rise of .4p would bridge the MTFP gap as modelled by the Police Authority Treasurer/Chamberlain. Members did not think this was a request that could wait until after the forthcoming elections but noted discussions were ongoing as to when this could be implemented and whether that would be in one step or over a few years.

Members were unanimous in their support for a .4p uplift in the BRP and wished to put a resolution to the Finance Committee to this effect. They were content for the final wording of the resolution to be agreed by the Chair, Deputy Chair and Chair of the Resource, Risk & Estates Committee (RREC) following the finance bi-lateral meetings (taking place between the Force, Chamberlain's Department and Chairs and Deputy Chairs of relevant Committees).

RESOLVED, that

- The update be noted and;
- A resolution be put to the Finance Committee supporting the case for .4p uplift in the BRP, the final wording of which to be agreed between the Chair and Deputy Chair of the Board and the Chair of RREC (32/2021/P).

6. **COMMISSIONER'S UPDATE**

Members received a verbal update of the Commissioner.

Thanks were echoed for Ian Dyson and Cecilie Booth.

The Christmas Campaign (Operation Illuminate) was well underway and proving successful. There had been a 26% reduction in crime from the week prior, which had marked the end of a steady increase. A staffing review conducted halfway through the campaign determined that the Force maintain the original levels of resource in order to sustain the results. There had been participation from across the Force including the highest number of specials ever recorded for a shift (14).

Work on the MTFP was ongoing alongside continued focus on the accommodation programme. There was a good dialogue across departments so whilst there were still challenges to overcome there were assurances that officers were engaging across the Force and City Corporation.

RESOLVED, that the update be noted.

7. **NATIONAL LEAD FORCE**

Members received a verbal update of the Commissioner.

The Online Safety Bill was to be published on Tuesday 14 December alongside an online press briefing later that day.

RESOLVED, that the update be noted.

8. **PROGRESS REPORT DRAFT POLICING PLAN 2022**

Members received a report of the Commissioner regarding progress on the draft Policing Plan 2022.

The Commissioner confirmed that the plan itself would be simplified as much as possible but acknowledged that it was unavoidably complex as COLP have both local and national responsibilities. It was deemed important to only have one plan to ensure the whole Force could see themselves captured within it.

Comments were encouraged from Members and could be fed into the process via the report author or clerk

The Police Authority Team and Force needed to address the sequencing of the next phases of consultation and committee reporting. **(33/2021/P)**.

The Force wished to strengthen some of the KPIs and accompanying measurements within the Plan. They also highlighted the importance of being clear what were local and what were national responsibilities.

RESOLVED, that the report be noted.

9. **PROVISIONAL CITY OF LONDON POLICE REVENUE AND CAPITAL BUDGET 2022/23**

Members received a report of the Commissioner regarding the provisional City of London Police Revenue and Capital Budget 2022/23.

Members sought clarity in the reporting that distinguished income/expenditure based on whether it was from central and funded units, third-party sources or the Business Rates Premium etc.

There were ongoing concerns about the need for staff reductions which it was felt might lead to changes in service delivery. This was, however, unavoidable for the levels of savings that needed to be made.

The Chamberlain felt that when communicating to other committees, the Board needed to emphasise the situation the Force finds itself in will prevail for some time. Proposals for three-year plans should be made as the short termism could fetter the Force.

RESOLVED, that the report be noted.

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 22 November 2021, be approved as an accurate record.
14. **NON-PUBLIC OUTSTANDING REFERENCES**
Members received a joint report of the Town Clerk and Commissioner regarding the Board's non-public outstanding references.
15. **CHAIR'S NON-PUBLIC UPDATE**
16. **COMMISSIONER'S UPDATES**
Members received a verbal update of the Commissioner and Chief Officers.
17. **NATIONAL LEAD FORCE**
There was no further update.
18. **CITY OF LONDON POLICE TRANSFORM TOM UPDATE**
This item was withdrawn.
19. **GW3-4: SECURE CITY PROGRAMME (SCP) - CCTV & TELECOMMUNICATIONS WORKSTREAM**
Members received a joint report of the Commissioner and Director of Environment regarding the Secure City Programme (SCP) CCTV & Telecommunications Workstream.
20. **REPORT OF ACTION TAKEN BETWEEN MEETINGS**
Members received a report of the Town Clerk regarding the report of action taken between meetings.
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. **GW1-4: COVERT SURVEILLANCE EQUIPMENT - REPLACING END OF LIFE EQUIPMENT**

Members considered a report of the Commissioner regarding Covert Surveillance Equipment – replacing end of life equipment.

24. CITY OF LONDON POLICE'S TARGET OPERATING MODEL: POLICE STAFF ESTABLISHMENT AND ITS ALIGNMENT TO CITY OF LONDON CORPORATION'S ORGANISATIONAL DESIGN PRINCIPLES

Members considered a report of the Commissioner regarding the City of London Police's Target Operating Model: Police staff establishment and its alignment to City of London Corporation's Organisational Design principles.

25. PROPOSALS FOR THE ORGANISATIONAL DESIGN OF THE POLICE AUTHORITY TEAM

Members considered a report of the Town Clerk regarding proposals for the Organisational Design of the Police Authority Team.

The meeting ended at 11.43 am

Chairman

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