

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE
Friday, 18 February 2022

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee
held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Friday, 18 February
2022 at 2.00 pm

Present

Members:

Deborah Oliver (Deputy Chairman)
Helen Fentimen
Deputy James Thomson

Officers:

Hayley Williams	- City of London Police
Rebecca Riggs	- City of London Police
Alix Newbold	- Director, Police Authority Board
Dermont Robinson	- City of London Police
Rebecca Riggs	- City of London Police
Ian Younger	- City of London Police
Jo Steed	- City of London Police
Rachael Waldron	- Town Clerk's Department
Polly Dunn	- Town Clerk's Department

1. APOLOGIES

Apologies were received from Caroline Addy and Tijs Broeke. Mary Durcan and Michael Mitchell issued apologies but observed the meeting virtually.

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

There were no declarations.

3. PUBLIC MINUTES

RESOLVED, that the public minutes and non-public summary of the meeting held on 5 November 2021 be approved as an accurate record.

4. PUBLIC REFERENCES

Members received a report of the Town Clerk and Commissioner regarding the Committee's outstanding references.

It was hoped that the first draft of the attraction strategy would be brought through Committee in May.

RESOLVED, that the report be noted.

5. Q3 STOP AND SEARCH AND USE OF FORCE UPDATE

Members received a report of the Commissioner on the Stop and Search and Use of Force Data for Quarter 3.

Regarding the disproportionality index, it was less than the MPS but above the City of London Police two-year average which was concerning. There was a timing issue on the Home Office data extract and processing this in time for committee. This had been highlighted to Members previously.

Full information, including clarification on what 'use' of a baton includes, would be in the fuller Q3 report. On tasers, this had been drawn and aimed at people on 18 occasions. It was used on one occasion.

There would be more information in the next report on strip searches.

Officers were to confirm at the next meeting whether Emotionally and Mentally Disturbed (EMD) were those with confirmed mental health diagnosis.

A copy of the full report was to be shared with Members of the Committee if available ahead of the May meeting.

RESOLVED, that the report be noted.

6. **EQUALITY AND INCLUSION UPDATE**

Members received a report of the Commissioner regarding the Force's Equality and Inclusion update.

The KPIs were considered useful, particularly as so many of them were numeric, which made them easy to measure. Members were keen to know how these informed changes to practice. A dashboard was being completed for the new measures for 22-23 and would be available for the Q1 update in September..

Staff meetings would take place in the coming two weeks and findings would be fed back to the Commanders and Chief Officer Team.

The response to the IOPC's Operation Hotton report about behaviour of officers mainly at MPS Charing Cross police station included an increased resource in this area to bolster the Violence Against Women and Girls agenda. This was paired with the professionalism and trust stream of work. Huge learnings were being taken from schools and the voices of young people.

There was a discussion on a number of surveys and the need to draw on the work of the inclusive employer survey, with particular focus on BAME members of the Force and procedural justice on promotion and retention. There was wider work by the Force for a catch-all survey, to avoid survey-fatigue. It was hoped that even with a new system, results from previous years could still be used as baselines and mapped across, to ensure some continuity.

Members asked for an update in the next E&I report on the outcomes from the Police Federation Survey referenced by the Commissioner at the February PAB meeting.

RESOLVED, that the report be noted.

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

Members received a report of the Commissioner regarding the Integrity and Code of Ethics Update.

Following an investigation of the IOPC, 15 recommendations from the Op Hotton report were made for the MPS. Officers hoped to identify themes and risk, as it was naïve to think that there would not be read-across to COLP. Ultimately this would be brought altogether under the Equality, Diversity and Inclusion Action Plan.

The College of Policing was looking at cultural change across the Police Service, which would be considered in parallel to the IOPC recommendations.

It was thought that the integrity dashboard, currently attached as a non-public appendix, should be suitably redacted so it could be discussed in public session in future.

RESOLVED, that the report be noted.

8. **UPDATE ON VIOLENCE AGAINST WOMEN AND GIRLS (VAWG) ACTIVITY**

Members received a report of the Commissioner regarding the Force's activity to address Violence Against Women and Girls.

At one of the Cluster Panels recently it was noted that there had been some experience of Officers using language that seemed to imply that rapes committed by a known person to the victim were somehow less serious than those committed by strangers. This was obviously not the case. It was a sensitive and delicate issue and it was recognised that members of staff were to refreshed in use of language in this area and would also be part of new recruit training. Standards were clear and anything beneath this is not tolerated.

Thought was being given as to how good news might be shared.

A culture of partnering with other forces had started and peer review in this area would take place.

Extra funding (locally, regionally and nationally) had been made available for safer spaces, which fed directly into the work on VAWG.

All forces were driving work to improve the service experienced by victims and were bringing in expert partners to assist with a delivery plan. There was a need to manage trauma whilst gaining and keeping the trust of victims.

A question was raised about minority ethnic groups and whether individuals from these groups (some of whom may not have English as a first language), could be provided with additional support in coming forward, given the extra challenges they faced in doing so. In short, the Commissioner agreed that there was more to be done on demographics to identify a problem profile and the support to be given.

It was suggested that a Banter Policy be considered along with the existing policy on Bullying, so that a framework might be implemented around which people could challenge behaviour.

RESOLVED, that the report be noted.

9. **ACTION FRAUD STATISTICS- QUARTER 3- 1ST OCTOBER 2021- 31ST DECEMBER 2021**

Members received a report of the Commissioner regarding the Action Fraud statistics for Quarter 3.

It was suggested that the written responses be improved so that they read less like a Police Report.

RESOLVED, that the report be noted.

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

There were no questions.

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

There was no other 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 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.

13. **NON-PUBLIC MINUTES**

RESOLVED, that the non-public minutes of the meeting held on 5 November 2021, be approved as an accurate record.

14. **NON-PUBLIC REFERENCES**

Members received a report of the Town Clerk and Commissioner regarding the Committee's non-public outstanding references.

15. **NON PUBLIC APPENDIX TO ITEM 7 (INTEGRITY AND CODE OF ETHICS UPDATE) - INTEGRITY DASHBOARD - FEBRUARY 2022**

Members received a non-public appendix to item 7, the Integrity and Code of Ethics Update.

16. **PROFESSIONAL STANDARDS STATISTICS - QUARTER 3 - 1ST OCT 2021
- 31ST DEC 2021**

Members received a report of the Commissioner regarding the Professional Standards Statistics for Quarter 3.

17. **PCR CASE SUMMARY**

Members received a report of the Commissioner regarding a series of PCR Case Summaries.

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 3.57 pm

Chairman

Contact Officer: John Cater
John.Cater@cityoflondon.gov.uk