

# City of London Police

Annual Report 2021/22




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# Our priorities

NB:- Please note that a new [Policing Plan for 2022-25](#) has been recently launched but this annual report assesses performance of 2021-22 based on the previous iteration of the [Policing Plan 2020-23](#).




Economic and Cyber crime

We will protect the public and reduce the harm from fraud by providing national leadership and coordinated services that are valued by policing and meet the needs of victims. We will also lead the policing response to wider economic and cyber-crime threats.




Counter Terrorism

We will continue to work tirelessly with partners in law enforcement and other agencies to protect the Square Mile from this threat and be leaders in the provision of protective security.




Serious organised crime

We will ensure we have the capacity and capability to tackle serious organised crime effectively to protect the Square Mile and the City of London is viewed as a hostile environment for organised crime groups.



Violent and acquisitive crime

Working with the Safer City Partnership and with a focus on crime prevention, we will ensure levels of violent and acquisitive crime remain low in the City of London.



Local policing

Our focus on local policing (which includes roads policing, public order, antisocial behaviour and vulnerability) will ensure the City of London remains a safe, low crime area for all those that live, work or visit here.



# Commissioner's Foreword



I am pleased to present this annual report which reviews the progress of the City of London Police between the 1<sup>st</sup> April 2021 and 31<sup>st</sup> March 2022.

This continued to be an unusual period as we adapted to the changing face of the COVID-19 pandemic. It was also a period that saw trust and confidence in policing face unprecedented challenge.

The City started to come back to life - a welcome sight - but at the same time people continued to live more of their lives online. These changes have impacted how we police and we have had to adapt and stay responsive to ensure we keep people safe in both the physical and virtual world.

As mentioned above, this has been and will continue to be a very difficult period for policing. Trust, confidence and legitimacy are very much in the spotlight and under the microscope. The murder of Sarah Everard by a serving police officer and other tragic deaths, such as those of Bibaa Henry and Nicole Smallman, Julia James, Gracie Spinks, Sabina Nessa and Bobbi-Anne McLeod have understandably sent shockwaves across UK policing and impacted upon the trust and confidence felt amongst the public

Our commitment to tackling violence against women and girls (VAWG) and rebuilding trust and confidence is fully reflected in our new Policing Plan and the creation of our Professionalism and Trust business area which will focus on VAWG, Integrity Standards, Equality & inclusion and will be the focus for addressing community concerns, and building internal confidence across the workforce.

We have engaged and listened to our communities, our officers and staff, and have reflected this feedback into our new vision and values. A vision that sees us trusted by communities to deliver policing with professionalism, integrity and compassion.

I am proud to be leading the City of London Police and look forward to working collectively to deliver a modern engaging and professional service for all our communities.

**Angela McLaren**  
**Commissioner, City of London Police**

# Chair's Foreword



The focus of the Police Authority Board over the last year has been on maintaining public safety and low levels of crime in the City, improving the national response to economic and cyber crime, and ensuring diversity and inclusion is embedded in the culture of the City of London Police and Police Authority.

In 2021, Ian Dyson retired as Commissioner of City of London Police having held the post for almost six years with outstanding dedication and commitment. His successor, Commissioner Angela McLaren, was appointed by the Police Authority Board as the first female commissioner in the City Police's 182 year history.

I am pleased to see crime levels overall are lower than pre-Covid levels. With the return of the working population and night time economy, maintaining this trend and responding to community concerns about anti-social behaviour will require continued collaboration across the police, City of London Corporation and other partners on the Safer City Partnership.

City Police has continued to work closely with the Metropolitan Police, British Transport Police, and the intelligence services to prevent terrorist attacks against the City. I was good to see recognition of the effectiveness of this collaboration in Lord Harris' 2022 independent review of London's preparedness to respond to a major terrorist incident.

Last year I joined the Board of the Association of Police and Crime Commissioners and am the Deputy Portfolio Lead for Fraud and Cyber Crime. I have used these roles to support the work of City Police as the national policing lead for economic and cyber crime, highlighting the need for greater scrutiny and prioritisation of these crimes by PCCs. Economic, fraud and cyber crime are now mentioned in all Police and Crime Plans. However, there is still more to be done to ensure disseminations from Action Fraud are appropriately resourced by forces.














Recognising the importance of preventing fraud, the Police Authority worked with City Police (and others in the counter fraud community) to successfully petition for fraud to be named a priority harm and inclusion of advertising in the Online Safety Bill. The formation of the new National Cyber Resilience Centre company in the City has brought together representatives from industry and policing to provide strategic direction and support for regional centres assisting SMEs with their cyber resilience.

The new Commissioner has made clear a core part of her agenda is professionalism and trust. Since I have been Chair, the Police Authority Board established its own diversity policy and has improved representation across its members. Ensuring City of London Police is visibly representative of its communities at all levels of policing remains a priority area of focus, along with supporting work to combat violence against women and girls in the City.

**James Thomson**  
**Chair, City of London Police Authority Board**

# Policing Plan Performance

Every year we agree our policing priorities with our Police Authority Board within our Annual Policing Plan. In 2021/22, the Force set out the following priorities within this document and each of these areas had several performance measures associated with them are monitored by our Police Authority to track our performance:

				
Economic and Cyber crime	Counter Terrorism	Serious organised crime	Violent and acquisitive crime	Local policing
 <p>Alerted the financial sector to <b>35,400</b> bank accounts and compromised credit cards linked to fraud with a value of almost <b>£58m</b></p>  <p>Informed banking of <b>£54m</b> money at risk and confirmed <b>£2.2m</b> repatriated to victims</p>	 <p><b>4,548</b> Project Servator deployments – <b>56%</b> increase since last year</p>	 <p>Recovered over <b>£29m</b> in assets compared to £5.9m in 2020/21</p>  <p>Compared to last year, there has been a <b>38%</b> increase in investigations supported or coordinated to safeguard children.</p>	 <p>There continues to be a reduction of victim-based violent crimes of <b>32%</b> compared to the 2019-20 baseline, although there has been an increase in the rolling 12-month period of <b>80%</b> in Q4 compared to previous year when lockdown restrictions were tighter.</p>	 <p><b>378</b> public protection notices related to children and <b>758</b> relating to adults have been submitted, compared to 265 and 493 last year respectively.</p>  <p>Positive outcome rate for stop and search was <b>35%</b></p>

In addition...

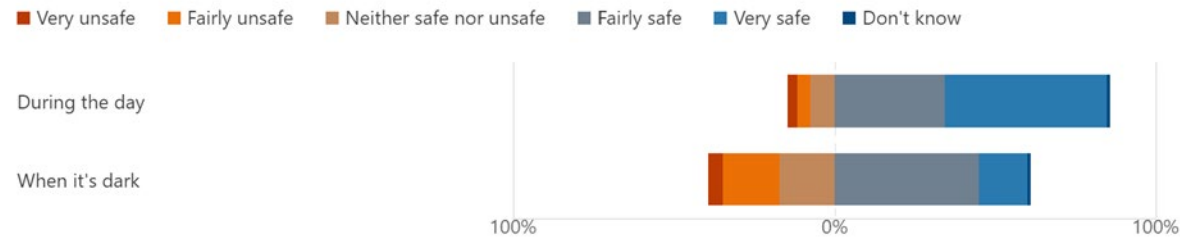
- The number of positive outcomes for 2020/21 was at **21%**
- **1,287** judicial outcomes recorded by police – **43%** increase on last year
- We recruited **66** new joiners, **10.6%** were from Black, Asian or Minority Ethnic backgrounds



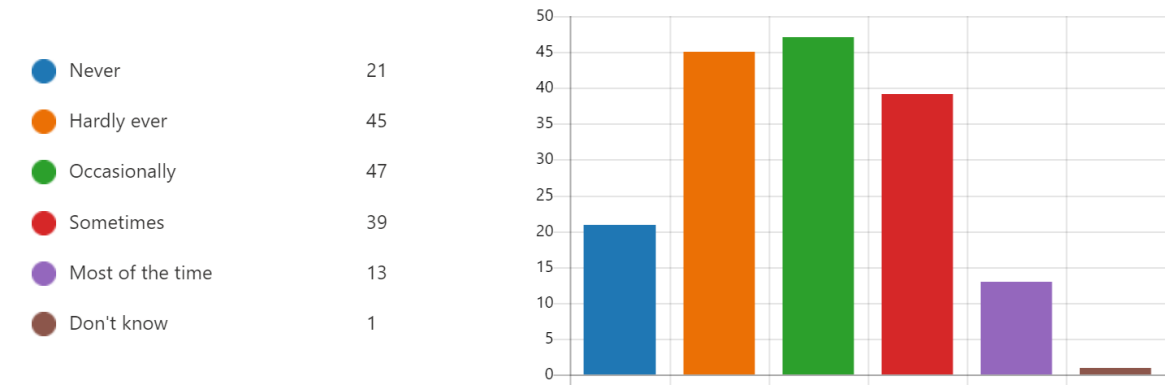
# Community Feedback

Each year we undertake a survey of residents, workers and visitors to the City of London to identify public concerns and priorities and how we can address these through the delivery of our Policing Plan. The results of this year's survey were used to inform discussions with our Police Authority Board to set our 2022-23 Policing Plan priorities.

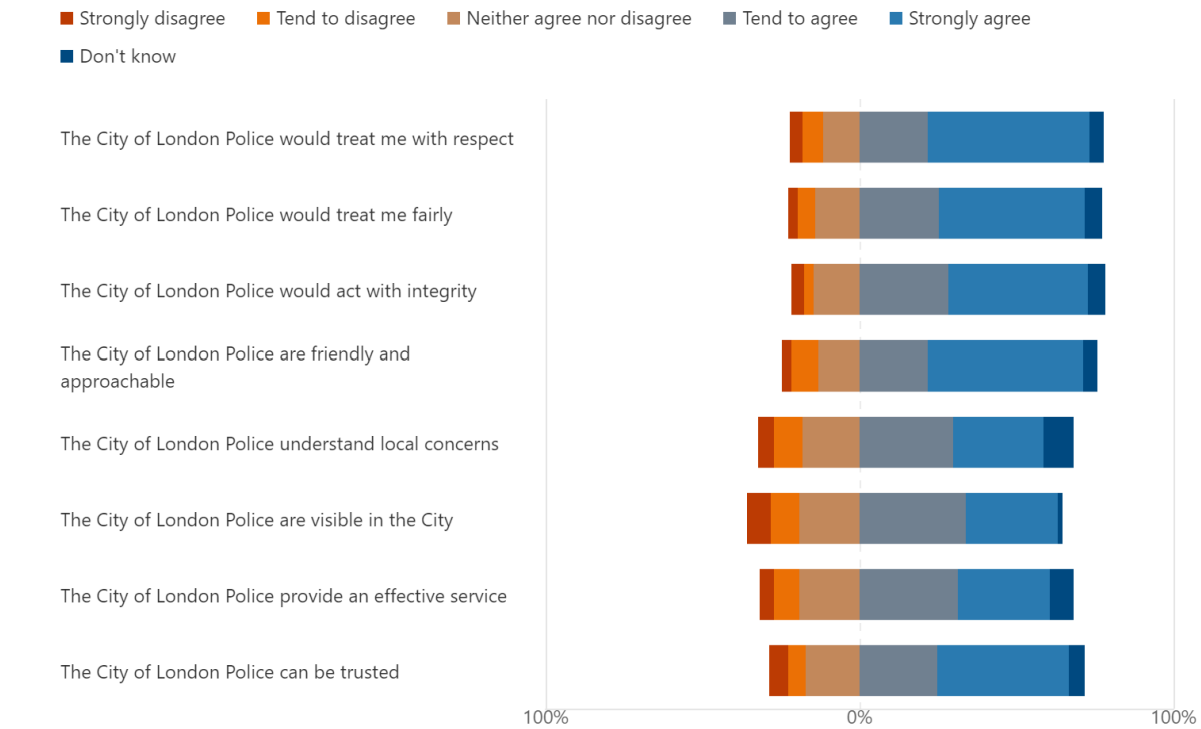
Q: Thinking about when you are in the City of London, please tell us how safe or unsafe you feel at different times.



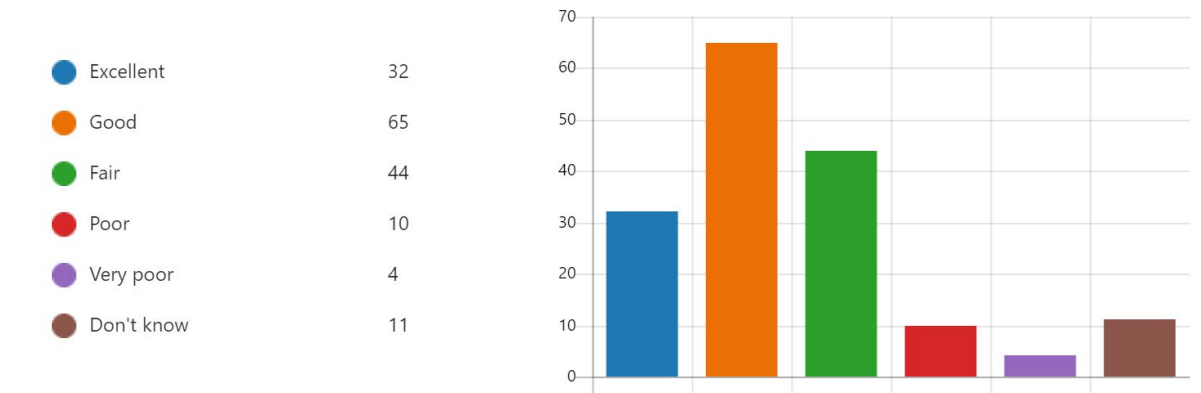
Q: How often, if at all, do you worry about becoming a victim of crime in the City of London?



Q: Thinking about if you were to have contact with the City of London Police, how much do you agree or disagree with the following statements?



Q: How good a job do you think the City of London Police is doing?

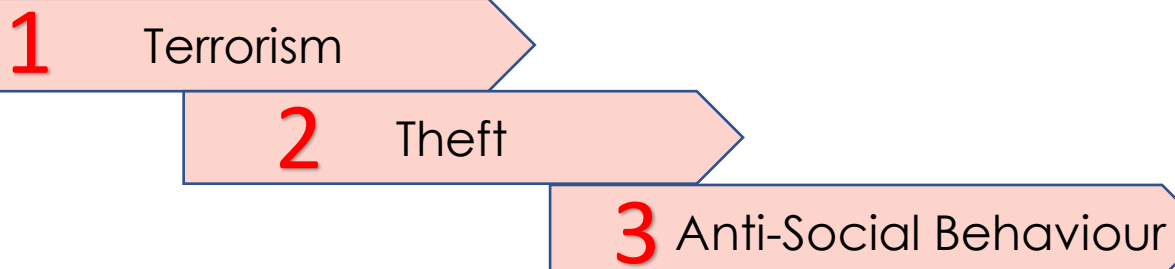


**Q:** If you were to report a crime or incident in future, how confident are you that you would receive a good service from City of London Police?

Very confident	37
Fairly confident	82
Not very confident	23
Not at all confident	13
Don't know	11



As part of the Community Survey, we asked you what your priority areas were for policing activities in order to ensure these concerns are addressed within our annual Policing Plan considerations. This year the following top three priorities were identified by respondents to our survey:



## Responding to your feedback

To ensure the public remain safe in the Square Mile – day and night – we have undertaken several additional activities to target criminality and safeguard the public:

- Continued a programme of engagement with partners ([Victim Support](#) & City Corporation)
- Ran a social media campaign highlighting how victims can report sexual abuse
- Trained licensed premises in relation to vulnerability and sexual violence
- Supported the [Good Night Out](#) and [Reframe the Night](#) campaigns
- Participated in the national [StreetSafe](#) tool pilot

## Highlights

### Preventing re-offending

Our custody partnered with [Oak London](#) in March this year, a charity that supports men aged 18 to 30 who are at risk of offending or reoffending.

47% of adults are reconvicted within a year of being released from custody in the UK, and the risk of reoffending by young people and adults who have served a custodial sentence rises to 75%. To keep a person in prison costs the taxpayer £41,000 a year and reoffending currently costs the UK economy £11 billion a year. By contrast, each person who goes through Oak London costs the charity £800 and, having secured full funding for 2022, there is no cost to the individual.



Participants in Oak London's programme are taken out of the capital for a residential course and enrolled on a range of activities and seminars, before returning to London to be part of a 12-month mentoring programme and a community project.

Representatives from the charity have given presentations to Custody staff as part of their continuous professional development training. Now, details of the service the charity offers will be given to arrested persons who fit the criteria on their arrival in Custody. Custody staff can then refer detainees to the charity with their permission.

### Vulnerability

One of the main duties of policing is to protect the vulnerable within society. With the mental health impact of the pandemic, the protection of the vulnerable remains a key service and demand remains high within the Square Mile.

### Counter Terrorism – pursue

Over the course of the year, the Pursue Team investigated a number of incidents of hostile reconnaissance within the City, including:

- Section 58 Terrorism Act arrest of a subject taking images of Bishopsgate Police Station
- Section 58 Terrorism Act arrest of a subject taking images of Paternoster Square and London Stock Exchange (LSE).
- Section 58 Terrorism Act arrest of a subject taking images of Paternoster Square and LSE. A full CT investigation was completed and valuable CT intelligence was passed to partner agencies.



### Counter Terrorism Conference

This year, our Counter Terrorism Security Advisors (CTSAs) hosted the inaugural Counter Terrorism Conference – CT2022. This event brought together more than 150 security professionals, business leaders and counter terrorism experts. During the event, a new tool, the 'Notify Pad' designed by the CTSAs was showcased. The aim of which is to ensure the correct information is obtained when reporting suspicious activity which allows for early notification of risks that may harm the City of London.

### Local Vulnerability Assessments

Our CTSA team has continued to work on supporting the protective security of crowded places through completion of 'Local Vulnerability Assessments' on priority sites. In addition, the CTSA team has continued its close working relationship with the City Corporation by supporting them across security work programmes and projects, including Hostile Vehicle Mitigation plans, pavement licences and public realm advisory projects.

The CTSA team have delivered numerous products to disrupt terrorism, including attack planning activity such as hostile reconnaissance. These include See Check and Notify, Action Counters Terrorism training, etc.

### Ask for Angela Scheme launched in the City

'Ask for Angela', a scheme which provides visitors to licensed premises with a codeword so they can get



help if they find themselves in an uncomfortable situation, launched in October 2021 in the Square Mile.



**Christmas Party assault**

Nabil Zerdi, 51, of Isleworth, was found guilty of two counts of sexual assault at Inner London Crown Court in August 2021. He had previously denied all charges against him. He sexually assaulted a woman twice while at her Christmas party in the City of London. He was sentenced to:

- Two-year community order
- Five-year notification requirement
- 30 days rehabilitation activity requirement
- £300 court costs and £90 victim surcharge
- 15 hours unpaid work requirement

**Operation Luscombe**

The City of London Police continue to run Operation Luscombe, an operation that was authored by the Partnerships team, to combat antisocial behaviour linked with begging. As lead force for this operation, we have continued to maintain a significant reduction in begging within the City and its associated antisocial behaviour to the tune of 49%. Working alongside this project is the forces wider stance to assist the local authority and the GLA in reducing homelessness within the capital. We work alongside a number of key partners to achieve this aim and operate a bi-weekly hub to assist the homeless into accommodation.

**Bicycle theft reduction**

The City of London Police have run a successful operation in reducing cycle theft, digital media advertising and engagement stands were deployed

to support the ongoing efforts and provide suitable education to the public on crime prevention practises. The high visibility of the police in hot spots worked as a detriment to offenders in the area while the police actively target this type of crime. Using a mix of modern and historic crime prevention messaging including 'lock it or lose it' enforced the message. Signage was created and displayed at Cycle bays around the City of London displaying our crime prevention message and how the local services can assist them. As part of the Bike registry scheme several hubs were set up in hotspot areas resulting in around 1300 bikes being registered.



**National Servator**

The National Project Servator Team (NPST) is based in the City of London Police, and works to Counter Terrorism Policing HQ. The NPST leads on Disruptive Effects (including hostile behaviour detection, deterrence and security minded communications) for all police forces in the UK and sets the national standards for other government departments who can use similar tactics. They are also responsible for the operationalisation of these tactics for businesses, with the SCan package which is delivered by our CTSAs.

Working with the Home Office, CPNI and NaCTSO, the team will be integral in supporting the roll out of the Protect Duty, and Publicly Accessible Locations over the next 3 years, developing products that match the change in demand, particularly from the private sector.

**Preventing Economic Crime**

The Force secured a six-year Criminal Banning Order for a fraudster targeting vulnerable members of the public. He exploited the pandemic by using 'COVID-19' as the subject of his messages, resulting in just under £1 million of losses and eroding public confidence in genuine COVID-19 messages from the Government. The defendant had also built fake websites to use in large-scale fraud and was selling advanced BOT programs to Organised Crime Groups.

**Intellectual Property Crime**

This year there was a successful operation where four raids, led by our Intellectual Property Crime Unit

(PIPCU), the Northwest Police Intellectual Property Crime Unit and Greater Manchester Police, uncovered an estimated £15 million worth of branded clothing, shoes, electricals, watches, jewellery, perfume and medicine, suspected to be counterfeit. In total, over 45,000 items were seized.

This joint action between the three forces, Border Force and Immigration Services, also saw 7 people arrested – 6 for offences relating to the importation and distribution of counterfeit goods, and 1 for intent to supply prescription drugs.



**Fake Voluntary Emission Reduction credits**

Earlier this year, two men were convicted of fraudulent trading of Voluntary Emission Reduction (VER) carbon credits that were essentially worthless. Paul Seakens and Luke Ryan used high pressure sales tactics to sell these credits on the basis that they were good and promising investments. In reality, there was no market for investors to sell them on and no realistic likelihood of there ever being one.

Total losses attributed to the victims identified in the case amounted to over £1.8m (although this is likely to be under-estimated). Financial analysis of bank statements showed well in excess of £30 million went through various company accounts controlled by Seakens.

**Successful conviction of a £125,000 “money muling” scammer**

A successful DCPCU investigation into a £125,000 “money muling” has resulted in a 3-year prison sentence. Prince Sean Namalima, 20, from Wolverhampton, pleaded guilty to conspiracy to convert criminal property. Namalima was found to have transferred and withdrawn money from various bank accounts belonging to other

individuals recruited to accept large amounts of illegally obtained money. Officers seized a mobile phone when they searched his address and found that the phone contained images of bank payment cards, bundles of cash and videos of him using ATMs or carrying large amounts of cash.



**Fraud and Cyber Crime Reporting and Analysis Service**

The City of London Police led on the submission of the Outline Business Case to replace the systems and services that underpin the National policing response to fraud and cyber-crime. This case was approved by the Home Office and HM Treasury in June 2021. The procurement to appoint a new supply chain who will work in partnership with us to replace the existing Action Fraud is progressing as planned and will see us move into the multi-agency final design phase of the new service in early 2023.

**Enhanced Cyber Crime Reporting Service**

Research on the existing Action Fraud service showed anecdotal evidence that Businesses do not report Cyber crime as they have a lack of confidence in the ability of the normal Action Fraud/NFIB reporting, recording and dissemination processes. In advance of the new Fraud and Cyber Crime Reporting and Analysis service (FCCRAS) going live we have introduced a new temporary service and process which diverts businesses away from the traditional route to specially trained Cyber Call Handlers and Crime reviewers to deliver a fast time enhanced response with an aim to increase reporting and action re cyber incidents. This service is proving to be a valuable addition and will also greatly inform the design of the new FCCRAS service.

**Romance scams**

A DCPCU investigation into Prince Rodriguez, 23, of Hackney, London was sentenced to four years in prison after pleading guilty to committing 6 counts of fraud, 2 counts of money laundering and breaching a restraining order.

Rodriguez was initially identified as being involved in a number of romance scams. The investigation then revealed he moved onto committing fraud against a number of banks by submitting counterfeit loan applications and contacting the bank to dispute transactions on accounts under his control in order to receive significant refunds. The money was retrieved by the bank and all victims fully refunded.



Cyber Griffin

Since its inception in 2018, [Cyber Griffin](#) has trained over 23,000 people, delivered more than 670 services and engaged with 650 organisations.

We are extremely pleased with the success of the accreditations we have now integrated into our services, attracting more take up of the programme.

Cyber Griffin has now become a largely digital service which has built its ability to offer all Cyber Griffin services year on year. We are pleased to report our strongest year to date.

Finally, the Cyber Unit are pleased with the feedback we have had from our cyber capability assessment service. Feedback shows that this service has made lasting security changes to their information security management systems (ISMSs). This is complex work which make positive results all the more satisfying to receive.

Project Servator celebrates 8 years

Our Project Servator team utilise a suite of tactics to combat the threat of terrorism within the City such as stop & search and resolution conversations to engage with the public. This tactic has been

developed over a number of years and despite the impact of the pandemic, we have continued to increase the use of this activity within the City. This year saw the Force celebrate 8 years of using this tactic within the Square Mile.

Project Servator has worked alongside to build relationships and provide See, Check and Notify (SCaN) training to some of London's most iconic sites.



Drugs arrests

Three members of an OCG were jailed for a total of 23 years after drugs worth £500,000 were seized following a series of warrants by the City of London Police:

- Wesley Candida, 30, of Woodford Green, Essex, was sentence to 11 years in prison for three counts of conspiracy to supply Class A drugs and possession of criminal property
- Vanessa Candida, 29, of Woodford Green, Essex, was jailed for six years for three counts of conspiracy to supply Class A drugs and possession of criminal property
- Wanderson Rocha Dos Santos, 31, of Tower Hamlets, was sentenced to 6 years imprisonment for three counts of conspiracy to supply Class A drugs.



Major Crime Team

In July, our Major Crime Team (MCT) commenced an investigation into gang related violent disorder and GBH (wounding) where a male was stabbed twice during a gang motivated disorder outside VQ bar in Aldgate.

The MCT quickly established that whilst a violent disorder had occurred there was clearly one aggressing group of 8 suspects and a victim group who were acting to defend themselves. The MCT quickly identified the main aggressor who could be seen stabbing the victim as he ran away. As a result, all suspects were identified.



Community Engagement

Over the last year, there has been significant work undertaken in relation to community engagement and our wider partnership working. We have fundamentally changed our policing model with the launch of Sector Policing with dedicated ward officers tackling local crime and anti-social behaviour issues. To complement this, we have now fully launched the City Cluster Panels – each is made up of local people who agree a realistic and achievable course of action to address the issues raised by the community. Where appropriate to the demographics of the Cluster, every effort is made to ensure that a diverse group of people are recruited.

Special Constables

The force presently has 73 Special Constables, with a new cohort of 12 commencing training in summer 2022.

Over the past 12 months we have focussed on the return to BAU following the pandemic, implementing the recommendations arising from a comprehensive staff survey in spring 2021, delivering bespoke refresher “back to work” training to all officers requiring it, and returning duty hours and productivity to pre-pandemic levels. Progress against key metrics include:

- 72% Independent Patrol Status
- 50% of all duties (6,500 hours) on response (compared to 30%/4,309 hours in 2016)

- 2,750 duty hours policing the South-Western sector of the City during the initial lockdowns. To our knowledge, this is the first time that Special Constables have assumed *routine medium-term* responsibility for policing part of a major city.
- 2021 Christmas campaign best supported ever, with 16 & 17 officers on duty on key nights.
- In 2021 the special constabulary delivered 2,469 duties, 43 arrests, 69 assist arrests, 519 vehicle stops, 74 drivers reported, 542 incidents attended, 8 s136 MHA detentions and 230 stop and account/search.
- SCs remain active in specialist units including MPS Raptor Units, public order (16 SCs public order trained including the first 2 SCs in the UK to complete the MPS Public Order command course), cycle squad, ECD (Academy, NFIB & ECVCU), control room, Administration of Justice, and L&D.
- Diversity remains a focus: BAME representation has been increased to 17% and female representation remains at 21% (although this follows the transfer of 7 female SCs to the regular service in 2020)

Classification	Pre – OP ILLUM INATE	OP ILLUM INATE	% Chang e
Theft	198	119	-40%
Violence Against the Person	124	114	-8%
Anti-Social Behaviour	47	50	6%
Public Order	35	29	-17%
Sexual Offences	10	9	-10%
Robbery	8	3	-63%
Total	422	324	-23%

Our 2021 Christmas Campaign

Each year, the City experiences a rise in visitors over the Christmas period where people come to the Square Mile for entertainment, bars and restaurants during the festive period. Led by Local Policing Command Team and supported by the rest of the City of London Police ‘Operation Illuminate’ aimed to protect and reassure everyone who works and lives in the City of its safety, taking offenders off the streets and offering help and support to any victims of crime. This saw a 23% reduction in crime over the period.



**Mental Health Street Triage service**

The City of London Police work in partnership with the Clinical Commissioning Group and the NHS to provide a Mental Health Street Triage service. The service has been successfully run since 2017. This service in the past 12 months has been uplifted to include additional hours, covering from 9am until 3am. Over the past twelve months the service has helped to avoid 77% of police encounters ending in a detention under the Mental Health Act. Positive engagement with people in mental health crisis after initial police contact has been trialled for the past 12 months. This model has significantly reduced return rates of persons in distress.

**Suicide Prevention**

A core role of the Force is to safeguard vulnerable members of society, those in mental distress who may contemplate self-harm are of concern to the Force and are a critical focus for how we respond to public safety within the City. In mid 2021 the City Police conducted environmental visual audits of all sites in the City to explore potential opportunities to implement structural changes to the built environment to dissuade/prevent those in distress for using those locations as sites of contemplation to end their lives. The results of this have been passed to the City of London Corporation who are acting on Force advice.



The Partnership and Prevention Hub are working with several external partners to achieve a more integrated approach to suicide prevention across Central London, this includes the private security sector and charitable partners, such as the RNLI. It is hoped that these projects will allow for early detection and mitigation for those in mental health crisis.

**Action Fraud Campaign**

Action Fraud campaign activity:

- Action Fraud led a total of 8 national campaigns in 2021
- Collaborated or supported on 10+ partner campaigns including joint initiatives with the NECC, Cyber Protect and NCA.
- Amplified and shared NHS communications on emerging COVID19 threats, trends and national messaging across the year.
- The best performing campaign of 2021/22 was the Action Fraud / Cyber Protect Christmas campaign. This messaging achieved 18.7m reach and 88.7m impressions.



**Economic Crime Victim Care Unit (ECVCU):** As a direct result of the success of the pan-London Action Fraud Economic Crime Victim Care Unit (ECVCU), the Home Office provided funding to roll-out the Action Fraud National Fraud Economic Crime Victim Care (NEVCU) in areas outside London with potential to extend the service across England and Wales. This service provides three levels of support to victims:

- Level 1 – Victim Contact which gives appropriate support to less complex cases where there is no indication of vulnerability identified within the report. The level one team provides Protect/crime prevention advice and signposting to local support services.
- Level 2 – Victim Care handles more complex and difficult cases, where an indication of vulnerability has been identified within the report. Reports are thoroughly reviewed by a dedicated team (Victim Reception Team) and passed to a team of Victim Care Reviewers who will contact victims to further assess their vulnerability and work with victims to not only provide Protect/crime prevention advice, but to link in with existing services (e.g., NHS, social services) and to ultimately help the victim to cope and recover from the fraud.
- Level 3 – Where serious risks of harm present following contact with victims, a more localised response may be required from the victim's home force. This local level support focuses on safeguarding and supporting the most vulnerable at-risk individuals using a multi-agency approach and/or to manage other issues identified through level 1 and/or level 2 contact (e.g., domestic violence).

**Largest Ever Proceeds of Crime Forfeiture in the UK**

We worked together with the Crown Prosecution Service (CPS) and the private sector to achieve the largest ever proceeds of crime forfeiture in the UK. Du Toit & Co LLP (a South African law firm operating from the UK) and Xiperias Ltd (a Cypriot registered company) both agreed to forfeit €34m (£28.75m), to settle litigation alleging that the funds in two bank accounts were the proceeds of crime.

Officers worked with the CPS, partners from Europol, foreign law enforcement agencies and stakeholders from the private sector, including Lloyds Banking Group, to conduct an expeditious investigation involving lines of enquiry in multiple jurisdictions across three continents. The investigation identified overwhelming evidence that the monies were unlawfully obtained from international money laundering and layered through the UK banking system to present a veneer of legitimacy.

**Tackling Serious and Organised Crime**

We worked with Gloucestershire Constabulary's Serious and Organised Crime Unit to tackle a London-based Organised Crime Group (OCG), who have been targeting elderly and vulnerable victims across the South West. This led to officers from Gloucestershire executing a warrant on 6 April at an address in London, supported by the Force and our digital dog, Fred.

Four offenders were present, one of whom was caught in the act of making a telephone call to an elderly victim who had already handed over £8,000 and was in the process of transferring more money to suspects. Our officers then went onto search other addresses where £20,000 in cash, Rolex watches, designer clothing and documentation relating to the cash purchase of a £40,000 vehicle were found. All four offenders were charged with conspiracy to commit fraud by false representation and possession of criminal property and were remanded at court.

**Business Email Compromise frauds**

Our Cyber Unit worked in conjunction with the FBI and Microsoft Digital Crimes Unit to identify and pursue two suspects responsible for a significant credential harvesting campaign, used for a number of very convincing Business Email Compromise frauds against a number of high-profile companies and losses are in the millions. We assisted with arrests in both the USA and Nigeria. The USA suspect is on remand and the Nigerian suspect awaits extradition.

**Amazon Web Services & Schools Project**

During the year, we worked with Amazon Web Services on our Schools Project. This involved 43 students from across 5 schools participating in a series of workshops focusing on self-development, accessing digital careers, policing opportunities, and tackled issues such as online bullying and other crimes affecting young people. This has received excellent feedback from all participants, and we will now look to develop this further over the coming year.

**Secure City Programme**

The Secure City Programme is a 3 year programme due to conclude in March 2023. It consists of 5 workstreams and 2022 will be a key year for the programme.

The project plan aims to have all on street cameras upgraded and all bridge cameras installed by November 2022 to the decommissioning of the legacy system.

The new Azure based video management system is currently in test phase with a number of cameras operating within it. It is planned for a soft launch into the Control room in March 2022, and the gradual addition of new cameras as they come online. By November 2022, this will include connectivity with the Metropolitan Police Service, Transport for London and British Transport Police.





**Middle East**

The City of London Police developed a specialist protective security course for the Middle East, as part of a government to government programme, combining both first responder skills and Counter Hostile Reconnaissance, underpinned with a strong focus on community engagement.

ColP provided a key theme lead for an initial female cadet programme being delivered in the Middle East. Our Officer supervised a blended team of serving and retired officers and ex military instructors.

**Mexico SESNP project**

ColP have developed a force wide Strategic Threat and Risk Assessment Process delivering a far more efficient way with which to define capability and capacity. This ground-breaking initiative was suggested for utility in Mexico, and is currently being delivered virtually to Nezahualcoyotl, a Municipality in the Metropolitan district of Mexico City.



**Police Uplift Programme**

The current recruitment campaign to recruit up to 100 new constables as part of its commitment to the national Police Uplift Programme has been an excellent opportunity to talk to the local community and beyond and attract people to join the Force. Since January 2022, we have attended 41 outreach events and have attracted over 540 people to apply.





# Equality & Inclusion Update

Our vision is to ensure that all communities, individuals, charities and businesses receive an excellent and consistent experience. Our Force engages with local, national and international communities across the globe, who all have diverse needs. We know that we cannot achieve this vision without a high performing workforce that embraces diversity and inclusion at its core.

To help us achieve this vision, we have introduced an Equality strategy. This strategy is shaped by:

- Best practice feedback from the Inclusive Employers Standard benchmarking audit;
- Anonymous focus groups, 1:1 interviews, and an all-staff survey;
- National Police Chiefs' Council (NPCC) Equality, Diversity and Inclusion (EDI) strategies and toolkits;
- Public Sector Equality Duty reports including gender pay gap and staff demographic data;
- Existing City of London Police work in this area including the Black, Asian & Minority Ethnic action plan;
- City of London Police Leadership principles;
- National Police Code of Ethics;
- Current best practice in inclusion and diversity.

## Equality & Inclusion Strategy

Our Equality & Inclusion Strategy has six workstreams:

-  Recruitment and onboarding
-  Training and development
-  Health and wellbeing
-  Community engagement
-  Leadership and culture
-  Retention and exiting the organisation

The Commissioner is the strategic lead for the strategy and action plan. The Professionalism and Trust Portfolio lead, is responsible for overseeing the activities of the action plan. Each action plan work stream, is led by a senior leader, who is supported by specialist advisors, staff support networks and union representatives. To ensure we achieve the ambitions and successful measures set out in our strategy, the action plan and toolkits are smarter, measurable and achievable. The force provides a quarterly update to the Police Authority Board, who hold Chief Officers accountable for the Force performance and the progress of strategy.

Our full Equality strategy can be found here: [Team and objectives | City of London Police](#)

## Gender Pay Gap

Every year the force publishes its Gender Pay Gap Data (GPGD) figures. The gender pay gap is the difference between the average (mean or median) earnings of men and women across a workforce. Each year the force compares the Gender Pay Gap figures to understand any changes or trends.



### Comparing ColP GPGD 2020 to 2021

Hourly pay gap – For median hourly pay, men and women earn the same. In 2020, there was a gap of 0.5% (in favour of women) but that gap was closed in 2021. When comparing mean (average) hourly pay, women's mean hourly pay was 3% higher than men's in 2020, but in 2021, the gap was 1.1% higher, closing the gap by 1.9%.

Our gender pay gap figures for the previous years can be found in our Public Sector Equality Duty Report here: [Equality and diversity employment statistics | City of London Police](#)

### Representation within City of London Police

The Police Uplift Programme offers a significant opportunity to build representation within the Force. To enable this, we have invested in our recruitment and retention capabilities, including a dedicated outreach team and a refreshed communications and engagement plan. We have introduced measures to support under represented groups through the selection process. **Our aim is to have new intakes represented by 40% ethnic minorities and 50% female.** Comparing data from July 2020 until now, our figures on representation have been fairly static over the past two years (with 9% of our police officers from an ethnic minority background and 23.8% female) and so recognise that these are challenging ambitions but ones we are working hard to improve.

### The Force is currently represented in the following way:

	Female	Male	Ethnic Minority
Police Officers	23.8%	76.2%	9%
Police Staff	58.7%	41.3%	22.6%
Special Constables	21.7%	78.3%	15.9%
Police Cadets	58.6%	41.4%	51.7%

# Professionalism & Trust

As part of the restructure of our services within 2021/22, we formed a new business area to focus on Professionalism and Trust. Listening to the feedback from the public and the media around the perceptions of policing within the UK following a number of high-profile incidents, we are determined to show that police officers can be trusted and that we provide a professional and valued service to all members of society.

To showcase the work, we are undertaking around this area, this section of our annual report is dedicated to our professional standards, equality and inclusion work and how we are responding to the national focus on tackling Violence Against Women & Girls (VAWG).



Over the course of this year, we have developed a [Strategic Delivery Plan](#) to combat violence against women and girls.

*This plan is based upon three pillars:*

### Relentlessly Pursuing Perpetrators

This area focuses on our ongoing commitment to bring more perpetrators of violence against women and girls to justice, working with partner agencies as a "whole system" response. This includes work to reduce case attrition and to address concerns and experiences of victims.



### Creating Safer Spaces

This area focuses on protecting women and girls in public spaces, at home and online. We will continue to work closely with our partners, and in particular with the City of London Corporation, to protect women from victimisation.



### Improving Trust and Confidence in Policing

This area focuses on our commitment to improve internal and external trust and confidence. We know that we must do more to earn the trust and confidence of women and girls, ensuring that our officers and staff uphold the highest professional standards.



# Crime Statistics

We monitor criminality within the City, so that we can react to emerging trends and patterns to keep residents, workers and visitors as safe as possible. The impact of COVID-19 saw crime reduce in 2020/21. During 2021/22, we saw footfall to the City return; this resulted in a rise in criminality. Within our Policing Plan, we aimed to ensure the level did not reach that recorded in 2019/20 – this was achieved.

## Positive Outcome Rate


The outcome of providing a policing service to the victim is ensuring there is a positive outcome from an investigation, e.g. conviction of the suspect. We aim to put the victim at the heart of each investigation, ensuring we provide resolution, so that victims have faith in the provision of our service.

2019/2020	2020/2021	2021/2022
21%	33%	21%




(In 2020/21, the pandemic allowed the Force to focus on more investigations, increasing our positive outcome rate.)

Crime Category	Positive Outcomes 2019/2020		Positive Outcomes 2020/2021		Positive Outcomes 2021/2022	
	Count	Rate	Count	Rate	Count	Rate
All Other Theft Offences	121	4%	42	10%	44	4%
Arson	0	-	2	100%	0	-
Bicycle Theft	18	4%	23	6%	32	12%
Burglary – Business/Community	59	19%	56	43%	20	9%
Burglary – Residential	2	9%	1	6%	0	-
Burglary All	61	18%	57	39%	20	9%
Criminal Damage	52	19%	48	27%	36	13%
Death or Serious Injury Unlawful Driving	0	-	0	-	0	-
Drug Possession	508	89%	474	84%	490	82%
Drug Trafficking	122	77%	74	148%	45	96%
Homicide	2	100%	0	-	0	-
Miscellaneous Crimes Against Society	130	49%	63	29%	75	36%
Other Sexual Offences	15	19%	9	31%	6	7%
Possession of Weapons Offences	40	50%	25	50%	34	63%
Public Disorder	109	23%	84	33%	121	23%
Rape	2	13%	1	8%	0	-
Rape & Other Sexual Offences	17	18%	26	63%	6	5%
Robbery of Business Property	14	39%	3	25%	2	13%
Robbery of Personal Property	9	7%	6	9%	1	1%
Shoplifting	352	40%	196	35%	239	35%
Stalking & Harassment	13	11%	12	15%	12	11%
Theft from Motor Vehicle	2	1%	2	3%	1	1%
Theft from the Person	26	3%	8	3%	6	1%
Theft of Motor Vehicle	8	20%	4	11%	5	10%
Vehicle Interference	1	9%	0	-	0	-
Violence with Injury	93	26%	55	52%	50	12%
Violence without Injury	132	18%	89	29%	94	16%
All Crime	1830	21%	1277	33%	1313	21%


















ALL CRIME			
2019/2020	(2020/2021)	2021/2022	% Change compared with 2019 benchmark
8716	(3862)	6322	-28% 






ALL OTHER THEFT OFFENCES	ARSON	BICYCLE THEFT	BURGLARY BUSINESS/COMMUNITY
2019/2020	2019/2020	2019/2020	2019/2020
2677	3	441	310
2020/2021	2020/2021	2020/2021	2020/2021
413	2	375	130
2021/2022	2021/2022	2021/2022	2021/2022
1054	3	267	211
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
-61% 	0	-39% 	-32% 

BURGLARY RESIDENTIAL	BURGLARY ALL	CRIMINAL DAMAGE	DEATH OR SERIOUS INJURY UNLAWFUL DRIVING
2019/2020	2019/2020	2019/2020	2019/2020
24	334	270	0
2020/2021	2020/2021	2020/2021	2020/2021
16	146	179	0
2021/2022	2021/2022	2021/2022	2021/2022
18	229	278	0
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
-25% 	-31% 	3% 	0
DRUG POSSESSION	DRUG TRAFFICKING	HOMICIDE	MISCELLANEOUS CRIMES
2019/2020	2019/2020	2019/2020	2019/2020
573	158	2	261
2020/2021	2020/2021	2020/2021	2020/2021
564	50	0	217
2021/2022	2021/2022	2021/2022	2021/2022
599	47	0	211
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
4% 	-71% 	-100% 	-20% 

OTHER SEXUAL OFFENCES	POSSESSION OF WEAPONS OFFENCES	PUBLIC DISORDER	RAPE
2019/2020	2019/2020	2019/2020	2019/2020
77	78	470	16
2020/2021	2020/2021	2020/2021	2020/2021
29	50	258	12
2021/2022	2021/2022	2021/2022	2021/2022
92	54	535	28
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
19% 	-31% 	14% 	75% 
ALL SEXUAL OFFENCES	ROBBERY OF BUSINESS PROPERTY	ROBBERY OF PERSONAL PROPERTY	SHOPLIFTING
2019/2020	2019/2020	2019/2020	2019/2020
93	36	122	890
2020/2021	2020/2021	2020/2021	2020/2021
41	12	66	562
2021/2022	2021/2022	2021/2022	2021/2022
120	15	96	689
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
29% 	-58% 	-21% 	-23% 

STALKING & HARASSMENT	THEFT FROM A MOTOR VEHICLE	THEFT FROM PERSON	THEFT OF MOTOR VEHICLE
2019/2020	2019/2020	2019/2020	2019/2020
115	170	902	38
2020/2021	2020/2021	2020/2021	2020/2021
81	79	317	37
2021/2022	2021/2022	2021/2022	2021/2022
110	155	799	49
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
-4% 	-9% 	-12% 	29% 
VEHICLE INTERFERENCE	VIOLENCE WITH INJURY	VIOLENCE WITHOUT INJURY	
2019/2020	2019/2020	2019/2020	
11	365	707	
2020/2021	2020/2021	2020/2021	
0	105	308	
2021/2022	2021/2022	2021/2022	
0	422	590	
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	
-100% 	16% 	-17% 	



VICTIM-BASED VIOLENCE	VICTIM-BASED ACQUISITIVE	CRIMES AGAINST SOCIETY
2019/2020	2019/2020	2019/2020
1282	5621	1540
2020/2021	2020/2021	2020/2021
535	2007	1139
2021/2022	2021/2022	2021/2022
1242	3353	1446
% Change compared with 2019 benchmark	% Change compared with 2019 benchmark	% Change compared with 2019 benchmark
-3% 	-40% 	-6% 

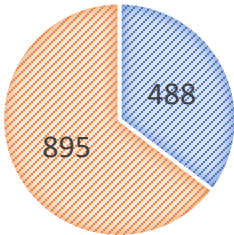


Our Resources

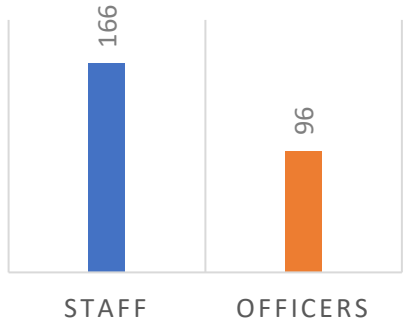
\*as at 31.03.22

TOTAL

Staff Officers



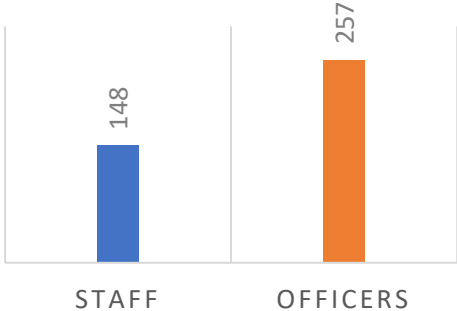
CORPORATE SERVICES



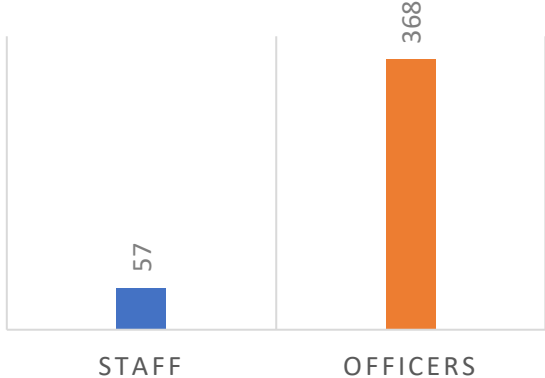
NATIONAL LEAD FORCE



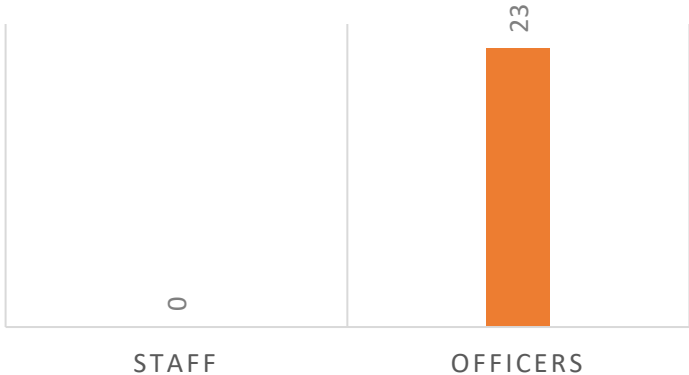
SPECIAL OPERATIONS



LOCAL POLICING



REGIONAL ROCU



# Our Finances

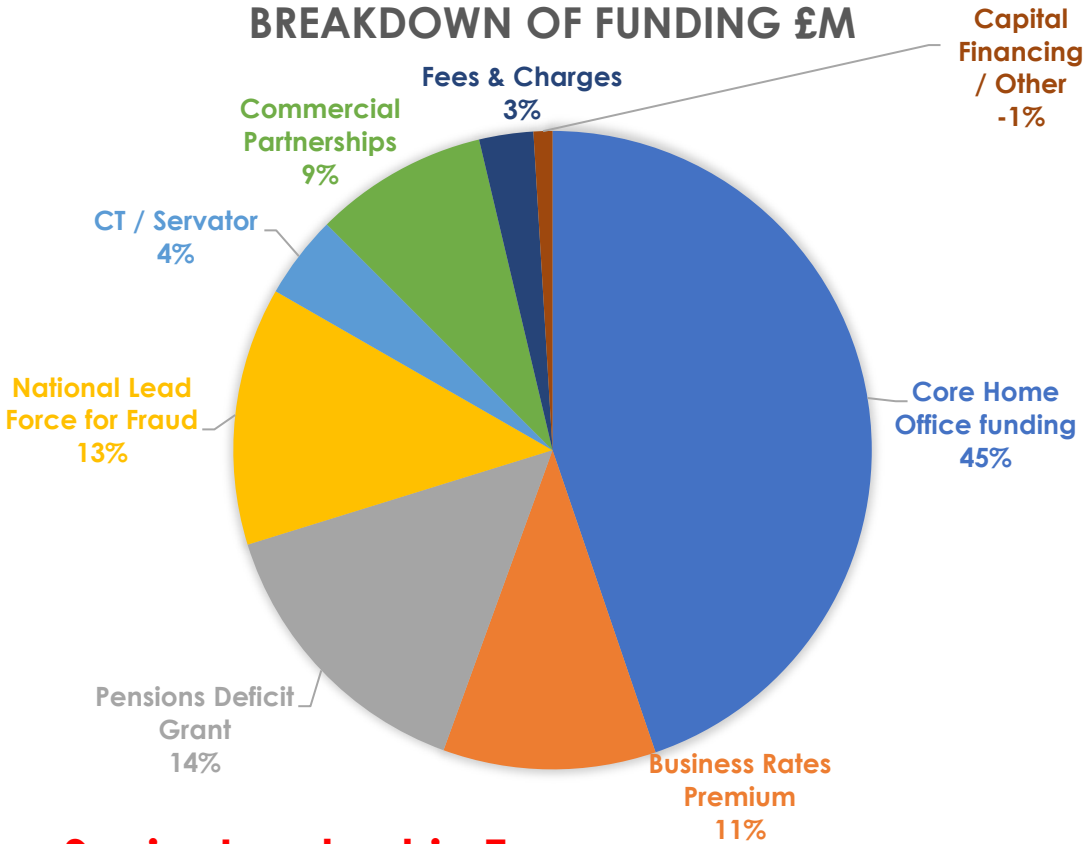
Income & Expenditure 2021/22					2020/21	
Revenue	Latest Approved Budget		Outturn (unaudited)		Outturn	
	£'000	%	£'000	%	£'000	%
EXPENDITURE						
Employee-Related Expenses	115.9	75	112.0	72	106.6	69
Other Expenditure						
Premises Costs	3	2	4.0	3	11.9	8
Transport Costs	2.2	1	2.7	2	0.8	1
Supplies & Services / Other	32.7	21	38.4	24	32.3	21
Total Expenditure	153.8	100	157.1	100	151.6	100
Total Income	-153.8		-159.1		-156.2	
(Under) / Over Spend	0		-2.0		-4.6	

**Notes**  
21/22 underspend in Employee-Related Expenses due to lower pensions deficit contribution  
21/22 outturn includes higher income and expenditure than budget for National Lead Force grants  
20/21 outturn for Premises Costs includes £7.7m Supplementary Revenue Projects  
21/22 Transport Costs recategorised from 2020/21

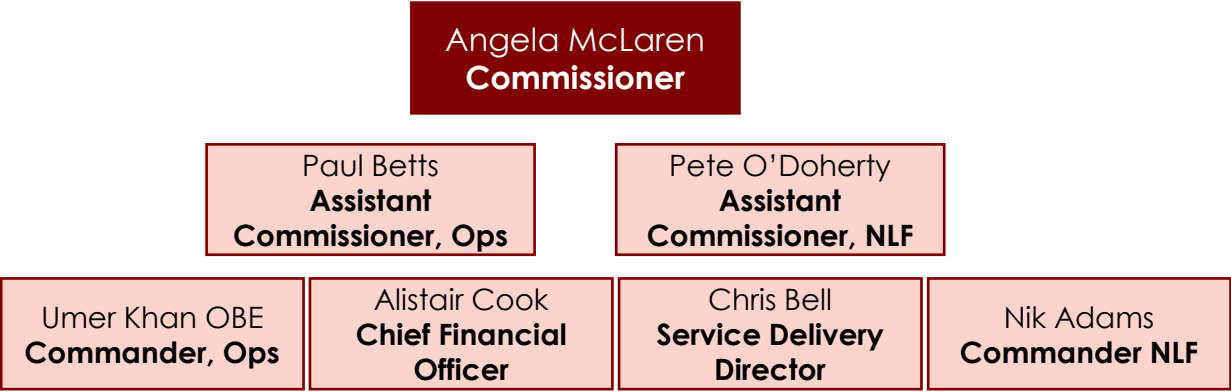
## Breakdown of funding:

Core Home Office funding	70.2m
Business Rates Premium	16.9m
Pensions Deficit Grant	23.0m
National Lead Force for Fraud	20.5m
CT/Servator	6.6m
Commercial Partnerships	13.8m
Fees & Charges	4.3m
Capital Financing / Other	(1.5m) *NB Capital Financing including Action Fraud loan repayment) is treated as negative funding in City Fund budgeting terms
Total Funding	153.8m

# BREAKDOWN OF FUNDING £M



# Our Senior Leadership Team



# Our Police Authority Team

The Court of Common Council is the Police Authority for the Square Mile as set out in the City of London Police Act 1839. Under Section 56 of the Act, the Common Council delegated to the Police Board all its police authority functions (with the exception of the appointment of the Commissioner). The Committee's role is to make sure the City of London Police runs an effective and efficient service by holding the Commissioner to account; to ensure value for money in the way the police is run, and to set policing priorities considering the views of the community.

## Police Authority Board Members

Deputy James Thomson (Chair)  
Tijs Broke (Deputy Chair)  
Caroline Addy  
Munsur Ali  
Douglas Barrow  
Nicholas Bensted-Smith  
Deputy Keith Bottomley  
Alderman Professor Emma Edhem  
Alderman Timothy Hailes  
Graham Packham  
Dawn Wright  
Andrew Lentin (External Member)  
Sir Craig Mackey (External Member)  
Deborah Oliver (External Member)

## Resources Risk and Estates Committee

Alderman Timothy Hailes (Chair)  
Deputy James Thomson (Deputy Chair)  
Deputy Keith Bottomley  
Tijs Broeke  
Helen Fentimen  
Deputy Jamie Ingham Clark  
Andrew Lentin  
Graham Packham  
Dawn Wright  
Deputy Philip Woodhouse  
Dan Worsley (External Member)  
Adrian Hanstock (External Member)  
Michael Landau (External Member)

## Police Pensions Board

Alexander Robertson Martin Marr (Chair)  
John Todd (Deputy Chair)  
Henry Nicholas Almroth Colthurst  
Helen Isaac  
Timothy Parsons  
Mike Reed

## Economic Crime and Cyber Committee

Deputy James Thomson (Chair)  
Tijs Broeke (Deputy Chair)  
Deputy Keith Bottomley  
Graeme Doshi-Smith  
Alderman Professor Emma Edhem  
Alderman Timothy Hailes  
Deputy Edward Lord  
Alderman Bronek Masojada  
Dawn Wright  
Deputy Catherine McGuinness (Ex-Officio Member)  
Michael Landau (External Member)  
Andrew Lentin (External Member)

## Strategic Planning & Performance Committee

Tijs Broke (Chair)  
Andrew Lentin (Deputy chair)  
Caroline Addy  
Munsur Ali  
Deputy Keith Bottomley  
Helen Fentimen  
Alderman Timothy Hailes  
Deborah Oliver  
Deputy James Thomson  
Deputy Philip Woodhouse  
Moawia Bin-Sufyan (External Member)  
Adrian Hanstock (External Member)

## Professional Standards and Integrity Committee

Caroline Addy (Chair)  
Deborah Oliver (Deputy Chair)  
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

