

**PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE**  
**Monday, 26 September 2022**

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee held  
at Committee Rooms, 2nd Floor, West Wing, Guildhall on Monday, 26 September 2022 at  
2.00 pm

**Present**

**Members:**

Caroline Addy (Chair)  
Deborah Oliver (Deputy Chairman)  
Alderman Professor Emma Edhem  
Deputy James Thomson  
Jason Groves  
Michael Mitchell (External Member)

**Officers:**

Paul Betts	- City of London Police
Sanjay Andersen	- City of London Police
Carly Humphreys	- City of London Police
Richard Holt	- Governance Officer, Town Clerk's Department
Hayley Williams	- City of London Police
Dermont Robinson	- City of London Police
Ian Younger	- City of London Police
Claire Cresswell	- City of London Police
Alix Newbold	- Interim Director, Police Authority Team, Town Clerk's Department
Rachael Waldron	- Police Authority Team, Town Clerk's Department

1. **APOLOGIES**

Apologies were received from Tijs Broeke, Florence Keelson-Anfu and Nicholas Bensted-Smith.

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

There were no declarations of interest.

3. **MINUTES**

The Committee considered the public minutes and non-public summary of the Professional Standards and Integrity Committee meeting held on the 25th of May 2022.

**RESOLVED-** That the public minutes and non-public summary of the Professional Standards and Integrity Committee meeting held on the 25th of May 2022 be approved as an accurate record.

4. **REFERENCES**

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

**RESOLVED** - That the Report be noted.

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

The Committee received an oral update from the Assistant Commissioner on the Integrity and Code of Ethics.

The Committee discussed the importance of the newly established Listening Circles for women in the City of London Police and suggested that these be established for other protected characteristics and the concept be extended to the City of London Corporation.

Replying to a query from a Member Officers confirmed that the Force was keen to work with the City of London Corporation to reach as wider audience as possible with regard this outreach.

The Police Authority Board Chair asked for an update on proportional allocation of staff resource and the role of the Safer City Partnership. It was confirmed that qualitative and quantitative data was analysed to assess the success of the allocation of resources and that the Safer City Partnership was engaged appropriately.

**REVOLVED-** That the update be noted.

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

The Committee received a report of the Commissioner which provided an update on the Violence against Women and Girls activity (VAWG). The Chair welcomed the Temporary Chief Superintendent to their first meeting of the Committee and noted the positive steps taken on the introduction of the listening circles for women in policing.

The Committee discussed the Force's engagement with the local VAWG sector representatives and how the National Police Chiefs' Council analysis of safe spaces being incorporated into the City of London Corporation's polices.

The Committee requested further information on the implementation of internal inclusion policies. It was confirmed that Officers were comfortable with the formal disciplinary procedures but noted that issues could be caused at a lower-level by inappropriate behaviour and culture which needed to be continually challenged. Additionally, it was noted that the Force had been chosen as an ice breaker organisation for key actions from the National Race Action Plan

Following a request from the Chair of Police Authority Board Officers undertook to review whether the establishment of a Banter Policy for the Force would be appropriate for the City of London Police.

In response to a Member's query it was confirmed that that an anonymised Staff survey for staff was completed annually and this included a reporting system for staff concerns regarding equality and inclusion. The Chair noted that staff perception of issues, even if not correct, were important to note. It was confirmed that the results of the survey would be presented to Members in due course once the Force had run the survey.

The Chair noted the risk for the Force when dealing with legal but harmful online content, with regard to the Online Harm Bill.

Following a question from the Chair Officers provided an update on the Police-Perpetrator Super Complaint.

**RESOLVED-** That the report be noted.

#### **7. QUARTERLY EQUALITY AND INCLUSION UPDATE**

The Committee received a report of the Commissioner on the Quarterly Equality and Inclusion Update.

The Committee discussed the City of London Police Public Sector Equality Duty report 2021, the Force's current staff exit process and the Hate Crime Awareness Week.

The Committee noted concerns regarding the diversity of those joining the Force as part of the uplift programme. In response Officers explained the factors affecting the diversity of those hired including the need to hire those with specific skill sets and the impact of the Metropolitan Police's uplift programme on the demand for qualified candidates.

The Committee noted that the appropriate communication of why the staff diversity statistics were requested was key for successful engagement.

A Member requested that future report include numbers as well as percentages, especially for some of the protected characteristics such as religion and belief where possible. and for the statistics to be uniform in their presentation.

**RESOLVED-** That the report be noted.

#### **8. ACTION FRAUD STATISTICS – QUARTER 1 –1ST APRIL 2022 – 30TH JUNE 2022**

The Committee received a report of the Commissioner on the Action Fraud Statistics Quarter 1, 1st April 2022 – 30th June 2022.

The Chair noted the different impact to victims of online crime in comparison to physical crime and noted that there was a question on how many users of the Action Fraud system who experienced issues, did not make formal complaints.

The Committee noted that education and prevention was key to successfully combating fraud. It was confirmed that learnings from complaints received had been incorporated into the requirements for the procurement of the future Action Fraud

services. A Member noted that appropriately sensitive communication was key when dealing with victims of fraud.

**RESOLVED-** That the report be noted.

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

There were no questions received in the public session.

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

There was no urgent business considered in the public session.

11. **EXCLUSION OF THE PUBLIC**

**RESOLVED**, that under Section 100 (A) of the Local Government Act 1972, the public be excluded from the meeting for the following items of business on the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

12. **NON-PUBLIC MINUTES**

The Committee considered the public minutes and non-public summary of the Professional Standards and Integrity Committee meeting held on the 25th of May 2022.

**RESOLVED-** That the non-public minutes of the Professional Standards and Integrity Committee meeting held on the 25th of May 2022 be approved as an accurate record.

13. **NON-PUBLIC REFERENCES**

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

**RESOLVED** - That the Report be noted.

14. **REVIEW OF CITY OF LONDON POLICE JUVENILE STRIP SEARCHES JANUARY 2019- APRIL 2022**

The Committee received a report of the Commissioner regarding the on the Review of City of London Police juvenile Strip searches January 2019-2022.

**RESOLVED-** That the report be noted.

15. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 1 –1ST APRIL 2022 – 30TH JUNE 2022**

The Committee received a report of the Commissioner on the Professional Standards Statistics Quarter 1 1<sup>st</sup> April 2022 30<sup>th</sup> June 2022.

**RESOLVED-** That the report be noted.

16. **PCR CASE SUMMARY AND PCR REPORTS**

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

**RESOLVED-** That the report be noted.

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

There were no questions considered in the non-public session.

**18. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED**

There was one items of urgent business considered in the non-public session.

**The meeting ended at 3:45pm**

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Chair

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