

Committee(s): Professional Standards and Integrity Committee	Dated: 8 February 2023
Subject: Professional Standards brief update on activity undertaken to address police perpetrated misogyny, sexual misconduct and violence and against women and girls.	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	1- People are safe and feel safe
Does this proposal require extra revenue and/or capital spending?	N/A
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of: Commissioner of Police Pol 28-23	For Information
Report author: Det Supt Claire Cresswell, PSD	

Summary

This report contains high level details describing key activity undertaken within the Professional Standards Directorate to address allegations of police perpetrated misogyny, sexual misconduct, domestic abuse and violence against women and girls.

Recommendation(s)

It is recommended that Members note the report.

Main report

1. The following activities have been conducted to support the investigation and detection of police perpetrated domestic abuse, sexual misconduct, misogyny and violence against women and girls. Whilst each of these activities have been detailed to the committee over the past eighteen months, it was considered appropriate to provide a reminder following the disturbing media reports over recent weeks relating to the Metropolitan police officer David Carrick pleading guilty to sex offences. The reporting has generated understandable public outrage and concern, which is why the department remains committed to delivering the highest standards of professional behaviour and to continue our work to prevent and robustly investigate such offences.
2. **Op Hood-** The force conducted a historical review of all cases of sexual misconduct and domestic abuse covering twenty years of data. This was

reported to Members at the Professional Standards and Integrity Committee (PSIC) meeting in November 2022. 16 key recommendations were made which are being progressed within the Professional Standards Department. Progress will be reported back to Members in May 2023.

3. **Baroness Casey review-** Baroness Casey completed her interim report on the Metropolitan Police Standards, culture and misconduct processes in October 2022. The City of London reviewed the force against the recommendations. A number of actions were identified and these now have strategic oversight through the force Professionalism and Trust Portfolio. This was also reported on at the PISC in November 2022.
4. **Internal reporting-** there has been an increase in conduct cases in this financial year. In 21/22 there were 11 conduct cases recorded. In the financial year to date 22/23 (with approximately two months to go) there have been 32 conduct cases reported. Many of these cases are as a result of increased internal reporting. This demonstrates staff awareness of the standards of professional behaviour and indicates trust in the force to appropriately investigate such allegations.
5. **Professionalism newsletter-** the quarterly professionalism newsletter continues to provide staff with information on learning from complaints and conduct, national cases of significance and activity or information that supports the Standards of Professional Behaviour and providing an exceptional policing service.
6. **Training-** The force is supporting mandatory training in the areas of domestic abuse and vulnerability. This is giving frontline staff the confidence to address domestic abuse appropriately. Since training has rolled out there has been a 61% increase in the number of public protection notices (PPNs) being completed by staff. These are filled out when a person identified as being at risk comes to notice of police. Active Bystander training is also being rolled out in 2023 to encourage staff to challenge inappropriate behaviour and to appropriately report it.
7. **Close working-** Staff from Vetting and Counter corruption unit now have bi-weekly meetings to understand each others risk, to share appropriate information and to ensure joint working arrangements continue as recommended by the HMICFRS. In addition Learning and Development and Professional Standards continue to work together on developing best practice, training requirements and setting standards of behaviour amongst new joiners. The head of Human Resources and the Head of Professional Standards work together on critical issues impacting staff and officers in relation to conduct and learning.
8. **The Corporate Services Review (CSR)-** the force is currently undertaking a Corporate Services Review to assess staffing requirements across the business area, and to ensure the right mechanisms are in place to support and efficient and effective service. The Professional Standards Department is a part of the business area under review. To support the increase in conduct cases,

the increased risk linked to this area, and the key strategic work the department now undertakes, the Senior Leadership Team have requested additional resources to support such activity.

9. **HMICFRS Vetting and Counter Corruption Units national recommendations-** the department has recruited a senior staff member to have strategic oversight of force delivery or the HMICFRS national recommendation for all Vetting and Counter Corruption Units. This will ensure that the best outcomes are achieved within the timeframes required nationally. An update on this work will be provided to Members.
10. **Op Hotton-** following the IOPC report into allegations of misogyny, bullying and harassment within the Metropolitan Police in September 2021, the City of London Police reviewed the force against the recommendations. A number of actions were identified and these now have strategic oversight through the force Organisational Learning Forum chaired by Commander Khan.
11. **National requirements for a historical data wash of staff through the police national database-** the force is supporting all national requirements to facilitate a historical data wash of City of London Police staff through the police national database to ensure any adverse traces identified are part of an individuals vetting considerations and that the force completes any required risk assessment linked to the information.

Conclusion

12. This report provides Members with a reminder of work that is ongoing to robustly investigate allegations of police perpetrated domestic abuse, sexual misconduct, misogyny and violence against women and girls. It provides Members with assurance that progress continues as expected in this area.

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