

Committee(s): Strategic Planning and Performance Committee	Dated: 03/05/2023
Subject: Progress update on Police Authority review implementation	Public
Which outcomes in the City Corporation's Corporate Plan does this proposal aim to impact directly?	n/a
Does this proposal require extra revenue and/or capital spending?	N
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: Deputy Town Clerk	For Information
Report author: Richard Riley	

Summary

In September 2022 the Police Authority team completed a review of its responsibilities, assessing itself against what Police and Crime Commissioners (PCCs) do in other areas. We recommended 35 improvements across 15 areas of our work following this review.

This is an update on our progress implementing those improvements. Of the 35 actions: 13 are complete and 17 are still in progress – work has not started on 2 and 3 were subsequently deemed to need no further work.

Milestones to complete almost all the actions still 'in progress' have been extended (as indicated in the *Status-Due Date* column), and are mainly due for completion by this summer. It should be noted that milestones agreed last September were provisional/indicative, and set before the Police Authority (PA) team's reformulation over late 2022 – early 2023.

Further updates will be submitted to SPPC, and will take into account developments in national policy and learning from a new learning, development and organisational design network which has been established under the auspices of the Association of Police and Crime Executives (APACE).

Recommendation

Members are asked to note this report.

Appendices

- Appendix 1 – Detailed update of progress implementing PA Review

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Section 1 – Policing Plan

#	Recommendation	Status – Due date	Update
1	Improve insight into community views by using and gathering information from wider Corporation engagement channels and ensure views are representative of the range of communities (see section on community engagement below)	In progress – due July 2023	A process to gather info from internal stakeholders has been set up but not yet finalised, engagement plan draft is in early stages
2	Review and implement processes to support Ward Members to gather and contribute the views of their communities to policing priorities	Not yet commenced – Due Autumn 2023	N/A – not yet commenced
3	Implement processes to lead Corporation consultation on policing priorities to ensure strategic alignment across departments		
4	Create greater strategic alignment between the activities of the Police Authority Team and COLP by incorporating how the PA will support delivery of these priorities in its business plan	Complete	This was included in PA team business plan approved by PAB in January 2023

Section 2 – Appoint, suspend, or remove the Commissioner

#	Recommendation	Status – Due date	Update
5	To address the internal audit recommendation once nationally-led work to legislate and develop processes for removal of chief constables has been completed.	In progress – no due date	For <i>national</i> policy (which when set we will seek to mirror), we understand from Home Office that work is awaiting a legislative vehicle. For <i>local</i> policy, we are clarifying the existing City process for removal of chief officer.

Section 3 – Complaints and Reviews

#	Recommendation	Status – Due date	Update
6	Implement a system for recording and monitoring status of complaints and reviews to improve management of processing and updates	In progress – was due Autumn 2022 now due May 2023	We are working with new PA team analyst (joined January) to create a more efficient recording system
7	Develop a monthly dashboard report to the Director of the Police Authority to improve oversight of performance	In progress – was due Autumn 2022 now due May 2023	Dashboard has been developed and will be in regular use from May
8	Submit an annual report to Police Authority Board in February each year covering both COLP and PA performance on complaints	Complete – was due February 2023 now due May 2023	Complete - report will be presented to PA Board in May
9	Publish complaints performance data on the Police Authority website (Statutory Information Amended Order 2021)	In progress – was due February 2023 now due end June 2023	Data is being finalised and prepared for sharing on website
10	Update the Police Authority website to improve signposting for complainants and implement an online form for requests to ensure all	In progress – was due Winter 2022	Complaints section of PA website has been updated. Online form is in development and being checked against other PCC best practice.

	relevant information is captured, reducing delays and demand caused by the need to make secondary contact.	now due end June 2023	
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Section 4 – Operate an Independent Custody Visitor scheme

#	Recommendation	Status – Due date	Update
11	While the Police Authority is not currently aiming for the QAF Gold status, to review the ICVA QAF to understand which Gold standard elements it may wish to implement (taking into account level of resource versus additional benefit to detainee welfare)	Complete	'Gold' framework has been reviewed and PA team are considering which, if any, measures to implement. We are now also looking at best way to ensure maintenance of 'silver' rating.

Section 5 – Police Misconduct Panels and Police Appeal Tribunals

#	Recommendation	Status – Due date	Update
12	The Authority should negotiate an agreed protocol with COLP for handling the logistics of any Police Appeals Tribunal, including venue, facilities (e.g. recording equipment) and assistance with escorting panel members, legal teams, witnesses and members of the public	Complete / discontinued	We have agreed access to police's New Street offices in event of any PAT hearing. There has been only one PAT in past decade so we recommend further logistics are agreed on a case-by-case basis.

Section 6 – Respond to HMICFRS and Home Secretary within 56 days of publication of HMICFRS inspection reports

#	Recommendation	Status – Due date	Update
13	Implement processes with COLP to improve planning for and responding to HMICFRS inspections	Complete	We have agreed 9-point process with COLP, who have also set up a dedicated internal 'HMICFRS operational improvement' board to action recommendations, attended by PA team director.
14	Incorporate compliance monitoring within Police Authority KPIs	Complete	These KPIs were included in the PA team business plan approved by PAB in January

Section 7 – Publication of specified information on PCC performance, force performance, and FOIA scheme

#	Recommendation	Status – Due date	Update
15	Review and update the police authority website to ensure compliance with the Statutory Information Order and Amended Order where appropriate and improve accessibility of information by the public	In progress – was due Spring 2023 now due end June 2023	We have identified actions needed for compliance and are implementing these – complaints data is being prepared (per section 3) and PAB PEEL response is in progress. FOIA compliance is managed separately by Corporate Information Team, which is now linked on PA website.

Section 8 – Engage with the public

#	Recommendation	Status – Due date	Update
16	Establish capabilities to improve understanding of the size and demographics of the different community groups across the City, ensure information about local communities/ protected characteristics	In progress in wider Corporation	The Corporation's campaigns team is now undertaking a detailed demographic survey of the City, which we will then use.

	needs and outcomes is regularly updated and used to inform the Police Authority's equality objectives and other priorities		
17	Develop and implement an inclusive community engagement strategy, including systems for monitoring which groups COLP and the Police Authority are engaging with, and which groups are underrepresented, making recommendations for remedial action when required	In progress – was due Spring 2023 now due Summer 2023	The Corporation has signed off a new strategy setting out how to engage the public. The PA team has a process to action this for policing, and will also align with recent HMICFRS PEEL recommendation for CoLP to develop its own engagement strategy.
18	Work with Corporation colleagues to coordinate engagement activity to enable community views to be captured using a range of different channels and information to be shared across all relevant departments	In progress – was due Spring 2023 now due Summer 2023	We have developed and are using a PA team comms grid, including with wider Corporation. Next step is to integrate comms grid with CoLP.
19	Develop a joint victim strategy with COLP including how the Police Authority captures views of victims	In progress – due Winter 2023	Strategy is in development, we have engaged CoLP victim's champion and external organisations including MOPAC and London Victims Commissioner team.

Section 9 – Secure the maintenance of an efficient and effective force (including VfM) and hold the Commissioner to account

#	Recommendation	Status – Due date	Update
20	Professional development programme for Police Authority officers and Members to improve ability to understand and scrutinise policing	In progress – was due Autumn 2022 now due Summer 2023	Skills audit for PAB Members has been established and Member development plan drafted, with finalisation subject to final outcome of audit. Quarterly member policy briefings have been set up for 2023 and provisionally for 2024.
21	Review scrutiny framework and standing agenda items to Police Authority Board and its Committees against statutory obligations, and benchmark against other police oversight bodies	In progress – was due December 2022 now due Summer 2023	We have reviewed and confirmed that scrutiny agenda and standing items meet statutory requirements, and are now benchmarking against APCC and other PCCs on best practice
22	Implement processes for future agenda planning for Police Authority Board and its Committees	In progress – was due January 2023 now due late Spring 2023	We have proposed a schedule of agenda planning meetings and are now discussing with CoLP how best to administer these
23	Map Police Authority officer attendance across COLP governance to ensure appropriate representation at internal scrutiny meetings	Complete	PA Director now has standing invite to (and is attending) all CoLP's key internal meetings
24	Develop and extend the financial assurance framework submitted to Police Authority Board in January 2021 to cover wider assurance around efficiency and effectiveness and value for money	Not yet commenced	N/A – not yet commenced
25	Develop a plan based on the APCC equality framework and Race Action Plan to improve delivery of equality objectives and scrutiny including consideration of how the authority engages with independent advisory scrutiny groups	Complete	We have reviewed these documents and completed an initial assessment of compliance and performance against them. We propose to incorporate relevant improvements into other work plans (e.g. comms strategy) rather than a standalone project.

Section 10 – Community Safety Partnerships

#	Recommendation	Status – Due date	Update
26	Bring together the two separate processes for consulting the public on SCP and policing priorities to reduce consultation fatigue and maximise the reach of consultation engagement – this may require synchronisation of planning and publication timetables	In progress – was due Spring 2023 now see Section 8	We are pursuing this through wider community engagement strategies and actions in Section 8
27	Police Authority Board should commission an annual report from the Safer City Partnership	Complete	This will be a standing PAB agenda item from September 2023
28	Develop a new approach to allocation of ARIS funds to SCP and improve transparency of how it is used	Complete	We have agreed that SCP will now make submissions to PAB for annual ARIS budgets

Sections 11 to 14 – Various

#	Recommendation	Status – Due date	Update
29	11 – Involvement in ASB community triggers [<i>To be assessed following conclusion of Home Office review</i>]	N/A – none set	N/A
30	12 – Play an active role in local Criminal Justice Boards - Engage with MOPAC to understand how the Police Authority should be represented in its pan-London governance	Complete	PA Director is now a member and attendee of the pan-London board
31	13 – Commission victim support and crime reduction services - The Police Authority should engage with partners to ensure a holistic strategy for commissioned services and implement processes to assure services are meeting the needs of the community and local crime profile	In progress – was due Spring 2023 now due late 2023	The PA team is currently developing a plan to use and align funding pots across the PA team budget, Safer City Partnership reserve, and serious violence duty grant funding, and how these can best be directed towards local policing and community safety
32	14 – Hold the police fund and other grants from central and local government and set the local policing precept - Police funding is held within the City Fund. There is no local policing precept in the City	N/A – none set	N/A – no actions agreed or needed

Section 15 – Financial strategy

#	Recommendation	Status – Due date	Update
33	The Police Authority to work with COLP and the Community Safety team to agree its strategic approach to tracking and managing new or recurring funding opportunities including private sector funding and government grants	In progress – was due Winter 2022, now continuous	We have improved our shared awareness of grant funding opportunities and now regularly assess these. We will continue to develop our approach with the community safety team and on the private funding side.
34	The Police Authority to establish a governance framework for allocation of ARIS funding across COLP and the SCP	Complete	See section 10 – we’ve agreed SCP will bid annually for ARIS funding
35	The Police Authority to bring forward a more detailed and formalised reserves policy	Complete	PAB has now signed off a reserves policy for the Authority

