

Committee(s): Police Authority Board Professional Standards and Integrity Committee	Dated: 2 nd May 2023 9 th May 2023
Subject: Baroness Casey Review	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 47-23	For Information
Report authors: Strategic Development and Professionalism and Trust	

Summary

The final report of Baroness Louise Casey of Blackstock's Review of the Metropolitan Police Service (MPS) was published on the 22nd March 2023. The independent review was commissioned by the previous Commissioner of the MPS, Dame Cressida Dick DBE QPM to look into the Metropolitan Police's culture and standards.

The review began in February 2022 and completed in March 2023.

The review:

- discusses whether the MPS's leadership, recruitment, vetting, training, culture and communications support the standards the public should expect
- recommends how high standards can be routinely met, and how high levels of public trust in the Met can be restored and maintained

At the Police Authority Board in March 2023, Members asked the City of London Police (CoLP) to provide an update to the Board's next meeting on any impacts around the recommendations from the Casey report, for the City of London Police. It was acknowledged that the report had only just been published and time would be needed to digest in detail but nevertheless the Board were keen to have reassurance at a strategic level that the recommendations were being considered and learning taken on board.

This report provides an update on CoLP's approach including governance, and a assessment against the recommendations to support any further work required.

Recommendation

Members are asked to note the report.

Main Report

Background

1. The final report of the Baroness Casey Review of the Metropolitan Police Service (MPS) was published on the 22nd March 2023. The independent review was commissioned by the previous Commissioner of the MPS, Dame Cressida Dick DBE QPM to look into the Metropolitan Police's culture and standards.

Current Position

2. Members will be aware from other reports to your Committees including updates on Child Q: Local Child Safeguarding Practice Review; Op Hotton¹; Op Hood: CoLPs review into historic sexual misconduct cases over the previous 20 years, that there are a number of existing workstreams looking at standards and culture in the City of London Police. These include, for example, action plans around the above reports and the 2022 HMICFRS Inspections of CoLP on Counter Corruption and Vetting, the 2022 HMICFRS Thematic inspection on Vetting, Misconduct and Misogyny, and workstreams on inclusivity under the Equality and Inclusion portfolio.
3. The Head of Professionalism and Trust chaired a meeting of all relevant service heads on the 3rd April 2023 to agree an approach. It was noted that many of the report recommendations are linked to strategic themes that have been identified and are in the process of being addressed by forces across the country including City of London Police.
4. It was agreed that in order to provide this update to the Board that each service lead would undertake an assessment of the 16 recommendations to assess the relevance of the recommendation to CoLP and evidence any activities underway to address similar issues or achieve similar aims.
5. After this initial assessment if there were any areas identified for further work then these would be included in existing action plans/ workstreams where this is appropriate.

Governance

6. It was agreed that:
 - As the recommendations from the review are cross cutting that Strategic Development, HQ would co-ordinate the responses from service heads and ensure any required actions are assimilated into existing action plans where appropriate.
 - The review would be considered by the newly formed HMICFRS Operational Improvement Board along with other inspections/ reviews as appropriate.

¹ [Operation Hotton recommendations - Metropolitan Police Service, September 2021 | Independent Office for Police Conduct](#)

- In terms of Member oversight progress updates on any action required would be brought to Professional Standards and Integrity Committee (PSIC) as part of existing reports.

7. The assessment is at Appendix 1.

Conclusion

8. While the Casey Review focused on the MPS, CoLP recognises the importance of the findings and is taking learning from it, incorporating the key strategic themes into existing work plans to improve standards and culture.

Appendices

- Appendix 1 – High level assessment - Casey Recommendations

Background Papers

[Baroness Casey Review \(met.police.uk\)](https://met.police.uk)

Previous Reports to Committees	Committee(s)
City and Hackney Safeguarding Children Partnership (CHSCP) Child Q Practice Review	Safeguarding Sub-May 2022 PAB- May 2022 PSIC-May 2022
Pol 22-22 Violence Against Women and Girls Update (references Op Hotton work)	PSIC- May 2022 PAB – May 2022
Pol 119-22- Operation Hood	PSIC – November 2022