

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE
Tuesday, 9 May 2023

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday, 9 May 2023 at 11.00 am

Present

Members:

Michael Mitchell (Chair)
Alderman Professor Emma Edhem
Deputy James Thomson
Jason Groves

In attendance virtually:

Tijs Broeke

Officers:

Richard Holt	- Town Clerk's Department
Richard Riley	- Police Authority Director
Charles Smart	- Police Authority Team
Racheal Waldron	- Police Authority Team
Paul Betts	- Assistant Commissioner. City of London Police
Kate MacLeod	- Det. Supt City of London Police
Sanjay Anderson	- T/DCS City of London Police
Claire Cresswell	- Det. Supt City of London Police
Linda Healy	- City of London Police

1. APOLOGIES

Apologies were received from Nicholas Bensted-Smith, Tijs Broeke, Deborah Oliver and Caroline Addy.

The Chair of the Police Authority Board commented on the importance of the Committee's role in contributing to trust and confidence in policing and observed that the decision of the Board to appoint one of the external members of the Board to chair the Committee would help to enforce independent oversight.

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

There were no declarations.

3. MINUTES

The Committee considered the public note of the inquorate meeting of the Professional Standards and Integrity Committee held on 8th of February 2023.

A Member noted a correction was required to the spelling of their name.

RESOLVED- That the public note of inquorate meeting of the Professional Standards and Integrity Committee held on 8th of February 2023, subject to the correction specified, were approved as an accurate record.

4. **PUBLIC OUTSTANDING REFERENCES**

The Committee received a joint report of the Commissioner and Town Clerk on the public outstanding actions from the previous meeting of the Committee.

RESOLVED- That the report be noted.

5. **BARONESS CASEY REVIEW**

The Committee received a report of the Commissioner on the Baroness Casey Review.

It was noted that the report had been discussed extensively at the Police Authority Board on the 2nd May where it was requested that a specific City of London Police focussed plan be produced in order that the Board measure progress on the key themes raised in the Review. The Chair suggested that a more forward-looking reporting basis be established. In response to this suggestion the Officers confirmed the proactive actions being undertaken by the Force noting that it was vital that all of policing take lessons from the Review and act proactively in reflection.

A Member highlighted the issue of the language in the update, highlighting there was a risk of individual tight knit teams developing inappropriate cultures and noted that the Police Authority Director now attended various key Force management meetings which allowed greater oversight of the Force by the Authority. In addition, the importance of the inclusivity programme was stated.

The Chair observed that there was evidently a large amount of work being undertaken by Officers in reflection of Baroness Casey Review and requested that the Force draw out key themes in future reporting.

RESOLVED- That the report be noted.

6. **VIOLENCE AGAINST WOMEN AND GIRLS UPDATE**

The Committee received a report of the Commissioner which updated on the activity completed since the last quarter regarding Violence Against Women and Girls.

A Member commented on the positive integration with the private sector and noted that the safety of women and girls in the City of London was a significant contributory factor to its overall success. Responding to a Member's query it was confirmed that the next stage of the project was an extensive engagement programme.

Replying to a Member's query Officers confirmed that they viewed the HeForShe' allies number of 28 was comparably successful noting the significant time requirements potentially had impacted the numbers volunteering for this position.

The Chair requested that Officers report back to the Committee and the Police Authority Board and include a comparative analysis with other Police Forces on the work around violence against women and girls in the next update.

RESOLVED- That the report be noted.

7. **NOTIFIABLE ASSOCIATIONS POLICY REVIEW**

The Committee received a report of the Commissioner on the Notifiable Associations Policy Review.

Officers introduced the report noting that it had been produced in response to a request from the Committee to clarify the policy and commented that there was no formal requirement for officers to notify the Force of any association unless it fell within the parameters identified in the policy to be considered inappropriate.

In response to a Member's query it was explained that whilst it may be considered more transparent to have a formal register of all officer relationships this would not be compliant with any legal requirements. It was added that it was the Officer's understanding that this was being tested as part of the Daniel Morgan Inquiry which may result in recommendations.

A Member commented that there was an issue of the perception of an inappropriate association. Officers noted that there was the inclusion of perceived risk in the Policy but expressed some caution regarding the issue of attempting to manage all associations which may, or may not, be perceived as inappropriate as these perceptions are fundamentally subjective.

Replying to the Chair's query Officers confirmed that the risk profile regarding this matter had not fundamentally changed. In addition, it was clarified that extensive training requirements were used in this area. The Committee requested that Officers look at appropriate future planning in this area to assess how best to format this evidence based training and mitigate any risks. Officers responded to say that scenario based training on ethical dilemmas was being rolled out in September and it might be appropriate to include examples of the application of this policy as part of that training and would update at the next meeting.

RESOLVED- That the report be noted.

8. **ACTION FRAUD STATISTICS – QUARTER 4 –1ST JAN 2023 – 31ST MARCH 2023**

The Committee received a report of the Commissioner on the Action Fraud Statistics Quarter 4 1st January 2023- 31st March 2023.

Officers agreed to consider the format of reporting of these statistics in future reports.

RESOLVED- That the report be noted.

9. **Q4 STOP AND SEARCH AND USE OF FORCE UPDATE**

The Committee received a report of the Commissioner on the Quarter 4 Stop and Search and Use of Force Update.

Responding to the Chair's request Officers undertook to include comparative data in future reporting of these statistics.

The Committee requested that the percentage of searched who were found in possession of illegal items were included in future reporting.

Following a Member's comment Officers agreed to look deeper into analysis of any apparent disproportionality of the Stop and Search statistics in the next update.

The Committee requested better commentary on the statistics be included in future reports.

RESOLVED- That the report be noted.

10. **QUARTERLY EQUALITY AND INCLUSION UPDATE**

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

A Member observed that whilst there was effective gender parity in the salary there was a worrying disparity in the bonuses awarded. The Chair of the Police Authority Board commented City of London Police had the second lowest number of female police officers nationally and that the ethnic diversity of the Force was also not where the Board wanted it to be. Officers replied by confirming they shared this concern and emphasising that they had explored and used all possible avenues to attract and retain female and ethnic minority officer representation as part of the recent Police Uplift Programme of new recruits but that the Force's Professionalism and Trust Team and Human Resources Department will be assessing this further in order to assess what more can be done.

Following a point raised by a Member Officers confirmed that work would be undertaken with the respective network chairs to assess the general feedback on the issue of disclosure of sexual orientation and disability.

The Chair informed the Committee that he would be meeting with Officers to discuss the format for future reports to the Committee on this matter to ensure the concerns are addressed.

RESOLVED- That the report be noted.

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

The Committee noted that its Deputy Chair would be appointed at the next meeting of the Police Authority Board.

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

There was no urgent business considered in the public session.

13. **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.

Item No.	Paragraph(s) in Schedule 12A
14-19 (excluding 17)	3
17	1 & 2

14. **NON-PUBLIC MINUTES**

The Committee considered the non-public note of the previous inquorate meeting of the Professional Standards and Integrity Committee held on 8th of February 2023.

RESOLVED- That the non-public note of the previous inquorate meeting of the Professional Standards and Integrity Committee held on 8th of February 2023 were approved as an accurate record.

15. **NON-PUBLIC OUTSTANDING REFERENCES**

The Committee received a joint report of the Commissioner and Town Clerk on the non-public outstanding actions from the previous meeting of the Committee.

RESOLVED- That the report be noted.

16. **HMICFRS INSPECTIONS UPDATE- VETTING, MISCONDUCT, AND MISOGYNY IN THE POLICE AND COLP COUNTER CORRUPTION AND VETTING INSPECTION**

The Committee received a report of the Commissioner on the HMICFRS Inspections Update on vetting, misconduct and misogyny in the police and COLP Counter Corruption and vetting inspection.

RESOLVED- That the report be noted.

17. **PROFESSIONAL STANDARDS STATISTICS – QUARTER 4 –1ST JANUARY 2023 – 31ST MARCH 2023**

The Committee received a report of the Commissioner on the Professional Standards Statistics Quarter 4 1st January 2023- 31st March 2023.

RESOLVED- That the report be noted.

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

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

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

There was no urgent business in the non-public session.

The meeting ended at 12.38 pm

Chair

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