

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE

Friday, 15 September 2023

Minutes of the meeting held at Guildhall at 11.00 am.

Present:

Michael Mitchell (Chair)
Deputy James Thomson
Deborah Oliver
Nicholas Bensted-Smith

In attendance virtually:

Jason Groves

Officers:

Raquel Pinto	- Town Clerk's Department
Richard Riley	- Police Authority Director
Charles Smart	- 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
Amanda Lowe	- DCI City of London Police
Neal Donohoe	- T/Supt City of London Police
Hayley Williams	- City of London Police

1. APOLOGIES

Apologies were received from Aldermen Professor Emma Edhem, and Ms Helen Fentimen.

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

There were no declarations.

3. MINUTES

RESOLVED- That the public minutes of the Professional Standards & Integrity (Police) Committee meeting on held on 9th May 2023 be 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.

The Chairman of the Police Authority Board asked for a date against item six. Officers noted this and this would be provided at the next meeting.

RESOLVED- That the report be noted.

5. Q1 Action Fraud complaints statistics 2023-2024

The Committee received a report of the Commissioner on Action Fraud complaints and dissatisfaction data for the first quarter of 2023/24 (April - June).

A Member observed that although it was positive to see a general drop on the quarter-on-quarter data, looking at data on page 18, directionally it was not clear it was an improvement. Officers explained that they had seen an increase since regulations had changed. One of the new requirements was to record every impression of dissatisfaction, whereas prior to 2020 this was not a requirement. There had been some system issues which explained the lag in increasing numbers, but the overall percentage of complaints remained low.

The Chair enquired as to whether Action Fraud should be heard at this Committee or whether there were more appropriate committees this should be taken into. The Assistant Commissioner shared this view and believed that this would sit more appropriately under economic crime and would support its move. A Member pointed out that one of its aspects was reporting on the processes regarding complaining, as well as how these complaints were managed in the past, which was appropriate for this Committee. However, they shared the view that the Economic and Cyber Crime Committee should have overview. Members agreed this should be a conversation that was to be taken away and discussed further with officers, as there were concerns that this would disaggregate complaints. This Committee looked at complaints against City Police and believed that taking this item away altogether would be wrong. However, Economic and Cyber Crime Committee looked at Action Fraud performance which relates back to poor handling and how complaints were responded to, which members agreed may risk duplication of work. The Committee agreed that officers would take this issue away and look at what this Committee should be receiving with regards to this topic, and report back at a later stage.

The Chair also wanted to note that the quality of reporting was improving consistently.

RESOLVED- That the report be noted.

6. COMMUNICATING MISCONDUCT

The Committee received a report of the Commissioner on the City of London Police protocol for communicating misconduct information publicly.

Officers introduced the report which noted the protocol and gave a clear understanding of the process to stakeholders (reaching as far as journalists), understand of how the force communicated misconduct, like upcoming hearings and outcomes. This was done in conjunction with Professional Standards colleagues and was worked closely alongside the regulations. This also further cemented the protocol surrounding upcoming misconduct cases

which were published a minimum of five working days ahead of the hearing date.

In response to a member's question regarding proactively publicising an upcoming hearing, it was noted that all RSS feeds which publish this information goes to journalists. It was also noted that when the upcoming hearings were published, journalists called ahead for comments. On the relationship with London media, they receive regular contact and were aware of this protocol. One of the reasons this was produced was due to criticism the City Police received last year. This protocol was produced to combat misunderstanding, and relationships have since improved as well as understanding.

The Chair enquired regarding how public engagement was measured with regards to misconduct cases, and whether this has been tested either publicly or internally. Furthermore, the Chair also enquired how the City Police compare to other forces with regards to how they communicate. The Committee noted that there was a drive from the National Police Chief Council looking at this issue and this was a key element, which was to ensure policy was fit for purpose and used consistently. There was a varying level of information provided by different forces, and this work was a part of a national coordinating group.

With regards to engagement, internally, the Intranet site was clear on engagement levels. There were reports that were sent around consistently when communicating hearings. The interaction of views and engagement with comments was high and presented a clear picture. On external engagement, they had not yet tested this element on the website. The emphasis was more on media coverage and how this was reported and the level of interest from journalists. It was enquired if there were future plans to engage with the public on this matter and officers agreed to take this point away.

RESOLVED- That the report be noted.

7. QUARTERLY EQUALITY AND INCLUSION UPDATE

The Committee received a report of the Commissioner on the Equality & Inclusion(E&I) activity within the Force from a national and local perspective since the last report to the Committee in May 2023.

Members commended officers on this report. They had a number of queries regarding how attendance at internal events was measured and tracked (including officers and staff), when the City Police were likely to get accreditation for the White Ribbon and how the City could assist with unlocking this. Members also wanted to know how success was measured in general, what could be done as a follow up event post Steven Lawrence's Day and finally how they could raise more awareness amongst residents and city workers, on these issues and on operations. The Chair also wanted to get an understanding on what were the top three challenges officers were facing in this remit and how these were shaping their strategies going forward.

In response to these Member's questions, it was noted that:

- Evaluation was important; however, they were not as good promoting upcoming sessions as well as they should be, and this was something they would be looking into, alongside officers from the Corporation on how to better this.
- The inclusivity programme produced an evaluation strategy, in which officers write up what they have done and note what behaviours changed as a result of attending these sessions. There was cross-departmental work ongoing as to see how this data could be captured.
- On the White Ribbon accreditation, there was ongoing work on this, but the Police were considering progressing their own application separately from the City of London Corporation. They would follow up with officers separately to discuss next steps.
- On engaging with residents and city workers, this was a key area that needed to be tapped into, and they had a new action plan with a whole pillar dedicated to this.
- On the top three challenges the Committee heard from various teams the following:
 - These were around the rationalising of various activities whilst trying to deliver against them (including operational delivery). The key challenges and ambitions were around engagement across partners and across CoLP to ensure things were delivered and to avoid duplication.
 - Another challenge was around dynamic demand, as the nature of their portfolio needed to answer to current issues and resources need to be moved and allocated accordingly. The team were equipping themselves to be proactive, and an update on this would come to the Committee in November as part of the next quarter update.
 - On the engagement and evaluation piece, evaluation needed to be evolved and linked with other colleagues across the police force. Nevertheless, the ambition of the City Police is to be the most inclusive police orientated force in the country. They want to see the force deliver at pace as well as distinguish itself as the place to work.

Members enquired if there was a budget cut, what were the three priority pieces that would continue to be worked on. Officers explained that conduct was one as there was good ongoing work with professional standards with the race action plan, which was looking at the disproportionality of outcomes for black and ethnic minority officers, as well as supporting inclusion. Another piece would be the national workshops for police race action plan and Violence against Women and Girls (VAWG), which reputationally were being recognised nationally. Another area was around the community, and how they were engaged as well as understanding people's journeys, as the Steven Lawrence day highlighted the impact of this. Lastly the relationship with the internal support networks as they were the route into the workforce, and having this connection and free flowing conversation was important in driving forward.

The Chair thanked all for the report and hoped to see this continue to come to the committee quarterly.

RESOLVED- That the report be noted.

8. Q1 STOP AND SEARCH AND USE OF FORCE

The Committee received a report of the Commissioner on the Q1 Stop and Search and Use of Force 2023-24.

The Assistant Commissioner introduced the reported and noted that the significant impact stop and search had on communities. There was an element which was being internally questioned as well as ongoing work on the disproportionality of stop and search. There was awareness that the likelihood of black members of communities being stopped and search in the City as lower, however, they were still two times more likely to be stopped and searched. The numbers of Asian individuals being stopped and searched had also dropped.

Members wanted to express their thanks to the independent Advisory and Scrutiny Group (IASG) as they understood they were under-resourced. Members wanted assurances regarding the dip sampling and that this was done appropriately, and further enquired as to whether the Independent Advisory and Scrutiny Group (IASG) sampling was done in the same way. Officers explained that there had been an internal stop and search group meeting which reviewed how the dip samples were done. On the dip samples, the protocol was that they would randomly dip into reports and review the footage from the body worn video and identify any learning. This included how the search was conducted and then feedback was given to officer. The Chief Superintendent and Inspectors would then investigate the samples to make sure there was a second layer of governance. The IASG looked at a separate piece which they review and feedback on. Alongside this the University of East London were collaborating with the City of London Police by looking into their samples and providing feedback. Members enquired regarding the role of the youth IASG and how they differed from IASG and wanted clarity as to how the force used both groups. The Committee was advised that a report regarding this was due to come to the next meeting. Members also asked that a graph was introduced in the reporting so they could track progress over time and see scores, as this would be helpful in seeing where improvements could be made.

RESOLVED- That the report be noted.

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

Members enquired with regards to agenda item four regarding Notifiable Associations Policy, as to whether police staff and officers were covered by the policy. The Committee noted that a separate policy covered police civilian staff as well as the Corporation staff, which officers would cover in their report to the next Committee.

It was noted by the Chair of PAB that he was looking to co-opt another Member from Court of Common Council onto the Professional Standards and Integrity Committee.

10. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT

There was no other business.

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.

The Committee adjourned for five minutes.

12. NON-PUBLIC MINUTES

RESOLVED- That the non- public minutes of the Professional Standards & Integrity (Police) Committee meeting on held on 9th May 2023 be approved as an accurate record.

13. 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.

14. Q1 PSD STATISTICS 2023-24

The Committee received a report of the Commissioner on the Professional Standards Statistics Quarter 1, 1st April 2023 – 30th June 2023.

RESOLVED- That the report be noted.

15. MISCONDUCT CASES -DIP SAMPLES

The Committee received a report of the Commissioner on samples of misconduct cases for scrutiny by the Professional Standards and Integrity Committee Report of the Commissioner.

RESOLVED- That the report be noted.

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

Members enquired if there was a policy on dealing with trans individuals as victims and perpetrators and whether there were statistics on crime numbers regarding this group.

17. 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.

The meeting ended at 12:35pm

Chair

**Contact Officer: Raquel Pinto
Raquel.Pinto@cityoflondon.gov.uk**