

**RESOURCE, RISK & ESTATES (POLICE) COMMITTEE**  
**Monday, 27 November 2023**

Minutes of the meeting of the Resource, Risk & Estates (Police) Committee held at  
on Monday, 27 November 2023 at 2.00 pm

**Present**

**Members:**

Alderman Timothy Hailes (Chair)  
Helen Fentimen  
Michael Landau (External Member)  
Andrew Lentin

**Officers:**

Richard Riley	- Police Authority Director
Polly Dunn	- Town Clerk's Department
Alistair Cook	- City of London Police Chief Finance Officer and Police Authority Treasurer

**City of London Police**

Paul Betts	- Assistant Commissioner City of London Police
Alix Newbold	- City of London Police
Mark Paddon	- City of London Police
Sue Penn	- City of London Police
Steven Reynolds	- City of London Police
Gary Brailsford- Hart	- City of London Police
Martin O'Regan	- City of London Police
Hayley Williams	- City of London Police

**1. APOLOGIES**

Apologies were received from Deputy James Thomson, Dawn Wright, Deputy Randall Anderson and Tijs Broeke.

**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 and non-public summary of the minutes of the meeting held on 6 September 2023 be agreed as an accurate record.

**4. PUBLIC OUTSTANDING REFERENCES**

The Committee received a report of the Commissioner and Town Clerk on the outstanding references from the previous meeting. There was one outstanding reference relating to the Force Risk Register which was covered in the non-public section of the meeting.

RESOLVED – That, the report be noted.

**5. CHIEF FINANCE OFFICER (CFO) AND CHIEF OPERATING OFFICER (COO) UPDATE**

The Committee received a report of the Commissioner which provided an update on the main CFO and COO issues and areas of development from the last quarter.

During the discussion the following points were noted

- The Corporate Services review final model has been agreed. The Chair welcomed the constructive engagement with staff on this work.
- The Chair expressed the need for properly costed business cases, sequenced in a way that are deliverable and affordable in relation to City of London Police projects and programmes going forward. The absolute requirement for this was acknowledged by the City of London Police.

RESOLVED – That, the report be noted.

**6. Q2 CAPITAL AND REVENUE BUDGET MONITORING 2023-24**

The Committee received a report of the Commissioner of Police concerning the City of London Police's revenue and capital monitoring position at quarter two for 2023/24.

During the discussion the following points were noted

- The Chair noted the budget outcome as a consequence of the staff vacancy model, and the fundamental strategic issue this will present once these vacancies are filled.
- Members were assured that good progress is being made in areas of mitigations, including £5million worth of savings related mitigations.
- The committee was assured that the ambition is to recruit into all police vacancies.
- A member requested an outline of non-permanent savings, should the level of new officer intake be reduced in future years.
- The Chair and Members expressed concern that low spend is currently listed against numerous project lines, and questioned the confidence of officers that this spend will be achieved by the final quarter. Officers provided assurance that there is work being done to gain understanding of when these budget lines will be spent, and that future projects will have more robust financial plans to outline when costs will be incurred.
- A Member outlined the risk of losing any budget that remains unspent, and requested more detail to highlight the lines which are likely to be spent in the next quarter update.
- FCCRAS was noted as a significant challenge in terms of revenue and capital.

RESOLVED – That, the report be noted.

7. **Q2 WORKFORCE MONITORING REPORT- 2023-24**

The Committee received a report of the Commissioner of Police concerning the City of London Police Human Resources Monitoring Data for quarter two 2023-2024.

During the discussion the following points were noted

- The Chair expressed thanks for the improved dataset provided to the committee.
- Officers assured the Committee that confidence levels were relatively high that police officer recruitment goals will be achieved by March 2024, given the learning taken from the Police Uplift Programme. This is monitored monthly through the Force's People Board.
- Work is being undertaken to ensure the vetting capacity is able to meet the increased recruitment intake.
- A Member asked about diversity within the City of London Police Force in the context of other forces in the country. Officers are reconsidering the wording of job adverts and working with an external agency to address this within officer and staff recruitment. Officers are working with HR teams in other forces to identify good practice and share successes and strategies to impact these diversity levels.
- The Commissioner commented that whilst increasing diverse workforce representation in forces is not an issue across England and Wales outside of the Capital, it is a consistent issue in the London based Forces (CoLP, BTP, MPS)
- A member noted a correlation between high ethnicity diversity and low gender diversity and queried if this information could be shown highlighting each dataset separately in the next quarter update.

RESOLVED – That, the report be noted.

8. **CHANGE PORTFOLIO UPDATE - CITY OF LONDON POLICE**

A presentation was given to the Committee covering the vision of the Change Portfolio office within City of London Police.

During the discussion the following points were noted

- The Chair considered that recognising current deficiencies was a critical first step to fixing them. The Chair noted concerns about the capacity and capability to execute this plan and was keen to see how this work aligns with the Corporation review.
- A Member asked how structured updates on this work can be reported to the Board. It was agreed that this will be incorporated the CFO & COO joint report.

RESOLVED – That, the report be noted.

9. **RISK REGISTER UPDATE**

The Committee received a report of the Commissioner of Police concerning current profile of force risks.

During the discussion the following points were noted

- A Member questioned the risk level of not delivering the FCCRAS on time, an officer confirmed that this risk level will possibly be changed once formally confirmed by the FCCRAS Service Board and Procurement Committee.

RESOLVED – That, the report be noted.

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

There were no questions.

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

There were no items of urgent business.

**12. EXCLUSION OF THE PUBLIC**

That under Section 100(A) of the Local Government Act 1972, the public be excluded from the meeting for the following items on the grounds that they involve the likely disclosure of exempt information as defined in Part I of the Schedule 12A of the Local Government Act.

**13. NON-PUBLIC MINUTES**

RESOLVED - That, the non-public minutes of the meeting held on 6 September 2023 be agreed as an accurate record.

**14. POLICE MEDIUM TERM FINANCIAL PLAN (MFTP) UPDATE**

The Committee received a report which outlined the medium-term financial plan of the City of London Police.

**15. FUTURE ESTATE PORTFOLIO COMBINED DASHBOARD - NOVEMBER 2023**

The Chair moved to consider this report in conjunction with items 16 and 17. The committee received reports which covered elements of the Police Estate.

**16. SALISBURY SQUARE DEVELOPMENT - RIBA STAGE 5 UPDATE**

RESOLVED – That, the report be noted.

**17. GUILDHALL YARD EAST DECANT**

RESOLVED – That, the report be noted.

**18. SECURITY REPORT: INFORMATION SECURITY (DEEP DIVE)**

The Committee received a report which outlined a deep dive into information security within the City of London Police, following information breaches in PSNI, Norfolk/Suffolk, the Metropolitan Police Service and Greater Manchester Police.

**19. RISK REGISTER UPDATE - APPENDICES**

RESOLVED – That, the report be noted.

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

There were no questions.

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

There was no other urgent business to be considered.

**The meeting ended at 15:56**

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Chairman

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