

**CITY OF LONDON POLICE AUTHORITY BOARD**  
**Wednesday, 6 March 2024**

Minutes of the meeting of the City of London Police Authority Board held at  
Committee Rooms, 2nd Floor, West Wing, Guildhall on Wednesday, 6 March 2024  
at 11.00 am

**Present**

**Members:**

Deputy James Thomson (Chair)  
Tijds Broeke (Deputy Chairman)  
Alderman Professor Emma Edhem  
Helen Fentimen  
Jason Groves  
Alderman Timothy Hailes  
Graham Packham  
Deborah Oliver  
Dawn Wright  
Melissa Collett (External Member)  
Sir Craig Mackey (External Member)

**Officers:**

Ian Thomas CBE	- Town Clerk's Department
Greg Moore	- Town Clerk's Department
Kezia Barrass	- Town Clerk's Department
Caroline Al-Bayerti	- Chamberlain's Department
Ian Hughes	- Environments Department
Richard Riley CBE	- Town Clerk's Department
Oliver Bolton	- Town Clerk's Department
Chandni Tanna	- Town Clerk's Department
Charles Smart	- Town Clerk's Department
Josef Shadwell	- Town Clerk's Department
Richard Chamberlain	- City Surveyor's

**City of London Police:**

Pete O'Doherty	- City of London Police
Paul Betts	- City of London Police
Nik Adams	- City of London Police
Alix Newbold	- City of London Police
Umer Khan	- City of London Police
Sue Penn	- City of London Police
Alistair Cook	- City of London Police
Hayley Williams	- City of London Police
Martin O'Regan	- City of London Police
Sanjay Andersen	- City of London Police
Chris Bell	- City of London Police
Carly Humphreys	- City of London Police

1. **APOLOGIES**

Apologies were received from Nick Bensted-Smith and Munsur Ali.

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

There were no declarations.

3. **MINUTES**

**RESOLVED** – That the minutes of the Police Authority Board on 7 February 2024 were approved as an accurate record.

4. **OUTSTANDING REFERENCES**

The Board considered a report of the Town Clerk which set out Outstanding References from previous meetings of the Committee.

**RESOLVED** – That the report be noted.

5. **CHAIR'S PUBLIC UPDATE**

Members received a report of the Chair.

During the update the following points were noted:

- The Chair noted the responsibility both in national and local policing to act on the recommendations made in the recently published report of the Angiolini Inquiry and asked the Commissioner and senior officers to provide an update on these to him in the coming days, and to provide a detailed report to the Police Authority Board in May.
- Thanks were given to Renu Gupta who had recently stepped down as Chair of the Independent Advisory and Scrutiny Group (IASG), and the Chair requested an update on the IASG and the Youth IASG.
- The recent agreement from the Home Office to provide additional funding of £7 million to support the National Lead Force role had mitigated one of the key risks to the short and medium term financial plan.
- The City would host an event to mark Stephen Lawrence Day on the 23 May 2024 and 200 attendees were expected. Members were encouraged to attend and to share names of suggested young people to invite to attend.

**RESOLVED** – that the report be noted.

6. **COMMISSIONER'S UPDATE**

Members received a report of the Commissioner.

During the discussion the following points were noted:

- The Commissioner echoed the Chair's comments in response to the Angiolini Inquiry and condolences were given to the family of Sarah Everard on the third anniversary of her murder. The Inquiry outlined 16 recommendations, and the Commissioner outlined that the City of London Police wholeheartedly welcomed and supported these recommendations and was committed to implementing these where applicable.

- The Deputy Chair noted that vetting has historically been a pressure point in staffing and resourcing, and requested to be sighted on the implications of the Angiolini recommendations, as they were assessed.
- The Commissioner noted thanks to all staff and officers involved in the 11 recent protests within the City of London between the 24 and 29 February 2024.

**RESOLVED** – that the report be noted.

#### 7. **FCCRAS UPDATE**

Members heard a verbal update of the Fraud and Cyber Crime Reporting and Analysis Service.

During the update the following points were noted:

- The development of the new service was progressing at pace.
- All existing services through IBM were secured in a flexible way to ensure the cut across to the new service would be smooth and an agreed exit plan was secured.
- Branding concepts were almost ready for creative testing with the public and key stakeholders.

**RESOLVED** – that Members noted the update.

#### 8. **IMPROVING COMMUNICATIONS AND ENGAGEMENT ON CRIME AND POLICING**

Members received a joint report of the Commissioner and the Town Clerk outlining the communications and engagement improvements on crime and policing.

During the discussion the following points were noted:

- It was noted that this had been discussed in some depth at the Strategic Planning and Performance Committee on the 22 February.
- There was appetite to maintain the current cluster panel arrangements, and officers were keen to explore how to work together around ward engagement. Consultation was underway to deliver this in a collaborative way, and an update would be shared with the Police Authority Board in May.
- Members expressed the need for a cohesive City of London Corporation communications strategy which would include key performance indicators. It was noted that the CoLP work should dovetail with this.

**RESOLVED** – that the report be noted.

#### 9. **EQUITY, DIVERSITY, INCLUSIVITY UPDATE**

Members received a report of the Commissioner which provided an update on Equity Diversity and Inclusivity.

During the discussion the following points were noted:

- This report received substantial debate at the Professional Standards and Integrity Committee (PSIC) on 27 February 2024, Members were assured by the Commissioner that this was a priority within the Force as integral to the ambition to be the most inclusive police service in the country. Members were thanked for their feedback.
- Members thanked officers for their work on this and agreed that this goal is mission critical for the City of London Police. The progression and

retention of staff and officers was highlighted as equally important as recruitment.

- Members requested a more detailed data outline of this work and its implications and were assured by officers that a Cultural Audit pilot had recently started. This resulted from the recommendations of the Casey Review and formed part of a more holistic assessment of City Police culture. It was noted that a data dashboard is being developed and would be reported to the Professional Standards Committee.

**RESOLVED** – that the report be noted.

**10. COLLEGE OF POLICING'S CODE OF PRACTICE FOR ETHICAL POLICING - 'THE CODE OF ETHICS' IMPLEMENTATION AT CITY OF LONDON POLICE**

Members received a report of the Commissioner which outlined the College of Policing's Code of Practice for ethical policing and its implementation at City of London Police.

During the discussion the following points were noted:

- Members felt that this should be ingrained in every aspect of Policing and suggested a practical guide should be developed including dilemmas and case studies to further embed the Code of the Ethics. It was noted that this was very much part of the existing implementation plan.

**RESOLVED** – that the report be noted.

**11. ANTI-TERRORISM TRAFFIC REGULATION ORDER**

Members received a report of the Executive Director of Environments Department outlining the anti-terrorism traffic regulation order.

**RESOLVED** – that the report be noted.

**12. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There were no questions.

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

The Deputy Chair noted that this meeting would possibly be the final meeting chaired by the current Chair and thanked Deputy James Thomson for his work, noting particularly the appointment of the first female Commissioner of Police in the City of London Police's history, the significant improvements of the financial stability of the Force, the focus on EDI issues and the development of the replacement service for Action Fraud during this time.

**13.a CITY OF LONDON POLICE – SPECIAL CONSTABULARY POST IMPLEMENTATION REVIEW**

Members received a report of the Commissioner outlining the City of London Police special constabulary restructure post implementation review.

During the discussion the following points were noted:

- The City of London Special Constabulary (CLSC) restructure process commended in October 2022, with decisions being implemented from February 2023. The review enabled a fresh look at structures, systems, and processes for the CLSC to improve efficiency, effectiveness and

decision making through a streamlined leadership model. It has also enabled a closer link to Local Policing, and this has led to better interconnectivity with tasking and operations.

- There were currently 47 members of the Special Constabulary, with 32 officers deployable into uniformed public facing duties.
- The new model had been well received however some felt that the changes could have been better communicated. The changes were communicated through a combination of face to face and online briefings.
- A dedicated Constable Coordinator had been recruited who would proactively develop new opportunities and raise the profile of the CLSC and had been well received.
- Despite a slight reduction in the Special constabulary personnel, there had been a 3.7% increase in hours per active resource.
- There were 8 transferee applications in progression, 2 of which would start in March and the remainder once cleared through vetting.
- There were 19 new applicants progressing through the recruitment process, to potentially start in June 2024 pending vetting clearance.

**RESOLVED** – that the report be noted.

15. **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 on the grounds that they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

16. **NON-PUBLIC MINUTES**

**RESOLVED** – that the non public minutes of the Police Authority Board on 6 February 2024 were approved as an accurate record.

17. **NON-PUBLIC OUTSTANDING REFERENCES**

Members received a report of the Commissioner which outlined the non-public outstanding references.

18. **CHAIR'S NON-PUBLIC UPDATE**

Members heard the Chair's non-public update.

19. **COMMISSIONER'S UPDATES**

Members heard the Commissioner's non public update.

20. **NON PUBLIC FCCRAS UPDATE**

Members received a non public update on the fraud and cyber crime reporting and analysis service.

21. **EASTERN BASE PROGRESS REPORT**

Members received a report of the City Surveyor reporting on the progress of the Eastern Base.

22. **OPERATION SHELBOURNE - HATE CRIME REPORTING USING TRUE VISION**

Members received a report of the Commissioner outlining Operation Shelbourne.

23. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE BOARD**

There were no questions.

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

There was one item of urgent non-public business.

**City of London Police Pension abatement**

**The meeting ended at 12:59pm**

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Chairman

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