

**PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE**  
**Tuesday, 27 February 2024**

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee  
held at Committee Rooms, Guildhall on Tuesday, 27 February 2024 at 1.45 pm

**Present**

**Members:**

Michael Mitchell (Chair)  
Deputy James Thomson  
Helen Fentimen  
Joanna Abeyie  
Naresh Sonpar

**City of London Police:**

Paul Betts	- Assistant Commissioner, City of London Police
Kate MacLeod	- City of London Police
Amanda Lowe	- City of London Police
Hayley Williams	- City of London Police
Ian Younger	- City of London Police
Linda Healy	- City of London Police
Jesse Wynne	- City of London Police
Kevin Summers	- City of London Police
Rob Atkin	- City of London Police

**Officers**

Richard Riley CBE	- Town Clerk's Department
Rachael Waldron	- Town Clerk's Department
Kezia Barrass	- Town Clerk's Department

**1. APOLOGIES**

Apologies were received from Nicholas Bensted-Smith, Tijs Broeke, Emma Edhem, Jason Groves, Florence Keelson-Anfu and Deborah Oliver.

**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 and Integrity Committee on 7 November 2023 were agreed as an accurate record.

4. **PUBLIC OUTSTANDING REFERENCES**

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

RESOVLED – that the report be noted.

5. **EQUITY, DIVERSITY AND INCLUSION UPDATE**

Members received a report of the Commissioner which provided an update on the Equity, Diversity and Inclusion (EDI) work of the City of London Police.

During the discussion the following points were noted:

- The report had been amended to include the evaluation work of the inclusivity programme.
- A pilot cultural audit would start in March 2024, designed to uncover hidden behaviours within the Force.
- Members were pleased to see the attendance records for inclusivity programme courses and queried how this will be evidenced in practical/ frontline policing. It was suggested that some places on these courses could be advertised and opened to Members of the Police Authority Board. Officers were keen to support this as an exercise in engagement with Members.
- The Chair highlighted the necessity to assess both hard and softer measures of impact and offered to provide support to shape these impact measures.
- It was noted that there were currently resourcing limitations in the City of London Police in terms of the co-ordination of EDI work. Members stressed the importance which the Police Authority places on this work.
- Members asked how confident the force was that the operational requirements derived from the protests relating to the Middle East conflict were not impacting the ability to deliver the core policing service. Officers provided assurance that this work was given due consideration, and the impact and risks were appropriately considered.
- There was an ongoing review of the existing EDI strategy, and a framework was being developed to allow an agile responsive approach to delivering it.

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

6. **DRAFT EQUITY, DIVERSITY & INCLUSION STRATEGY FOR THE CITY OF LONDON POLICE (2024-2027)**

Members received a report of the Commissioner which outlined the draft equity, diversity, and inclusion strategy for the City of London Police for 2024-2027.

During the discussion the following points were noted:

- The Chair outlined that this draft document was shared for input and support and was keen to ensure that Members who were not present were afforded the opportunity to contribute and provide comments.
- It was agreed that this strategy would be a very important document for the Force. The priority was to get it right, and to ensure it was easily understandable, with a small number of clear actions which are deliverable and measurable.

- There was a suggestion that the title of the section 1” EDI Problem” was too negative. It was explained that the intention behind this language was to ensure accountability and self-awareness as an organisation.
- Members felt that it would be useful to outline why this issue would be important specifically for the City of London Police.
- The audience for the strategy should be more explicit and considered throughout the document.

**RESOLVED**, - that the report be noted.

#### 7. **QUARTERLY STOP AND SEARCH AND USE OF FORCE UPDATE (Q3)**

Members received a report of the Commissioner which outlined the quarterly stop and search and use of force statistics for Q3.

During the discussion the following points were noted:

- The Chair thanked Officers for the report and queried the correlation between actuality in the statistics and public perceptions. The upcoming project with University of East London would help to provide some insight into this.
- Members welcomed the decrease in the disproportionality in the use of force and stop and searches against black and Asian individuals and queried how to use the learning from this to train officers on a wider level.
- It was suggested that the data from large scale events such as the protests in the City relating to the conflict in the Middle East would be stripped from the larger data picture, as these events can skew the whole picture.
- The total number of stop and searches within the last quarter in the City of London was 613. Officers felt that the way in which stop and searches were conducted, and the outcomes from them, was of greater importance than how many occurred.
- Members requested more information on outcomes in the next update and going forward.

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

#### 8. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE - Q3**

Members received a report of the Commissioner which outlined the professional standards, conduct and vetting update for Q3.

During the discussion the following points were noted:

- Members were concerned with the apparent increase in the number of gross misconduct cases reported during the quarter. Officers reflected on the complexity and seriousness of these cases and assured Members that this work was included in the ongoing building of trust and confidence in the City of London Police, showing that employees and members of the public felt more confident to come forward and report such incidences.
- There was a nation-wide lack of availability of legally qualified chairs to hold gross misconduct hearings, which was causing delays in progressing cases.
- The Chair, while concerned about the number of serious cases, was pleased that this evidenced the confidence victims felt in reporting these incidents.

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

9. **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 implementation plan for the College of Policing's Code of Practice for Ethical Policing within the City of London Police.  
During the discussion the following points were noted:
- Members welcomed the report and the new standards and questioned how these were reflected in the Equity, Diversity, and Inclusion Strategy.
  - Officers assured Members that there was enthusiasm within the Force for the new Code of Practice and conversations were ongoing as to how to embed these into practice.
  - It was noted it would take approximately 18 months minimum to embed.
- RESOLVED** – that the report be noted.
10. **HMICFRS INSPECTIONS UPDATE- VETTING, MISCONDUCT, AND MISOGYNY IN THE POLICE AND COLP COUNTER CORRUPTION AND VETTING INSPECTION**  
Members received a report of the Commissioner outlining the HMICFRS inspections update.  
During the discussion the following points were noted:
- The project includes a rolling programme of inspections, in which forces were invited to take part in submitting supplementary evidence and in which the CoLP had taken part.
- RESOLVED** – that the report be noted.
11. **ACTION FRAUD COMPLAINTS Q3**  
Members received a report of the Commissioner which outlined Action Fraud complaints from Q3.  
**RESOLVED** – that the report be noted.
12. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**  
There were no questions.
13. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**  
There was no other business.
14. **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.
15. **NON-PUBLIC MINUTES**  
**RESOLVED** – that the non public summary of the Professional Standards and Integrity Committee on 7 November 2023 were approved as an accurate record.
16. **CITY OF LONDON POLICE HISTORICAL DATA WASH**  
Members received a report of the Commissioner which outlined the City of London Police historical data wash.
17. **MISCONDUCT CASES- DIP SAMPLES**

Members received a report of the Commissioner which provided a sample of ongoing misconduct cases within the City of London Police.

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

18. **NON PUBLIC APPENDIX - PROFESSIONAL STANDARDS, CONDUCT AND VETTING**

Members received a non public appendix to be read in conjunction with item 8.

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

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

There were no questions.

20. **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 business.

**The meeting ended at 15:44**

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Chairman

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