

RESOURCE, RISK & ESTATES (POLICE) COMMITTEE
Monday, 5 February 2024

Minutes of the meeting of the Resource, Risk & Estates (Police) Committee held at
Committee Rooms Guildhall on Monday, 5 February 2024 at 10.00 am

Present

Members:

Alderman Timothy Hailes (Chair)
Deputy James Thomson
Dawn Wright
Helen Fentimen
Deputy Randall Anderson
Adrian Hanstock

Officers:

Alix Newbold	- City of London Police
Paul Betts	- City of London Police
Alistair Cook	- City of London Police
Mark Paddon	- City of London Police
Steven Reynolds	- City of London Police
Kelly Glazebrook	- City of London Police
Gary Brailsford-Hart	- City of London Police
Sasha McAulay	- City of London Police
Martin O'Regan	- City of London Police
Hayley Williams	- City of London Police
Matt Lock	- Chamberlain's Department
Christopher Rumbles	- Town Clerk's Department
Richard Riley CBE	- Town Clerk's Department

1. APOLOGIES

Apologies were received from Tijs Broeke, Emma Edhem and Michael Landau.

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

There were no declarations.

3. MINUTES

The Committee approved the minutes of the Resource Risk and Estates Committee on 27 November 2023.

4. PUBLIC OUTSTANDING REFERENCES

Members received a report of the Commissioner outlining public outstanding references.

A Member noted an ongoing review of force systems and was keen to ensure that this work is reported to the Resource Risk and Estates Committee at an appropriate time.

RESOVED, - that the report be noted.

5. CITY OF LONDON POLICE REVENUE AND CAPITAL BUDGET 2024-25

Members received a report of the Commissioner outlining the Revenue and Capital Budget 2024 – 25.

During the discussion the following points were noted:

- Members were advised that there is still a £2.6m funding gap which has been balanced at a narrower level through moving from funding from loans, to using revenue funding and the consolidation of accrued loans to date.
- There had been constructive conversations with the finance committee and Resource Allocation Sub Committee about the request to raise Business Rate Premium, by 0.04p. To draw down these reserves, approval would be needed from Finance Committee and the Court of the Common Council.
- There was a positive funding settlement outlined to support the uplift programme for policing and a 7% pay rise for Police Officers, however the City of London Police had not received additional monies to tackle the National Lead Force responsibilities, which put pressure on the budget, and without resolve would lead to the need to reduce headcount of officers around the National Lead Force function.

RESOLVED, that the report be noted.

6. REVENUE AND CAPITAL MONITORING UPDATE – Q3 2023/24

Members received a report of the Commissioner which provided a revenue and capital budget monitoring update for quarter 3 of 2023 to 2024.

During the discussion the following points were noted:

- Members asked officers to outline the current position of staff numbers and recruitment goals. It was clarified that uplift in staff and officers remained a priority. The corporate services recruitment plan has set goals to achieve core establishment by November 2024.
- Members questioned how overtime is managed and scrutinised, as the significant amount of 'undefined' overtime reported. It was explained that the Strategic Finance Board provide scrutiny and report into the Chief Officer Meeting, and that this was always a challenging issue in policing due to the spontaneity inherent in the service. Officers were working through overtime system issues and had a good level of confidence that this would be achieved.
- Officers shared that the Corporate Service Model was agreed in November 2023, and funding streams were being realigned to reflect this demand and would be profiled into the 2024-25 budgets. The organisational restructure would be completed by 31 March 2024, all system updates would be completed by the end of April 2024 and recruitment by November 2024. A Member requested an update at the next RREC to highlight more detail on the progress of this work.
- A Member was pleased to see the forecasting slides including more than one year and felt this was very helpful.

RESOLVED, that – the report be noted.

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

Members received a report of the Commissioner which provided an update from the Chief Finance Officer and the Chief Operating Officer.

RESOLVED, that – the report be noted.

8. **HR MONITORING UPDATE Q3**

Members received a report of the Commissioner which provided an update on Q3 HR monitoring.

During the discussion, the following points were noted:

- Members queried the 23 posts which were frozen to fund temporary roles and if these could be reallocated or removed to release this capability. Officers outlined that this work was well sighted through the Strategic People Board, and that these frozen posts displayed ability to allow agility to directorate heads.
- Members asked about the vetting capacity, and the noted previous delays in relation to the vetting of Independent Custody Visitors. Officers responded to say that some delays in vetting were a result of potential issues with the individuals being revealed as part of the vetting process and requiring further investigation and noted that the Committee would not want the Force to reduce its standards in this area. It was outlined that more vetting staff were in the process of onboarding with aims to start in March 2024 which would also alleviate some of the pressure.
- Officers have been involved in the Policing Productivity Review, which was led by NPCC. A Strategic Insights Team was being developed and recruited as part of the Corporate Services Review to lead on business planning and performance management.
- Members queried the challenges faced by Police in recruiting women. It was clarified that the number of women in posts had increased through the Police uplift programme, although challenges remained in gender and ethnic diversity. It was noted that this was a London Wide issue. The Deputy Chair requested that a report on this topic would be bought to the committee in November 2024.

RESOLVED, that – the report be noted.

9. **INTERNAL AUDIT UPDATE**

Members received a report of the Chamberlain which provided an update on Internal Audits.

Members noted the following:

- There were no live audit recommendations, which was welcomed by Members.
- Officers requested to be involved in the decisions about the volumes and timings of future audits.

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 was no other business.

12. **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 the Schedule 12A of the Local Government Act.

13. **NON-PUBLIC MINUTES**

RESOLVED – That, the non-public minutes of the meeting held on 27 November 2023 be agreed as a correct record.

14. **SECURITY REPORT: INFORMATION SECURITY - "PROTECTING FROM WITHIN"**

Members received a report of the Commissioner which outlined an Information Security report relating to data security.

RESOLVED, that – the report be noted.

15. **FUTURE POLICE ESTATES MEMBER UPDATE**

Members received a report of the Commissioner which provided an update on future police estates.

RESOLVED, that - the report be noted.

16. **FUTURE POLICE ESTATE PORTFOLIO COMBINED DASHBOARD**

Members received a report of the City Surveyor which outlined the future police estate combined dashboard.

RESOLVED, that the report be noted.

17. **REVENUE AND CAPITAL BUDGET 2024/25 NON PUBLIC APPENDICES**

Members received a report of the Commissioner, which provided non public appendices to the Revenue and Capital Budget 2024-25.

RESOLVED, that – the report be noted.

18. **CITY OF LONDON POLICE RISK REGISTER UPDATE**

Members received a report of the Commissioner which outlined the current City of London Police Risk Register.

RESOLVED, that – the report be noted.

Members agreed to extend the meeting under Standing Item 40.

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

There were no questions.

20. **ANY OTHER NON PUBLIC BUSINESS THAT THE CHAIR CONSIDERS URGENT**

There was no other business.

21. **CITY OF LONDON POLICE RISK REGISTER – CONFIDENTIAL APPENDIX**

Members received confidential appendices to be read in conjunction with item 18, the City of London Police Risk Register.

RESOLVED that, - the report be noted.

The meeting ended at 12:21

Chairman

Contact Officer: Kezia Barrass
Kezia.Barrass@cityoflondon.gov.uk