

**RESOURCE, RISK & ESTATES (POLICE) COMMITTEE**  
**Monday, 20 May 2024**

Minutes of the meeting of the Resource, Risk & Estates (Police) Committee held at  
Committee Rooms Guildhall on Monday, 20 May 2024 at 1.45 pm

**Present**

**Members:**

Alderman Timothy Hailes JP (Chair)  
Deputy James Thomson  
Deputy Dawn Wright

**Officers:**

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

**City of London Police**

Paul Betts - City of London Police  
Alix Newbold - City of London Police  
Alistar Cook - City of London Police  
Mark Paddon - City of London Police

1. **APOLOGIES**

Apologies were received from Randall Anderson, Tijs Broeke, Michael Landau 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 minutes and non-public summary of the Resource Risk and Estates Committee were approved as an accurate record.

4. **PUBLIC OUTSTANDING REFERENCES**

Members received a report of the Commissioner which provided an update of public outstanding references.

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

5. **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 Chief Operating Officer.

During the discussion the following points were noted:

- There was ongoing work on the medium term financial plan, which was balanced by the business rate premium, to evaluate its key risks.

- The Chair welcomed the stabilisation of the financial situation and thanked the team for their work to achieve this.

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

## 6. **Q4 WORKFORCE MONITORING REPORT- 2023-24**

Members received a report of the Commissioner which outlined the Q4 workforce monitoring 2024 – 2024.

Members noted that there was continued focus on police officer recruitment programme and an upward trajectory continued in relation to police staff numbers.

The Chair noted good progress made and queried the historic challenges faced by police forces nationally in relation to vetting. Officers agreed this issue continued nationally, and provided assurances that the City of London Police vetting team was fully staffed, and the systems and processes of this procedure would be reviewed to ensure increased efficiency. Officers were keen to ensure that vetting would not become an obstacle in recruitment.

Members noted that the areas of concern in relation to filling vacancies were the recruitment of officers with specialist skills, detectives, firearms officers and police staff analysts. Officers would report on this further at the next Resource Risk and Estates Committee.

Members raised concerns that the diversity in terms of both gender and ethnicity of City of London Police officers was lower than that in the Metropolitan Police and queried the action plan to address this. Officers outlined that there is more diversity within the staff numbers than within officer numbers and agreed that there was work to be done in this area. Officers would present a report to the committee to outline how this would be addressed.

The Chair queried the level of confidence within the City Police that the target for police staff recruitment would be met. Officers expressed confidence that the November target, previously discussed, could be met.

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

## 7. **PROVISIONAL REVENUE AND CAPITAL BUDGET OUTTURN 2023/24**

Members received a report of the Commissioner which outlined the provisional revenue and capital budget outturn 2023 – 2024.

During the discussion the following points were noted:

- Members welcomed the balanced outcome and questioned if this would be sustainable in future years and highlighted work to be done to identify funding sources available and where these had been under/over applied.
- Members queried the budget implications if the recruitment target in November 2024 would not be met. Officers agreed that the recruitment uplift was challenging and expected to factor in the pay awards which were not yet confirmed. Members flagged the potential issue of probation pay and were assured that the budget was in accordance with the target operating model.

- The Proceeds Of Crime Act (POCA) receipts were forecast to be around £500,000 annually, which was based on previous years. The use of the POCA reserved were to be finalised but would not be fully assessable for another two years. Officers also confirmed that portions of these receipts would be returned to victims.
  - Members noted that the funding model was not consistent year to year, and this was challenging for the force to run as an organisation.
- RESOLVED**, - that the report be noted.

8. **INTERNAL AUDIT UPDATE**

Members received a report of the Chamberlain which provided an internal audit update.

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

9. **BUSINESS RATE PREMIUM**

Members received a joint report of the Chamberlain and the Commissioner which outlined the business rate premium.

The Secure City programme would be funded by business rate premium allocations and on street parking reserves and would be fully funded.

Members welcomed the transparency of the report and requested further clarity would be provided on what money is being used and how the money not allocated to the Police would be spent, for the benefit of Members and rate payers.

The £1.6m security pressures had risen to £2.7m, this was due to a full reconciliation of security costs and would be reviewed annually.

**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**

Members noted that Hayley Williams would be leaving the City of London Police after 27 years of service and thanked her for her work and dedication.

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 Schedule 12A of the Local Government Act.

13. **NON-PUBLIC MINUTES**

**RESOLVED**, - that the non-public minutes of the Resource Risk and Estates Committee on 2 February 2024 were approved as an accurate record.

14. **CITY OF LONDON POLICE CYBER SECURITY POSTURE**

Members received a report of the Commissioner which outlined the City of London Police Cyber Security posture relating to the recommendations from an enquiry into a data breach at the Police Service of Northern Ireland (PSNI).

15. **CITY OF LONDON POLICE RISK REGISTER UPDATE**  
Members received a report of the Commissioner which provided an update of the City of London Police risk register.
  
16. **EASTERN BASE PROGRESS REPORT - MIDDLESEX STREET, CAR PARK, MIDDLESEX STREET, E1 7AD**  
Members received a report of the City Surveyor which provided an update on the Eastern Base progress.
  
17. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**  
There were no questions.
  
18. **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 15:16pm**

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Chairman

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