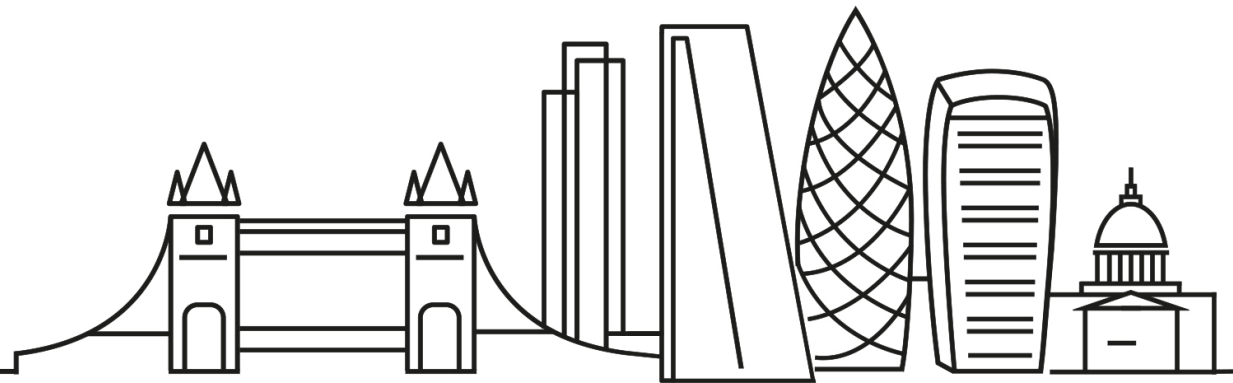


Policing Plan Performance Report

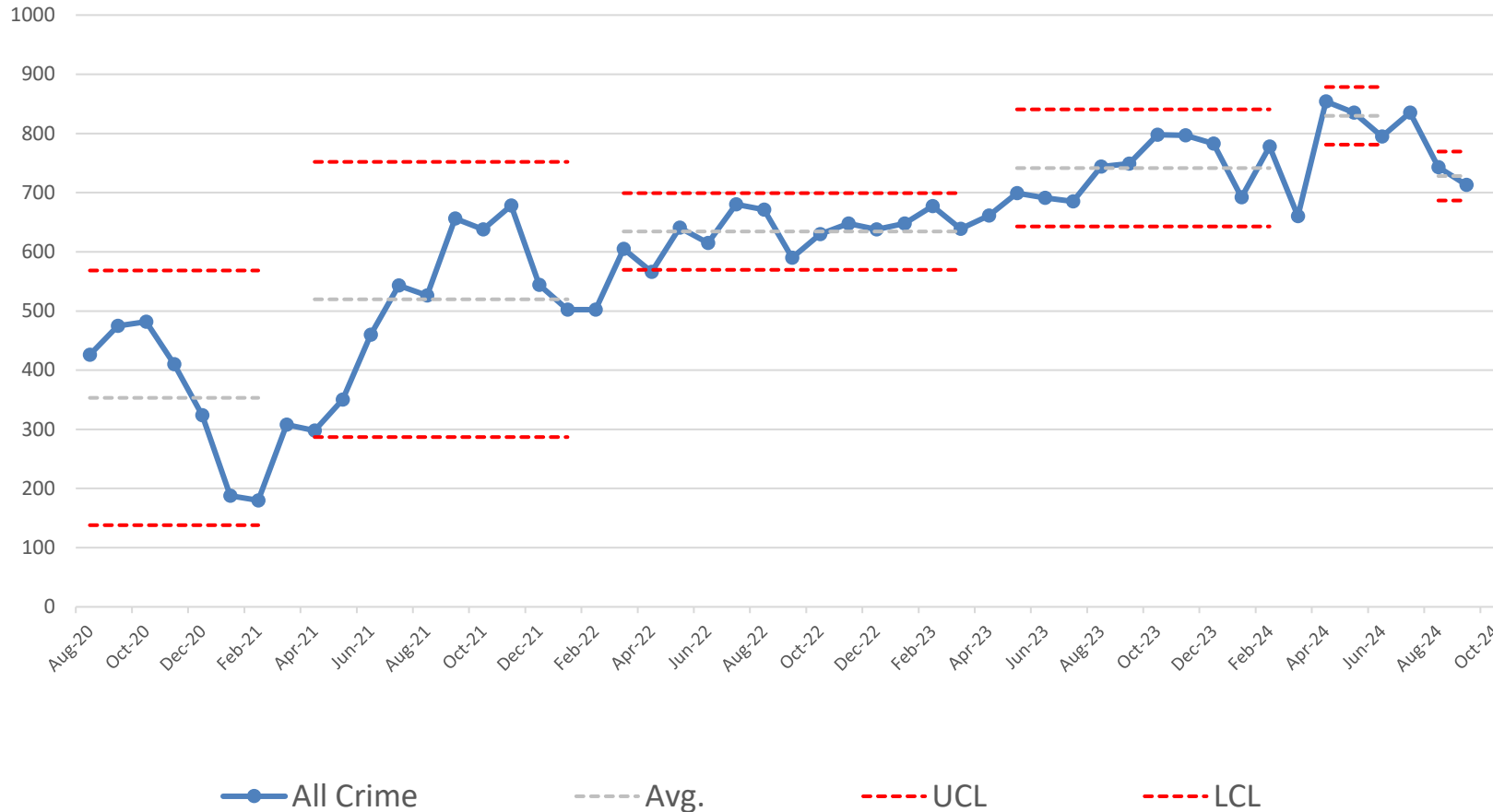
Quarter 2 2024/25



A local service with a national role, trusted by our communities to deliver policing with professionalism, integrity and compassion

Background All Crime

All Crime



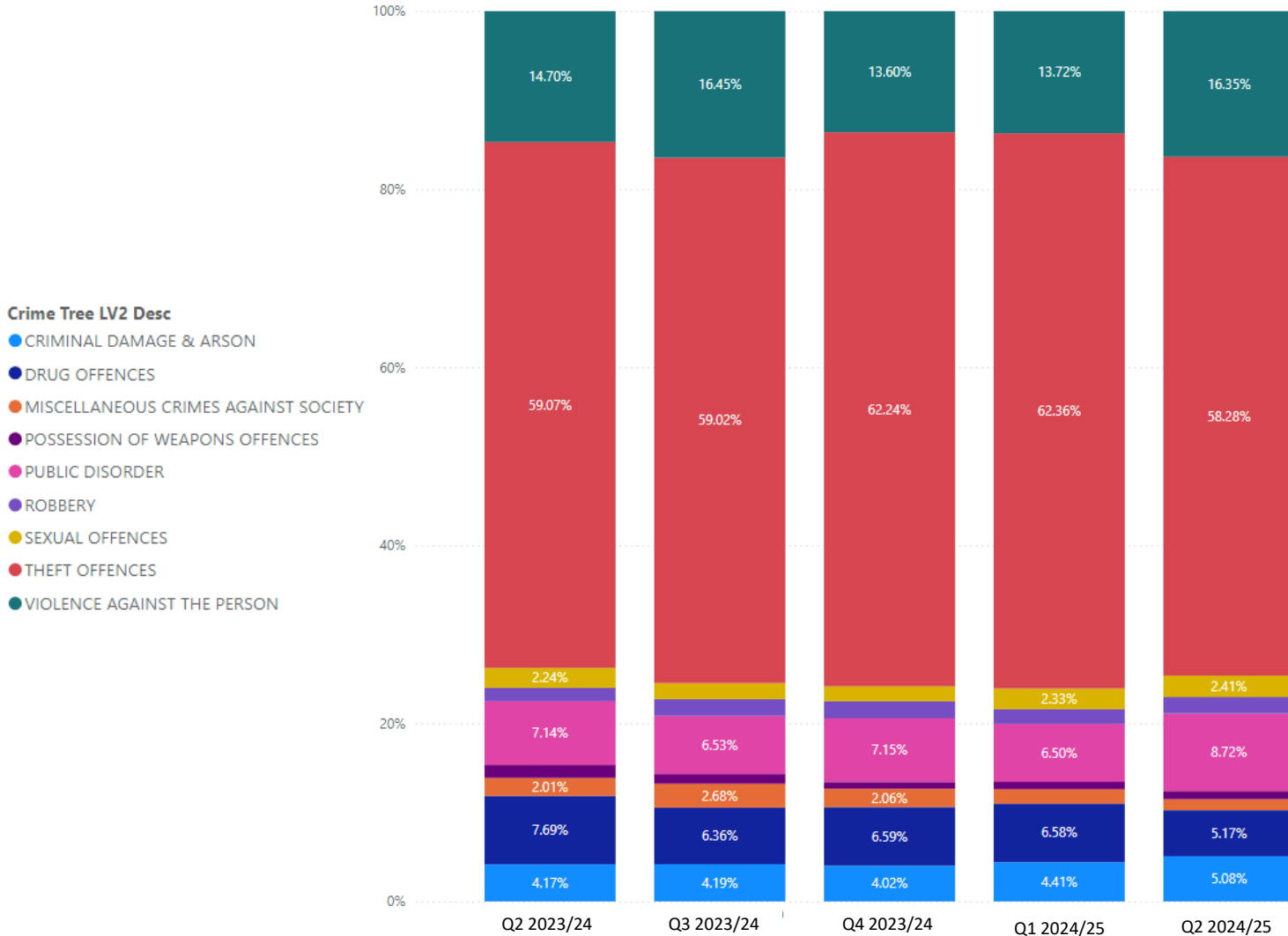
Crime reduced again in September 2024, and following the peak in April and May is back to within the normal limits of 2023 crime levels. In the 12month period to date (October 23 - September 24) all crime is still significantly higher (+ 14% ~ 1177 crimes) than the previous 12 months (October 22 - September 23).

Traditionally crime does increase in the summer months with September seeing a reduction. We expect crime to increase again October in line with past seasonal variations seen.

In our neighbouring force (Metropolitan Police Service) they experience a similar trend with crime increasing by 3.5% in the past 12 months (October 23 - September 24), with a 4% decrease from August 2024 to September 2024. There was however a notable 15% increase in theft offences (our highest and most comparable crime type) in the past 12 months more in line with the increases in crime we have seen overall.

0.2

Background Crime Profile



The profile for CoLP's crime is similar overall to last quarter (Q1 24/25) and Q2 in 2023/24 with the greatest volume of crime from the below crime types;

- All other theft (20%)
- Shoplifting (16%)
- Theft from person (14%)
- Violence without Injury (10%)
- Public Disorder (9%)

The greatest volume changes in crime type this quarter are Decrease;

- Theft from person (-107)
- Shoplifting (-97)
- Drug possession (-37)

Increase;

- Public Disorder (+37)
- Stalking & Harassment (+15)
- Violence without injury. (+18)

1.1

Keep those who live, work and visit the city safe and feeling safe

Reduce Neighbourhood Crime

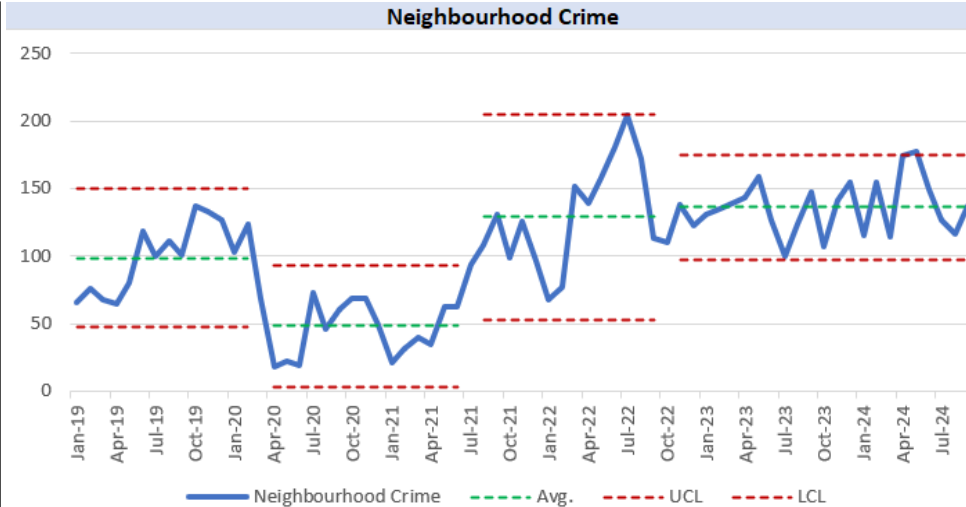
Neighbourhood crime has decreased by 24% this quarter (-118) in comparison to last quarter (Q1 24/25) this is similar to Q2 23/24. Analysing data for the most recent 12-month period (Oct 23 – Sep 24) and comparing it to the preceding 12 months (Oct 22 – Sep 23), there has been a 6% increase in neighbourhood crime the past 12 months partially due to the peak of crime seen in Q1 24/25.

Neighbourhood crime continues to be driven by ‘theft from the person’ offences making up 84% of neighbourhood crime. This is similar to previous months.

The main modus operandi for these types of crimes are phone snatches, and distraction thefts (bag dipping). This crime category has reported a 25% decrease this quarter (-107) compared to last quarter (Q1 24/25) and a 12% increase (+33) from Q2 in 2023/24.

CoLP continue to provide a good service level in response to theft, robbery and burglary incidents attending 100% of occasions where an incident is raised on our command and control system (usually as a result of a call to police) with 92% of all immediate incidents within the 15min timeframe (on average 8min) and 93% of all Significant graded incidents within the 60min timeframe (on average 33min).

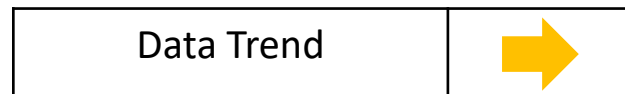
Theft from the Person offences are challenging to investigate with a national positive outcome rate of 1% in 2023/24. CoLPs Outcome rate remains at a similar level for theft from person offences this quarter.



Neighbourhood crime is defined using the national definition and includes the following crime types;

Crime Tree LV4 Desc	Jul 2024	Aug 2024	Sep 2024
THEFT FROM THE PERSON	106	101	112
ROBBERY OF PERSONAL PROPERTY	7	5	15
THEFT FROM MOTOR VEHICLE	12	4	6
THEFT OF MOTOR VEHICLE	1	5	1
BURGLARY - RESIDENTIAL HOME	1	1	3

Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
371	403	384	500	380



Response

Intelligence led policing continues to tackle neighbourhood crime, identify key offenders for theft offences driving our neighbourhood crime profile.

An acquisitive crime board ensures officers across local policing are tasked to hotspot locations and are an intelligence led team. This is a cross-portfolio collaboration dedicated to problem solving, with a focus on acquisitive crime. There is a particular focus on ‘theft from the person’ offences, specifically phone snatches and bag theft offences.

An operation by our Proactive Crime Team focusing on theft from the person by organised criminal gangs stealing laptops/phones from patrons in licensed premises has resulted in a further 13 suspects arrested this quarter in addition to the offenders apprehended in Quarter 1 2024/25.

Following arrest in March 2024 a significant 2year custodial sentence for a motorbike enabled phone snatch offender was issued at court in August 24. This followed conviction of 24 linked offences that took place within an hour period on one day, with the offender apprehended after fleeing the final offence. This has also created opportunity to reaffirm prevention advice alongside the significant media interest in this case.

CoLP continues to seek long term offender management tools to prevent reoffending with 2 Criminal Behaviour Orders restricting entry to the city, directly related to neighbourhood crime offenders issued in the period.

Additional funding to support prevention activity aligned to phone snatches has been agreed to support increased awareness campaigns in the coming quarter. We will be doing geofenced crime prevention messaging and a significant advertising campaign, as well as practical belonging marking events to engage the public with this messaging further.

1.2

Keep those who live, work and visit the city safe and feeling safe

Reduce Violent Crime

Violent crime has increased this quarter by 6% (+26) compared to last quarter (Q1 24/25) and 16% (+58) compared to Q2 23/24. Analysing data for the most recent 12-month period (Oct 23 – Sep 24) and comparing it to the preceding 12 months (Oct 22 – Sep 23) there has been an 18% increase in violent crime (+245). This is slightly higher than the increase in overall crime across the same period of 14%.

Violence without injury has seen the greatest increase in volume across this quarter with a 9% increase (+18). There has also been a notable increase in Stalking & Harassment offences with a 44% increase (+15) compared with last quarter (Q1 24/25). The majority of these Stalking & Harassment offences (31% ~ 15 crimes) are malicious communications offences and are not domestic abuse related crimes.

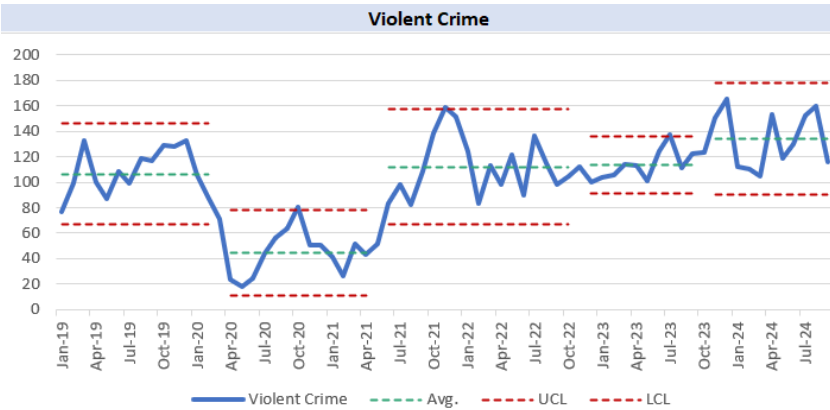
Having reported an increase in Q1 24/25 we see a reduction in both Rape (-25% ~ 4 incidents) and Violence with Injury offences (-2% ~ 2 incidents). This is particularly significant as we see a seasonal increase in sexual offending in July / August, which was present, however was not as significant an increase as expected.

Violent crime offences continue to be linked to the night-time economy (72% for this quarter).

For those violence with injury offences the predominant offence this quarter continues to be the lower harm offence of Assault occasioning ABH (59% of violence with injury offence ~ 61 crimes) however a minor increase in GBH offences was seen this quarter (22% ~ +2 Crimes).

27 Violence Crimes were recorded against officers in Q2 2024/25 (6% of violence offences) this is a 58% increase (10 crimes) on Q1 2024/25 but equal to Q2 2023/24.

CoLP continues to provide a good service levels to reports of violence attending 100% of occasions where an incident is raised on our command and control system (usually as a result of a call to police), with 97% of all immediate incidents attended within the 15min timeframe (on average 8 min) and 100% of all Significant graded incidents within the 60min timeframe (on average 19min).



Violent crime includes the following crime types; homicide, violence with injury, violence without injury, other sexual offences, rape and stalking and harassment.

Crime Tree LV4 Desc	Jul 2024	Aug 2024	Sep 2024
OTHER SEXUAL OFFENCES	18	15	10
RAPE	4	5	3
STALKING AND HARASSMENT	13	21	15
VIOLENCE WITH INJURY	29	32	41
VIOLENCE WITHOUT INJURY	88	87	47

Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
370	438	327	402	428

Data Trend



A multi-agency approach to policing the night-time economy continues with a focus on hotspot policing. Op Unify is a hotspot, intelligence led operation with hi-visibility patrols with Bishopsgate currently reporting as the priority location.

In Q2 the crime standards board commissioned a thematic review of robbery to assist in identifying hotspots and informing response/taskings and prevention activity. This is being fed into Neighbourhoods for Prevention Planning/activity and presented to TTCG for further taskings This followed the spike in violent crime at the start of Q2.

City of London Police supported the nationwide Operation Flagship across June and July, which was established to prevent and tackle domestic abuse during the UEFA European Football Championship, following data by the National Centre for Domestic Violence revealing incidents increase during international football tournaments

The Tactical Tasking & Coordination Group has commissioned work to provide a more in-depth analysis of shoplifting and violence and is due to report back in Q3.

Op Reframe has continued this quarter with ask for Angela and drink spiking testing taking place. This saw generally positive results, with guidance and education offered to staff and venues that did not perform well. This was focussed on 4 key geographical areas based on recent crime profiles linked to licensed premises.

The new Serious Violence Duty ensures local services work together to share information and target interventions to prevent and reduce serious violence. This work is being led through the Safer City Partnership and the Safer Business Network.

CoLP continues to monitor the violence against its employees through Op Hampshire.

1.3

Keep those who live, work and visit the city safe and feeling safe

Reduce Violence Against Women and Girls (VAWG)

Violence against women and girls has increased by 35% (+51) this quarter compared to last quarter (Q1 24/25) and by 31% compared to Q2 23/24. Analysing data for the most recent 12-month period (Oct 23 – Sep 24) and comparing it to the preceding 12 months (Oct 22 – Sep 23) there has been an 13% increase in VAWG crime overall (+71). This is less than the increase in overall crime seen during the same period of 14%, and less than the increase in violent crime for the period of 18%.

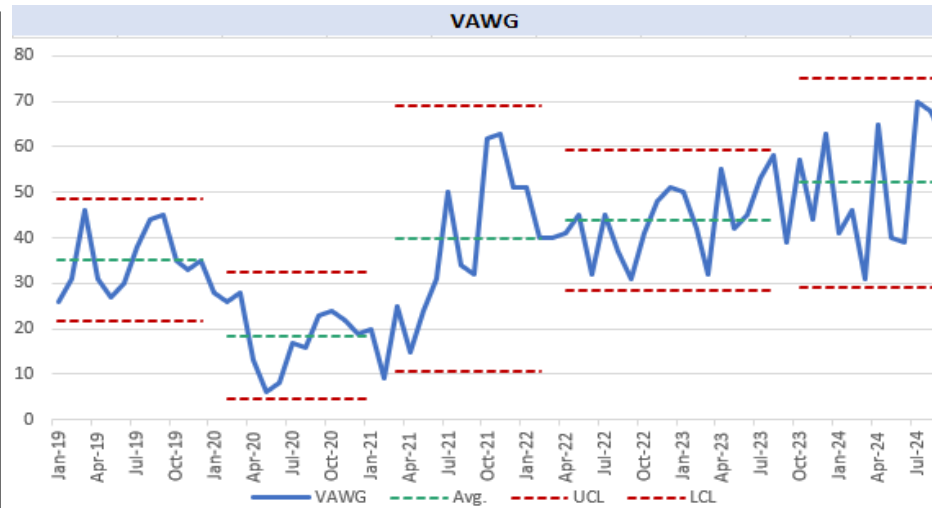
Violence offences are the most prevalent crime type making up 38% of these offences (76 crimes), followed by Public Order offences (threatening words/behaviour) which now make up 36% of these offences (72 incidents). There has been a notable decrease in the proportion of sexual offences now making up 23% instead of 27%, with only a (+ 7 Crimes ~ 17% increase) much less than the overall VAWG Crime increase.

The increase in VAWG offences is due to an increase in public disorder offences (+25 crimes) and an increase in violence offences due to stalking and harassment increases (malicious communications).

5% of offences had a victim age of U18 - this low level of child victimisation is consistent with previous proportions.

Violence against women and girls continues to make up a small proportion (7%) of all crime in this quarter and 28% of violence offences this quarter.

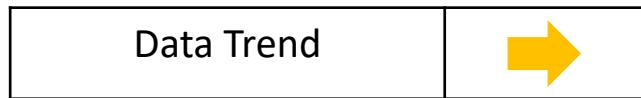
The Violence against Women and Girls profile of crime in the city continues not to be Domestic Abuse related (VAWG 16% this quarter) and primarily committed against non CoL residents (71%).



Violence against women and girls consists of any crime that involves a female victim.

Crime Tree LV4 Desc	Jul 2024	Aug 2024	Sep 2024
PUBLIC DISORDER	27	24	21
VIOLENCE WITH INJURY	7	15	18
OTHER SEXUAL OFFENCES	15	13	9
STALKING AND HARASSMENT	9	7	7
VIOLENCE WITHOUT INJURY	8	2	3
RAPE	3	4	3
MISCELLANEOUS CRIMES AGAINST SOCIETY			1

Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
150	164	118	145	196



Response

Targeted operations are ongoing to tackle Violence Against Women and Girls offences, and these involve multi-agency working with partners.

City of London Police supported the nationwide Operation Flagship across June and July, which was established to prevent and tackle domestic abuse during the tournament, following data by the National Centre for Domestic Violence revealing incidents increase during international football tournaments.

Op Reframe has also continued this quarter providing a reassuring high visibility presence amongst the night time economy aligned to licensing and partnership activity.

Q3 will see the delivery of Op Vigilant which will see the training of behavioural detection officers deployed in the NTE to identify predatory behaviour and take proactive intervention measures with individuals. This has been funded through the Home Office Serious Violence Fund.

Operation Makesafe has been established to test and improve the hospitality industry's response to child sexual exploitation. CoLP deployed against this operation again in September and were pleased that hotels did correctly identify and challenge the suspicious behaviours, for those venues that did not guidance and information on how they could respond better in future was provided. This will be continued through the year across hotel and hospitality venues within the City.

Our serious and organised crime team is targeting modern slavery and human trafficking of European women for sexual exploitation. This was identified as the key area of focus for development for CoLP as emerging hidden crime identified in the modern slavery and organised immigration crime deep dive profiling that took place in July 2024. The plan to tackle this crime type has been updated accordingly and is currently undergoing peer review.

1.4

Keep those who live, work and visit the city safe and feeling safe

City of London Police positive outcome rate remains above the national average

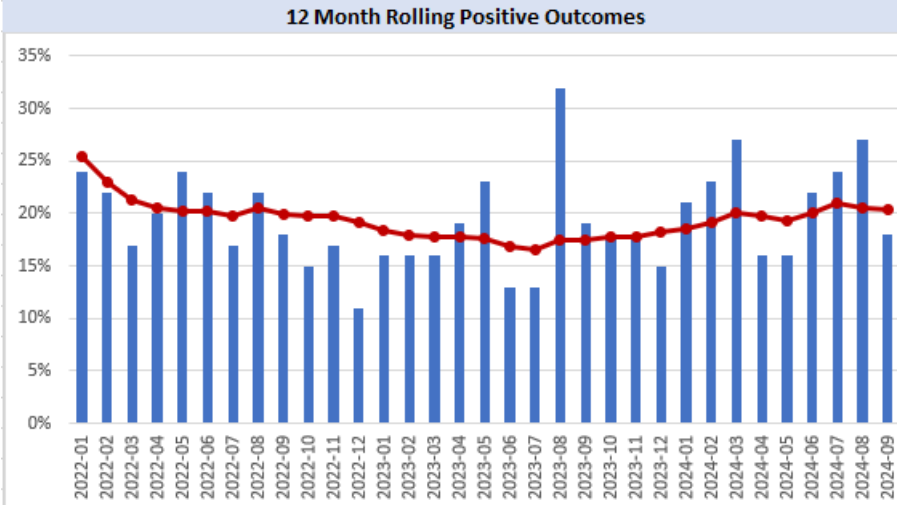
City of London Police consistently exceeds the national average, which is positive. The national positive outcome rate for published data to March 2024 demonstrates an 11.8% outcome rate, this is unchanged from previous rates.

CoLP recognises that outcomes can occur at different times within a crime and that fluctuations in both crime volumes and outcome volumes can impact outcome rates. The outcome rates per month are shown in the bar chart and do fluctuate significantly. A more effective measure of CoLP's outcomes is the Rolling 12month rate considering the outcome rate for the past 12 months and how that changes across the reporting period.

The rolling 12 month positive outcome rate for CoLP for this quarter is 21% which is an increase on Q1 2024/25 and an increase in Q2 2023/24. The volume of outcomes continue to increase to support this.

The rolling 12 month positive outcome rate for victim based crimes remains slightly above the rate for all crime at 24% this quarter an increase from 23% in Q1 2024/25 and 22% in Q2 2023/24.

Predictions indicated that performance would be maintained but City have increased their positive outcome rate over the last 12 months, which is a good indicator of the positive work ongoing even with increases in crime.



Positive Outcomes are based on Home Office Counting Rule outcome codes 1-4 and 6-8 which include outcomes such as charged/ summons, out of court disposals, and taken into consideration.

	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
12 month Outcome Rate	17%	18%	19%	20%	21%
Volume of outcomes	467	407	500	454	529

Data Trend

Response

City of London Police review every crime no matter it's reporting method which increases the chances of a successful outcome. There has been continued investment in our core criminal investigation and public protection teams, to continue to improve our investigative response and providing the very best service to victims of crime. This level of investment has been matched within our Volume Crime Unit.

City of London Police analyses all outcomes applied to crimes, not just positive outcomes, as well as comparing outcomes for specific crime types through its crime standards board to ensure any anomalies can be considered, understood and where required addressed. There has been nothing of concern identified in this quarter.

The proportion and volume of crimes resulting in out of court disposals is increasing, these are positive steps in ensuring all viable investigations are being considered for all available disposal options.

There has been a significant focus on reporting compliance with the victim code, and investigative supervision with additional monitoring taking place. There has been investment in training for all supervisors on a new template introduced to improve performance, and this has resulted in a positive increase in compliance. This has led to improved investigations for our volume crimes particularly.

This quarter has seen the introduction of Quality Assurance and Thematic Testing (QATT) introduced to consistently monitor quality of crime supervision and investigation standards and further drive-up positive outcomes. Quality assurance checks take place weekly and across all teams within LP and SO to maintain standards .

CoLP continues to strive to increase positive outcomes for its crimes alongside providing the best service for victims and is focusing on how it can now improve timeliness of investigations as well as maintaining the success it currently sees with positive outcomes.

1.5

Keep those who live, work and visit the city safe and feeling safe

Reduce Anti-social Behaviour (ASB) incidents

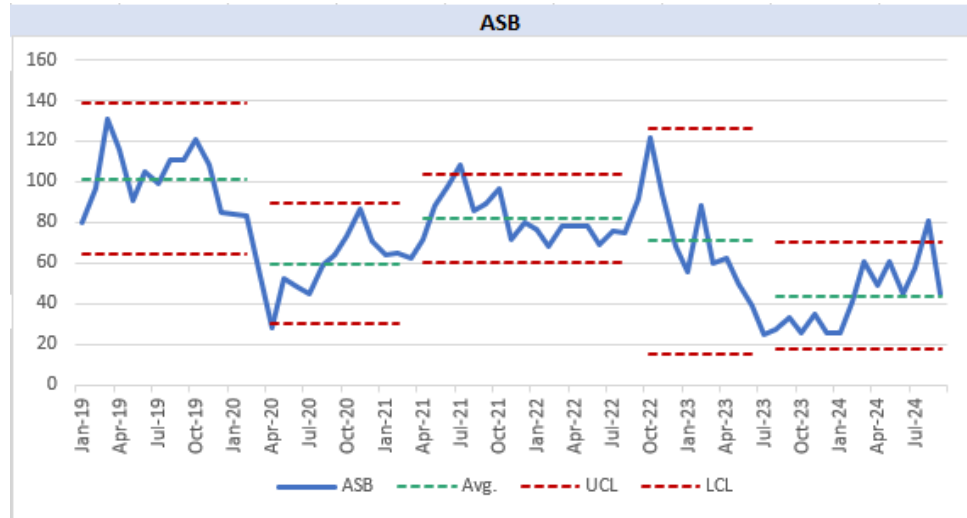
Anti-social behaviour (ASB) incidents continue to be low in volume; however, a 18% increase (+28 incidents) is reported this quarter compared to last quarter (Q1 24/25) and a 115% increase (+98 incidents) is reported compared to Q2 23/24.

This increase is due to a peak beyond confidence levels in August (80 incidents) with levels returning to normal volumes in September (45 incidents ~ 1.5 per day).

The two biggest contributors to ASB over this quarter are inconsiderate behaviour at 41% (which would include persons refusing to leave premises/public transport, skateboarding and shouting in public) and begging/vagrancy at 32%. The incident types have been consistent for some time with no noticeable emerging changes.

CoLP continues to provide good service levels to reports of anti-social behaviour attending 100% of occasions where an incident is raised on our command and control system (a CAD incident) with ASB as the incident type. With 97% of all immediate incidents attended within the 15min timeframe (on average in 8 minutes) and 99% of all Significant graded incidents within the 60min timeframe (on average in 20minutes).

92% of occasions where a CAD incident is raised resulted in an occurrence being created for review by the Partnership and Prevention Hub which assesses repeat victims, locations and suspects to ensure appropriate responses are put in place to deal with the ASB.



ASB incidents are recorded as specific occurrence type on Niche.

Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
85	87	128	155	183

Data Trend

Response

We continue to engage with residential and business communities to ensure the low volumes of ASB are not due to underreporting. This is supported by the ongoing delivery groups and partnership working with the Corporation and other agencies. Additional data from partners will help shape the policing response. Community engagement has continued through Ward Panel Meetings and local premises targeting issues affecting people at a ward level.

In addition to continued engagement, CoLP maintains a strong visible presence through its foot, vehicle and cycle patrols across all of its local policing teams with over 1000hrs of tasked prevention foot patrols this quarter. This high visibility is not just a proven method of deterring criminal and antisocial behaviour but provides reassurance to the public too.

Intelligence led policing allows us to focus on ensuring our resources are aligned to any ASB hotspots or issues identified through analysis.

CoLP continue to support partnership plans regarding the current encampment at Castle Baynard that may be linked to Anti-social behaviour and are working to a resolution in Q3 2024/25. There is also ongoing partnership work to establish a strategy for a longer term solution to reduce ASB at Peninsular House tented encampment.

In response to the incidents attended this month Community Protection Notices /Warnings were issued to 37 individuals. A further 10 individuals were identified as being in the intervention stage of Operation Luscombe the partnership response to begging and homelessness.

2.1 Protect the UK from the threat of cyber and economic crime

Increase the number of positive outcomes recorded in relation to fraud nationally

Data Trend



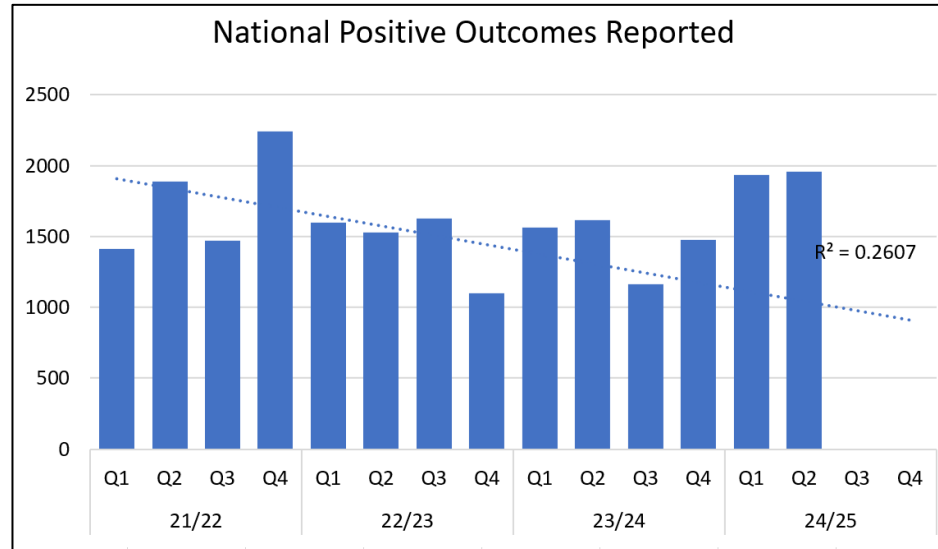
Reasons

In Q2 2024/25 the national yield of judicial outcomes increased to 1,966, up 21% (+353) on the previous year's Q2 (1,613).

Q2 judicial outcomes included a couple of large cases with multiple outcomes. A CoLP National Lead Force team recorded 290 outcomes following an investigation into a retail fraud worth over £150k committed by three individuals. Following engagement, Kent Police has commenced some historic work, returning circa 180 judicial outcomes relating to an investigation from 2021.

The national target of 6,000 judicial outcomes continues to be in place in 2024-25. The half year position is 3,902, an excellent start with 66% of the 6,000 target already achieved.

Total outcomes reported in a period can relate to disseminations from any time. The volume of outcomes fluctuates throughout the year as cases with varying numbers of crimes attached are completed. For example, one investigation into a boiler room might have hundreds of outcomes attached to it and closing the case will give many outcomes, potentially bringing closure to multiple victims.



Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
1,613	1,162	1,474	1,936	1,966

Response

The National Fraud Intelligence Bureau has recently implemented a new process for serious and organised crime operation monitoring.

City of London Police continue the evaluation of a solvability pilot that has been active now for the majority of 2023-24 and into 2024-25.

We are also working with forces with regard to their aged disseminations, particularly across the periods of 2019-20 to 2021-22 and we anticipate this to have a positive response on outcomes.

Force engagement visits continue (follow up force fraud assessment engagements) with a particular focus on the National Policing Strategy for Fraud, Economic and Cyber Crime 2023 – 2028, and a provisional plan has now been set to visit the 10 ROCUs between October 2024 and January 2025, with the Northwest ROCU to be visited in mid-October.



2.2

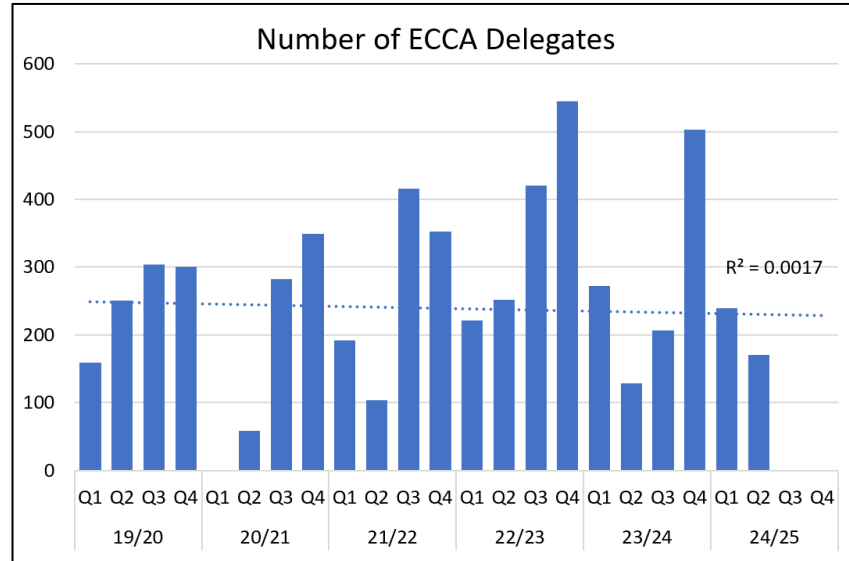
Protect the UK from the threat of cyber and economic crime

Law enforcement capabilities to tackle economic and cybercrime developed through training & accreditation

The Academy delivered 14 training courses in Q2, a decrease of 26% from Q1 (-5), but an increase of 27% (+3) from Q2 23/24. Activity for the quarter peaked in July with 7 courses and 84 delegates, and this is the second highest number of courses delivered in Q2 in recent years.

Delegate numbers fell from 239 in Q4 to 170 in Q1, representing a decrease of 29% (-69). There is often a seasonal decrease Q2, as forces are reluctant to book courses during school holiday season. Delegate numbers were higher this quarter than in Q2 23/24, a difference of 32% (+41). This quarter, most delegates were from UK policing with 14 forces represented in July.

Satisfaction for the quarter averaged at 92%, equal to the 23/24 benchmark and including a score of 96% in July. Fluctuations often happen in months with low delegate numbers. The percentage of delegates completing feedback was down slightly at 61%.



Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
129	207	503	239	170

Data trend

Response

The drop in Home Office funding for forces to pay for fraud training is a strong contributing factor to less courses being booked, as forces have sought cheaper alternatives that are not fit for purpose. The Academy has a robust communication plan in place to actively engage with all stakeholders to promote courses, emphasising value for money, quality and accreditation, including direct communications to strategic leads in law enforcement highlighting the risks of using unaccredited courses.

The Academy continued to receive positive feedback for the new Economic Crime Specialist Investigators Programme (ECSIP). In September, trainers travelled to the Isle of Man to deliver an ECSIP, which was well received. The new Management of Economic Crime Investigation Course also received positive feedback. The CoLP Bribery Team received a 3-day bespoke course, especially adapted for them which will be available for future internal delivery if needed. Other courses included a combined Foundation and Advanced Open Source course to the Insurance Fraud Bureau, and an Open Managers Course to delegates from a range of police forces. An Open Foundation course was delivered at a new venue in order to reduce costs and try to encourage more bookings. An emphasis of the need for accredited, quality training should see an uplift and return to Academy courses.



Putting the victim at the heart of everything we do

3.1 To maintain the percentage of survey respondents who are satisfied with the Action Fraud reporting service

Reasons

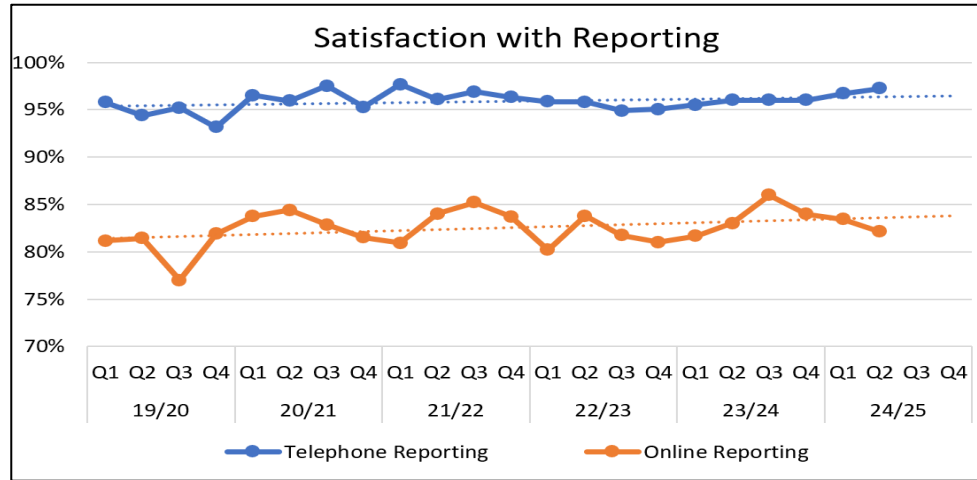
Action Fraud Contact Centre - The service provided by the Advisors has continuously exceeded the satisfaction target of 95% over the long term. Q2 Satisfaction remained stable and consistent with previous quarters at 97%.

The Contact Centre is focused on maintaining FTE delivery across each shift, ensuring levels remain consistently healthy and stable. They also focus on reducing call handling times, to allow Advisors to answer more calls. Average call answer times saw a 1% reduction in Q2.

Online Reporting – Action Fraud are unable to alter the online reporting platform as the contract with our current supplier will expire shortly. Online reporting satisfaction therefore falls consistently below the 85% target, with a Q2 satisfaction rate of 82%.

91,331 survey links were delivered in Q2, with 1.2% of respondents providing satisfaction feedback. Feedback volumes are extremely low and may not be a true reflection of service user satisfaction.

Accessibility – Action Fraud provides services to offer greater accessibility into the service which have improved victim satisfaction, including a Language Line for users whose first language is not English, and SignVideo, enabling Deaf users who communicate using British Sign Language, the ability to contact Action Fraud through an app on their mobile device.



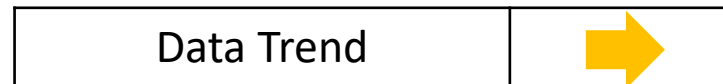
Satisfaction by reporting channel	Q1 23/24	Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
Online satisfaction	82%	83%	86%	84%	83%	82%
Telephone Satisfaction	96%	96%	96%	96%	97%	97%

Response

Action Fraud Contact Centre Service Improvements – Action Fraud developed the Advisor XP Contact Centre tool, a ‘chat-bot’ offering advisers real time support, and made changes to the score card, which improved reporting quality, ensuring victims are provided with the correct referrals and advice. These changes improved the quality and volume of calls answered, and positively impacted voice channel satisfaction.

Online Reporting Service Improvements - a new fraud and cybercrime reporting tool designed to significantly improve online reporting mechanisms will launch in 2025. It is envisaged that this will improve the victim journey and bring online satisfaction in line with telephone satisfaction.

Victim contact fulfilment and the surveys associated with each piece of fulfilment, are currently under review. Action Fraud surveys will be revised to reflect the new branding and all surveys will be streamlined, improving the question set quality, and the quality, accuracy and content of responses.



3.2

Putting the victim at the heart of everything we do City of London Police victim satisfaction levels are improved

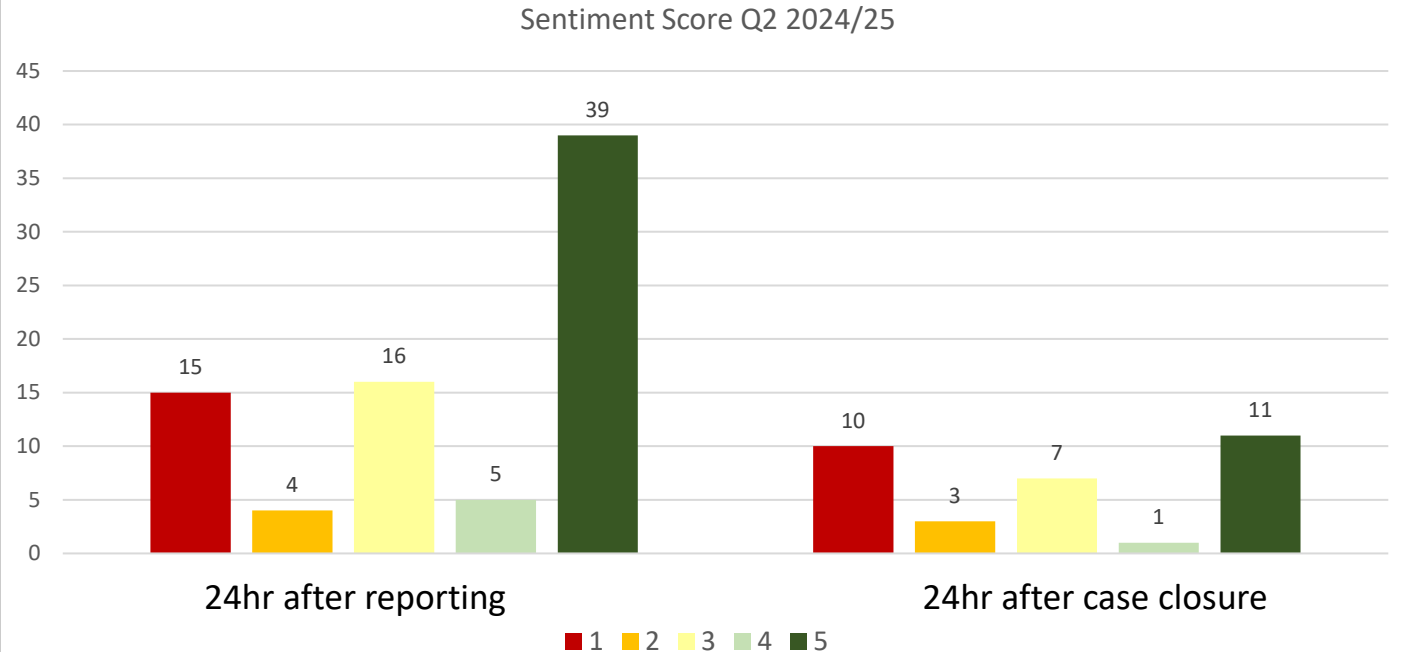
The Uplands surveying software has seen higher levels of response rate than previous victim surveying tools. Response rates have fluctuated across months so far but on average are at 5% which is considered a reasonable response level for this type of surveying.

The average score for surveys completed within the 24hrs after making a crime report to CoLP this quarter is 3.6 out of 5 this is a positive score. This reduces to an average of 3 for surveys completed within the 24hrs after a crime report is closed. In addition 55% of surveys completed 24hrs after reporting is positive (score 4 or 5) and 38% of surveys completed 24hrs after a report being closed.

The greatest negative talking point (specific wordings used to identify themes within the feedback) in the survey this quarter is “Outcome” followed by “Speed of Service”. This indicates the outcome of the crime has caused some negative responses as well as the timeframe for investigation. CoLP has already advised the steps it is taking to ensure investigation lengths are appropriate in measure 2.1 alongside it’s current outcome performance.

The greatest positive talking point this quarter was “helpful” followed by “steps taken”, these are positive attributes that CoLP continues to provide a victim focused service.

These sentiments are still being refined and more detail will be included as more data is submitted and more informed analysis can be conducted (statistically this is usually 500 responses, that is likely to be at the end of the reporting year (March 2025)).



3.3

Putting the victim at the heart of everything we do

Hate Crime

There has been a 27% (+22 crimes) increase in Hate crime this quarter compared to last quarter (Q1 24/25) and a 41% (+30) increase compared to Q2 23/24. Analysing data for the most recent 12-month period (Jul 23 – June 24) and comparing it to the preceding 12 months (Jul 22 – June 23) there has been an increase of 37% (+92).

This increase is due to high levels of hate crime in July and August (beyond control limits) and a reduction to normal levels in September.

Racial hate crimes continue to be the most common motivator in the City this quarter (67% ~ 69 incidents), followed by sexual orientation (13% ~ 13 incidents). This is in line with Q1 2024/25 and the previous 12 months worth of data.

The main crime types relating to hate crime continue to be the below, with physical harm linked to hate crimes remaining rare;

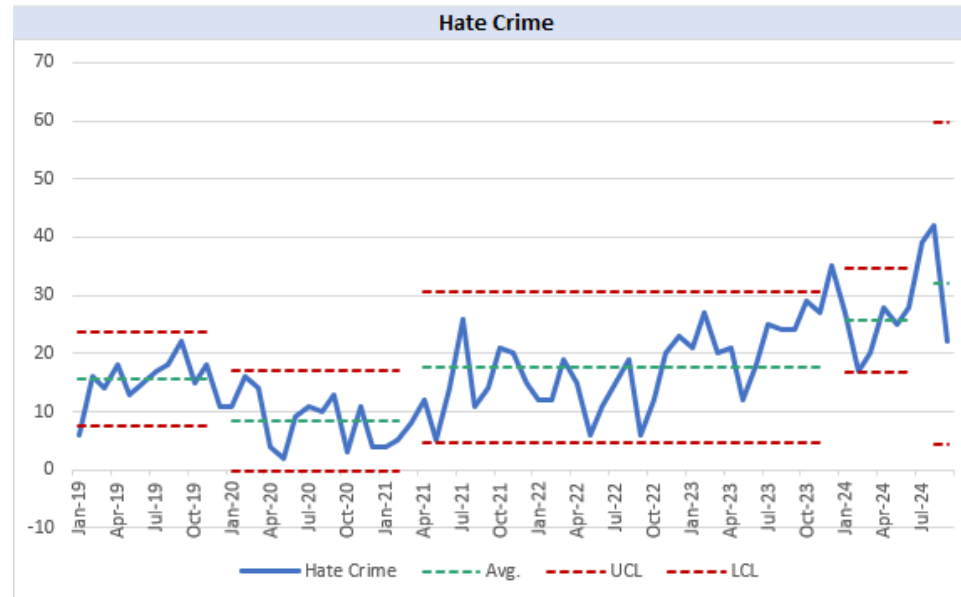
- Public Disorder – 63% ~ (65 incidents)
- Violence without Injury - 18% ~ (19 incidents)
- Violence with Injury – 3% ~ (3 incidents)

This is a notable increase in Violence without injury offences (+10 ~ 111%) since Q1 2024/25. These are largely racially/religiously aggravated common assault offences linked to the night time economy (79%).

There continues to be significant link between Hate Crime and the NTE hours with 70% of offences this quarter committed between 1600 and 0600. This is an increase on the previous 12 months where on average 63% of Hate Crime was linked to NTE hours.

There has been a continued decrease (-50% ~ 4 crimes) in Op Mayfield (Israel / Palestine conflict) related crimes with 4 crimes recorded in Q2 2024/25 when compared with Q1 2024/25. It is not possible to compare with historic data due to the short time this has been reported on for.

The volume of Hate Crime against Officers has not changed this quarter with 12 crimes recorded against officers in Q2 2024/25 as in Q1 2024/25. This does represent a reduction in the proportion (12% from 15%) of hate crimes committed against officers though.



Q2 2023/24	Q3 2023/24	Q4 2023/24	Q1 2024/25	Q2 2024/25
73	91	64	81	103

Crime Tree LV4 Desc	Jul 2024	Aug 2024	Sep 2024
ALL OTHER THEFT OFFENCES		1	
CRIMINAL DAMAGE	1	1	2
PUBLIC DISORDER	29	24	12
ROBBERY OF PERSONAL PROPERTY			1
SHOPLIFTING		2	
STALKING AND HARASSMENT	2	6	
VIOLENCE WITH INJURY	1		2
VIOLENCE WITHOUT INJURY	6	8	5

Data Trend



Response

We monitor hate crime daily at the Daily Oversight Meeting. There is a dedicated officer that monitors all hate crimes, both in terms of recording and investigation. There have been ongoing operations at ward officer level to work with communities to increase feelings of safety in the City when it comes to hate crime.

In response to the increased serious threats to synagogues across the UK and tensions from the Israel/Palestine conflict, we have provided additional support and visibility including CTSA engagement, messaging and visits supported by dedicated Servator deployments at key religious services. Increased tensions and Islamic high Holy Days accorded similar reassurance patrols within the local residential estates.

A patrol uplift on a Saturday was agreed to ensure faith premises were engaged with and worshippers felt supported by CoLP.

Hate Crime awareness week was 12th – 19th October and CoLP had several stakeholder events taking place around the city including engagement stands in high footfall locations such as rail stations, cannon street and Leadenhall market. As well as a social media campaign focussing on reporting hate crime specifically targeting those working at licensed premises.

Our People

A full report on the City of London Police - Staff “Pulse” Survey Results is presented to the committee this quarter, however for completeness the linked headline findings are below.

4.1

City of London Police is a psychologically and emotionally healthy place to work



4.2

City of London Police workforce engagement levels have increased

The Pulse Survey launched in September 2024 for a 2 week period. The survey was open to the total workforce to complete, with the exception of contractors. There has been negligible rises and declines across the engagement questions asked in the Pulse staff survey, leading to the same overall “percentage favourable” score of 71% in the recent period.



Our People

4.3 City of London Police recruitment activity is improving how well its workforce reflects the communities it serves**

**Now to be discussed at PSIC

Police Officer female profile increased by 0.9% this quarter with females representing 25.6% of the total officer headcount (999) compared to 24.7% of the headcount at the end of Q1 24/25.

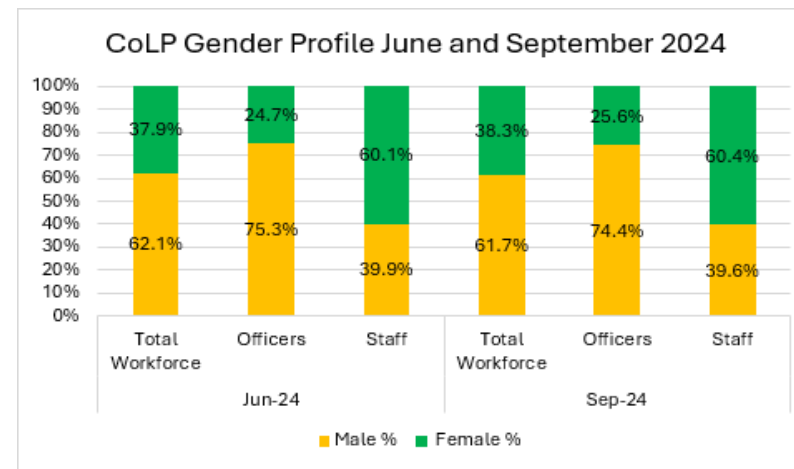
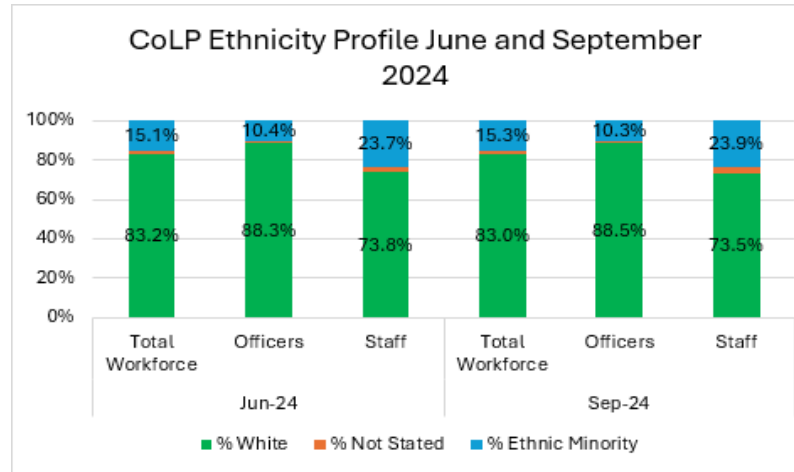
45% of all officer joiners (24 officers) this quarter were female, which is a significant improvement on previous quarters. Although when compared nationally, female representation among CoLP officers is low (national average 37%), the force has reached 25% representation this quarter, which is the highest percentage since continuous reporting started in July 2020.

Police staff female profile this quarter (Q2 2024/25) is 60.4% of the total Staff headcount (563) remains similar to the last quarter (Q1 2024/25) of 60.6% of 579 headcount.

There has been a slight decrease in the number of officers identifying as from an ethnic minority background this quarter from 10.4% in Q1 2024/25 to 10.3% this quarter (Q2 2024/25). 8% of officers that joined the force this quarter were from an ethnic minority background.

Of the total ethnic minority officers, 28% are female and 72% are male. CoLP officer ethnic diversity is higher than the national average for forces in England and Wales (5% average), but low compared to the City of London population.

There has been a slight increase (+0.1%) in the number of police staff identifying as from an ethnic minority background this quarter compared to last quarter to 23.9%. Of the total ethnic minority police staff, 64% are female and 36% are male.



Data Trend



Response

A recent survey in force, asked female staff to tell us if they would consider a career as an officer, and if there was anything preventing them from doing so. There were 44 responses, in which the majority said they had considered becoming an officer and would be most interested in a Detective pathway. However, the salary, work/life balance, shift patterns and impromptu extraction, age and fitness were key themes for barriers to them. To combat this, CoLP has looked at advertising officer roles as full time or part time, and continues to have a Detective entry pathway available each year.

Additionally we are committed to continuing our Police Now partnership for some of our student officer intake which is proven to recruit more diverse individuals, with a new cohort starting in 2025.

We have also developed our sponsorship pilot which is initially open to Black and Asian officers and staff, as research suggests that those of you from these underrepresented groups have less access to this informal support, which can impact career progression. The Sponsorship pilot acts as a formal catalyst for these relationships to form. We have 8 sponsorship partnerships already underway in this pilot.

The force launched its promotions pilot scheme to assist in the development of our officers at a variety of different ranks who participated in the promotions boards but fell just short of the pass mark. 9 Sergeants and 5 Inspectors were selected of whom, 36% are female and 14% are from an ethnic minority background.

5.1

Resources

Financial outturn is within 1% of forecast

Data Trend



The revenue outturn at Q2 (1 April – 30 June) 2024/25 is forecast to be a breakeven position (£114.1m) with net pay savings, additional Home Office grant income and use of earmarked reserves offsetting cost pressure within the year. Whilst at this stage it is expected that the final outturn will remain within 1% of this breakeven position, there is a risk to achieving this, as the revenue budget is at its limit of funding any further cost pressures without the identification of compensating savings



Appendix A







Data Trends

The Success Measures are detailed in the below table.

Where Statistical Process Charts are used; Normal random variation is expected, where volumes fall above and below the average and within the expected confidence limits (at 2 standard deviations, 95%). This is what is known as noise. SPC charts help to 'drown' out the noise by showing exceptions (which require investigation as they are significant).

Significant exceptions are where the data points fall above or below the control limits, or where there is a run of 7 data points above the average or below the average. Another exception is where there is a month on month increase for 7 months. These are the big exceptions, but with more work you can also build in additional early warning indications to help highlight emerging issues.

Where there is no statistical data available a review of the qualitative data has been completed and the same trend analysis applied.

Success Measure Performance Assessment	
	A green upwards arrow suggests improvement in the direction of travel.
	A green arrow pointing right is used for consistent performance at 100%.
	A green arrow pointing down means a decreasing trend which is positive.
	Amber means there has been limited increases or decreases within tolerance level.
	A red upwards arrow suggests an increasing trend that is negative.
	A red downward arrow suggests a decrease in performance.

