

**PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE**  
**Wednesday, 25 September 2024**

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee held at Committee Rooms, Guildhall on Wednesday, 25 September 2024 at 1.45 pm

**Present**

**Members:**

Michael Mitchell (Chair)  
Jason Groves  
Deputy James Thomson  
Jacqui Webster  
Joanna Abeyie  
Naresh Sonpar

**Officers:**

Richard Riley CBE	- Town Clerk's Department
Kezia Barrass	- Town Clerk's Department
Rachael Waldron	- Town Clerk's Department
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**City of London Police**

Paul Betts	- City of London Police
Sanjay Anderson	- City of London Police
Kate McLeod	- City of London Police
Carly Humphries	- City of London Police
Claire Cresswell	- City of London Police
Jesse Wynne	- City of London Police

**1. APOLOGIES**

Apologies were received from Florence Keelson-Anfu and Tijs Broeke.

**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 and non-public summary of the meeting held on 4 June 2024 were agreed as an accurate record.

**4. OUTSTANDING REFERENCES**

Members received a joint report of the Town Clerk and the Commissioner which outlined the public outstanding references.

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

**5. QUARTERLY STOP AND SEARCH AND USE OF FORCE UPDATE (Q1)**

Members received a report of the Commissioner which provided a quarterly update on the use of stop and search and use of force.

Members noted the small numbers reported for strip searches in the City and suggested that brief details could be included in future reporting to provide more context for this data.

Officers outlined that the importance of ensuring that the powers of stop and search and the use of force would be exercised in targeted and purposeful ways, to limit the impacts on the public.

Officers also noted that initial findings from the University of East London project looking at City of London Police stop & search data would be received shortly, the Chair requested that the Committee be sighted on the outcome of this work, once available.

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

6. **EQUITY, DIVERSITY, INCLUSIVITY (EDI) UPDATE**

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

Members expressed an interest in receiving direct feedback from staff networks. Officers agreed to recommit to staff network events and consider appropriate methods of feedback from forums to the Committee.

Members welcomed the report and noted that this area of work was critical to build trust and confidence in the City of London Police.

The Chair stressed the importance of the Committee seeing an implementation plan for the new Equity, Diversity and Inclusion Strategy. Officers undertook to ensure that the Committee was also provided with the outcome of the Cultural Audit work in the City Police.

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

7. **Q1 ACTION FRAUD COMPLAINTS**

Members received a report of the Commissioner which outlined Action Fraud Complaints in Q1 2024 – 2025.

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

8. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE Q1**

Members received a report of the Commissioner which provided an update of professional standards, conduct and vetting from Q1 in 2024 – 2025.

Members requested that more detailed data be covered to include the ethnicity of the complaints reported, officers agreed to consider how to include this information.

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

16. **INCLUSIVE EMPLOYERS UPDATE**

The Chair agreed to move this item into the public session.

Members received a report of the Commissioner which provided an overview of the Inclusive Employers Standard (IES) accreditation process. The Chair, and members, congratulated the City Police on achieving a silver IES rating.

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

9. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**  
There were no questions.
10. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**  
There was no other business.
11. **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.
12. **NON-PUBLIC MINUTES**  
**RESOLVED**, - that the non-public minutes of the meeting held on 4 June 2024 were approved as an accurate record.
13. **PROFESSIONAL STANDARDS, VETTING AND MISCONDUCT NON-PUBLIC APPENDICES**  
Members received a report of the Commissioner which provided the non-public appendices to be read in conjunction with item 8.
14. **POLICE COMMITTEE REPORT DIP SAMPLES OF MISCONDUCT**  
Members received a report of the Commissioner which provided dip samples of misconduct cases.
15. **VETTING REVIEW**  
Members received a report of the Commissioner which provided a review of vetting arrangements.
17. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**  
There was one question which related to the Independent Custody Visitor volunteers.
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 15:35**

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Chairman

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