

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE
Monday, 25 November 2024

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Monday, 25 November 2024 at 11.00 am

Present

Members:

Michael Mitchell (Chair)
Deputy Madush Gupta
Naresh Hari Sonpar
Jacqui Webster

Officers:

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

City of London Police

Assistant Commissioner Paul Betts	- City of London Police
Superintendent Carly Humphreys	- City of London Police
Chief Superintendent Sanjay Andersen	- City of London Police
Superintendent Kate MacLeod	- City of London Police
Emma Cunningham	- City of London Police
Chief Inspector Dan Murphy	- City of London Police
Luca Filipi	- City of London Police

1. APOLOGIES

Apologies were received from James Thomson. Joanna Abeyie, Jason Groves and Florence Keelson-Anfu were observing online.

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 of the meeting held on 25 September 2024 were approved as an accurate record, subject to the addition of apologies from Madush Gupta.

4. PUBLIC OUTSTANDING REFERENCES

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

Officers agreed to submit the Equity Diversity and Inclusion Strategy's performance dashboard to the Professional Standards and Integrity (PSI) Committee in February 2025.

RESOLVED, - that the report be noted.

5. **QUARTERLY STOP AND SEARCH AND USE OF FORCE UPDATE (Q2)**
Members received a report of the Commissioner which provided a quarterly update on stop and search and use of force data for Q2 2024 – 2025.
Members queried the cause of the increase in disproportionality of Black people affected by use of stop and search. Officers outlined that the ongoing research conducted by the University of East London would provide further context but was not yet available. The Chair requested that any interim updates on the research be shared with the Police Authority Team.
RESOLVED, - that the report be noted.
6. **SUMMARY OF ACTION FRAUD PUBLIC COMPLAINTS DATA- Q2 2024/25**
Members received a report of the Commissioner which provided a summary of the Action Fraud public complaints data for Q2 2024/25.
Officers outlined that the Action Fraud service would be replaced by a new system which would monitor complaints data. The Chair requested that this would be revisited in 2025, and Officers queried the appropriate governance structure to monitor this work. It was outlined that a wider governance review was in progress and would consider the most appropriate Committee to oversee and scrutinise this work.
RESOLVED, - that the report be noted.
7. **EQUITY, DIVERSITY, INCLUSIVITY (EDI) UPDATE**
Members received a report of the Commissioner which provided an update on Equity, Diversity and Inclusivity in City of London Police.
Members discussed the use of online training modules and encouraged officers to include online learning opportunities in addition to in person training for staff. Members queried if the team coordinating the Equity, Diversity and Inclusion Strategy and associated work was adequately resourced. It was outlined that a Business Planning Process had recently been undertaken to assess the demand and capacity across the entire Force, which had found no need for an uplift in establishment for this particular team. It was noted that careful prioritisation would be required to increase the establishment in this particular team, as resource would have to be taken from other areas of the organisation. The Chair noted the significant work from a small team of officers, thanked them for their continued efforts and stressed the importance of this Committee seeing an implementation plan for the EDI Strategy.
RESOLVED, - that the report be noted.
8. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE Q2**
Members received a report of the Commissioner which provided an update of professional standards conduct and vetting for Q2 2024/25.
Members queried the speed and efficiency of the review and noted the length of time taken to work through the recommendations of reviews. The Chair requested frontline training data on the top 5 allegation categories and the impact of this training.
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 25 September 2025 were approved as an accurate record.
13. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE Q2 - APPENDIX 4**
Members received a report of the Commissioner which provide a non-public appendix to the professional standards, conduct and vetting update which was considered in conjunction with item 8.
14. **VETTING - PROGRAMME OF CONTINUOUS IMPROVEMENT**
Members received a report of the Commissioner which provided outline of the vetting programme of continuous improvement.
15. **POLICE CONDUCT REVIEWS - RANDOM SAMPLE**
Members received a report of the Commissioner which provided a random sample of police conduct reviews.
16. **NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no questions.
17. **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 12:33pm

Chairman

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