

PROFESSIONAL STANDARDS & INTEGRITY (POLICE) COMMITTEE
Tuesday, 3 June 2025

Minutes of the meeting of the Professional Standards & Integrity (Police) Committee
held at Committee Rooms, 2nd Floor, West Wing, Guildhall on Tuesday, 3 June
2025 at 11.00 am

Present

Members:

Michael Mitchell (Chair)
Tijs Broeke
Melissa Collett
Alderman Professor Emma Edhem
Florence Keelson-Anfu
Naresh Sonpar

In attendance:

Jason Groves
Jacqui Webster

Officers:

Richard Riley CBE	- Town Clerks Department
Charles Smart	- Town Clerks Department
Rachael Waldron	- Town Clerks Department
Raquel Pinto	- Town Clerks Department

City of London Police

Paul Betts	- City of London Police
Sanjay Anderson	- City of London Police
Erica Doran	- City of London Police
Carly Humphries	- City of London Police
Kate MacLeod	- City of London Police
Olivia Hogman	- City of London Police
Dan Lambert	- City of London Police
Helen Isaac	- City of London Police

1. APOLOGIES

Apologies were received from Deborah Oliver, Jason Groves and Jacqui Webster. Members noted that Jason Groves and Jacqui Webster were observing online.

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

There were no declarations.

3. TO ELECT A DEPUTY CHAIR

The Committee proceeded to elect a Deputy Chair in accordance with Standing Order 26(6).

RESOLVED, - That, Deborah Oliver, being the only Member having indicated their willingness to serve, was duly elected Deputy Chair for the ensuing year.

4. **MINUTES**

RESOLVED, – That the public minutes and non-public summary of the meeting on the 6 February be approved as an accurate record.

5. **PUBLIC OUTSTANDING REFERENCES**

The Committee received a report of the Town Clerk with the Committees Public Outstanding references.

Members noted with regards to the dashboard, that progress has been made with the police authority team, and the new reporting tools and problem statement packs have been developed. The Chair asked that the action remain open until full reporting was complete.

The action relating to the networking meeting has been completed and Members agreed this is now closed.

With regards to the University of East London research, there have been some delays to this, and Members would receive an update by email later this month, with a fuller update in September.

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

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

Questions were raised about how progress toward being the most inclusive police force was measured. Members asked for clearer, high-level indicators and outcomes to assess impact both internally and externally. Officers acknowledged the difficulty in measuring cultural impact and behavioural change. They were working with academia and national teams to develop an evaluation framework and are using external assessments like the Inclusive Employers accreditation (currently rated Silver).

Members stressed the importance of setting measurable goals to avoid circular conversations and to track progress meaningfully.

A Member asked for more structured engagement with underrepresented groups, including early outreach through schools and support for those with special educational needs.

Concerns were raised about the accuracy and relevance of demographic data, particularly regarding ethnic minority and gender representation, and the need to reflect the broader London workforce.

The Committee agreed on the need for clearer outcome measures, better packaging of existing efforts, and continued collaboration to define and track meaningful impact.

RESOLVED, - that the report be noted.

7. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE Q4**

Members received a report of the Commissioner which provided an update of professional standards, conduct, and vetting of the fourth quarter of 2024.

Members enquired if Schedule 3 cases were more serious, which officers clarified they typically involve delays or missing updates, not severity. Officers suggested updating the glossary of terms for new members to define special terminology from professional standards.

In response to a question about the vetting progress, Officers confirmed all staff were vetted on entry and re-vetted annually, with no backlog and 12 applications under review. The Chair asked how this progress would be sustained; and Officers assured that vetting was well-monitored through the Police's Strategic Board and dedicated leadership.

RESOLVED, - that the report be noted.

8. **SUMMARY OF ACTION FRAUD PUBLIC COMPLAINTS DATA - Q4 2024/25**

Members received a report of the Commissioner which provided a summary of Action Fraud complaints data from Q3 2024-2025.

The Chair asked whether the new FCCRAS system would reduce complaint resolution times. Officers explained that while there may be an initial increase during the transition, the system was designed to improve user experience and communication, which should reduce complaints. The Chair also asked if there were internal triggers for delays; Officers noted that Schedule 3 cases have set timeframes, but non-scheduled cases do not, therefore Officers agreed to look into this matter. Concerns were raised about long resolution times, with Officers committing to producing a deep dive into national averages and case types for a future meeting.

RESOLVED, - that the report be noted.

9. **STOP & SEARCH AND USE OF FORCE DATA - QUARTER 4 2024/25**

Members received a report of the Commissioner which provided an update of stop and search and use of force in the fourth quarter of 2024.

Members noted the 10% drop in stop and searches, with a strong 49% positive outcome rate. Clarity was sought on what counts as a positive outcome and Members asked that the juvenile data is broken down by age. Disproportionality rates were reviewed, Members noted that Black disproportionality had slightly decreased, while Asian disproportionality rose, prompting Members to request that these numbers were investigated as well as checking current trends, which Officers agreed to look into. Officers explained outcomes included more than arrests and that fewer, more targeted searches reflected better officer judgment. The impact of new NPCC guidance was also noted.

RESOLVED, - that the report be noted.

10. **STOP & SEARCH AND USE OF FORCE DATA - APRIL 2024- MARCH 2025**
Members received a report of the Commissioner which reviewed the stop and search and use of force for the financial year 2024/2025.

Members also asked that the juvenile data is broken down by age for this report.

RESOLVED, - that the report be noted.

11. **ANNUAL REVIEW OF POLICE COMPLAINTS ACTIVITY - 2023/24**
The Committee received a report of the Town Clerk which provided Members with a summary of the complaints and allegations concerning the City of London Police and the Action Fraud reporting service for the year 2023/24.

Members raised concerns about the 28-day average to contact complainants, noting the risk of fading memories and irrelevant evidence. Officers explained that this figure was skewed by Action Fraud data, and the actual average was 4 days: three for Action Fraud and five for general complaints, thanks to process improvements. Members suggested presenting data quarterly and visually to better show trends, as this report was now a year old. Officers noted delays in receiving data from the IOPC and agreed to pick this matter up with IOPC as well as explore trend reporting further.

RESOLVED, - that the report be noted.

12. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**
There were no questions.

13. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**
There was no urgent business.

14. **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 of business on the grounds they involve the likely disclosure of exempt information as defined in Part I of Schedule 12A of the Local Government Act.

15. **NON-PUBLIC MINUTES**
RESOLVED, - That the non-public minutes of the meeting on 6 February 2025, be approved as accurate record.

16. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE NON-PUBLIC APPENDIX**
Members received a report of the Commissioner which provided the non-public appendices to the professional standards, conduct and vetting update. This item was considered in conjunction with item 7.

17. **CITY OF LONDON POLICE 2025 FULL STAFF SURVEY RESULTS**
The Committee received a report of the Commissioner with an update on the results of the City of London Police Staff Survey.

18. POLICE CONDUCT REVIEWS - RANDOM SAMPLE

Members received a report of the Commissioner which provided a random sample of police conduct reviews.

19. NON-PUBLIC QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE

There were no questions.

20. ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT AND WHICH THE COMMITTEE AGREES SHOULD BE CONSIDERED WHILST THE PUBLIC ARE EXCLUDED

There was no urgent business.

The meeting ended at 12.47 pm

Chairman

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