

RESOURCE AND ESTATES COMMITTEE (POLICE)
Monday, 22 September 2025

Minutes of the meeting of the Resource and Estates Committee (Police) held at on
Monday, 22 September 2025 at 11.00 am

Present

Members:

Tijs Broeke
Deborah Oliver
Deputy Dawn Wright
Michael Landau (External Member)
Alderwoman Elizabeth Anne King, BEM JP

Observers:

Deputy Bethany Coombs
Deputy Madush Gupta

Officers:

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| Paul Betts | - City of London Police |
| Alistair Cook | - City of London Police |
| Chris Bell | - City of London Police |
| Alix Newbold | - City of London Police |
| Kelly Glazebrook | - City of London Police |
| Martin O'Regan | - City of London Police |
| Gillian Le Beau | - City of London Police |
| Mark Paddon | - City of London Police |
| Jonathan Chapman | - City of London Police |
| Erica Doran | - City of London Police |
| Susan Penn | - City of London Police |
| Richard Riley | - Town Clerk's Department |
| Oliver Bolton | - Town Clerk's Department |
| Charles Smart | - Town Clerk's Department |
| Matt Lock | - Chamberlain's Department |
| Ola Obadara | - City Surveyor's Department |
| John Cater | - Committee Clerk |

1. APOLOGIES

Apologies were received from Deputy Bethany Coombs, Deputy Helen Fentimen, Jason Groves, Alderman Timothy Hales, Andrew Lentin, Deputy James Thomson, and Jacqui Webster.

In the absence of the Chair, Deputy Helen Fentimen, the Deputy Chair, Tijs Broeke took the Chair for the meeting.

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

Alderwoman Elizabeth King and Deborah Oliver declared non-pecuniary interest in Item 14 (CoLP Property Store).

There were no additional Declarations.

3. **MINUTES**

RESOLVED: - that the public minutes and non-public summary of the meeting held on 19th May 2025 were approved as an accurate record.

4. **PUBLIC OUTSTANDING REFERENCES**

The Committee received a joint Report of the Town Clerk and Commissioner of the City of London Police which outlined the public outstanding references.

RESOLVED: - that the Committee noted the Report.

5. **2025/26 Q1 (APRIL-JUNE) REVENUE AND CAPITAL BUDGET MONITORING**

The Committee received a Report of the Commissioner of the City of London Police concerning monitoring of the Revenue and Capital Budget across Q1 of 2025/26.

Officers confirmed that the budget did not include any assumed recoveries from Capita. More detail would come back to the Committee as and when this matter progressed.

Officers confirmed that no further increase in the overall envelope for the Fraud and Cyber Crime Reporting Analysis Service (FCCRAS) Programme, however, the phasing of spend has changed.

It was confirmed that the Force was on course to meet its first check-in for CoLP's headcount target of the year on 30th September. A second and final check-in date of the year was due on 31st March 2026, officers would keep Members updated as to the progress in reaching this target over the coming months.

Officers confirmed hotspot tactics were being used to very good effect and were becoming increasingly business-as-usual tools for CoLP. While Home Office funding for Hotspot initiatives was secure for 2025/26, funding for future years had not been identified yet; thanks to CoLP embracing much of Hotspot as BAU, many of these tactics would endure beyond this financial year, however, additional Hotspot initiatives would require CoLP to secure future HO funding.

Officers were confident that the capital spend projection for FCCRAS was realistic and achievable; however, the financial projection for other national policing schemes which CoLP was obliged to progress, but had no central control over, were more uncertain; the Committee would be kept updated as the financial year progressed.

RESOLVED: - that the Committee noted the Report.

6. **CHIEF FINANCE OFFICER (CFO) AND CHIEF OPERATING OFFICER (COO) UPDATE**

The Committee received a Report of the Commissioner of the City of London Police providing updates from the Chief Financial Officer and Chief Operating Officer of the City of London Police.

The Committee noted that an updated Report concerning the Government's Policing White Paper would come back in due course. Noting the recent encouragement from Whitehall for greater collaboration in procurement amongst Police Forces across England and Wales, the Chair asked officers to provide him a list of areas in which the City could draw leverage in pooling procurement efforts with other Forces and those areas in which CoLP already had well established independent capability (e.g., accommodation).

Separately, officers informed the Committee that an update on the Business Planning Process for CoLP would come back to Members later in the autumn.

RESOLVED: - that Committee noted the Report.

7. **INTERNAL AUDIT UPDATE**

The Committee received a Report of the Chamberlain concerning Internal Audit activity in the current financial year.

Officers confirmed that the Force was committed to improving the moderate assurance rating on information data handling and would be working with colleagues over the coming weeks to implement measures to make this area more robust. An update would be provided to the Committee in due course.

Officers stressed that, whilst it was unfortunate that Internal Audit had been unable to evaluate progress on IT, this was specific to the Police's interactions and interoperability with the City Corporation's DITS department; this was a part of the IT landscape for CoLP and should be seen in the wider context of the Force's ongoing Management Review into all of its IT, which was significantly broader in scale. It was anticipated that the work to revise processes and the OLA with DITS would be concluded in early 2026 which was in line with the rest of the Review into IT, at which point, officers would return to the Committee with an update on CoLP IT in the round.

Members expressed disappointment with the current low completion rate for mandatory training modules and asked that line managers encourage officers to undertake this training as soon as possible.

RESOLVED: - that the Committee noted the Report.

8. **Q1 WORKFORCE MONITORING REPORT**

The Committee received a Report of the Commissioner of the City of London Police concerning Human Resources Monitoring Data at CoLP for Q1 2025/26.

Officers confirmed that whilst CoLP matched the London linked remuneration packages offered by the Metropolitan Police, it did not replicate some of the

Met's recent retention initiatives, given the good pipeline of Officers already in place for CoLP.

Officers reassured Members that the recent vetting backlogs had been largely resolved, however, they would keep this monitored as it was apparent that vetting application requests did come in peaks and troughs, the demand for re-vetting for instance fluctuated throughout the year.

Officers confirmed that the uplift of an additional 14 posts for community roles had been filled in quick order. Whilst acknowledging that continuity in these roles was beneficial to the local communities served, it was also important to recognise that many individuals joined the Police in order to move into different functions and take on different skills throughout their careers, so maintaining continuity was not always possible in these roles.

It was confirmed that some CoLP Officers, in supporting colleagues in the Metropolitan Police, did incur some minor injuries in the recent demonstrations in London. On behalf of the Committee and the whole Court, the Chair offered his sincere thanks to Officers for working overtime and assisting the Met in these events.

The Chair also paid tribute to the work of CoLP's Firearms Officers, their work was invaluable in keeping the City safe.

Officers would return to the Committee was the exact figure for the increase in analysts. This role was subject to high turnover given its transferable skill set to other organisations and sectors in London so recruitment drives were a fairly constant process across the year.

Officers informed the Committee that thanks largely to recent changes in culture and systems the CoLP now had a relatively low leaver rate. A Retention Strategy was in place which was coordinated by an Exiting and Retention Working Group.

RESOLVED: - that the Committee noted the Report.

9. **CITY OF LONDON POLICE PRODUCTIVITY ACTION PLAN**

The Committee received a Report of the Commissioner of the City of London Police concerning CoLP's Productivity Action Plan.

In responding to the Chair emphasis of the importance of the use of AI and other tech tools, officers responded that a CoLP AI and Robotics Working Group had been established, this was currently mapping out all of the tech that CoLP was currently using and what is in train, as well as examining the tools which are being rolled out nationally. This exercise will culminate in a prioritisation of what tech and tools CoLP needs in order to make the biggest impact for the City.

Separately it was confirmed that CoLP had recently hosted Bedfordshire Police in order to learn lessons and best practice from them about what they were doing across AI. The Bedfordshire Force had been early leaders in this field.

RESOLVED: - that the Committee noted the Report.

10. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no questions.

11. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**

There was no other urgent public business.

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 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.

13. **NON-PUBLIC MINUTES**

RESOLVED: - that the non-public minutes of the meeting held on 19th May 2025 were approved as an accurate record.

14. **COLP PROPERTY STORE**

The Committee received a Report of the City Surveyor concerning the Property Store of the City of London Police.

15. **POLICE MEDIUM-TERM FINANCIAL PLAN - STRATEGIC CONSIDERATIONS**

The Committee received a Report of the Commissioner of the City of London Police concerning CoLP's Medium-Term Financial Plan.

16. **CITY OF LONDON POLICE DIGITAL DATA AND TECHNOLOGY SERVICE IMPROVEMENT AND TRANSFORMATION PROGRAMME**

The Committee received a Report of the Commissioner of the City of London Police concerning CoLP's Review of its Digital, Data, and Technology (DDAT) delivery model.

17. **FUTURE POLICE ESTATE INCL. SALISBURY SQUARE DEVELOPMENT PROGRAMME DASHBOARD**

The Committee received a Report of the Commissioner of the City of London Police concerning the Future Police Estate (including the Salisbury Square Development Programme).

18. **QUESTIONS ON MATTERS RELATING TO THE WORK OF THE COMMITTEE**

There were no non-public questions.

19. **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 urgent non-public business.

The meeting ended at 1.05 pm

Chair

Contact Officer: John Cater