

Committee(s): Police Authority Board – For Information	Dated: 12/12/2025
Subject: Quarterly sub-committees summary report	Public report: For information
This proposal: <ul style="list-style-type: none"> delivers Corporate Plan 2024-29 outcomes 	1
Does this proposal require extra revenue and/or capital spending?	No
If so, how much?	N/A
What is the source of Funding?	N/A
Has this Funding Source been agreed with the Chamberlain's Department?	N/A
Report of:	Town Clerk
Report author:	Richard Riley, Director of the Police Authority

Summary

This paper reproduces the summaries (or relevant executive summaries in accompanying packs/appendices) of public reports that have gone to PAB's sub-committees this quarter to provide an overview of key matters.

It excludes summaries of Policing Plan performance papers to sub-committees as these are summarised in a standalone PAB paper.

Recommendation(s)

Members are asked to:

- Note this report

Local Policing Committee public report summaries this quarter

Local policing update – *N/A no paper, verbal update given*

Community engagement strategic plan quarterly update

This report outlines the progress and developments in the City of London Police and City of London Corporation's joint strategic community engagement plan. Approved at Police Authority Board in October 2024, this plan centres on four priorities outlined in the Neighbourhood Policing and Engagement Strategy: crime prevention, protection of vulnerable individuals, intelligence gathering and fostering public trust.

This report assesses the effectiveness of community engagement based on the metrics set out in the Strategic Plan, including outcomes such as public confidence, crime reduction and demographic diversity.

This report also lists various community-safety related engagement activities (across the police, police authority and Corporation) undertaken since September 2025, including public events and initiatives focused on crime prevention, inclusion and hate crime awareness.

Signage for crime prevention in the City of London

Members asked the City Police and Corporation to scope options for wider use of crime prevention signage, including on the City's boundaries to differentiate it as an independent policing area.

Evidence on the impact of signage is limited and not definitive but indicates highly-targeted signs (i.e. for specific offences in specific contexts) can be effective, while more 'general' anti-crime signage likely has limited impact and can in some cases increase public worries over safety.

Given this - and considerations of cost and practical and legal feasibility - viable options might be: new signage on City Police boxes, targeted signage in crime hotspots, better co-ordination of 'private' crime and safety signage, and (noting this work is at an early stage) signs linked to a City-wide Public Space Protection Order.

None of these yet have identified funding so this report seeks comments on the options to inform further work, rather than final decisions on which to implement.

Resource and Estates Committee public report summaries this quarter

2025/26 Q2 Revenue and Capital budget monitoring

Revenue Outturn Summary - Forecast to 31 March 2026

The revenue outturn at Q2 (1 April – 30 September) 2025/26 is forecast to be breakeven (£122.4m) with net pay savings, additional Home Office grant income (relating to the 2025 pay award) and other unplanned savings offsetting current cost pressures in the year.

This is an improved position compared to Q1 where the outturn forecast was expected to be a £0.9m overspend. Whilst it is expected that the final outturn will remain within 1% of this breakeven position, with the tightening police finances, any additional cost pressures in Q3-Q4 of 2025/26 will require the identification of compensating savings, use of specific reserves and/or recourse to additional loan financing.

Key forecast variances include:

- 'Funded' pay underspends of £2.6m offset in full by reduced government grants, lower external income and smaller transfers from reserve leading to lower-than-budgeted overhead cost recovery of £0.2m. The full extent of the under-recovery is estimated to be £0.6m, however, this has been partially mitigated through an overhead adjustment provision which was budgeted to manage this risk.
- net £1m cost pressure linked to the revised implementation plan for the Fraud and Cyber Crime Reporting and Analysis Service (FCCRAS), considering the agreement with Home Office to a 50/50 'risk share' for current service extension costs.
- Other cost pressures including forensic services, data storage costs, national IT services and other professional fees totalling c£0.6m.
- A £0.6m income shortfall mainly related to the Economic and Cyber Crime Academy (£0.5m) due to lower-than-expected course demand in the first half of 25/26. Corrective action is being taken including cost reduction measures and a diversification into new markets.

These cost pressures are largely offset by:

- 'Core' staff pay underspends of £0.8m due to a combination of internal promotions and external recruitment challenges.
- Non-pay savings on Tactical Firearms team budgets due to a lower forecast training requirement £0.6m, and
- Further government grant income of £1m, largely attributable to receipt of the anticipated 2025 pay award grant.

Overtime is expected to be contained within the overall budget envelope of £4.1m, although there are specific pressures in local policing and specialist operations primarily driven by the backfilling of duties due to vacancies and reactive crime demands. Currently this cost pressure of c£0.7m is being managed through use of a £0.9m overtime provision created from the higher-than-expected National and International Capital City Grant in 25/26.

CoLP's Police Officer headcount against the national uplift target of 996 stood at 997 on 30th September 2025, securing 50% of the £2.6m ringfenced Uplift Maintenance Grant for 25/26. Workforce planning forecasts indicate that the 996 target will also be achieved at the second checkpoint on 31st March 2026.

The 25/26 budget includes £4.4m in mitigations to achieve a balanced position. As at Q2 it is forecast that £4.4m in mitigations will be delivered, noting that the FCCRAS funding solution mitigation is dependent on maintaining wider revenue savings.

Capital Outturn Summary

The total capital outturn for 25/26 is forecast to be £16.744m and compares to a CoLP Capital Programme budget of £13.565m. This represents an in-year overspend of £3.179m compared to the original 25/26 capital programme budget. This is mainly due to additional FCCRAS implementation costs of £5.220m compared to expected spend of £7.5m in 25/26 (which is funded jointly by the Home Office and CoLP on a two-thirds, one-third basis) net of other capital programme slippage totalling £2.041m across several a national and local programmes.

Whilst the cost of the FCCRAS implementation plan has increased by £3.6m from Q1 25/26, it is expected that CoLP's 1/3 share (£1.2) will be mitigated through the rephasing of other capital programme spend in 25/26. The FCCRAS capital implementation cost is forecast to be £40.6m as reported to the FCCRAS Procurement Committee in October 2025.

CoLP's internal borrowing requirement in 25/26, via a loan arrangement with the City of London Corporation, is expected to remain unchanged at £6.6m. Considering the FCCRAS requirement and accrued borrowing of £0.9m, as to 1st April 2025, it is expected that CoLP's internal borrowing requirement will increase to c£7.5m by the end of 25/26 - and potentially to c£17.5m by 27/28 subject to final funding strategy for the new firing range, which is subject to a separate paper on today's agenda.

Police Authority Board Outturn Summary

The outturn for the Police Authority Team budget is £0.92k against a latest approved budget of £1.0m, an underspend of £0.08k, this is predominantly due to £96k of unbudgeted Home Office grant funding for administering the Serious Violence Duty in 25/26.

Q2 Workforce monitoring report

This People Data pack sets out the City of London Police ('the Force') Human Resources workforce monitoring data for Q2 2025/26 between 1st July to 30th September 2025. This report is provided quarterly with some information presented bi-annually or annually.

Reporting Area	Summary	RAG
Officer Workforce Strength over Establishment & headcount targets	Officer establishment incorporates all Uplift numbers and details of our position for the current financial year. Focused recruitment activity in 2025/26 are designed to enable CoLP to meet the officer uplift requirements to continue to secure £2.6 million in ringfenced funding. In 2025/26, CoLP has also been allocated £1.5m (14 FTE) in funding related to the Neighbourhood	

	Policing uplift, allocated to DWO and Cycle teams. We have met the Uplift target in September 2025.	
Staff Workforce Strength over Establishment at 90% strength	Focused recruitment has enabled CoLP to reduce staff vacancies against establishment. As at 30 September, CoLP has achieved 86.4% of staff establishment. This is a reduction from previous reporting period due which is related to reclassification of positions in the system.	
Strategic Workforce Plan (SWP) progressing aims	The project plan is progressing, following the outcome of the Business Planning process for 2025 we will look to expand the SWP to include other high demand and priority areas, building on what we already have in place. Firearms have increased their strength over establishment by 5.9% with 4 joiners since July 2025, bringing officer establishment over strength up to 89% (71.75 FTE). Detective recruitment has continued as a priority with a +2.9% change since the snapshot in June 2025; this is an additional 10.9 FTE recruited.	
Force Representation: positive trend in % ethnic minority and female CoLP officers and staff	CoLP ethnic minority for officers has decreased slightly whilst female representation has increased slightly. For staff, ethnic minority has increased slightly whilst female representation has decreased between July 2025 and September 2025. Ensuring that we have a diverse workforce is still very much a force priority with People Services and Professionalism and Trust working together to look at ways to increase this	
Sickness below upper tolerance threshold (10 days in 12 months)	The average working days lost for officers was 2.05 days and 1.88 days for staff (July–September 2025). 63-66% of sickness days lost was related to long term cases. Since the last quarter, the average days lost for officers increased from 1.87 whilst for staff sickness decreased from 2.15 days per staff. Sickness is high in pockets of the organisation. Sickness management is embedded with scrutiny of sickness taking place at local meetings.	
Occupational Health (OH) SLA being met	Some SLAs being met or improved on. A new OH Advisor joined in September and should improve resources in this area. We are reviewing resource and service levels against demand.	
Assaults	H&S assessment identifies that CoLP has the following proactive measures in place to mitigate risks from Op Hampshire assaults: training, policies/procedures, information, and support, monitoring numbers and identifying learning.	

City of London Productivity Action Plan Q2

Improving productivity is necessary in the context of tight budgetary resources versus rising demand. It is a Government and City priority to ensure value for money and raise public outcomes in policing.

The productivity plan supports delivery of the new Policing Plan – looking to deliver productivity gains across its strategic priorities, to maximise impact. It has been developed in partnership with the Police Authority Team. It aims to mobilise officers and staff with CoLP as well as partners towards practical actions that can deliver efficiencies, save time or raise the effectiveness of our services.

Our Productivity Delivery Group is in place with members guiding implementation, and driving progress in their business areas. A quarterly progress paper is tabled at Strategic Performance Board (and Strategic Finance Board). RREC receives these quarterly updates – and this paper is the first such update.

Q2 2025 Productivity Action Plan summary update

Strands	Quarter 2 headline progress	Focus for next quarter
Retail crime	Continued exploring Auror and are reviewing a national DPIA. Progressing work to digitalise taskings and templates.	SOH reporting for retail crime to bring about a streamlined process in line with NPCC acquisitive crime work. Sign off for the Business Crime Partnership and launch by the Safer Business Network
Response	Consultation has begun to better understand our demand, ensuring it more efficiently matches our resourcing.	Analysis of time / motion data Reviewing Right Care Right Person efficacy Fleet telematics data analysis.
Neighbourhood Policing	The Corporation has increased capacity in community safety, and we are working to strengthen linkages.	Continuing to improve the effectiveness of ASB interventions with our partners
Criminal justice effectiveness	Worked with HMCTS to release officers from PLO duties, releasing to just 2 duties per month, to allow more officer time to assist with increase in workload due to the loss of funding for traffic camera enforcement. This has been done with no adverse affect on the CJ case files progressing through court.	
Investigation	The assessment of the crime allocation policy has been concluded and it remains effective and efficient following the changes. Benefits include high level of compliance in Victim Care and approximately 70% of all crime is screened in for investigation.	Work continues on the demand and productivity of Night CID which will be provided in Q3. Workshops with enabling services to scope productivity improvements.
Local / national balance	Substantial progress in coordinating and consolidating all Change projects within the force.	Support to NLF.
Use of Tech / AI	AI Sub group strengthened and now chaired by the Director of Change, linking more effectively into the transformation and change portfolio	Developing CoLP's AI Road Map.
Attracting talent	No update for this quarter.	Approval of the new Pay and Grading model for staff, beginning formal consultation.
Supervision	We launched our leadership programme and have strengthened supervising skills across sergeants	Developing new approach to PDRs.

Data	No additional update.	Developing & embedding additional Power BI dashboards.
Performance framework	<p>The performance framework in some areas nationally has been to PMCC for agreement, however will ultimately form part of the Reform programme of change which is yet to be outlined. Once it is agreed we will realign the performance framework.</p> <p>We have started work to ensure the Neighbourhood Performance Framework is being monitored internally with the next meeting to take place in late September.</p>	Incorporating Home Office performance asks.
Best use of workforce	Work is continuing on the Training Needs Analysis and is on track for completion in January 2026.	Ongoing work with training needs.
Processes review	Our review of the vetting process has substantially improved the speed at which we are able to onboard new officers and staff - turnaround time has gone down from 9 months to 30- 35 days, helping ensure vacancies are filled quicker, helping sustain our pace of delivery.	Conduct & counter-corruption process reviews.
Impact / Evaluations	Benefits framework has been launched and continues to be embedded into regular meetings and operational use.	<p>Developing an exemplar business case</p> <p>Kick-starting a first Project Implementation Review</p> <p>Scoping CoLP's prevention initiatives towards assessing the most effective</p>

Economic Security and Cyber-Crime Committee public report summaries this quarter

Summary of Action Fraud public complaints data – Q2 2025/26

The attached quarterly report produced by the Professional Standards Department provides members with an overview regarding Action Fraud complaints.

In Q2 2025/26, a total of 131 Schedule 3 complaints were logged, doubling from Q1 (100% increase), and exceeding the five-quarter average of 114. However, discrepancies were found between complaints logged in AF SUGAR and the PSD Centurion database, which are being addressed. Non-Schedule 3 complaints rose by 20% to 125, while allegations increased by 11% to 131, slightly above the five-quarter average of 124. The most common allegation category was "Police action following contact" (76), followed by "General level of service" (36) and "Information" (13), largely driven by unmet expectations regarding Action Fraud investigations.

Complaint finalisations also rose significantly: Schedule 3 finalisations increased by 170% (27 cases), contributing to a total of 96 cases finalised in Q2—33% more than Q1 and above the five-quarter average of 88. Non-Schedule 3 finalisations rose by 11%. Timeliness data for logging and contacting complainants was unavailable for Q2. The average time to finalise Schedule 3 complaints was 202 days, and 175 days for non-Schedule 3, based on retrospective IOPC bulletins.

Additional insights include a rise in MP-related cases (105, up from 63 in Q1), and Action Fraud reporting increased across all categories: 147,394 total reports (10% rise), 113,613 crime reports (13% rise), and 48,300 information reports (4% rise). Despite this, complaints represented only 0.09% of total Action Fraud reports. Satisfaction survey engagement remained low, with only 1.6% of recipients opening the survey and 1.3% providing feedback.

Cyber Griffin Update

Cyber Griffin remains on track to achieve the highest performing year to date, projected to deliver to 6% more delegates and 14% more services compared with the last financial year.

The programme has continued to develop new services which close gaps in the current service offering and have begun assessing service impact using a new longitudinal qualitative assessment model.

The programme's focus remains on improving and assessing the impact of its offering using new assessment tools. Performance in Q3 is expected to be very high, given it includes Cyber Security Awareness.

Professionalism and Trust public report summaries this quarter

Professional standards, conduct, and vetting Update Q2

Overall, the volume of Complaints has decreased in Q2 in comparison to Q1 (by 8 cases 13%). However, this remains below the national average in accordance with IOPC data.

There have been 19 new Conduct Cases recorded this quarter (a decrease of 3 (14%) from Q1).

There remains a number of officers subject to long-term suspension. Many relate to misconduct cases held sub-judice awaiting for results of long impending criminal investigations or trials. Our forecasting expects that this may amount to four Gross Misconduct hearings over the next 6 months.

Progress across the Vetting Action Plan has seen a change in the number of completed recommendations from 80% last quarter to 65% this quarter. This is attributed to some actions being re-opened to reflect additional levels of assurance required by our service improvement team in readiness for our HMICFRS Integrity Inspection.

Equity, Diversity, Inclusivity (EDI) Update

Over the last reporting period, the ICOD team have progressed our work on 'measurement', working with colleagues in our Strategy, Planning and Service Improvement Team to produce a meaningful template, working collaboratively across the force to mitigate our data challenges. A full update on this work is provided at the second half of this paper.

Delivery against our EDI strategy continues, key achievements during this period include a review of our Equality Impact Assessment processes and a National Peer Review of some of our 'Violence Against Women and Girls' actions.

EDI strategy Delivery Overview and Progress Status this Quarter

Actions status	Q1 (Actual)	Q2 (Actual)	Q3 (Actual)	Q4 (Forecast)	Q1 2026 Forecast)
<i>Completed</i>	4	7	14	23	28
<i>In progress</i>	20	21	14	5	0
<i>Not started</i>	4	0	0	0	0

Recent internal boards- our EDI Strategic Board (3rd November) and EDI Delivery Board (17th November)- have focused on our forcewide response to the Panorama Documentary, our Staff Networks and Associations Review, along with the ongoing delivery of 'Our People - Inclusivity Programme'. Challenges relating to attendance continue to be addressed via our internal governance and scrutiny channels.

Over this period, we have also provided an update 'one year on' for the Corporation EEDI Sub-Committee.

Stop & Search and Use of Force Quarter 2 Update

Q2 has seen an reduction in stop and search as the force responds to seasonal criminality with the CoLP area. Bag and cycle thefts continue to be more prevalent at this time of the year and the warmer weather in Q2 has led to more people enjoying the City environment as a result.

Operations continue in support of Pan London demonstrations as the political situation remains fluid globally. Significant numbers of officers were deployed to Notting Hill carnival at the intervention points which has also increased our stop search figures for this quarter. The figures for Notting Hill carnival have not been included in this report as this report relates to the COLP area only. Our officers remain ready to deploy and support, with scrutiny on any uses of police powers accordingly.

The report from the University of East London is being completed and there will be a formal launch of this at the Guildhall in the New Year. The launch will include the report authors presenting the findings to CoLP SLT and partners i.e. IASG. The report will be available to view prior to the launch and the UEL are aiming to get this across to CoLP before Christmas.

Complaints

Total no Use of Force complaints – 6

Total number of Complaints Stops, and Stop and Search – 2