

## **PROFESSIONALISM AND TRUST COMMITTEE (POLICE)**

**Tuesday, 2 December 2025**

Minutes of the meeting of the Professionalism and Trust Committee (Police) held at Guildhall on Tuesday, 2 December 2025 at 11.00 am

### **Present**

#### **Members:**

Michael Mitchell (Chair)  
Tijs Broeke  
Melissa Collett  
Jason Groves  
David Sales

#### **Officers:**

Sanjay Andersen	- City of London Police
Paul Betts	- City of London Police
Carly Humphreys	- City of London Police
Kate MacLeod	- City of London Police
Jesse Wynne	- City of London Police
Blair Stringman	- Town Clerk's Department
Richard Riley	- Town Clerk's Department
Rachael Waldron	- Town Clerk's Department
Sorrel Cooper	- Town Clerk's Department
Oliver Bolton	- Town Clerk's Department
Charles Smart	- Town Clerk's Department

#### **1. APOLOGIES**

Apologies for absence were received from Deputy Madush Gupta, Deborah Oliver and Naresh Sonpar.

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

There were no declarations.

#### **3. MINUTES**

That the public minutes and summary of the meeting held on the 14 October be approved as a correct record.

#### **4. REFERENCES**

The Committee received a joint report of the Town Clerk and the Commissioner.

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

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

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

A Member raised concerns about compliance levels for mandatory inclusivity training and asked whether compliance was being monitored across different layers of leadership. An Officer responded that systems were not yet sophisticated but manual reporting was underway. Compliance would be broken down by rank, grade and team, recognising the importance of role-modelling and leadership visibility.

A Member queried what would follow once the high-priority actions were completed, and whether additional actions would be introduced as the strategy evolved. An Officer responded that some actions would need to be carried over and others re-prioritised in line with National developments i.e. Talent Strategy. This would be set out within the paper going to February's committee.

A Member asked how the EDI Strategy was used, who it was available to, and how improvements in data capture and measurement were being progressed. An Officer responded that the Strategy, launched in 2024 and running to 2027, was both an internal and external document overseen by the Commissioner's internal EDI Strategic Board. Work to improve measurement would feed into the updated dashboard.

A Member asked who was included in the term "communities" for the purpose of consultation on the measurement framework. An Officer responded that consultation had included the Independent Advisory Scrutiny Group, the youth advisory group, cadets and partners such as the Business Disability Forum. Plans were in place to widen engagement further next year and to work more closely with the Corporation.

A Member sought clarification on specific action plan items relating to the 'delivery and evaluation of the sponsorship scheme' and the creation of an 'ethics committee with partners'. An Officer responded that the sponsorship scheme had been operating for over a year, initially focused on supporting colleagues from ethnic minority backgrounds who were under-represented in senior ranks. Evaluation of the scheme was planned. The ethics committee was regarded as national best practice and would provide a forum for transparent discussion on complex issues; work was underway to establish it in early 2026.

A Member asked whether achieving a particular level on the Inclusive Employers Maturity Index would demonstrate that the Board had become the most inclusive nationally. An Officer responded that benchmarking was complex; previous assessments had scored the Force at 'silver', with 'gold' being a longer-term (3 to 5 year) aspiration. The Committee was informed that no police force had yet achieved gold.

The Chair sought clarification on the intended future use of cultural audits. An Officer responded that cultural audits had been introduced to identify sub-cultures or behavioural issues not captured through misconduct or grievance

routes. The first full audit had been completed following a trigger referral, and its effectiveness was being evaluated. The intention was to scale capability across the organisation. An update could be provided to the Committee in due course.

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

6. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE Q2**

The Committee received a report of the Commissioner which provided an update of professional standards, conduct, and vetting of the second quarter of 2025.

Officers advised that numbers of complaints and conduct matters had remained stable. Complaints had decreased from Q1 to Q2, with a 13% reduction in cases, which was below the national average.

Officers further advised that the Force remained on a notice period for when HMICFRS might commence its integrity inspection. A readiness assessment had been completed, and this remained a key focus. Work continued with the Service Improvement Team to ensure the best possible position ahead of inspection, supported by a dedicated Inspector within PSD working specifically on the recommendations.

Officers noted that the vetting action plan showed a change from 80% to 65% completion. This did not reflect regression but increased scrutiny and reality-testing in preparation for the HMICFRS inspection.

The Chair queried whether the department had sufficient resourcing to meet inspection requirements. Officers responded that inspection-specific resourcing was appropriate. Wider resourcing considerations remained under review across vetting and PSD functions. Officers were confident in the current resourcing, whilst noting the challenge posed by national inspection outcomes, where few forces had achieved even “adequate”.

A Member welcomed the breakdown of allegation outcomes and queried what the “resolved” category on page 60 represented. Officers responded that this figure reflected allegations that had been closed without requiring a formal complaint investigation. In those cases, checks or immediate action by PSD had resolved the matter. Officers undertook to ensure the glossary reflected this definition clearly.

Officers stressed that, irrespective of the inspection, the ongoing work within PSD continued to improve service standards and support trust and confidence in policing.

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

7. **STOP & SEARCH AND USE OF FORCE QUARTER 2 UPDATE**

The Committee received a report of the Commissioner which provided an update on stop and search and the use of force in the second quarter of 2025.

Officers reported that overall stop and search activity remained relatively steady. There had been 625 searches in Q2, compared with 675 in 2024, representing a decrease. Arrests arising from stop and search totalled 121 for the quarter across City and Metropolitan areas, compared with 125 in the previous year.

Officers confirmed that work continued to address areas for improvement identified by HMICFRS, particularly around deeper understanding and use of data. Access to improved data now allowed analysis at team and individual officer level to identify potential drivers of disproportionality.

A Member noted that the report excluded stop and search activity by City officers outside the Force area, such as at Notting Hill Carnival, and sought confirmation. Officers responded that this was correct.

The Member asked whether comparative data for activity outside the Force area could be provided, to indicate whether behaviours differed in other policing contexts. Officers responded that the data could be provided, noting that differences would likely reflect the nature of deployment and environment, rather than officer behaviour. For example, at Notting Hill Carnival, a Section 60 authority and the event demographic would naturally lead to higher searches of ethnic minority individuals.

A Member expressed concern that Black disproportionality appeared unchanged and asked when the Committee could expect to see a shift, given access to team and officer-level data. Officers responded that disproportionality remained a priority and that the Force continued to explore detailed analysis and operational practice to support improvement.

A Member referred to previous issues with data not transferring properly between systems and asked for reassurance that those issues had been addressed. Officers responded that significant improvements had been made to data access, quality, and functionality through Power BI. Data quality remained an area requiring constant attention, as poorly entered data inevitably affected outputs, but recent inspection feedback had recognised the progress made.

Another Member asked what constituted a good outcome rate for items found, and how performance compared with the Metropolitan Police. Officers responded that outcome rates in the mid-to-high 30% range were typical, and that tolerance levels and historic trends would be reviewed to provide further context. Officers emphasised that reasonable grounds and clear explanation under the legislation remained the principal focus.

The Chair asked what factors were driving movements in the figures and what further action would be required to reduce disproportionality. The Chair sought an indication of when these changes might be expected. Officers responded that disproportionality remained a key focus and that, while the Force had one of the lowest disproportionality rates nationally, wider societal factors also played a role. Officers highlighted a pilot conducted with two City teams, where enhanced encounter training emphasising communication had

resulted in fewer searches, higher outcome rates, and reduced disproportionality. This approach would now be expanded across local policing teams.

The Chair asked whether the training would be mandatory. Officers responded that direction had been given for all teams to receive enhanced encounter training as part of their training days.

The Chair confirmed that all frontline officers would therefore receive the training in due course and encouraged officers to promote such positive developments. Officers advised that the approach would place the Force in a unique position nationally. Officers expressed confidence in the progress made since the previous HMICFRS inspection, particularly regarding data, and believed the Force was moving in the right direction.

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

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

9. **ANY OTHER BUSINESS THAT THE CHAIR CONSIDERS URGENT**  
There were no items of urgent business.

10. **EXCLUSION OF THE PUBLIC**  
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 the Schedule 12A of the Local Government Act.

11. **NON-PUBLIC MINUTES**  
That the non-public minutes and summary of the meeting held on the 14 October were approved.

12. **NON-PUBLIC REFERENCES**  
The Committee received a report of the Commissioner which provided a random sample of police conduct reviews.

13. **PROFESSIONAL STANDARDS, CONDUCT, AND VETTING UPDATE Q2**  
The Committee received a report of the Commissioner which provided information on a number of suspended officers in the second quarter of 2025.

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

14. **POLICE CONDUCT REVIEWS - RANDOM SAMPLES**  
The Committee received of the Commissioner which provided a random sample of police conduct reviews.

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

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

The Chair remarked that it would be helpful to begin developing a forward-looking risk register capturing areas of emerging concern, providing a simple forward-scan view.

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

No other business was raised.

**The meeting ended at 12.11 pm**

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Chairman

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