

## **PROFESSIONAL STANDARDS AND INTEGRITY SUB (POLICE) COMMITTEE**

**Monday, 5 March 2018**

**Minutes of the meeting of the Professional Standards and Integrity Sub (Police) Committee held at the Guildhall EC2 at 2.30 pm**

### **Present**

#### **Members:**

Alderman Alison Gowman (Chairman)  
Nicholas Bensted-Smith  
Tijs Broeke

Mia Campbell  
Lucy Sandford (External Member)

#### **Officers:**

Oliver Bolton	-	Town Clerk's Department
George Fraser	-	Town Clerk's Department
Tarjinder Phull	-	Comptroller & City Solicitor's Department
Maria Woodall	-	Director of Professional Standards, CoLP

#### **1. APOLOGIES**

Apologies were received from Deputy Doug Barrow, Deputy James Thomson, James Tumbridge and Deputy Richard Regan.

#### **2. DECLARATIONS BY MEMBERS OF PERSONAL OR PREJUDICIAL INTERESTS IN RESPECT OF ITEMS TO BE CONSIDERED AT THIS MEETING**

There were no declarations

#### **3. MINUTES**

The Sub-Committee considered the minutes of the last meeting, held on 1 December 2017.

**RESOLVED** – That the minutes be approved.

#### **4. OUTSTANDING REFERENCES**

The Sub-Committee received a report of the Town Clerk that summarised the outstanding actions from previous meetings.

##### **OR1 – Agenda Packs**

The Chairman acknowledged her approval that the decision to enable reduced restrictions on the agenda packs in the interests of transparency had been finalised, thanking the Director of Professional Standards for her efforts in making this possible.

##### **OR3 – London Police Challenge Forum Minutes**

It was agreed by Members that, although this action had not been completed, this was no longer relevant and should be removed.

**OR4 – Gifts & Hospitality Report**

It was agreed that this would be submitted to the next meeting on 6 June 2018.  
(1)

**OR5 – Body Worn Video (BWV) Demonstration**

It was agreed that this would be postponed to the September meeting. (2)

**OR7 – LPCF Participation Process**

It was agreed that this would be confirmed by the next meeting on 6 June 2018.  
(3)

**OR8 – Force Leadership Changes Update**

It was agreed that the Assistant Commissioner would circulate an update on Force Leadership changes on a monthly basis to Members of the Police Committee and its Sub-Committees. (4)

**OR9 - National Association of Legally Qualified Chairs**

The link had not yet been made with this organisation and this would be followed up at the next meeting (5)

**RESOLVED** – That the report be received.

5. **BODY WORN VIDEO (BWV) DEMONSTRATION**

**RESOLVED** - It was agreed that this item would be postponed to the meeting on 17 September 2018. (2)

6. **HANDCUFFING OF JUVENILE STATISTICS**

The Sub-Committee received a report of the Commissioner of Police that aimed to address concerns raised following submission of a paper to the Police Committee and Safeguarding Sub (Community & Children's Services) Committee that the City of London Police were using excessive force on juveniles in custody.

The Chairman noted that the figures were incorrectly presented in the earlier report, leading to misplaced concerns, but stated that there was now confidence that procedure was in fact correct and justified.

A Member noted that the original data was very clearly incorrect and explained that it was surprising that it had not been flagged initially.

The Chairman noted that issues with comparisons of data across forces was often problematic.

**RESOLVED** – That the report be received.

7. **CHANGES TO THE COMPLAINTS APPEALS PROCESS**

The Sub-Committee considered a report of the Town Clerk that informed Members about the reforms to the Police complaints process being introduced by the Police and Crime Act 2017.

The Town Clerk advised that a streamlining of the complaints process was necessary, outlined some of the key changes. He explained that there was some concern around the "Definition of Complaint", as referenced under paragraph 3a. He advised that changes would be delayed to 2019, but that the protocol will be enacted in late 2018.

The Chairman explained that the complaints procedure should become more aligned with the standard human resources processes.

**RESOLVED** – That the report be received.

8. **STAFF SURVEY UPDATE**

The Sub-Committee received a report of the Commissioner of Police that gave an overview of the recent Staff Survey of the City of London Police.

The Chairman stated that the report had been submitted to the Police Committee in December 2017 and was requested at this Sub-Committee. It was appropriate to measure the impact of the Staff Survey.

A Member explained that it was important to have a good understanding of the survey. He noted that it was produced as an academic paper which was not easily digestible and suggested that perhaps this was an issue. Another Member explained that it was difficult to get meaningful conclusions from reports such as these.

The Sub-Committee noted the content of the report but advised that Members still wanted clarity on the understanding of the Intelligence and Information Directorate, and asked for an action plan to be clarified with a report submitted to the next Sub-Committee. It was agreed that Chief Superintendent David Evans should attend at the June meeting to present this report. (7)

**RESOLVED** – That the report be received.

9. **HMICFRS PEEL LEGITIMACY INSPECTION 2017**

The Sub-Committee received a report of the Commissioner of Police that provided Members with a detailed overview of the findings of the recent HMICFRS PEEL Legitimacy inspection, ownership of Areas for Improvement and arrangements for oversight of progress.

The Head of Governance and Assurance explained that this had been marked as an action. The Chairman asked him what the action plan was, and he advised that this was submitted to the Performance and Resource Management Sub-Committee, though could also be submitted to this Sub-Committee if desired. The Chairman requested that it was. (8)

A Member noted that the report raised some concerns around the lack of appropriate training for stop-and-search received for all relevant officers.

The Chairman asked for clarification of the main issues around Areas for Improvement (AFIs) Nos. 4 & 5. The Director of Professional Standards explained that the “King Formula” was employed to define “discrimination”. She advised that the motivation was to avoid encouraging people to merely follow the letter of the law by not specifying defined characteristics.

The Director also explained that the desire was to engage with complaints immediately to allow the use of the 10-day period, noting that complaints resolved within this period are not required to be recorded. She explained that these planned changes were yet to be implemented. A Member asked when these would come into effect, and the Director of Professional Standards confirmed that they would be prior to the next meeting of this Sub-Committee. (9)

The Chairman asked how AFI No.5, relating to the timeliness and quality of updates supplied to complainants, would be addressed. The Director of Professional Standards explained that there would be consultation with the complainant about timescale expectations to agree terms.

A Member queried when the causes of concern raised under paragraph 7ii of the report, relating to stop and search bias and practices, would be addressed. The Chairman requested that this be tracked as a standalone outstanding action. (10)

A Member queried external scrutiny of stop and search, as referenced within Appendix A. The Chairman requested that the Community Scrutiny Group meeting dates be followed up on, alongside those of the Independent Advisory Group. (11)

A Member asked, in reference to Appendix A, where an overview of all actions not marked as complete was recorded. The Head of Governance and Assurance explained that the Performance Management Group would address these. The Chairman stated that it was important that addressing these issues was not solely a result of the outcome of inspections. The Head of Governance and Assurance explained that self-assessments were carried out in many of these areas, but often resourcing limitations led to known outstanding actions. He explained that, in many cases, follow-up inspections aimed to make judgements on perceived improvements made around issues identified previously. He explained that the results of the inspection should not produce any significant surprises, as the CoLP were largely aware of the areas requiring improvement.

The Chairman requested that the action plan from the PEEL Legitimacy Inspection be submitted to the next meeting. (8)

**RESOLVED** – That the report be received.

**10. INTEGRITY DASHBOARD AND CODE OF ETHICS UPDATE**

The Sub-Committee received a report of the Commissioner of Police that provided Members with an update on the Integrity Standards Dashboard and Code of Ethics of the City of London Police.

The Chairman asked for an update on the London Police Challenge Forum meeting that had taken place in January 2018. A Member (who had attended the Forum) advised that, although it was a good meeting, it was difficult to determine any concrete conclusions.

Members noted that, for indicator 9, there were two Business Interest Investigations mentioned in Q3, though “0” recorded within the table.

A Member queried the repercussions of a vetting refusal. The Chairman asked if it would be useful to have a report on vetting that provided clarity on the following (12):

1. The re-vetting process;
2. Vetting refusals and their implications (referencing the 6 refusals recorded in this report); and
3. The different levels of vetting and their associated clearances

The Chairman noted that this issue was raised by the Police Committee at their last meeting during a discussion on the JCCR. The Director of Professional Standards explained that such vetting issues commonly arose in relation to Action Fraud and clarified that as far as she was aware refusals referenced did not lead to the loss of employment for any individual.

**RESOLVED** – That the report be received.

**11. QUESTIONS ON MATTERS RELATING TO THE WORK OF THE SUB-COMMITTEE**

There were no questions

**12. ANY OTHER BUSINESS**

There was no further business

**The meeting closed at 16:15**

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Chairman

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