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DATE: 18 March 2015

To: Members of the

## **GENERAL PURPOSES AND LICENSING COMMITTEE**

Councillor Tony Owen (Chairman)

Councillor Russell Mellor (Vice-Chairman)

Councillors Kathy Bance MBE, Nicholas Bennett J.P., Eric Bosshard, Kim Botting,

Mary Cooke, Ellie Harmer, William Huntington-Thresher, David Livett,

Charles Rideout, Diane Smith, Tim Stevens, Pauline Tunnicliffe and Michael Turner

A meeting of the General Purposes and Licensing Committee will be held at Bromley Civic Centre on **THURSDAY 26 MARCH 2015 AT 7.00 PM**

MARK BOWEN

Director of Corporate Services

*Copies of the documents referred to below can be obtained from*

<http://cds.bromley.gov.uk/>

### **A G E N D A**

**1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

**2 DECLARATIONS OF INTEREST**

**3 QUESTIONS FROM MEMBERS OF THE PUBLIC ATTENDING THE MEETING**

In accordance with the Council's Constitution, questions to this Committee must be received in writing 4 working days before the date of the meeting. Therefore please ensure questions are received by the Democratic Services Team by 5pm on Friday 20<sup>th</sup> March 2015.

**4 CONFIRMATION OF MINUTES OF THE MEETING HELD ON 10TH FEBRUARY 2015 (Pages 3 - 10)**

**5 REVIEW OF EMPLOYEE REPRESENTATION ARRANGEMENTS (Pages 11 - 18)**

**6 STAFF CAR ALLOWANCES (Pages 19 - 26)**

**7 LICENSING ACT 2003 CUMULATIVE IMPACT BROMLEY TOWN CENTRE (Pages 27 - 64)**

Bromley Town ward

**8 ANTI SOCIAL BEHAVIOUR, POLICING AND CRIME ACT 2014 - IMPLICATIONS FOR LICENSED PREMISES (Pages 65 - 70)**

**9 DEREGULATION OF ENTERTAINMENT LICENSING - LICENSING ACT 2003 (Pages 71 - 74)**

**10 PROGRAMME OF MEETINGS 2015/16 (Pages 75 - 80)**

**11 RIGHTS OF WAY SUB-COMMITTEE - DRAFT MINUTES OF THE MEETING HELD ON 4TH FEBRUARY 2015 (Pages 81 - 84)**

The Committee is requested to consider the recommendation at minute 6 that Council should amend the Scheme of Delegation to Officers to enable them to make Definitive Map Modification Orders and amendments to the Definitive Map and Statement of Public Rights of Way. If this Committee agrees, it is proposed that this be referred to Council as part of the review of delegations to officers at the annual meeting on 13<sup>th</sup> May 2015.

**12 LOCAL JOINT CONSULTATIVE COMMITTEE: MINUTES OF THE MEETING HELD ON 10TH FEBRUARY 2015 (Pages 85 - 88)**

**13 PENSIONS INVESTMENT SUB-COMMITTEE: MINUTES OF THE MEETING HELD ON 24TH FEBRUARY 2015 (Pages 89 - 96)**

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## **GENERAL PURPOSES AND LICENSING COMMITTEE**

Minutes of the meeting held at 7.30 pm on 10 February 2015

### **Present:**

Councillor Tony Owen (Chairman)  
Councillor Russell Mellor (Vice-Chairman)  
Councillors Nicholas Bennett J.P., Kim Botting,  
Mary Cooke, William Huntington-Thresher,  
Charles Rideout, Diane Smith, Tim Stevens and  
Pauline Tunnicliffe

#### **44 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

Apologies for absence were received from Councillors Eric Bosshard, Ellie Harmer, David Livett and Michael Turner.

#### **45 DECLARATIONS OF INTEREST**

There were no declarations of interest.

#### **46 QUESTIONS FROM MEMBERS OF THE PUBLIC ATTENDING THE MEETING**

No questions had been received.

#### **47 CONFIRMATION OF MINUTES OF THE MEETING HELD ON 13TH NOVEMBER 2014**

**RESOLVED** that the minutes of the meeting held on 13<sup>th</sup> November 2014 be confirmed.

#### **48 2015/16 PAY AWARD** Report HR15003

Under the local terms and conditions of employment framework, the Committee was required to make a recommendation to Council on the pay award for the forthcoming year as part of the Council's budget planning process. Against the background of the significant budget gap facing the Council a flat rate 1.2% increase was proposed for all staff, except teachers. The three trade unions, Unison, GMB and Unite, had submitted a joint pay claim for a flat rate £1 an hour increase for all staff and implementation of the

TUC minimum wage figure of £10 per hour, which the management side had rejected.

The Chairman invited the Staff-Side Secretary, Glenn Kelly, to address the Committee. He referred to the decline in living standards endured by Council staff in recent years, the major rises in housing costs in the last twelve months, the 25% fall in the Council's wage bill and the Council's £100m in reserves. He asserted that 10% of the Council's staff earned less than the London Living Wage. The Director of Human Resources countered that the trade union claim was totally unrealistic and would cost the Council £5m and local pay rises had been higher than if the Council had remained in the national agreement. Not a single member of staff had stated that the proposed award was unreasonable.

The Committee considered the proposed award and most Members thought that the proposed increase of 1.2% was reasonable. The Chairman invited Mr Kelly to have a final say, and he emphasised that the union claim was an attempt to recover some of the lost ground from many years of below inflation rises, and that a flat rate award would be fairer to low paid staff than a percentage increase.

**RESOLVED that**

**(1) Council be recommended to approve a flat 1.2% pay increase for all staff (excluding teachers, who are covered by a separate statutory pay negotiating process).**

**(2) It is noted that the pay increase is again higher than the average pay settlement for local government staff negotiated at national/regional levels between the Unions and Local Government Employers, and that, as in the last two years since coming out of the nationally/regionally negotiated frameworks, Bromley staff will receive the 2015/16 pay increase in time for the April payroll.**

**(3) The Union pay claims for (i) a flat rate £1 an hour increase for all staff and (ii) a minimum wage figure of £10 per hour be rejected.**

**49 PAY POLICY STATEMENT 2015/16**  
Report HR15002

Under the Localism Act 2011 the Council was required to approve and publish a Pay Policy Statement each year. The statement had been updated to include the proposal to offer spot salaries for all new appointments with effect from 1<sup>st</sup> April 2015, the proposed review of car user allowances in line with the HMRC rate and the formalisation of the Chief Executive's pay and appraisal review process.

**RESOLVED that full Council be recommended to approve the 2015/16 Pay Policy Statement and establish the Chief Executive's Appraisal and Pay Committee.**

**50 NEW APPOINTMENTS - SPOT SALARIES**  
Report HR15001

Following the implementation of a localised pay and conditions of employment framework the Council was able to innovate and provide flexible reward strategies to reflect local circumstances and support performance management. It was proposed that all new staff, including internal appointments, would be appointed on a spot salary within the job-evaluated grade appropriate to the post.

The Chairman invited the Staff-Side Secretary, Glenn Kelly, to address the Committee on the proposals. He stated that the existing arrangements were fair and respected and that this was another attack by the Council on its own employees that would discourage people from joining the Council. The Director of Human Resources countered that this was a misleading interpretation of the proposals. LB Camden had already implemented a similar spot salary approach and had suffered no adverse impact on recruitment.

**RESOLVED that**

**(1) All new appointments, including internal appointments/promotions will receive an offer of employment based on a spot salary within the grade salary range commensurate to the post/appointment with no incremental progression within the grade.**

**(2) Each spot salary will be reviewed annually, aligned with the annual performance appraisal process, and may be reviewed at any other time at the manager's discretion, based on the merits of the case.**

**(3) The agreement will apply to all new appointments with effect from 1<sup>st</sup> April 2015.**

**51 NON STATUTORY CONSULTATION FOR LICENCE APPLICATIONS**  
Report ES15013

The Committee received a report informing them of a decision to cease non-statutory public consultation for licence applications under the Licensing Act 2013 and the Gambling Act 2005 as part of the required budget savings of £612k for Public Protection and Safety for 2015/16 that would reduce the service to the statutory baseline of two licensing officers.

**RESOLVED that the report be noted.**

**52 LOCAL PENSION BOARD**  
Report FSD15013

The Committee considered a report outlining proposed changes to the structure and governance arrangements of Local Government Pension Schemes (LGPS) required under the Public Service Pensions Act 2013 and associated Regulations and seeking approval for the establishment of a Local Pension Board.

The proposals had been considered by the Pensions Investment Sub-Committee on 3<sup>rd</sup> February 2015 and the minutes from that meeting had been circulated, together with a sheet containing additional recommendations arising from the final Regulations laid before Parliament on 28<sup>th</sup> January 2015 and revised guidance from the LGPS Shadow Scheme Advisory Board.

The Sub-Committee considered that the introduction of Pension Boards in local authorities such as Bromley caused duplication both from an additional layer of bureaucracy and from additional unnecessary costs, at a time of reduced budgets. It was proposed that, to keep costs to a minimum, the Board should comprise only four members, two to be employer representatives and two to be scheme member representatives (these did not have to be members, but had to be capable of representing their interests.

The Pensions Investment Sub-Committee urged the Secretary of State to remove the additional burden of having to set up a Local Pension Board by allowing local authorities with good governance schemes to opt out. The final Regulations included the possibility of combining the Local Pension Board with the existing Pensions Sub-Committee, although criteria and conditions for doing this were still awaited, and Members had considered that this option should be pursued.

**RESOLVED that Council be recommended to**

**(i) approve the establishment of a Local Pension Board;**

**(ii) approve the composition of the Local Pension Board as set out in section 3.17 of the report;**

**(iii) approve the draft terms of reference (appendix 2 to the report) subject to incorporating the following amendments –**

- **the Board should meet once a year;**
- **in the event of non-attendance, membership will be reviewed (amended from consistent non-attendance);**
- **clarifying the process for the replacement of Board members who die in office; Board Members will be invited to attend meetings of the Pensions Investment Sub-Committee.**

**(iv) delegate authority to the Director of Finance, in consultation with the Chairman of the Pensions Investment Sub-Committee and the Chairman of the General Purposes and Licensing Committee to make any agreed changes to the draft terms of reference as set out in paragraph 3.18 of the report;**

**(v) agree the process for nominations and appointments as set out in paragraphs 3.22 and 3.23 of the report and that**

**(a) appointment of two employer representatives be made by Council;**

**(b) appointment of the two member representatives be formally delegated to the General Purposes and Licensing Committee on the recommendation of an appointments panel as constituted in paragraph 3.23 of the report and in the terms of reference.**

**(vi) delegate authority to the Director of Finance, in consultation with the Chairman of the Pensions Investment Sub-Committee and the Chairman of the General Purposes and Licensing Committee to make any changes necessary arising from the issue of final Regulations;**

**(vii) on the basis that it would provide a suitable alternative arrangement, in consultation with the Chairman of Pensions Investment Sub-Committee and the Chairman of General Purposes and Licensing Committee, authorise the Director of Finance to make an application to the Secretary of State for approval to establish a Combined Local Pension Board and Committee subject to any criteria or conditions that may be applied;**

**(viii) agree that, should such an application be successful, the Local Pension Board be disbanded and the establishment of a Combined Board be subject to a further report setting out the proposed structure and terms of reference.**

**53 MEMBERS' ALLOWANCES SCHEME 2014/15**  
Report CSD15015

The Council was required to make a scheme of members' allowances for the forthcoming year. Allowances had remained frozen since 2009 and, with the continuing pressure on the Council's budgets, Members concluded that they should remain at the current level for 2015/16.

**RESOLVED that Council be recommended to approve the Members Allowances Scheme for 2015/16 and the Mayoral and Deputy Mayoral allowances for 2015/16 with allowances remaining at the current levels.**

**54 EXECUTIVE ASSISTANTS: ANNUAL REPORT 2014/15**  
Report CSD15016

As part of the Committee's consideration of the Members Allowances Scheme the Committee requested Executive Assistants to submit an annual report on their work. The Scheme allowed for up to five Executive Assistants to be appointed, but until January 2015, when Councillor Will Harmer had been appointed as an Executive Assistant to the Leader, only one had been appointed for 2014/15. This was Councillor Diane Smith, Executive Assistant to the Care Services Portfolio Holder, and her report had been circulated to the Committee.

**RESOLVED that the report from Councillor Diane Smith, Executive Assistant to the Care Services Portfolio Holder, be noted.**

**55 SUB-COMMITTEE APPOINTMENTS**  
Report CSD15014

The Labour group had submitted a number of changes of members allocated to seats on committees and sub-committees, including two relating to General Purposes and Licensing Committee sub-committees. The Chairman welcomed Councillor Bance to the Committee.

**RESOLVED that**

**(1) Councillor Richard Williams replaces Councillor Peter Fookes as a member of the Pensions Investment Sub-Committee.**

**(2) Councillor Kathy Bance replaces Councillor Peter Fookes as a member of the Licensing Sub-Committee, subject to Councillor Bance being appointed to General Purposes and Licensing Committee by Council on 23<sup>rd</sup> February 2015.**

**56 APPOINTMENTS TO OUTSIDE BODIES**  
Report CSD15017

The Committee received a report on outstanding appointments to outside bodies.

**RESOLVED that**

**(1) Mrs M Jessiman, Mr Robert Mitchell and Councillor Russell Mellor be re-appointed to serve a further four year term on the Beckenham Parochial Charities ending on 24<sup>th</sup> January 2019.**

**(2) Councillor Kate Lymer be appointed to the Diocese of Rochester Board of Education for the three year term of office ending 31<sup>st</sup> December 2017.**



**(3) Appointments to the William Mosyer Charity, St Mary Cray, Bromley Relief in Need and the Joanna Collett Charity, Chelsfield remain in abeyance.**

**57            AUDIT SUB-COMMITTEE: MINUTES OF THE MEETING HELD ON 27TH NOVEMBER 2014, EXCLUDING EXEMPT INFORMATION**

The minutes of the Audit Sub-Committee meeting held on 27<sup>th</sup> November 2014 (excluding exempt information) were received.

**58            LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) ORDER 2006 AND THE FREEDOM OF INFORMATION ACT 2000**

**RESOLVED** that the Press and public be excluded during consideration of the item of business referred to below as it is likely in view of the nature of the business to be transacted or the nature of the proceedings that if members of the Press and public were present there would be disclosure to them of exempt information.

**The following summary  
refers to matters  
involving exempt information**

**59            AUDIT SUB-COMMITTEE: EXEMPT MINUTES - 27 NOVEMBER 2014**

The exempt minutes of the Audit Sub-Committee meeting held on 27<sup>th</sup> November 2014 were received.

The Meeting ended at 8.24 pm

Chairman

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Report No.  
DHR15005

London Borough of Bromley

PART 1 - PUBLIC

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**Decision Maker:**      **General Purposes & Licensing Committee**

**Date:**                      **26 March 2015**

**Decision Type:**      Non-Urgent                      Non-Executive                      Non-Key

**Title:**                      **Review of Employee Representation Arrangements**

**Contact Officer:**      Tammy Eglinton , HR Consultancy Manager  
Tel: 020 8313 4209 E-mail: tammy.eglinton@bromley.gov.uk

**Chief Officer:**              Charles Obazuaye, Director of Human Resources

**Ward:**

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1.      Reason for report

- 1.1      This reports sets out proposals for restructuring the current employee representation arrangements within Bromley Council. It is proposed to end the current secondment arrangement of staff into staff representation roles (i.e. the trade union and the staff side secretary roles) and to review the current role and structure of the Departmental Representatives Forum.

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2.      **RECOMMENDATION(S)**

2.1.      **The Committee is asked to note and agree to:**

- 2.1.1      **Cease the secondments of staff into the roles of Staff Side Secretary and Trade Union Representative and to return the current staff undertaking these roles to their substantive positions within the Council.**
- 2.1.2      **Review the current arrangements for Departmental Staff Representatives within the Council to reflect the reduced workforce and realignment or reduction of services in line with the proposed arrangements set out in paragraphs 3.12 to 3.15 below.**
- 2.1.3      **Subject to 1.1 above, note that the Council will continue to provide reasonable support including paid time off for legitimate trade union duties in a balanced way taking into account service delivery issues.**

### Corporate Policy

1. Policy Status: <please select>. Existing
  2. BBB Priority: <please select>. excellent Council
- 

### Financial

1. Cost of proposal: <please select> None
  2. Ongoing costs: <please select>.
  3. Budget head/performance centre:
  4. Total current budget for this head: £
  5. Source of funding:
- 

### Staff

1. Number of staff (current and additional): 2
  2. If from existing staff resources, number of staff hours:
- 

### Legal

1. Legal Requirement: <please select> Pursuant to the Trade Union and Labour Relations (Consolidation) Act the Council is required to provide reasonable support/paid time off to recognised trade unions.
  2. Call-in: <please select> N/A
- 

### Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
- 

### Ward Councillor Views

1. Have Ward Councillors been asked for comments? <please select>
2. Summary of Ward Councillors comments:

### 3. COMMENTARY

- 3.1. The Council has a diminishing workforce and the current employee representation arrangements are no longer fit for purpose. The workforce is likely to reduce further with the consequence of the commissioning journey the Council is currently undertaking and also because of the pace of the process of schools converting to academy status, where Bromley Council ceases to be the employer.
- 3.2. The Department for Communities and Local Government has raised concerns about the number of public servants who are paid to work wholly on trade duties and hence, pursuant to the new Transparency Code 2014, local authorities are now required to publish the number/cost of trade union officers in “seconded” posts. The Council’s 2015/16 Pay Policy Statement addresses the requirement to publish trade union information.
- 3.3. The three main unions in the Council, excluding schools, are Unison, Unite and GMB. According to HR/Payroll records Unison has 387, Unite 192 and GMB 92 members. These figures are based on the check-off arrangement i.e. those who pay their membership fee via payroll. Some trade union members may have a direct debit arrangement in place, but the overall number of trade union members (including school based staff) in the organisation are historically somewhere between 20% and 25%.
- 3.4. The current trade union and staff representation arrangement includes two seconded officers (1.75FTE) wholly funded from the revenue budget. This is made up of 0.5 trade union role and 0.5 staff side secretary post both occupied by the same officer, and an additional 0.75 trade union role was temporarily arranged in 2008 to support the implementation of the Single Status project. The latter is currently occupied by Unite. The other 0.5 trade union funded role is occupied by Unison. GMB does not have a paid seconded officer. GMB members are generally supported by their regional officer paid for by the union
- 3.5. Bromley Council has a Corporate Departmental Representative and Trade Union Forum, which meets on a quarterly basis. The Forum is currently made up of the Staff Side Secretary and a varying number of trade union representatives, mainly from the Unison and Unite trade unions. There are also 42 places on the Forum for Departmental Representatives, although only 20 of these places are currently filled. There are similar levels of vacancies at any one time which suggests the current numbers are unrealistic and the arrangements merit review.
- 3.6. Elections for the roles of Departmental Representative and Staff Side Secretary are usually held every two years and delegates are elected by employees, irrespective of whether they are in union membership. Elections for these roles have been delayed due to the structural changes that have been taking place within the Council, however current representatives indicated their willingness to continue pending the next election. Some staff were appointed as a result of uncontested nominations to fill vacancies in the interim.
- 3.7. Since the last elections for the Staff Side Secretary role and Departmental Representatives, the Council has experienced significant financial and structural challenges. There has been radical reduction in staffing in the last few years and realignment or reduction of services necessitating a reduction in the number of departments from 7 some years ago to three now. The pace of the corporate departmental rearrangement has resulted in not having the right number of departmental representatives in the right places with the right support and training to provide effective support to the organisation and its workforce.
- 3.8. Every spend and cost line is being rigorously reviewed and challenged to ensure fitness for purpose, transparency and accountability. In the face of massive budget gaps totalling circa £50m in the next few years, the Council is proposing a number of financial and structural

changes unprecedented in the history of the organisation, resulting in difficult but unavoidable decisions. Hence, regrettably it is proposed to end the secondment of staff into staff representation roles (i.e. the trade union and the staff side secretary roles) at tax payers' expense. Staff representation should be carried out and reasonably supported by the organisation as part not instead of the representatives' normal job with the Council. The proposal is adopted in a number of public and private sector organisations to good effect without undermining good industrial relations and staff engagement.

- 3.9 The current arrangement has not kept up with the pace of financial and structural changes and challenges facing the organisation, requiring a different streamlined staff engagement structure capable of delivering tangible outcomes for staff, the organisation and Bromley residents and customers. The current arrangement with the elected staff side secretary at the centre is no longer required given the smallness of the corporate departments and the importance of localising staff engagements in teams and services to maximise staff involvement, communication and cooperation.
- 3.10 Going forward it is important to maintain a thin but fine divide between the role of trade unions and the role of departmental representatives which is currently partly blurred by the single engagement forum namely the Corporate Trade Union and Departmental representatives Forum chaired by the Director Human Resources and regularly attended by the Chief Executive. The mixed representation of trade union representatives and departmental representatives does not create a healthy non adversarial environment for meaningful dialogue and engagement with the departmental representatives in particular on issues not restricted to those requiring trade union consultation and where appropriate agreements. It is therefore proposed that a separate consultative/engagement forum for departmental representatives and a separate consultative/negotiation meeting with the trade unions are created.
- 3.11 In summary, the current arrangement is no longer sustainable or fit for purpose. It is, therefore, proposed:
- i.) to cease the secondment of staff into staff representation roles including trade union roles solely for staff representation purposes;
  - ii.) that following on from (i). above delete the staff side secretary seconded role;
  - iii) to review the structure and terms of the corporate trade union and departmental representatives' forum, with a view to adopting separate arrangements for departmental representatives and trade unions, achieving a smaller number of departmental representatives consistent with the current and future size of the workforce. Details of the proposed structures are set out below.

### **Going Forward**

- 3.12 If the Committee agree the recommendations in this report, the current departmental representatives' arrangement will be reviewed and strengthened by realigning its focus and priorities to include the following;
- \* Better engagement with senior management and Key Members including Cabinet on strategic OD matters, service redesign, change programmes, etc.
  - \* Working together to build trust and confidence in the departmental representatives' structure to deliver tangible support and change for the good of the organisation.
  - \* Mutual recognition of the changing financial landscape and the associated challenges and opportunities facing the Council.
  - \* Provide genuine support and capacity to the organisation and staff to maximise staff ability to influence change.
  - \* Develop credibility and work well with staff, managers, Members and the organisation.

3.13 The current number of departmental representatives (42, although only 20 roles are currently occupied) is no longer sustainable or effective. The high level of vacant departmental representative roles suggest that the number is not right given the pace of the structural changes in the recent years. Hence It is proposed to reduce the number of overall departmental representatives to reflect the new departmental structure and reduced workforce, as follows.

Education Care & Health Services	5 representatives
Environment and Community Services	4 representatives
Chief Executives Department	3 representatives

This would provide a total of 12 representatives across the Council, reducing from the current 42.

3.14 Therefore, the new Corporate Forum would therefore comprise of:

- ◆ 12 Departmental Representatives;
- ◆ Director of Human Resources;
- ◆ Chief Executive;
- ◆ HR Consultancy Manager

Other Directors and Attendees as appropriate to the agenda. Key Members and in particular the Leader of the Council and the Cabinet Member for Resources will be invited to actively engage and participate in the forum discussion and thus improve the contact and communication with departmental representatives on key Member priorities.

3.15 Departmental Representatives would continue to hold office for a period of two years provided they remain as employees during the period; these representatives would be elected by all (non-teaching) employees irrespective of whether they are in union membership;

### **Arrangements With Trade Unions**

3.16 Separate meetings both planned and ad hoc between management and unions will be arranged to enable both parties to fulfil their legal obligations and duties.

### **Local Joint Consultative Committee (LJCC)**

3.17 Separately there is a Local Joint Consultative Committee comprising elected Members/Councillors, trade union representatives and departmental representatives. The proposal to reduce the number of departmental representatives to reflect the workforce reduction, set out in paragraph 3 above, may require the LJCC to reconsider the membership/number of employee representatives on the Committee. If Members decide to review the composition or/and structure of the Committee unions and departmental representatives will be informed and consulted accordingly.

### **Trade Union Response.**

3.18 The three Unions are unanimous in their opposition to the proposal. The formal responses from the unions can be found on below.



GMB - Response to  
consultation.docx



Unison - Response to  
Consultation.docx



Unite - Response to  
Consultation.docx

The summary of the trade union position is as follows:

- i) Pace and scale of organisational changes requiring trade union and staff consultations. The unions question the timing of the proposal given the various corporate and departmental reorganisations and therefore contend that staff access to trade union support will be significantly undermined. It was stated by one of the unions, in inter alia, that “had the Council stated it aim was to review the current arrangements at the end of the budget and commissioning process in 2016/17 we would understand this, ...”
- ii) Right to trade union representations – the unions also assert that the proposal will undermine the right of individual employee to be accompanied and represented at disciplinary, grievance, redundancy dismissal meetings, etc. They believe that the proposal is practically incompatible with the Council’s legal and financial interests. Somewhat contrary, one of the unions also wrote in inter alia “the Council has not withdrawn the right to paid time off for trade union duties – it is the way in which it is allocated that is in dispute”.
- iii) service impact – the unions reject the main proposal to manage time off for trade union officers as part of their normal substantive roles because of the potential disruption to planning and management of service delivery issues and HR caseworks requiring trade union representations. They believe that individual departments will have to cope with unplanned absences from the workplace as representatives make increased requests for reasonable time off to perform trade union duties.
- iv) cost factor – the unions say that the current arrangement with 1.75FTE funded roles is value for money given the resources available to other Councils and the roles of unions in the organisation. They claim that the proposal is “simply unworkable, impractical and more expensive”

#### **4. POLICY IMPLICATIONS**

These are already covered elsewhere in the report. Suffice it to say that the Council understands the importance of good and effective communication and engagement with staff and their representatives. It will continue to review the arrangement to reflect the current and future changes and challenges facing the Council.

#### **5. FINANCIAL IMPLICATIONS**

- 5.1 The current budget for the Staff side/Trade Union post (1fte) is £46,060 which is funded £23,030 from the Chief Executives department and £23,030 from the CYP division of the Education Care & Health department. It was always acknowledged that if the secondment ended the post holder would return to their substantive post, which is not an issue as there are a number of vacancies within that team.
- 5.2 Funding for the 0.75 Trade Union post until recently was always met from within the overall library service, however after the restructure of the library service in October 2014 this was no longer possible. This post is currently being funded from one-off underspends within the Chief Executives department.
- 5.3 Ceasing of the existing arrangements will require some funding to be set aside for staff side/trade union work, so it is proposed that the £46,060 is held centrally within the Chief Executives budget until officers know how much of this is required and then the balance will be offered up as a future budget saving.



## 6. PERSONNEL AND LEGAL IMPLICATIONS

The main legal provision is the Trade Union and Labour Relations (Consolidation) Act 1992 which basically entitles recognised trade unions to reasonable paid time off for trade union duties. There is no legal entitlement to paid time off for trade union activities. The distinction is very important because trade unions activities are normally non employment related matters.

- 6.1 As stated above the unions have not suggested that the Council's proposal to continue to provide reasonable support to the unions and their officers including reasonable paid time off for legitimate trade union duties albeit under a different arrangement does not fulfil the requirements in the Trade Union and Labour Relations (Consolidation) Act 1992. The Act does not require employer to provide fully funded "pilgrim" or seconded trade union or staff representation roles. The Council will continue to provide reasonable time off for trade union duties in a way that reflects good practice and the operational requirements of the organisation. Contrary to the unions' claim the right to be accompanied and represented by a union representative is limited, in law, to disciplinary and grievance hearings. Notwithstanding, Bromley Council's arrangement in relation to disciplinary/grievance matters is far wider than the legal provision. Staff in Bromley, unlike many organisations including local government employers, can be accompanied or/and represented by any person of their choice including external representatives and friends and family members. In some cases staff have been represented by legal representatives. This will be maintained if the proposal is agreed.
- 6.2 Similarly, the proposal does not affect the legal provision to consult with recognised trade unions in relation to collective redundancies, TUPE, etc. The Council will continue to consult with the unions and negotiate with them where appropriate.
- 6.3 For reasons already covered elsewhere in this report, the current arrangement of seconding staff to the centre for trade union or/and staff representatives fails to recognise the pressure to review and scrutinise every resource and structure in the organisation. The number of union members is also a crucial factor. Having a fully funded trade union role in the centre to support a relatively small trade union membership in the current pressure is unsustainable going forward. The unions have responded negatively to the idea of paying or contributing to the cost of the current arrangement. The consultations with the unions started on 10 February and to date the unions have not offered any credible alternative to the proposal. The consultation document was also copied to all the existing departmental representatives and a further copy was posted on One Bromley for staff information or/and comments. Some staff have already commented either to HR or Members, or both. Their views are not dissimilar to the trade unions' response above.
- 6.4 If the proposal to end the current arrangement of seconded staff representation roles is agreed, two staff members are directly affected. Both officers will be supported and retrained if appropriate to return to their substantive roles. They are not redundant because they have a substantive role to return to which will be carefully and sensitively managed because of the length of time one of them in particular has been away for. HR will work with the individuals and their line managers to ensure a smooth transition as well as finding the right balance if and when legitimate request for time off for trade union duties are considered.
- 6.5 The future arrangement will be reviewed in consultation with the unions and the departmental representatives in the interest of good industrial relations, effective staff engagement and the Council's overall duty of care to Bromley residents. Contrary to the unions' position the proposal will provide union members and their departmental representative-colleagues to assume greater responsibilities to participate in the challenges and opportunities facing the Council.

<b>Non-Applicable Sections:</b>	[List non-applicable sections here]
Background Documents: (Access via Contact Officer)	[Title of document and date]

# Agenda Item 6

## London Borough of Bromley

Report No.DHR15004

PART I – PUBLIC

Agenda Item No.:

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**Decision Maker:** Committee/Portfolio Holder

**Date:** GENERAL PURPOSES & LICENSING COMMITTEE

**Decision Type:** Non-Urgent                      Non-Executive                      Key  
Non-Key

**TITLE:** STAFF CAR ALLOWANCE

**Contact Officer:** Charles Obazuaye, Director of Human Resources  
Tel: (020) 8313 4355                      email: [charles.obazuaye@bromley.gov.uk](mailto:charles.obazuaye@bromley.gov.uk)

**Chief Officer:** Director of Human Resources

**Ward:** N/A

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### 1. REASON FOR REPORT

- 1.1 As part of the 2015/16 Council budget, staff and their representatives were consulted on the proposal to replace the current car allowances paid using two payments system comprising a lump sum and a mileage allowance with a single flat rate consistent with the HMRC recommendation, resulting in circa £300K savings.
- 1.2 Members, having seriously considered the comments and responses to the proposal from staff and their representatives, agreed not to include the proposal in next year's budget but to adopt a graduated/phased approach to reduce or minimise the impact on affected staff.
- 1.3 The report sets out the details of the proposed graduated approach to replacing the existing reimbursement arrangements for staff required to use their car for legitimate business purposes.

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### 2. RECOMMENDATION(S)

- 2.1 The Committee is requested to:
  - 2.1.2 Agree that all new recruits required to use their car for legitimate business purposes will be reimbursed on a single, flat rate, set locally by the Council.
  - 2.1.3 Subject to 2.1.2 above, agree that the local rate applicable to new recruits from 1<sup>st</sup> April 2015 is 45p per mile.
  - 2.1.4 Delegate to the Director of Human Resources in consultation with the Director of Finance the authority to review and vary the local mileage rate payable having regard to local circumstances and the prevailing recommended HMRC rate

2.1.4 Note that, for existing staff, their representatives are being consulted on the proposed phasing arrangement set out in paragraph 3.8 below.

### Corporate Policy

1. Policy Status: Existing Policy
  2. BBB Priority: Excellent Council
- 

### Financial

1. Cost of proposal: savings target circa £300k in full year.
  2. On-going costs:
  3. Budget Head/Performance Centre:
  4. Total current budget for this Head:
  5. Source of Funding:
- 

### Staff

1. Number of staff (current and additional): Currently there are about 380 essential car users and 550 casual car users
  2. If from existing staff resources, number of staff hours:
- 

### Legal

- 1) Legal Requirement: Non-Statutory Requirement
  - 2) Call In: Call in is not applicable
- 

### Customer Impact

1. Estimated number of users/beneficiaries (current and projected)
- 

### Ward Councillor Views

- 1) Have Ward Councillors been asked for comments: N/A
- 2) Summary of Ward Councillors comments:

### **3. COMMENTARY**

- 3.1 The Council implemented localised pay and conditions of employment in 2013, meaning that it is not contractually linked or bound by the terms set or determined by the National and Regional negotiating bodies. Every employee of the Council, with the exception of teachers, is on a local contract with locally determined terms and conditions of employment.
- 3.2 Hence, the Council is more able than before to manage staffing costs within the overall cost pressures and challenges facing the authority, gaining greater control and accountability and achieving efficiencies through local harmonisation and implementation of affordable terms and conditions of employment, whilst remaining competitive in the labour market.
- 3.3 Being able to manage or control the impact of staff costs on the Council's budget, especially in the current unprecedented financial dire strait, is crucial. Given the scale of the financial challenge facing the Council, it is no surprise that every cost pressure is being reviewed on a regular basis. Every service is being baselined and every cost is being challenged with a view to addressing the current and future financial pressures as a consequence of the unprecedented reductions in public funding.
- 3.4 In response to the industrial relation challenges associated with the change from national to local terms and conditions of employment, the Council agreed in 2012 not to introduce any further changes before 1<sup>st</sup> April 2015. The no change position by the Council was unprecedented at the time, given the scale of the budgetary pressure facing the authority and in comparison to the level of cut in terms and conditions of service, including pay cuts implemented by some Councils in the country.
- 3.5 However, as stated above, the Council continues to face a period of unprecedented reductions in public funding and, over the next few years will need to identify savings in the region of £50 million to balance the revenue budget. Despite the significant impact of the budget gap on frontline services, the only change to reduce staff costs currently being proposed is to modernise the car allowance scheme.
- 3.6 Currently staff are reimbursed on the basis of a lump sum of £960 per annum, plus 40.9p per mile (for the overwhelming number of essential car users) and 52.2p per mile for most casual car users. This report recommends that the current reimbursement arrangement be replaced by a locally determined single, flat payment, with reference to the HMRC recommended rate which is currently 45p per mile for both essential and casual users. The local rate will be subject to local review when the Council will consider the prevailing HMRC recommended rate in the context of wider local circumstances but will not be bound by it. This is consistent with one of the key drivers of the decision to replace the nationally/regionally negotiated terms and conditions of employment with a local Bromley contract for all staff, except teachers.
- 3.7 As stated above, Members, at the full Council meeting on 23<sup>rd</sup> February 2015, having regard to all consultation feedback from staff and staff representatives,

acknowledged the impact of the change on staff already in receipt of a car allowance at current values and agreed not to effect the changes in 2015/16 budget. Instead they agreed to consult on a phasing arrangement in order to give staff a transitional period during which they could prepare for the changes and make any necessary adjustments. However, the changes will apply to new recruits from 1<sup>st</sup> April 2015, subject to this Committee approval.

3.8 For existing staff, subject to further consultation with staff and Unions, it is proposed that the changes will be phased in as follows:

- i) Year 1 2015/16 Financial Year – No change; existing rate per business mile for casual and essential users and for staff in receipt of an essential car user lump sum allowance this will continue to be paid at current values for so long as staff meet the criteria;
- ii) Year 2 2016/17 Financial Year:
  - Essential car users – 50% of the current value of the essential car user lump sum allowance will be paid and no change to the mileage rate;
  - Casual car users - local mileage rate, having regard to the HMRC mileage rate (currently 45p per mile, subject to review) to be applied to all business miles driven;
- iii) Year 3 2017/18 Financial Year – no essential car user lump sum allowance will be paid and all essential and casual car users will be reimbursed at a single local rate per business mile driven, having regard to the HMRC rate (currently 45p per mile, subject to review).

3.9 The local rate will be subject to periodic review when the Council will have regard to local circumstances and the HMRC recommended rate for business car users. The HMRC maintains that its rate sufficiently covers both the running cost (wear and tear on the car) and the petrol cost (mileage) and would, therefore, treat any payment over and above the HMRC rate (currently 45p) per mile as “profit” to be subject to tax and national insurance deductions at each individual beneficiary’s rate. The Director of HR in consultation with the Director of Finance currently has delegated responsibility for varying the mileage rate payable to lease car users, which also takes into account the HMRC recommended rate and a review of the mileage rate for car users generally would be consistent with these arrangements and could be undertaken as part of the same exercise.

3.10 A number of organisations, including public sector organisations and some neighbouring authorities, already apply a similar single payment based on the HMRC recommended rate or the AA rate. The latter is marginally higher than the HMRC rate. Based on anecdotal information, there is no evidence to suggest that the change to a 45p per mile for newly recruited essential and casual car users will impact on the Council’s competitiveness in the local or regional labour markets.

3.11 Subject to this Committee’s approval pursuant to paragraphs 2.1.2 and 2.1.3 above, for all new recruits the Director of HR therefore recommends that a single local rate of 45p per business mile based on the HMRC rate, be payable to all essential and

casual car users from the 1<sup>st</sup> April 2015 and no essential user lump sum allowance will be payable. Essential car users, both newly recruited and existing staff, will subject to availability continue to use the staff car park free of charge..

- 3.12 The outcome of the on-going consultation with the Unions and staff on the above phasing proposals, and the impact, if any, of the phasing arrangements on existing staff and the Trade Unions' comments and responses, will be reported back to this Committee for consideration. Suffice it to say that the decision by full Council on 23<sup>rd</sup> February 2015 not to implement the proposed changes for existing staff in the 2015/16 budget has been welcomed by staff and managers. The impact on next year's budget is currently being addressed by the Chief Executive as part of his wider efficiency saving targets in the 2015/16 budget.
- 3.13 There is currently no evidence to suggest that staff retention will dip as a direct result of the proposed reimbursement arrangements for existing staff. To date, coming out of the nationally/regionally negotiated frameworks for terms and conditions of employment has had no direct negative impact on the Council's recruitment and retention. The Council's agility and responsiveness to the market, especially with regards to hard to recruit posts, mainly Children Social Workers and other business critical posts, is impressive. The Council has just agreed an updated recruitment and retention package for key qualified professional staff in the Children's Services Division in the ECHS Department. There is also a structured ad hoc arrangement managed by the Chief Executive and the Director of Human Resources with technical support from the Head of Pay and Benefits to regularly review and manage the Council's response to the impact of the labour markets on individual critical posts in the organisation.
- 3.14 The decision regarding the car user status of posts is with the Director of Human Resources. This is regularly reviewed in consultation with Managers and Departmental Chief Officers. Even under the NJC, it is for Councils to determine locally how to interpret and set the local criteria for car users. These are subject to change to reflect local circumstances.

Currently the criteria for essential and casual car users, agreed by this Committee in September 2012, are as follows:

- i) Essential car users criteria – driving a car/vehicle is an integral and regular feature of the job and, therefore, having a current driving license and use of their own car/vehicle and deemed to be essential for the performance of the job.
  - ii) Casual car user criteria – irregular or ad hoc business journeys.
- 3.15 Separately, the Council operates a lease car scheme, mainly as a recruitment and retention initiative; for example it is an integral part of the Council's recruitment and retention strategy for qualified/experienced social work staff, mainly in hard to recruit and retain roles. Hence, 106 of the current 166 lease car users are qualified/experienced social work staff. Lease car users are reimbursed differently with no lump sum and a reduced mileage rate to reflect fuel costs, currently 14.6p per business mile. A small number of staff use their motor cycle instead of a car for



business purposes, for which they receive a business mileage payment to reimburse petrol and other incidental costs.

- 3.16 The Council also has a pooled car scheme operated by the Department of Environmental Services. Going forward, the Department is also talking to HR about a Car Club Scheme, similar to the scheme being piloted in some parts of the borough for residents. Both schemes will supplement rather than supplant the use of essential and/or casual cars for business purposes. Details of the proposed Car Club Scheme will be presented to the Unions and departmental representatives as part of the on-going consultations.
- 3.17 Currently there are about 380 essential car users and circa 500 registered casual car users in the organisation (excluding schools). The list will be reviewed shortly, consistent with good HR and audit practice.

#### **4. POLICY IMPLICATIONS**

- 4.1 The Council formally adopted a localised terms and conditions of employment framework in 2013. The report is consistent with the key drivers behind the decision to replace the nationally and regionally negotiated framework with a local arrangement. It is a right step in the right direction to further localise terms and conditions of employment.

#### **5. FINANCIAL IMPLICATIONS**

- 5.1 A full year saving of £300k for changes to the current essential user car allowance scheme has been included in the 2015/16 Budget. As this saving will now be phased in as set out in para 3.7 of this report, the savings will be minimal in 2015/16, £150k in 2016/17 and £300k by 2017/18.
- 5.2 The £300k has been included in the Central Contingency for 2015/16 to allow officers time to identify alternative compensating savings to meet this budget shortfall. These will be identified through the 2015/16 Budget Monitoring reports.

#### **6. LEGAL IMPLICATIONS**

- 6.1 The implications of the proposal to phase the changes for existing staff will be covered in the subsequent report to the Committee.
- 6.2 As far as new recruits are concerned, the single rate of 45p per mile for essential and casual car users will apply to them irrespective of gender or any other protected characteristics and thus there is little or no risk of equal pay claims. The change is not tainted by discrimination but a necessary financial intervention to address the budget deficit currently circa £50 million by 2018/19.

#### **7. PERSONNEL IMPLICATIONS**

- 7.1 These are covered in the report and, in particular, paragraphs 3.1 to 3.17 above. Suffice it to add that the Unions are opposed to the proposed new rate of 45p per mile for all new recruits from 1<sup>st</sup> April 2015. The Unions' position is not dissimilar to

the stance they took regarding spot salaries for all new appointments. Despite several meetings and reassurances there is no reasonable prospect of securing support and agreements from the Unions.

<b>Non-Applicable Sections:</b>	
Background Documents: (Access via Contact Officer)	

Report No.  
ES15026

London Borough of Bromley

PART ONE - PUBLIC

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**Decision Maker:** GENERAL PURPOSES AND LICENSING COMMITTEE

**Date:** Thursday 26 March 2015

**Decision Type:** Non Urgent                      Non-Executive                      Non-Key

**Title:** LICENSING ACT 2003 CUMULATIVE IMPACT BROMLEY TOWN CENTRE

**Contact Officer:** Paul Lehane, Head of Food Safety, Occupational Safety and Licensing  
Tel: 020 8313 4216    E-mail: Paul.Lehane@bromley.gov.uk

**Chief Officer:** Nigel Davies, Executive Director of Environment & Community Services

**Ward:** Bromley Town;

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1. Reason for report

To advise Members of developing issues of alcohol related crime in Bromley Town Centre.

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2. **RECOMMENDATION(S)**

**Members are asked to note the report and**

- 2.1 **Consider adopting a stricter approach to granting new or amended licences in the Bromley cumulative impact zone.**

### Corporate Policy

1. Policy Status: Existing Policy: Statement of licensing policy 2011-2016.
  2. BBB Priority: Children and Young People Excellent Council Quality Environment Safer Bromley Vibrant, Thriving Town Centres:
- 

### Financial

1. Cost of proposal: Not Applicable:
  2. Ongoing costs: Not Applicable:
  3. Budget head/performance centre:
  4. Total current budget for this head: £
  5. Source of funding:
- 

### Staff

1. Number of staff (current and additional):
  2. If from existing staff resources, number of staff hours:
- 

### Legal

1. Legal Requirement: Statutory Requirement Non-Statutory - Government Guidance None: Further Details
  2. Call-in: Applicable Not Applicable: Further Details
- 

### Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
- 

### Ward Councillor Views

1. Have Ward Councillors been asked for comments? Yes No Not Applicable
2. Summary of Ward Councillors comments:

### 3. COMMENTARY

3.1 Members considered a report at the meeting of the General Purposes & Licensing Committee on 17 July 2013 (Ref ES13081) seeking views on the operation of the Bromley Town Centre cumulative impact area in light of changing circumstances, namely

1. A greater emphasis in food led premises and restaurants.
2. Two Clubs had closed (Jazzmins and BR1)
3. The former Royal Bell premises remains closed
4. The Slug & Lettuce 3 High Street closed and became a Tesco local
5. The redevelopment of the Bromley South area has been approved and is progressing, with a number of new licence applications having already been approved.
6. There is a high rate of turnover of businesses and empty premises businesses in the area of the High Street between Market Square and the junction with Beckenham.

3.2 A range of options were proposed including

1. Leaving the Cumulative Impact Policy unaltered and allowing applications to be made in the usual way, based on their individual merits.
2. Considering a temporary relaxation of the policy to allow those businesses who wish to consider varying their licenses an opportunity to do so. This option could offer an opportunity to proactively manage the process with prior consultation and coordination with businesses and partners to establish common terminal hours for pubs and clubs to prevent businesses leapfrogging closing times, but each application still has to be determined on its own merits.
3. Consider redefining the area covered by the policy.
4. Consider removing the cumulative impact policy altogether.

3.3 Members RESOLVED in minute 107 that:

Officers be authorised to indicate that although all applications will be considered on their merits, applications from businesses wishing to vary their licenses will now be considered more favourably.

3.4 Since then a number of new licences and variations of existing licences have been granted. These include:

#### East Street & Market Sq.

1. O'Neil's East Street. Extended hours to 01.00am Thursday Friday and Saturday
2. VuVu East Street. Extended hours to 04.00 am Friday and Saturday
3. Bar Du Vin East Street opened replacing an Indian restaurant. Midnight on Wednesday to Saturdays
4. McDonalds Market Square. Opening later ( up to 03.00 am ) as permitted by a variation granted in 2008
5. Benitos Hat Market Square. Opened March 2015. Midnight Thursday to Saturdays

#### New development at Bromley South

6. Hotel – midnight licence for sale of alcohol
7. Prezzo – to 23.40

8. Turtle Bay restaurant to 01.00 Friday and Saturday

Applications pending

9. Former Royal Bell High St application to extend to 00.30

10. Bar du Van - Extension of hours to 01.00 Thursday and 02.00 Friday and Saturday

3.5 The Metropolitan Police have recently reviewed the crime figures for East Street and the High Street which are located in the cumulative impact area and have noted a significant increase in crimes associated with the late night economy.

Full details are set out in Appendix 1 for East Street and Appendix 2 for the High Street

<b>Year</b>	<b>East Street Bromley</b>	<b>High Street Bromley</b>
2009	22 reported	103
2010	33 reported	84
2011	30 reported	59
2012	21 reported	54
2013	17  (plus 3 identified by cctv /cad reports. Total 20)	72
2014	44  ( plus 26 identified by cctv /cad. Total 70	157  (Plus 40 identified by cctv / cad reports. Total 197
2015 predicted figure based on January and February	Predicted 102  ( Based on 17 in 2 months. 10 reported and 7 identified by cctv and cad )	Predicted 162  (Based on 27 in 2 months. All reported crimes)

3.6 The Police licensing officer who compiled these figures started to use cctv and cad reports to provide a more comprehensive picture of the late night economy from Dec 2013. The additional crimes identified through these sources are shown separately for 2014 and 2015.

3.7 It is always difficult to prove a causal relationship but the figure above do seem to indicate a relationship between the relaxation in the Councils approach to varying and granting premises licences in the Bromley cumulative impact area.

3.8 The Metropolitan Police report a London wide increase in crime associated with the late night economy, but the local police believe the increase in Bromley is disproportionate.

3.9 In a cumulative impact area there is a presumption that an application will be refused unless the applicant can satisfy a Licensing Sub Committee that granting the application would impact on the promotion of the four licensing objectives.

1. Prevention of crime and disorder
2. Prevention of public nuisance
3. Public safety
4. Protection of children from harm

#### 4. POLICY IMPLICATIONS

4.1 The councils statement of licensing policy is fully reviewed every five years. The current policy is valid until Dec 2015 and the policy will be reviewed this summer, Members will guide that review and set out the Councils approach to the sale of alcohol, the provision of entertainment and late night refreshment in the whole of the Borough as well as in the two cumulative impact areas ( Bromley and Beckenham).

#### 5. LEGAL IMPLICATIONS

5.1 The Council is required to promote the four licence objectives when making licensing decisions.

<b>Non-Applicable Sections:</b>	<b>FINANCIAL &amp; PERSONNEL IMPLICATIONS</b>
Background Documents: (Access via Contact Officer)	Statement of Licensing Policy 2011-2016. Licensing Act 2003 Statutory Guidance issued under Section 182 Licensing Act 2003 General Purposes & Licensing Committee 17 July 2013 item 7 report Ref ES13081 and minute 107

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## East Street Bromley

CRIME NUMBER	DATE	TIME	OFFENCE
3300143/09	02/01/2009	2315	ABH
3301965/09	24/01/2009	2225	ABH
3301968/09	24/01/2009	2225	ABH
3302481/09	31/01/2009	0225	ABH
3302539/09	31/01/2009	1710	criminal damage
3303049/09	08/02/2009	0009	sec 5 POA
3305355/09	06/03/2009	2330	nox substance
3306298/09	20/03/2009	2107	ABH
3307987/09	12/04/2009	0518	ABH
3309616/09	03/05/2009	2300	sec 4 POA
3310106/09	09/05/2009	0020	ABH
3310843/09	16/05/2009	2330	criminal damage
3907075/09	16/05/2009	2308	GBH
3312063/09	31/05/2009	0230	criminal damage
3312150/09	31/05/2009	0130	ABH
3315462/09	12/06/2009	0055	sec 5 POA
3315493/09	17/06/2009	2220	criminal damage
3315991/09	17/06/2009	2220	common assault
3317272/09	01/08/2009	2242	drugs
3320359/09	12/09/2009	2205	sec 5 POA
3321570/09	27/09/2009	0200	GBH
3324493/09	06/11/2009	2335	ABH
3325070/09	14/11/2009	2040	criminal damage
3327936/09	25/12/2009	0130	ABH

3310501/10	22/05/2010	0223	sec 5 POA
3310578/10	23/05/2010	0145	common assault
3311110/10	30/05/2010	0140	sec 5 POA
3312519/10	13/07/2010	n/k	criminal damage
3312640/10	18/06/2010	2205	assault on Police
3315295/10	23/06/2010	0145	affray
3316357/10	08/08/2010	0220	ABH
3317937/10	29/08/2010	2359	affray
3318775/10	11/09/2010	0050	ABH
3318840/10	12/09/2010	0125	ABH
3319033/10	12/09/2010	0200	ABH
3319220/10	17/09/2010	0001	affray
3319777/10	24/09/2010	1847	ABH
3319842/10	25/09/2010	2125	ABH
3319843/10	26/09/2010	0330	criminal damage
3320291/10	02/10/2010	0120	sec 5 POA
3320293/10	02/10/2010	0220	sec 5 POA
3320669/10	06/10/2010	2005	robbery person
3321358/10	16/10/2010	0145	ABH
3321863/10	23/10/2010	0200	common assault
3322372/10	30/10/2010	0232	ABH
3323011/10	07/11/2010	0030	ABH
3323094/10	06/11/2010	0100	nox substance
3323519/10	13/11/2010	0150	sec 5 POA
3324982/10	04/12/2010	0100	GBH

3308261/11	23/04/2011	2350	GBH
3310591/11	21/05/2011	2330	snatch
3313351/11	03/07/2011	0227	GBH
3314432/11	17/07/2011	0415	ABH
3314995/11	24/07/2011	2220	GBH
3315745/11	05/08/2011	0130	ABH

3316882/11	17/08/2011	2100	ABH
3317355/11	26/08/2011	1855	ABH
3319699/11	29/09/2011	2310	common assault
3319700/11	19/09/2011	2240	ABH
3320523/11	10/10/2011	2230	sec 4 POA
3320704/11	14/10/2011	0135	ABH
3321637/11	26/10/2011	2103	ABH
3323076/11	10/11/2011	2330	GBH
3325269/11	16/12/2011	0020	ABH
3325275/11	16/12/2011	0225	common assault
3325783/11	23/12/2011	0152	GBH

3301023/12	15/01/2012	0200	GBH
3301043/12	14/01/2012	2300	criminal damage
3303064/12	14/02/2012	2256	ABH
3303166/12	14/02/2012	2130	ABH
3303971/12	26/02/2012	2055	criminal damage
3304747/12	09/03/2012	0145	common assault
3309004/12	12/05/2012	0240	ABH
3309008/12	12/05/2012	0250	criminal damage
3309515/12	20/05/2012	0327	affray
3310362/12	02/06/2012	0145	ABH
3310767/12	09/06/2012	0142	ABH
3311150/12	15/06/2012	0443	ABH
3311213/12	16/06/2012	0054	ABH
3214554/12	16/06/2012	0145	ABH
3311275/12	17/06/2012	0247	ABH
3311903/12	16/06/2012	0054	sec 4 POA
3316208/12	26/08/2012	2245	criminal damage
3319306/12	13/10/2012	0024	affray
3322294/12	25/11/2012	0240	affray
	30/11/2012	0249	Fight
3323225/12	08/12/2012	0220	Affray

3300765/13	12/01/2013	0230	GBH
3300806/13	13/01/2013	0218	Drunk & Disorderly
3301693/13	27/01/2013	0310	ABH
3301701/13	27/01/2013	0100	ABH
3302933/13	09/02/2013	0300	GBH
3303612/13	23/02/2013	0230	ABH
330454/13	09/03/2013	0200	theft
3305403/13	22/03/2013	2300	CR1
3305995/13	01/04/2013	0317	GBH
3307370/13	21/04/2013	0230	GBH
3307369/13	21/04/2013	0320	drugs
3307682/13	22/04/2013	2100	theft
3307932/13	28/04/2013	0210	theft
3308263/13	04/05/2013	0237	sec 4 POA
3308801/13	12/05/2013	2345	theft
3310213/13	02/06/2013	2100	Affray/Crim Dam
3310550/13	08/06/2013	0100	GBH
3310978/13	15/06/2013	0300	ABH
3313191/13	17/07/2013	1544	D&D, ass PCSO
3314447/13	02/08/2013	2245	theft
3315559/13	22/08/2013	0030	Burglary
3315697/13	24/08/2013	0200	Common Assault
3319001/13	11/10/2013	2200	criminal damage
3320018/13	26/10/2013	0250	Affray
3033958/13	17/11/2013	0300	theft

CCTV	24/11/2013	0150	ABH
3322485/13	01/12/2013	2330	domestic
CCTV	06/12/2013	2220	fight
3323301/13	06/12/2013	2325	criminal damage
CCTV	15/12/2013	0440	assault/fight
3323614/13	20/12/2013	2220	theft
3323921/13	27/12/2013	0100	GBH

cad 589	18/01/2014	0110	fight/assault
3301850/14	26/01/2014	0200	theft
3301986/14	02/02/2014	0200	ABH
3301999/14	02/02/2014	0030	Theft
cad 432	08/02/2014		fight/assault
3302421/14	08/02/2014	2340	theft
3302592/14	11/02/2014	2200	Domestic/com ass
3302864/14	15/02/2014	0100	theft
3303170/14	21/02/2014	2300	ABH
3305037/14	21/03/2014	2400	Criminal damage
3303217/14	22/04/2014	2350	GBH
3303220/14	22/04/2014	2350	assault
3303267/14	22/04/2014	2350	Affray
CCTV	23/02/2014	0206	fight/assault
3304987/14	23/03/2014	0110	theft
CCTV LBB	29/03/2014	0228	fight/assault
CCTV LBB	30/03/2014	0200	fight/assault
3305439/14	30/03/2014	0358	ASB/Crim dam MV
3305806/14	01/04/2014	2152	Crim dam/fight
3306095/14	07/04/2014	2300	theft of cycle
CCTV	19/04/2014	0135	disorder/assault
3306942/14	20/04/2014	0219	assault
3307205/14	26/04/2014	0230	Affray
3307312/14	27/04/2014	1824	ABH
CCTV	03/05/2014	0337	disorder
CCTV	04/05/2014	0325	fight/assault
3308137/14	11/05/2014	0141	ASB/Crim dam MV
3309089/14	25/05/2014	0057	Affray
3309596/14	31/05/2014	2314	crim dam
3309531/14	01/06/2014	0200	Affray
CCTV	01/06/2014	0430	ASB/Crim dam MV
CCTV	15/06/2014	0322	fight/assault
cad 1446	21/06/2014	0254	fight/assault
3311557/14	01/07/2014	0007	crim dam
3312386/14	05/07/2014	0207	assault
CCTV	05/07/2014	0233	fight/assault
CCTV	07/07/2014	0300	poss knife
3312588/14	12/07/2014	2200	theft
3312881/14	13/07/2014	2400	crim dam
3312575/14	14/07/2014	1500	rac agg POA
3313446/14	26/07/2014	0001	sex assault
CCTV	26/07/2014	0235	ASB/Crim dam MV
CCTV	26/07/2014	0245	ASB/Crim dam MV
CCTV	31/07/2014	2359	fight/assault
3313905/14	02/08/2014	0100	theft
cad 9602	02/08/2014	2111	assault
3313971/14	03/08/2014	0150	affray/assault
3314391/14	09/08/2014	0244	assault
3314849/14	16/08/2014	0110	affray/ass/drugs
CCTV	16/08/2014	0307	ejection/ASB
3315440/14	22/08/2014	2400	crim dam

3315325/14	23/08/2014	0250	assault
3316969/14	23/08/2014	0230	sex assault
3315733/14	30/08/2014	0215	assault
3316608/14	12/09/2014	2230	theft
CCTV	13/09/2014	0048	ASB/disorder
cris n/k	21/09/2014	1700	theft
3317589/14	27/09/2014	0145	com ass
CCTV	27/09/2014	0222	fight/assault
3317572/14	28/09/2014	0247	fight/assault
3318000/14	04/10/2014	0109	fight/assault
3318117/14	05/10/2014	0100	theft
CCTV	12/10/2014	0039	fight
cad 1306	12/10/2014	0232	fight
3318942/14	18/10/2014	0100	theft
3318910/14	18/10/2014	0215	robbery/GBH
3318988/14	18/10/2014	0245	GBH
3319665/14	24/10/2014	2330	theft
3319470/14	26/10/2014	0130	indec ass/fight
3319500/14	26/10/2014	1313	MOWP
3319806/14	31/10/2014	0100	drunk & dis
3320236/14	05/11/2014	2000	Police protection
3320413/14	08/11/2014	0300	dist/theft
CCTV	09/11/2014	0427	ASB/disorder
3320675/14	11/11/2014	2215	ABH
3321534/14	22/11/2014	2359	theft
3321848/14	28/11/2014	2313	GBH
CCTV	29/11/2014	0055	fight/assault
cad 1461	30/11/2014	0242	fight/assault
3322484/14	07/12/2014	0130	theft
3322747/14	11/12/2014	2130	poss drugs
3322889/14	14/12/2014	0100	Affray
3323166/14	14/12/2014	0300	ass/rob
3323458/14	20/12/2014	0015	ABH
CCTV	20/12/2014	0346	fight
3323388/14	21/12/2014	0245	Affray
3323682/14	25/12/2014	0414	Affray/poss cocaine
3323727/14	25/12/2014	0145	theft
3323885/14	29/12/2014	1750	sec 4 POA

CCTV	01/01/2015	0001	ASB
CCTV	01/01/2015	0059	disorder
cad 1409	18/01/2015	0341	asb
3301112/15	18/01/2015	0416	fight
3301563/15	25/01/2015	0026	fight/assault
3301573/15	25/01/2015	0400	fight
cad 1284	31/01/2015	0243	drunkenness
CCTV	31/01/2015	2323	fight
PYRT00404019	01/02/2015	0200	fight?
CCTV	01/02/2015	0230	assault
3302372/15	05/02/2015	2345	wasting Pol time
CCTV	07/02/2015	0150	Affray/poss drugs
3302512/15	08/02/2015	0225	drunk & dis
3302922/15	13/02/2015	2326	Affray/ABH
3303404/15	21/02/2015	0240	GBH
3303402/15	21/02/2015	0400	GBH
3303486/15	22/02/2015	0455	rac agg POA

**REMARKS**

fight in bar area, viw hit with glass
unrelated assault in venue
drunk male from XXX damaged car
fight, drunken male ejected from venue
drinks spiked
fight between drunken customers
cab driver assaulted by passenger with metal bar
bonnet of car damaged, malicious
large fight, male punched 3 females
windows smashed
door staff assaulted
racial element, staff spat on
Cocaine, male in toilets
male viw on dance floor, glassed in face
drunk male from XXX smashed window in phone box
cab driver assaulted

and sec 4 POA, assault on police; had been in club
malicious, overnight to window
kicked officer, also sec 5 POA
also ABH
ejected from XXX involved in fight o/s
unprovoked assault on unknown male (CCTV)
fight in rear of club, all parties drunk
viw assaulted by door staff; punched and kneed
fight
viw glassed on head
drunk male assaulted staff
cab kicked by 3 males
drunk male ejected from club
unrelated to above; had been ejected from club
viw had been to chip shop
fight on door
domestic, both parties drunk
inside venue
spiked drink
swore, kicked & punched shutters
viw knocked to ground and kicked in face

on dancefloor
fight on dance floor, then outside

by staff

malicious (to car)
to pumps by male customer
by passenger
fight
arrested for affray
fight
arrested for affray
malicious (to window)
drunken fight
fight involving 15 people, susp arrested in poss of cannabis
fight, 2 drunk males, 1 in poss of cocaine. Had been in Zenons

F punched by U/K M on dancefloor, required 6 stitches to lip
drunk f ejected from XXX abusive, also in poss cocaine; ass pol
drunk f from club, pushed over by m, phone also damaged
drunk f attacked
M attacked by group, broken nose & front teeth knocked out.
drunk m. followed f o/s venue and punched her
of mobile from unattended bag
very drunk female with broken tooth (drink spiked?)
owner punched by customer (having opened illegally)
Affray, 20+ males fighting. 4 arrests made. Viw drunk, all from xxx
on CCTV believed drug deal, susp arrested poss cocaine
of unattended bag
of unattended bag
drunk females fighting in street, aggressive crowd on arrival of police
of mobile from bag
Staff refused to serve drunk male who then caused damage. Arrested.
fight, then GBH, viw hit on head with bottle, parties had been in club
altercation inside club, then male attacked by 5 others o/s
drunk male stopped re drinking in alc free zone assaulted PCSO
Theft of phone and cash from unattended bag reported.
Door forced open by drunk male (arrested)
Allegation of male spitting not substantiated. Lots of drunk, aggressive people.
sign advertising XXX restaurant damaged by other business
large fight in street, three arrested, both susps and viws very drunk
of unattended bag

fight and assault in street, two males attacked couple, punches/pushes
v drunk partners no crimed
several males involved
drunken male uprooting plants
involving cab driver plus others
mobile stolen by work colleague, (recovered)
drunk male punched by doorstaff as friend ejected from premises

6-7 males & females fighting, M & F assaulted by 5 susps
of mobile from pocket
2 males punched/slapped in club for inappropriately touching female.
Theft of mobile from pocket
in venue, male responsible ejected, not reported, viw also left
drunken female left phone in toilet unattended, stolen.
drunken husband/wife in street arguing, wife pushed no injury.
of unattended bag, recovered minus cash, phone and d/l
f viw assaulted by doorstaff, neck grabbed thrown to floor as ejected
overnight damage to window - malicious
fight in club, viw hit with champagne bottle
V drunk male alleging assault by door staff (not verified ator)
2 males ejected re above, use threat words behaviour (3303263/14)
poorly handled ejection, fight, male pushed to ground then punched
of unattended coat left on back of chair
fight between 2 males, carries on in Kentish way
re-occurring fights between 2 groups, injuries caused
group of 7 drunk males throwing traffic cones, 1 thrown at passing cab
window of boots damaged by 2 ms fighting in street
from rear of venue
drunk m arguing with d/staff, fight pending, further trouble in tweedy Rd
2 m threatened in club, followed o/s & attacked, punch, headbutt, kick
20-30 fighting, had come from xxx (plus 3307201/14 comm ass)
drunk m from venue emerges & punches viw o/s
drunk m ejected involved in cont disorder arrested for D&D
2 males involved one punched to ground and held there
f kicked door panel of cab following argument with another arrested
Fight inside cab office. 1 male arrested for affray. CCTV
to shop door glass malicious
large fight several involved CCTV
group playing with shopping trolley, thrown in road etc
male pushed another, then punches out at a 2nd
2 females fighting, door staff intervene
drunk customer damaged perspex partition (arrested)
2 males ejected then assaulted door staff
group fighting punches & kicks, 1 knocked to the ground
group of 4 hanging about at ATMs stopped in poss of knife
of coat from back of chair
to window overnight, malicious
dispute between customers both arrested for sec 5 Rac Agg
digital penetration by 'acquaintance
v drunk male from xxx behaving badly, friends intervene
male in dispute with other male, intervention by friends
three males fighting punches and kicks
of unattended bag left on bar whilst owner went on dance floor
drunk male assaulted female (domestic) and MOP
m fighting with another using his belt as a weapon (been in xxx)
obnoxious male kicked females legs causing her to fall
4 m fighting, ejected, fight continued o/s, belts used, arrested drugs
m ejected caused ASB had to be restrained by friends
malicious damage to window, kicked

Drunk m alleging assault against d/staff pushed to ground banging head
two females assaulted on dance floor, by male (d/man? connected ^?)
drunk f alleging hit on head with bottle as left club later ejected A&E
phone left on bar, then stolen
drunk agg male being held back by friend, allowed to escalate
of unattended bag
viw slapped by DJ following dispute over cost
2 males attacked by another, viws pushed & punched, 1 fell to ground
several people fighting, two viws punched, one knocked out
m threatened with bottle, fight started carried on outside 4 involved
of bag left on bar by victim
large fight several involved CCTV, 3 males punched/kicked on ground
fight described as 'handbags at dawn'
of unattended bag left on seat near to victim
viw in dispute with 2 ms in club, o/s punched, bottled, kicked phone los
m punched by another, cut & swelling. Same susp in mascots & bibas
of purse from bag left at victims feet
indecent ass in club becomes fight o/s 5 arrested, officer assaulted CS
drunk aggressive male refusing to pay for food
drunk aggressive male threatening staff/driver; arrested
2 vulnerable mispers found with male who was in poss of cannabis
dist on dance floor as d/staff ejected males, SIA badge dropped & stolen
group of females trying to fight, restrained by males
staff slapped then punched kicked by 3 males
of push bike chained to lamp post
customers of venue punched/kicked two viws
customers of venue? involved, viw punched several times, chair thrown
m punching random customers, trying to start fight
of unattended bag
stop and search found with cannabis
6 males fighting each other, two assaulted 3322898/14
to 0400; drunk m assaulted in side room by door staff, phone now LOS
m alleging dragged into side room and punched several times by d/staff
group of ms ejected, then fight in street with d/staff on CCTV
2 males fighting in alleyway o/s club, restrained by d/staff
customers of xxx involved in drunkenness disorder fight. 3323691/14
los mobile phone from rear pocket
abusive/aggressive customer threatened to slit staff members throat

male ejected/resisted door staff, plant damaged
m restrained by friends, try to get in club? went round back, chased by staff
male hammering fists on glass, being abusive towards staff
between two males, one arrested, he had come from xxx
M 7 F attack another F pulling her to ground, kicking and punching her, both arrested
to 0440 rolling disorder involving xxx customers, culminating in firearms incident
v drunk male alleging assault against d/staff no assault, v drunk
dispute over cab, 2 males fight briefly female arrested for D&D
2 groups ejected after trouble, then fought in street found by Police
male ejected, then punched by another d/staff friendly with assailant
female made false 999 calls re a stabbing
3 brothers from xxx fighting each other, 1 in poss cannabis 3302479/15
v drunk male ejected from venue, resisted, arrested for D&D resisted Police
aggressive male headbutted by another, both arrested 3302921/15
male ejected, alleged he was assaulted by d/staff in side alley
drunken male punched another both had been in venue plus 3303487/15
two males racially abused staff at cab office



CRIME NUMBER	DATE	TIME	OFFENCE
3300045/09	01/01/2009	0306 hrs	Criminal Damage
3301271/09	17/01/2009	0240 hrs	GBH
3301375/09	17/01/2009	Overnight	Criminal Damage
3301531/09	19/01/2009	Overnight	Criminal Damage
3301817/09	22/01/2009	2046 hrs	Criminal Damage
3301887/09	24/01/2009	0009 hrs	S4 POA
3301889/09	23/01/2009	2310 hrs	Common Assault
3301925/09	23/01/2009	Overnight	Criminal Damage
3301962/09	24/01/2009	2230 hrs	ABH
3301971/09	25/01/2009	0043 hrs	ABH
3302032/09	25/01/2009	2230 hrs	Common Assault
3302066/09	23/01/2009	2345 hrs	Snatch
3302158/09	24/01/2009	2300 hrs	ABH
3302473/09	31/01/2009	0300 hrs	Common Assault
3302492/09	31/01/2009	0300 hrs	Criminal Damage
3302701/09	29/01/2009	Overnight	Criminal Damage
3303009/09	06/02/2009	2315 hrs	ABH
3303048/09	07/02/2009	2330 hrs	Assault on Police
3303051/09	07/02/2009	2335 hrs	ABH
3303452/09	12/02/2009	2200 hrs	Theft
3303541/09	14/02/2009	0020 hrs	ABH
3303615/09	06/02/2009	2240 hrs	Criminal Damage
3303728/09	16/02/2009	0030 hrs	Robbery
3303995/09	20/02/2009	0220 hrs	Theft from M/V
3304136/09	22/02/2009	0021 hrs	ABH
3304137/09	22/02/2009	0015 hrs	Common Assault
3304138/09	22/02/2009	0025 hrs	S4 POA
3304624/09	28/02/2009	0100 hrs	ABH
3305181/09	07/03/2009	0225 hrs	GBH
3306171/09	12/03/2009	Overnight	Criminal Damage
3306220/12	19/03/2009	2130 hrs	Criminal Damage
3306227/09	20/03/2009	0022 hrs	GBH
3306249/09	20/03/2009	Overnight	Criminal Damage
3306252/09	20/03/2009	Overnight	Criminal Damage
3306666/09	25/03/2009	2115 hrs	S5 POA
3306817/09	26/03/2009	2215 hrs	ABH
3306898/09	28/03/2009	2250 hrs	Possession Class A
3307033/09	28/03/2009	2115 hrs	ABH
3307645/09	07/04/2009	2130 hrs	ABH
3307646/09	07/04/2009	2200 hrs	GBH
3308360/09	16/04/2009	2300 hrs	S4 POA
3308418/09	17/04/2009	2330 hrs	Common Assault
3308556/09	12/04/2009	0100 hrs	GBH
3310055/09	07/05/2009	Overnight	Criminal Damage
3310100/09	09/05/2009	0023 hrs	S5 POA
3310101/09	09/05/2009	0020 hrs	S5 POA
3310736/09	16/05/2009	0230 hrs	Common Assault
3310914/09	17/05/2009	2200 hrs	Off Weap
3311967/09	29/05/2009	2250 hrs	ABH
3311972/09	30/05/2009	0025 hrs	Criminal Damage
3311973/09	30/05/2009	0001 hrs	ABH
3312746/09	08/06/2009	2150 hrs	GBH W/I
3313065/09	09/06/2009	2100 hrs	Common Assault
3313631/09	19/06/2009	2330 hrs	GBH W/I
3314768/09	03/07/2009	2025 hrs	Criminal Damage
3314782/09	04/07/2009	0225 hrs	Criminal Damage
3314854/09	05/07/2009	0040 hrs	S5 POA

3315458/09	11/07/2009	2235 hrs	S4 POA
3315460/09	12/07/2009	0022 hrs	Affray
3315465/09	11/07/2009	2358 hrs	GBH
3315717/09	10/07/2009	2230 hrs	ABH
3315966/09	16/07/2009	Overnight	Criminal Damage
3316441/09	22/07/2009	2230 hrs	GBH
3316581/09	24/07/2009	2300 hrs	ABH
3316738/09	26/07/2009	2155 hrs	GBH
3317016/09	29/07/2009	2248 hrs	Assault on Police
3317209/09	31/07/2009	2345 hrs	ABH
3317210/09	01/08/2009	0210 hrs	ABH
3317509/09	04/08/2009	2130 hrs	S4 POA
3317723/09	07/08/2009	2345 hrs	S5 POA
3317840/09	09/08/2009	2130 hrs	ABH
3318136/09	13/08/2009	2001 hrs	Criminal Damage
3318245/09	15/08/2009	0001 hrs	ABH
3323115/09	21/08/2009	Overnight	Criminal Damage
3323247/09	27/08/2009	2300 hrs	Common Assault
3319263/09	28/08/2009	2200 hrs	ABH
3319300/09	28/08/2009	Overnight	Criminal Damage
3319668/09	04/09/2009	0050 hrs	ABH
3320924/09	20/09/2009	2300 hrs	Criminal Damage
3322500/09	25/09/2009	2330 hrs	Snatch
3321325/09	26/09/2009	0001 hrs	Common Assault
3321410/09	27/09/2009	0400 hrs	Affray & Off Weap
3321612/09	29/09/2009	2130 hrs	S5 POA
3322346/09	09/10/2009	2320 hrs	ABH
3322348/09	10/10/2009	0120 hrs	Common Assault
3322475/09	11/10/2009	2235 hrs	Robbery
3322497/09	12/10/2009	0350 hrs	Criminal Damage
3322944/09	17/10/2009	2125 hrs	Off Weap
3322947/09	17/10/2009	2255 hrs	Affray
3322961/09	18/10/2009	0400 hrs	Robbery
3323359/09	23/10/2009	0255 hrs	ABH
3323418/09	24/10/2009	0210 hrs	Off Weap
3323487/09	25/10/2009	0134 hrs	ABH
3323843/09	30/10/2009	0005 hrs	ABH
3324005/09	31/10/2009	2200 hrs	Murder
3324830/09	11/11/2009	2325 hrs	Possession Class A
3324911/09	12/11/2009	2300 hrs	ABH
3325021/09	13/11/2009	2200 hrs	ABH
3325055/09	14/11/2009	2000 hrs	GBH
3325457/09	20/11/2009	0255 hrs	S4 POA
3325583/09	21/11/2009	2100 hrs	Possession Class A
3327025/09	11/12/2009	2320 hrs	ABH
3327026/09	12/12/2009	0109 hrs	GBH
3327028/09	12/12/2009	0045 hrs	S5 POA
3327032/09	12/12/2009	0250 hrs	Robbery
3327470/09	12/12/2009	0030 hrs	Common Assault
3327401/09	17/12/2009	0015 hrs	Affray
3327850/09	24/12/2009	0005 hrs	ABH
3327939/09	24/12/2009	2354 hrs	ABH
3328046/09	27/12/2009	2305 hrs	ABH

3309947/10	15/01/2010	0615	D&D & ABH
3301553/10	22/01/2010	2315 hrs	S5 POA
3301556/10	23/01/2010	0001 hrs	Ass Police
3301549/10	23/01/2010	0003	ABH
3302017/10	30/01/2010	0022 hrs	Affray

3302466/10	05/02/2010	0025 hrs	Common Assault
3302600/10	06/02/2010	2130 hrs	ABH
3302698/10	06/02/2010	2200 hrs	ABH
3302667/10	07/02/2010	2300 hrs	S5 POA
3301690/10	08/02/2010	2400	Criminal Damage
3302754/10	08/02/2010	2340 hrs	GBH
3303048/10	13/02/2010	0030 hrs	ABH
3303050/10	13/02/2010	0045 hrs	S5 POA
3303178/10	15/02/2010	0037 hrs	Criminal Damage
3303272/10	13/02/2010	0040 hrs	S5 POA
3304873/10	20/02/2010	0225 hrs	S5 POA
3304064/10	26/02/2010	2240 hrs	Common Assault
3304140/10	27/02/2010	2345 hrs	Ass Police
3304613/10	27/02/2010	0030 hrs	Racial incident
3304548/10	05/03/2010	0210 hrs	Affray
3304638/10	06/03/2010	0230 hrs	ABH
3304722/10	07/03/2010	0205 hrs	Robbery
3305102/10	12/03/2010	0240 hrs	Affray
3305195/10	13/03/2010	0511	Criminal Damage
3305262/10	13/03/2010	2310 hrs	S4 POA
3305263/10	14/03/2010	0035 hrs	S5 POA
3306526/10	30/03/2010	2340 hrs	S4 POA
3306983/10	03/04/2010	2100	Sex Ass on F
3306880/10	04/04/2010	2355	sec 4 POA/ABH
3307118/10	08/04/2010	0129	ABH
	09/04/2010	2356	ABH
3307276/10	10/04/2010	0200	ABH
3307345/10	11/04/2010	0015	sec 5 POA
3307780/10	16/04/2010	0100	ABH
3307891/10	18/04/2010	0029	ABH
3308396/10	24/04/2010	2010	ABH
3308332/10	24/04/2010	0120	Robbery
3211595/10	25/04/2010	2045	ABH
3308767/10	29/04/2010	1740	Ass PCSO
3308858/10	30/04/2010	2200	Common Assault
3308936/10	02/05/2010	0230	Drunk & Diosorderly
3309563/10	10/05/2010	0040	ABH
	13/05/2010	2310	poss cocaine
	13/05/2010	2350	GBH
3309970/10	14/05/2010	2230	Common Assault
3309991/10	14/05/2010	2030	Criminal Damage
3310359/10	08/05/2010	0300	Criminal Damage
3310035/10	16/05/2010	0025	sec 5 POA
3310569/10	22/05/2010	1700	sex ass on F
3311600/10	06/06/2010	0110	poss Cannabis
3312129/10	12/06/2010	2150	ABH
3312208/10	13/06/2010	2030	Common Assault
3312381/10	15/06/2010	1759	sec 4 POA
3312846/10	21/06/2010	2338	Common Assault
3313346/10	26/06/2010	2400	Criminal Damage
3313631/10	01/07/2010	2325	ABH
3314792/10	17/07/2010	0240	ABH
3316751/10	12/08/2010	2200	ABH
3316872/10	14/08/2010	2318	Criminal Damage
3316879/10	15/08/2010	0247	ABH
3317894/10	29/08/2010	0200	affray/ABH/GBH
3318770/10	10/09/2010	2210	Common Assault
3318950/10	13/09/2010	1710	GBH
3319392/10	19/09/2010	0355	off weapon

3320286/10	01/10/2010	2210	ABH
3320292/10	01/10/2010	0100	sec 5 POA
3320362/10	01/10/2010	2350	sec 5 POA
3320898/10	09/10/2010	2030	Common Assault
3321357/10	15/10/2010	2259	ABH
3321424/10	16/10/2010	2345	ABH/sec 4 POA
3321647/10	19/10/2010	2350	Drunk & Disorderly
3321928/10	23/10/2010	2230	Affray
3321929/10	23/10/2010	2320	ass police
3323477/10	01/11/2010	2000	GBH
3323574/10	13/11/2010	1748	Drunk & Disorderly
3324095/10	20/11/2010	2315	GBH
3324979/10	03/12/2010	2130	Common Assault
3325090/10	05/12/2010	1505	ABH
3325432/10	10/12/2010	2250	ABH
3323551/10	11/12/2010	2130	Common Assault
3325508/10	11/12/2010	2300	sec 5 POA
3325875/10	16/12/2010	2340	Affray
3325947/10	18/12/2010	0100	ABH
3326340/10	24/12/2010	0300	ABH
3326341/10	24/12/2010	0105	ABH
3326401/10	25/12/2010	0220	ABH

3300011/11	01/01/2011	0230	ABH
3301428/11	20/01/2011	2205	common assault
3301669/11	07/01/2011	2100	ABH
3302059/11	28/01/2011	2350	GBH
3302982/11	05/02/2011	2300	POA
3302642/11	06/02/2011	0030	sec 4 POA
3302754/11	06/02/2011	0130	ABH
3303107/11	12/02/2011	0001	GBH
3303173/11	13/02/2012	0010	criminal damage
3303551/11	18/02/2011	0135	GBH
3304095/11	25/02/2011	0130	assault on Police
3304157/11	26/02/2011	0010	sec 4 POA
3304158/11	26/02/2011	0020	assault on Police
3304260/11	27/02/2011	1519	sec 5 POA
3305777/11	19/03/2011	2215	ABH
3305688/11	19/03/2011	0005	affray
3305692/11	19/03/2011	0020	common assault
3306029/11	22/03/2011	2350	ABH
3306653/11	01/04/2011	0330	POA
3306769/11	01/04/2011	2230	ABH
3307672/11	14/04/2011	0003	common assault
3307878/11	16/04/2011	2225	common assault
3308394/11	20/04/2011	2230	ABH
3308453/11	25/04/2011	2210	common assault
3310854/11	24/05/2011	0120	ABH
3311237/11	02/05/2011	2100	common assault
3311255/11	04/06/2011	0001	sec 5 POA
3311463/11	06/06/2011	2310	common assault
3311830/11	10/06/2011	O/Ngh	criminal damage
3311842/11	12/06/2011	0008	ABH
3312108/11	15/06/2011	1615	Drunk i/c of child
3312109/11	15/06/2011	1615	ABH
3312343/11	19/06/2011	0005	affray
3313142/11	29/06/2011	2055	snatch
3313250/11	19/06/2011	0005	sec 4 POA
3314785/11	21/07/2011	1620	ABH

3315702/11	29/07/2011	2345	ABH
3316041/11	08/08/2011	2200	sec 5 POA
3316632/11	15/08/2011	1730	sec 4 POA
3317089/11	20/08/2011	2300	criminal damage
3318079/11	07/09/2011	0001	ABH
3318801/11	16/09/2011	1930	GBH
3320087/11	04/10/2011	2108	poss drugs
3320280/11	08/10/2011	0109	ABH
3320772/11	14/10/2011	2030	affray
3320832/11	15/10/2011	2045	affray
3321719/11	29/10/2011	0030	ABH
3321784/11	30/10/2011	0242	common assault
3322033/11	31/10/2011	2140	ABH
3321996/11	01/11/2011	2035	robbery person
3322728/11	11/11/2011	2327	drunk & disorderly
3322761/11	12/11/2011	0230	criminal damage
3322806/11	12/11/2011	2350	ABH
3323705/11	25/11/2011	2254	common assault
3323776/11	27/11/2011	0230	GBH
3325254/11	15/12/2011	1715	common assault
3325330/11	16/12/2011	2330	GBH
3325374/11	17/12/2011	2135	common assault
3325387/11	18/12/2011	0420	common assault
3325461/11	16/12/2011	1855	common assault
3325877/11	24/12/2011	0100	affray
3326124/11	28/12/2011	2015	robbery person

3300669/12	10/01/2012	2020	sec 4 POA
3301396/12	20/01/2012	2350	ABH
3302099/12	30/01/2012	2100	common assault
3203228/12	03/02/2012	2011	common assault
3302295/12	02/02/2012	2000	robbery person
3302385/12	04/02/2012	0130	GBH
3303281/12	18/02/2012	0015	affray
3304257/12	01/03/2012	2116	sec 5 POA
3304269/12	02/03/2012	0115	criminal damage
3304341/12	03/03/2012	0100	common assault
3304398/12	04/03/2012	0330	affray
3305400/12	18/03/2012	0020	common assault
3306242/12	29/03/2012	2240	affray
3306325/12	30/03/2012	1915	off weapon
3306782/12	06/04/2012	2245	ABH
3308085/12	29/04/2012	0020	drunk & disorderly
3308907/12	09/05/2012	2300	common assault
3309803/12	25/05/2012	0040	common assault
3310359/12	01/06/2012	2135	sexual assault F
3310473/12	04/06/2012	0059	affray
3310556/12	03/06/2012	2300	common assault
3310827/12	10/06/2012	0001	GBH
3312177/12	30/06/2012	0020	common assault
3313070/12	12/07/2012	0030	ABH
3313659/12	19/07/2012	2350	GBH
3314127/12	26/07/2012	2000	affray
3314137/12	27/07/2012	0015	GBH
3314284/12	29/07/2012	1212	Drugs
3314600/12	02/08/2012	2009	criminal damage
3314784/12	05/08/2012	2205	criminal damage
3314784/12	05/08/2012	2205	affray
3315163/12	11/08/2012	0015	ABH

3315187/12	11/08/2012	2200	affray
3315283/12	11/08/2012	2230	sexual assault F
3315993/12	20/08/2012	2008	criminal damage
3316597/12	01/09/2012	2245	robbery person
3316894/12	06/09/2012	0001	affray
3317132/12	09/09/2012	1400	common assault
3317470/12	15/09/2012	0230	criminal damage
3318239/12	24/09/2012	2130	robbery person
3318490/12	30/09/2012	2216	prohibited weapon
3318493/12	30/09/2012	2150	ABH
3319809/12	20/10/2012	0002	ABH
3320142/12	24/10/2012	2100	criminal damage
3320364/12	28/10/2012	0230	common assault
3323115/12	29/11/2012	2359	theft
3322810/12	02/12/2012	0005	common assault
3322818/12	02/12/2012	0630	common assault
3323247/12	07/12/2012	2330	theft
3323593/12	13/12/2012	2323	common assault
3323719/12	15/12/2012	1633	ABH
3323725/12	15/12/2012	1633	ABH
3323882/12	16/12/2012	0100	theft
3323863/12	17/12/2012	2040	sec 4 POA
3324300/12	21/12/2012	2300	Theft
3324351/12	22/12/2012	0100	theft
3324205/12	22/12/2012	0130	ABH
3324437/12	24/12/2012	0000	criminal damage
3324529/12	27/12/2012	2225	criminal damage
3324542/12	27/12/2012	0000	criminal damage

3300594/13	08/01/2013	2330	ABH
3300585/13	09/01/2013	2300	ABH
3300754/13	11/01/2013	2230	criminal damage
3301084/13	17/01/2013	2048	poss amphetamin
3301112/13	17/01/2013	2020	poss cannabis
3301147/13	17/01/2013	2100	poss cannabis
3301236/13	20/01/2013	0124	ABH
3301410/13	22/01/2013	1710	common assault
3301490/13	24/01/2013	0135	Poss drugs
3301552/13	23/01/2013	2320	sec 5 POA
3301621/13	26/01/2013	0010	Drunk & Dis
3302049/13	28/01/2013	0317	bomb hoax
3301976/13	30/01/2013	2230	making off
3302221/13	03/02/2013	0200	domestic
3303004/13	13/02/2013	1000	common assault
3303529/13	17/02/2013	0105	theft
3304273/13	27/02/2013	1620	ABH
3304267/13	02/03/2013	0000	theft from MV
3304312/13	05/03/2013	2108	ABH
3304927/13	15/03/2013	0048	common assault
3305012/13	16/03/2013	0100	theft
3305403/13	21/03/2013	2317	common assault
3305422/13	22/03/2013	1600	ABH
3305459/13	22/03/2013	2130	theft person
3305435/13	22/03/2013	2300	theft
3305505/13	23/03/2013	0220	theft
3305730/13	24/03/2013	1800	theft
3305652/13	26/03/2013	1700	sec 4a POA
3305933/13	31/03/2013	0314	fight
3306430/13	06/04/2013	2330	theft

3306386/13	06/04/2013	1853	theft
3306813/13	12/04/2013	2300	S4 & S5 POA
3306895/13	11/04/2013	0330	theft
3306994/13	13/04/2013	2130	rape
3307082/13	16/04/2013	2315	theft pedal cycle
3307226/13	19/04/2013	0030	criminal damage
3307354/13	20/04/2013	2114	poss cannabis
3307365/13	21/04/2013	0030	ABH
3307366/13	21/04/2013	0204	GBH
3308135/13	01/05/2013	2350	Drunk & Dis
3308301/13	04/05/2013	1745	ABH
3308581/13	09/05/2013	0252	theft
3308896/13	14/05/2013	0355	going Equipped
3309167/13	18/05/2013	0010	Drugs
3309638/13	24/05/2013	2320	ABH
3309643/13	25/05/2013	0025	Robbery
3309799/13	27/05/2013	2000	S5 POA
3309882/13	28/05/2013	2310	common assault
3310259/13	30/05/2013	2330	common assault
3310217/13	02/06/2013	2300	fight
3310217/13	02/06/2013	2321	Affray
3212052/13	02/06/2013	0210	theft
3310549/13	07/06/2013	2330	poss bleded article
3310553/13	07/06/2013	2315	ABH
3310567/13	08/06/2013	0730	indecent exposure
3310917/13	13/06/2013	2230	common assault
3310924/13	13/06/2013	2300	Robbery
3310975/13	14/06/2013	2348	Affray
3312409/13	22/06/2013	2300	theft
3311561/13	23/06/2013	0100	rape
3311907/13	28/06/2013	2305	rac agg assault
3311997/13	29/06/2013	1900	theft
3312196/13	30/06/2013	2359	theft
3312162/13	02/07/2013	2200	theft
3312235/13	02/07/2013	2400	theft
3312497/13	06/07/2013	2245	criminal damage
3312732/13	10/07/2013	2300	common assault
3312778/13	11/07/2013	1831	criminal damage
3312881/13	12/07/2013	0145	theft
3313290/13	11/07/2013	0001	TDA
3312974/13	13/07/2013	2315	TDA
3313380/13	20/07/2013	0144	GBH
3313962/13	27/07/2013	2200	criminal damage
3313874/13	27/07/2013	0115	Att Robbery
3314275/13	27/07/2013	0001	Theft
3315037/13	10/08/2013	2130	theft
3314797/13	10/08/2013	0049	criminal damage
3315402/13	19/08/2013	1800	Theft
3315691/13	24/08/2013	0150	criminal damage
3315696/13	24/08/2013	0025	ABH
3315703/13	24/08/2013	0325	Violent disorder
3315848/13	26/08/2013	2100	Sexual Assault
3316071/13	30/08/2013	0130	Theft
3316198/13	31/08/2013	2320	GBH
3316336/13	02/09/2013	2215	Robbery
3316330/13	02/09/2013	2240	Robbery
3317095/13	13/09/2013	2300	theft
3317107/13	14/09/2013	1630	theft
3317124/13	15/09/2013	0100	common assault

3317360/13	18/09/2013	1620	sec 4 POA
3317517/13	21/09/2013	0220	Affray
3317520/13	21/09/2013	0120	GBH (Police officer)
3317945/13	22/09/2013	2200	theft
3317692/13	22/09/2013	0100	theft
3317915/13	26/09/2013	1850	Rac agg Sec 4 POA
3318121/13	27/09/2013	2000	sec 4 POA
3318388/13	03/10/2013	2030	theft
3318997/13	11/10/2013	2230	theft
3319000/13	11/10/2013	2249	Robbery?
3319006/13	12/10/2013	0040	Fight
3319358/13	16/10/2013	1500	theft
3319468/13	17/10/2013	2400	theft
3319531/13	19/10/2013	0047	Poss drugs
3319993/13	24/10/2013	0624	theft
3320033/13	25/10/2013	1419	theft
3319937/13	25/10/2013	0405	assault?
3320064/13	27/10/2013	0228	Affray/ABH
3320522/13	02/11/2013	0022	assault?
3320999/13	10/11/2013	2100	ABH
3321210/13	13/11/2013	1630	theft
3321348/13	16/11/2013	0155	Drunk & Dis
3321350/13	16/11/2013	0139	Affray
3321369/13	16/11/2013	0100	theft
3277762/13	30/11/2013	2030	common assault
3322267/13	30/11/2013	0352	GBH
3322310/13	30/11/2013	2320	theft
3322511/13	02/12/2013	1400	Theft
3322384/13	02/12/2013	0200	Poss drugs
n/k	04/12/2013	2020	drunk in charge child
3322812/13	08/12/2013	0030	ABH
3323267/13	11/12/2013	2043	Racially Agg sec 4
3323025/13	11/12/2013	1540	theft
3324134/13	16/12/2013	2344	theft
3323350/13	16/12/2013	2345	poss cannabis
3323750/13	22/12/2013	0100	theft
3239439/13	25/12/2013	0115	theft
3324060/13	25/12/2013	0000	criminal damage

3300009/14	01/01/2014	0140	affray & ass Pol
3300048/14	01/01/2014	1840	Assault ABH
cad 8927	03/01/2014	2239	fight
3300446/13	08/01/2014	1642	criminal damage
3301228/14	20/01/2014	2210	poss drugs
3301357/14	22/01/2014	2330	poss drugs
3202683/14	01/02/2014	2140	ABH
cad 682	02/02/2014	0116	fight
3302291/14	06/02/2014	1800	Assault ABH
3302369/14	08/02/2014	0029	affray & ass Pol
3320244/14	08/02/2014	2200	theft
3302705/14	14/02/2014	0210	assault ABH
3202840/14	16/02/2014	0140	theft
3303096/14	20/02/2014	2200	GBH
CCTV	22/02/2014	0147	Fight
3303497/14	26/02/2014	2314	criminal damage
3303600/14	28/02/2014	0030	GBH
3304471/14	14/03/2014	2254	fight
3304912/14	21/03/2014	2326	sec 5 POA
3304927/14	22/03/2014	0110	theft



3304956/14	22/03/2014	1400	GBH
3304696/14	23/03/2014	0035	fight
3304974/14	23/03/2014	0238	GBH
3305047/14	23/03/2014	2130	Theft
3305134/14	25/03/2014	1137	Theft
3305211/14	26/03/2014	2100	Violent behaviour
CCTV LBB	29/03/2014	0323	ASB/Disturbance
3305443/14	30/03/2014	0556	sec 4 POA
3305936/14	05/04/2014	2345	Domestic
3305971/14	02/04/2014	0100	theft
3306036/14	07/04/2014	2400	crim dam
3306864/14	19/04/2014	2325	crim dam
3307023/14	22/04/2014	2050	ABH
3307200/14	26/04/2014	0156	crim dam
3307266/14	27/04/2014	0024	poss drugs
3307274/14	27/04/2014	0215	ABH
3307788/14	03/05/2014	2200	theft
3307725/14	03/05/2014	2350	GBH
3308120/14	10/05/2014	1840	theft
3308213/14	10/05/2014	2000	sec 4 POA
3308136/14	11/05/2014	0104	indec assault
3308395/14	13/05/2014	2230	theft
3308629/14	18/05/2014	0158	rac agg sec 4 POA
3308672/14	18/05/2014	1824	sec 5 POA
3308928/14	22/05/2014	O/N	Arson
CCTV	26/05/2014	0210	ASB/Disturbance
3309596/14	31/05/2014	2314	crim dam
3309525/14	01/06/2014	0011	GBH
3309705/14	03/06/2014	1900	indec expo & ass
3309706/14	03/06/2014	2305	comm assault
3309975/14	07/06/2014	2314	fight
3309976/14	07/06/2014	2314	sec 4 POA
3309984/14	08/06/2014	0229	GBH
3310173/14	10/06/2014	1945	indec assault
cad 9783	13/06/2014	1939	Drunk & Disorderly
3310402/14	14/06/2014	0100	indec assault
CCTV	15/06/2014	0312	crim dam
direct (PC123)	19/06/2014	2225	Drunk
cad 11144	20/06/2014	2240	ASB/Disturbance
CCTV	20/06/2014	0040	assault/disorder
3317624/14	27/06/2014	1700	fraud
3311555/14	30/06/2014	2139	assault/sec 4 POA
3311637/14	01/07/2014	2327	assault/crim dam
3311783/14	03/07/2014	2320	crim dam
CCTV	04/07/2014	2128	fight
3312168/14	07/07/2014	2235	MOWP
3312319/14	10/07/2014	1830	sec 4 POA/crim dam
3312328/14	10/07/2014	2250	theft
3312401/14	11/07/2014	2000	poss knife
CCTV	13/07/2014	2203	disturbance
3313355/14	24/07/2014	2215	rac agg assault
3313357/14	25/07/2014	0030	crim dam
3313430/14	25/07/2014	2100	comm assault
3313632/14	26/07/2014	0300?	assault
CCTV	26/07/2014	0308	sec 22 RTA
CCTV	26/07/2014	0348	att theft bike
3313487/14	26/07/2014	2130	sex assault
3313488/14	26/07/2014	2130	assault
3313486/14	26/07/2014	2130	off weap

CCTV	27/07/2014	2328	ASB/Disturbance
CCTV	02/08/2014	0305	poss drugs
3314310/14	07/08/2014	2310	assault
CCTV	08/08/2014	2352	ASB/Disturbance
3314385/14	09/08/2014	0015	ASB/Disturbance
3314529/14	09/08/2014	2127	MOWP
CCTV	10/08/2014	0047	Vulnerable Females
3315127/14	10/08/2014	0300	crim dam
3314581/14	12/08/2014	0035	att theft bike
3314783/14	14/08/2014	2130	comm assault
3314848/14	16/08/2014	0404	crim dam
CCTV	16/08/2014	2208	assault
3314902/14	16/08/2014	2245	assault/POA
3315046/14	17/08/2014	2025	assault
3315030/14	19/08/2014	0001	Male rape
3315328/14	22/08/2014	2315	ABH
3315566/14	26/08/2014	2230	theft
3315741/14	29/08/2014	2225	robbery
4221931/14	30/08/2014	0124	theft of drugs/poss
CCTV	30/08/2014	2357	ASB/Disturbance
CCTV	31/08/2014	2117	ASB/Disturbance
crime report	05/09/2014	0400	assault
crime report	06/09/2014	0030	fight
CCTV	06/09/2014	0139	ASB/Disturbance
crime report	06/09/2014	2310	threats
3316351/14	07/09/2014	2200	theft
crime report?	08/09/2014	0140	crim dam
CCTV	18/09/2014	2011	ASB/disorder
3317093/14	19/09/2014	2330	ABH
CCTV	20/09/2014	0050	fight
3317149/14	20/09/2014	1549	POA domestic
CCTV	20/09/2014	2004	drugs
CCTV	21/09/2014	0154	ASB
CCTV	26/09/2014	2310	fight
3317520/14	27/09/2014	0059	assault on female
3317518/14	27/09/2014	0200	Sex ass
3317575/14	28/09/2014	0410	Affray
3317690/14	29/09/2014	2245	robbery
3317758/14	29/09/2014	2315	theft
3317729/14	30/09/2014	0011	comm assault
3317828/14	01/10/2014	1825	comm assault
cris n/k	03/10/2014	2300	theft
3318342/14	09/10/2014	2140	affray
3318370/14	09/10/2014	2100	theft
3318619/14	14/10/2014	2400	crim dam
3318806/14	16/10/2014	2040	comm assault
3318876/14	16/10/2014	2400	theft
CCTV	18/10/2014	0013	assault
3319020/14	18/10/2014	0030	GBH
Cris?	18/10/2014	1425	theft
3318972/14	18/10/2014	2200	D&D poss drugs
3319018/14	19/10/2014	1500	theft
3319087/14	19/10/2014	1816	theft
CCTV	24/10/2014	0008	ASB
3319487/14	24/10/2014	2340	criminal damage
CCTV	25/10/2014	0001	fight
3319511/14	26/10/2014	1405	MOWP
3319507/14	26/10/2014	1405	assault/POA
3319846/14	31/10/2014	1200	criminal damage

CCTV	31/10/2014	0226	ASB/Disturbance
cad 12130	31/10/2014	2155	assault
3319948/14	01/11/2014	1950	fraud
3320105/14	03/11/2014	2215	ASB
3320106/14	03/11/2014	2225	record only
3320179/14	04/11/2014	2305	GBH
3320312/14	06/11/2014	1730	POA
3320371/14	07/11/2014	1821	GBH
cad 10505	07/11/2014	2203	disturbance
3320389/14	08/11/2014	0100	fight
3320821/14	13/11/2014	2015	comm assault
3320929/14	13/11/2014	2115	theft
3320918/14	14/11/2014	2340	affray
3320924/14	15/11/2014	0500	poss drugs/asb
3320987/14	16/11/2014	0005	ABH (no crime)
CCTV	16/11/2014	0108	asb/fight/drugs
cad 1401	22/11/2014	0308	fight/dist
3321592/14	25/11/2014	0500	D&D poss drugs
3321898/14	28/11/2014	2130	theft
3321923/14	30/11/2014	0130	theft
3321922/14	30/11/2014	0255	assault
3322379/14	06/12/2014	2311	comm assault
3322384/14	07/12/2014	0300	fight/assault
3322390/14	07/12/2014	0600	poss drugs
cris?	12/12/2014	0005	poss drugs
CCTV	14/12/2014	0156	ASB/Disturbance
CCTV	15/12/2014	0006	crim dam
3323268/14	19/12/2014	1315	GBH
CCTV	19/12/2014	0132	fight
CCTV	20/12/2014	0038	ASB/Disturbance
3323389/14	21/12/2014	0228	crim dam
3323780/14	24/12/2014	2000	GBH
3303522/15	26/12/2014	n/k	assault
CCTV	30/12/2014	2325	poss drugs

3300112/15	02/01/2015	2210	assault/TDA
3300115/15	02/01/2015	2330	robbery
3300113/15	03/01/2015	0010	drunk & Disorderly
3301034/15	16/01/2015	2350	disorder
CCTV	16/01/2015	2350	drug use
3301242/15	20/01/2015	0020	crim dam
3301423/15	22/01/2015	2150	crim dam
3301429/15	22/01/2015	2310	GBH
3301494/15	23/01/2015	2245	domestic/assault
3301506/15	24/01/2015	0215	ABH/crim dam
CCTV	24/01/2015	0317	poss drugs
cad 8285	24/01/2015	2031	fight/drunkenness
CCTV	24/01/2015	2320	ASB
3301952/15	30/01/2015	2145	GBH
3301970/15	31/01/2015	0820	rac sec 4 POA
3302523/15	06/02/2015	2330	theft
3302439/15	07/02/2015	0225	fight
3302515/15	08/02/2015	0008	theft
CCTV	08/02/2015	0200	asb
cris tba	13/02/2015	2252	sex assault
3303038/15	15/02/2015	2108	theft
3303099/15	16/02/2015	2100	att robb
3303321/15	19/02/2015	2230	theft
3303387/15	20/02/2015	2050	Affray

3303405/15	21/02/2015	0214	att robb
3303478/15	21/02/2015	2220	assault
3303481/15	22/02/2015	0130	Affray

**REMARKS**

Unknown where suspects have come from - broken window
Unprovoked attack on male
Window Smashed
Window Smashed
Window Smashed
Male assaulted female
Window Smashed
Assault inside venue
Police witnessed male headbutting female
Male assaulted transexual inside venue
Female had her bag snatched
Male attacked by a group of unknown males.
Domestic Common Assault
Door Smashed
Window Smashed
Female repeatedly punched inside toilet area
Male assaulted police
Female assaulted staff
Male detained by staff for theft of a bag
Male attacked by 2 males
Window Smashed
Knife point robbery
Personal items stolen from delivery truck
Group of males assaulted by another group of males
Heavily intoxicated male assaulted
Door Smashed
Window Smashed
Window Smashed
Door Smashed
Female Arrested
Domestic Assault
Male headbutted
Staff member glassed
Male glassed in face
Drunk male shouting & swearing, tried to assault police
Allegation of door staff assaulting customer
Male victim bottled and attacked by a group of males
Window Smashed
Drunk male arrested
Drunk male arrested
Male punched by another male
Male in possession of baseball bat
Fight between males
Male ripped seat from bus stand
Female punched
Male repeatedly kicked and punched.
Chain pulled from female's neck after domestic argument
Victim bottled
Bus window smashed
Male graffitied the exterior wall
Female verbally abusive

Male verbally threatening
Males fighting
Male headbutted & punched
Victim punched
Window Smashed
Victim attacked inside pub
Victim attacked inside pub
Victim bottled
Victim kicked by drunk female
Victim attacked by male
Male punched by another male
Male verbally threatening
Male verbally abusive
Male punched by another male
Male shouted & swore at driver, and kicked his car
Victim bottled
Window Smashed
Domestic
Male punched by another male
Window Smashed
Male punched by another male
Male smashed door by slamming it
Mobile phone stolen
Domestic
Large fight involving knife
Male arrested
Member of staff punched
Bus driver assaulted
Male robbed of personal belongings, knife intimidated
Door damaged & gas turned off
Stop & Search - Male arrested in possession of a knife
Group of males fighting
Taxi driver robbed
Male punched by another male
Stop & Search - Male arrested in possession of a screwdriver
Large fight resulting in ABH
Female punched by unknown male
Male attacked by group of males after altercation inside venue
Stop & Search
Male attacked by group of males
Male attacked by door staff
2 males attacked by a group of males
Male arrested for brandishing his belt
Male arrested for possession
2 x Males assaulted by an unknown group
Male attacked by another male
Male arrested - verbally abusive and urinating
Male robbed of personal belongings
V pushed in the face by unknown male
2 males fighting
Female punched in the face by u/k male during mass brawl
Male punched in the face by another male
Group attacked by another unknown group

drunk male assaulted Pol Off.
Male arrested for being verbally abusive
Drunk female bit officer during arrest
fight between friends, viw head injury
Fight between a group of females

Male attacked by another male (arrested)
Male attacked by another male (arrested)
Allegation of assault by door staff
Group of males verbally abusive (arrested)
Shutters damaged overnight
Male attacked by another male (arrested)
Male attacked by a group of males
Verbally abusive male (arrested)
Door kicked
Victim verbally abused
Suspect urinating in street
Male punched by unknown male suspect
Suspect pushed officer, both fell through glass window
Suspect verbally abused victim
2 males fighting
Victims assaulted on bus
Victim punched, phone stolen
Males fighting (plus assault on Police, spat in face)
males damaging market stalls
Also in possession of cannabis 3305267/10
Male threatened staff when asked to leave
male grabbed female's buttocks
large fight in street 336883/10 and 3306881/10
domestic assault
viw punched, susp ejected
viw burnt with cigarette on face
Threatening words/behaviour
altercation in street, viw punched three times
had been in xxx Fight; viw pulled to ground and arm bitten
male ejected for drugs, assaulted doorman
drunk viw punched and cash taken
male attacked by group, punched in head
drunk male punched/kicked PCSO (plus Sec 5 POA)
viw pushed in chest by doorman
plus obstruct Police
viw hit in face having offered cigarette to susp
using drugs in toilets, detained by staff
viw hit with bar, head injury
female grabbed by another, fight over boy
market stalls damaged by group
to bus by passenger
threatening words and behaviour
by male, in XXX bar and nr XXX
openly smoking in street
male punched in face
susp spat in face of staff
male threatening patrons with chair
viw at bus stop, pushed and punched, unprovoked
window smashed overnight
viw stabbed in thigh with key as he tried to sell watch
unprovoked, susp punched viw in face
fight, viw punched in face
male damaged wall in toilets
unprovoked, viw punched in face
large fight over bill, viw hit with bottle, staff involved
unprovoked, viw poked in face with finger
viw glassed in face
poss of base ball bat in street

f assaulted by two males, ejected
drunk males x 2 using threat. Words/behaviour
threat. Words and behaviour
disturbance and fight
male assaulted during fight
unprovoked attack, viw punched in face
2 drunk males kicking car, one in poss of garden shears!!
group armed with belts chasing males in street
officer pushed in chest three times whilst dealing with incident
viw pinned to floor and finger broken
drunken abusive male
fight in bar cross allegations, head injury/groin injury
male ejected by staff, assaulted doorman
rowdy group ejected from theatre, assaulted staff
f punched in face by m, had been in xxx
unprovoked, viw strangled and spat in face
threat words & Behaviour
fight at bus stop
drunk group in fight with staff
f punched by m
incident in venue, viw punched outside
unprovoked, viw hit with branch (affay dealt with as well)

racial element
customer assaulted by owner
following fight inside venue
fight between friends
beer bought from off licence; fight, both drunk
bite to officers hand
on staff by customer



classified as ABH
viw had come from cinema
Fight outside pub doors
racial element
disturbance staff spate at, chairs thrown; drink?
on staff by customer

drunken female assaulted door staff when ejected
fight near pub, person arrested racially abused AO
glassing
Male had part of his ear bitten off
cocaine use in pub

male cut viw with knife
pickpocket from coat; mobile phone
drunk male pushed over female then kicked her in ribs
between staff? Drunk?
from unattended coat
fight, male assaulted.
Making off with unpaid drinks bill; 2 very drunk males
detained re above, assault on PCSO and affray
of unattended mobile
fighting in street, both parties drunk
of unattended mobile
of unattended bag
victim grabbed by throat and hair, dragged across floor.
to window of shop, overnight
by (drunk) customer kicking door
to window of shop, overnight

M punched F
domestic. Drunk F punched by M in xxx
to car, wing mirrors kicked off between 2230 - 0245
drugs op
drugs op
drugs op
drunken victim punched; unprovoked attack
drunk male ejected from XXX punched DPS
male seen using cocaine stop/search found in poss.
resented stop?
also assaulted AO, scratched hand.
drunk male threatened to blow up The Glades
poss. los credit card for tab, group made off not paying
drunken argument
staff assaulted by unhappy food customer (scam?)
from unattended bag
staff assaulted by drunk female as she left with glass
overnight theft from car, damaged caused
staff assaulted by drunk male as ejected; broken window & cut
drunk male (had been harassing females) punched street cleaner
of unattended mobile
dep.manager acting as door staff, assaulted by m. refused entry
viw pushed then punched in face and body
theft from handbag
of unattended coat
of unattended purse
of purse from unattended bag
susp sollicitored viw re sexual encounter
male fighting in street, fell over & hurt himself
of mobile from unattended bag

of phone from unattended bag
2 x arrests made after group seen fighting on CCTV
mobile snatched from viw's hand as he returned home from night out
14 year old victim (under canopy of waitrose store)
viw went to cinema, bike stolen
to shop sign, two arrests
stop & search, on CCTV rolling cannabis cigarettes
Domestic; drunk F assaulted had been in XXX
Male attacked by 3 Turkish males. All had been in XXX
drunk male, had been in XXX arguing with drunk female
drunk male assaulted by another
viw had personal effects stolen by M who he had met for sex
Bin surfer looking for food?
2 arrests for poss cocaine (1xPWITS) had been in XXX
V. drunk susp punched viw
Drunk female punched, handbag stolen.
Male shouting and swearing ast station staff.
staff slapped by customer over pick & mix
DJ slapped by female (connected to disgruntled tribute act)
In pub four males involved, ejected? Fought again in street
4 x males arrested for fighting, had previously been in XXX
v drunk females bag stolen
male involved in fight in possession of lock knife
Affray and assault, male headbutted by another (3310547/13)
V drunk male exposed penis to 2 females
domestic inside, m assaulted f outside
viw robbed of mobile phone
trouble inside, became fight involving 5 o/s
of passport
Drunk f woke up in High St, believes she may have been raped
drunk ejected, 2 arrests for assault and PO offence (racially agg)
of mobile from unattended bag
of wallet from person
v.drunk male reporting theft of unattended bag (arrested for D&D)
overnight of push bike o/s Pol. Stn.
pint glass thrown through window
on staff by 2 very drunk males (1 had just been 'glasses' by f)
door & stock damaged by disgruntled customer
of unattended wallet on bar
of car left overnight
of car left for 5 minutes
2 viws from XXX assaulted by m. punch & glass thrown
2 x windows smashed by unknown suspect
2 x males attacked by 4 males after drinking in XXX. V punched on nose.
Drunk female left phone on top of counter, which was then stolen.
theft of unattended jewelry left in toilet in error
car park barrier o/s Pol Stn damaged by youths
Theft of unattended bag containing trainers.
Window smashed by drunk male (arrested) Disturbance by group after damage
Female punched in head by another female
Fight involving manager from XXX see also 3316429/13
Intoxicated 15 yr old male assaulted by drunk male (arrested)
Member of staff stole drunk customer's unattended mobile phone (arrested).
Drunk male punched in mouth, causing bleeding.
Male grabbed by throat and property snatched from him (arrested)
Male customer threatened by susp with rock; connected to above robbery
of coat from back of chair
of bag from back of chair
Domestic drunk viw and susp fighting each other

drunk male, abused staff, ejected assaulted PCSO
drunk male fighting with group (in and outside of XXX shop)
drunk male headbutted officer, had been ejected from S & G for ass on staff
of mobile from unattended bag
of unattended birthday presents
drunk female racially abused/used threat words/behaviour towards staff
susp threatened dj and door staff when ejected
from bag
drunk F alleges theft of bag (arrested for sec 4a POA)
Drunk susp demanding cash from customer (drunk & disorderly)
ABH & GBH fight with both parties injured cross allegations 3319007/13
of unattended bag from dinner
overnight theft of unattended bags and coat, left behind by viws in error
male arrested with cannabis cigarette (hanging about with friends)
of scrap? Metal from rear of venue
of mobile from unattended jacket (viw having a fit at time)
male alleged assault by 4 males, did not want to speak to police, only wanted lift
large fight, staff assaulted, 7 arrests
drunk female alleging assault, no other details
Victim hit twice on the head by an unknown suspects whilst inside the premises.
from bag hung on back of chair
drunk male using threat words/behav. Towards staff and Police (pushed officer)
two drunk males fighting in street
from unattended bag, on back of chair
Domestic assault, both parties drunk had been in XXX
drunk M. punched & stamped on (had just punched 2 F); had been in XXX & XXX
theft of phone by person viw met that night
theft of bag from staff area
stop & search, cannabis in pocket
had been drinking in XXX
viw had been in XXX, arguing with g/friend, attacked by 4/5 males
threat words/behaviour, viw going to Christmas Do
of purse left in toilet by mistake
from BT phone box
stop and search
u/a mobile phone stolen from table.
los mobile phone no circumstances known
Malicious damage, window smashed overnight

fight in street, drunk male; had been in XXX
owner punched & kicked by two f refused entry.
4 males fighting in toilet, left prior to arrival of Police
by drunk female to handset of phone box
Stop & search, (cannabis) also obstruct drug search 3301227/14
stop & search Cannabis cigarette
Dispute over bill, customer assaulted by another customer.
10 people fighting, bottle thrown at Pol. 1 arrest for Drunk & Dis
staff assaulted ejecting 2 drunk females
6 people arrested for fighting, mainly with facial injuries
phone LOS? From pocket
v drunk m punches f, arrested East Street, ass Pol + sec 4 POA
of mobile left on table, viw not paying attention
parties known to each other, beer & glass thrown at viw
outside, involving customers & staff cads 903 & 940 inf v drunk
several rubbish bins set alight; malicious.
drunk male punched and stamped on (head) o/s venue
3 males injured during fight
v drunk male refused entry, used rac agg abuse towards door staff
v drunk female in street alleging phone stolen from coat

fight o/s involving customers, viw glassed
3 drunk males fighting, viw punched in mouth
cab driver assaulted by fare, had come from o/s area
of wallet from coat in XXX
of staff laptop from XXX
V drunk female using threat words/behaviour
food thrown, near fight, shutters punched, att to damage bin
drunk male use threat word/behaviour, swinging belt at driver & pass
v drunk f had been in venue, argued with b/friend when he collected her
drunk viw, secured bike to lamp post, bits stolen overnight
to wheels of chained up cycle (malicious)
M refusing to leave damaged wooden bench sitting on
staff punched by 1 of 3 attempting to enter shop (ASB)
to 2x shop windows by drunk male (cad 2387 of 25/04/14)
stop & search driver of car (parked illegally) poss cannabis
customer assaulted by d/staff, punched to ground
LOS phone no other details
2 Star & Garter customers' assaulted by 2 males from XXX
of purse from unattended bag
long running dispute between mops, one diner threatened
v drunk male lifting skirts of females in street; arrested
of push bike from rack
v drunk f who had been in XXX, used threat words @ viw
v drunk male urinating in the street
Bin set alight
nr market square, 3 ms pushing over safety barriers and rubbish bins
to shop door glass malicious
viw hit with bottle and punched by 2 ms following dispute on bus
male exposed penis to f staff then assaulted customer who intervened
staff assaulted by XXX from XXXX
large fight, males with belts ogg f pushed to ground (CCTV)
drunk 17 year old F, using abusive threat words/behavior (connected to ^)
male assaulted 'sucker' punch fractured jaw
drunken male assaulted staff at premises when refused membership
drunk abusive f refused to leave, had been drinking elsewhere. arrested
drunken male assaulted f, abused other spat in face, arrested
4 drunk males destroying roadworks, throwing signs
flat out drunk rear of venue, borderline medical emergency staff spoken to
aggressive abusive group of males (alcohol related?)
dom ass f slaps m, passersby intervene fight brewing between 2 ms
customer paid for non existant fishing trip following overheard conversation
drunk staff member from XXX abused f, poured drink over her
drunk m refused service assaulted staff through computers/sign at staff
drunk male refused entry, damaged rear gate
youths drinking in street involved in fight, punch and belt off
5 people decamped not paying for meal (£200), also stole staff mobile
drunk male ejected, threw punches at DPS, damaged furniture
of wallet from coat on back of chair
male seen with knife, arrested
males involved in 'dispute' one arms himself with cutlery
disgruntled customer assaulted staff over price of chips, racially abuse
customer ejected damaged sign outside
PCSO punched by male stopped for earlier incident
drunk female alleging assault, no other details not substantiated
2 drunk females pulling apart roadwork signs, pushing over bins
v drunk male (from XXX) trying to steal locked cycle
drunk male assaulted f o/s XXX in smoking area (from elsewhere)
male above bit 2nd female on neck
2nd male connected to above armed with brick had been in fight?

2 drunk males play fighting in street blocking traffic
open drug taking snorting from paper wrap
staff member punched when he refused male entry
very drunk female aggressive being restrained by friends
drunk group pushing each other, in dispute
2 susps left not paying £25
2, v drunk, 1 state of undress urinating in street, approached by m in car
window head butted & kicked malicious
2 males arrested in possession of tools
male & female drinking all day, left venue m grabbed f round face
drunk male punched window(s) causing damage
m punched/pushed f to the ground (not reported)
male asked to leave assaulted 2 people tried to damage barriers
m victim punched by male, reason unknown
0300; v drunk male taken from XXX and raped in park
drunk m ejected (sharing cubicle), assaulted o/s by 3rd party
of mobile from bag worn by f viw as she waited at the bar
of mobile phone from viw as he waited at bus stop after evening out
m claiming to be robbed (of drugs) found in poss (dealing cannabis?)
drunk aggressive female swinging punches at door staff
drunk aggressive male being held back by friends arrested
drunk males from elsewhere assault cab driver over fare dispute
between 2 groups one male took off belt as weapon; arrested
2 drunk females destroy roadworks, push over ATS, arrested
aggressive male threatened staff with assault
DL left as deposit then LOS
window smashed malicious? Check cris!!!! Duplicate Beckenham?
drunk male left venue with drink, behaved aggressively
manager punched by drunk female as ejected, pushed over boards o/s
aftermath of fight seen, m with face injury, second with shirt off
estranged daughter used threat/abusive words/behav towards mother
M seen taking drugs in XXX refused entry at venue
drunken group kicking over bins in pedestrian area
two males fighting with kebab shop staff, punch push kick, signs thrown
intent sex ass? Had been in XXX grabbed by the wrists & pulled
V drunk f had been in XXX, XXX, & XXX grabbed from behind
3 viws threatened by 2 males, one armed with a knife
customer of shop robbed by 2 drunk males of beer & apples, susp ass Pol
of unattended handbag left at bus stop in error, found minus contents
ex partner pushed female causing her to fall
drunk female refused to leave, assaulted staff, pushed and bit
of jacket left on bar next to viw
aggressive male obstruct traffic, restrained on ground ass Police
of push bike secured to rack
overnight malicious damage to window
domestic, angry m banged windows then pushed f against shop front
of cycle from rack overnight
angry male 'sucka' punches another, kicks him on the ground (restaurant?)
drunk male left venue assaulted needed 9 stitches
of purse & mobile left on table in error
Drunk M causing dist in venue, arrested in poss of cocaine
of mobile left in venue in error
of two chairs by 2 males who put them in van out back
customers not dispersed, drunk, some climb scaffolding next door
drunk male pulled plumbing off wall of toilets
several Ms from xxx involved in fight off camera d/staff assists one to hide
male had bottle of wine no means to pay, had been in XXX previously
male above stopped in street, drunk & dis, spat at officer
youth involved in ASB turned table over breaking crockery

drunk female trying to attack male, restrained by friends
male hit with base ball bat, found on CCTV, has head injury
male ordered food, no means to pay
2 rowdy guests cause damage to sign asked to leave (and did)
m on toilet (without door) 'filmed' by another. No picture taken no offences
male viw glassed in face by female
staf racially abused, m ejected, more abuse used arrested
dispute over who was ext on pool table viw stabbed in face with table fork
m claiming been hit with baseball bat, verbally abusive to LAS, not crimed
belts off and swung, punches & kicks 5 arrested
youths causing asb in door way of venue, pushed by staff, resolved
of dropped mobile phone
group ejected, fought each other punched/kicked 2 arrested
group causing asb at location, crim dam, poss cannabis, poss cocaine
v drunk f alleging assault, was ejected/abusive, pushed by door staff fell over
two males involved in dist. Then one gives the other cocaine to snort,
15 fighting staff from venue intervene, group dispersed prior to arrival of Police
drunk m refusing to get off bus aggressive, arrested in poss cocaine
of unattended bag left on back of chair when viw went for cigarette
handbag stolen
staff kicked in thigh by drunk male found in room of paying guest (+9 others)
door man spat at by 1 of 3 females ejected for drunkenness
between 2 males one punched
fare dispute, m found with 5 wraps of cocaine
stop & search m found with cannabis
m & f trying to fight each other, food thrown, held apart by friends
males trying to damage Nativity scene hut window arrested
domestic m hit by girlfriend with glass
2 friends fight each other 1 punched to the ground (not play fight)
fight brewing between 2 groups punches thrown female peacemakers
drunk males climbing Christmas tree damaging branches
viw stabbed in eye with a pen (susp an acquaintance?)
reported late, domestic b/friend threw drink & plastic glass at female
male smoking cannabis, stop & search arrested (CCTV not recorded)

domestic, f thrown to floor by ex, and car taken, damaged
m abused by f susps, phone slapped from hand & stolen, then thrown/lost
drunk m from elsewhere refused entry, was disorderly towards d/staff
20 travellers? Fighting in car park, car damaged and theft from XXX during
group of 4 snorting drugs from front of mobile phone
customer smashed front of gaming machine
drunk customer pulled pipes from sinks and urinals
drunk customer knocked into drink, pushed over by 2 males head injury
drunk female assaulted by b/friend, had come from xxx
2 drunk customers smashed window then assaulted door staff
2 males seen to snort cocaine? from paper wrap
10 drunks fighting with each other, drink thrown over staff, left Pol arrival
male on cocaine? behaving bizarrely /aggressively
d/man assaulted 2 males one with glass, cuts, being withdrawn
drunk, aggressive male racially abused AO
pick pocket, f brushed against by group, phone, card, id stolen
fight in q between 4 males, 1 racially abused, 1 also kicked st furniture
of unattended bag left on table by dance floor
2 males argue, l pushed in chest, then food thrown at unconnected group
f staying at venue with b/friend. slapped, pulled hair and sex. assaulted her
of cash from behind counter by customer
drunk male demanded all cash in shop refused so asked for bus fare
of unattended mobile left on table
v drunk male swinging belt and throwing pool balls

by 2 males with bottles asking for cigarette and £1, viw made off
domestic, m took f phone into loo, he pushed her cause bang on wall
M&F attack group in street, punches and a head butt had been at XXX



# Agenda Item 8

Report No.  
ES15024

London Borough of Bromley

PART ONE - PUBLIC

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**Decision Maker:** GENERAL PURPOSES AND LICENSING COMMITTEE

**Date:** Thursday 26 March 2015

**Decision Type:** Non-Urgent Non-Executive Non-Key

**Title:** ANTI SOCIAL BEHAVIOUR, CRIME AND POLICING ACT 2014 -  
IMPLICATIONS FOR LICENCED PREMISES

**Contact Officer:** Paul Lehane, Head of Food Safety, Occupational Safety and Licensing  
Tel: 020 8313 4216 E-mail: Paul.Lehane@bromley.gov.uk

**Chief Officer:** Nigel Davies, Executive Director of Environment & Community Services

**Ward:** (All Wards);

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1. Reason for report

To inform Members of changes to the closure powers in the Licensing Act 2003 introduced by the Anti-Social Behaviour Crime and Policing Act 2014.

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2. **RECOMMENDATION(S)**

**Members are asked to note the report .**

### Corporate Policy

1. Policy Status: Existing Policy: Licensing Act 2003 Statement of Licensing Policy 2011-2016
  2. BBB Priority: Children and Young People Excellent Council Quality Environment Safer Bromley Vibrant, Thriving Town Centres:
- 

### Financial

1. Cost of proposal: Not Applicable:
  2. Ongoing costs: Not Applicable:
  3. Budget head/performance centre: Public Protection & Safety Portfolio Budgets
  4. Total current budget for this head: £2.5m
  5. Source of funding: Existing Controllable Revenue Budget 2014/15
- 

### Staff

1. Number of staff (current and additional): 57.33
  2. If from existing staff resources, number of staff hours:
- 

### Legal

1. Legal Requirement: Statutory Requirement:
  2. Call-in: Not Applicable:
- 

### Customer Impact

1. Estimated number of users/beneficiaries (current and projected): Specifically in the context of this report residents and businesses living or working in and around all licenced premises, people using licenced premises, however all residents and businesses could be affected by anti-social behaviour which this Act is designed to tackle.
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### Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:

### 3. COMMENTARY

- 3.1 The Anti-social Behaviour, Crime and Policing Act 2014, established a new multiagency framework to tackle anti-social behaviour, putting the victim at the centre of all decision making.
- 3.2 The Act came into force on 20 October 2014, and introduced new powers to tackle antisocial behaviour, simplifying 19 existing powers down to six. These are ;-
- 3.3 **1. Civil injunctions** are aimed at preventing individuals from engaging in ASB. These are available to the Council, Police and housing providers amongst others.
- 3.4 **2. Criminal Behaviour Orders** are issued by a criminal court to people convicted of an offence, to prevent them from engaging in anti-social behaviour
- 3.5 **3. Dispersal powers** enable police and police community support officers to direct people committing or likely to commit anti-social behaviour, crime or disorder to leave a public place for up to 48 hours.
- 3.6 **4. Community Protection Notices (CPN)** are designed to deal with environmental anti-social behaviour which spoils the quality of life for a community, which could include the state of a premises, noise emitting from machinery, noise caused by a vehicle or insects emanating from a business premises. CPNs may be used against individuals as well as organisations and businesses. A breach of a CPN is a criminal offence and may carry fine of up to £20,000 for businesses or £2,500 for individuals. Local authorities (and social landlords if designated by the council) may issue CPNs, as may police officers and police community support officers.
- 3.7 **5. Public space protection orders (PSPO)** are designed to stop individuals or groups from committing anti-social behaviour in a public space. This can include restrictions on consuming alcohol in a public place or controlling the presence of dogs such as excluding them from playgrounds or restricting the number of dogs that can be walked by one person at any one time. Local authorities can issue a PSPO after consultation with the police (this is likely to be at Borough Commander level in London), and other relevant bodies. Council officers may enforce PSPOs, a breach of which is a criminal offence. Importantly, more than one restriction can be added to the same PSPO that means that, a single Order can deal with a wider range of behaviours than the orders it replaces.
- 3.8 **6. Closure powers** allow the local authority or police to quickly close premises which are being used, or likely to be used, to commit nuisance or disorder. This power can be used for up to 48 hours out of court and is intended to cover a wide range of behaviours in a quick and flexible way. A breach of a closure notice is a criminal offence. Following a Closure notice an application must be made to the Magistrates Court for a Closure Order which could lead to a 3 month closure.
- 3.9 Of the six powers available under the Act, Community Protection Notices, Closure powers are specifically applicable to licenced premises, whilst Public Space Protection Orders could be used where the consumption of alcohol in a public place is causing anti-social behaviour.

The Act introduces two new measures which are designed to give victims and communities a say in the way anti-social behaviour is dealt with. These are:

- The **Community Trigger**, which provides a gateway for victims to demand action, starting with a review of their case, if the local threshold is met.
- The **Community Remedy** gives victims a say in the out-of-court punishment of perpetrators for low-level crime and anti-social behaviour.

### The Community Trigger

- 3.10 The purpose of the Community Trigger is to give victims and communities the right to request a review of their case and bring agencies together to take a joined up, problem solving approach to find a solution. It places this duty on the relevant bodies, which are defined as local authorities, police, Clinical Commissioning Groups (CCG) and registered social housing (RSL). The trigger can be used by any person of any age and should be as accessible as possible to all the community.
- 3.11 On receipt of a request to use the community trigger the relevant bodies must decide whether the threshold has been met and communicate this with the complainant.
- 3.12 If the threshold is met, a case review will be undertaken by the partner agencies. Agencies must share the information related to the case, review any previous action taken in response to the complaint, and set out any additional action which has been identified. The local authority Community Trigger procedure should clearly state the timescales in which the review will be undertaken. The complainant must be informed of the outcome of the review and if additional action had been decided an action plan should be discussed with the complainant, including timescales.
- 3.13 The threshold required to trigger the review has been set across London as three complaints made to the police, the local authority or an RSL about separate incidents in the previous six months. The applicant will have to demonstrate a perception that no action has been taken following these complaints.

### The Community Remedy Document

- 3.14 The Community Remedy Document gives victims a say in the out of court punishment of perpetrators for low-level crime and anti-social behaviour. It is a police function.
- 3.15 MOPAC has consulted on the list below, which is purposefully conceptual as specific items will be subject to local availability.
- Apology (face-to-face or by letter)
  - Agreement (e.g. acceptable behaviour contract, parenting contract)
  - Structured diversionary activity such as educational/training courses (self-funded or otherwise)
  - Targeted intervention – alcohol treatment or anger management courses
  - Restorative Justice or mediation – third party to bring together both parties to reach common agreement
  - Reparation direct to the victim for any damage caused (financial or otherwise)
  - Reparation direct to the community (unpaid work for a limited time)

### **Closure Notice - TIME – 1- 4 Southend Road Beckenham**

- 3.16 The Police used their power of closure under this Act for the first time on Saturday 24 January 2015 following incidents of disorder in and around the club. The closure notice was for 24 hours from 20.00 to 20.00 on Sunday.
- 3.17 The closure followed a serious incident involving customers fighting within the premises and the lack of response from staff when matters escalated. A male who had been in the premises was found in a very poor condition slumped on the floor in Southend Road which required Emergency Medical intervention. Another male who was found slumped in a graveyard (drunk) was being brought back to the premises by a member of bar staff. When Police asked the member of staff to take him to the premises and sit him down because they were dealing with

the serious injured male, the member of staff refused and leaving the person with Police causing further difficulties for them. After the incident, Police attended the premises and spoke with the DPS, who was not helpful and did not co-operate with the Police.

3.18 Following this the Police considered a formal Review of the Licence under the Licensing Act 2003. The licence holder and DPS were interviewed and a package of minor variations to the licence were agreed which satisfied the Police and achieved what would have been sought through a full Review. These included

1. An occupancy limit of 300
2. Improved CCTV
3. Installing photographic ID computer based entry system
4. Revised drugs policy
5. Developing a dispersal policy
6. Keeping an incident log
7. Min number of door staff
8. Developing and implementing a search policy
9. Supporting reasonable crime prevention initiatives
10. DPS or a personal; licence holder to be present at all times during hours of operation.
11. No one under 21 years of age to be allowed on the premises after 19.00
12. to adopt a 'Challenge 25' scheme.

The DPS was subsequently changed.

#### 4. POLICY IMPLICATIONS

4.1 The actions of the police, Council and licence holder sought to promote the licensing objectives

#### 5. LEGAL IMPLICATIONS

5.1 The Council is required to enforce the provisions of the Anti-social Behaviour, Crime and Policing Act 2014 and promote the four licensing objectives set out in the Licensing Act 2003 in its decision making.

<b>Non-Applicable Sections:</b>	<b>FINANCIAL AND PERSONNEL IMPLICATIONS</b>
Background Documents: (Access via Contact Officer)	Anti-social behaviour, Crime and Policing Act 2014, Licensing Act 2003 . Closure Notice dated 24 January 2015 served on Time 1-4 Southend Rd

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Report No.  
ES15025

London Borough of Bromley

PART ONE - PUBLIC

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**Decision Maker:** GENERAL PURPOSES AND LICENSING COMMITTEE

**Date:** Thursday 26 March 2015

**Decision Type:** Non-Urgent                      Non-Executive                      Non-Key

**Title:** DEREGULATION OF ENTERTAINMENT LICENSING -  
LICENSING ACT 2003

**Contact Officer:** Paul Lehane, Head of Food Safety, Occupational Safety and Licensing  
Tel: 020 8313 4216    E-mail: Paul.Lehane@bromley.gov.uk

**Chief Officer:** Nigel Davies, Executive Director of Environment & Community Services

**Ward:** (All Wards);

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1. Reason for report

To advise Members of changes to the licensing of entertainment with likely effect from 6 April 2015

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2. **RECOMMENDATION(S)**

**Members are asked to note the changes.**

### Corporate Policy

1. Policy Status: Existing Policy: Statement of Licensing Policy 2011-2016
  2. BBB Priority: Children and Young People Excellent Council Quality Environment Safer Bromley Vibrant, Thriving Town Centres:
- 

### Financial

1. Cost of proposal: Not Applicable:
  2. Ongoing costs: Not Applicable:
  3. Budget head/performance centre: Public Protection & Safety Portfolio Budgets
  4. Total current budget for this head: £2.5m
  5. Source of funding: Existing Controllable Revenue Budget 2014/15
- 

### Staff

1. Number of staff (current and additional): 57.33
  2. If from existing staff resources, number of staff hours:
- 

### Legal

1. Legal Requirement: Statutory Requirement:
  2. Call-in: Not Applicable:
- 

### Customer Impact

1. Estimated number of users/beneficiaries (current and projected):
- 

### Ward Councillor Views

1. Have Ward Councillors been asked for comments? Not Applicable
2. Summary of Ward Councillors comments:



### 3. COMMENTARY

3.1 The Government are planning further deregulation of aspects of entertainment and indoor sports. These are expected to come into effect on 6 April but the final order had not been made at the time of writing ( 2 March 15).

3.2 As a result of amendments to the 2003 Act by the Live Music Act 2012 and the 2013 deregulation Order, no licence is required for the following activities to the extent that they take place between 08:00-23:00 on any day:

- a performance of a play in the presence of any audience of no more than 500 people;
- an indoor sporting event in the presence of any audience of no more than 1,000 people;
- a performance of dance in the presence of any audience of no more than 500 people; and
- live music, where the live music comprises:
  - a performance of unamplified live music;
  - a performance of live amplified music in a workplace with an audience of no more than 200 people; or
  - a performance of live music on relevant alcohol licensed premises which takes place in the presence of an audience of no more than 200 people, at a time when the premises are open for the purpose of being used for the supply of alcohol for consumption.

3.3 Further changes are being introduced and are expected to be operational from April 6 and include

#### a. **Cross-activity exemption**

The provision of regulated entertainment by or on behalf of local authorities, health care providers, or schools on their own defined premises will be exempt from entertainment licensing between 08.00-23.00 on the same day, with no audience limit.

#### b. **Live music in relevant alcohol licensed premises and workplaces**

The audience limit for a performance of live amplified music in relevant alcohol licensed premises or in a workplace between 08.00-23.00 on the same day will be raised from 200 to 500.

#### c. **Recorded music in relevant alcohol licensed premises**

Any playing of recorded music in relevant alcohol licensed premises will be deregulated (on a conditional basis) when it takes place between 08:00-23:00 on the same day for audiences of up to 500.

#### d. **Live and recorded music exemptions**

Local authorities, health care providers and schools will be exempt from entertainment licensing when making their own defined premises available to third parties for live and recorded music activities between 08:00-23:00 on the same day for audiences of up to 500.

Community premises not licensed to supply alcohol will be exempt from entertainment licensing requirements for live and recorded music between 08:00-23:00 on the same day for audiences of up to 500.

#### e. **Travelling circuses**

Travelling circuses will be exempt from entertainment licensing in respect of all descriptions of entertainment, except an exhibition of a film or a boxing or wrestling entertainment, where the entertainment or sport takes place between 08:00-23:00 on the same day, with no audience limit.

#### f. **Incidental film**

An exhibition of film that is incidental to another activity (where that other activity is not itself a description of entertainment set out in paragraph 2 of Schedule 1 to the 2003 Act) is exempt from licensing.

**g. Greco-Roman and freestyle wrestling**

Greco-Roman and freestyle wrestling will be deregulated between 08:00-23:00 for audiences of up to 1000 people.

- 3.4 When these exemptions are fully implemented there will be no control under the Licensing Act 2003 over any entertainment or indoor sport provided between 08.00 and 23.00 where the audience limit is met. Licensing control will only be available where the entertainment / indoor sport goes beyond 23.00 or for large capacity venues.

If this leads to disorder, public nuisance or risks to safety these can be addressed through other legislation.

**4. POLICY IMPLICATIONS**

- 4.1 The Councils statement of licensing policy is due for review this summer and the changes to the licensing regime will be incorporated.

**5. FINANCIAL IMPLICATIONS**

- 5.1 The exemption of entertainment and indoor sport may remove the need for some licences but as most premises also sell or supply alcohol they will still need a licence so the income from licence fees is not expected to be significantly affected.

**6. LEGAL IMPLICATIONS**

- 6.1 Where the provision of exempt entertainment or indoor sports leads to disorder, public nuisance or risks to safety the Council has recourse to other legal powers to deal with such matters.

<b>Non-Applicable Sections:</b>	<b>PERSONNEL IMPLICATIONS</b>
Background Documents: (Access via Contact Officer)	Licensing Act 2003, Live Music Act 2012, The Licensing Act 2003 (Descriptions of Entertainment) (Amendment) Order 2013, DCMS Explanatory document – The Legislative Reform Order (Entertainment Licensing) Order 2014.

Report No.  
CSD15045

London Borough of Bromley

PART ONE - PUBLIC

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**Decision Maker:** GENERAL PURPOSES AND LICENSING COMMITTEE

**Date:** 26<sup>th</sup> March 2015

**Decision Type:** Non-Urgent Non-Executive Non-Key

**Title:** PROGRAMME OF MEETINGS 2015/16

**Contact Officer:** Graham Walton, Democratic Services Manager  
Tel: 0208 461 7743 E-mail: graham.walton@bromley.gov.uk

**Chief Officer:** Mark Bowen, Director of Corporate Services

**Ward:** N/A

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1. Reason for report

- 1.1 This report presents the draft timetable of meetings for the next Municipal Year for Members' consideration. The proposed timetable, which has been the subject of extensive consultation, is based on the current timetable, with only minor alterations. The Constitution Improvement Working Group is looking at meeting structures and, depending on the outcome, there may need to be in-year changes to the programme.

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2. **RECOMMENDATION(S)**

- 2.1 That the Programme of Meetings for 2015/16 be approved.

### Corporate Policy

1. Policy Status: Existing Policy:
  2. BBB Priority: Excellent Council:
- 

### Financial

1. Cost of proposal: Not Applicable:
  2. Ongoing costs: Not Applicable:
  3. Budget head/performance centre: Democratic Services
  4. Total current budget for this head: £373,410 (2014/15)
  5. Source of funding: 2015/16 Revenue Budget
- 

### Staff

1. Number of staff (current and additional): 8 posts (7.39fte)
  2. If from existing staff resources, number of staff hours: N/A
- 

### Legal

1. Legal Requirement: Statutory Requirement: Although the Council is required to hold an annual meeting and to appoint an Executive and a scrutiny committee the Council can set its own meeting dates.
  2. Call-in: Not Applicable: This report does not involve an executive decision.
- 

### Customer Impact

1. Estimated number of users/beneficiaries (current and projected): 60 Members of the Council.
- 

### Ward Councillor Views

1. Have Ward Councillors been asked for comments? All Members have been consulted
2. Summary of Ward Councillors comments: See section 3.

### 3. COMMENTARY

- 3.1 The Council's programme of meetings is agreed each year by this Committee, and the proposed programme for 2015/16 is attached at **Appendix 1**.
- 3.2 Since 2012, the overall number of programmed meetings has been reduced, allowing savings to be made in staff costs and other ancillary cost savings – heating, lighting, and preparation and distribution of reports. The proposed Programme for 2015/16 has been prepared closely resembling the programme for the 2014/15.
- 3.3 As in previous years, every effort has been made to avoid more than one meeting being held on the same evening. The proposed programme has been prepared on the basis that the current Executive and Committee decision-making structures will continue in the same form next year. If Members do make any alterations to these then the programme may need to be adapted accordingly. Dates can still be changed by individual Chairmen and Committees, and special meetings can still be arranged when necessary. In response to Member comments, the draft programme includes various daytime meetings.
- 3.4 PDS meetings are now aligned more closely with the Executive, enabling reports to be considered, where necessary, at service PDS Committees before final approval at the Executive. The programme also has to fit in with key timelines relating to financial management, including the setting of the Council Tax and annual budget, the statutory accounts and budget monitoring cycles.
- 3.5 The draft programme has been circulated to all Members and to senior officers, and a number of detailed changes have been made in response to the comments received, in particular to Executive and PDS Committee dates in September/October 2015 to fit the budget monitoring cycles better.

<b>Non-Applicable Sections:</b>	Policy/Financial/Legal/Personnel
Background Documents: (Access via Contact Officer)	Previous report to this Committee on the Programme of meetings (4 <sup>th</sup> February 2014)

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# LONDON BOROUGH OF BROMLEY PROGRAMME OF MEETINGS 2015-2016 (Page 1)

(As at 18/3/15 - for latest information see the Council website)

	APRIL 2015		MAY 2015				JUNE 2015				JULY 2015				
<b>MONDAY</b>	20 COUNCIL	27	4 Public Holiday	11	18	25 Public Holiday Half Term	1	8	15	22	29 COUNCIL	6	13	20 Term ends	27
<b>TUESDAY</b>	21 LDFAP	28	5	12	19 Pensions	26	2	9 DC	16 LJCC SB Pship*	23 CARE PDS	30 PP&S PDS Ed Budget	7 ENV PDS	14 GP&L Econ Pship*	21	28
<b>WEDNESDAY</b>	22 Adoption*	29 Adoption*	6 Licensing*	13 ANNUAL COUNCIL	20 EXECUTIVE Licensing*	27 GP&L Adoption*	3 E&R PDS	10 EXEC	17 Licensing*	24 R&R PDS Adoption*	1 SACRE Licensing*	8 ED PDS	15 EXECUTIVE Licensing*	22 Adoption*	29 Licensing*
<b>THURSDAY</b>	23 Licensing*	30 Plans 4	7 General Election	14 E&R PDS	21 Plans 1	28	4 Plans 2 Health & WB* Licensing*	11 Health Scrutiny*	18 Plans 3	25 Audit Schools Forum*	2 Plans 4 SEN WG	9 E&R PDS	16 Plans 1	23	30 Plans 2
<b>FRIDAY</b>	24	1	8	15	22	29	5	12	19	26	3	10	17	24	31

	AUGUST 2015				SEPTEMBER 2015					OCTOBER 2015				NOVEMBER 2015	
<b>MONDAY</b>	3	10	17	24	31 Public Holiday	7	14	21	28	5	12	19 COUNCIL	26 Half Term	2	9
<b>TUESDAY</b>	4	11	18	25	1 Term starts Pensions	8 DC	15 PP&S PDS	22 R&R PDS Licensing*	29 ED PDS	6	13 Econ Pship*	20 Ed Budget	27	3 PP&S PDS	10 ED PDS
<b>WEDNESDAY</b>	5	12 Licensing*	19	26 Adoption*	2	9 EXECUTIVE	16 Ed Budget	23 CARE PDS Adoption*	30 ENV PDS	7 E&R PDS Licensing*	14 EXECUTIVE	21 LJCC	28 Adoption*	4 Health Scrutiny*	11
<b>THURSDAY</b>	6	13 Plans 3	20	27 Plans 4 Licensing*	3 E&R PDS	10 Plans 1 Licensing*	17 GP&L SB Pship*	24 Plans 2 Schools Forum*	1	8 Plans 3 Health & WB*	15 SEN WG	22 Plans 4 Licensing*	29	5 Plans 1 Licensing*	12 R&R PDS
<b>FRIDAY</b>	7	14	21	28	4	11	18	25	2	9	16	23	30	6	13

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**Key/Numbers of meetings**

(Most evening meetings start at 7pm and are held at the Civic Centre - please check the Council website for details.)

Council	6
General Purposes & Licensing Cttee	5
Audit Sub-Cttee	3
Local Joint Consultative Cttee (LJCC)	4
Pensions Investment Sub-Cttee	4
Development Control Cttee	5
Plans Sub-Cttees	25

Executive	9
SACRE	3

Executive & Resources PDS Cttee (E&R PDS)	9
Care Services PDS Cttee (CARE PDS)	5
Education PDS Cttee (ED PDS)	5
Environment PDS Cttee (ENV PDS)	5
Public Protection & Safety PDS Cttee (PP&S PDS)	5
Renewal & Recreation PDS Cttee (R&R PDS)	5
Education Budget PDS Sub-Cttee	5

**Other/Daytime Meetings \***

Adoption Panel (1.30pm)
Economic Partnership (4pm)
Health Scrutiny Sub-Cttee (4.30pm)
Health & Wellbeing Board (1.30pm)
Licensing Sub-Cttee (10am/2pm)
Schools Forum (4.30pm)
Safer Bromley Partnership (10am)
Local Development Framework Advisory Panel (7pm)
Special Educational Needs WG (6pm)

# LONDON BOROUGH OF BROMLEY PROGRAMME OF MEETINGS 2015-2016 (Page 2)

(As at 18/3/15 - for latest information see the Council website)

	NOVEMBER 2015			DECEMBER 2015				JANUARY 2016				FEBRUARY 2016		
<b>MONDAY</b>	16	23	30	7	14 COUNCIL	21	28 Public Holiday	4 Term Starts	11	18	25	1	8	15 Half Term
<b>TUESDAY</b>	17 CARE PDS SACRE	24 ENV PDS	1 Audit	8 LJCC	15	22	29	5 Ed Budget	12  Econ Pship*	19 ED PDS	26 R&R PDS Licensing*	2 ENV PDS	9 DC	16 Ed Budget
<b>WEDNESDAY</b>	18 Pensions	25 DC Adoption*	2 EXECUTIVE Licensing*	9 Adoption*	16	23	30	6 E&R PDS	13 EXECUTIVE Licensing*	20 PP&S PDS	27 GP&L Adoption*	3 E&R PDS	10 EXECUTIVE Licensing*	17 Pensions
<b>THURSDAY</b>	19 Plans 2 Licensing*	26 E&R PDS Schools Forum*	3 Plans 3 SB Pship *	10	17 Plans 4 Licensing*	24	31	7 Plans 1	14 Schools Forum*	21 Plans 2	28 CARE PDS	4 Plans 3	11 Health & WB*	18 Plans 4
<b>FRIDAY</b>	20	27	4	11	18 End of Term	25 Christmas Day	1 New Year's Day	8	15	22	29	5	12	19

	FEB 2016	MARCH 2016					APRIL 2016				MAY 2016			
<b>MONDAY</b>	22 COUNCIL	29 Council (Fallback date)	7	14	21	28 Easter Monday	4	11 Term Starts COUNCIL	18	25	2 Public Holiday	9	16	23
<b>TUESDAY</b>	23 Licensing*	1 ED PDS	8 R&R PDS Licensing*	15 ENV PDS	22 DC Licensing*	29	5 Audit	12 Econ Pship*	19 Licensing*	26	3	10	17	24
<b>WEDNESDAY</b>	24 Adoption*	2 PP&S PDS	9 GP&L SACRE	16 E&R PDS	23 EXECUTIVE Adoption*	30	6	13	20	27 Adoption*	4	11 ANNUAL COUNCIL	18 EXECUTIVE	25 Adoption*
<b>THURSDAY</b>	25 LJCC Health Scrutiny*	3 Plans 1	10 CARE PDS SB Pship*	17 Plans 2 SEN WG	24 End of Term	31 Plans 3	7 Licensing*	14 Plans 4	21 Health & WB*	28 Plans 1	5 GLA Election	12 Plans 2 E&R PDS	19 Pensions	26 Plans 3
<b>FRIDAY</b>	26	4	11	18	25 Good Friday	1	8	15	22	29	6	13	20	27

**Key/Numbers of meetings**

(Most evening meetings start at 7pm and are held at the Civic Centre - please check the Council website for details.)

Council	6	Executive	9	Executive & Resources PDS Cttee (E&R PDS)	9	Other/Daytime Meetings *
General Purposes & Licensing Cttee	5	SACRE	3	Care Services PDS Cttee (CARE PDS)	5	Adoption Panel (1.30pm)
Audit Sub-Cttee	3			Education PDS Cttee (ED PDS)	5	Economic Partnership (4pm)
Local Joint Consultative Cttee (LJCC)	4			Environment PDS Cttee (ENV PDS)	5	Health Scrutiny PDS Sub-Cttee (4.30pm)
Pensions Investment Sub-Cttee	4			Public Protection & Safety PDS Cttee (PP&S PDS)	5	Health & Wellbeing Board (1.30pm)
Development Control Cttee	5			Renewal & Recreation PDS Cttee (R&R PDS)	5	Licensing Sub-Cttee (10am/2pm)
Plans Sub-Cttees	24			Education Budget PDS Sub-Cttee	5	Schools Forum (4.30pm)
						Safer Bromley Partnership (10am)
						Local Development Framework Advisory Panel (7pm)
						Special Educational Needs WG (6pm)



## RIGHTS OF WAY SUB-COMMITTEE

Minutes of the meeting held at 7.00 pm on 4 February 2015

### Present:

Councillor Simon Fawthrop (Chairman)  
Councillor Lydia Buttinger (Vice-Chairman)  
Councillors Vanessa Allen, Teresa Ball,  
Richard Scoates and Michael Turner

### **1 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

Apologies for absence were received from Councillor Mary Cooke.

### **2 DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **3 QUESTIONS BY MEMBERS OF THE PUBLIC ATTENDING THE MEETING**

No questions had been received.

### **4 MINUTES OF THE MEETING HELD ON 10TH JULY 2013**

**RESOLVED** that minutes of the meeting held on 10<sup>th</sup> July 2013 be confirmed.

### **5 PROPOSED DIVERSION OF PART OF PUBLIC FOOTPATH 258 - 2 PECKS COTTAGES CHURCH ROAD CHELSFIELD Report ES15009**

Public right of way 258 runs from Pecks Cottages Church Road at its northern end, southwards in varying sections of Footpath, Bridleway and Byway, for some 3.5km to the Borough Boundary with Kent County Council at Washneys Road. The route was shown on an extract from the Council's Definitive Map attached to the report, together with photographs showing examples of the nature and width of the footpath along its route together with photographs of other footpaths nearby.

The section of the route affected by the current diversion application related to a short length of footpath (approximately 36m) running from Church Road diagonally through land at 2 Pecks Cottages, shown on drawing 11858-01.

A similar diversion had been proposed by the previous owner of the property in 1995. That application was considered by the then Environmental Services (Operations) Sub-Committee on 3 September 1996, when it was resolved to make a Public Path Diversion Order.

The ensuing diversion order was subsequently made and objections were received from both the Ramblers Association and EnBro on a number of grounds. These resulted in the matter being considered at a Public Inquiry held in November 1998. (The Inspector's report dated 5 March 1999 was appended to the report submitted to the Sub-Committee.) In all but one issue the Inspector was not opposed to the Order, however on the ground of public enjoyment of the way as a whole he found the objector's argument persuasive and decided not to confirm the Order.

The current owner of 2 Pecks Cottages had been made aware of the history but nonetheless, decided to make the current diversion application to the Council under section 119 of the Highways Act 1980 on the basis that such diversion was in his interest.

The current route of the footpath ran diagonally across land that although having an agricultural designation, was being used for garden purposes. It was understood that the intention of the applicant was to make an application for a change of use to the Council. The applicant had made the diversion request on the ground that it would enable him to maximise his use/enjoyment of the land by not having a footpath running diagonally across the middle of his garden. The diversion was also perceived to have security benefits for the property.

The applicant had recently fenced the garden land and created a permissive alternative route for use by walkers around the garden. The proposal was for the path to run around the outside of the fenced garden along the permissive route currently available.

The applicant had made an informal offer to maintain the route of the diversion on behalf of the Council should his request ultimately prove successful. Such an informal arrangement would, however, not affect the Council's maintenance responsibility for the path as a highway.

Extensive informal consultation had been carried out including Ward Members, Environment Bromley, local Residents Associations, local Ramblers Association and British Horse Society representatives and public utility companies. No objections had been received from the utility companies and the only comment received from the other consultees came from Enbro who considered '...the diversion to be minor and makes little difference to the walker whilst giving benefit to the landowner.' The Council's costs associated with the making and advertising of the Order, estimated at £1.5k would be recovered from the applicant.

A Project Engineer from the Environment and Community Services Department presented the detailed report and answered questions raised by Members of the Sub-Committee.

The Sub-Committee were advised that public right of way 258 had been in existence for a long time and it had been shown on Ordnance Survey maps in the 1930s and 1940s. It was confirmed that the proposed diverted route running parallel to Church Road was on land owned by the applicant.

Although designated as agricultural land, the area concerned had been enclosed and used as a garden by the previous owners of the property. The Project Manager advised that the area was small and had not been used as agricultural land for many years.

Councillor Buttinger (Ward Councillor) had visited the site and although considering that the proposed diversion to the right of way would not be a huge inconvenience to the public, had concerns about the impact of the high wooden close boarded fencing which obscured the view of the golf course. The Project Engineer confirmed that a fence of up to 1.8 metres could be erected without planning permission, as long as it was not adjacent to a vehicular highway. Councillor Buttinger commented that fencing on agricultural land would not normally use high boarded fencing and a more open type of fencing or hedge would be usually be used.

The Legal Adviser confirmed that if the diversion was designated as a public highway the Council would have a legal obligation to maintain it.

The Legal Adviser and Project Engineer advised that if the proposed diversion was in the interest of either the owner or the public, the Council should make a Public Path Diversion Order, following which it would be advertised and any objections could then be raised during the second stage of the process.

Having considered all the factors involved, the Sub-Committee agreed to the recommendation in the report, subject to planning permission being granted for the relevant land being granted a change of use from agricultural to residential use.

**RESOLVED that the Director of Corporate Services in consultation with the Executive Director of Environment and Community Services, be authorised**

**(i) to take the necessary steps to make a combined Public Path Diversion and Definitive Map Modification Order for part of Footpath 258 as shown on drawing no. 11858-01, subject to planning permission being granted for a change of use from agricultural to residential land, and**

**(ii) if no objections are received, or any such objections are withdrawn, to confirm the Order subject to the relevant tests set out in the Highways Act being satisfied.**

**6           DEFINITIVE MAP AND STATEMENT OF PUBLIC RIGHTS OF  
WAY  
Report ES15010**

The Sub Committee received a report which requested authority to enable the Council to make Definitive Map Modification Orders (DMMOs) under the provisions of the Wildlife and Countryside Act 1981, to make amendments to the Definitive Map and Statement of Public Rights of Way (DMS) to bring it up to date, and subsequently prepare a modified copy of the Map and Statement.

The Council last prepared a modified copy of the DMS in 1998. Since that time some 16 legal event orders had been made and confirmed by the Council. The Council was required to keep available for public inspection a copy of the 1998 DMS together with a copy of each of the legal event orders. This was a cumbersome record resulting in the need to consult both sets of information in order to ascertain the up to date position. Preparing an updated DMS was therefore of benefit to both the Council and the public.

In order to enable the Council to amend the DMS to reflect the legal event orders, Definitive Map Modification Orders (DMMOs) had to be made in respect of each order. Recent legislation had enabled the making of combined Diversion and Modification orders. The latter approach had been used for the two most recent legal event orders and there were still nine needing DMMOs.

To comply with the duty to keep an up to date DMS and to be in a position to publish an accurate up to date DMS the making of the DMMOs referred to above was necessary. It was noted that in addition, the Council had been carrying out an exercise to digitise the DMS with the aim of publishing the information on its website.

Due to the duty imposed by the Wildlife and Countryside Act to keep the DMS under continuous review the Council, as the Surveying Authority, had to bear the costs associated with the making and advertising of the necessary Orders, estimated at £2.5k. This would be funded from the Highways budget.

The Sub-Committee agreed to the recommendation in the report, however Members considered that in future, rather than necessitating committee authority, delegated authority should be given to officers. The Sub-Committee requested that this suggestion be referred to Council to be considered as an amendment to the Scheme of Delegation to Officers.

**RESOLVED that**

**(i) the Director of Corporate Services, in consultation with the Executive Director of Environment and Community Services, be authorised to take the necessary steps to make Definitive Map Modification Orders (DMMOs) under section 53(2) (a) of the Wildlife and Countryside Act 1981 to enable the Definitive Map and Statement to be brought up to date and subsequently prepare a new consolidated Map and Statement under the provisions of section 57(3) of the same Act, and**

**(ii) Council be requested to consider amending the Scheme of Delegation to Officers to enable them to make Definitive Map Modification Orders and amendments to the Definitive Map and Statement of Public Rights of Way.**

The Meeting ended at 7.26pm

Chairman

## LOCAL JOINT CONSULTATIVE COMMITTEE

Minutes of the meeting held at 6.30 pm on 10 February 2015

### Present:

#### Employer's Side

Councillor Russell Mellor (Chairman)  
Councillor Mary Cooke  
Councillor Tony Owen  
Councillor Diane Smith  
Councillor Michael Turner  
Councillor Angela Wilkins

#### Staff Side and Departmental Representatives

Kathy Smith (Unite) (Vice-Chairman)  
Adam Jenkins, Unite  
Glenn Kelly, Staff Side Secretary  
Max Winters, Education & Care Services  
Gill Slater, Regeneration & Transformation Service

### **22 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

Apologies were received from Cllrs Eric Bosshard, Keith Onslow, and Nicholas Bennett. Cllr Mary Cooke substituted for Councillor Bennett. On the Staff Side, Jill Slater substituted for Mary Odoi.

### **23 DECLARATIONS OF INTEREST**

There were no declarations of interest.

### **24 MINUTES FROM THE PREVIOUS MEETING OF THE LOCAL JOINT CONSULTATIVE COMMITTEE HELD ON 21/10/2014**

Minutes of the meeting held on the 21/10/2014 were agreed.

### **25 MARKET TESTING UPDATE**

The Staff Side commenced by referring to a report that went to the Executive during January 2015. The Staff Side Secretary (SSS) mentioned that in this report, concerning commissioning, it had been stated that no savings had been assumed in the commissioning process to date. The SSS queried the logic of embarking on a process which had no guarantees of savings, as well as potential job losses. The Staff Side suggested that it would be a good idea for the Council to provide reassurances to staff that the Council was not ideologically driven in this matter.

The Chairman stated that it was not the case that the Council was ideologically driven, and that market testing had come about as a result of financial pressures on the Council due to cutbacks in central government funding. The Chairman remarked that the non assumption of savings referred to previously was made because it was not possible to accurately assess savings at this time.

A Member commented that in practice commissioning was focused on price, and that specifications tended to be standardised in nature. This meant that in certain cases there would be instances when demands were not being met properly.

A Member commented that it was hard not to feel that there was some form of ideological bias, and it was important to ensure that savings were being made, and that a safety net was in place if required. The Member cautioned against dismissing these concerns without proper investigation and consultation.

The SSS asserted that in the normal process of commissioning, there was a 10% saving assumed initially, but nothing after that. The SSS suggested that Members may not be properly informed of the current position, and that there may be services ready to be outsourced that they were not aware of.

A Member declared that the Council was not ideologically driven, and that there was a difference between market testing and privatisation. If the market testing was not successful, then the service would remain in house.

The Vice Chairman referenced the possible closure of Bromley Museum, and the resultant job losses if the closure went ahead. The Vice Chairman stated museum staff had expressed an interest in exploring the possibility of running the service and this had been refused. The Vice Chairman also expressed concerns about the out sourcing of the parks contract. However, a Member advised the Vice Chairman that Bromley Museum was not proposed for outsourcing or market testing. The Council was proposing to relocate and deliver the service in a different location away from the Priory.

A Member requested an investigation concerning the museum staff, and this was agreed by the Committee.

A Member expressed concern that the Council was focused on cutting staff and resources, was not looking at problems creatively, and that staff were not being supported sufficiently. There was also a concern that decisions were being made too quickly, before looking for alternatives.

**RESOLVED that the Committee be updated in due course after issues concerning the Bromley Museum Staff were investigated.**

## **26 PAY AWARD--2015-2016**

The Chairman responded to a query raised by the Staff Side Secretary as to the inclusion of this item on to the Agenda to which the Chairman replied that he requested it bearing in mind that an offer had been made to the Staff Side on the 15<sup>th</sup> January and considered it appropriate that we ask for response in the interests of openness and transparency. It was agreed by the Committee that the matter be discussed at the GP&L meeting that would follow upon the rising of the LJCC Committee.

## **27 TIME OFF FOR TRADE UNION DUTIES**

The SSS stated that the proposal to end the funding for the two full time trade unions posts could not have come at a worse time in the Council's history, a time of transformation, redundancies and restructuring. The SSS stated that the trade union representation in the Council had been this way for the last forty years, and that this was the best way to meet the Council's legal obligations. The SSS asserted that Bromley Council had the lowest level of trade union facility in the whole of London.

The SSS argued that all statutory duties would remain and that it was not practical or viable to introduce the changes at this time, and that indeed it would result in problems for the Council. The Staff Side expressed the view that the impression that was being given was that of a deliberate attempt to silence the trade union voice. The SSS cited the example of Barnet Council which had previously embarked on the same course, but then had to backtrack because of the problems that had resulted.

The Staff Side hoped that now could be the commencement of a process of consultation, and not that the decision had already been made. The SSS advised the Committee that a more detailed report on this matter had been provided to Human Resources.

The Director of Human Resources explained that no formal decision had been taken, and that the matter would be considered at a future meeting of the GP&L that was going to take place later that evening. The Director of Human Resources advised the Committee that although it was the case that legal obligations would remain, they could be delivered differently. It would be the decision of Members if the proposals were passed or rejected. It was wrong to give the impression that the Council were withdrawing trade union facilities.

A Member asked what would happen to the trade union representatives if the motion was passed. The Director of Human Resources responded that the current trade union representatives would go back into their normal jobs, and would be allowed "reasonable" time off for trade union activities, on the condition that such activities did not impact on their day job. It was also the case that not all organisations had paid trade union representatives.

A Member stated that it was difficult to see how such an arrangement could not impact on a worker's normal job functions.

The Vice Chairman expressed the view that the changes were foolish because less experienced representatives would take more time to deal with trade union issues, and that it would cause management problems in terms of planning and allocating work.

The Chairman concluded by stating that the issues would be investigated and that proper transparency and consultation would take place.

**28 CAR ALLOWANCE SCHEME**

The SSS expressed the view that the Council had broken promises to staff in considering changes to the Car Allowance Scheme, and that the proposals would make Bromley less attractive to potential new recruits. The Staff Side contended that the proposals were in effect an attack on wages. The SSS informed the Committee that casual users would lose 5p per mile, and that the proposals had caused anger amongst staff.

The Chairman stated that HMRC guidelines stated that 45p per mile was the recommended rate for car users, and that this was what the Council would be seeking to implement if the proposals were agreed.

**29 PROCUREMENT ISSUES**

It was agreed that this item be deferred and that a Special Meeting may need to be convened to discuss this matter when legal and technical expertise could be made available.

**30 DATE OF NEXT MEETING**

The date of the next scheduled meeting of the LJCC would take place on the 31st March 2015.

The Meeting ended at 7.30 pm

Chairman



## **PENSIONS INVESTMENT SUB-COMMITTEE**

Minutes of the meeting held at 7.30 pm on 24 February 2015

### **Present:**

Councillor Simon Fawthrop (Chairman)  
Councillor Alan Collins (Vice-Chairman)  
Councillors Eric Bosshard, David Livett, Russell Mellor and  
Neil Reddin FCCA

### **Also Present:**

Councillor Peter Fookes and Alick Stevenson and Patricia  
O'Loughlin.

## **24 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS**

Apologies were received from Councillor Richard Williams.

## **25 DECLARATIONS OF INTEREST**

Councillor Russell Mellor declared a personal interest by virtue of receiving a pension from the Local Government Pension Scheme.

Councillor Eric Bosshard declared a personal interest as a former Member of the Local Government Pension Scheme.

Councillor Simon Fawthrop declared a personal interest as a former Member of the Local Government Pension Scheme

## **26 CONFIRMATION OF MINUTES OF THE MEETINGS HELD ON 2ND DECEMBER 2014 AND 3RD FEBRUARY 2015 EXCLUDING THOSE CONTAINING EXEMPT INFORMATION**

The minutes of the meetings held on 2<sup>nd</sup> December 2014 and on 3<sup>rd</sup> February 2015 (excluding exempt information) were agreed.

The Director of Finance gave a brief update on matters concerning the CIV-Collective Investment Vehicle. Three London Boroughs had not yet joined the CIV and this number was expected to reduce to two, including Bromley. The cost of joining the CIV was previously £25k, but now the cost was expected to rise to £75k; negotiation of fees with fund managers was expected to provide compensatory savings.

The concern for LBB in joining the CIV was that LBB may be entering into an agreement with other boroughs that were not as financially stable as LBB, and

that this could be disadvantageous. There were also concerns as to what may happen in the future, subsequent to joining the CIV.

The Director of Finance informed the Committee that plans to join the Local Pension Board had recently been finalised at Full Council.

## **27 QUESTIONS BY MEMBERS OF THE PUBLIC ATTENDING THE MEETING**

There were no questions from members of the public attending the meeting.

## **28 PENSION FUND PERFORMANCE Q3 2014/15**

The report summarised the investment performance of Bromley's Pension Fund in the third quarter of 2014/15. Members heard that the fund ended the December 2014 quarter with a total valuation of £693.9m, but that by the end of January 2015, the valuation had risen to £714.9m. The Sub Committee were pleased to learn that not only had the value of the Fund increased recently, but also that the medium to long term results had been consistently strong over a long period.

The Committee examined a table of rankings (percentiles) with respect to local authority pension schemes. It was noted that LBB's position in the rankings was generally very good. For the three year period 01/01/12--31/12/14, the LBB Pension fund was ranked in the 4<sup>th</sup> percentile, and for the one year period from 01/01/14 to 31/12/14, the Fund was ranked in the 9<sup>th</sup> percentile. These rankings were very good.

The Committee noted the section of the report dealing with financial implications, and the fact that for the first three quarters of 2014/15, a net surplus of £2.5m had been achieved. There was a query from a Member concerning what would be done with this, and he was assured that the money would stay within the Pension Fund. The Committee also noted that membership of the Pension Fund had increased by 646 since 1<sup>st</sup> April 2014.

The Director of Finance provided an update on an interim actuarial valuation for the fund which would be circulated separately to Members of the Sub-Committee. Although there had been a very good performance on investments which exceeded the actuarial previous assumptions, the cost of liabilities had increased by a greater amount, and he referred to low 10 year gilt yields which influenced the calculation of liabilities.

**RESOLVED that the Pension Fund Performance report be noted.**

## **29 PENSION FUND - INVESTMENT REPORT**

Simon Betteley (Client Director) and Richard Mathieson (Senior Investment Strategist) presented on behalf of Blackrock. Having completed a first year of working for LBB as Pension Fund managers, they came to discuss performance, economic outlook, and prospects.

The Committee were informed that with respect to asset allocation, the value of the equity fund managed by Blackrock as at 31 December 2014 was £139,283,178; however a more recent valuation of the fund as at 9<sup>th</sup> February 2015, valued the fund at £143,959,425.

The Committee were informed that the equity fund was the “Ascent Life Enhanced Global Equity Fund” and that over the last twelve months the fund had seen a gross increase in value of 14.31%. Blackrock were of the opinion that the equity markets were largely responsive and directed by central bank policy. They felt that the value of the fund had increased dramatically in the year and were very positive. They were however, expecting that a period of volatility would follow any rise in interest rates. Blackrock expected a small rate rise this year.

Blackrock commented on quantitative easing in the Japanese markets, combined with low interest rates. They were of the opinion that the US and UK economies would exhibit tight control by the central banks, but that in Europe and Japan controls would be looser; this they felt would cause a period of volatility. Broadly stated, the Blackrock presentation was divided primarily into three areas, the investment process; performance and research.

The Blackrock presentation emphasised SAE—Scientific Active Equity Global Platform, and Blackrock’s links with the IT community in San Francisco where their main HQ was based. The SAE global equity software technology enabled Blackrock to harness the latest technology and internet search data to process 200 different data feeds for over 4,000 stocks in over 40 countries on a daily basis. The main types of stock that Blackrock would invest in were:

- stocks underpinned by attractive fundamentals
- stocks supported by positive sentiment and market activity
- stocks with positive exposure to macro themes

Blackrock referred the Committee to their SAE Global equity strategy performance which had provided consistently good results over the last five years. The Committee were informed that the strategy performance was well above target, and that the three and five year information ratio was ranked as the top percentile relative to peer groups.

Blackrock proceeded to provide some further detail on the fund performance, before looking in more detail at their “Overweight” and “Underweight” positions. Blackrock had high regard for the US semi-conductor markets, US Energy markets, the Japanese domestic market, and markets where companies were involved in exporting to the Eurozone; in these sectors they held “Overweight” positions. Conversely, they held “underweight” positions in the Eurozone Domestic markets, US Consumer Markets and the Global Materials markets.

A Member asked if consideration was given in their financial modelling software to exposure to foreign exchange movements, and how much profits may be affected by movements in the foreign exchange markets. Blackrock responded that risk would be seen in their financial models, and that they expected very little risk from currency fluctuations.

Blackrock elaborated that they adopted a systematic modelling approach that took into consideration:

- Long term growth
- Changing country competitiveness
- Demographics
- Political risk and uncertainty
- Fluctuations in FX markets
- Policy and rates
- Changing growth expectations
- Consumer behaviour

Alick Stevenson (Allenbridge Epic) advised the Committee that he would draft a report on the effect that exchange rates would have on transactions and profits, and that he would have this ready for the Committee at their next meeting.

A Member asked if the financial modelling had forecasting capability. The response to this was yes, by looking backwards with a common sense overview by a fund manager.

The Vice Chairman spoke concerning the matter of investing globally and FX rates and commented that it was obvious that the fund had to invest overseas and that FX was simply part of an inevitable process. Blackrock reassured that trades would only take place when profits outweighed the cost of the trade.

The Chairman thanked Simon Betteley and Richard Mathieson for their interesting and detailed presentation.

A presentation was also given by MFS Investment Management, on the management and performance of the Global Value Equity portfolio that they were managing for the LBB Pension Fund. The presentation was given by Ben Kottler, CFA (Institutional Equity Portfolio Manager), and David J Holding (Director, Relationship Management).

The Committee were referred to the Executive Summary on the presentation, which noted that the total value of the fund as at 31<sup>st</sup> December 2014 was £139,225,593. The Committee were updated that as at 23<sup>rd</sup> February 2015, the fund's value had increased to approximately £146.5m.

MFS referred the Committee to the data on the presentation concerning Performance Drivers—these were divided into Sectors and Stocks. The

Committee noted that the main contributors in terms of sectors were Industrials and Financials, and that the main detractors were in Telecommunications Services. As far as specific stocks were concerned, there were three main contributors, and these were the Lockheed Martin Corporation, Cvs Health Corporation and the Kao Corporation. The main detractor in terms of stocks was Apple Inc.

MFS explained to the Committee that stock selection was their main driver, and they felt that they had a competitive edge in this sector. They reaffirmed that their most productive areas of stock selection were in the sectors of Industrials and Financials. In terms of the effect of foreign exchange rates, their view was that this had a short term effect only, and that the impact was slightly negative over the course of the last year. MFS were of the opinion that it was difficult to see how Apple could sustain their recent growth levels. MFS referred the Committee to the fifth highest contributor by stocks, and that was the German company Deutsche Wohnen Ag. This was a company that specialised in the German residential property market, and MFS was anticipating a property boom in Germany in the coming year.

MFS expected that the Lockheed Martin Corporation would continue to do well, with a strong US economy, and continued support for the US defence industry.

A Member enquired if the philosophy of MFS was to change stocks frequently, or if they held a longer term view. The response was that MFS held a longer term view of stock holding, and would normally have a holding period of six years—they were focused on longer term strategies, and were paid on the basis of three and five year investment returns.

The Committee noted the region and country weights of exposure, and regional exposures in terms of revenue. In terms of regional/country exposure, 54.8% of the portfolio was held in North America, 19.4% in Europe (excluding the UK), 11.0% was held in Japan and 10.4% in the UK. In terms of exposure by revenue, 42.6% was in North America, 21.6% in developed Europe, 12.6% in Japan and 19.1% in emerging markets.

A Member enquired about the effect of FX rates on transactions. MFS responded that this did not have a significant impact, and that the most important issues were good business sense and good stock picking. It was normally the case that trading outside of the UK was beneficial.

The Director of Finance asked if MFS felt that the current performance of the Fund was sustainable. MFS responded in the affirmative, based on the fact that markets were growing and recovering; MFS felt that in the current climate global equities were good value. It was noted that on the day of the meeting the FTSE was at an all-time high. MFS commented that there had been a lack of volatility in the markets for a while, which was for them a bit of a concern. MFS would have preferred a bit more volatility, as it normally meant that when volatility did occur, it could be drastic. MFS commented that if investment conditions got tough, that would be when their approach to investing would be proved.

A Member asked what was meant by “capture ratio”. The answer to this was that the capture ratio was the extent to which MFS captured the market move in any given circumstance.

A Member asked if MFS were “positioning for a downside”. MFS responded by stating that they were always in a position to deal with a downside in market forces based on their policy of making sound business decisions and investing in good quality businesses. They felt comfortable and well diversified, with investments currently in 109 companies.

The Chairman enquired as to the voting policy of MFS at the shareholder meetings of companies that they invested in. The Chairman asked why it appeared that MFS always seemed to vote in favour of the proposed remuneration packages of Chief Executives. The Chairman was keen to see value for money. MFS responded that it was not always the case that they supported all the remuneration packages of Chief Executives or CEOs. They highlighted the case of Oracle, where MFS voted against the remuneration package of the Chief Executive Officer.

The Chairman concluded by thanking Ben Kottler and David Holding for attending and for making a very informed and detailed presentation to the Pensions and Investment Sub-Committee.

**RESOLVED that:**

- 1. The Pension Fund Investment Reports from Blackrock and MFS be noted**
- 2. Alick Stevenson (Allenbridge Epic) to draft a report on the effect that exchange rates have on transactions and profits, and that this be presented to the Committee at their next meeting**

**30 REVISED INVESTMENT STRATEGY - PHASE 3**

Alick Stevenson and Patricia O’Loughlin attended on behalf of the Fund’s advisers, Allenbridge Epic. Their recommendation was to undertake a gradual move in capital from Fidelity’s fixed income holding in the UK Aggregate Bond Fund to the Fixed Income Diversified Alpha (FIDA) Fund.

AllenbridgeEpic had recommended the transfer of funds for various reasons, and these included the fact that they felt that the FIDA Fund was liquid, unconstrained and would mean that LBB would not be tied to just investing in Government Bonds. AllenbridgeEpic advised the Committee that it was not worth investing in Government Bonds at the moment as the returns were too low. AllenbridgeEpic stated that the FIDA Fund was a low volatility fund with a strong capital presentation; the money could be transferred over quickly at no cost.

A Member urged caution on the basis that not enough information was available on risk, and where the existing money in the new Fund had been invested. Alick Stevenson responded that if this information was required, he would have to do some research and bring the answer back to the next Committee meeting. Mr Stevenson then noted some information on the report concerning the FIDA fund, and managed to provide the Committee with some information concerning where the exiting monies had been invested. It seemed to be the case that most of the money in the FIDA Fund was invested in derivatives; the Committee were not happy with this because of the risk of financial loss. The Vice-Chairman recommended that the matter be put on hold, and looked at again at the next meeting, when more detail could be provided. Martin Reeves (Principal Accountant) informed the Committee that Fidelity were due to attend the next meeting of the Pensions and Investment Sub Committee on the 19<sup>th</sup> May. This being the case, the Committee decided to postpone any decision concerning the FIDA Fund until speaking to Fidelity at the next meeting.

Mr Stevenson was requested to contact Bailey Gifford to see what other products they had in comparison with Fidelity.

**RESOLVED**

- (1) that the Revised Investment Strategy Phase 3 report be noted**
- (2) that Baillie Gifford continue to manage the fixed income portfolio under their existing aggregate Bond Fund**
- (3) that Fidelity be invited to the next meeting, where more detail on the FIDA Fund could be provided**
- (4) that Mr Stevenson from AllenbridgeEpic contacts Bailey Gifford to see what other products they have in comparison with Fidelity.**

**31 LOCAL GOVERNMENT ACT 1972 AS AMENDED BY THE LOCAL GOVERNMENT (ACCESS TO INFORMATION) (VARIATION) ORDER 2006 AND FREEDOM OF INFORMATION ACT 2000**

**RESOLVED that the Press and public be excluded during consideration of the items of business referred to below as it is likely in view of the nature of the business to be transacted or the nature of the proceedings that if members of the Press and public were present there would be disclosure to them of exempt information.**

**The following summaries  
refer to matters  
involving exempt information**

**32 CONFIRMATION OF EXEMPT MINUTES OF THE MEETING  
HELD ON 2ND DECEMBER 2014**

The exempt minutes of the meeting held on December 2<sup>nd</sup> 2014 were agreed.

**Resolved that the exempt minutes for December 2<sup>nd</sup> 2014 could now be made public.**

The Meeting ended at 10.00 pm.

Chairman