

MAYOR'S ACTION PLAN FOR IMPROVING TRANSPARENCY, ACCOUNTABILITY AND TRUST IN POLICING

Stakeholder Quarterly Update Quarter 3 2021/22 – December 2021

On 13 November 2020, the Mayor of London published an Action Plan which aims to improve trust and confidence in the Metropolitan Police Service and to address community concerns about disproportionality in the use of certain police powers affecting Black Londoners. It was co-produced with London's communities, and in particular with Black Londoners and those working with and within Black communities.

The work was undertaken in response to concerns raised about the disproportionate use of police powers, including stop and search, the use of force and Taser. Communities told the Met and City Hall that they wanted to see increased transparency in police actions, decisions and communications; a police service that better reflects the city it serves; and improved community monitoring and involvement in reviewing the disproportionate use of police powers and complaints.

A key commitment in the Mayor's Action Plan is ensuring that communities are kept up to date on the delivery of the plan and have regular opportunities to engage with this work.

This is the Quarter 3 update, reporting on progress made in the last monitoring period and shows the latest position as 31st December 2021.

Action Plan Dashboard

The foundations of the Mayor's Action Plan were a response to the lower levels of trust and confidence that Black Londoners have in the MPS. While progress is being made to improve processes and structures to improve fair treatment and representation, it is vitally important to continue to monitor and understand Londoners' perceptions of policing in the capital.

To aid this understanding and to ensure transparency, quarterly data updates to the Action Plan Disproportionality Dashboard are published on the MOPAC Website [Action Plan Dashboard | London City Hall](#).

This data demonstrates that although the gap between white and black residents' trust in the police has decreased there is still a 26% difference.

Many of the commitments within the Action Plan are complex issues, and the Mayor is grateful to Londoners who continue to help shape the delivery of the Plan. This document summarises several of the key delivery strands that have progressed since the publication of the Q2 update.

Progress against key priority areas

Holding the MPS to Account

- **Disproportionality Board**

The new Mayor's Action Plan Disproportionality Board held its inaugural meeting in October 2021, chaired by Sophie Linden, Deputy Mayor for Policing & Crime and Debbie Weekes-Bernard, Deputy Mayor for Communities & Social Justice.

Meeting attendees spanned the criminal justice system and looked at data trends on Trust and Confidence in the Metropolitan Police by London's communities with a specific focus on Black communities. The meeting looked at peaks and troughs in the data on Stop & Search statistics, examining and interrogating data round the different levels of Stop & Search under different legal bases. There was a general consensus that the reasons behind the current levels of disproportionality needed to be better explained by the MPS.

The next meeting in February 2022 will focus on the Youth Justice Action Plan.

- **Community Engagement - ensuring representation**

The need for meaningful community engagement and representation in local oversight was a recurring issue raised throughout the consultation for the Action Plan. Progress is being made across the MPS and MOPAC to expand dialogue and ensure that all London's diverse communities and age groups are heard and represented.

- **External Reference Group.**

Following the completion of a tender for an organisation to help recruit members to this forum, recruitment will commence early 2022.

Representatives from the External Reference Group will sit on the Disproportionality Board.

- **MOPAC overhaul of local scrutiny mechanisms**

Since the last update, the overhaul and review of community engagement was re-tendered in October, following market testing and consultation events which continued throughout November and December. These dialogues included options to encourage communities to work together to submit consortium bids. Following the deadline for applications in January 2022, it is expected that a contract can begin early 2022.

- **Focus on young Londoners**

Following the success of the Action Plan Public Review meeting in October which focused on and was targeted to young Londoners, the next meeting in January 2022 is focussed on the Safer Schools Programme. The MPS review of the Safer Schools Programme has been delayed. This Action Plan

commitment was to specifically examine that the positive work of Safer Schools officers has no disproportionate impacts for Black children.

The Public Attitude Survey highlights strong support for Safer Schools Officers, with 91% of Londoners in support. While Londoners from Black and Mixed ethnic backgrounds show lower support, this still remains high at 89% and 86% respectively.

Violence Against Women and Girls

A significant amount of work has been undertaken to better understand the needs and experience of Black women who have been victims of violence.

Following a roundtable convened last year convened by London's Victims' Commissioner, represented by a number of organisations supporting Black women, this understanding was enhanced by more in-depth conversations. In collaboration with Opinion Research Services, three workshops were held in late-2021, each with 5-10 Black women victims. The results of these conversations are informing the development of the Mayor's refreshed VAWG Strategy, MOPAC's wider commissioning and policy development, and London's Victims' Commissioner's work to lobby Government on these issues in order to inform work at a national level across policy areas. Early findings include:

- Friends and neighbours play an instrumental role in helping these women realise they are a victim of crime and report to police
- Cultural barriers make it difficult to disclose to family (e.g. meeting someone through a dating app meant people felt they couldn't discuss it with family) – 'it could 'upset the family dynamic'
- Cultural norms can also make it difficult to leave abusive situations, with being a single mother being frowned upon / having stigma attached
- There remains an intergenerational distrust of the police in some communities
- Victims want a culturally safe space to talk about being abused before reporting it to the police
- There is a strong need for one-to-one support and specialist organisations that understand different ethnic and racial traditions.

A full report will be available once all the workshops have concluded

A representative Police Service for London

A number of workstreams continue to be finessed and rolled out to meet the ambitious targets. The MPS is aiming for 16% of its officers to be BAME by 2022, 21% by 2024 and 28% by 2030. New television adverts to highlight the variety of police roles are beginning to be aired to demonstrate the diversity of officers and roles. Additional support has been designed into the application process to retain applicants through the lengthy recruitment process.

The MPS is continuing to deliver a schedule of Outreach events across the Capital to increase applicants to the police. The events are staffed by the MPS Outreach Team and local police officers who talk to Londoners in the community to explain their roles and the benefits of a career in the police service. This open dialogue is also an opportunity to discuss people's barriers to considering a career with the police.

As part of this work, MOPAC has agreed to fund an initiative for Communities to support the MPS with outreach. The Community Outreach Fund is being coordinated by the MPS Outreach Team. For more information on how to apply for the fund, and to receive the calendar of Outreach events please email either Outreach@met.police.uk or CommunityEngagement@mopac.london.gov.uk

- MOPAC has made £1.2m available over 3 years for a specific Career Development Service proposal for the progression and promotion of Black officers and the selection of Career Development Officers at Chief Inspector level.
- Decision for £0.9m (£300,000 per annum for three years, 2021/22 to 2023/24) for the development of the Community Outreach Programme fund and Attraction Analytics dashboard is pending.
- The MPS ended 20/21 at 32,531 officers of which 15.6% (5,086) were Black, Asian and Minority Ethnic, 3.6% (1,160) were Black, and 28.5% (9,265) were female.
- As of end of December 2021, the MPS has 33,076 officers of which 16.2% are Black, Asian and Minority Ethnic (5,370), 3.6% are Black (1,188), and 29.2% are female (9,652).
- In Q3 2021/2022 the MPS recruited 489 new officers of which 29% were BAMEH (144), 5% were Black (26) and 35% were female (172).
- Representation in specialist teams (e.g., the Violent Crime Task Force and Territorial Support) remains lower, with only 10.4% of officer BAMEH.

Use of Police Powers

- **Handcuffing Policy**

Following the MPS Commissioner's review of the use of pre-arrest handcuffing, the new policy was launched on 18th November. This policy reiterates that handcuffing is not routine and instead needs to be justifiable and properly recorded with that justification clearly explained. The policy also includes de-escalation advice for officers. The updated training package for all officers began in early October 2021 complemented by a pre-training mandatory element. Upskilling of the Public and Personal Safety Training trainers has begun to ensure that all elements of the review are fully understood and able to be translated for officers. The IT change, to ensure use of force and stop and search are cross referenced, has been agreed and timelines for this have been extended to Winter 2021, due to the technical requirements of this change.

- **Custody Record Reviews**

Opportunities were advertised amongst existing Independent Custody Visitor (ICV) volunteers to take part in a pilot of Custody Record Reviews. Five ICVs have successfully begun this pilot which examines redacted custody records to review adherence to recommended processes for providing support to detainees. This can include access to an Appropriate Adult for support during interviews, medical requirements from health staff, and appropriate safeguarding support where required. Three ICVs have completed training and have been issued with their first batch of custody records to review. Feedback and findings from these reviews will be shared in future updates.

To find out more about the Independent Custody Visitor scheme please contact ICVrecruitment@mopac.london.gov.uk

- **Stop & Search know your rights**

A reminder that MOPAC continues to print supplies of the Stop & Search Know Your Rights Guide in a fold-up credit card size. Please email CommunityEngagement@mopac.gov.uk for copies of this helpful resource to help share with Londoners.