

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

## Stakeholder Quarterly Update June 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 2021/22 Quarter 1 update, reporting on progress made in the last monitoring period.

### **Progress against key priority areas**

#### **Disproportionality around Stop & Search**

During the development of the Mayor's Action Plan, stop and search was the most frequently raised example of disproportionate policing of Black Londoners by the MPS. The commitments in the Mayor's Action Plan aim to identify, review and address areas of concern, and the following progress has been made in the last quarter:

- **Body worn video**

Reviewing body worn video enables the examination of stop and search interactions. Body worn video reviews by Community Monitoring Groups were reinstated in October 2020. To date 32 Body Worn Video review sessions have been undertaken by Community Monitoring Groups, providing feedback to the MPS and to their communities on the quality of the encounters and adherence to the required process.

In addition, MOPAC and MPS have agreed a joint project to review 500 samples of video footage. Both language and behaviours will be analysed to

assist in defining good practice in terms of escalation and de-escalation points. This will be absorbed into the wider stop and search learning. The research will commence late summer (2021) and will aim to deliver insights mid-2022 to support improvements in operational practice.

- **Road traffic stops**

The Mayor asked the MPS to launch a pilot project to review samples of vehicle stops conducted under Section 163 of the Road Traffic Act to identify any disproportionality relating to ethnicity. The initial 6-month pilot was extended to capture increased traffic movements as London moves out of lockdown and there is more traffic on the road. The pilot ended in June and data is being reviewed to identify learning and recommendations.

- **Handcuffing review**

The MPS Commissioner's review of the use of handcuffing during stop and search has been completed and recommendations are being implemented and assessed. The Deputy Mayor for Policing and Crime will oversee delivery through the Oversight Board. The full list of recommendations can be reviewed here: [Executive Summary: Review of Pre-Arrest Handcuffing in the Metropolitan Police Service January 2021](#)

- **Safeguarding**

The MPS in Haringey have been working with Haringey Council safeguarding leads and have reviewed the safeguarding response to under-18s who are repeatedly stopped and searched. This work identifies how best to ensure that contextual safeguarding is at the centre of those interactions and where there are wider concerns these young people can benefit from timely support and interventions.

Recommendations have been agreed and are being progressed by the local police and Haringey Council.

Recommendations include:

- Focusing on violence hotspots to better target searches
- Enhancing availability and application of relevant data
- Seeking learning from similar work in other operational areas of London.

## **Disproportionality data**

The Mayor's Action Plan committed to publishing a quarterly race equality audit to report on the MPS's use of powers. Mayoral Action Plan data dashboard was launched and published in March 2021 and can be accessed on this link:

[Action Plan Dashboard | London City Hall](#)

In the first two months there were over 400 unique page views and MOPAC continues to listen to feedback from communities on what they would like to see in the dashboard.

MOPAC are also working with London Councils to explore their disproportionality data streams which include mental health and education with a view to including these in the Mayoral Action Plan dashboard.

## **Safer Schools Officers**

A review and assessment of Safer Schools Officers continues to identify how London's communities perceive the effectiveness of this provision and whether there are disproportionate impacts for Black children.

- The MPS are monitoring and assessing Safer Schools Officers. Data is currently being analysed and their review is anticipated for completion in Autumn 2021.
- New questions have been added to the MOPAC Public Attitude Survey and the results so far indicate that public support for Safer Schools Officers is very high:
  - 93% of Londoners say that they support the use of Safer Schools Officers in schools.
  - Those from Black Ethnic Backgrounds are less likely to support Safer Schools Officers. However, support still remains high at 88%. For other ethnicities this was 94%
  - Younger Londoners are also less likely to say they support Safer Schools Officers.
  - Those holding positive views of the police more widely are also more likely to support Safer Schools Officers.
  - Early analyses suggest that trust in the MPS is particularly important.

MOPAC continues to review and monitor survey responses to identify learning opportunities.

- New questions have been finalised for inclusion in MOPAC's Youth Voice survey of children. This work has been delayed due to COVID and the new questions will be included in the survey from September 2021.

## **Police recruitment, promotion, and retention of Black officers**

Growing a police service that is representative of the communities it serves is a vital step towards developing trust and knowledge within the MPS. This is a long-term transformation programme that aims to grow an inclusive and representative workforce.

- **Recruitment**

A significant programme of attraction and recruitment activity is underway to help the MPS achieve their ambitions in terms of diversifying recruitment. This is including the progression of the 'Outreach' programme, which includes additional resource investment to mobilise bespoke and targeted recruitment in communities that are less well represented in the MPS.

  - In 20/21 Q4 the proportion of new recruits joining the MPS who were Black, Asian and Minority Ethnic was 28% (173), 6% were Black (37) and 47.3% (283) were women.

- The MPS ended April 2021 with 32,392 officers of which 15.7% are Black, Asian and Minority Ethnic (5075), 3.6% are Black (1157), and 28% are women (9227).
  - The MPS have over 14,000 candidates in the recruitment pipeline of which 24.5% are Black, Asian and Minority Ethnic, 5.4% are Black, and 38.8% are women.
  - The MPS are on track to deliver over 550 new recruits during Q1 of 21/22. Projection for Q1 is that 32% of new trainee officers will be Black, Asian and Minority Ethnic, 5% will be Black and 34% will be women.
- **Promotion**
    - The MPS is aiming for 3% Sergeants and 3% Inspectors to be Black by 2024 and subsequently 7% Sergeants and 7% Inspectors by 2030. In support of this MOPAC has made available £1.2m for a specific Career Development Service proposal for Black officers. As of end of April 21, Sergeants were 10.3% BAME, 2.5% Black and 21.2% female. Inspectors were 9.5% BAME, 2% black and 22.6% female.
    - MOPAC has made £1.2m available for a specific Career Development Service proposal for Black officers and the selection of Career Development Officers at Chief Inspector level has been completed.
- **Retention**

Supporting Black officers to stay in the police service is an integral part of developing and retaining representation within the MPS workforce. To increase retention, the following progress has been made:

    - **Reviewing misconduct**

The MPS are committed to continuing to significantly reduce disproportionality within the grievance and misconduct processes by 2024 and are developing several processes to review, identify and improve learning.

For instance, MPS continue to review and analyse data. A review of grievances in Spring 2021 revealed there has been a reduction of disproportionality affecting Black, Asian and Minority ethnic males and females in the grievance process

The Deputy Mayor for Policing and Crime is continuing discussions on progressing and embedding MPS learning.
    - **Operation Hampshire**

MPS is expanding the support provided by Operation Hampshire which aims to provide specialist support to officers and staff who are victims of hate crime while on duty. This offer is now fully embedded within the MPS.

## **Governance and Community Scrutiny of the Mayor's Action Plan**

More detailed work has begun on developing new city-wide scrutiny mechanisms to replace the Justice Matters and Policing Matters meetings, specifically looking at stop/search, use of force etc. These will form four distinct but linked mechanisms all reporting to the London Crime Reduction Board.

- Public Review meetings (quarterly)
- Pan London scrutiny panels
- Disproportionality Board (meeting quarterly, with the first meeting in September 2021)
- Expert External Reference Group to ensure community representation across above oversight mechanisms, and provide robust community review of the delivery of the Mayor's Action Plan

### **Overhaul of Community Engagement and Scrutiny Mechanisms**

Significant scoping and consultation work both within the MPS and with communities has taken place since March, with various options for commissioning and delivery being explored. After tendering unsuccessfully for a wholesale review programme incorporating all existing mechanisms, it has been decided to prioritise work to review and re-design the Community Monitoring Groups, which focus on stop and search, and which consultation has told us is of most concern to communities. A community consultation event to drive this work took place on 29<sup>th</sup> June and MOPAC will continue to work with communities over the coming months to capture existing good practice and co-design a more representative, visible and accessible framework for community scrutiny of stop and search and use of force. Learning from this work will inform the broader work to re-design the wider framework to strengthen community scrutiny of local policing more broadly.

### **Communications Plan**

Updating stakeholders on the progress and feedback from these discussions is vital to retain transparency, and MOPAC are developing a dedicated Communications Plan for the Mayor's Action Plan to effectively share this work to encourage community engagement and scrutiny. A specific workshop to consult with communities on building an inclusive communications plan will be held during the public review meeting on 7th July 2021.