

# MAYOR OF LONDON

## **Cressida Dick**

Commissioner of Police of the Metropolis

Metropolitan Police Service

[Cressida.Dick@met.police.uk](mailto:Cressida.Dick@met.police.uk)

**Date:** 1 December 2021

Dear Commissioner,

### **Mayor's Action Plan for Transparency, Accountability and Trust in Policing**

I write following the one-year anniversary of the publication of my Action Plan for Transparency, Accountability and Trust in Policing. The Action Plan was the result of extensive community engagement in response to concerns raised about the disproportionate use of police powers against certain communities and highlighted by the Black Lives Matter protests following the murder of George Floyd in the United States. These concerns have shaped issues around public trust and confidence in the Metropolitan Police Service (MPS), particularly amongst Black Londoners.

Since the Action Plan's publication, significant progress has been made by both the MPS and the Mayor's Office for Policing and Crime in delivering the commitments. I intend to publish an update document to allow Londoners to understand all the work done. I am grateful for the focus and energy brought to this work by Commander Catherine Roper and the Deputy Commissioner's Delivery Group. Their work on the Action Plan is to be commended.

Nonetheless, and despite these efforts, trust and confidence in the MPS remains lower amongst London's Black communities than for other communities. At the end of June this year trust in the MPS was 26 percentage points lower for Black Londoners than White Londoners – this is simply not good enough. We know young Black Londoners are disproportionately impacted by issues like stop and search but further concerns about public trust and confidence in the MPS have arisen from the murder of Sarah Everard at the hands of a serving police officer, as well as some highly troubling cases of police misconduct such as that seen in the case of the murders of Bibaa Henry and Nicole Smallman. We must, therefore, recognise the considerable distance the MPS still has to go to gain *all* Londoners' trust and confidence and redouble our efforts in that regard. I know you understand this. That is why my consultation on the Police and Crime Plan has put trust and confidence in the MPS at its heart, building on the vital work already underway with the Action Plan.

With that in mind, the Disproportionality Board recently met for the first time, bringing together Criminal Justice partners and community experts to consider the delivery of the Action Plan. This followed on from a recent Public Review meeting where we met primarily with young Londoners. During these discussions, the message was clear; we must focus on the material benefit this work is having on our communities' experience of policing and move from the delivery of actions to the delivery of outcomes. I know you agree with this. As such, I would be grateful for more detail on how you are applying the learning from the work done due to the Action Plan, and how you will be evaluating its impact on an ongoing basis, e.g., on the pre-arrest handcuffing review. This is clearly key to making sure what we do has impact on the ground.

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At the inaugural Disproportionality Board, there was also much discussion of the fact that Black Londoners continue to be more likely to be stopped and searched than their White counterparts. This was based on papers jointly produced by our teams, and I was pleased to see such good collaborative work on this important subject. I would now like to see our teams go one step further and produce and publish analysis that seeks to explain why such differences exist, and the range and contributory impact of the numerous factors that may be at play. I appreciate this will be challenging but I believe transparency is vital here.

Clearly, having a MPS that better reflects the communities it is there to serve is important, and I know you have done a lot of good work around recruitment. That is to be commended. It is, however, but one part of the puzzle. I would therefore also be interested to know how you intend to develop, retain and promote talent from diverse backgrounds when they join the MPS, and what steps you are taking to ensure the culture of the organisation is welcoming and inclusive.

Finally, it would be helpful if you could set out how this wider work will continue to receive the right level of internal oversight and emphasis as delivery of the Action Plan increasingly becomes mainstream MPS business, as well as how this will relate to the other work on Trust and Confidence you are rightly undertaking at this point, specifically your Rebuilding Trust Plan. Given the intersecting nature of the characteristics of different communities (e.g. ethnicity and gender), it is vital that the various workstreams underway complement and align with each other.

I look forward to continuing to work with you and your team on this critical issue over the coming years. In the interests of openness and transparency, my office will publish this letter along with your response on our website. Alongside that, I will publish a document setting out progress against each action.

Yours sincerely,

A handwritten signature in blue ink, appearing to read 'Sadiq Khan', with a small number '2' written below the name.

**Sadiq Khan**  
Mayor of London