

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

Quarterly Update – March 2021		
Chapter	Commitment	Status Update
1. Better use of Police Powers	MOPAC will commission independent academic research , using open-source data, to assess the effectiveness of cannabis enforcement in relation to tackling violence in London. This research will begin before the end of 2020.	The tender for an independent research organisation to conduct this work is underway and the contract is due to be awarded in March '21, with the work to begin in Spring '21.
2. Better use of Police Powers	The MPS in Haringey are working with Haringey Council safeguarding leads to review the safeguarding response to under-18s who are repeatedly stopped and searched . This work will identify 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.	The initial review is complete, and discussions are underway to agree a set of recommendations. Based on that work, MOPAC is supporting a pilot programme that will deliver safeguarding tools to local educational establishments.

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

<p>3. Better use of Police Powers</p>	<p>Mayor has asked the MPS to launch a new pilot project to review samples of vehicle stops conducted under Section 163 of the Road Traffic Act to identify any disproportionality relating to ethnicity.</p>	<p>The pilot began on 18 January 2020 and will run for 6 months.</p>
<p>4. Better use of Police Powers</p>	<p>Mayor asked government to use its powers to compel police services to collect and publish data on ethnicity of vehicle drivers stopped under the Road Traffic Act; The Mayor will lobby the Home Office to revise the current Code of Practice to make the review of BWV footage a mandatory requirement for community scrutiny.</p>	<p>The Mayor has sent a letter to the Prime Minister regarding this. A meeting took place with the Home Office lead for this area of policing in December and the Mayor will continue lobbying on this issue.</p>
<p>5. Better use of Police Powers</p>	<p>Commissioner's review of the use of Handcuffing in the MPS, considering: the legal and policy and basis for pre-arrest handcuffing; training officers receive; improving data on the extent of handcuff use; digital solutions for accountability.</p>	<p>The review was published in January 2021 and outlines several recommendations. The review was developed alongside a steering group which included MOPAC representatives, and a range of community members from across London. MPS colleagues were also consulted. Implementation plans are now being</p>

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

		developed. The MPS will be held to account through the Oversight Board, regular senior leadership bi-lateral meetings, and the quarterly disproportionality board.
6. Better use of Police Powers	Scrutinise the MPS to ensure that Authorised Professional Practice is followed and searches based on "smell of cannabis" alone are fully documented.	This work will form part of the commissioned community engagement review. Further work will be undertaken to build this into the city-wide scrutiny mechanism.
7. Holding the MPS to account	MOPAC will set up a group including communities and partner organisations to develop a communications plan to ensure that information about people's rights when stopped and searched - and about how to complain - is more widely available.	Two workshops took place in January to lay the foundations for what information should be shared. Further sessions will take place to progress this work over the coming weeks.
8. Holding the MPS to account	MOPAC will further expand the role of Independent Custody Visitors in London through a new process enabling	The implementation process has been agreed and the MPS are working through the necessary data protection agreements to prepare for implementation.

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

	ICVs to look through complete custody records.	
9. Holding the MPS to account	MOPAC will review and refresh its Justice Matters and Policing Matters meetings , at which the Commissioner and members of her senior team will answer questions on the work of the MPS.	More detailed work on developing new city-wide scrutiny mechanisms, specifically looking at stop/search, use of force etc., will begin in April 2021, with the first Disproportionality Board expected to place in June 2021.
10. Holding the MPS to account	MOPAC and the MPS have committed to work with communities to review all of their existing community engagement mechanisms , to make them more transparent and to identify accessible opportunities for Black communities to be engaged.	The tendering process to commission a wholesale review of community engagement is underway, and the chosen organisation will be confirmed, and the contract will begin in Spring '21. The literature review drawing from best practice of community engagement has been completed. In addition, a pilot project is underway in Haringey and Enfield to develop and improve how the police engage with the communities they serve. The pilot will provide the police with a better understanding of community

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

		demographics, needs and concerns. This information will be used to develop a local community engagement strategy, helping to improve working with Black Londoners to improve community confidence and safety. The first steering group for this pilot took place on 2nd February.
11. Holding the MPS to account	MOPAC will create a new group to actively involve communities in its scrutiny of the MPS' citywide activities and pan-London teams such as the TSG, RTPC and the VCTF, and in the way that complaints about the use of intrusive tactics are handled.	More detailed work on developing new city-wide scrutiny mechanisms, specifically looking at stop and search and use of force will begin in late Spring 2021. In addition, the first Disproportionality Board will meet in June 2021 and will also involve community representation/expertise. The first quarterly Public Review meeting for the Action Plan took place on 25th February 2021 and was attended by over 120 community representatives.
12. Holding the MPS to account	The Mayor has asked the MPS to make stop and search records available by email to anyone who would wish to receive the information.	The MPS is part of a national working group on providing stop/search information to the public and the group is exploring the alternatives and related GDPR issues.

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

<p>13. Holding the MPS to account</p>	<p>MOPAC and the MPS will start work shortly to jointly research a sample of Body Worn Video footage, to examine the nature of stop and search interactions, particularly when there is escalation or de-escalation in the behaviour of officers, or the individual(s) being stopped; and understand how different groups of people experience and interpret stop and search interactions.</p>	<p>Discussions between MOPAC and the MPS on the scope of the research are ongoing.</p>
<p>14. Holding the MPS to account</p>	<p>MOPAC will work with the IOPC to publicise information on the complaints process more widely and support local initiatives that seek to assist communities in exercising their right to complain.</p>	<p>Initial work with the MPS to produce a public dashboard for complaints is in progress. Initial engagement with IOPC is positive and scope of work being agreed.</p>
<p>15. Holding the MPS to account</p>	<p>MOPAC and the MPS will run a new Complainants Survey asking about people's experiences of the complaints</p>	<p>The Complainants Survey has been launched and outcomes will be available shortly; two complaint related questions have also been added to the Public Attitudes Survey from Q4 2020/21.</p>

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

	<p>process. The Public Attitudes Survey will also include question on complaints.</p>	
<p>16. Holding the MPS to account</p>	<p>MOPAC will produce a quarterly race equality audit, reporting on the MPS' use of its powers, including for example, the use of Tasers and strip-searching, publishing this data and holding the Commissioner to account for it</p>	<p>The first iteration of the Action Plan data dashboard has been developed and communities and stakeholders are currently being invited to provide feedback on it through various engagement routes. The dashboard was the subject of a workshop at the first public review event and has been well-received by communities and local authority stakeholders. The data includes perceptions, stop and search, Use of Force, and workforce. This is a living piece of work and will be updated each quarter with new data added as it becomes available.</p>
<p>17. Holding the MPS to account</p>	<p>The London Policing Ethics Panel has also reflected on the issues raised by the Black Lives Matter movement; The MPS and MOPAC will use these reflections to support and inform their response as the Action Plan is delivered.</p>	<p>The London Policing Ethics Panel have published their reports. Any learning will be considered as part of the implementation of key actions within the Plan.</p>

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

<p>18. Holding the MPS to account</p>	<p>MOPAC will continue to publish updates on progress against the Gangs Violence Matrix Review to ensure that there is continued transparency and scrutiny around the way it is used and managed.</p>	<p>A paper describing the Met's progress against the recommendations made by the MOPAC review, and a "12 months on" paper written by MOPAC's Evidence and Insight team was published in February 2021. Ongoing oversight will be provided through the Disproportionality Board.</p>
<p>19. Holding the MPS to account</p>	<p>MOPAC, the MPS and the GLA will review how data sharing between organisations is working and make recommendations on how more data can be made accessible, in line with work with other London public services. In addition, the MPS will sign up to the Voluntary Code of Practice for Statistics in line with MOPAC and the GLA, ensuring that data is used to a consistent and high standard by all parties.</p>	<p>MOPAC and MPS have a signed Data Sharing Agreement and have improved the process by which MOPAC can commission research on MPS Data. MOPAC, GLA and MPS now have a regular meeting of senior leads to agree principles of Data Sharing and are seeking to operate on the same technology platform to refine DSAs. The MPS is considering the implications of signing up to the Code of Practice for statistics.</p>

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

<p>20. Holding the MPS to account</p>	<p>MPS has reinstated Body Worn Video reviews by Community Monitoring Groups from October 2020.</p>	<p>To date 13 Community Monitoring Groups have conducted a BWV review session, providing feedback to the MPS and to their communities on the quality of the encounters and adherence to the required process. In the light of some concerns about the PNC checks that have been required for those reviewing body worn video as part of GDPR, the Data Protection Impact Assessment is being reviewed to make sure any checks are as minimal and proportionate as possible. This ongoing work will fall within the scope of the commissioned community engagement review.</p>
<p>21. Holding the MPS to account</p>	<p>MOPAC will publish on its website a quarterly update, listing all of the Actions and what has happened over the period towards delivering them.</p>	<p>The first quarterly update will be published in March providing a public update on the first quarter of progress. A communications plan is being developed and will align with the Action Plan reviews.</p>

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

<p>22. Holding the MPS to account</p>	<p>Involve communities in regular meetings reviewing the progress made towards the Action Plan's objectives.</p>	<p>The first Public Review meeting took place on 25th February and will be held quarterly thereafter. This was an opportunity to update communities on progress and to engage them further in the development of specific aspects of the Plan, e.g., the race equality audit. Feedback on the event has been sought from participants and this will inform the planning and delivery of future events. The next is due to take place in June 2021.</p>
<p>23. Holding the MPS to account</p>	<p>MOPAC will publish on its website a quarterly update, listing all of the Actions and what has happened over the period towards delivering them.</p>	<p>The first quarterly update will be published in March to align with the first Public Review Meeting. A communications plan is being developed and will align with the Action Plan reviews.</p>
<p>24. Working together</p>	<p>The MPS is working to develop a 'Handbook of Engagement' which will be shared with communities</p>	<p>This work has begun, and the Handbook is anticipated to be completed and published in summer 2021.</p>
<p>25. Working together</p>	<p>London's Independent Victims' Commissioner will launch a new consultation with Black women and the End Violence Against Women (EVAW)</p>	<p>A roundtable was held by London's Victims' Commissioner on 21st January, which included hearing from speakers and survivors themselves, and focused on the different stages of a victim's journey – from</p>

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

	<p>coalition to understand their specific needs and experiences.</p>	<p>reporting to long-term support. Following this roundtable, a detailed note was written alongside a paper which pulls together the emerging themes present in discussions. This paper is currently being finalised and will shortly be sent to attendees, colleagues in MOPAC, the GLA, and others for consideration.</p> <p>The themes from this roundtable will be picked up in a number of different pieces of work. Some of the issues identified go beyond the criminal justice system and London's Victims' Commissioner will be meeting with the Deputy Mayor for Social Integration, Social Mobility and Community Engagement; as well as others in the GLA, to support work to tackle racism, misogyny, and under-representation of Black people in health professions. Claire Waxman will also continue to work with the Ministry of Justice and lobby Government on these issues, including through the Government Commission on Race and Inequalities, in order to inform their work at a national</p>
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MAYOR'S ACTION PLAN FOR IMPROVING TRANSPARENCY, ACCOUNTABILITY & TRUST IN POLICING

		level across policy areas. Further plans are also underway to hold a workshop with Black survivors in coming months.
26. Working together	MOPAC will continue to incorporate questions about Safer Schools Officers in its regular Youth Voice survey of children and young people in London.	Questions have been finalised and a letter to send to parents and schools introducing the survey has been drafted. However, this work has been deferred until September 2021 due to the recent closure of schools.
27. Working together	MOPAC will launch a review of MARACs in London by the end of 2020. This will establish the facts around attendance at MARACs and consider whether and how concerns about immigration status and perceptions of policing deter women from reporting crimes	The tender publication has been deferred due to the resourcing impact of COVID and will now be published shortly. The review will then commence in May following the contract award.
28. Working together	MOPAC will regularly consult parents in London about their views on Safer Schools Officers via its Public Attitudes Survey. MOPAC will analyse the findings	New questions have been added to the Public Attitude Survey and first results will be available in March 2021.

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

	by ethnicity, to help identify differences in perceptions.	
29. Working together	The MPS will continue to ensure that the work of the Safer Schools Officers is monitored and assessed to ensure the positive work they do can continue and that there are no disproportionate impacts for Black children.	The Continuous Policing Improvement Command in the MPS have an established central programme for delivery of Schools Officers, and are currently analysing data to ensure no disproportionate impacts for black children. Results are expected in April 2021
30. Represents and understands	In support of broadening the conversations with communities on the use of stop and search, the MPS will mobilise a local pilot in the Central South BCU (Lambeth and Southwark). Over a six-month period, this will bring together a mix of 500 front line operational officers (new recruits and established	Mentivity, and other community organisations, have been engaged to conduct the pilot which is now underway in the Central South BCU. The MPS are planning for the roll out of training for 500 officers during the Spring and Summer of 2021.

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

	officers) within community led workshops on cultural equality.	
31. Represents and understands	Mayor will lobby the Government to review the legislative framework for police officer recruitment to ensure it is fit for purpose and supports efforts to maximise the number of Black recruits.	The Mayor has sent a letter to the Prime Minister regarding this. Further work is being undertaken to build a robust evidence base for these arguments to further support our lobbying position.
32. Represents and understands	MPS is expanding the support provided via Operation Hampshire to support officers and staff who are victims of all hate crime while on duty.	Op Hampshire has already been expanded to include officers and staff who are victims of hate crime.

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

<p>33. Represents and understands</p>	<p>The MPS will set challenging aims to increase the number of Sergeants and Inspectors from BAME groups and will set a specific aim for Black officers. This will be supported by MOPAC committing £400,000 per annum, ring-fenced additional funding to the MPS.</p>	<p>MPS Diversity Aspirations are in place and have been agreed by Management Board. A new career development scheme proposal has been developed and now moving to detailed design and implementation.</p>
<p>34. Represents and understands</p>	<p>a) MPS is aiming for 16% of its officers to be BAME by 2022, 21% by 2024 and 28% by 2030; The MPS will set specific aims for the recruitment and promotion of Black officers;</p>	<p>The MPS re-introduced London Residency criteria on the 13th November 2021, in line with the ambitious aims for recruitment and promotion of black officers.</p>
	<p>b) MPS will set challenging aims to increase the number of Sergeants and Inspectors from BAME groups and will set a specific aim for Black officers;</p>	<p>The MPS has set challenging aspirations, with supporting policy and process, to increase the number of Sergeants and Inspectors from BAME groups, with a specific aim for black officers.</p>
	<p>c) MPS will imminently re-introduce the London residency criteria for most new recruits.</p>	<p>The outreach funding decision will be finalised following further discussions with MPS Senior leads in March.</p>

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

		The MPS have shared ongoing plans with MOPAC for recruitment and outreach which are currently being discussed.
35. Represents and understands	MPS will ensure communities are more closely involved in the design of new police learning and development by default and a new Learning and Development Community Reference Group will be established;	The Reference Group has been established and the first meeting was held on 19th February. The group will oversee this work, and in particular will ensure that a robust qualitative evaluation is in place for this area of work and any training developed.
36. Represents and understands	The MPS will incorporate direct community input into specific aspects of the training given to new recruits across the service;	The Reference Group has been established. The group will oversee this work, and in particular will ensure that a robust qualitative evaluation is in place for this area of work and any training developed. COVID restrictions present some obvious challenges to delivery and this will be discussed in a bilateral meeting between Assistant Commissioner Helen Ball and Deputy Mayor Sophie Linden.

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

<p>37. Represents and understands</p>	<p>The MPS has put in place a checks and balances process to review internal referrals into the misconduct process, to ensure opportunities for learning have been fully explored. The Mayor will hold the Commissioner to account for ensuring that this happens. MPS' commitment to continue to significantly reduce disproportionality within the grievance and misconduct processes by 2024.</p>	<p>MOPAC Officers sit on the quarterly Gold Group on reducing disproportionality in the misconduct process which was launched in September 2019, and this work is being supported by MOPAC's Evidence and Insight unit.</p> <p>The MPS are developing a comprehensive plan to address disproportionality in the grievance process delivering a range of proactive interventions to address thematic issues. This includes a continuing professional development programme, and ongoing analysis and support for ongoing progression of Black officers at a BCU level.</p>
<p>38. Next steps</p>	<p>Consultation of the new Police and Crime Plan will include specific consultation with Black communities.</p>	<p>Preparatory work for the development of the next Police and Crime Plan is underway through a cross-City Hall officer group. The approach to the consultation is being scoped within that work.</p>
<p>39. Next steps</p>	<p>MOPAC will ensure this Plan is subject to an Equality Impact Assessment to document how any differential impact on Black communities has been considered and mitigated.</p>	<p>An Equality Impact Assessment was conducted and published alongside the Plan. Further work will be undertaken to support key elements of the Plans implementation progresses.</p>

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