

**MOPAC**

**MAYOR OF LONDON**  
OFFICE FOR POLICING AND CRIME

Police and Crime Plan 2022-25

# **INTEGRATED IMPACT ASSESSMENT**

March 2022

# 1. Introduction

The Mayor of London is the occupant of the Mayor's Office for Policing and Crime (MOPAC), (the equivalent of a Police and Crime Commissioner outside London). MOPAC sets the strategic direction, objectives, and the budget for the Metropolitan Police Service (MPS) (amongst its other functions). MOPAC is required by law to produce a Police and Crime Plan (PCP) by the end of the financial year in which he or she is elected.

The PCP for London is published following a formal consultation with members of the public, victims of crime and other key stakeholders. Following the completion of the public consultation, MOPAC has considered the feedback received to inform the final document. The consultation draft was published on 16th November 2021, with the consultation period running until 21st January 2022. This included surveys of a representative sample by YouGov, an additional survey of Londoners of Black and Minority Ethnic heritage, an online survey and discussions hosted on Talk London and a comprehensive package of meetings with stakeholders and members of the public.

In total, during the consultation we surveyed 2,726 Londoners, received 213 written submissions and undertook a series of 36 online workshops, events and meetings with a total of 820 participants.

As public authorities, MOPAC and the MPS must (as set out in section 149 of the Equality Act 2010 ("the Act")) in exercising their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people.

- Encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act provides that the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

The Act also states that having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- tackle prejudice; and
- promote understanding.

This final Integrated Impact Assessment (IIA) takes into account feedback from the public and stakeholders on the PCP and makes an assessment of its impact on the following objectives:

**Crime, Safety and Security** – to contribute to safety and security and the perceptions of safety;

**Equality and Inclusion** –to make London a fair and inclusive city where every person is able to participate, reducing inequality and disadvantage and addressing the diverse needs of the population;

**Health and Health Inequalities** – to improve the mental and physical health and wellbeing of Londoners and to reduce health inequalities across the city and between communities; which will include an equality impact assessment against each protected characteristic.

**Social Integration** – To ensure London has socially integrated communities which are strong, resilient and free of prejudices; which will include an impact assessment on socio-economic factors.

**Economic, Competitiveness and Employment** – To maintain and strengthen London's position as a leading connected knowledge based global city and to support a strong, diverse and resilient economy, providing opportunities for all.

After review, a decision was made that the policing and crime policies proposed in the Plan do not hold significant environmental impact. Therefore, a separate Strategic Environmental Assessment has not been undertaken at this time.

## 2. Aim of the Police and Crime Plan

The Police Reform and Social Responsibility Act 2011 (the Act) introduced significant changes to the governance of policing in England and Wales, including the introduction of the Mayor's Office for Policing and Crime (MOPAC). Among MOPAC'S duties is a duty to issue a Police and Crime Plan within the financial year in which each ordinary election is held, and as soon as practicable after the Mayor takes office. The Police and Crime Plan sets out for this Mayoral term:

- MOPAC's police and crime objectives for the area;
- the policing of the police area which the Commissioner of Police of the Metropolis (the Commissioner) is to provide;
- the financial and other resources which MOPAC is to provide to the Commissioner;
- the means by which the Commissioner will report to MOPAC on the Commissioner's provision of policing;
- the means by which the Commissioner's performance in providing policing will be measured; and
- the crime and disorder reduction, and victim and witness support, grants which MOPAC is to make, and the conditions (if any) to be applied to those grants.

## 3. Policies and evidence of impact

The Mayor's vision is that London is a safe city for all. The Mayor wants London both to *be* a safer city and for Londoners to *feel* safer. It is important that, not only do we reduce crime, but that this makes a noticeable difference to Londoners.

To deliver this vision the Police and Crime Plan sets out some key areas for action:

- Reducing and preventing violence
- Increasing trust and confidence
- Better supporting victims
- Protecting people from exploitation and harm

The Mayor as occupant of MOPAC wants the PCP to be focused on delivering outcomes, not outputs. MOPAC's performance management and oversight will be based around making sure the actions taken result in real improvements for Londoners.

In all four priority areas we have set out the outcomes we are seeking to achieve. MOPAC will use a mixture of quantitative and qualitative measures to present a picture of crime, safety and confidence in policing in London and monitor delivery of the

outcomes. We have avoided numerical targets and any measures liable to change in the way they are recorded, or which may create perverse incentives. We will ensure that measures align with the Home Office's new National Policing Measures without creating duplication. In line with the Mayor's commitment to identifying and addressing disproportionality, MOPAC will – wherever possible – look at all performance data through the lens of people's protected characteristics.

Protecting people from exploitation and harm includes child criminal exploitation, child sexual exploitation, child sexual abuse, radicalisation, missing persons, modern slavery, and mental health. The breadth of safeguarding work means it is difficult to reflect performance in a clear statistical way. Our approach to measurement for safeguarding will therefore be focused on qualitative assessment via MOPAC's oversight structures.

To help us understand how safe Londoners are and how safe they feel, we will expand the Public Attitudes Survey (PAS). The PAS aims to gauge what Londoners think about policing and crime in the capital, and to understand the issues that matter to the public. The survey measures Londoners' perceptions of the police, identifies local policing priorities, and captures views and experiences across a range of crime and safety issues. The survey has taken place since 1983 and is widely recognised as setting a gold standard for understanding citizens' views of policing. During this Plan period, we will increase the sample size for the PAS – increasing the number of people surveyed each year - from 12,800 to 19,000 - and include additional questions on Londoners' experiences of crime in their local area. This will provide richer information, over and above police recorded crime, with which we can steer and assess our activities. We will work with the Office for National Statistics (ONS) to make this as robust as possible and will publish the findings for Londoners to access.

The Plan also sets out our intent over this period to continue to broaden and deepen our engagement with all of London's communities and particularly those with lower levels of confidence and trust in policing – such as Black and mixed-ethnicity Londoners, LGBTQI+ Londoners and deaf and disabled Londoners.

## Integrated Impact Assessment

The following assessment is based on the final Plan which details the priorities that are proposed and assesses the potential impact, whether positive, negative, neutral or unknown. In conducting the assessment, and in line with the intentions of the Plan, the potential impact has been assessed as positive across all objectives.

Topic	IIA objective	Context	Policy	Impact
<b>Crime, Safety and Security</b>	1. To contribute to safety and security and the perceptions of safety	The safety and security of Londoners is the Mayor’s first priority. The Plan sets out how he will work over this period to increase the safety – and sense of safety – of all Londoners.	<p>The Plan sets out a comprehensive list of actions to increase the safety – and sense of safety – of all Londoners.</p> <p>The Plan details how we will work with the MPS, partner agencies and communities to tackle crime of all kinds and all levels of severity. The first priority is reducing violence – including violence affecting young people, gang crime, terrorism and hate crime.</p> <p>The Plan goes on to set out the measures we will take to prevent and reduce volume or neighbourhood crimes such as burglary and antisocial behaviour – less seriously harmful than offences such as knife crime but deeply distressing for victims and corrosive to community safety and wellbeing. This is presented in the context of increasing confidence and trust, recognising the</p>	Positive impact on crime and safety with aim making Londoners safer – and feel safer in their city.

Topic	IIA objective	Context	Policy	Impact
			<p>close relationship between the effective response to crimes affecting people most often in their communities and their confidence not only in policing but in their ability to live in, work in and enjoy their city in safety.</p> <p>The Plan also puts a specific focus on criminal exploitation and protecting people from harm – recognising the important role of police and partners in protecting people not only from those who prey on vulnerabilities to do harm – but also the non-crime elements of the police and partner agencies’ roles, such as searching for missing people or carrying out safeguarding work.</p>	
<p><b>Equality and Inclusion</b></p>	<p>2. To narrow the vulnerability gap between London’s diverse communities, making London a fair and inclusive city where every person is able to participate.</p>	<p>It is well understood that crime impacts on different communities in London in different ways. For example, young Black men and boys are disproportionately represented as both victims and perpetrators of knife homicides; men are far more likely to be the perpetrators of domestic abuse and women are far more likely to be the victim; harmful practices such as Female Genital</p>	<p>The Plan reflects our understanding of the intersections between vulnerability, social exclusion, victimisation and offending, putting forward a variety of commitments that aim to address specific vulnerabilities – tackling the causes of crime as well as crime itself.</p> <p>The Plan is also contextualised within the Mayor’s wider role in ensuring that London is a fairer and more inclusive city – including the COVID-19 Recovery Programme, which also recognises the</p>	<p>Positive. The Plan aims to reduce the inequalities that exist between communities. It recognises and seeks to address the challenges arising from the current context in which we publish it – as we begin to recover from the COVID-19 pandemic and in the aftermath of a number of serious incidents that have reduced confidence and trust in policing in different communities in</p>

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		<p>Mutilation (FGM) occur in specific communities and not others.</p> <p>The relationship between other disproportionalities and vulnerabilities – such as deprivation, lower educational attainment, mental health need or drug/alcohol addiction - and the risk of victimisation or offending are also well known.</p>	<p>disproportionate impact of the pandemic on different communities and aims to address these.</p> <p>The oversight and performance framework for the Plan also reflects our commitment to monitor and address disproportionality in every aspect of our work during this Plan period. This includes greater community involvement in our oversight of the MPS, and a commitment that we will look at performance through the lens of the protected characteristics.</p>	<p>London.</p>
<p><b>Social Integration</b></p>	<p>3. To ensure London has socially integrated communities which are strong, resilient and free of prejudice</p> <p>Also includes an assessment on socio-economic factors</p>	<p>The evidence indicates differential experiences of policing, crime, victim satisfaction and confidence amongst different sections of London’s community – BAME, women and girls, young people, boys/men, people with physical and mental health needs. The COVID-19 pandemic has further tested and challenged the resilience and wellbeing of London’s communities.</p> <p>We know that some criminal groups and individuals actively</p>	<p>The Plan recognises and champions the vital role of community integration as a key factor in the safety of our city, and the challenges to this caused by crime and exploitation.</p> <p>Commitments include the continued delivery of the Mayor’s Action Plan for Transparency, Accountability and Trust in Policing, our ongoing solidarity with London’s diverse communities against hate crime, and investment in the Mayor’s Shared Endeavour Fund aimed at empowering communities to stand up against extremism and radicalisation.</p>	<p>Positive - the Plan sets out commitments expressly intended to further social integration and community involvement in policing and safety. The Plan also sets out how we will challenge threats to integration over this period.</p>



Topic	IIA objective	Context	Policy	Impact
		<p>seek to sow division and anger between communities in London – and that as a global city, international conflicts and disputes can also reverberate on the streets of London. The risk of radicalisation and extremism has been further exacerbated by the COVID-19 pandemic, with lockdowns creating conditions of isolation, increasing reliance on internet for social connection and an interruption in contact with other services and community links with an important protective role.</p>	<p>The Plan also re-states our commitment to working with the MPS and communities to ensure that the capital’s police service is reflective of the diverse population it serves – crucial to the effectiveness and legitimacy of policing in our city.</p> <p>The Plan reflects the important role of the MPS as an ‘anchor institution’ in the COVID-19 Recovery Programme and the fundamental importance of safety for prosperity and opportunity in London.</p> <p>The Plan has been reviewed by the Communities and Social Integration Team at the GLA for quality assurance and to ensure join-up with wider work in this space across City Hall.</p>	
<p><b>Health and Health Inequalities</b></p>	<p>4. To improve the mental and physical health and wellbeing of Londoners and to reduce health inequalities across the City and between communities.</p>	<p>Evidence indicates that people with mental ill health and drug addictions are more vulnerable to victimisation and to entering the criminal justice system.</p>	<p>The Plan recognises the important influence of health – physical and mental – on the safety of Londoners – not only in terms of criminality but also in other aspects of safety work, such as missing persons and safeguarding.</p> <p>The Plan sets out a comprehensive range of policy commitments specifically to tackle the harm caused by</p>	<p>Positive – the Plan identifies and seeks to address a range of specific issues relating to health, health inequalities, crime and community safety in London – committing to working with our partners throughout the period to achieve this.</p>

Topic	IIA objective	Context	Policy	Impact
			<p>drugs, an issue raised throughout the consultation. It also sets out further policy interventions to address the underlying causes of crime and reoffending – which we know includes health as an important factor.</p> <p>The Plan has been reviewed by the GLA Health Team to ensure congruence with the wider group’s policy work on the health of Londoners.</p>	
<p><b>Economic Competitiveness and Employment</b></p>	<p>5. To maintain and strengthen London’s position as a leading connected knowledge based global city and to support a strong, diverse and resilient economy, providing opportunities for all</p>	<p>Safety is the foundation of London’s prosperity – and is recognised in the London Recovery Programme as a key enabler in the city’s ability to overcome the economic impacts of the COVID-19 pandemic. Safety impacts on Londoners’ willingness to remain in and fully enjoy their city, on businesses’ willingness to invest and grow, on tourists’ willingness to choose London as a destination.</p> <p>Economic conditions and opportunities make an important contribution to safety. Higher tax receipts help support policing and other public services. Higher</p>	<p>The Plan reflects the relationship between safety and the economic competitiveness of London throughout, putting forward commitments to protect businesses from crime, create safer conditions for Londoners and visitors to enjoy and be a part of the city. This includes support for measures to keep retail workers safe, to increase the safety of London’s night time economy and ongoing support for resources to help keep businesses safe from crime off-and on-line.</p> <p>The Plan reflects the work happening over this period to increase learning and employment opportunities for young Londoners, helping our young people fulfil their potential on a positive life</p>	<p>Positive – increased safety creates better conditions for business and economic growth for London. By also encouraging employment opportunities, learning and skills, the Plan also seeks to harness the power of work and skills development as an important crime prevention measure.</p>

Topic	IIA objective	Context	Policy	Impact
		<p>employment and more opportunity for all Londoners to find fulfilling and sustainable work is an important contributor to reducing offending and reoffending.</p> <p>Policing makes an important direct contribution to London's economy, with the MPS employing tens of thousands of people and spending billions of pounds per year.</p>	<p>path.</p> <p>The Plan also reflects the work being done by the MPS, through the London Recovery Programme, to direct more of its annual spend on goods and services towards London-based micro, small, diverse and Voluntary Community and Social Enterprise businesses, and to contribute to employment opportunities for Londoners as one of London's major 'anchor institutions'.</p>	

The following assessment has been conducted to determine whether the proposed priorities within the Plan would have any negative impact on any protected characteristics. In conducting the assessment, and in line with the intentions of the Plan, the potential impact has been assessed as positive across all objectives. There are, however, some gaps in data for some areas and mitigations have been identified to work towards improving this.

Protected Characteristic	Context	Policy	Impact
<b>Age</b>	<p>The risks of offending and victimisation change in nature as people age.</p> <p>Young Londoners face risks and challenges that older Londoners do not. For example, children and young people face unique risks relating to grooming, exploitation and abuse. Young Londoners are also disproportionately more likely to perpetrate some offences. From September 2017 to August 2020, 42% of charged homicide offenders were teenagers.</p> <p>Similarly, elderly Londoners may face additional risks around crimes such as fraud, with some health conditions that mostly occur in old age – such as dementia – increasing the vulnerability of individuals significantly.</p> <p>The 2018 MOPAC Youth Voice Survey found that across all ethnic groups, the majority of young people feel safe in their local area and at school.</p> <p>The Public Attitude Survey (which surveys people aged 16 and over) indicates that there are gaps in young people’s perceptions of the police (see below). 16-24- and 24-35-year olds are much less likely to ‘feel well informed’ or know how to contact their local ward policing team. They are</p>	<p>The Plan sets out commitments to increase the safety and confidence of young people and adults in London, recognising the different specific needs and risks for Londoners at different stages of their lives.</p> <p>Specific age-related areas of focus include:</p> <ul style="list-style-type: none"> <li>- Preventing and reducing violence affecting young people.</li> <li>- Reducing offending behaviour.</li> <li>- Improving the service and support that victims receive from the MPS and the criminal justice service.</li> <li>- Increasing public trust in the MPS.</li> <li>- Ensuring victims of fraud are offered timely and effective support.</li> <li>- Reducing the number of young people and adults being exploited or harmed.</li> </ul>	Positive

	<p>also less likely to feel the police listen to the concerns of local people and (for 16-24) treat everyone fairly. People aged 45-54 and 54-65 are much less likely to feel the ‘police can be relied upon to be there when needed’.</p> <p>Data from the Public Attitude survey indicates that people aged 65 and over report more positive views than all other agree group other than in relation to ‘agree the police can be relied upon to be there when needed’, where only 69% agree compared to c74% for those aged 35 and under.</p>	<ul style="list-style-type: none"> <li>- Working with communities.</li> </ul>	
<b>Disability</b>	<p>Reported disability hate crime offences have been increasing in the MPS area since 2018 (<a href="#">Source</a>).</p> <p>June 2021 data shows that disabled victims of crime are less satisfied with the service received from the police than people without disabilities, and less likely to agree that the police are doing a good job locally. (<a href="#">Source</a>) In the consultation, we heard further from deaf and disabled Londoners about their concerns on policing – and a perception that deaf and disabled people were not receiving as good a service as they could be from the police.</p>	<p>The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime, and to improve the support available to victims of these offences.</p> <p>MOPAC has consulted with deaf and disabled communities for this Plan, and the Plan commits to ongoing engagement with deaf and disabled Londoners.</p> <p>The document itself is produced in the most accessible format available for Londoners with a range of disabilities. MOPAC will prepare an Easy Read version of the Plan for Londoners with learning disabilities.</p>	Positive
<b>Gender reassignment</b>	<p>Reported transgender hate crime offences have been increasing in the MPS area since 2018 (<a href="#">Source</a>).</p> <p>While there is data available on LGB Londoners’ views on their safety and</p>	<p>The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime, and to improve the support available to victims of these offences.</p>	Positive

	<p>their confidence and trust in policing, there is insufficient data on TQI communities to ascertain any differential experiences/views.</p>	<p>MOPAC has consulted with London’s LGBTQI+ communities for the Plan, reaching out to Londoners and to representative groups. The Plan makes a commitment to sustaining this engagement.</p>	
<b>Marriage and civil partnership</b>	<p>There is no available evidence of specific impact on marriage and civil partnerships arising from the draft Plan.</p>	<p>There is nothing to indicate that the actions within the Plan would have a detrimental impact on people with this protected characteristic.</p>	Neutral
<b>Pregnancy and maternity</b>	<p>There is no available evidence of specific impact on pregnancy and maternity. However, there is cross over with other protected characteristics – gender and children in particular, which has been assessed elsewhere in this document.</p>	<p>There is nothing to indicate that the actions within the Plan would have a detrimental impact on people with this protected characteristic.</p>	Neutral
<b>Race</b>	<p>Based on 2018/19 data, BAME people represent 41% of London's population but make up 59% of homicide victims (2019) and 78% of those charged with homicide.</p> <p>From September 2017 to August 2020, 58% of charged homicide offenders were Black and 30% were white. 42% of charged homicide offenders were teenagers, and of those 75% were Black.</p> <p>Between 2008-2018, Black Londoners were 1.8 times more likely to be victims of knife crime than non-Black Londoners and five times more likely to be charged than non-Black Londoners.</p> <p>Racist hate crime in the MPS area has been increasing since 2018 (<a href="#">Source</a>).</p>	<p>The Plan sets out comprehensive measures to reduce serious violence, crimes that disproportionately affect Black Londoners particularly.</p> <p>The Plan recognises the disproportionately lower levels of trust and confidence in policing in London’s BAME communities and underlines the Mayor’s commitment to ensuring that Londoners of all races have confidence in the police, receive a high-quality service from the justice system and that ethnic disproportionality is identified and addressed.</p>	Positive

	<p>In June 2020, data from the MOPAC Public Attitude Survey showed that 51% of Black Londoners were confident that the police do a good job in their local area, compared to 57% of white British Londoners. MOPAC data indicates that this confidence gap in London widened further following the death of George Floyd in May 2020.</p> <p>Data from June 2021 shows that Black and mixed-race Londoners are less likely than white or Asian Londoners to agree that the police are doing a good job in their area. Data also shows that there is some disproportionality in levels of satisfaction in the service provided to Asian, Black and particularly mixed-race victims of crime. (<a href="#">Source</a>)</p> <p>While progress has been made in increasing BAME representation, in July 2021 15.9% of MPS officers were from BAME backgrounds – significantly below the percentage of Londoners from BAME backgrounds. (<a href="#">Source</a>)</p> <p>Ethnic disproportionality exists across the CJS, as evidenced by the <a href="#">Lammy Review</a>. Findings from this review included:</p> <ul style="list-style-type: none"> <li>- for every 100 white women handed custodial sentences at Crown Courts for drug offences, 227 black women were sentenced to custody. For black men, this figure is 141 for every 100 white men.</li> <li>- BAME men were more than 16% more likely than white men to be remanded in custody.</li> </ul> <p>During the consultation for the Plan, we heard from Black and Minority Ethnic Londoners about the continued concerns in the community about the service provided by the police and the justice system – and a desire that the Mayor continue to do everything he can to ensure that the MPS is</p>	<p>This includes:</p> <ul style="list-style-type: none"> <li>- Delivering the Mayor’s Action Plan for Transparency, Accountability and Trust in Policing.</li> <li>- The MPS will deliver on its new Strategy for Diversity, Inclusion and Engagement (STRIDE).</li> <li>- MOPAC will implement the Tackling Ethnic Disproportionality in the Youth Justice Service Action Plan.</li> </ul> <p>The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime and to improve the support available to victims of these offences.</p> <p>BAME communities have been consulted in the preparation of this Plan, and we are committed to continuing that engagement throughout this Plan period.</p>	
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	<p>an organisation all Londoners can have trust and confidence in, reduce disproportionality and ensure that there is transparency and accountability when things go wrong.</p>		
<b>Religion and belief</b>	<p>Hate crime linked to religion and belief is often linked to wider global events – for example the conflict in the Middle East in summer 2021 brought with it a spike in anti-semitic incidents in London. Similarly, faith-based hate crimes saw an increase during the same period. (<a href="#">Source</a>)</p> <p>Based on the respondents to the Public Attitude Survey (PAS), those who state ‘no religion’ are more negative across a number of key PAS measures.</p> <p>In the rolling 12 months to June 2020, respondents who report they have ‘no religion’ are less likely to trust the MPS (80% vs. 85% for those reporting a religion), or to think the police do a good job in the local area (54% vs. 59%).</p>	<p>The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime and to improve the support available to victims of these offences.</p> <p>MOPAC has consulted with faith communities in producing this Plan, reaching out to Londoners and to representative groups.</p>	Positive
<b>Sex</b>	<p>There are significant differences between genders in relation to victimisation and offending.</p> <p>Women are much more likely than men to be the victims of high risk or severe domestic abuse: 95% of those going to Multi-Agency Risk Assessment Conferences (MARACs) or accessing an Independent Domestic Violence Advisor (IDVA) service are women. Similarly, women are much more likely than men to be the victims of sexual violence.</p> <p>Men are most frequently the offender in all reported types of domestic abuse (88%) and sexual abuse (97%). From September 2017 to August 2020, 94% of charged homicide offenders were male.</p>	<p>The specific needs and circumstances of different genders are recognised throughout this Plan.</p> <p>Recognising the scale and harm of violence against women and girls, the Mayor has committed to refreshing his Violence Against Women and Girls Strategy for London. This document will be published in 2022 and will sit alongside the Police and Crime Plan as one of MOPAC’s key strategic documents for this period.</p>	Positive



	<p>Data from June 2021 shows that male and female victims of crime have broadly the same levels of satisfaction in the service they have received from the MPS, and are similarly likely to agree that the MPS does a good job in their area (<a href="#">Source</a>).</p> <p>During the consultation for the Plan, we heard from women and girls about the impact on trust and confidence in policing following the murder of Sarah Everard by a serving officer, and subsequent incidents of misogyny, abuse and criminality by MPS officers.</p>	<p>MOPAC consulted widely with Londoners for the Plan, with a good representation across the sexes.</p> <p>Increasing trust and confidence is a key priority in the Plan. The Plan recognises the impact of incidents such as the murder of Sarah Everard and the urgent need to address wider cultural issues that exist within the MPS. The Mayor will oversee the MPS, working with the next Commissioner to ensure that the necessary changes happen.</p>	
<p><b>Sexual orientation</b></p>	<p>Sexual orientation hate crime offences have been increasing in London since 2018 (<a href="#">Source</a>)</p> <p>Public Attitude Survey data indicates that LGB communities are less positive than heterosexual Londoners that the MPS reflects their communities.</p> <p>Based on the User Satisfaction Survey, there are no differences in levels of victim satisfaction between LGB and heterosexual communities.</p> <p>There is insufficient data on TQI communities to ascertain any differential experiences/views.</p> <p>During the consultation for the Plan, we heard from LGBTQI+ Londoners about their concerns regarding the protection the community receives</p>	<p>The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime and to improve the support available to victims of these offences.</p> <p>MOPAC has consulted with London’s LGBTQI+ communities for the Plan, reaching out to Londoners and to representative groups. The Plan makes a commitment to sustaining this engagement, recognising and aiming to address the lower levels of confidence in policing within this community.</p>	<p>Positive</p>

	from the MPS, concerns amplified following the murders of four gay men in London by Stephen Port and serious failings in the MPS investigation of these offences.		
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