

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

2021/22 Quarter 3 Update as at 31 December 2021

Chapter	Commitment	Status Update
<b>1 Better use of Police Powers</b>		
<b>1.1 Better use of Police Powers</b>	<ul style="list-style-type: none"> <li>• Mayor has asked the MPS to launch a <b>new pilot project to review samples of vehicle stops</b> conducted under Section 163 of the Road Traffic Act to identify any disproportionality relating to ethnicity.</li> <li>• Mayor asked government to use its powers to compel police services to collect and <b>publish data on ethnicity of vehicle drivers stopped under the Road Traffic Act</b>; The Mayor will <b>lobby the Home Office to revise the current Code of Practice</b> to make the review of Body Worn Video footage a mandatory requirement for community scrutiny.</li> </ul>	<p>The initial 6 month pilot was extended to ensure a richer data set when London emerged from Lockdown.</p> <p>The final report submission was due to be reviewed at the Deputy Commissioner's Delivery Group Steering Group in late September 2021. Publication is awaited.</p> <p>The Deputy Mayor for Policing and Crime continues to raise this issue with the Home Office and Policing Minister.</p>

Chapter	Commitment	Status Update
<p><b>1.2 Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>Commissioner's <b>review of the use of Handcuffing</b> 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.</li> </ul>	<p>The new policy was launched on 18 November 21. 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. 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.</p>
<p><b>1.3 Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>Scrutinise the MPS to ensure that <b>Authorised Professional Practice is followed</b> and searches based on "smell of cannabis" alone are fully documented.</li> </ul>	<p>Senior officers in each borough continue to monitor performance locally. A monthly Gold Group, chaired by the MPS lead for stop and search, provides strategic direction and governance for those leads and key stakeholders.</p> <p>The MPS central Stop &amp; Search Team are reviewing their approach and consulting with the National Police Chiefs Council (NPCC).</p> <p>Reviews are undertaken by the Community Monitoring Groups at the local level and further work will be undertaken to build this into the wider overhaul of local scrutiny mechanisms.</p>
	<ul style="list-style-type: none"> <li>MOPAC will <b>commission independent academic research</b>, 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.</li> </ul>	<p>The University of the West London is conducting the research, which has four main components:</p> <ul style="list-style-type: none"> <li>• Review of literature and research</li> <li>• Collection and analysis of official and other data</li> <li>• Collection of feedback from young people</li> <li>• Focused discussions with key experts</li> </ul> <p>Research is starting in January 2022, with the report to MOPAC expected by May 2022.</p>

Chapter	Commitment	Status Update
<p><b>1.4 Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>The MPS in Haringey are working with Haringey Council safeguarding leads to <b>review the safeguarding response to under-18s who are repeatedly stopped and searched</b>. 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.</li> </ul>	<p>The review is complete and work continues with North Area and LB Haringey Children's Services, which include further data analysis of stop and search, but with focused parameters (eg in areas of higher violence hotspots).</p> <p>The report's recommendations focused on continuing the review work, policy change in relation to when a MERLIN report is compulsory (currently only for children 10 years and under), the Local Authority response when a relevant child is subject to Stop &amp; Search and enhanced training about children's behaviour as part of MPS Stop &amp; Search training. This continued work will be overseen on North Area by the tactical lead.</p> <p>A workshop about the wider community engagement project underway in Haringey was held during the October public review meeting. This attendance for this meeting was targeted at young Londoners and explored the ways in which communities, police and partners can work together on the key issues.</p>

2 Working Together		
<p><b>2.1 Working Together</b></p>	<ul style="list-style-type: none"> <li>The MPS will continue to ensure that the work of the <b>Safer Schools Officers is monitored and assessed</b> to ensure the positive work they do can continue and that there are no disproportionate impacts for Black children.</li> </ul>	<p>The MPS has prepared an interim report for their internal discussion. Although the final report and proposed recommendations were expected in Autumn 2021, the timing has slipped and publication is awaited.</p> <p>The Safer Schools Programme is the topic for the next Action Plan Public Review Meeting scheduled for the 18th January 2022, with panels and workshops with communities, schools and youth organisations.</p>
	<ul style="list-style-type: none"> <li>MOPAC will regularly <b>consult parents in London about their views on Safer Schools Officers</b> via its Public Attitudes Survey. MOPAC will analyse the findings by ethnicity, to help identify differences in perceptions.</li> </ul>	<p>New questions were added to the MOPAC Public Attitude Survey around support for Safer Schools Officers. Results indicate that (for Q2 2021/22):</p> <ul style="list-style-type: none"> <li>Public support for Safer Schools Officers is very high: 91% of Londoners say that they support the use of Safer Schools Officers in schools (unchanged from the previous quarter).</li> <li>Those from Black and Mixed ethnic backgrounds are less likely to support Safer Schools Officers, although support still remains high: 89% and 86% respectively. For White respondents this was 92%, Asian respondents 91%, and other ethnicities 92%.</li> </ul> <p>Note: Black Londoners include those from Black African, Black Caribbean or Other Black Backgrounds, including those who identify as Mixed Black Ethnicity.</p>
	<ul style="list-style-type: none"> <li>MOPAC will continue to <b>incorporate questions about Safer Schools Officers in its regular Youth Voice survey</b> of children and young people in London.</li> </ul>	<p>The 2021 Youth Survey was approved by the Mayor and launched on 29th November and circulated to 1,000 educational establishments. Given the delay, the survey is open until the end of January 2022 to give schools time to incorporate completion of this into the curriculum.</p>

<p><b>2.2 Working Together</b></p>	<ul style="list-style-type: none"> <li>MOPAC will launch a <b>review of MARACs</b> 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</li> </ul>	<p>The MARAC review Standing Together Against Domestic Abuse has been published on 6 December 2021 and can be accessed on this link: <a href="#">Standing Together Against Domestic Abuse</a></p>
	<ul style="list-style-type: none"> <li>London's Independent Victims' Commissioner will <b>launch a new consultation with Black women</b> and the End Violence Against Women (EVAW) coalition to understand their specific needs and experiences.</li> </ul>	<p>A significant amount of work has been undertaken to better understand the needs and experience of Black women who have been victims of violence.</p> <p>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.</p>
<p><b>2.3 Working Together</b></p>	<ul style="list-style-type: none"> <li>MOPAC and the MPS have committed to work with communities to <b>review all of their existing community engagement mechanisms</b>, to make them more transparent and to identify accessible opportunities for Black communities to be engaged.</li> </ul>	<p>The engagement team in MOPAC have developed a detailed plan for re-tendering work to consult, engage and co-produce with communities a new framework for involving and engaging communities in policing and priority setting locally. This has been re-tendered and is currently live following additional market testing events in October. Consultation events continued throughout November and December. The timetable for the re-tender will see a contract begin in early 2022. This work will take place in parallel to the separate but linked work to review and redesign local community scrutiny and monitoring structures, and will incorporate the community monitoring and scrutiny work to ensure these structures are aligned.</p>

- The MPS is working to develop a '**Handbook of Engagement**' which will be shared with communities.

Following guidance workshops, the MPS have been developing an interactive online tool to assist local communities in understanding engagement activities in their area. The publication of the Handbook of Engagement has been further delayed until Spring 2022.

3 Represents and understands		
<p><b>3.1 Represents and understands</b></p>	<ul style="list-style-type: none"> <li>MPS is aiming for <b>16% of its officers to be BAME (Black and Minority Ethnic) by 2022</b>, 21% by 2024 and 28% by 2030; The MPS will set specific aims for the recruitment and promotion of Black officers.</li> </ul>	<p>The recruitment targets have been set, and a significant programme of attraction and recruitment activity has been implemented. This is including the progression of the 'Outreach' programme, which includes additional resource investment to mobilise bespoke and targeted recruitment in communities who are less well represented in the MPS. In addition, the 'Everyone is a recruiter' awareness package is being developed to encourage recruitment activity across all business groups.</p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> <li>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).</li> <li>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).</li> </ul>
	<ul style="list-style-type: none"> <li>MPS will imminently <b>re-introduce the London residency criteria</b> for most new recruits.</li> </ul>	<p>The London residency requirement, which means Police Constables need to have lived in London for a minimum of three years, within the last six, was re-introduced in November 2020. However, this has resulted in an overall reduction in applicants to join the MPS.</p>

3 Represents and understands		
		<p>Reaching the ambitious targets for the number of new recruits from diverse backgrounds is being led by the MPS Community Outreach Programme, which aims to reach those from diverse communities, who are not actively considering, or have understandable reservations about working for the Met.</p> <p>If you would like to find out more about Outreach Recruitment events please contact <a href="mailto:CommunityEngagement@mopac.london.gov.uk">CommunityEngagement@mopac.london.gov.uk</a></p>
	<ul style="list-style-type: none"> <li>Mayor will <b>lobby the Government to review the legislative framework</b> for police officer recruitment to ensure it is fit for purpose and supports efforts to maximise the number of Black recruits.</li> </ul>	<p>Following the letter the Mayor sent to the Prime Minister, the MPS are working with the Home Office to build the case for change. This is being reiterated in the Deputy Mayor for Policing and Crime's meetings with the Policing Minister.</p>
3.2 Represents and understands	<ul style="list-style-type: none"> <li>MPS will ensure communities are more closely involved in the design of new police learning and development by default and a new <b>Learning and Development Community Reference Group</b> will be established</li> </ul>	<p>The Reference Group has been established and commenced a regular rhythm of meetings.</p> <p>The National Police Chiefs Council (NPCC) and College of Policing will be attending future meetings to assess the benefits of this approach for national roll out.</p>
	<ul style="list-style-type: none"> <li>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 officers) within <b>community led workshops on cultural equality</b>.</li> </ul>	<p>Mentivity training is underway in Central South BCU. Following its completion, the MPS will review and consider the suitability and adaptability for wider roll out across the MPS.</p> <p>Mentivity attended the Action Plan Public Review Meeting in October 2021, and communities shared their experience with delegates. This formed part of a wider conversation about engaging and involving young Londoners in community-led approaches to strengthen police officers' understanding and awareness of the communities they work with.</p>



3 Represents and understands		
	<ul style="list-style-type: none"> <li>The MPS will <b>incorporate direct community input into specific aspects of the training</b> given to new recruits across the service.</li> </ul>	<p>Communities have been involved in the development of the new recruit pathway, which commenced January 2021. Community members are involved in the provision of training and awareness to support new recruits in the policing of London, including cultural awareness across London's communities. The recruit training process also includes a bespoke 'Local Community Immersion' element, where recruits learn and provide presentations with regards to the local history, cultures and communities with whom they will be working on their BCUs.</p> <p>Lived experience is now incorporated into the Policing Education Qualifications Framework (PEQF) recruit training at several points but specifically around stop and search. This also includes a familiarisation week on BCUs where recruits have the opportunity to meet local community members. Training packages have been developed to support Black officers to share their own personal experiences of being subject to stop and search.</p> <p>MOPAC have provided £700,000 funding to the MPS to help deliver this work.</p>
3.3 Represents and understands	<ul style="list-style-type: none"> <li>MPS will set <b>challenging aims to increase the number of Sergeants and Inspectors from BAME groups</b> 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.</li> </ul>	<p>The MPS remains active in seeking to ensure the aims for increasing sergeant and inspector promotion. The selection of Career Development Officers, at chief inspector level, has been completed. The MPS is aiming for 3% Sergeants and 3% Inspectors to be Black by 2024 and subsequently 7% Sergeants and 7% Inspectors by 2030.</p> <p>In support of this MOPAC has made available £1.2m for a specific Career Development Service proposal for Black officers.</p> <p>As at the end of December 2021:</p> <ul style="list-style-type: none"> <li>Sergeants were 11.4% BAMEH and 22.4% female</li> <li>Inspectors were 9.8% BAMEH and 22.2% female</li> </ul>

3 Represents and understands		
<p><b>3.4 Represents and understands</b></p>	<ul style="list-style-type: none"> <li>The MPS has put in place a checks and balances process to <b>review internal referrals into the misconduct process</b>, 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.</li> </ul>	<p>Misconduct: This long term action is overseen through the Commander(DPS). MOPAC is an attendee of the Gold Group. The 'Learning through Reflections' process across 3 BCUs and police staff went live in October 2021, and is being monitored. Results will be reported into the MPS Disproportionality in Misconduct group.</p> <p>Grievance: HR have continued implementing the working protocol to identify repeat complainants and challenging line management relationships. The 'Inclusive Leadership' development package has been delivered across the organisation to encourage a supportive and compassionate leadership approach.</p>
<p><b>3.5 Represents and understands</b></p>	<ul style="list-style-type: none"> <li>MPS is expanding the support provided via Operation Hampshire to support officers and staff who are <b>victims of hate crime while on duty</b>.</li> </ul>	<p>New BCU Hate Crime Units will undertake all Operation Hampshire investigations, with the learning from all MPS hate crime investigations, supporting the MPS response to offences against its staff. This is subject to ongoing review across BCUs and Operational Command to ensure best practice.</p>

4 Holding to account		
<p><b>4.1 Holding to account</b></p>	<ul style="list-style-type: none"> <li>• MOPAC will <b>create a new group to actively involve communities in its scrutiny of the MPS’ citywide activities and pan-London teams</b> such as the TSG, RTPC and the VCTF, and in the way that complaints about the use of intrusive tactics are handled.</li> <li>• MOPAC will produce a <b>quarterly race equality audit</b>, 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</li> </ul>	<p>This work is being aligned to the wider MOPAC oversight/governance review under the change programme. As part of our work on this action, good practice developed by the CPS in their community expert scrutiny panels has been reviewed to identify relevant learning. Alongside this recruitment for members to a new External Reference Group will begin imminently which will support this and other aspects of the plan to review delivery of the Action Plan and be actively involved in these scrutiny functions.</p> <p>The Action Plan data dashboard was first published in March 2021 and can be accessed here: <a href="#">Action Plan Dashboard   London City Hall</a> Since publication the dashboard has had over 930 unique page views and MOPAC continues to listen to feedback from communities on what they would like to see in the dashboard.</p> <p>MOPAC continue to work 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. The MPS are working on publication of arrest, custody and strip search data and MOPAC officers continue to engage with MPS Data Office on this.</p>
<p><b>4.2 Holding to account</b></p>	<ul style="list-style-type: none"> <li>• <b>Work together with IOPC</b> to challenge issues that concern Black Londoners so that communities feel the impact of this oversight</li> </ul>	<p>The IOPC (Independent Office for Police Conduct) has a seat on the Disproportionality Board, which oversees delivery of the Action Plan and will consider other matters related to reducing disproportionality. MOPAC and the IOPC continue to work together to plan opportunities aligned to the MAP delivery timetable. For instance, MOPAC and IOPC are working together to deliver an event on complaints later in 2022.</p>

4 Holding to account		
<p>4.3 Holding to account</p>	<ul style="list-style-type: none"> <li>MOPAC will <b>overhaul its community monitoring structures</b> to ensure that London's diverse communities are better represented, can have a role in monitoring a wider range of police powers, including stop and search and the use of Tasers, and complaints.</li> </ul>	<p>MOPAC developed a detailed plan for reviewing and redesigning the process for involving communities in scrutinising MPS stop and search activity in every London borough in order to make it more representative, accountable, consistent and effective. This is being done in consultation with communities and has included discussions with young Londoners at the Action Plan Public Review meeting in October. Additional consultation events to shape and develop this work took place in October, November and December.</p> <p>The wider overhaul and review of community engagement activity was retendered in October following market testing and consultation events. Following evaluation of tenders, the contract is expected to begin in early 2022.</p>
<p>4.4 Holding to account</p>	<ul style="list-style-type: none"> <li>MPS has reinstated <b>Body Worn Video reviews</b> by Community Monitoring Groups from October 2020.</li> </ul>	<p>To date 66 Body Worn Video review sessions have been undertaken by Community Monitoring Groups across 23 boroughs, providing feedback to the MPS and to their communities on the quality of the encounters and adherence to the required process. This learning is fed back at the individual, local police area and London-wide level to inform practice.</p>
	<ul style="list-style-type: none"> <li>MOPAC and the MPS will start work shortly to jointly <b>research a sample of body worn video footage, to examine the nature of stop and search interactions</b>, 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.</li> </ul>	<p>The pilot to code and review body work video (BWV) is underway. This has included training a number of MPS staff on the coding framework and the pilot as well as implementing the commencement of the pilot stage. The pilot will end during January, followed by refinement (where necessary) of the coding framework and subsequent scaling by the end of January. Interim results expected May-Jun 2022 with final report to follow later in 2022.</p>

4 Holding to account			
4.5	<b>Holding to account</b>	<ul style="list-style-type: none"> <li>MOPAC will further <b>expand the role of Independent Custody Visitors (ICVs)</b> in London through a new process enabling ICVs to look through complete custody records.</li> </ul>	<p>Five existing Independent Custody Visitors (ICVs) have joined the pilot. Three ICVs were trained in November and two additional ICVs will complete their training in January 2022. Some technical issues led to delays with issuing the first batch of custody records to review, but the three trained ICVs have now been issued with records to review.</p>
4.6	<b>Holding to account</b>	<ul style="list-style-type: none"> <li>MOPAC will <b>review and refresh its Justice Matters and Policing Matters meetings</b>, at which the Commissioner and members of her senior team will answer questions on the work of the MPS.</li> </ul>	<p>This work is aligned to the oversight and governance review within the MOPAC change programme. The meetings below form part of the overarching structure:</p> <ul style="list-style-type: none"> <li>Public Review meetings (Quarterly)</li> <li>Pan London scrutiny panels</li> <li>Disproportionality Board (Quarterly)</li> <li>Expert Reference Group (recruitment to begin imminently)</li> </ul>
4.7	<b>Holding to account</b>	<ul style="list-style-type: none"> <li>MOPAC will set up a group including communities and partner organisations to <b>develop a communications plan</b> to ensure that information about people's rights when stopped and searched - and about how to complain - is more widely available.</li> </ul>	<p>A Stop &amp; Search Know Your Rights Guide was produced and is available on the <a href="#">MOPAC website</a> and is also printed in fold-up credit card size format. Community groups, youth groups and individuals are encouraged to contact MOPAC at <a href="mailto:communityengagement@mopac.london.gov.uk">communityengagement@mopac.london.gov.uk</a> for supplies of this helpful resource to help share with Londoners.</p> <p>Communications development is currently focussed on extending the reach of news and updates on the delivery of the Action Plan. MOPAC has been actively reaching out to community and youth groups and, as part of this, the Action Plan Public Review meeting held on 7<sup>th</sup> October was targeted to young Londoners and included sessions on how to increase engagement with young people and how to empower community groups to inform local policing priorities.</p> <p>A step-by-step guide on how to complain to the MPS, including how to appeal is now available on the MOPAC website: <a href="#">MOPAC complaints</a></p>

4 Holding to account		
<p><b>Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC will <b>work with the IOPC to publicise information on the complaints process</b> more widely and support local initiatives that seek to assist communities in exercising their right to complain.</li> </ul>	<p>MOPAC continue to support IOPC Stakeholder meetings to explain MOPAC's review role in the complaints process. Discussions continue with IOPC and MPS to make more information publicly available, including complaints data, in line with forthcoming Government requirements.</p> <p>MOPAC officers continue to work with the IOPC to plan joint work, including making information and guides on rights and processes clearly available on the MOPAC website. This includes the guide linked above on the complaints process: <a href="#">MOPAC complaints</a>. An event focussed on the complaints process is being planned later in 2022.</p>
<p><b>Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC and the MPS will run a new <b>Complainants Survey</b> asking about people's experiences of the complaints process.</li> </ul>	<p>Following the delivery of the complainants survey, MOPAC continue in discussion with the MPS regarding a regular survey of complainants.</p> <p>More information is available on the MOPAC website: <a href="#">Survey of MPS complainants 2020/21</a></p>
<p><b>Holding to account</b></p>	<ul style="list-style-type: none"> <li>The <b>Public Attitude Survey</b> will also include questions on complaints.</li> </ul>	<p>Two complaint related questions were added to the Public Attitude Survey from Q4 2020/21. Headlines for Q2 2021/22 are:</p> <ul style="list-style-type: none"> <li>55% of Londoners feel confident that they would know how to make a complaint about the MPS if they needed to (an increase of 2 percentage points from last quarter).</li> <li>60% of Londoners feel confident that the MPS deals fairly with complaints made about them (a 1% increase on previous quarter).</li> <li>Londoners from a Black (37%) or Mixed (33%) ethnic background are less likely to feel confident that the MPS deals fairly with complaints made about them compared with other groups (e.g. White, 65%; Asian, 66%).</li> <li>Younger Londoners are also less likely to feel the MPS deals with complaints fairly; 47% of 16-24 year olds compared with 64% of those aged 55 or older.</li> </ul>

4 Holding to account		
<p><b>Holding to account</b></p>	<ul style="list-style-type: none"> <li>The Mayor has asked the MPS to <b>make stop and search records available by email</b> to anyone who would wish to receive the information.</li> </ul>	<p>The necessary IT changes to enable this additional function are being put in place and was expected to be launched in this winter. MOPAC are seeking a revised implementation date.</p> <p>These changes are being introduced in tandem with changes to ensure cross referencing of stop and search forms with the use of force.</p>
<p><b>4.8 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC will continue to publish updates on <b>progress against the Gangs Violence Matrix Review</b> to ensure that there is continued transparency and scrutiny around the way it is used and managed.</li> </ul>	<p>MOPAC's Evidence &amp; Insight unit are conducting the next annual review of the Matrix. The completion date had slipped due to data sharing issues with the MPS, however sharing of the data has commenced and the review is anticipated to be ready in Spring 2022. The finished review will be used to inform discussion and oversight of the Matrix at the Disproportionality Board.</p> <p>MOPAC contact with the MPS continues, and refreshed Equalities Impact Assessment and Data Protection Impact Assessment documents are due to be published by the MPS shortly.</p>
<p><b>4.9 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC, the MPS and the GLA will <b>review how data sharing between organisations is working</b> 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.</li> </ul>	<p>MOPAC and MPS have a signed Data Sharing Agreement and improved the process by which MOPAC can commission research on MPS Data.</p> <p>MOPAC, GLA and MPS now have a regular meeting to agree principles of Data Sharing and are seeking to operate on the same technology platform. The Voluntary Code of Practice element of this commitment is now part of the MPS Open Data Strategy . The MPS are working with the Open Data Institute.</p>

## Next Steps

<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>The <b>London Policing Ethics Panel</b> 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.</li> </ul>	<p>The London Policing Ethics Panel report recommendations were incorporated in the consultation and development of the Mayor's Action Plan in 2020. The insights continue to inform MPS and MOPAC's delivery of the Action Plan commitments.</p>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>To maintain transparency and accountability, the <b>delivery of the Plan will be overseen by a Board</b> co-chaired by the Deputy Mayor for Policing and Crime alongside an independent co-chair, bringing in community voices and expertise</li> </ul>	<p>The inaugural meeting of the new Disproportionality Board took place on the 15th October 2021. The Board will meet quarterly and include regular standing agenda items on:</p> <ul style="list-style-type: none"> <li>Mayor's Action Plan</li> <li>The Gangs Matrix Review (every 6 months)</li> <li>The Action Plan to Tackle Ethnic Disproportionality in Youth Justice (every 6 months)</li> <li>Disproportionality data</li> </ul> <p>The next meeting is scheduled for 8<sup>th</sup> February and will look at the Youth Justice Action Plan</p>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>MOPAC will ensure this Plan is subject to an <b>Equality Impact Assessment</b> to document how any differential impact on Black communities has been considered and mitigated.</li> </ul>	<p>An Equality Impact Assessment (EIA) was conducted and published alongside the Plan.</p> <p>The EIA is currently being reviewed and further work will be undertaken to ensure this feeds into communications and engagement plans.</p>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>Involve communities in regular meetings <b>reviewing the progress</b> made towards the Action Plan's objectives.</li> </ul>	<p>Public Review meetings take place quarterly, and have taken place on 25 February, 7 July and 7<sup>th</sup> October. This mechanism provides an opportunity to update communities on progress and to engage them further in the development of specific aspects of the Plan. Feedback on events is continually sought to inform planning and delivery of future events. The agenda and attendance for the October meeting was targeted to young Londoners to hear their concerns and encourage more engagement in</p>



Next Steps		
		<p>oversight of the Action Plan. The meeting took place in a hybrid format with live venues in Haringey and Southwark in addition to on-line attendance. The meeting was held in the evening in response to stakeholder feedback which increased attendance.</p> <p>The next Public Review Meeting will take place on 18th January and will focus on the Safer Schools Programme. Although plans were initially developed to host as a hybrid format again, the rise of the Omicron variant has led to this being changed to a virtual meeting.</p> <p>MOPAC is progressing plans for community involvement on the Disproportionality Board and are also developing a model for a city-wide scrutiny framework.</p>
<b>Next steps</b>	<ul style="list-style-type: none"> <li>MOPAC will publish on its website a <b>quarterly update, listing all of the Actions</b> and what has happened over the period towards delivering them.</li> </ul>	<p>The first quarterly update was published in March along with the Mayor's Action Plan Data Dashboard, and both are updated quarterly.</p>
<b>Next steps</b>	<ul style="list-style-type: none"> <li>Consultation of the <b>new Police and Crime Plan will include specific consultation with Black communities.</b></li> </ul>	<p>The consultation on the Mayor's Police and Crime Plan was launched in November 2021 to run to January 2022. Additional targeted consultation mechanisms were implemented to ensure the voices of all Londoners were heard and reflected in the feedback to the plan, especially those that can be traditionally underrepresented in consultation activity. This included specialist workshops for those stakeholders who had been involved in the Mayor's Action Plan, so they could feedback on how the work of the Action Plan was being built upon and extended.</p> <p>In addition, three surveys were run as part of the consultation to hear from Londoners. Talk London (City Hall's Online Community); a YouGov London Representative poll; and a specific YouGov BAME Boost.</p>