

# Mayors Action Plan – Public Update July 2021

## Learning and Development Update



**METROPOLITAN  
POLICE**

# Ensuring communities are a part of Police Learning and Development

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We have established a Learning & Development Community Reference Group to ensure we maintain a community centred approach to the design and delivery of learning across the Met as a key priority. The group was formed in February this year and includes community members from varying locations across London with representation from a variety of ages and background. This will be broadened in the coming months to ensure a wide cross section of members.

Alongside this, we have ensured that getting to know their Basic Command Units they'll be working on and the local communities they will be serving is at the heart of our new recruit training. In support of this we have already introduced a range of community inputs in the delivery of their learning and development, together with strengthened community immersion activity.

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The introduction of a **new BCU 'familiarisation week'** for all recruits in week 12 of their training – a midway point through the initial period of classroom based learning. This week, together with strengthened 'community immersion' activity, is centred on promoting a wider and deeper understanding of cultural history and how critical events have shaped how specific communities view policing and the Met in particular. Throughout out the week recruits receive a range of insights and community centred inputs (ranging from Community IAGs, local faith groups, community leaders, youth groups and LGBT communities, youth groups and community leaders), including hearing about lived experiences, unconscious bias and the challenges faced by our communities.

Since welcoming the first recruits to join our new apprenticeship and degree holder entry programmes in January 2021, **c.600 of our recruits have undertaken this BCU familiarisation week to date**. All activities have been evaluated, incorporating feedback from our new officers and to ensure consistency of practice across all 12 BCUs. Feedback from our recruits has shown the community inputs to be the most memorable and thought provoking for all recruits during this week.

We have also been working with Mentivity to design and develop the content for a **Cultural Equality Workshop series, to initially be piloted on AS BCU**. This pilot will mobilise a series of Mentivity led sessions over a 4-6 month period launching next month which will look to reach over c500 frontline officers across Lambeth and Southwark.

# Mobilising community facilitated and delivered sessions through an enhanced Passing Out Week

A key milestone for our new recruits following their 17 weeks initial period of classroom based learning and eight week street duties. To mark this milestone the Met has introduced a new approach to Passing Out Parade week to further understand and their critical role in strengthening trust and confidence in policing through every engagement.

This learning will build on **their Community Impact Project presentations**, which takes place the week preceding Passing Out Parade week. The timing of this week ensures officers have enough operational exposure to reflect on the lived experiences of Londoners and consider how these relate to their policing experiences to date as well as allowing officers to reflect on their own policing style and approach before their operational rotations on Violence Suppression Units and investigation teams. **A range of community delivered sessions, during the week will enable them to further understand what is important to London's communities, how Londoners want to be treated and what it means to police with compassion and legitimacy.** We have worked with local community members and the L&D Community reference group to define the delivery of the learning interventions within the Passing Out week, mobilising at the end of July. This will include:

- Setting of the context for our aspiration to be the most trusted police service in the world, outline the drivers of public confidence and how every engagement and encounter they have plays a part in this.
- Input from Communities to provide an overview of their concerns across London and why it is important we work together to drive down violence and protect the vulnerable. Community perspectives of the personal impact of Serious Youth Violence and the challenges many young people face and contribute to their choices and behaviour
- Examples of brilliant service and community experiences of police encounters and impacts. This will include encounters ranging from Stop & search, vehicle stops & victim care.

## Next steps

**Formal evaluation of Passing Out Parade week will be undertaken in October.** This will include focus groups with members of the L&D Community Reference Group to identify what has worked well and what we can improve.

The second phase of our work will look to **mobilise community members into the new recruit classrooms** across each of our university partners and Met Training sites for the delivery of recruit training