

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

2021/22 Quarter 1 Update

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| 1 Better use of Police Powers | | |
| 1.1 Better use of Police Powers | <ul style="list-style-type: none"> • 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. • 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 Body Worn Video footage a mandatory requirement for community scrutiny. | <p>The initial 6-month pilot was extended to capture increased traffic movements as London moves out of lockdown and there is more traffic on the road. The pilot ended in June and data is being reviewed to identify learning and recommendations.</p> <p>Following the Mayor's letter to the Prime Minister, the Deputy Mayor for Policing and Crime will keep this on the agenda in her regular meetings with the Policing Minister.</p> |

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| <p>1.2 Better use of Police Powers</p> | <ul style="list-style-type: none"> 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>The review has been completed and recommendations, which include work to update the policy guidance and training and to improve recording practices, are being implemented. The Deputy Mayor for Policing and Crime will oversee delivery through the Oversight Board.</p> <p>The full list of recommendations can be reviewed here: Executive Summary: Review of Pre-Arrest Handcuffing in the Metropolitan Police Service January 2021</p> |
| <p>1.3 Better use of Police Powers</p> | <ul style="list-style-type: none"> Scrutinise the MPS to ensure that Authorised Professional Practice is followed and searches based on "smell of cannabis" alone are fully documented. | <p>Senior officers in each borough 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>This is built into the review work undertaken by the Community Monitoring Groups at the local level. Further work will be undertaken to build this into the city-wide scrutiny mechanism.</p> |
| | <ul style="list-style-type: none"> 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. | <p>The University of the West London (UWL) succeeded in winning the tender process. Lockdown has caused some unavoidable delays, but this work is still on track. UWL are completing a literature review ahead of their research, findings expected later in Summer. This work will be of interest to the London Drugs Commission the Mayor will establish in line with his manifesto.</p> |

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| <p>1.4 Better use of Police Powers</p> | <ul style="list-style-type: none"> 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. | <p>The review is complete and recommendations agreed including:</p> <ul style="list-style-type: none"> Focusing on violence hotspots to better target searches Enhancing availability and application of relevant data Seeking learning from similar work in other operational areas of London. This will be managed as part of local policing oversight. |
| <p>2 Working Together</p> | | |
| <p>2.1 Working Together</p> | <ul style="list-style-type: none"> 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. | <p>The MPS are gathering data and analysing to understand if there is any disproportionality in the activity of Safer Schools Officers. The review is anticipated for completion in Autumn 2021.</p> |
| | <ul style="list-style-type: none"> MOPAC will regularly consult parents in London about their views on Safer Schools Officers via its Public Attitudes Survey. MOPAC will analyse the findings by ethnicity, to help identify differences in perceptions. | <p>New questions added to the MOPAC Public Attitude Survey and first results indicate that public support for Safer Schools Officers is very high:</p> <ul style="list-style-type: none"> 93% of Londoners say that they support the use of Safer Schools Officers in schools. Those from Black Ethnic Backgrounds are less likely to support Safer Schools Officers. However, support still remains high at 88%. For other ethnicities this was 94% Younger Londoners are also less likely to say they support Safer Schools Officers. |

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| | <ul style="list-style-type: none"> MOPAC will continue to incorporate questions about Safer Schools Officers in its regular Youth Voice survey of children and young people in London. | <ul style="list-style-type: none"> Those holding positive views of the police more widely are also more likely to support Safer Schools Officers. Early analyses suggest that trust in the MPS is particularly important. MOPAC continues to review and monitor survey responses to identify learning opportunities. <p>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 school closures necessitated by the Covid 19 restrictions.</p> |
| <p>2.2 Working Together</p> | <ul style="list-style-type: none"> 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 | <p>The contract has been awarded to Standing Together Against Domestic Abuse. The Pan London MARACs Review is due to start in June and will end in December 2021.</p> |
| | <ul style="list-style-type: none"> London's Independent Victims' Commissioner will launch a new consultation with Black women and the End Violence Against Women (EVAW) coalition to understand their specific needs and experiences. | <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 reporting to long-term support. Following this roundtable, the emerging themes have been collated and follow up conversations are taking place with key stakeholders. This will include a further roundtable with Black survivors, and this work will be incorporated into the forthcoming consultation on the refreshed VAWG (Violence Against Women and Girls) Strategy.</p> |

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| 2.3 Working Together | <ul style="list-style-type: none"> 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. | <p>Consultation with community partners continues. The most recent stakeholder discussion took place in June with 30 partners to identify priorities and explore ways to take this important work forward.</p> |
| | <p>The MPS is working to develop a 'Handbook of Engagement' which will be shared with communities.</p> | <p>A number of guidance workshops have been held, and the MPS are developing an interactive online tool to assist local communities in understanding engagement activities in their area.</p> |
| <p>3 Represents and understands</p> | | |
| 3.1 Represents and understands | <ul style="list-style-type: none"> MPS is aiming for 16% of its officers to be BAME (Black and Minority Ethnic) by 2022, 21% by 2024 and 28% by 2030; The MPS will set specific aims for the recruitment and promotion of Black officers. | <p>The recruitment ambitions have been set, and a significant programme of attraction and recruitment activity has been implemented. This includes 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.</p> <ul style="list-style-type: none"> The MPS have over 14,000 candidates in the recruitment pipeline of which 24.5% are Black, Asian and Minority Ethnic, 5.4% are Black, and 38.8% are women. 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. |

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| | <ul style="list-style-type: none"> MPS will imminently re-introduce the London residency criteria for most new recruits. | <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, has been re-introduced as of November 2020.</p> |
| | <ul style="list-style-type: none"> 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. | <p>Following the letter the Mayor sent to the Prime Minister, the MPS are working with the Home Office to justify these arguments and push for change. The Deputy Mayor for Policing and Crime will keep this on the agenda for her regular meetings with the Policing Minister.</p> |
| <p>3.2 Represents and understands</p> | <ul style="list-style-type: none"> 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 | <p>The Reference Group has been established and meetings commenced in February 2021.</p> |
| | <ul style="list-style-type: none"> 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 community led workshops on cultural equality. | <p>Central South BCU have commenced sessions with Mentivity in May 2021 after a delay caused by lockdown. This work is supported by a 6-month training programme to reach over 500 officers.</p> |
| | <ul style="list-style-type: none"> The MPS will incorporate direct community input into specific aspects of | <p>Communities have been involved in the development of the new recruit pathway, which commenced January 2021. This training includes</p> |

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| | <p>the training given to new recruits across the service.</p> | <p>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>£700,000 has been provided to the MPS for this work and the MPS are developing proposals for how this work will be taken forward.</p> |
| <p>3.3 Represents and understands</p> | <ul style="list-style-type: none"> 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>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>3.4 Represents and understands</p> | <ul style="list-style-type: none"> 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>The MPS are developing several processes to review, identify and improve learning.</p> <p>For instance, MPS continue to review and analyse data. A review of grievances in Spring 2021 revealed there has been a reduction of disproportionality affecting Black and Minority ethnic men and women in the grievance process</p> <p>The Deputy Mayor for Policing and Crime is continuing discussions on progressing and embedding MPS learning.</p> |

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| 3.5 Represents and understands | <ul style="list-style-type: none"> MPS is expanding the support provided via Operation Hampshire to support officers and staff who are victims of hate crime while on duty. | <p>Operation Hampshire support is embedded within the MPS. Data on offences against officers and staff is monitored through an internal dashboard delivery and there has been an internal campaign to highlight the opportunities to improve the investigation of such incidents against officers and staff.</p> |
| 4 Holding to account | | |
| 4.1 Holding to account | <ul style="list-style-type: none"> 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. 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>More detailed work on developing new city-wide scrutiny mechanisms, specifically looking at stop/search, use of force etc., has begun exploring good practice. Plans for an over-arching mechanism for consistent community input to support this and other aspects of the plan are underway</p> <p>The Action Plan data dashboard was published in March 2021 and can be accessed here: Action Plan Dashboard London City Hall In the first three months there were over 400 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 are also working 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.</p> |

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| 4.2 Holding to account | <ul style="list-style-type: none"> • Work together with IOPC to challenge issues that concern Black Londoners so that communities feel the impact of this oversight | <p>The IOPC (Independent Office for Police Conduct) will sit on the Disproportionality Board, which will oversee delivery of the Action Plan and will consider other matters related to reducing disproportionality.</p> |
| 4.3 Holding to account | <ul style="list-style-type: none"> • MOPAC will overhaul its community monitoring structures 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. | <p>MOPAC explored incorporating this commitment within the wider review of community engagement mechanisms (Commitment 2.3). However, this would create delays as that is a longer-term delivery timeframe. Given how critical this work is to trust and confidence, the overhaul of community monitoring structures will be progressed separately.</p> |
| 4.4 Holding to account | <ul style="list-style-type: none"> • MPS has reinstated Body Worn Video reviews by Community Monitoring Groups from October 2020. | <p>To date 32 Body Worn Video review sessions have been undertaken by Community Monitoring Groups, providing feedback to the MPS and to their communities on the quality of the encounters and adherence to the required process.</p> |
| | <ul style="list-style-type: none"> • 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>In addition, MOPAC and MPS have agreed a joint project to review 500 samples of video footage. Both language and behaviours will be analysed to assist in defining good practice in terms of escalation and de-escalation points. This will be absorbed into the wider stop and search learning. The research will commence late summer (2021) and will aim to deliver insights mid-2022 to support improvements in operational practice.</p> |

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| <p>4.5 Holding to account</p> | <ul style="list-style-type: none"> MOPAC will further expand the role of Independent Custody Visitors (ICVs) in London through a new process enabling ICVs to look through complete custody records. | <p>Work is underway to enable the sharing of custody records and to automate the new review process. The new process will be based upon an evaluated pilot programme initiated by the Independent Custody Visiting Association. More information can be found here: Evaluation of the Independent Custody Observation Pilot</p> |
| <p>4.6 Holding to account</p> | <ul style="list-style-type: none"> 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. | <p>More detailed work has begun on developing new city-wide scrutiny mechanisms to replace the Justice Matters and Policing Matters meetings, specifically looking at stop/search, use of force etc. These will form four mechanisms within MOPAC's overarching governance framework.</p> <ul style="list-style-type: none"> Public Review meetings (Quarterly - second meeting in July 2021) Pan London scrutiny panels Disproportionality Board (Quarterly - first meeting in autumn 2021) Expert community panel to review delivery of Mayor's Action Plan |
| <p>4.7 Holding to account</p> | <ul style="list-style-type: none"> 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. | <p>Following feedback from two workshops earlier in the year, a range of advice and guidance information is being incorporated into a broader Communications Plan for the Action Plan. A specific workshop to consult with communities on building an inclusive communications plan will be held during the public review meeting on 7th July 2021.</p> |
| <p>Holding to account</p> | <ul style="list-style-type: none"> 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>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> |

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| | | MOPAC are developing an Action Plan Communications Plan which will include guides to rights and processes, including complaints. |
| Holding to account | <ul style="list-style-type: none"> MOPAC and the MPS will run a new Complainants Survey asking about people's experiences of the complaints process. | <p>The survey has been delivered and the results currently being considered to identify recommendations for the improvement of the complaints process</p> <p>MPS have developed dashboards which will improve MPS/MOPAC scrutiny & oversight. Next step will be to consider how this data can be made available to the public in a format which is understandable and accessible.</p> |
| Holding to account | <ul style="list-style-type: none"> The Public Attitude Survey will also include questions on complaints. | Two complaint related questions have been added to the Public Attitudes Survey. MOPAC and MPS are collaborating to review and address specific concerns of the public identified in survey responses. |
| Holding to account | <ul style="list-style-type: none"> The Mayor has asked the MPS to make stop and search records available by email to anyone who would wish to receive the information. | This action is being progressed as part of the longer-term IT software replacement programme which is not yet fully embedded. However, as an interim solution, where a stop and search is recorded on a tablet (which currently accounts for approximately 50% of all stop and search in the MPS), the offer of a direct supply of the record is being made to the member of the public and can be supplied immediately. |
| 4.8 Holding to account | <ul style="list-style-type: none"> 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. | 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, which will meet in autumn 2021. |

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| <p>4.9 Holding to account</p> | <ul style="list-style-type: none"> 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>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.</p> |
| Next Steps | | |
| <p>Next steps</p> | <ul style="list-style-type: none"> 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>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>Next steps</p> | <ul style="list-style-type: none"> To maintain transparency and accountability, the delivery of the Plan will be overseen by a Board co-chaired by the Deputy Mayor for Policing and Crime alongside an independent co-chair, bringing in community voices and expertise | <p>A new Disproportionality Board is being implemented which will meet quarterly and include regular standing agenda items including</p> <ul style="list-style-type: none"> • Mayor's Action Plan (every meeting) • Gangs Matrix (every 6 months) • Youth Justice Action Plan (every 6 months) • Race equality audit (quarterly) <p>The first meeting is expected to take place in September 2021.</p> |

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| <p>Next steps</p> | <ul style="list-style-type: none"> 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>An Equality Impact Assessment was conducted and published alongside the Plan. Further work will be undertaken as part of the development of the Polie and Crime Plan.</p> |
| <p>Next steps</p> | <ul style="list-style-type: none"> Involve communities in regular meetings reviewing the progress made towards the Action Plan's objectives. | <p>Public Review meetings take place quarterly, with the first meeting in February and the next meeting planned for 7th July. This mechanism provides 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 events is continually sought to inform planning and delivery of future events.</p> <p>MOPAC have developed proposals for community involvement in the Disproportionality Board and are also developing a model for a city-wide scrutiny framework</p> |
| <p>Next steps</p> | <ul style="list-style-type: none"> 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>The first quarterly update was published in March along with the Mayor's Action Plan Data Dashboard. This update will be published early July.</p> |
| <p>Next steps</p> | <ul style="list-style-type: none"> Consultation of the new Police and Crime Plan will include specific consultation with Black communities. | <p>Preparatory work for the development of the next Police and Crime Plan is underway through a cross-City Hall group. This development work includes identifying and progressing effective consultation mechanisms.</p> |