

MPS Response to Questions Raised at the Public Review Meeting for the Mayor's Action Plan to improve Transparency, Accountability and Trust in Policing – Working together to provide a police service that has the confidence of all Black Londoners

Held 7 July 2021

What is the Met doing to address complaints of racism?

In 2016, the Met formed the Discrimination Investigation Unit (DIU), the only unit in England and Wales dedicated to investigating allegations of discrimination, victimisation, bullying and harassment.

Public complaints of racism not investigated by the IOPC are either investigated by the DIU or, dependent on severity and complexity, by local Professional Standards Units (PSU) with the support of the DIU.

DIU officers are selected for the role based on their understanding of discrimination and proven ability to conduct thorough and robust investigations. All DIU officers have received training in police misconduct investigations and the Equality Act 2010.

DIU responsibilities include;

- . Investigation of public complaints of racism where a police officer or member of staff was acting in an official capacity;
- . Investigation of public complaints of racism where a police officer or member of staff was off-duty (this might be social media activity or someone, identifiable as a police officer through overheard conversation, making racist remarks in public);
- . Investigation of internal complaints of racism;
- . Advice on possible discrimination misconduct for matters raised in Grievance or Employment Tribunal processes;
- . Review all PSU investigations to ensure adherence to the IOPC discrimination guidelines and that all learning opportunities are identified (324 reports reviewed in 2020);
- . Monitoring discrimination investigations to identify emergent themes and provide support and training where needed;
- . Delivering discrimination training to recently promoted officers.

To ensure the best possible understanding of how racism affects members of the Black, Asian and Multiple Ethnic Heritage communities, the DIU is committed to meeting complainants in person to discuss how their experience affected them. To complement this, DIU officers regularly consult with Independent Advisory Groups and Staff Associations and will seek advice as to how a particular action might be perceived within a specific community (e.g the cultural importance of hair in the Black community, and the significance of having it touched by a police officer).

Organisational Learning

In August 2020, The IOPC made an informal learning recommendation to examine the quality and quantity of stop and search training and unconscious bias training provided to officers by considering implementing live case studies including comparator examples to highlight the possible nature of how discrimination and unconscious bias can be perceived by the public. This has been delivered through the Organisational Learning Team.

Head of Learning and Development, Commander Usher is currently reviewing the Diversity & Inclusion training provided to police officers. The training review will seek to update training packages for police across all ranks, and ensure police are provided with regular training as they progress their careers in the Met.

Discrimination Thematic Working Group

The strategic working group has membership from key areas of policing such as DPS, CPIE (Crime, Prevention, Inclusion & Engagement) team, Police Staff Associations, IAG Community members, Learning & Development and Data Analysts.

The working group will seek to achieve two main aims;

1. Review and monitor data in terms of outcomes for discrimination complaints
2. Deliver any specific learning from the thematic review

The primary function of the working group is to identify, and where possible learn from any disproportionate outcomes to case handling involving allegations of discrimination. Due to the complex nature of discrimination it is often a challenge to identify the reasons for low or disproportionate outcomes when dealing with race discrimination. This working group will seek to identify, and disseminate any learning in a sensitive way.

Can you give us more detail about what the Met is doing on restorative practice.

The Met has recently appointed a new restorative justice lead who is reviewing current policy and practice with a view to relaunching RJ. This will include encouraging officers and staff to make better use of RJ to help reduce reoffending and divert offenders and refreshed messaging for victims of crime and the wider general public. This review will involve stakeholders such as MOPAC, our external provider (Calm Mediation) and community stakeholders alongside academic and charitable partners to ensure that the re-launched business model reflects current thinking and best practice. This is anticipated to go live in early 2022.

Can you give us details of the handcuff review recommendations that have been actioned.

All recommendations from the handcuff review are either complete or due for completion imminently. This includes change in PPST delivery to encompass scenario based training with procedural justice, conflict management and trauma informed policing practices interwoven; the imminent publication of the MPS Handcuff Policy and scrutiny where use of force has been used.