

MAYOR'S ACTION PLAN FOR IMPROVING TRANSPARENCY, ACCOUNTABILITY AND TRUST IN POLICING June 2022

Chapter	Commitment	Status Update
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 Met report into ethnicity of road traffic stops is complete and will be published in June 2022. The recent publication of the NPCC Race Action Plan calls for all Police Services in England and Wales to record the ethnicity of all those stopped in vehicles going forwards which the MPS will comply with.</p> <p>The Deputy Mayor for Policing and Crime continues to raise this issue with the Home Office and Policing Minister.</p>
1.2	Better use of Police Powers	
	<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 Met's new handcuffing policy was launched on 18 November 21 and all recommendations in it have been implemented. 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 and upskilling of the Public and Personal Safety Training trainers has begun to ensure that all elements of the review are fully understood and translated for officers. An IT change is</p>

Chapter	Commitment	Status Update
		<p>being implemented to ensure that use of force and Stop & Search are cross referenced going forwards. This IT change is expected to be complete in Winter 2022.</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 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 & Search Team are reviewing their approach and consulting with the National Police Chiefs Council (NPCC).</p> <p>This is built into the review work undertaken by the Community Monitoring Groups at the local level. Further work is underway 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 is conducting the research, which has four main components:</p> <ul style="list-style-type: none"> Review of literature and research Collection and analysis of official and other data Collection of feedback from young people Focused discussions with key experts <p>Research started in January 2022, with the report to MOPAC expected by summer 2022.</p>

Chapter	Commitment	Status Update
<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 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 safeguarding report is compulsory (currently only for children 10 years and under), the Local Authority response when a relevant child is subject to Stop & Search and enhanced training about children's behaviour as part of MPS Stop & 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>
<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 has prepared an interim report for their internal discussion which MOPAC has provided feedback on. 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 was the topic for the Action Plan Public Review Meeting held on 18th January 2022, which included expert panels and workshops with communities, schools and youth organisations. This feedback included the need for better communication between parents,</p>

2 Working Together		
		carers and safer schools officers, and has been fed into the Safer Schools protocol that is being reviewed.
	<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 were added to the MOPAC Public Attitude Survey around support for Safer Schools Officers. Results indicate that (Q3 2021/22):</p> <ul style="list-style-type: none"> 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). Those from Black and Mixed ethnic backgrounds are less likely to support Safer Schools Officers, although support still remains high: 87% and 89% respectively. For White respondents this was 92% and Asian respondents 94%.
	<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. 	Data collection for the Youth Voice survey is now complete, with responses gathered from just over 11,800 young people. Initial findings, including views around Safer Schools Officers, are being analysed with a complete report to be published in Autumn 2022.

<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 MARAC review Standing Together Against Domestic Abuse has been published on 6 December 2021 and can be accessed on this link: <u>Standing Together Against Domestic Abuse</u></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 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>A full report from the roundtables held with Black women will be available when the Mayor's VAWG Strategy is published.</p> <p>These conversations were continued in a gender workshop at the Action Plan Public Review Meeting on 24th March 2022. The meeting sought to explore the impact of intersectionalities experienced by London's Black communities which may further affect trust and confidence in policing and access to services, and how we can ensure that the work contained in the plan meets these multiple needs.</p>
<p>2.3 Working Together</p>	<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>The contract for the community engagement review has been awarded to Black Thrive CIC, a Black-led, London-based community development organisation who will be using in-person events along with social listening virtual technology to gather insight into community's experiences and ideas on what effective, innovative engagement and scrutiny of policing should look like in the 21st Century. The contract began on 6th June and the first workshop in this consultation will take place at the Public Review meeting on 16th June in Brixton. Final recommendations from this work are expected in November 2022.</p>

	<ul style="list-style-type: none"> The MPS is working to develop a 'Handbook of Engagement' which will be shared with communities. 	<p>The MPS Community Engagement Handbook was published in Spring 2022 and is available here: MPS Community Engagement Handbook (met.police.uk).</p>
--	--	---

3 Represents and understands		
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 Action Plan contained the MPS commitment target of 16% of its officers to be BAME by 2022, 21% by 2024 and 28% by 2030. Significant programmes of work are underway to achieve this, 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.</p> <p>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"> 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. 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. As of March 2022, the MPS has 33,567 police officers (FTE). This is the most it has ever had in its history. However, this number falls short of the year-end target by 129. This is largely due to a high number of leavers (including retirees) in March. While the 2022 target was almost met, it is recognised that the pipeline of applicants is not sufficient to reach either the required recruitment targets, or the representation targets by the next report date.

3 Represents and understands		
		<ul style="list-style-type: none"> To address this, the London Residency requirement has been temporarily lifted, but concerns remain. Whilst the MPS has continued to make steady progress it still has some way to go before it is genuinely representative of London.
	<ul style="list-style-type: none"> MPS will imminently re-introduce the London residency criteria for most new recruits. 	<p>Due to the need to maintain recruitment volumes the MPS has temporarily lifted the London residency criteria.</p> <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>
	<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>The MPS is making full use of all existing legislation and guidance, including deploying equal merit provisions of the Equality Act 2010 at scale where it is able. Lobbying has paused whilst the MPS continues to push the boundaries of existing legislation and assess the impact of these measures</p>
3.2 Represents and understands	<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 was established last year.</p> <p>The MPS is working with communities to deliver training to new police recruits during Passing Out Parade week.</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 	<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</p>

3 Represents and understands		
	<p>will bring together a mix of 500 front line operational officers (new recruits and established officers) within community led workshops on cultural equality.</p>	<p>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>
	<ul style="list-style-type: none"> The MPS will incorporate direct community input into specific aspects of the training given to new recruits across the service. 	<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	<p>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>Through the AP the Mayor has provided over £5 million over three years.</p> <p>The MPS is aiming for 3% Sergeants and 3% Inspectors to be Black by 2024 and subsequently 7% Sergeants and 7% Inspectors by 2030. In support of this MOPAC has made available £1.2m for a specific Career Development Service proposal for Black officers. This funded work includes:</p>

3 Represents and understands		
		<ul style="list-style-type: none"> The Career Development Service (CDS) aims to increase the number of Black, Asian, Minority Ethnic (BAME) applicants for promotions to the Sergeant and Inspector ranks. It includes: Embedding career development officers (Chief Inspectors) in each Basic Command Unit (BCU) and other business groups whose role is to oversee and support career development – especially for those from underrepresented groups. Inspiring Leadership Programme. A structured career and development pathway for Black constables to support their progression to Sergeant. Lead on. A leadership programme for underrepresented leaders at Sergeant and Inspector to support their progression. <p>As at end of February 2022 (the latest published MPS update)</p> <ul style="list-style-type: none"> Sergeants were 11.5% BAMEH and 22.8% female Inspectors were 9.7% BAMEH and 22.8% female.
3.4 Represents and understands	<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>MOPAC Evidence and Insight Team have begun the next phase of their misconduct research.</p> <p>The MPS are developing vignettes/role plays for training for sergeants and inspectors to view, assess and determine what they would refer in the misconduct process and what they would deal with internally.</p> <p>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>

3 Represents and understands		
<p>3.5 Represents and understands</p>	<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>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>4.1 Holding to account</p>	<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>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 is underway and 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: Action Plan Dashboard London City Hall 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>

4 Holding to account		
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) 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 is providing input into an event the IOPC is delivering on complaints in Summer 2022 and will work with the IOPC to develop a bespoke event on Complaints as part of the Public Review Programme in Autumn 2022.</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>The engagement team have 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 has and is being done in consultation with communities including existing Community Monitoring Group volunteers.</p> <p>A steering group is meeting monthly, including existing MPS stop and search leads and current CMG chairs as well as community stakeholders, with the initial meeting held on 29th March and a Memorandum of Understanding is being agreed which will underpin the development of a new way of working to be piloted in 5 London boroughs.</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>Since September 2020 there have been 100 viewings of Body Worn Video review sessions undertaken by Community Monitoring Groups across 30 boroughs.</p> <p>Highlighted issues are discussed with the local MPS Stop & Search lead and shared with the central Stop & Search Team to ensure that trends or emerging patterns can be tracked and addressed.</p>

4 Holding to account		
	<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>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 ended during January, and this is being followed by refinement of the coding framework. Interim results expected May-Jun 2022 with final report to follow later in 2022.</p>
4.5	Holding to account <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>The Custody Record review pilot is demonstrating real value in increased oversight and insight into opportunities for improved practice in ensuring the rights of detainees.</p> <p>The Pilot has focused on child detainees, and each month has dip sampled records from a different custody suite. Suites reviewed to date include Acton, Wood Green, Brixton, Charing Cross and Polar Park (Heathrow). Reports have highlighted the need to improve the recording of the arrival and departure of Appropriate Adults (AA) in custody to provide assurance that they are present at the appropriate points during the custody journey and/or availability issues can be more clearly identified.</p> <p>ICVs are also using the custody record review process to scrutinise the use of handcuffing on children arriving in custody, the accurate recording of strip searches within the custody records and the recording of contact with local authorities to request non-police accommodation for children, which is relevant because of the lack of access to accommodation and the resultant detention of children in custody overnight. The MPS are well engaged in the pilot and are actively responding to the issues being identified. Further work is underway to develop processes for reporting the outcomes of this work and a more detail report on the pilot will be published later in the year.</p>

4 Holding to account		
4.6 Holding to account	<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>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"> Public Review meetings (Quarterly) Disproportionality Board (Quarterly) Expert Reference Group (recruitment underway)
4.7 Holding to account	<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>A Stop & Search Know Your Rights Guide was produced and is available on the MOPAC website and is also printed in fold-up credit card size format. Community groups, youth groups and individuals are encouraged to contact MOPAC at communityengagement@mopac.london.gov.uk 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 has facilitated public review meetings focussing on the experiences and engagement of specific sections of the Black communities, such as young people, women and people with disabilities.</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: MOPAC complaints</p>
Holding to account	<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> <p>MOPAC officers continue to work with the IOPC to plan joint work, including making information and guides on rights and processes clearly</p>

4 Holding to account		
		available on the MOPAC website. This includes the guide linked above on the complaints process: MOPAC complaints . An IOPC event on complaints is being planned for summer 2022. Planning for the event involves MOPAC who will consider how to use the feedback to include a workshop at a future Action Plan Public Review meeting.
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. 	MPS have reviewed their governance framework for the handling of public complaints which was one of the commitments agreed following the analysis of the 2020 complainant survey responses. The new Complaint Resolution Unit (CRU) will aim to ensure that all complainants are contacted within 48 hours to discuss/explain the available means of delivering a resolution. All complainants whose cases are handled by the CRU will also be invited to complete a short user satisfaction survey. Results and learning points from this survey will be shared with MOPAC.
Holding to account	<ul style="list-style-type: none"> The Public Attitude Survey will also include questions on complaints. 	<p>Two complaint related questions were added to the Public Attitude Survey from Q4 2020/21. Headlines for Q3 2021/22 are:</p> <ul style="list-style-type: none"> 54% of Londoners feel confident that they would know how to make a complaint about the MPS if they needed to (a decrease of 1 percentage point from last quarter). 57% of Londoners feel confident that the MPS deals fairly with complaints made about them (a decrease of 3 percentage points on last quarter). Londoners from a Black (45%) or Mixed (41%) 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, 61%; Asian, 60%). Younger Londoners are also less likely to feel the MPS deals with complaints fairly; 36% of 16-24 year olds compared with 60% of those aged 55 or older.

4 Holding to account		
<p>Holding to account</p>	<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. 	<p>The MPS Stop and Search Form now contains a field to include an email address for the person detained so that copies of forms can be provided by these means.</p> <p>The changes will run in tandem with the changes to ensure cross-referencing of stop and search forms with use of force. If force, including handcuffing, is used during a Stop & Search, officers are obliged to complete a Use of Force Form. To make this easier, the stop and search form will now automatically open a Use of Force form in the background and can be completed after the stop/search record.</p> <p>The functionality of this new approach with the Met's IT system is being tested and once implemented the MPS will publish back-dated data to show the link between stop and search and use of force.</p>
<p>4.8 Holding to account</p>	<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. 	<p>Data from the Gangs Violence Matrix has been received from the MPS and analysis is taking place. The focus of this review is to explore how the GVM population has changed in terms of size, demographics and harm in the period since the Mayoral Review was conducted and published in 2018.</p> <p>The annual update on the review of the Gangs Violence Matrix was discussed at the Disproportionality Board on 6th April 2022 and the updated review is scheduled for publication in Summer 2022.</p>

4 Holding to account		
4.9 Holding to account	<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>The Met started work on an Open Data Strategy in March 2022, working alongside the Open Data Institute, which they anticipate to be completed by Summer. As part of that work they are scoping what elements of the Voluntary Code of Practice for Statistics can be incorporated.</p>

Next Steps		
Next steps	<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>
Next steps	<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>Disproportionality Board meetings have been held on 15th October, 8th February, and 6th April. The Board 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/Action Plan Dashboard (quarterly)

Next Steps

		<p>An External Reference Group of community experts is in the final stages of recruitment and will support and challenge the work of the board going forwards.</p>
<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 (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>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>The fifth Action Plan Public Review Meeting took place on 24th March 2022. The meeting sought to explore the impact of intersectionalities experienced by London's Black communities which may further affect trust and confidence in policing and access to services, and how we can ensure that the work contained in the plan meets these multiple needs.</p> <p>Separate workshops were held looking at the experiences and barriers to justice faced by Black Londoners who also identify as part of a particular faith community; who have either a visible or invisible disability; or who are women.</p> <p>The discussions in the gender workshop built on work already undertaken by MOPAC as part of the consultation for the VAWG strategy. Following the meeting, work has already begun to grow these into meaningful discussions, to better understand the lived experience and additional barriers faced by Black Londoners.</p>

Next Steps

Next Steps		
<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 2021 along with the Mayor's Action Plan Data Dashboard, and both are updated quarterly.</p> <p>This update is being published in June 2022, following an unavoidable hiatus due to the pre-election period.</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>The Police and Crime Plan was published on Thursday 24th March, can be accessed here: https://www.london.gov.uk/publications/building-safer-london</p> <p>During the consultation on the Police and Crime Plan additional community events were put in place to obtain the communities' feedback. 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>