

DMPC Decision – PCD 1566

Title: Performance and Insight Growth

Executive Summary:

This paper seeks approval for the growth of the MPS Performance and Insight team for 2024/25, from 27 posts to 56, noting that further planned growth in future years is subject to further governance. The cost of the initial uplift is £1,864,180 and will be funded from within the current medium term financial plan.

Recommendation:

The Deputy Mayor for Policing and Crime is recommended to:

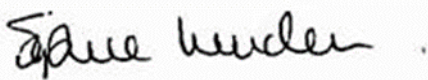
1. Approve the proposal to grow the Performance and Insight team in Year 1 2024/25 (growing from 27 posts to 56 posts) using the funding of £1,864,180 that has been agreed from the Medium Term Financial Plan (MTFP)

Deputy Mayor for Policing and Crime

I confirm I have considered whether or not I have any personal or prejudicial interest in this matter and take the proposed decision in compliance with the Code of Conduct. Any such interests are recorded below.

The above request has my approval.

Signature



Date 16/02/2024

PART I - NON-CONFIDENTIAL FACTS AND ADVICE TO THE DMPC

1. Introduction and background

- 1.1. The MPS conduct of strategic performance management has been identified by both His Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) and the Baroness Casey Review as needing to improve.
- 1.2. This paper seeks approval for the costs of phase 1 of a three year programme to improve the MPS's performance management and measuring success functions.

2. Issues for consideration

- 2.1. The current team of 29 posts cannot meet demand, nor enhance and expand the performance analysis and insight services it provides to the Met, as is required.
- 2.2. Growing and restructuring the P&I team will improve strategic and tactical performance management, and will equip the Met to take data-driven operational and planning decisions, thus responding to the findings of HMICFRS and Baroness Casey, and commitments made as part of A New Met for London (NMfL).
- 2.3. This proposal is for a phase 1 growth of 27 posts to bring the team to a total of 56 posts. Further funding and approval will be required for the proposed years 2 and 3 growth of the team which would see the team increase to 102 posts.
- 2.4. The MPS state that the uplift in capacity and capabilities will enable improvements
 - Significant uplift to enable breadth and depth of performance analysis and insight – moving from a reactive reporting service, to become a proactive strategic and tactical enabler.
 - Links performance to tasking and planning, ensuring decisions are informed by performance analysis, and evaluated to understand the impact of decisions on performance.
 - Allows additional capacity to engage with senior stakeholders and provide the analysis and insight they need to run their business areas and be held to account.
 - Increases leadership to provide quality assurance and development of junior team members – improving overall quality, and building a talent pipeline in a competitive market.
 - Enables better collaboration with other analytical functions throughout the MPS (DDaT, SIU, Intel etc.), and within MOPAC.
 - Enhances the team's ability to look 'up and out', to contextualise risks, issues and threats.
 - Sets a national precedent for performance management in policing
- 2.5. It has been confirmed that this MPS uplift will not duplicate the MOPAC Evidence and Insight (E&I) Team functions. MOPAC and MPS has agreed that there will be improved

join up between the MPS central team and MOPAC E&I to make sure data and insights flowing in both directions are maximised.

2.6. Further detail is set out in the attached MPS part 1 paper.

3. Financial Comments

3.1. The total budget requirement for this growth totals £1,864,180 for the first year, phase 1, of the programme. This proposed cost is included in the budget submission which currently shows a budget gap that the MPS is working to address before the final approval of the budget in February 2024.

3.2. The estimated cost of the proposed and yet to be approved growth in years 2 and 3 is £2,600,000.

4. Legal Comments

4.1. The MPS Directorate of Legal Services confirm that the decision is legal.

4.2. Paragraph 4.8 of the MOPAC Scheme of Delegation and Consent provides that the Deputy Mayor for Policing and Crime (DMPC) has delegated authority to approve business cases for revenue or capital expenditure of £500,000 or above.

5. Commercial Issues

5.1. There are no commercial issues.

6. GDPR and Data Privacy

6.1. MOPAC will adhere to the Data Protection Act (DPA) 2018 and ensure that any organisations who are commissioned to do work with or on behalf of MOPAC are fully compliant with the policy and understand their GDPR responsibilities.

6.2. The MPS assure that the project does not use currently personally identifiable data of members of the public, so there are no current GDPR issues to be considered.

7. Equality Comments

7.1. MOPAC is required to comply with the public sector equality duty set out in section 149(1) of the Equality Act 2010. This requires MOPAC to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations by reference to people with protected characteristics. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

7.2. The MPS assure that recruitment required to grow the Performance & Insight team will adopt the standards of Met's HR policies, which ensure Equality and Diversity considerations are taken account of.

8. Background/supporting papers

- Appendix 1 MPS Report - Performance and Insight Growth

Public access to information

Information in this form (Part 1) is subject to the Freedom of Information Act 2000 (FOIA) and will be made available on the MOPAC website following approval.

If immediate publication risks compromising the implementation of the decision it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.

Part 1 Deferral:

Is the publication of Part 1 of this approval to be deferred? NO

If yes, for what reason:

Until what date:

Part 2 Confidentiality: Only the facts or advice considered as likely to be exempt from disclosure under the FOIA should be in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a **Part 2** form – YES

ORIGINATING OFFICER DECLARATION	<i>Tick to confirm statement (✓)</i>
Financial Advice: The Strategic Finance and Resource Management Team has been consulted on this proposal.	✓
Legal Advice: The MPS legal team has been consulted on the proposal.	✓
Equalities Advice: Equality and diversity issues are covered in the body of the report.	✓
Commercial Issues Commercial issues are covered in the body of the report.	✓
GDPR/Data Privacy GDPR compliance issues are covered in the body of the report.	✓
Drafting Officer Alex Anderson has drafted this report in accordance with MOPAC procedures.	✓
Director/Head of Service: The interim MOPAC Chief Finance Officer and Director of Corporate Services has reviewed the request and is satisfied it is correct and consistent with the MOPAC's plans and priorities.	✓

Chief Executive Officer

I have been consulted about the proposal and confirm that financial, legal and equalities advice has been taken into account in the preparation of this report. I am satisfied that this is an appropriate request to be submitted to the Deputy Mayor for Policing and Crime.

Signature

Samuel Wood.

Date 15/02/2024