

MOPAC Quarterly ERG Meeting

When: Tuesday 7th November 2023, 5:10pm – 7:00pm

Where: Union Street G.5W

Attendees: Aba Abekah-Mensah, Jamila Bernard-Stevenson, Yusuf Deerow, Piran Dhillon-Starkings, Lynn Ferguson, Paul Mundy-Castle, Leona Smith, Dionne Usherwood, Sara Owusu

Officers: Natasha Plummer, Mel Asare

Meeting Note

Chair went through the actions of the previous meeting (July 2023). Members expressed disappointment that the Commissioner's office has not been in contact about the meeting they have requested.

Action: Natasha (MOPAC) to follow up with Commissioner's office to help move this forward

Action: Chair to send group the standard response that came back from the Commissioners office.

Chair updated members on his meeting with Abimbola Johnson who provides independent scrutiny of the National Race Action Plan. Abimbola provided insight on how her Board are currently providing scrutiny, sharing what works well and lessons learned.

Finance-Mel (MOPAC) informed members about how the MOPAC payment process works as members expressed confusion over their away day payments and remuneration. Mel explained that she raised one PO to cover their away day payment, remuneration and their yearly expenses but they will not receive these payments at the same time. Natasha clarified that though Mel completed their invoice for the away day payments they will need to raise an invoice for their remuneration and expenses.

Action: Mel to send invoice template for completion of their remuneration payment due to be paid before Christmas.

Mel clarified payments will be made for those who haven't been paid for the away day, within the next few days.

Key Meeting updates and Round Robin-

Cohorts for Police Powers and HR related matters provided their updates. The Police Powers cohort are focusing on reviewing the stop and search data within the Met Dashboard whereby they are identifying borough to borough trends regarding grounds, use of force data with a particular interest in ethnicity. Aba will be talking viewers through the dashboard about how to use it, with the view of this being recorded and made available to other scrutiny groups.

Additionally, this cohort has submitted a proposal to look at all the stop and search data in 2 different London boroughs over a one-month period – approximately 500 stops per borough. To help determine whether weak and subjective grounds are more cited more frequently in the grounds for stops in boroughs that have a high disproportionality rate, compared to those with a lower one, the 2 boroughs would ideally be at different ends of the spectrums for rates.

They are looking to carry out an analysis to determine whether grounds that are considered weak or unduly subjective by the IOPC are used significantly more often:

- 1) In stops and searches involving Black people
- 2) In stops and searches that result in NFA
- 3) In BCUs that have higher disproportionality rates
- 4) By specialist units like TSG compared with local officers

Learning

IOPC in their 2022 Stop and Search Learning Report asks:

What steps is your force taking to reduce the likelihood of people from a Black, Asian, or other minority ethnic background being stopped and searched because of intelligence that is based upon assumptions, stereotypes, and racial bias?

Since that report, the failure to explain disproportionality – and the disparity between boroughs on that score - continues.

The MOPAC ERG would argue that the kind of ‘deep dive’ is an important first step in exploring possible explanations - and with a view to recommending possible remedies.

Action: Mel to connect Paul with Police Power cohort to talk through the stop and search research proposal.

This cohort is also planning on designing a survey to capture feedback from 16–19-year-olds within Waltham Forest focusing on similar questions from the public attitude survey.

Action: Mel to send through the Children and Young People survey recently published.

The HR related cohort updated that they are focusing on gathering current Met policies and procedures related to the policing life cycle i.e., attraction, recruitment, training, appraisal, and retention. They updated that they are interested in understanding the Met's current cultural practice programme and what tools they are using for this. They will be attending community led training, reviewing the Met's Black Workforce Survey and interviewing officers who have left the Met. They informed that though they believe a stop and search charter is needed, this will prove meaningless if it's not supported by an effective cultural competency programme with a particular focus on building inclusive teams.

It was agreed to help inform this work they will meet with Claudette from MOPAC's Professionalism team as well as the newly appointment Met Culture lead, Pip.

Action: Mel to connect cohort with Claudette from MOPAC's Professionalism team and the new Culture lead within the Met, Pip.

Teams-Members were provided with a link to join Teams as this will be used as the collaboration tool and for document sharing and storage.

Action: Members to join and send a message to inform they have connected.

Disproportionality Board: Members discussed who will be attending in future given meetings will now be in person. This may change per meeting given member's work schedules. Lynn has agreed to attend each meeting and will be joined by a colleague so there is wider representation. It was agreed that the ERG will provide an expert voice to the Board and therefore papers on their work will be useful.

Public Review Meeting: Members agreed attendance at the next meeting which is being held on the 22nd of November. Face to face attendees will be Lynn, Sara and Leona with Dionne, Aba, Jamila and Piran' possibly attending in person but otherwise will be online.

A discussion was had about the possibility of members leading the next public review meeting in February/March.

Action: explore members leading next public review meeting in Jan/Feb.

AOB: Police Powers cohort to listen in on the taser discussion with the Hackney CMG.

Action: Mel to forward the invite