

# MAYOR OF LONDON

## OFFICE FOR POLICING AND CRIME

### MONTHLY REPORT

#### POLICE AND CRIME COMMITTEE - 31 May 2012

#### 1 REPORT SUMMARY

- 1.1 This report to the Police and Crime Committee (PCC) covers the period from 8 March to 31 May 2012. The performance data contained in the report covers the period up to the end of April 2012 unless stated otherwise. End of financial year FY 2011/12 performance is also provided as a separate section.
- 1.2 Budget monitoring is essentially concerned with the trend of expenditure against budget. Due to the lack of transactions and the distortion caused by year end accruals it is usual for the first budget monitoring report to be produced after the end of the second month of the financial year. At this stage of the year the usual report would be for month 11 of 2011/12. However, as the accounts closure process is now well underway, this report presents a provisional outturn for 2011/12, which should be of more interest to the committee. The figures are provisional at this stage, subject to the remaining closure activities and of course the audit of the accounts.

#### Long-term Crime Volume

| Crime Type                         | May 2010 - April 2011 | May 2011 - April 2012 | Percentage Change |
|------------------------------------|-----------------------|-----------------------|-------------------|
| Total Notifiable Offences          | 821250                | 810548                | -1.30%            |
| Violence against the Person        | 164868                | 152758                | -7.35%            |
| Homicide Offences                  | 124                   | 99                    | -20.16%           |
| Rape Offences                      | 3252                  | 3325                  | 2.24%             |
| Other Serious Sexual Offences      | 4701                  | 4555                  | -3.11%            |
| Robbery (Total)                    | 36248                 | 38610                 | 6.52%             |
| Robbery (Personal)                 | 33282                 | 35872                 | 7.78%             |
| Burglary (residential)             | 61434                 | 63655                 | 3.62%             |
| Burglary (non-residential)         | 32428                 | 32558                 | 0.40%             |
| Motor Vehicle Crime                | 100144                | 98891                 | -1.25%            |
| Domestic Offences                  | 48360                 | 46821                 | -3.18%            |
| Homophobic Offences                | 1365                  | 1211                  | -11.28%           |
| Racist and Religious Hate Offences | 8727                  | 8224                  | -5.76%            |
| Bus Related Offences <sup>1</sup>  | 39954                 | 34406                 | -13.89%           |

<sup>1</sup> Data is for April 2010 to March 2011 compared to April 2011 to March 2012, April 2012 data is not available yet.

### 1.3 CRIME

#### Summary of current position

Overall recorded crime in London has decreased by 1.3% (10702 fewer crimes) in the last 12 months to April 2012. Overall violent crime has also reduced over the last 12 months with the exception of knife crime and rape which still remain a concern. Overall property crime has also increased.

#### 1.3.1 Overall Crime TNO

**Recorded crime in London** has been decreasing over the past 24 months, peaking in July 2010 with 73,447 TNOs. The lowest level of TNO was recorded in December 2010 with 59,182. Compared to April 2011, the number of TNOs in April 2012, decreased by 6.2%.

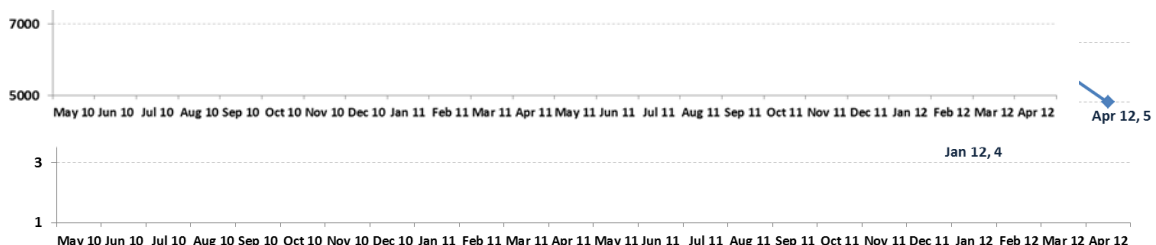


#### 1.3.2 Violence

**Violence against the Person (VAP)** has shown a downward trend over the last two years, with the lowest level achieved in February 2012 with 11220 offences. A 8.1% reduction was recorded in April 2012 compared to April 2011. The total number of VAP offences decreased by 7.3% (-12,110 offences) in the rolling 12 months to April 2012 compared to the same previous period.



**Homicide offences** decreased by 20.2 % in the last rolling 12 months to April 2012 compared to the previous period. The lowest level of homicides was recorded in January 2012 with 4 offences. The highest level was recorded in August 2011 (14 offences). There were 4 fewer homicides in April 2012 compared with April 2011.

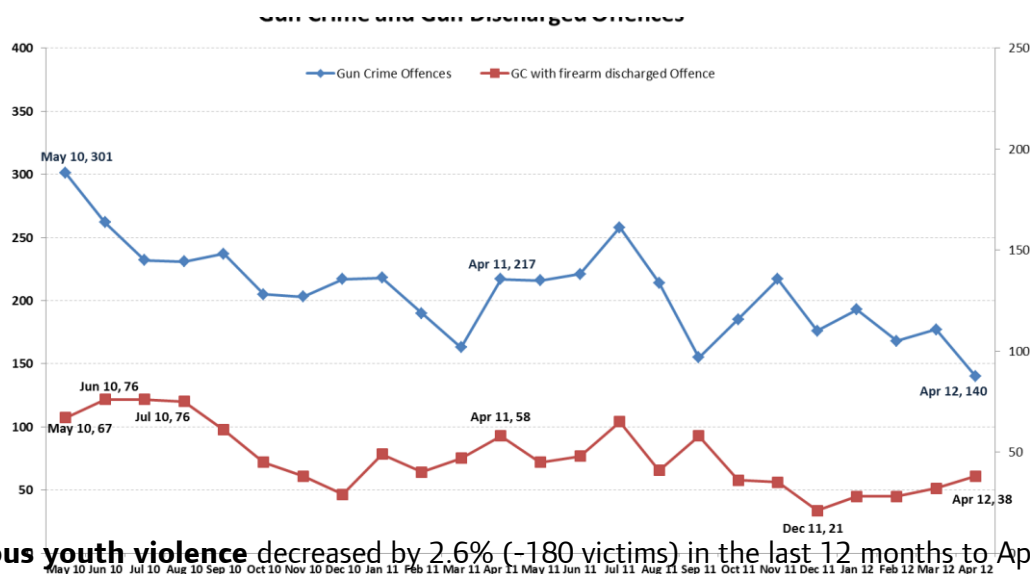


The number of **sexual offences** decreased slightly by 0.8% in the rolling 12 months to April 2012 compared to the same previous period. There were 44 fewer sexual offences in April 2012 compared to April 2011. The lowest level of sexual offences was recorded in December 2010 (658 offences).

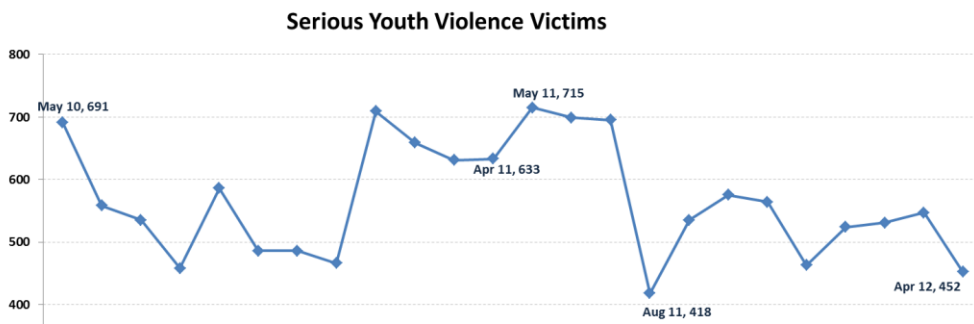
The number of **knife crime offences** has increased by 3.9% (+524 offences) in the last rolling 12 months to April 2012 compared to the same previous period. The highest level of knife crime offences in the last 24 months was recorded in May 2011 with 1333 offences. Compared to April 2011, there were 209 fewer knife crime offences in April 2012 (17.4%). The increase in knife crime is driven by an increase in personal robbery. Crimes where a **knife/sharp object was used to injure** has decreased by 7.1% (-295 offences) in the last rolling 12 months. The lowest level of knife crime with injury offences in the last 24 months was recorded in April 2012 with 229 offences. There were 131 fewer knife crimes (-36.4%) used to injure offences in April 2012 compared to April 2011.



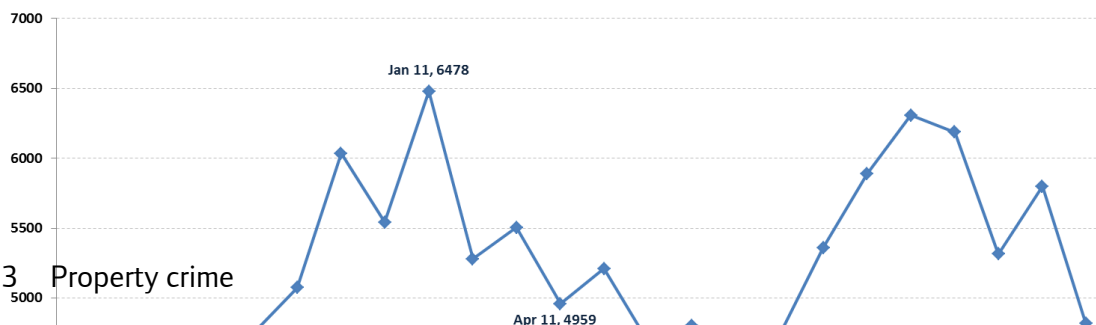
**Gun crime** continues to decrease and the lowest number of offences in the last 24 months was recorded in April 2012 (140 offences). There were 356 fewer offences (-13.3%) in the rolling 12 months to April 2012 compared to the same previous period. **Gun crime with firearm discharged** offences decreased by 28.1% in the last rolling 12 months to April 2012 compared to the same previous period. There were 20 fewer such offences in April 2012 compared to April 2011. The highest level of gun crime with firearm discharged offences in the last 24 months was recorded in June and July 2010.



**Serious youth violence** decreased by 2.6% (-180 victims) in the last 12 months to April 2012. There were 181 fewer victims in April 2012 compared to April 2011. The lowest level of serious youth violence in the last 24 months was recorded in August 2011 (418 victims).

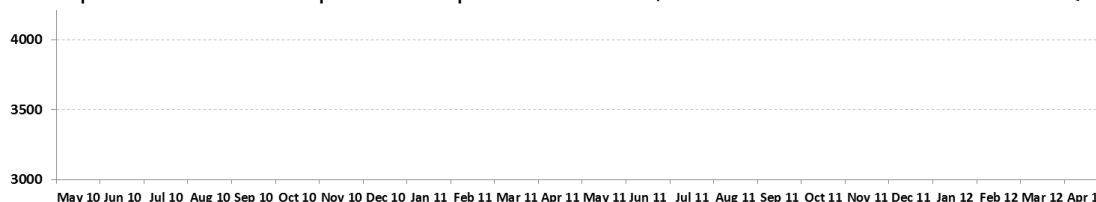


Residential Burglary Offences



1.3.3 Property crime

**Residential burglary** has increased by 3.6% (+2221 offences) over the last 12 months to April 2012 compared to the same previous reports. However, there were 143 fewer offences (-2.9%)



in April 2012 compared to April 2011. The highest level of burglary levels in the last 24 months was recorded in January 2011 with 6478 offences.

**Robbery** offences increased by 6.5% (+2362 offences) in the last 12 months to April 2012 compared to the previous period. The highest number of robbery offences in the last 24 months was recorded in May 2011 (3836 offences). There were 279 fewer offences in April 2012 compared to April 2011.

**Theft and handling offences** has increased by 2.3% (+7400 offences) in the rolling 12 months to April 2012 compared to the same previous period. In the last 24 months, the number of such offences peaked in March 2012 (30603 offences). However, the total number of offences in April 2012 decreased by 3.4% (932 fewer offences) compared to April 2011.

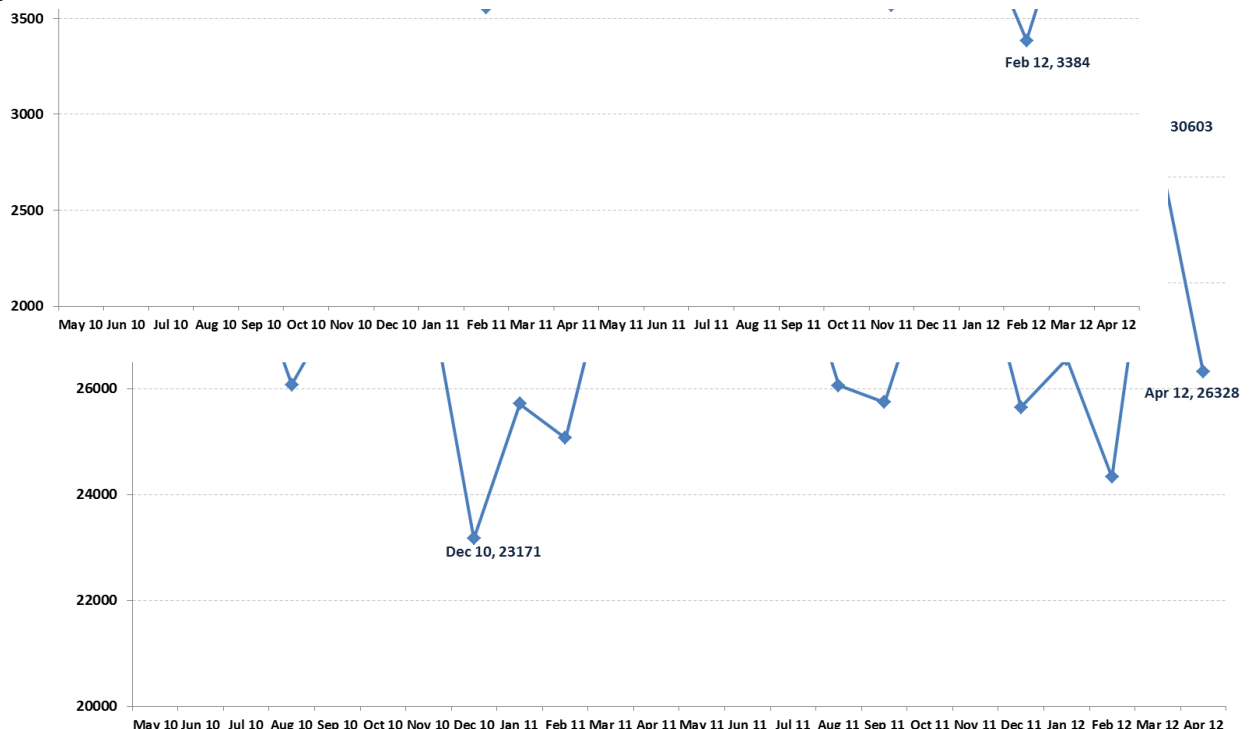


**Domestic violence offences** recorded a reduction of 3.2% (1539 fewer offences) in the last rolling 12 months to April 2012 compared to the same previous period. The lowest level of domestic offences in the last 24 months was recorded in February 2012 with 3384 offences. The number of such offences in April 2012 increased by 10% (389 offences) compared to April 2011.

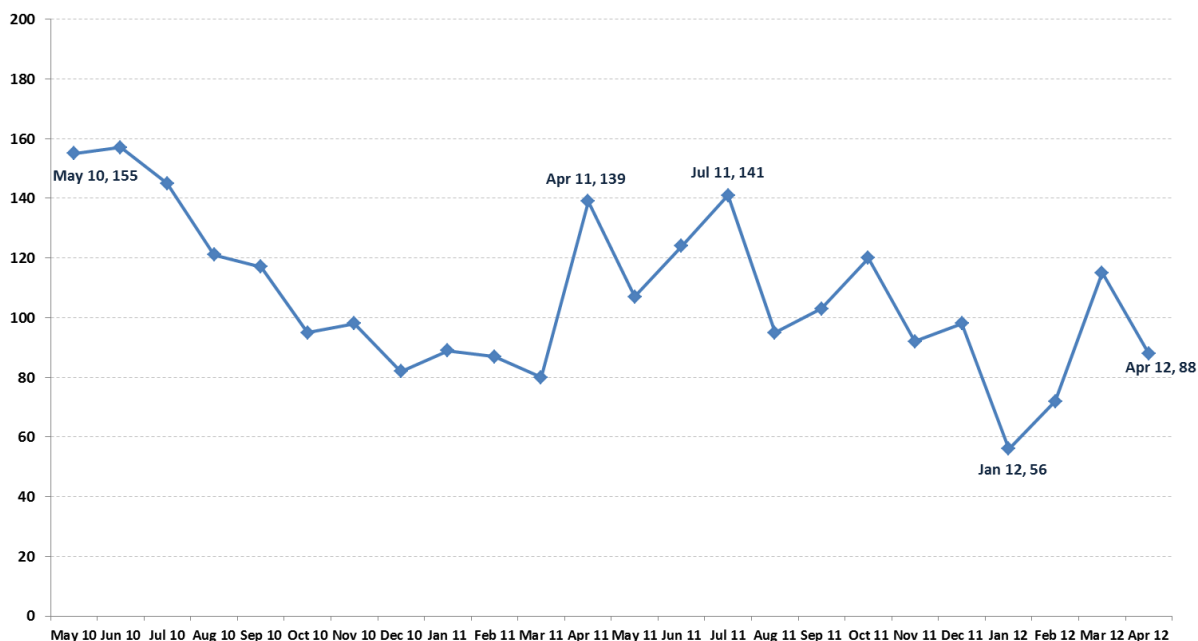
**Domestic Violence Offences**

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**Homophobic offences** have also decreased by 11.3% (-154 offences) in the last rolling 12 months to April 2012 compared to the previous same period. The lowest level of homophobic offences in the last 24 months was recorded in January 2011 with 56 offences. The number of offences in April 2012 was 36.7% (-51 offences) lower than the numbers recorded in April 2011.



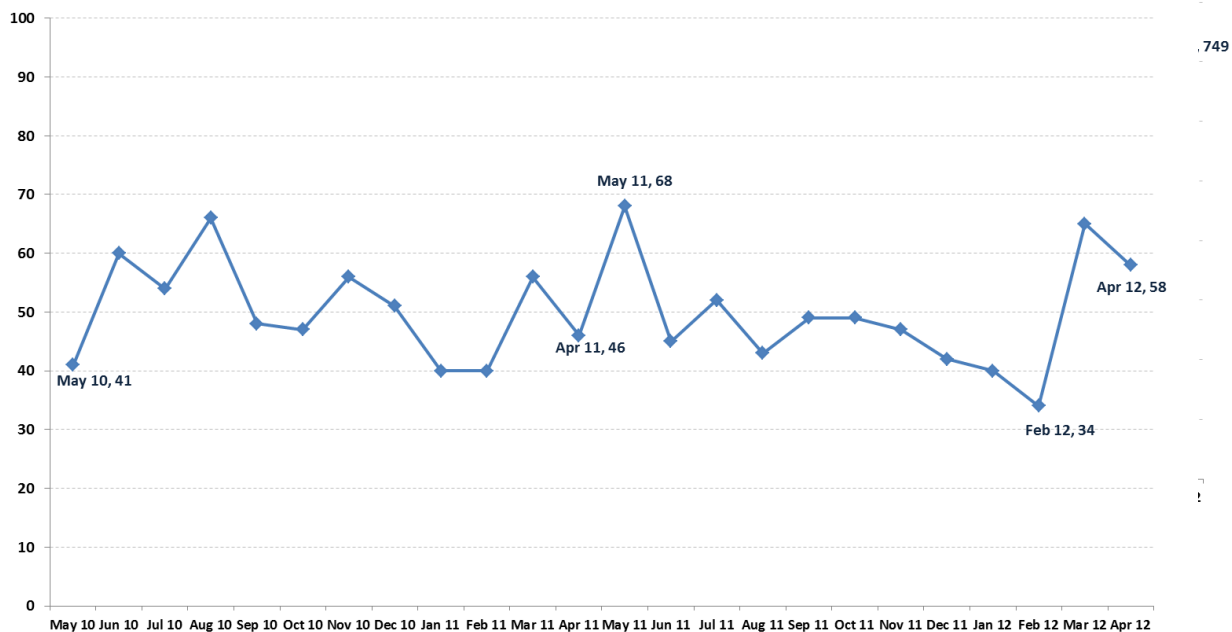
### Homophobic Offences



There were 503 fewer **racist and religious offences** recorded in the last 12 months to April 2012 (-12.36%). A slight increase of 3% (+22 offences) was recorded in April 2012 compared to April 2011. The number of racist and religious crime offences in the last 24 months was at its lowest in February 2011 (548 offences).

**Faith hate crimes** have also decreased by 2.1% (-13 offences) in the last rolling 12 months compared to the same period last year. The lowest level of such offences in the last 24 months was recorded in February 2012 with 34 offences. 58 offences were recorded in April 2012 which was 26.1% (+12 offences) higher than in April 2011.

### Faith Hate Crime Offences



There was an increase of 24.2% in **disability hate crimes** recorded (+30 offences) in the last 12 rolling months to April 2012. The levels recorded did not change in April 2012 compared to April 2011.

### 1.3.5 STOP AND SEARCH

**Searches** in the last 12 months have been fairly stable:

|                    | 2011         |               |               |              |              |               | 2012         |              |              |              |              |              |
|--------------------|--------------|---------------|---------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Search Reason      | May          | Jun           | Jul           | Aug          | Sep          | Oct           | Nov          | Dec          | Jan          | Feb          | Mar          | Apr          |
| PACE               | 39786        | 43514         | 45695         | 37123        | 33582        | 42432         | 40261        | 33835        | 45253        | 35294        | 37520        | 30277        |
| s44                | 3            | 1             | 3             | 0            | 2            | 0             | 1            | 1            | 4            | 2            | 5            | 5            |
| s60                | 3683         | 3245          | 3010          | 15726        | 2026         | 3831          | 2583         | 876          | 1125         | 438          | 467          | 93           |
| s43                | 111          | 88            | 52            | 42           | 67           | 73            | 75           | 47           | 62           | 50           | 60           | 45           |
| s47                | 3            | 1             | 4             | 6            | 1            | 2             | 9            | 0            | 0            | 2            | 5            | 1            |
| Stop and Account   | 51972        | 56806         | 53679         | 43779        | 44626        | 56631         | 48066        | 35353        | 45557        | 38425        | 40031        | 31598        |
| <b>Grand Total</b> | <b>95558</b> | <b>103655</b> | <b>102443</b> | <b>96676</b> | <b>80304</b> | <b>102969</b> | <b>90995</b> | <b>70112</b> | <b>92001</b> | <b>74211</b> | <b>78088</b> | <b>62019</b> |

#### Notes

Data extracted from the STOPS RT on 14/05/12. **The figures in this report were correct on 14th May 2012, but will increase as more stops are input to the system.**

'PACE and Other' stop and search is defined as including - all Section 1 PACE searches (codes A, D, F, G, L), Section 23 drugs (code B), Section 47 firearms (code C), Section 139 blades (code E), Section 163 RTA (code M) and searches following arrests for other offences.

'Section 60' refers to Section 60 Criminal Justice and Public Order Act.

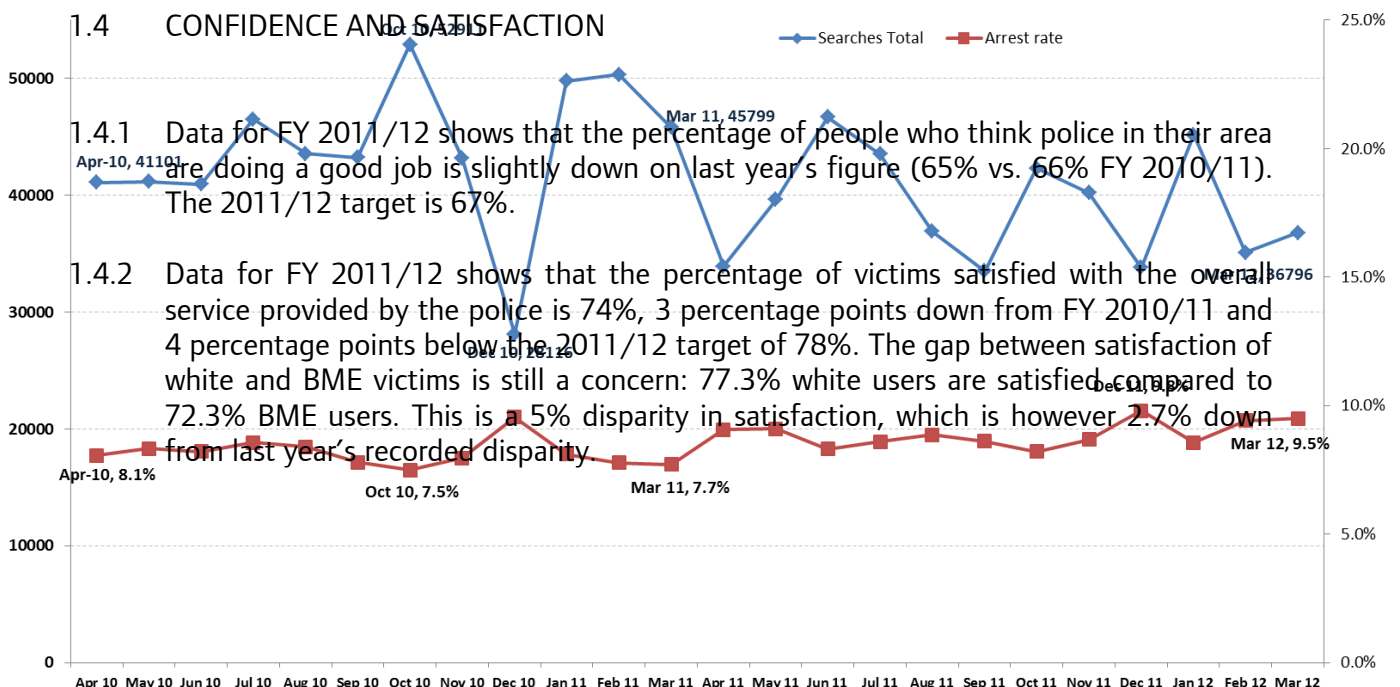
s43 and s44' refers to Terrorism related searches. Please note that MPS use of Section 44 Search Powers ceased on 8th July 2010, therefore searches coded as Section 44 are data entry errors

Searches coded to Section 47 Terrorism Act are data entry errors, as no MPS authorisation of these powers has yet been made.

Searches of unattended vehicles and vessels are excluded.

The number of stop and searches has decreased in the last 24 months. The arrest rate was at its highest in December 2011 with 9.87% and arrest rates remained high in March 2012 at 9.5%.

### Stop and Search



## **2 TOPICAL ISSUES RELATING TO THE WORK OF THE MOPC**

The Mayor's Office for Policing and Crime (MOPC) has a statutory duty to ensure that both the MOPC and MPS comply with their legal responsibilities under the Equality Act 2010.

The MOPC is committed to providing services which embrace diversity and which promote equality of opportunity. The work of the MOPC is focused on ensuring equality and diversity is embedded into operational policing in order to maintain the trust and confidence of those who live, work and visit London.

In addition, the MOPC will assess the risks around equality and diversity, hold the MPS to account for its performance, scrutinise its practices and drive improvements in the perception of London's communities. The MOPC will look to learn from innovative practice taking place in other sectors / countries and explore if and how the principles of this can translate into the policing of London.

### **MOPC Approach to Equality and Diversity**

There are very clear concerns about equality and diversity, and specifically the issues of racism and disproportionality, in the MPS across all activities, including operational decision making, conduct, performance and selection. The MOPC has already begun to:

- Carry out a post Lawrence review to assess the community impact of the recent Lawrence trial verdicts and the continuing response to the recommendations made during the Macpherson inquiry into the murder of Stephen Lawrence. This review will cover aspects of openness, accountability and the restoration of confidence; employment, discipline and complaints; police practice and the investigation of racist crime; family liaison; prosecution of racist crimes; training in racism awareness and valuing cultural diversity; stop and search; and recruitment and retention. The MOPC will report back to the PCC on the progress of this review at a later date.
- Review how deaths following police contact are managed to assess the community impact of such deaths, the police response and any future learning. This review will include establishing an effective reporting regime for deaths in police contact including 'near misses,' the community impact and risk and the learning from such incidents (including how they can be prevented or avoided in future);
- Implement the recommendations of the Mayor's Race and Faith Inquiry including multi point entry; policing a multi-cultural capital requires the police to have the full confidence of the communities they serve as well as its own staff. How the MPS deals with race and faith issues is of great concern for many reasons, not just the impact on



other BME police officers and staff within the MPS but the broader consequences for maintaining the confidence of all of London's communities in the policing it receives and recruiting new officers and staff to reflect London's diversity. The MPS is committed to providing monthly updates on the Race and Faith inquiry recommendations and the issues, including multi-point entry, are a regular topic at the weekly meetings with the Commissioner and Deputy Commissioner;

- Scrutinise the organisational change programmes in the MPS. This will ensure the equality impact of maintaining front line delivery in a challenging financial climate is considered. The availability of suitably qualified and trained staff to fill front line roles is critical. The MOPC will work with the MPS to ensure neighbourhood policing is the foundation of the total war on crime and the total care for victims;
- Implement the recommendations of a risk audit on equalities in the MPS;
- Review the MPS programmes around talent management and succession planning, specifically the use of positive action provisions of the Equality Act. The selection and progression of women and BME officers for senior rank, including the talent management and succession planning programmes, should attract the very best candidates and be representative of the communities they police. The demands which society legitimately makes of police officers and staff require men and women of the highest calibre, integrity and judgment.
- Review the recruitment processes for police officers; these should attract the very best candidates and they in turn should be representative of the communities they police. The demands which society legitimately makes of police officers and staff require men and women of the highest calibre, integrity and judgment. MOPC will be particularly concerned to ensure fair and open competition, looking specifically at the equality implications of the 'conversion' of Specials and PCSOs to regular officers;
- Ensure appropriate governance arrangements are in place to monitor MPS equality and diversity performance and initiatives, particularly through MPS Diversity Board.
- Work with colleagues, the MPS, other partners and stakeholders to tackle all forms of hate crime, disability, violence against women and girls, young people, etc. and address operational issues such as mental health and stop and search which impact on community confidence; and
- Review the communications around the importance of ensuring fairness and equality in promoting trust and confidence in the police.

## **Allegations of racism within the MPS**

### **Timeline**

On 11 August 2011 the MPS referred a complaint to the IPCC about a MPS officer making racially offensive comments. The complaint was investigated and referred to the CPS. The original decision by the CPS not to prosecute was reconsidered following representation by the complainant's solicitor, and on 17 April 2012 the CPS prosecuted the officer for Racially Aggravated Public Order.

Shortly after this complaint was reported in the press there was a second article regarding an assault by a MPS officer in August 2011. This had also been reported to the IPCC.

At the same time there were calls from the family of Kester David for the re-investigation of his suspicious death in 2010 and Mrs Doreen Lawrence requesting the Home Secretary to establish a public inquiry into allegations of corruption during the initial investigation into her son's murder.

What followed was increasing speculation that the MPS had not progressed in the 13 years since the publication of the Macpherson Inquiry report; that it remained institutionally racist.

Following this extensive media commentary the Commissioner made it clear to all MPS staff in a video blog, released on the MPS internal intranet site on the 3 April 2012, that there is no room for racism in the MPS. The transcript was also released to the media.

On the 5 April 2012 the Deputy Commissioner made a public statement announcing both a review into all complaints relating to alleged racism and to check the progress of on-going cases. This work is being conducted in close co-operation with the Independent Police Complaints Commission (IPCC).

The Deputy Commissioner established a Professional Standards Gold Group on the 10 April 2012 and directed that work begin to review MPS progress in diversity and undertake a "health check" of the organisation.

On 13 April 2012 the Commissioner undertook a series of London media interviews reaffirming his intolerance for racism within the police service.

Negotiations took place between the MPS and the IPCC leading to the IPCC statement issued on the 16th April. In brief it was agreed that the IPCC would closely scrutinise how the MPS handled racism complaints to assess that the cases were being dealt with effectively and in line with previously-released guidance on handling allegations of discriminatory behaviour. That further scrutiny consists of:

- Reviewing a sample of concluded and ongoing complaints dealt with directly by the MPS where racist behaviour has been alleged, to assess the extent to which IPCC guidance is being followed;
- For future complaints, requesting the MPS to refer all public complaints to the IPCC where there is an allegation of racism in relation to behaviour since 1 April 2012. Some of those cases may well meet the criteria for an independent investigation; others will be supervised by the IPCC. This will also allow the IPCC to undertake a thematic review of those cases to identify any trends and learning for the police service. The IPCC intend to publish the findings of this review.

The Commissioner appeared before the Home Affairs Select Committee on the 17 April 2012 and answered a broad range of questions directly relating to race and diversity including the specific incidents in the press. He said unequivocally *"I condemn any racist in the Met. I have said I am not going to stand for them being in the Met and I will drive them out. Whatever is in my power to do something about that I will do."* The Commissioner absolutely accepted that racially derogatory language should never be used by a police officer in any circumstances. The Commissioner made the following commitments:

- An independent review into the Kester David death (which is taking place by Hampshire Constabulary)
- The establishment of a Deputy Commissioner's Professional Standards Gold Group to identify, assess and mitigate the risk to the organisation in relation to its approach to diversity across the protected characteristics of the equality duty; to improve the MPS approach to diversity issues; and to ensure independent external oversight from key internal and external stakeholders to improve public and staff confidence. The Gold Group's terms of reference are listed in Appendix A.
- A review of the MPS position in relation to diversity and what more could be learned from examining a broad range of organisational issues.
- A review of all material in relation to corruption investigations carried out during the investigations into the murder of Stephen Lawrence including where necessary an interview of officers serving and retired who had carried out those investigations (which is underway).
- That he was open minded to the suggestion of publicly reporting discipline findings and misconduct hearings (under consideration by the Directorate of Professional Standards).
- That he would personally lead values driven work on changing the culture of the MPS which should be directed at leaders and continue year in and year out. The Commissioner will launch a cultural change programme and has convened a reference group of internal stakeholders to discuss how cultural change should be taken forward. Additional work is also being undertaken to conduct a cultural audit of the MPS, including work undertaken during other Commissioners' tenures, to describe the 'as is' state of the MPS before recommending the steps to take to fulfil the Commissioner's ambition of Total Professionalism. Diversity will feature in the cultural change work but it also will be much wider, considering a range of areas with the aim of making the MPS the best police service, both for the public and those within the organisation).
- The Commissioner was supportive of the Winsor recommendations concerning lateral entry at Inspector and Superintendent ranks with close support as a possible means of generating diversity in higher ranks more quickly.

This was followed on the 20 April 2012 by an internal communications briefing to the top 250 leaders in the organisation to share with staff, significant stakeholders and the public, which condemned racism, highlighted progress on diversity and stated what work will be taken forward.

## **Current status of racist allegations**

A commitment was made by the Deputy Commissioner on 5 April to report publically on progress against the IPCC referrals. On 11 May the Deputy Commissioner confirmed that:

[1] Allegation a PC racially abused a prisoner on 11 August 2011 in Newham (the officer has been suspended), and that two PCs assaulted the prisoner on 11 August in Newham (the officers are not suspended or restricted in relation to this matter but one of the officers is suspended on an unrelated matter). This is an independent IPCC investigation and PC MacFarlane has been summoned to appear at Westminster Magistrates Court on 22 May 2012 for Racially Aggravated Public Order. The IPCC report with their recommendations re misconduct is awaited.

[2] Allegation that a PC assaulted a prisoner on 11 August 2011 in Newham. This is an independent IPCC investigation. PC Joseph Harrington will be summonsed to appear at court, for assault occasioning actual bodily harm. The final report from the IPCC has been received and the MPS are considering their misconduct findings.

[3] Allegation that a A/PS & two PCs working on Newham borough used racist language between Jan and March 2012 (all three officers are suspended). This is an independent IPCC investigation and the IPCC report with their recommendations re misconduct is pending.

[4] Allegation that a PC working in Central Communication Command mishandled calls (racial element) in 2010 (the officer is on restricted duties). The Directorate of Professional Standards investigation is still on-going but has not found any evidence of a racial nature.

[5] Allegation that a PC and a member of police staff in Islington used racist language, reported on 26 March 2012 (the PC is suspended and the member of police staff has now resigned, but is also a Special Constable and suspended in this role. The Directorate of Professional Standards investigation has concluded and has recommended that both officers attend a gross misconduct hearing.

[6] Officer was convicted at court on 23 March 2012 of racially aggravated public order offences that were investigated by British Transport Police (the officer is suspended). This will now proceed to a gross misconduct hearing.

[7] Allegation of bullying in Wandsworth borough by a number of police officers against PCSOs over an 18 month period (two officers are presently suspended and one placed on restricted duties). The investigation has recommended that all three officers attend a gross misconduct hearing.

[8] Allegation from a member of the public of a racist assault involving five officers from the Territorial Support Group against several juveniles in Hyde Park in 2011 (all 5 officers remain on full duties). No misconduct has been identified and the complaint has not been upheld.

[9] Allegation from a member of the public that he was racially abused by an unidentified police officer whilst in Camden borough on 6 January 2012. This is an independent IPCC investigation and the IPCC report with their recommendations re misconduct is due. (The officers have been identified, no officers suspended at this time).

[10] Allegation that a PC working on Westminster borough used racist language between May 2010 and August 2011 (the officer is presently on restricted duties). The Directorate of Professional Standards investigation has concluded and has recommended that the officer attend a gross misconduct hearing.

[11] Allegation against a TSG officer using racist language towards a member of the public and officer/s assaulting a member of the public. The allegations relate to the arrest of a 26-year-old man on suspicion of an immigration offence in Leytonstone High Road at approx. 23:30hrs on 24 September 2011. One officer is on restricted duties. This is an independent IPCC investigation and the IPCC report with their recommendations regarding misconduct is awaited.

Since 1 April 2012 to date 51 public complaints and internal conduct matters, containing allegations of racial discrimination, have been referred to the IPCC.

### **MPS Health Check**

A full 'health check' of the MPS approach to diversity is underway by reviewing a number of key issues outlined in the Diversity Strategy's four principal themes, identifying disproportionality, gaps in MPS delivery and therefore potential organisational risk. It will make recommendations on how any identified risks can be addressed in the future.

The identified issues for this review fall under the four Diversity and Equality Strategy themes which are:

### **Diversity Strategy Theme 1: Fair and Responsive Services**

Investigation

- Hate crime investigation processes and standards
- Critical Incident processes and standards
- Stop & Search
- The satisfaction gap that exists between BME and White citizens & the link to Crimefighters

### **Diversity Strategy Theme 2: Community Engagement**

Community Engagement

- The existence & effectiveness of IAGs (Kirkin Review)
- The existence and effectiveness of SNT KINs (Kirkin Review)

### **Diversity Strategy Theme 3: Workforce and Culture**

Professional Standards

- Public Complaints & Misconduct - an analysis of the current profile and the processes involved in investigating cases of discrimination for both police officers and staff
- Fairness at Work with diversity related claims
- Employment Tribunals with diversity related claims
- Civil & Threatened Actions with diversity related claims

- Reports of Wrongdoing
- Deaths Following Contact by Police

## HR

- Recruitment, retention and promotion of BME officers and staff
- The attitude of staff as reflected through the 'your views count' surveys
- Examine the affect of corporate change programmes on the diversity of the MPS and how risks are being mitigated through Equality Impact Assessments

## **Diversity Strategy Theme 4: Performance and Governance**

### Leadership

- Senior Leadership and governance of Diversity in the MPS at OCU, business group and Management Board level and the link to Performance Board, Professional Standards Strategic Committee
- The Diversity Strategy and Performance Framework
- The existence and effectiveness of Diversity Forums & oversight arrangements (e.g. DAC Governance meetings SC&O; Capability & Review Programme TP)
- The implementation of the Equality Standard
- Training in diversity, leadership and supervision

### Organisational Learning & Improvement

- To assess progress made on diversity since the Macpherson Inquiry Report and any subsequent internal and external diversity reviews in liaison with the Mayor's Office for Policing and Crime (MOPC), Her Majesty's Inspector of Constabulary (HMIC) and National Police Improvement Agency (NPIA)
- To audit MPS progress on recommendations arising from internal and external diversity reviews and public enquiries (e.g. Macpherson Inquiry, Morris Inquiry, MPA Race & Faith Enquiry) and decide whether they remain current issue and need to be prioritised.

### Corporate Risk Management

- Develop a standard reporting mechanism for critical risk in the MPS at OCU, Business Group, Chief Officer Group and Management Board level that is capable of highlighting diversity issues in operational and business areas and sharing organisational learning and describes how governance will escalate the risk issues.

## **Stakeholders**

The following key stakeholders have been identified:

- MPS Management Board
- Deputy Commissioner's Professional Standards Gold Group
- Deputy Commissioner's Professional Reference Group (to provide critical external oversight)
- The Race Independent advisory Group (to provide critical external oversight)
- Director of Diversity and DCFD
- DAC Professional Standards & Culture

- MOPC
- HMI
- ACPO
- NPIA
- Performance Board
- Diversity Executive Board
- Professional Standards Strategic Committee
- Confidence and Satisfaction Board
- Business Group and OCU Diversity Board Chairs
- Staff Associations
- Unions

## **Going Forward**

The MOPC will continue to scrutinise the work of the MPS and hold the Commissioner to account. The information obtained from the MPS health check will form the basis of a report to the MPS Diversity Board at the end of June. The MOPC CEO and Head of Equality and Diversity are both members of that Board. The findings will also help to inform the Commissioner's Culture Change Programme . In addition the MOPC will press ahead with its own programme of activity and report progress to the PCC .

### 3. OVERVIEW OF MOPC AND MPS PERFORMANCE

#### 3.1 HEADLINE CRIME – MONTHLY DATA

| Rolling 12 months to April             | Previous Rolling 12 months | Current Rolling 12 months | Change in number of offences | Percentage change |
|--|----------------------------|---------------------------|------------------------------|-------------------|
| <b>Violence</b>                        |                            |                           |                              |                   |
| Most serious violence                  | 8,921                      | 8,101                     | -820                         | -9.2%             |
| Gun crime                              | 2,676                      | 2,320                     | -356                         | -13.3%            |
| Knife crime                            | 13,437                     | 13,961                    | 524                          | +3.9%             |
| Knife Used to Injure                   | 4,133                      | 3,838                     | -295                         | -7.1%             |
| Gun discharged                         | 661                        | 475                       | -186                         | -28.1%            |
| Youth violence                         | 18,957                     | 16,812                    | -2,145                       | -11.3%            |
| Serious Youth Violence                 | 6,898                      | 6,718                     | -180                         | -2.6%             |
| Rape offences                          | 3,252                      | 3,325                     | 73                           | +2.2%             |
| All other serious sexual offences      | 4,701                      | 4,555                     | -146                         | -3.1%             |
| Child Abuse rape offences <sup>2</sup> | 410                        | 400                       | -10                          | -2.4%             |
| Homicide                               | 124                        | 99                        | -25                          | -20.2%            |
| Teenage Homicide                       | 16                         | 12                        | -4                           | -25.0%            |
| Domestic Violence                      | 48,360                     | 46,821                    | -1539                        | -3.2%             |
| <b>Theft</b>                           |                            |                           |                              |                   |
| Residential burglary                   | 61,434                     | 63,655                    | 2221                         | 3.62%             |
| Personal Robbery                       | 33,282                     | 35,872                    | 2590                         | 7.78%             |
| Theft from a person                    | 35,588                     | 42,593                    | 7005                         | 19.68%            |
| Theft of or from a vehicle             | 100,144                    | 98,891                    | -1253                        | -1.25%            |
| <b>Business crime</b>                  |                            |                           |                              |                   |
| Business crime                         | 75,513                     | 72,855                    | -2658                        | -3.52%            |
| <b>Hate crime</b>                      |                            |                           |                              |                   |
| Homophobic offences                    | 1,365                      | 1,211                     | -154                         | -11.28%           |

<sup>2</sup> Data is for SCD5 investigated rape offences only.



|  |       |       |      |        |
|--|-------|-------|------|--------|
| Racist and Religious Hate Crime                | 8,727 | 8,224 | -503 | -5.76% |
| <b>Roads</b>                                   |       |       |      |        |
| Killed or Seriously Injured (KSI) <sup>3</sup> | 2848  | 2761  | -87  | -3.05% |

### 3.2 WORKFORCE STRENGTH<sup>4</sup>

3.2.1 A targeted recruitment campaign has been developed to meet the forecast PCSO vacancies during 2012/13 supporting both Safer Neighbourhood and Safer Transport PCSO roles. The recruitment campaign is being launched imminently. This is designed to yield a new generation of high quality PCSOs to support Safer Neighbourhood policing.

3.2.2 During this transition, TP is deploying all non-core PCSOs into Safer Neighbourhood and Safer Transport Teams as a priority and Borough Commanders will balance resources on a day to day basis to meet the needs of local operational priorities.

<sup>3</sup> The latest data available is December 2011. Hence comparison is for calendar year 2011 against calendar year 2010. These are total figures as opposed to monthly average previously reported.

<sup>4</sup> Notes

1. These figures exclude trainees, who are not yet warranted. If included, trainees plus warranted officers in May 2008 were 31,416. There were 757 trainees in 2008. There are no trainees forecast for 31 March 2012.
2. Strength - this refers to the number of people employed by the MPS at a particular point in time and is shown in the above table by location.
3. Numbers represent Full Time Equivalent strength, showing the percentage of full time hours staff are available to work (based on a working week).
4. Metropolitan Special Constables (MSC) are counted by a total number headcount and not included in the MPS Police officer total.
5. Territorial Policing (TP) non borough figures include central MPS units/commands that work on TP issues. This includes training, performance resources and call handling.
6. Royal Parks OCU and STC – Safer Transport Command are presented separately for all staff and officers. These had previously been included in TP Non-Borough figures.
7. HRSU (secondments) relate to officers and staff seconded outside the MPS.
8. Data for Police Staff in November 2007 include Traffic wardens.

The table below provides **end of the month totals for police officer, staff and PCSO numbers** by location within the MPS. Data is for end of April 2012:

| (B)OCU                             | Officers        |                 | MSC            |                | Staff           |                 | PCSO           |                |
|------------------------------------|-----------------|-----------------|----------------|----------------|-----------------|-----------------|----------------|----------------|
|                                    | Apr-11          | Apr-12          | Apr-11         | Apr-12         | Apr-11          | Apr-12          | Apr-11         | Apr-12         |
| Barking & Dagenham                 | 434.5           | 467.5           | 113.0          | 126.0          | 73.8            | 75.4            | 88.3           | 76.8           |
| Barnet                             | 575.2           | 545.9           | 177.0          | 161.0          | 92.7            | 87.0            | 143.3          | 100.8          |
| Bexley                             | 399.2           | 386.0           | 111.0          | 90.0           | 83.1            | 66.3            | 94.2           | 86.6           |
| Brent                              | 668.3           | 665.6           | 112.0          | 173.0          | 108.6           | 98.4            | 107.9          | 60.4           |
| Bromley                            | 505.3           | 479.2           | 128.0          | 111.0          | 74.7            | 64.2            | 147.2          | 92.7           |
| Camden                             | 807.9           | 802.4           | 298.0          | 276.0          | 147.8           | 121.2           | 113.3          | 75.6           |
| Croydon                            | 725.0           | 649.7           | 172.0          | 252.0          | 127.1           | 122.1           | 141.2          | 79.8           |
| Ealing                             | 688.5           | 716.3           | 166.0          | 190.0          | 110.3           | 90.7            | 137.8          | 82.7           |
| Enfield                            | 577.1           | 544.2           | 163.0          | 160.0          | 82.6            | 72.3            | 147.7          | 98.6           |
| Greenwich                          | 642.8           | 609.9           | 180.0          | 235.0          | 72.4            | 73.3            | 107.6          | 73.1           |
| Hackney                            | 747.8           | 722.5           | 104.0          | 148.0          | 118.8           | 98.5            | 101.4          | 70.2           |
| Hammersmith & Fulham               | 562.5           | 624.5           | 153.0          | 136.0          | 76.2            | 73.2            | 94.0           | 58.9           |
| Haringey                           | 696.3           | 731.7           | 96.0           | 147.0          | 98.7            | 84.7            | 94.2           | 58.8           |
| Harrow                             | 387.0           | 363.6           | 143.0          | 139.0          | 67.7            | 56.1            | 99.0           | 65.6           |
| Havering                           | 383.0           | 393.7           | 161.0          | 112.0          | 56.6            | 46.8            | 109.6          | 70.3           |
| Hillingdon                         | 535.2           | 526.3           | 110.0          | 109.0          | 57.6            | 52.2            | 98.0           | 62.9           |
| Hounslow                           | 512.9           | 513.6           | 120.0          | 129.0          | 71.4            | 68.0            | 93.5           | 52.1           |
| Islington                          | 703.0           | 676.7           | 135.0          | 183.0          | 45.6            | 51.2            | 102.6          | 64.2           |
| Kensington & Chelsea               | 556.6           | 551.9           | 210.0          | 143.0          | 95.7            | 77.7            | 143.8          | 106.7          |
| Kingston upon Thames               | 313.3           | 305.5           | 124.0          | 78.0           | 49.4            | 45.0            | 70.5           | 49.8           |
| Lambeth                            | 994.8           | 888.5           | 98.0           | 151.0          | 160.3           | 151.9           | 165.8          | 76.6           |
| Lewisham                           | 645.9           | 631.3           | 119.0          | 146.0          | 109.6           | 86.0            | 108.4          | 70.4           |
| Merton                             | 381.6           | 371.5           | 88.0           | 93.0           | 45.1            | 40.3            | 84.2           | 54.4           |
| Newham                             | 791.5           | 808.0           | 144.0          | 203.0          | 118.2           | 97.3            | 129.5          | 74.7           |
| Redbridge                          | 475.6           | 488.7           | 142.0          | 143.0          | 70.1            | 66.1            | 103.8          | 81.3           |
| Richmond upon Thames               | 305.8           | 305.1           | 109.0          | 124.0          | 56.3            | 41.1            | 86.7           | 52.2           |
| Southwark                          | 907.1           | 852.7           | 107.0          | 175.0          | 144.1           | 131.6           | 126.6          | 77.2           |
| Sutton                             | 338.5           | 332.7           | 108.0          | 119.0          | 66.9            | 58.1            | 76.6           | 49.2           |
| Tower Hamlets                      | 778.9           | 756.0           | 122.0          | 168.0          | 123.3           | 100.0           | 119.9          | 69.2           |
| Waltham Forest                     | 548.5           | 546.1           | 77.0           | 109.0          | 102.2           | 85.6            | 98.4           | 71.4           |
| Wandsworth                         | 598.8           | 603.1           | 94.0           | 132.0          | 78.8            | 79.6            | 111.5          | 60.2           |
| Westminster                        | 1,555.2         | 1,437.1         | 500.0          | 404.0          | 281.4           | 229.9           | 325.9          | 141.1          |
| TP Non borough units               | 1,194.2         | 1,527.7         | 215.0          | 490.0          | 2,156.1         | 2,045.4         | 0.0            | 0.0            |
| <b>TP Total</b>                    | <b>20,937.5</b> | <b>20,825.2</b> | <b>4,899.0</b> | <b>5,555.0</b> | <b>5,222.9</b>  | <b>4,737.1</b>  | <b>3,772.5</b> | <b>2,364.5</b> |
| Central Operations (CO)            | 2,740.1         | 2,777.1         | 29.0           | 43.0           | 897.3           | 824.3           | 0.0            | 0.0            |
| Specialist Operations (SO)         | 3,540.1         | 3,621.3         | 20.0           | 47.0           | 1,151.0         | 1,110.8         | 47.9           | 33.1           |
| Specialist Crime Directorate (SCD) | 3,903.5         | 3,923.2         | 34.0           | 27.0           | 2,807.7         | 2,824.7         | 0.0            | 0.0            |
| Human Resources (HR)               | 429.5           | 2.0             | 0.0            | 0.0            | 1,829.8         | 10.2            | 4.0            | 0.0            |
| Deputy Commissioner's Portfolio    | 353.6           | 636.1           | 0.0            | 0.0            | 382.4           | 658.2           | 0.0            | 0.0            |
| Directorate of Information (DoI)   | 40.0            | 28.0            | 0.0            | 0.0            | 864.1           | 683.0           | 0.0            | 0.0            |
| Resources                          | 3.3             | 12.0            | 0.0            | 0.0            | 621.9           | 2,315.2         | 0.0            | 3.0            |
| Royal Parks OCU                    | 0.0             | 0.0             | 28.0           | 29.0           | 0.0             | 0.0             | 27.0           | 0.0            |
| STC - Safer Transport Command      | 0.0             | 0.0             | 11.0           | 27.0           | 0.0             | 0.0             | 87.8           | 261.3          |
| Comm PO / DPA                      | 0.0             | 0.0             | 0.0            | 0.0            | 0.0             | 0.0             | 0.0            | 0.0            |
| <b>MPS total</b>                   | <b>31,947.5</b> | <b>31,825.0</b> | <b>5,021.0</b> | <b>5,728.0</b> | <b>13,776.9</b> | <b>13,163.5</b> | <b>3,939.2</b> | <b>2,661.8</b> |
| Recruits                           | 196.0           | 3.0             | 0.0            | 0.0            | 0.0             | 0.0             | 0.0            | 0.0            |
| Secondments                        | 85.0            | 126.0           | 0.0            | 0.0            | 30.9            | 28.7            | 0.0            | 0.0            |

### 3.3 DEATHS FOLLOWING POLICE CONTACT *(Quarterly Update only)*

3.3.1 Annual figures are calculated on a fiscal year basis (April to March):

| Table of Deaths Following Police Contact: Annual Totals (2009-2011) <sup>5</sup> |                        |                        |                                     |          |           |
|--|------------------------|------------------------|-------------------------------------|----------|-----------|
| Categories   | April 09 –<br>March 10 | April 10 –<br>March 11 | April 11 –<br>March 12 <sup>6</sup> | April 12 | Total     |
| Fatal road traffic incidents involving the police                                | 8                      | 3                      | 2                                   |          | 13        |
| Fatal shooting incidents involving the police                                    | 0                      | 0                      | 1                                   |          | 1         |
| Deaths in or following Custody   | 1                      | 3                      | 0                                   |          | 4         |
| Deaths during or following other types of contact with Police                    | 2                      | 7                      | 5                                   | 1        | 15        |
| <b>TOTALS (IPCC CAT 1 - 4 only)</b>  | <b>11</b>              | <b>13</b>              | <b>8</b>                            | <b>1</b> | <b>33</b> |
| Suicide following custody (New IPCC Category)                                    | 10                     | 7                      | 5                                   | 1        | 23        |
| <b>TOTALS (Including Suicides)</b>   | <b>21</b>              | <b>20</b>              | <b>13</b>                           | <b>2</b> | <b>56</b> |

**The IPCC will determine the status of the deaths (i.e. the Category) at the end of the financial year for FY 2011/12 and FY 2012/13 and if these deaths will be counted in their annual statistic. They are currently total referrals made to IPCC by the MPS.**

<sup>5</sup> 2004: Collection of Statistics from this moment onwards now the responsibility of the IPCC & may differ from statistics kept by DPS SI Support Office, or be subject to later re-classification

2007: Introduction of new Category by IPCC; 'Suicide following Police Custody' (Not included in IPCC end of year statistics)

2011 : IPCC redefine the Home Office Categories and apply the criteria to the 2010/2011 stats;(The term 'police' include police civilians as well as police officers. Deaths of police personnel or incidents that involve off-duty police personnel are not included in these categories)

IPCC Cat 1: Road traffic fatalities include deaths of motorists, cyclists or pedestrians arising from police pursuits, police vehicles responding to emergency calls and other police traffic-related activity

IPCC Cat 2: Fatal shootings include fatalities where police officers fire the fatal shots.

IPCC Cat 3: Deaths in or following police custody include deaths of persons who have been arrested or otherwise detained by the police.

It includes deaths which occur whilst a person is being arrested or taken into detention.

The death may have taken place on police, private or medical premises, in a public place or in a police or other vehicle

IPCC Cat 4: Other deaths following police contact includes deaths where the fatality follows contact with the police and which did not involve arrest or other detention and is subject to an independent investigation which is carried out by the IPCC's own investigators

IPCC Cat 5: Apparent suicides following police custody includes all apparent suicides that occur within two days of release from police custody. It also includes apparent suicides where the period spent in custody may be relevant to the subsequent death and they occur beyond two days of release from custody.

**<sup>6</sup> DPS SI referrals to IPCC for the 2011/12 fiscal year are correct as of 01/05/2012 and as such await classification by the IPCC.**

### 3.4 PERFORMANCE AGAINST TARGETS

3.4.1 This section of the report details MPS performance against the 2012/13 KPIs and their targets as set out in the MPA/MPS Policing London Business Plan 2012-15.

The information is only for a month and care should be taken in interpreting trends on such a short period.

| KPI summary - for week ending 06 May 2012                      |                            |                        |  |   |                       |
|--|----------------------------|------------------------|--|---|-----------------------|
|  | FYTD comparison            |                        |  | Sanction detection rate                                   |                       |
|  | 2012/13 Target             | 1 Apr - 6 May 12       | against same period last                                       | 2012/13 SD target   | FYTD 1 Apr - 6 May 12 |
| KPI1   |                            |                        |  |   |                       |
| Violence with injury   | -5%                        | 5,767                  | -13.5%   | 34%   | 27.8%                 |
| Domestic violence VWI SD rate                                  |                            |                        |  | 51%   | 37.4%                 |
| KPI2   |                            |                        |  |   |                       |
| Rape sanction detections                                       | +6%                        | 42                     | -2.3%  |   | 14.4%                 |
| KPI3   |                            |                        |  |   |                       |
| To increase the number of most harmful gang nominals that are: |                            |                        |  |   |                       |
| in custody   | 400                        | Data Not available yet |  |   |                       |
| subject to judicial restrictions <sup>1</sup>                  | 200                        | Data Not available yet |  |   |                       |
| KPI4   |                            |                        |  |   |                       |
| Property portfolio <sup>2</sup>                                | -5%                        | 50,994                 | -6.7%  | 12%   | 9.7%                  |
| Personal robbery   | -11%                       | 3,417                  | -11.0%   | 18%   | 13.3%                 |
| Residential burglary   | -6%                        | 5,704                  | -5.4%  | 12%   | 11.7%                 |
| MV crime   | -8%                        | 9,346                  | -8.3%  | 8%  | 5.0%                  |
| KPI summary - monthly / quarterly data                         |                            |                        |  |   |                       |
|  | 2012/13 Target             | This year              | Last year  | MSF position  |                       |
| KPI5   |                            |                        |  |   |                       |
| ASB - % perception of high level of ASB (PAS)                  | -1%pt                      | No Data Yet            | 9%   | 12 months to Mar-12                                       |                       |
| KPI6   |                            |                        |  |   |                       |
| Confidence - police doing a good job locally (PAS)             | 67%                        | No Data Yet            | 65%  | 12 months to Mar-12 1st/4 <sup>3</sup>                    |                       |
| KPI7   |                            |                        |  |   |                       |
| 2011/12  |                            |                        |  |   |                       |
| Overall user satisfaction                                      |                            |                        | 74%  | 12 months to Mar-12 4th/4                                 |                       |
| I calls responded to in 15 minutes                             | 90%                        | No Data Yet            | 89.6%  | 2011/12 (Apr - Mar)                                       |                       |
| S calls responded to in 1 hour                                 | 90%                        | No Data Yet            | 86.2%  | 2011/12 (Apr - Mar)                                       |                       |
| Difference   |                            |                        |  |   |                       |
| KPI8   |                            | 12 Months To Dec       | (comp to prev yr)  | % change  |                       |
| KSIs   | -8%                        | 2,564                  | -159   | -5.8% 4th/4   |                       |
| KPI9   |                            |                        |  |   |                       |
| At April 2011  |                            |                        |  |   |                       |
| Olympics   | Amber/green                |                        | Green  | 2012/13 Target is now just three London venue - all green |                       |
| KPI10  |                            |                        |  |   |                       |
| Finance  | Balance the 2012/13 budget |                        | Data unlikely to be available before late June at the earliest |   |                       |

- 1 Anti-social behaviour order; gang injunction; serious crime prevention order; violent offender order. Current figure relates to anti-social behaviour orders & gang injunctions only
- 2 Property portfolio definition is: robbery (personal & business), burglary (residential & non-res), all thefts (MV crime, MV interference & tampering, theft from person, shoplifting, theft of pedal cycles, other thefts), and criminal damage (non-state)
- 3 Measured through equivalent question in British Crime Survey (BCS)

**RAG status: Red = below target and performance has deteriorated; Amber = below target but performance has improved; Green = target being achieved**

### 3.5 END OF FINANCIAL YEAR 2011/12 PERFORMANCE DATA

The end of financial year crime stats published on the Metropolitan Police website in April 2012 showed that crime continues to fall in London. **Total Notifiable Offences** decreased by 1.1%, 8789 less crimes recorded in FY 2011/12 compared to the previous financial year.

| Financial Year                         | FY 2010/11 | FY 2011/12 | Change in number of offences | Percentage change |
|--|------------|------------|------------------------------|-------------------|
| <b>Violence</b>                        |            |            |                              |                   |
| Most serious violence                  | 8,938      | 8,301      | -637                         | -7.1%             |
| Gun crime                              | 2,709      | 2,390      | -319                         | -11.8%            |
| Knife crime                            | 13,326     | 14,170     | 844                          | +6.3%             |
| Knife Used to Injure                   | 4,133      | 3,970      | -163                         | -3.9%             |
| Gun discharged                         | 657        | 495        | -162                         | -24.7%            |
| Youth violence                         | 19,086     | 17,255     | -1,831                       | -9.6%             |
| Serious Youth Violence                 | 6,872      | 6,906      | 34                           | +0.5%             |
| Rape offences                          | 3,277      | 3,334      | 57                           | +1.7%             |
| All other serious sexual offences      | 4,678      | 4,619      | -59                          | -1.3%             |
| Child Abuse rape offences <sup>8</sup> | 417        | 393        | -24                          | -5.8%             |
| Homicide                               | 132        | 103        | -29                          | -22.0%            |
| Teenage Homicide                       | 19         | 13         | -6                           | -31.6%            |
| Domestic Violence                      | 48,416     | 46,463     | -1,953                       | -4.0%             |
| <b>Theft</b>                           |            |            |                              |                   |
| Residential burglary                   | 60,803     | 63,791     | 2,988                        | +4.9%             |
| Personal Robbery                       | 32,848     | 36,138     | 3,290                        | +10.0%            |
| Theft from a person                    | 35,161     | 42,111     | 6,950                        | +19.8%            |
| Theft of or from a vehicle             | 100,108    | 99,633     | -475                         | -0.5%             |
| <b>Business crime</b>                  |            |            |                              |                   |
| Business crime                         | 76,147     | 73,126     | -3,021                       | -4.0%             |
| <b>Hate crime</b>                      |            |            |                              |                   |
| Homophobic offences                    | 1,335      | 1,261      | -74                          | -5.5%             |
| Racist and Religious Hate Crime        | 8,796      | 8,196      | -600                         | -6.8%             |
| <b>Roads</b>                           |            |            |                              |                   |

<sup>8</sup> Data is for SCD 5 rape offences only

|  |      |      |     |       |
|--|------|------|-----|-------|
| Killed or Seriously Injured (KSI) <sup>9</sup> | 2848 | 2761 | -87 | -3.1% |
|--|------|------|-----|-------|

## **Violence**

The numbers of **violent assaults with injury** in London are down 7.5%, resulting in the fifth consecutive annual decrease. **Common Assault** is also down by 3.9% In FY 2011/12 compared to 2010/11. **Most Serious Violence** is down by 7.1%. **Gun crime** is down by 11.8% in FY 2011/12 compared to 2010/11 and by 22.5% compared to an average over the previous 36 months. Gun crime Sanction Detection rate recorded in FY2011/12 was 24.9%. The total number of **Gun discharged offences** decreased by 24.7% in FY 2011/12 compared to the previous financial year. The Sanction Detection rate also increased to 19% from 18.3% in the same period.

**Youth Violence** decreased by 9.6%, however **Serious Youth Violence** increased by 0.5% (34 more victims). There were 103 **homicides** in London in 2011/12 - 29 fewer than in 2010/11 and the lowest since 1999/00 (earliest date of readily available statistics). There were 13 **teenage homicide victims**, the lowest number in at least the last ten years.

Despite continued work to reduce **knife crime**, the number of knife crime offences has increased by 6.3% in FY 2011/12 compared to 2010/11. Knife Crime SD rate recorded was 22.8%. Total number of **knife used to injure offences** decreased by 3.9% in FY 2011/12 compared to the previous financial year.

**Domestic Violence** is down by 4% in FY 2011/12 compared to 2010/11 and down by 8.9% compared to an average over the previous 36 months. Domestic Violence Arrest rate remains high at 79.9%. **Rape Offences** have also increased by 1.7% in FY 2011/12 compared to the previous FY. **SCD5 child abuse rape offences** decreased by 5.8% in the same period.

## **Theft**

The MPS has seen a 4.9% increase in **residential burglaries** in 2011/12. **Non-residential burglary** is the crime area which was most affected by the August disorder, which accounted for 3.9% of the total non-residential burglaries in 2011/12. However, London still had 208 (0.6%) less reported crimes of this nature compared to last year.

A significant concern for the MPS has been the rise in **personal robbery** by 10%. A major driver behind the increase is the thefts of mobile phones. The MPS has devoted considerable attention to this crime type through various proactive operations which has contributed to a 5.7% reduction in personal robberies during the last three months in 2011/12 financial year compared to the same period the year before.

With robberies on the increase we have also seen a rise in **knife personal robberies**, which account for almost two thirds of knife crime (62%). All other knife crime was 6.7% below last year's level. Despite a growth in robbery involving knives, instances of serious injury arising from offences of personal robbery remain very rare.

London has seen a 2.6% reduction in **motor vehicle crime**.

<sup>9</sup> Data is for January to December 2010 compared to January to December 2011

## Hate Crime

Homophobic hate crime is down 5.5% in FY 2011/12 compared to FY2010/11 and racist and religious hate crime reduced by 6.8%.

### END OF YEAR – PERFORMANCE AGAINST TARGETS

The **Violence Portfolio Offences**<sup>10</sup> in London is down by 5.7% in FY 2011/12 compared to 2010/11 and by 7.5% compared to an average over the previous 24 months. This is above the 2% reduction target set in the policing plan. A Sanction Detection rate of 27.3% was achieved in FY 2011/12.

A target of 4% increase in **Rape SDs** was set, however the total number of Rape SDs decreased by 10% in FY 2011/12 (-62 SDs).

| Property Portfolio Offences <sup>11</sup> increased by 1.2 % in FY 2011/12 compared to FY 2010/11. Property Portfolio Sanction Detection rate achieved in FY 2011/12 is 10.5%, 1 percentage point down from FY2010/11.  |   |         |            |                      |
|---|---|---------|------------|----------------------|
| Key Performance Indicator   | 2011/12   | 2010/11 | Difference | % change             |
| <b>3.6 FINANCIAL SECTION</b>  |   |         |            |                      |
| KPI1 Violence Portfolio Targets: 2% reduction (1 year) 5% reduction (3 year)  |   |         |            |                      |
| 3.6.1 The number of violent crimes - to March   | 136,574   | 144,802 | -8,228     | -5.7%                |
| <b>Introduction</b>   |   |         |            |                      |
| KPI2 Rape Sanction Detections Targets: 4% increase (1 year) 10% increase (3 year)   |   |         |            |                      |
| 3.6.1 Rape sanction detections - to March   | 585   | 617     | -32        | -5.2%                |
| KPI3 People Pleased with Local Police Targets: 2% reduction (1 year) 5% reduction (3 year)  |   |         |            |                      |
| 3.6.1 % of people who think local police are doing a good job   | 65% (12 mos. March 2012)  | 65%     | -          | -2% pts below target |
| KPI4 Property Portfolio Targets: 1% reduction (1 year) 3% reduction (3 year)  |   |         |            |                      |
| Property crime The number of property crimes - to March   | 589,144   | 531,809 | +6,639     | +1.2%                |
| <b>Reserve movements</b>  |   |         |            |                      |
| KPI5 Local Police Budget Variance - New Users Targets: Baseline   |   |         |            |                      |
| 3.6.2 Within the provisional outturn position of £4.5m underspend the following reserve movements have been undertaken as reported in previous monitoring reports. These movements have been approved by the MPS Management Board and can be summarised as follows: | 2011/12 Baseline  |         |            |                      |
| KPI6 Local Police Budget Variance - New Users Targets: 0% 2011/12 Target: 0% 2013/14 Target: 0%   |   |         |            |                      |
| • £25.1m budget resilience underspend transferred to voluntary departures reserve to fund future costs.   |   |         |            |                      |
| • £13m Major Change Programme (MCP) balance transferred to an earmarked reserve to fund future MCP commitments.   |   |         |            |                      |
| KPI7 User Satisfaction 2011/12 Target: 78% 2013/14 Target: 80%  |   |         |            |                      |
| Confidence % of victims satisfied with overall service from the police and of these the % of:   | 74% (12 mos. March 2012)  | 77%     | -3%pts     | -4%pts from target   |
| White Users   | +77.3%  |         |            |                      |
| BME Users   | +72.3%  |         |            |                      |
| <b>3.6.3 KPI8 Delivering a safe and secure Olympics Programme Status: Red, Amber or Green</b>   |   |         |            |                      |
| Olympic safety and security programme status - March 2012   | The underspend amount of £4.5m will need to be transferred to a general reserve to fund the 2012/13 budget (as previously agreed by DMPC).<br>8 programmes are amber/green, 2 are amber.<br>3 London venue programmes are amber |         |            |                      |
| <b>Value for Money KPI9 Efficient use of our assets Target: Budget Variance £Nil or Better</b>  |   |         |            |                      |
| Deliver a balance budget for 2011/12 as per the Policing Plan 2011-14 - period 11 (February 2012)   | +£5.7m  |         |            |                      |
| <sup>10</sup> Comprises of violence with injury (including homicide) and also common assault and harassment where the victim is pushed/shoved or verbally abused etc. but not physically injured.   |   |         |            |                      |
| <sup>11</sup> This portfolio contains most of the major types of property crime including robbery, motor vehicle crime, burglary, shoplifting, and criminal damage.   |   |         |            |                      |



3.6.4 In addition to the reserve movements described in paragraph 2 above Management Board have recommended the following proposed transfers to earmarked reserves. (The £4.5m underspend is after these reserve movements have been undertaken).

- £0.28m representing the MOPC underspend is transferred to an earmarked reserve to help maintain budget flexibility post the Mayoral elections.
- £7.3m received from ESB maintenance as a result of changes in liabilities for maintenance work is transferred to the existing dilapidations reserve to meet the costs of interim and final dilapidation liabilities for leasehold properties.

3.6.5 In delivering a balanced budget for 2012/13 a number of reductions were made to planned baseline budgets covering resilience and support to the Major Change Programmes. The favourable outturn position allows the opportunity to reinstate these budgets to the levels originally planned. The following transfers have therefore been made:

- £16.7m to an earmarked reserve to replace an amount removed from the 2012/13 budget resilience allowance as part of the finalisation of the 2012-15 budget & business planning exercise. This reinstates MPS budget resilience to **£25m for 2012/13**.
- £2.4m is transferred to an earmarked reserve to replace an amount removed from the 2012/13 MCP fund as part of the 2012-15 budget & business planning exercise. This reinstates the MCP Fund budget to **£15m in all years 2012-16**.

3.6.6 Given the scale of change required in the MPS and the need for rapid development of the Met Change Programme it is considered prudent to increase the MCP Fund by a further £12.7m. The MCP Fund budget for 2012/13 would therefore increase to **£50m (£35m in earmarked reserves and £15m in the base budget)**.

**Table 1** provides the provisional outturn position for Business Groups, with Kirkin/Withern costs identified separately.

| <b>Table 1</b>             | <b>Budget</b>  | <b>Provisional</b> | <b>Variance</b> | <b>Kirkin /</b> |
|----------------------------|----------------|--------------------|-----------------|-----------------|
| <b>Business Group</b>      | <b>2011/12</b> | <b>Outturn</b>     | <b>£m</b>       | <b>Withern</b>  |
|                            | <b>£m</b>      | <b>£m</b>          |                 | <b>£m</b>       |
| Territorial Policing       | 1,314.9        | 1,323.0            | 8.1             | 36              |
| Specialist Crime           | 424.7          | 406.4              | -18.3           | 4               |
| Specialist Operations      | 4.4            | 4.0                | -0.4            | 3               |
| Central Operations         | 194.1          | 194.5              | 0.4             | 30              |
| Olympics Security          | 0.0            | 0.0                | 0.0             | 0               |
| Deputy Commissioner        | 97.0           | 100.1              | 3.1             | 1               |
| Media and Communication    | 6.4            | 6.0                | -0.4            | 0               |
| Directorate of Information | 203.9          | 204.2              | 0.3             | 0               |
| Resources                  | 431.4          | 412.5              | -18.9           | 1               |
| Centrally Held             | -2,689.3       | -2,667.4           | 21.9            | 0               |
| <b>Total MPS</b>           | <b>-12.5</b>   | <b>-16.7</b>       | <b>-4.2</b>     | <b>75</b>       |
| MOPC                       | 12.5           | 12.2               | -0.3            | 0               |
| <b>Total MPA/MPS</b>       | <b>0.0</b>     | <b>-4.5</b>        | <b>-4.5</b>     | <b>75</b>       |

**Table 2** provides the provisional outturn position for subjective budgets, with Kirkin/Withern costs identified separately.

| <b>Table 2</b>                       |                                  |                                       |                        |                                    |
|--------------------------------------|----------------------------------|---------------------------------------|------------------------|------------------------------------|
| <b>Subjective</b>                    | <b>Budget<br/>2011/12<br/>£m</b> | <b>Provisional<br/>Outturn<br/>£m</b> | <b>Variance<br/>£m</b> | <b>Kirkin /<br/>Withern<br/>£m</b> |
| Police Officer Pay                   | 1,844.4                          | 1,831.0                               | -13.4                  | 6                                  |
| Police Staff Pay                     | 605.3                            | 587.6                                 | -17.7                  | 2                                  |
| PCSO Pay                             | 145.8                            | 139.0                                 | -6.8                   | 0                                  |
| Traffic Wardens' Pay                 | 4.1                              | 4.5                                   | 0.4                    | 0                                  |
| <b>Total Pay</b>                     | <b>2,599.6</b>                   | <b>2,562.1</b>                        | <b>-37.5</b>           | <b>8</b>                           |
| Police Officer Overtime              | 140.6                            | 148.8                                 | 8.2                    | 38                                 |
| Police Staff Overtime                | 29.0                             | 29.6                                  | 0.6                    | 2                                  |
| PCSO Overtime                        | 2.1                              | 2.2                                   | 0.1                    | 2                                  |
| Traffic Wardens' Overtime            | 0.2                              | 0.2                                   | 0.0                    | 0                                  |
| <b>Total Overtime</b>                | <b>171.9</b>                     | <b>180.8</b>                          | <b>8.9</b>             | <b>42</b>                          |
| <b>Total Pay &amp; Overtime</b>      | <b>2,771.5</b>                   | <b>2,742.9</b>                        | <b>-28.6</b>           | <b>50</b>                          |
| Employee Related Expenditure         | 97.7                             | 96.9                                  | 0.8                    | 23                                 |
| Premises Costs                       | 205.4                            | 217.4                                 | 12.0                   | 0                                  |
| Transport Costs                      | 64.6                             | 66.1                                  | 1.5                    | 0                                  |
| Supplies & Services                  | 423.9                            | 483.5                                 | 59.6                   | 2                                  |
| Capital Financing Costs              | 55.5                             | 46.3                                  | -9.2                   | 0                                  |
| Discretionary Pension Costs          | 33.1                             | 30.3                                  | -2.8                   | 0                                  |
| <b>Total Running Expenses</b>        | <b>880.3</b>                     | <b>940.6</b>                          | <b>60.3</b>            | <b>25</b>                          |
| <b>Total Expenditure</b>             | <b>3,651.8</b>                   | <b>3,683.5</b>                        | <b>31.7</b>            | <b>75</b>                          |
| Income - Interest Receipts           | -0.8                             | -0.8                                  | 0.0                    | 0                                  |
| Income - Other                       | -297.0                           | -392.5                                | -95.5                  | 0                                  |
| <b>Total Income</b>                  | <b>-297.8</b>                    | <b>-393.3</b>                         | <b>-95.5</b>           | <b>0</b>                           |
| <b>Net Expenditure</b>               | <b>3,354.0</b>                   | <b>3,290.2</b>                        | <b>-63.8</b>           | <b>75</b>                          |
| Specific Grants                      | -573.9                           | -565.8                                | 8.1                    | -75                                |
| <b>Net Revenue Expenditure</b>       | <b>2,780.1</b>                   | <b>2,724.4</b>                        | <b>-55.7</b>           | <b>0</b>                           |
| Transfers to/from Earmarked Reserves | -67.1                            | -15.9                                 | 51.2                   | 0                                  |
| <b>Total MPS</b>                     | <b>2,713.0</b>                   | <b>2,708.5</b>                        | <b>-4.5</b>            | <b>0</b>                           |
| Funding (general Grant & Precept)    | -2,713.0                         | -2,713.0                              | 0.0                    | 0                                  |
| <b>Overall Total</b>                 | <b>0.0</b>                       | <b>-4.5</b>                           | <b>-4.5</b>            | <b>0</b>                           |

## **4. DEPUTY MAYOR FOR POLICING AND CRIME: ACTIVITY REPORT**

### **4.1 FORMAL DMPC DECISIONS**

The following details the decisions taken by DMPC during the period 25/2/12 to 2/5/12.

1 March DMPCD 22 Capgemini Olympics forward command posts  
1 March DMPCD 23 Capgemini Olympics ICT infrastructure  
1 March DMPCD 25 Budget virement –work stations  
7 March DMPCD 33 Olympic Joint Marine Coordination ICT  
9 March DMPCD 21 Capgemini Hydra hardware  
9 March DMPCD 2012 27 disposal of Wallington police station  
9 March DMPCD 2012 28 Disposal of Rennets Wood House  
9 March DMPCD 2012 37 Request for financial assistance  
15 March DMPCD 2012 10 Appointment of Audit Panel  
15 March DMPCD 2012 17CapGemini January forward view  
15 March DMPCD 2012 34 DNA profiling services  
19 March DMPCD 2012 38 Approval to procure a Facilities Management integrator  
20 March DMPCD 2012 30 Disposal of Finchley section house  
20 March DMPCD 2012 36 Capgemini February forward view  
20 March DMPCD 2012 48 Covert TPIMS  
20 March DMPCD 2012 46 STA –Covert comms data collection  
22 March DMPCD 2012 29 Riot Damages Act –determination  
26 March DMPCD 2012 41 Hendon New build  
27 March DMPCD 2012 31 MPS intranet replacement project  
27 March DMPCD 2012 43 Treasury Management  
27 March DMPCD 2012 44 Special Priority Payments  
27 March DMPCD 2012 45 Capgemini variation Olympics Battersea ICT  
27 March DMPCD 2012 49 STA Covert Equipment  
27 March DMPCD 2012 50 Capgemini March forward view  
28 March DMPCD 2012 40 Riot Damages Act claim  
29 March DMPCD 2012 51 STA forensics software  
29 March DMPCD 2012 54 Performing Rights Society  
29 March DMPCD 2012 55 Project Oracle  
30 March DMPCD 2012 56 Microsoft Premier Support  
11 April DMPCD 2012 2012 29 Disposal of Ilford old police station  
11 April DMPCD 2012 61 Marketing of Sailmakers Court  
11 April DMPCD 2012 63 DIP funding 2012-13  
12 April DMPCD 2012 57 STA evidential breath testing and training  
19 April DMPCD 2012 53 Legal advice town planning  
23 April DMPCD 2012 64 STA DNA profiling  
23 April DMPCD 2012 65 Youth Crime and substance misuse funding 2012/13  
26 April DMPCD 2012 68 Community Safety Fund 2012/13

## **4.2 MEETINGS SINCE 25 FEBRUARY**

Weekly meetings with Commissioner  
Monthly performance review of MPS TP/CO/SCD business groups  
Monthly performance review of MPS DoR  
Olympics briefings with AC Chris Allison  
London Crime Reduction Board 12 March

Others

20 March Crime Museum visit and Commissioner's stakeholder dinner  
21 March MOPC Think tank  
29 March appearance at the Leveson Inquiry  
Audit Commission  
Various meetings including Roundtable at House of Lords on Sobriety  
LA Member for Harrow and Brent on Harrow funding  
Chief Executive of London Probation  
Met BPA  
Strategic Policing Requirement  
Commissioner's Excellence in Total Policing Awards  
MPS Management Strategic Away Day  
Joint Engagement Meeting follow up meeting with Westminster  
Director General of the Office for Security and Counter Terrorism  
APA Chair and Chief Executive and City Police Chair  
Iain Duncan Smith MP – Gangs  
Stephen Lawrence Memorial  
Speaking engagement – Preparing for PCCs, Home Office  
Violence Against Women and Girls Panel  
Jane Ellison MP - VAWG

On various dates –briefing from senior MOPC and MPS officers in connection with impending decisions

Dangerous dogs –media appearances

## **5. ORGANISATIONAL AND COMMUNITY IMPLICATIONS**

### **5.1 Legal implications**

The formal decisions of the MOPC are outlined above.

The MOPC must hold the Commissioner of Police for the Metropolis to account for the exercise of:

The functions of the Commissioner; and

The functions of persons under the direction and control of the Commissioner.

The Police Reform and Social Accountability Act 2011 sets out in detail the areas that the MOPC must hold the Commissioner of Police for the Metropolis to account for and these are further set out in the Policing Protocol.

In this regard s.3 (7) of the Police Reform and Social Responsibility Act 2011 (“2011 Act”) provides that MOPC is under a duty to hold the Commissioner to account for the exercise of his functions and the functions of those under the Commissioner’s direction and control. S.3 (8) (g) of the 2011 Act provides that MOPC must hold the Commissioner to account for “the exercise of duties relating to equality and diversity imposed on the Commissioner by any enactment”.

Under s.32 (12) of the 2011 Act the Police and Crime Panel (“PCP”) is required to scrutinise the performance by MOPC of its functions “with a view to supporting the effective exercise of the functions of MOPC”. Under s.13 of the 2011 Act MOPC must provide to the PCP “any information which the panel may reasonably require in order to carry out its functions”, with the exception of sensitive information as described in s.13 (2).

Under s.12 of the 2011 Act MOPC is also required in each financial year to submit a report to the PCP on the exercise of MOPC’s functions and as to the progress made in meeting any police and crime objectives contained in the Police and Crime Plan.

## **5.2 Financial Implications**

These are outlined above.

## **5.3 Equality and diversity implications**

The actions detailed in the report are designed to ensure that both MOPC and MPS comply with their legal responsibilities under the Equality Act 2010. The MOPC will monitor closely the equality and diversity trends in crime and victim satisfactions and ensure that all procurement decisions take into account the provisions of the responsible procurement strategy.

## Appendix - Deputy Commissioner's professional Standards Gold Group - Terms of Reference.

### Terms of Reference - Professional Standards Gold Group

#### The Strategic Aims

The priority is:

"To assess the current 'as is' state of the organisation in relation to its approach to diversity and professional standards, assess and mitigate existing risks to the reputation of the MPS, and learn any immediate lessons for the future which will help inform the Commissioner's Cultural Change Programme to support his stated Mission, Vision and Values with particular emphasis on reinforcing Total Professionalism."

This will be achieved by:

1. Conducting a 'risk audit' of the MPS approach to diversity issues across a wide spectrum of policing interactions

The risk audit will look at the current position in relation to:

- Senior Leadership of Diversity in the MPS
- Training in diversity, leadership and supervision
- Public Complaints & Misconduct - an analysis of the current profile and the processes involved in investigating cases of discrimination
- Fairness at Work with diversity related claims
- Employment Tribunals with diversity related claims
- Civil & Threatened Actions with diversity related claims
- Hate crime investigation processes and standards
- Critical Incident processes and standards
- Stop & Search
- Recruitment, retention and promotion of BME officers and staff
- The satisfaction gap that exists between BME and White citizens
- The attitude of staff as reflected through the 'your views count' surveys
- Examine the affect of corporate change programmes on the diversity of the MPS and how risks are being mitigated through Equality Impact Assessments

The risk audit will also identify any processes that need to be reviewed and improved

2. Develop a standard reporting mechanism for critical risk in the MPS across all business groups that is also capable of highlighting diversity issues and sharing organisational learning

3. To assess progress made on diversity since the Macpherson Inquiry Report and any subsequent internal and external diversity reviews in liaison with the Mayor's Office for Policing and Crime (MOPC), Her Majesty's Inspector of Constabulary (HMIC) and National Police Improvement Agency (NPIA)
4. To audit MPS progress on recommendations arising from internal and external diversity reviews and public enquiries (e.g. Macpherson Inquiry, Morris Inquiry, MPA Race & Faith Enquiry) and decide whether they remain current issue and need to be prioritised.

The group will also:

5. Confirm with the IPCC how referrals for race related matters will be made under current guidelines and the potential national impact
6. Offer the IPCC the opportunity to work with DPS on a thematic review of race related complaints & discipline cases
7. Work with the ACPO diversity lead, HMIC, MOPC and NPIA to ensure external scrutiny of the Gold Group with our key governance partners
8. Develop a Professional Reference Group to test the thinking developed by this group including key internal stakeholders, external stakeholders and critical friends and consider the open and transparent procurement of professional experts.
9. Link the work of this Gold group, including the advice and oversight of the professional reference group, to the Commissioner's Cultural Change Programme

#### Interdependencies with current MPS programmes

The following interdependencies have been noted and should be considered by the Gold Group:

- Commissioner's Cultural Change programme
- The Deputy Commissioner's Diamond Group on Risk
- The work of the Diversity Executive Board
- The proposed work of the Strategic Equalities Board in DPS
- The current MPS Diversity Strategy
- The current Professional Standards Strategy
- The current Training and Development Strategy
- Deputy Commissioner's Ethical Standards Review (Filkin, Leveson and HMIC 'Without fear and Favour' report)
- Post Kirkin review of IAGs
- Post Kirkin review of Neighbourhood Policing Key Individuals Networks
- Corporate Change programmes and EIA assessments