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Dear Ms McCartney

Further to our discussion at the Police and Crime Committee on 10th September, and your subsequent letter dated 23rd September, I am writing in response to the additional questions that you have raised.

In your letter, you requested details of the number of police officers in the Metropolitan Police Service's Borough gangs teams and I can confirm that this is approximately 300. In terms of a breakdown of this cohort, the numbers on any one Borough on any given day can and do fluctuate in terms of their duties and deployments and hence any attempt to itemise officer strengths within this total number would be flawed. This top-line figure, however, underscores the MPS' commitment to tackle Gang crime at a local level. Borough gangs units are supported by many more officers from across the Met who are focussed on gangs including the Trident and Area Crime Command, Met Intelligence and the Taskforce.

In terms of the Shield pilot and its evaluation and Equality Impact Assessment, I must refer you to our colleagues at MOPAC who have been leading on this initiative and working directly with the Borough policing teams for the relevant areas. The Trident and Area Crime Command as you are aware work in support of delivery of Shield but the related questions would be best directed to the MOPAC team.

In respect of the further specific questions raised, please find the relevant answers provided below:

- *What criteria is used for identifying a gang member?*

Gang members are usually identified by the relevant Borough Gangs teams as they have the best local knowledge of their gangs and liaise closely with our multi-agency partners. Other units such as Met Intelligence and the Trident and Area Crime Command may also propose individuals for consideration for inclusion on the matrix based on current intelligence and/or information from ongoing investigations.

- *Do all Borough Operation Command Unit Gang teams use the same criteria for identifying who are included in the Gangs Matrix?*

Yes. All Borough teams work to the same definition of a Gang Member (see below also) and the Matrix itself is automated, hence each individual is subject to the same considerations in terms of their history of violence; whether as a suspect or as a victim.

• *What information and evidence threshold is needed before an individual is placed on the Matrix? How is evidence corroborated (for example is evidence from more than one partner agency required)?*

The definition of a gang nominal as documented in the Gangs Operating Model is as follows: A 'gang nominal' is defined as 'someone who has been identified as being a member of a gang and this is corroborated by intelligence from more than one source (e.g. police, partner agencies or community intelligence).'

• *Who authorises and monitors the data on the Gangs Matrix? Please include Police ranking if applicable.*

Dedicated analytical staff within our Met Intelligence department manage the Gangs Matrix.

• *Who has access to the Gangs Matrix?*

MPS staff in relevant roles and some staff from partner agencies have access to the Matrix. Access 'levels' do vary according to the user's role and responsibilities and this is managed centrally by the team within Met Intelligence.

• *Do any civilian agencies have access to view the information on the Gangs Matrix?*

As above, some key staff within partner agencies (for example, the Probation Service) do have access to the matrix.

• *Will potential employers or universities be able to see if individuals appear on the Gangs Matrix when conducting a Disclosure Barring Service Check?*

No.

• *When will an individual be taken off the Matrix? Please give details of the criteria used in this assessment.*

Nominals are removed from the Matrix if:

- they have been found to have exited their gang lifestyle/criminality
- they have not come to police notice for a period of time

I should emphasise that there are limitations as to how much detail we can disclose about the Matrix and how it operates as this constitutes key methodology in our efforts to tackle gang crime. The disclosure of too much detail could lead to gang members attempting to gauge for themselves how much police attention and resource may be focused on them at any one time and thus enable them to take measures to evade detection and disruption.

I hope, however, that the above information is useful and please don't hesitate to contact me if I can be of any further assistance.

Yours sincerely,

Duncan Ball
Commander Specialist Crime & Operations