

Police and Crime Committee – 17 December 2015

Transcript of Agenda Item 5 – Question and Answer Session with the Mayor’s Office for Policing and Crime and the Metropolitan Police Service

Joanne McCartney AM (Chair): Item 5 is our question and answer session. Can I welcome Stephen Greenhalgh, Deputy Mayor for Policing and Crime, Commissioner of Police Sir Bernard Hogan-Howe QPM and Deputy Commissioner of the Metropolitan Police Service (MPS) Craig Mackey QPM?

We are going to start, if we may, by following up some of the questioning we did last month on counterterrorism and the risk to London. When we spoke to you a few weeks ago, it was shortly after the tragic events in Paris. Since then, we have noted that there has been an increase in Islamophobic hate crimes in London. I understand that, according to the MPS’s figures, 46 incidents were reported in the week following the Paris attacks and 76 incidents in the week after. That was compared to 24 in the week before and so there does seem to be a spike that has occurred.

Perhaps I could ask you a general question? What have been the main challenges for the MPS and partners in managing community relations and what have you done to provide reassurance to communities following these tragedies?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): First of all, you are quite right that there was a spike in Islamophobic attacks and harassment, but also we saw similar issues around antisemitic harassment as well. Although we see the spikes, the numbers remain relatively low. I do not diminish the importance of each incident because it is terrible if somebody is being harassed for a reason they can do nothing about. The numbers remain relatively low for a city of this size. However, of course, we are also sure that people do not report everything that happens and so this is a symptom rather than all of the problem.

The things that we do are, obviously, to make sure that we are balanced in our public statements and we try to make clear that 99.9% of our Muslim community are unaffected at all by Islamism and this horrible terrorism that we see. There is no reason that people should be reacting in any way to anybody by how they look and so we try to make that clear. We have our community officers out and we do our best. When we get an incident reported, we treat it seriously. We investigate it and, if there should be a prosecution, then we put a case to the Crown Prosecution Service (CPS). We are able to make detections in many of these cases.

The other thing that is really helpful is that of course people record on social networking sites and on their own telephones. They will record incidents, which is really powerful evidence. We have seen lots of incidents in the press and on YouTube when people have recorded terrible things that either we have investigated or we have seen sometimes the British Transport Police will investigate. The media will help us to identify the offender and then we take action.

What we have seen is that we have seen spikes, sadly, around these events. We have to react in a reasonable and vigorous way to that and make sure that we show that, one, it is unacceptable and, two, we investigate.

Joanne McCartney AM (Chair): There are often third-party reporting sites such as Tell MAMA that play a very useful role in recording from people who might not necessarily want to go directly to the police, particularly for what I suppose may be classed as low-level hate crimes that nevertheless need to be dealt with.

What advice would you give to people who perhaps feel as if they should not report? Is it something that you always want to hear of?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Definitely. If we do not know, we cannot do anything about it. Certainly, the use of a phone to record something that people are unhappy with is a good way of helping somebody who is under attack. People do not always feel physically able to intervene, but recording something to be later used as evidence is vitally important.

Therefore, I encourage people, one, to record and, two, to report. Then we can do something about it or somebody else might help in another way. There might be a housing association that can do something if it is a neighbour. The only way you get help is to tell someone and trust them enough to think that they are going to do something about it. We have lots of evidence that the police in London do listen and do take action, but we want more people to come forward if it is happening more often. It is unacceptable.

Joanne McCartney AM (Chair): During our evidence sessions for our Prevent report that has been released today, Professor Martin Innes [Director of the Universities Police Science Institute, Cardiff University] told our Committee that quite often after an incident such as that in Paris, other groups - for example, right-wing groups - might try to use social media to try to stoke inflammatory speech and actions. Is that something you have noticed as well?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It does happen and it is one of the things. We have the All Source Hub in the MPS, which you may recall we have talked about before, which is taking down around 1,000 sites a week that are extremist in nature. Most of that is around terrorism-type posting but it is not only that. It is also extremes from either side. We do see right-wing extremism posted there. Where we can legally, we will ask the companies to take it down and they have done. They are in smaller numbers than the Islamism sites that we have seen, but they are taking down still about 1,000 sites a week. The last number I saw was something like 300,000 sites that have been taken down over about the last 18 months. It only makes an impact; it does not remove it, I am afraid, because the internet is so pervasive.

Jennette Arnold OBE AM: Commissioner, I just want to focus now and get your response about the particular attempted arson attack on the Finsbury Park Mosque on 27 November 2015.

I was with the mosque leaders last night and they asked me to share their concerns with you. Three weeks on, the perpetrator - or whoever - is yet to be found. Their concern is that the longer time goes on, then there will be withdrawal of the patrols. They have not heard from you or the Deputy Commissioner. These are worshippers at the - you could say - either first- or second-largest mosque in London. After the attack, the local community of more than 1,000 people was gathered, led by the Leader of the borough, the Member of Parliament (MP) Jeremy Corbyn, me and others to show our support for this valued religious centre.

What can you say to the people who worship at Finsbury Park Mosque and to people who are of that faith across London?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): First of all, sadly, there have been two arson attacks on mosques in the last few weeks. One was in the south of London at the Ahmadiyya Muslim mosque. On that occasion we have made arrests and in fact that investigation is being

pursued. We have made a serious investigation into this crime for two reasons: obviously, arson is a serious thing and an attack on a mosque, which we treat as a hate crime, is also serious.

As you may have seen, we have some closed circuit television (CCTV) images of the person who is a suspect in this case, but as yet we have not identified him. That has been published and we are still waiting to see if we can identify him. We have had a thorough investigation involving forensics and, as yet, we have no firm leads from that. We have increased our patrolling in that area and, if necessary, we will consider a permanent presence at the times when people are attending the mosque. However, at the moment, from the communication with the mosque, it is probably not necessary at this time but we are treating it seriously. I would encourage anybody to have a look at the CCTV image and, if they think they know who it is, let us know immediately.

Jennette Arnold OBE AM: Can I just say to you and put this question? Put it the other way. If this had happened in a Church of England (C of E) church at this time, would you have called it a terrorist act? The problem that we were discussing last night is that it is very rare that the term 'terrorism' is used when the attack is against a Muslim community. Surely that term is appropriate? What would it take for them to have that designation and the appropriate support? I am not saying that they are seeking it, necessarily; I am just saying that that is a question that is being asked. If this was a C of E church or some other religious [building], then the term 'terrorism' would have been used, but it tends not to be used when a mosque is attacked.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I think the distinction is that there are two certainly or three crimes potentially here. One is the obvious crime of arson. The second thing is the motive. If the motive is hate, then we term it 'hate crime' and that is what we have used in these terms.

To make it terrorism, the test is whether or not it is politically motivated. The test for terrorism is that it is either violence or the threat of violence for a political motive. We have seen it with Northern Ireland and we saw it more recently with Daesh, as it is now called. That is the test. What we have to look for is some evidence that that is the case. At the moment, we do not have that explicitly.

We can draw [that conclusion] because of the people who were attacked. Explicitly, sometimes, we can see that it was the state that was attacked. It could be seen to be an attack on the state. It may be that graffiti is left. There was not any graffiti in this case. There had been some malicious communication with the mosque before this attack.

Jennette Arnold OBE AM: Yes.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It is not yet clear that the two are linked.

If there any suggestion that it was politically motivated, then we will call it terrorism. However, at the moment we have no reason to suspect that. In some of the other cases when we have declared terrorism, there have been clear indications that that might be the case. Of course, what we are trying to do is balance. If we were forever talking about terrorists attacks when they were not, we would frighten people unnecessarily. However, at the moment, it is certainly safe to say that this was a hate attack.

Jennette Arnold OBE AM: I will just finish by saying that this question is not a critique of the borough police service as well. Everyone would say to you that the borough police service is absolutely so well-led, as it

has been in the past. Their support with this and with the other things that Islington has had to deal with has been exemplary. Do pass on my --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): For me, as I said right at the beginning, it is a serious thing. Arson is a terrible thing because, often, people can die in arson attacks. To attack a place of faith is always upsetting for anybody who attends it or anybody who knows anyone who attends there. If it is serious, we are doing our best to resolve it and I will not be happy until we have. However, at the moment, I am afraid that we do not have enough leads to go and arrest someone.

Jennette Arnold OBE AM: OK. Thank you very much.

Caroline Pidgeon MBE AM (Deputy Chair): I just wanted to pick up that I have had some correspondence this week with concerns that boroughs, such as Lambeth, are getting rid of their hate crime prevention officers at a time when we are seeing all sorts of hate crime going up.

Are you concerned about this and what are you doing to work with boroughs to make sure we have enough resources in this area.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I have not actually heard of that report, Caroline, but I can ask. I suspect that it may have been one of the contingency plans around the expected loss of money. We are asking everyone. We have to start making plans about a potential loss of around £1 billion. I suspect that within that, some of the things that we would like to have done we have anticipated restricting, as opposed to the things that we have had to do and had to keep going. I do not know, but we can certainly ask.

Caroline Pidgeon MBE AM (Deputy Chair): From the correspondence, it might be Lambeth Borough Council staff rather than the MPS.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Sorry.

Caroline Pidgeon MBE AM (Deputy Chair): Obviously, they work very closely and boroughs are going to face such cuts to their budgets that they are going to have to look at unthinkable things such as this. I am wondering what you are doing to make sure, when working with boroughs, that we do have enough resource in this area.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I cannot talk about specifics because I do not know that --

Caroline Pidgeon MBE AM (Deputy Chair): Of course.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): -- but one of the things we have been talking to the London boroughs about over the last three or four weeks is, first of all, anticipating the £1 billion loss. There is now a far better picture for us. We are not yet sure that it is fantastic because we will wait until later today, but it is clearly far better than for the local authorities who are losing something like 40%.

We had a meeting at the Yard [New Scotland Yard]. The Deputy Mayor came and we had representatives from every one of the boroughs. It was a really constructive half-day about how we are going to work together on things like this. What could we offer to support them? They are interested in what we are doing around CCTV,

for example. Is there more that we can take on to help them? This might be another area at which we have to look to see what we can do to support.

The point about preventing something before it happens has to be the right way to deal with, but I can understand that for a local authority it must be difficult to prioritise.

Caroline Pidgeon MBE AM (Deputy Chair): Yes. Thank you.

Andrew Dismore AM: Just on the issue of arson attacks on religious premises, over two years ago now there was the attack on the Bravanese centre in my constituency. It looks as though very little has come out of the inquiry. I am wondering if you would have a look at it to see if there is anything that can be done to try to move that on a bit. It was a very serious attack. The centre was entirely destroyed. They have not been able yet to get replacement premises, although the Council says that it is going to work with them to try to do it. It is an awfully long time to wait for any outcome.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I agree with you. I remember that attack because, as you will remember, it was directly after the attack on [Drummer] Lee Rigby [2nd Battalion, Royal Regiment of Fusiliers] and it was believed to be a response to that, whether it was. You will remember as well - ironically, you might think, after the conversation we have just had with Jennette [Arnold OBE AM] - that in fact the Counter Terrorism Command took that investigation. In the angst, if you like, or the concern after the murder of Lee Rigby, we were concerned that it was tit-for-tat for political reasons.

However, you are quite right that we did not make progress. There were two attacks, one on a school and one on that mosque. In fact, I think on the Sunday after both attacks I said something like, "This has got to stop". We did manage to stop it at that time because I thought it was in danger of getting out of hand. However, you are right that we did not actually solve that crime. There was graffiti of course left there, which tended to indicate it was political or extreme.

Andrew Dismore AM: That is right.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That is one of the reasons that the Counter Terrorism took it on. As yet, we have not solved it.

Andrew Dismore AM: I think there was some other evidence as well, which I am obviously not going to go into in public but which I have been told about. It would be helpful if you could have a look to see if there is anything that can be done to try to move that on.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes, or if there is a link to this, but I know of no obvious link to this particular attack.

Andrew Dismore AM: There may not be, but it would be helpful if we could have a report on whether there is anything that can still be done to move that through.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We will do.

Kemi Badenoch AM: My question is about gunfire detectors. I asked the Mayor about this and I am keen to get your opinion on it. Just looking at what happened with the Paris-style attacks, would you support introducing the gunfire detectors that they have trialled in the United States (US) that use audio and infrared

sensors to detect gunfire? They have been shown to cut police response times and have saved lives. I would just be interested to know what you think about it.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It has some value. When I was in Liverpool, we looked seriously at this. They are quite expensive and so you have to be sure that you have a real problem.

For people who may not have heard of this, essentially what you have is listening devices that are positioned all around the city. By triangulation, you can notice that there is gunfire, which has a significant signature in audio terms, and then you can pinpoint where it happened. The reason that this is vital in the US is that they have found that they were getting huge under-reporting of firearms events. Sometimes, because people have firearms at home there, it was an innocent discharge in someone's garden. They appear to use firearms far more randomly than we would probably expect in our society. Anyway, this started to give them actual numbers of discharges and where they happened. It allowed police, as you said, to respond to an incident before it was reported.

If we reached a position where we had far more discharged, it would be a wise investment. However, at the moment, we believe we have a good grip on how many discharges there are and that people will report them. It is such a rare event.

Kemi Badenoch AM: What has changed now - and I know of the trials that you were talking about in Liverpool - is that these are specifically for public buildings where there are enclosed environments and that particular type of attack where people are confined in a space, allowing police to know who is a victim and who is a perpetrator and to trace their movements around the building. The costs that I have seen range from £13,000 to £65,000, which is significantly less than what we had been talking about before.

I was just wondering whether you knew about the recent developments and what that would improve --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Sorry. Generally, it has been used for open space for the reasons that we have talked about.

On the idea of a development within a building, I would probably not start to try to name them because it will set off a series of concerns, but you could imagine some buildings where, for the reasons you said, if you had a roving gunman, could it help? If it is as relatively cheap as you say, I suppose we could think about it. I do not know. It is worth considering. Most of the time, the areas that we are talking about and the sorts of buildings that you have mentioned often have - as this building has - internal CCTV. Provided you can get access to that, which is usually fairly straightforward, you are probably as well off as you would be with that type of device, whereas in a big open space you do need that to spot where the gunshots are.

Perhaps it is worth considering. I am not sure that the evidence is there yet. I do know that businesses - and everyone - are trying to think, "If something happened like in Paris, how would we respond? What would we do?" Any ideas in that area have to be considered seriously but I have not taken it an awfully long way, I have to say, at the moment.

Kemi Badenoch AM: Thank you. I have a couple of questions for the Mayor's Office for Policing and Crime (MOPAC) as well on counterterrorism.

Stephen, this is, again, about funding and it is about devolving London's share of Prevent funding so that the Mayor can commission services. What do you think of that?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Kemi, obviously, I have not had a lot of time to digest the report you have just published recently, but I have been advocating the co-commissioning of Prevent funding for some period of time. I am part of the board that looks at counterterrorist policing and I have had debates with - I think he has moved on now - the Head of the Office for Security and Counter-Terrorism (OSCT), as it is called, in the Home Office. I think it makes sense not to disintermediate because there are things that we would want to commission, potentially, above the level of a borough and also continue with borough-level commissioning. Therefore, I am obviously in favour of it, but it is moving at a glacial pace. I will continue to make the case to play a part in that.

Kemi Badenoch AM: Thank you.

Joanne McCartney AM (Chair): We have released our *Preventing Extremism in London* report today. Can I thank both MOPAC and the MPS? You did come along and gave very good evidence to us. We will be sending our recommendations to you today, no doubt.

One of our recommendations is that the Home Office does co-commission with you because we think, Stephen, that it would be a very good idea and that MOPAC would have a very good handle on how to get the best value.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We have had strong ministerial backing for that idea. Unfortunately, the Minister has now moved on, but we will reintroduce the concept with the new Security Minister and I am glad that we have your support. Do we have your support as well, Jenny? It would be good to have all of you in support.

Caroline Pidgeon MBE AM (Deputy Chair): We are asking the questions!

Joanne McCartney AM (Chair): One of your Directors, Rebecca [Lawrence, Director of Strategy, MOPAC], was very good about saying that one of the criticisms of the current Prevent work at the moment is that it is very much held by central Government; there needs to be a 'dare to share' approach and the best way to engage communities is to inform them as to why the strategy is important and for them to have trust and to share more about the aims behind it and --

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Of course.

Joanne McCartney AM (Chair): -- how they can help. One of our recommendations is that MOPAC - and perhaps it is the London CONTEST Board - could do a lot of that engagement work. Is that something that you would be open to do?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Let me just say that broadly speaking, without having read every single word but having gone through the report in advance of this meeting, I share and support a lot of the recommendations. I think there is no single headline recommendation that I can disagree with.

Now that we have established the London CONTEST Board and also, within that, the London Prevent Board, which I co-chair with Councillor Lib Peck [Leader, Lambeth Council], we have the governance to involve London more widely and so I think it does make sense.

Joanne McCartney AM (Chair): It also seemed to us that that board could be a conduit for communities or individuals to tell you of concerns with the strategy, and they could be passed up to the Home Office or the OSCT without people feeling that they had to do so publicly as well.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Yes. You make the important point that we need communities to see something, say something, step forward and do something about it. We also need to find a mechanism to feed back to the Home Office as a key funder. That is a very important role: to engage with communities and allow that feedback to happen.

Joanne McCartney AM (Chair): Thank you. That was very helpful.

Kemi Badenoch AM: My second question is about radicalisation. The Chief Inspector of Prisons recently proposed a larger role for Islamic clerics in prisons to prevent radicalisation. Do you agree with that? Is there anything that the MPS and MOPAC can do to support having clerics going into prisons?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): I have to be honest with you. This is one of the areas where the biggest challenge is whether we accept the theory of a 'conveyor belt' from extremism to terrorism. I know from reading the back page of the report that all of you bar Jenny [Jones AM] accept that there is a bit of a continuum and it is the relevant interventions.

For me, I think we need to make sure that we are supporting as the state people who are not plea-bargaining with terrorists. Therefore, it really depends on who you are engaging and what the terms of reference are and that we do not accept some things that we would regard as extreme in order to be able to de-radicalise. That is, for me, one of the personal concerns that I have with how we engage with clerics to turn people away from terrorism. Provided that it is within a framework that is reasonable for the state to commission them, then maybe - it should be based on outcomes, of course - we should consider it. I would proceed with caution.

Kemi Badenoch AM: Sir Bernard, is that something that you agree with? I know that it can seem a little bit difficult with where you draw the line in terms of where you mix the state in with state-sanctioned religion. Do you think that it would help at all in any way to have Islamic clerics speaking to people to try to reduce the radicalisation opportunities?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I believe it can. It already happens to some extent.

One of the problems for the prisons is that they get an accumulating number of people who have been arrested for terrorist charges or have terrorist sympathies. Of course, there is a limited high-security estate, which means that as the numbers grow they have to be put together, in which case there is the potential for increasing their radicalisation by just reinforcing their own behaviour. Of course, if they are exposed to the rest of the prison population, they can radicalise them and when they come out the risk is that they now have more criminal contacts, particularly in terms of access to firearms, which is a worry. The prison estate and the National Offender Management Service (NOMS), which runs the prisons, have that as a real issue that they are trying to resolve.

They do work with Muslim Imams whom they bring in. Getting the right person to come in is quite difficult because not all imams will feel comfortable in that environment. However, what you need to do is to challenge the narrative that the prisoners themselves might be sharing with each other. Of course, they arrive with a - we would say - warped narrative about Islam and so somebody has to provide an alternative authoritative source. They are in a good position to do that because of course they have a captive audience. They are

going nowhere and so they have a chance to have a dialogue in a more reflective way. Often, for people in prison, one of the positive things can be that they will think about their lives. There is a great chance to talk, convince and communicate with people. That opportunity is being taken.

I do know that they are trying to also increase it and are trying to invest more in it, mainly because the numbers are increasing and the scale of it is increasing.

Kemi Badenoch AM: All right. Thank you.

Roger Evans AM: Commissioner, the Leytonstone episode that we had a couple of weeks ago demonstrated the value of Tasers for officers in situations where they are facing lone wolf attacks, which seem to be more the norm for London - at the moment, anyway - than the quasi-military attacks that we have seen in societies where there are more guns in circulation.

Would you consider rolling out Tasers to more officers so that they at least have that available in the first response to a situation like that? We do not want to arm all of our police with guns but, if they are going to face this situation, it seems a reasonable precaution.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I am just going to challenge one thing you said there, Roger. You said that lone wolf attacks are more the norm for London.

Roger Evans AM: There is no norm but --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I do not think they are normal. I know what you mean but --

Roger Evans AM: Yes, but that is the way terrorism tends to manifest itself here.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): -- it does not happen very often. Let us put it that way. It is a rare event.

Roger Evans AM: Yes.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): In terms of the availability of Tasers, if you remember, back in 2012 it changed and we had a debate here about that. There have been two changes.

The first change was that we used to have them with specialist firearms officers as an alternative to using a gun and they were also with the Territorial Support Group and so they had specialists who were available. On the back of an awful attack in Harrow when they discovered that it took 50 minutes for a Taser to arrive, they thought that was not right. They then said that two cars with four officers in each borough would patrol as a minimum and that would take eight officers to be trained, which is what we have done.

After the *Charlie Hebdo* attack in Paris, we increased the numbers of officers trained and we did say that in the event those officers were on duty, we would allow them to patrol. That meant there would be more than the minimum on some days of officers with Tasers.

Certainly, Leytonstone I cannot talk about too much because there was a charge and that has to come to court and so we have to wait and see, but it is fairly common knowledge that the police got there quickly. We got there in six minutes and we had actually resolved the issue in about 13 minutes, including the use of a Taser.

The Prime Minister called yesterday for serious consideration of more availability of Tasers, not only in London, but around the country. We are having a look to see whether or not that would be a wise response not necessarily only to Leytonstone but, as you said, to the broader terrorist threat. It is not any response to a person with a gun, but it can be a help if there are terrible circumstances.

It is fairly clear - without going into the case - that this was a pretty awful attack and someone could have lost their life. The thing that is common knowledge is that the man who was attacked spent five hours in surgery. This was a serious thing, even when it was interrupted so quickly. It could have ended up with a far worse outcome.

Roger Evans AM: Thank you.

Jenny Jones AM: I accept that the incident at Leytonstone was a clear and fantastic use of Taser, but how many complaints have there been about Taser use?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I did not arrive prepared for that question.

Jenny Jones AM: No. I am just curious.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I will find out, but very few. I would just make two broad points. We have increased its availability; its relative use has gone down. We have not been shown to be trigger-happy. That is my broad point. We have not given it to officers and they have used it on everyone. It is relatively few. I wish I did have the numbers because they show that in a city of this size, with the number of officers who have it, it remains a very rare event. I will probably get this wrong and so excuse me.

Jenny Jones AM: No, I will write to you about it.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It is something like once a day in a city of this size with the sorts of incidents our officers deal with, even with more availability. When I say 'used', it is when it is taken out of its holster. The times that it is actually fired are very few.

In terms of the complaints, they are relatively few. Of course, every time it is deployed, on the whole it is against a suspect, someone who is not wanting to be arrested. Occasionally, it is for their own good. If you have somebody who is trying to kill themselves, it may be your only option or it may be the best option that you have available. We can provide those figures if you would like them.

Jenny Jones AM: I will be in touch. Thank you. I have something personal to bring up with you. I am assuming that if you treat me like this, you could be treating other people in the same way or possibly even worse. It is about my subject access requests about my being on the MPS's domestic extremist database. I have asked you twice for my file and I had it first in August 2013 --

Jennette Arnold OBE AM: We have all had our files.

Jenny Jones AM: -- which is, obviously, over two years ago. As Roger [Evans AM] has pointed out, it was a collection of trivia. I asked again quite recently for it and one item came up. I am curious. Has the intervening material been deleted? Why would I suddenly get one item, which is from two years ago but after I put in the first request? I thought my file had been deleted after my first subject access request?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I would not talk about anyone's individual circumstances in this hearing, but I am quite happy to look at any individual complaint or request privately.

Jenny Jones AM: I am not happy with that answer because I am asking about myself and I do feel that something has gone wrong here if you are still logging activities when I was told that my file had been deleted. I will come back to it.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): As I said, Jenny, for anybody who contacts me I will make sure that it is looked into, but I cannot answer individual queries in this hearing.

Jenny Jones AM: All right.

Joanne McCartney AM (Chair): We are going to move on now to the issue of police funding. I note that you say that you have not yet been informed about your individual force allocation.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): No.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We should have been informed but we just do not know about it yet because --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That is why I am looking at the phone. Apologies.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We might want to get our Blackberries out and have a look.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Joanne McCartney AM (Chair): The statement --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is due about now.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Now, yes.

Joanne McCartney AM (Chair): -- from the Chancellor was that there would be a real-term funding static status for the MPS, but that still meant that you would have to be looking at approximately £400 million worth of savings because of increased costs. Last week at your summit, Commissioner, you said that you were concerned that the Home Office may yet top-slice some further funding from that. Hopefully, we may know by the end of the meeting, but Caroline is going to lead us into a question on this.

Caroline Pidgeon MBE AM (Deputy Chair): Yes, I really wanted to understand because it seemed to me - and we confirmed with Mr Mackey last time - that actually it is £400 million still that you are going to have to

find in cost pressures, plus we still do not know about the formula change, which could be another £200 million. How do you assess the MPS's financial position at the moment following the Spending Review?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Far better than we expected it to be about three months ago. Craig [Mackey QPM] might want to add a bit. My broad point would be that we are genuinely grateful for the fact that we are not going to lose what we thought we were going to lose and we all should be. We were talking about £1 billion. If you remember, there was an error in the funding formula, which would have lost us £185 million and that alone is about 3,000 police officers. Then there was talk of a further £800 million from a starting figure of £3.2 billion.

Caroline Pidgeon MBE AM (Deputy Chair): Yes, a third of your budget.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): This would, for me, have been awful and whatever we are going to have to cope with has to be better than that, therefore.

There is no doubt that we still do have pressures. We have this £50 million for National Insurance that the organisation will have to find for pensions. We have a 1% pay increase baked into the budget. That is good but it has to be paid for. There is a series of other things. It is, no doubt, still challenging.

The areas that we are still keeping our eyes on - and we are hoping we are here today as well - are, firstly, the size of the grant. What are we actually going to get? It is the old funding formula. That threat has not gone away because they said they will review it over the next 12 months and so we, on behalf of London, need to keep our eyes on that because London is unique.

Secondly, there is the National and International Capital City (NICC) grant and we have a bid in. We normally get around £165 million. We thought that it is actually underpaid by about £200 million. We say that we paid £340 million on national issues that are relevant to the capital. They accepted the case for £270 million and so let us see what we get. We will have to wait to see what is happening there. Then, of course, we have the counterterrorism element of the funding as well.

Therefore, really, that is the broad picture. I do not know, Craig, if you want to --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, we covered as a Committee last time a number of the reasons for those pressures. They have not gone away. There will be quite a lot of detail in today's announcement to look at. The funding formula change now is, as you have highlighted, delayed by a year, but we will all have to play our part in that to make sure that there is a strategic decision about how we treat the uniqueness of the capital city collectively. There is that one.

There is then the issue about looking forward, with the money that will be around innovation, change and continuing reform in policing, how we make sure that London - which is about 25% or 26% of England and Wales policing - can play its part in that debate. That is what we are committed to: making sure we maximise the opportunities for any money that is top-sliced to come back into London to assist with the challenges of London.

Caroline Pidgeon MBE AM (Deputy Chair): When you were worrying that you were going to have severe cuts and a third of your budget almost gone, you listed lots of services that might be affected: fewer police officers, Police Community Support Officers (PCSOs) going, taking longer to get to non-emergency calls, merging the boroughs and all of that sort of thing. What options are still on the table?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): The broad points, really, are that, first of all, I can guarantee today that we will not be removing the PCSOs from the neighbourhoods. The ones we have there will stay. If we can find a clever way of getting more there, over the next few weeks we will wait and see what the money is and then we will try to --

Caroline Pidgeon MBE AM (Deputy Chair): You are guaranteeing today that the threat to PCSOs in neighbourhoods will not --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): --yes.

Caroline Pidgeon MBE AM (Deputy Chair): They are going to be protected?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes.

Caroline Pidgeon MBE AM (Deputy Chair): We had been told that it would be January or February 2016 before we had a decision.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes. We can make that announcement today. Within what we expect, it is a reasonable expectation.

Caroline Pidgeon MBE AM (Deputy Chair): That is all of the neighbourhood PCSOs that we had been told were under threat?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes.

Caroline Pidgeon MBE AM (Deputy Chair): The 1,000?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That is it.

Caroline Pidgeon MBE AM (Deputy Chair): Brilliant. That is really good news. Thank you.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Now, the second thing is that there were a number of things that we think are good ideas almost regardless of whether we have to save money. It would be foolish, just because we had the money in the bank, to waste public money and so we will continue to drive on. We have it in our grasp to make the MPS a world-class police force - in some ways it is, we can argue, already - and we will take that opportunity because then we can take that money and reinvest it in what the public wants us to do.

Things like whether we should have the same number of borough-based borough command units (BCUs) are certainly still there for us to look at. We had one meeting about that yesterday but we will decide that later in January next year. We have been talking to our local authority partners about that, and I am not saying that they are always going to agree but they do understand and do appear to have appreciated the engagement we have had with them, and that has been appreciated.

Secondly, we are looking at the level of hierarchy. The MPS is a big organisation and we have 11 tiers. That has been helpful in a 365-days-a-year organisation. With exceptional events from time to time, we need resilience. The 11 tiers have stood us in good stead, but should we maintain that into the future? Organisations of our size probably could expect six tiers, not 11, and so we are having a look there.

We are still looking at reducing the estate. We had over 800 buildings. We presently have over 600 and we were looking at around 150. We are not sure what the final number will be, but we think we can certainly manage with less. You will remember that our initial ambition was, as our Head of Estates pointed out, that we had nearly 1 million square metres of space in London and needed probably only a third of that if we utilised it better with open plan and Wi-Fi. The work that we have done with the Deputy Mayor for Policing and Crime has helped us to sell off the estate, to invest the estate we keep and to build new buildings.

Caroline Pidgeon MBE AM (Deputy Chair): You are still expecting that there will be further police stations and other buildings closing?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I would distinguish buildings from police stations in the sense that the 800-odd were not all police stations.

Caroline Pidgeon MBE AM (Deputy Chair): No, I appreciate that they were not.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We will always look to see where we can open more, but of course every time you open a building you have to put people into it. There is not going to be the same pressure on the buildings, but certainly we have the possibility of rationalising and, more importantly, getting better buildings that the public deserve to have and our staff. That should continue.

Caroline Pidgeon MBE AM (Deputy Chair): There will still be at least one police station in every borough open? That will not change?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes, that should not change. Frankly, to be clear as well, of course, if we end up with fewer BCUs compared to the number of boroughs, I would not want to suddenly say that we will just have one police station per BCU, one between two or three boroughs. That would not be, for me, at all acceptable.

Caroline Pidgeon MBE AM (Deputy Chair): Good.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): However, there is still an opportunity to rationalise the estate and to improve it. Those are the sorts of things.

The final one is that we will continue to - as the Deputy Mayor [for Policing and Crime] brought up - have a pressure to outsource. I say 'outsource' but you actually expressed it far better with 'test'. Can we do it well? If we can, then we will keep it. If the market does it better, then that is what we will do. We have some good contracts that we have signed up to. We are hoping to start a new one on information technology (IT). We have a good one, I believe, on our estate and these have done good things for us, saved money and improved the service. That is still going to be a live debate for us.

Therefore, in those four areas, we still would want to pursue the savings.

Caroline Pidgeon MBE AM (Deputy Chair): OK. In terms of the neighbourhood policing model, which has been reduced to one dedicated police constable (PC) and one dedicated PCSO per ward, are you still committed to that going forward?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes, as a minimum. I am hoping that in February 2016 we might be able to make some very positive announcements about how that might be developed in the future.

Caroline Pidgeon MBE AM (Deputy Chair): You might look to expand those teams again?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): You are using different words. I will stick with mine. Anyway, there is a real opportunity on the back of the settlement we have and looking at the new way of working that we are trying to establish. There is a definite possibility to do something better there.

Caroline Pidgeon MBE AM (Deputy Chair): That would be helpful because in the past you had said when you bought in this new model that maybe it had gone too far. I would welcome if you were looking at maybe finding ways to put more money towards --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): The irony was, as you know, that we put more officers into neighbourhoods but people saw fewer people dedicated to their area. We are getting feedback from the Borough Commanders on the neighbourhood teams that the problem-solving work they are doing has been really appreciated. They are working as teams and resolving problems. However, what some people are missing is that old contact they had with one person or --

Caroline Pidgeon MBE AM (Deputy Chair): Absolutely.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): -- three people or four people, which they miss. There is a clever way that we can improve what we are doing, but we need to just get the numbers sorted out and by January or February 2016 we should be able to make those announcements.

Caroline Pidgeon MBE AM (Deputy Chair): I very much look forward to hearing that. Then, finally from me, at the moment the budget going forward - certainly for next year - is looking at 32,000 police officers or thereabouts. Do you think that that is the figure going forward over the next few years or do you think that police numbers need to grow in London to match the growing population?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It has to have to grow. We always want more.

There are two things, really. Until we see the numbers - and we still have not - I will have to reserve my position because, of course, this is an announcement not just about this year. This is about the next three years, really. When we see that, we will have a better idea.

There is no doubt that if this city grows at the pace it does, I suspect the need for police will increase, not decrease.

Caroline Pidgeon MBE AM (Deputy Chair): Yes, but your ambition would be, if possible, to keep it at around 32,000?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes. There is no science in this, but I feel confident that with 30,000 to 32,000 we could keep the city safe. If it dropped below 30,000, I think it would be getting problematic. There is still a case for investing more in policing. That is what the public tells us. Sometimes we could be more efficient. We are trying to drive that efficiency, but there is only so much you can drive out of an organisation. We are trying hard but at some point a city of this size deserves a good police force.

What we know is that if we can keep people safe – and that is what we are seeing – people come here to invest, they get the business here, they want to live here and it makes it a great city. It is often built on two big things, is it not? One: people feel safe when they are here and businesses feel safe. Two: we have a way of operating where the rule of law works. It is not a corrupt society. It is generally a straight society and people know that things work in a good way. Those two things are fundamental building blocks for the development of London.

Caroline Pidgeon MBE AM (Deputy Chair): Lovely. Thank you very much.

Joanne McCartney AM (Chair): Can I just confirm with you, Commissioner? We know that PCSOs work in different areas of local policing. Some work on the Transport Command and are paid by Transport for London (TfL) and others work in other parts. Are you guaranteeing today that no PCSO post will be deleted and that no PCSO will be made redundant?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I will just be clear because it is not a five-card trick. The ones about which we were already fairly confident were the TfL-funded posts. That was about 1,000 and there was no suggestion that TfL was going to withdraw or reduce its funding. We were fairly confident about those. There are about 600 or 700 --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): There are 649 or something like that.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): -- in the neighbourhoods, in the boroughs, and those are the ones that I believe we can now guarantee given the sort of money that we expect to receive. If we have to make savings, we will make them elsewhere.

Joanne McCartney AM (Chair): That was very helpful. We released a report last week on Safer Neighbourhood Boards. In that report, we noted that a lot of the police ward panels or the problem-solving partnerships that have worked very well in the past across London are not meeting at the moment. We urged MOPAC and you to look at making sure that they were working properly.

I know that, for example, in my area, some have not met for quite a while. Some are still doing it and it seemed to be that there were pressures on those local officers and perhaps they could not attend meetings, but that problem-solving relationship does not seem to be happening across London in a uniform way as it used to be.

Could you look at that and ensure that those problem-solving local partnerships are still functioning?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes, of course. We will have a look at that report. It usually ends up with one of two things. Either the police are not servicing the meeting and can be at fault or the local people are not motivated to do it. If you get good leadership in both, it will work. If there is not in either, I do not --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The slightly askance look was because we were with a number of Borough Commanders yesterday and we obviously had a better end of the readout than you did. One in particular was saying that that partnership was working well. On problem-solving above the one-plus-one teams that we had in, they felt that in their borough the feedback that they were getting was that people are starting to see them and to get what that problem-solving is about. I am more than happy to have a look.

Joanne McCartney AM (Chair): That would be helpful, yes. There is some work that you are still carrying on and you will make a decision in January 2016 as to what your changes will be, but will you be producing an options paper so that people can look to see what is currently on the table or not on the table?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): One of the things we are doing is that we are working with the Deputy Mayor for Policing and Crime and the Mayor on the options. We will develop those and then I am sure that whatever we can share we will do.

Joanne McCartney AM (Chair): That would be helpful, yes.

Kemi Badenoch AM: Actually, it was just touching on Caroline's point on PCSOs and the need to save money. Are you considering cross-training PCSOs, for example, with the fire service so that they can perform more specialist community-based roles as a way of sharing costs and so that they can do a lot more than just policing as a way to get creative with the funding?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I have not heard of that suggestion. We could have a look at it. They have quite a lot to do already because there are not very many of them. Bear in mind that we started out with nearly 5,000 and we are now down at --

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): 1,700

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes. If they were taking on more roles on behalf of the fire service, I would have to --

Kemi Badenoch AM: The idea would be sharing some of the funding responsibilities and then allowing them to do more so that we would have more people --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I would need to hear the proposal before I agreed with it.

Kemi Badenoch AM: All right.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): What we are doing - and I touched on this last time - with some of the blue-light work is looking at where the activities are. A really good example is the use of cardiac machines and those sorts of things where fire as first responders, ourselves as first responders and the London Ambulance Service (LAS) as first responders are doing some sharing across some of those areas. We have not looked wider. There are some pilots in the country around that sort of work in both policing and with the fire service and we will look to see if there are some ideas from it that we can look and see if we can borrow with pride for London.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Many of those are in rural areas where the coverage is so poor that the best way and the only way they can achieve comprehensive coverage is to make sure that they multi-task. They even have fire officers who are police officers and ambulance people. I just do not know how it works in a big city like this. If we can learn from it, we will.

Kemi Badenoch AM: It sounds like it is a bit complex.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It is not impossible. I am just a little bit wary about retraining all of our people to do someone else's role when I already know that they are pretty stretched anyway.

Kemi Badenoch AM: Fine. Thank you.

Roger Evans AM: You talked a bit about how the borough structure may be something that you are looking at changing. I do not want to get hung up on structures because, when we have to make cuts, we have to consider all options. However, a lot of really good partnership work has grown up around the borough structures. How will you make sure that that partnership work is preserved if you do have to make changes to the structure?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): First of all, we are already talking to the boroughs about, "If we do this, how would you want it to work? What would work for you?" We are getting some very clear ideas. They want, for example, one single point of contact in leadership. For example, one of the ways that we can make things work between is to share response across boroughs. At the moment, the response to 999 calls stops at the borough boundary when, often, the crime has gone across the boundary and the criminal certainly does not recognise it. How do we make more efficient that response? It may well be that therefore you run the response across two boroughs and then you have a leader to do that. However, what the boroughs have said is, "We still want one person that we can talk to and whom we know we have a relationship with. If there is a problem, we can resolve it. If we have a suggestion, we can develop it". That is one of the things that we can do.

Secondly, we are looking as part of the model at how we deal with issues around vulnerable people, whether it is sexual offences or family abuse. This is something that is vital that we do partnership work on and we would not want to lose any of those very good partnerships that we have already. What is critical to us is that those partnerships remain, even if the management changes and even if the costs of the management change as well. For us, it would be a fundamental thing that it was maintained and improved even if the structure was incongruent entirely with the old borough structure.

You might expect me to say this. We would encourage the boroughs to consider how they configure themselves in a way as well because they have the same challenge. It is a city that is changing around us and the financial envelope is reducing significantly.

Roger Evans AM: I think boroughs are talking a lot about sharing back-office services and working across boundaries. In fact, in London there are some very good examples of where that is happening. The Deputy Mayor for Policing and Crime is aware of one of them.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): I initiated one of them --

Roger Evans AM: Indeed, yes!

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Thank you.

Roger Evans AM: The Deputy Mayor [for Policing and Crime] is responsible for one.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It would be ideal if our joint maps of London came like a kaleidoscope together. My concern at the moment might be that we are all under similar challenges and are coming to conclusions about how we deliver our services. The bedrock on

which we want to build is the borough-based system. The question is whether the borough-based system remains the only way - in the format it is - that we can map on to. We are having to move. The question is how the boroughs respond.

Roger Evans AM: How do you make sure that if you go from a situation where currently you have a Borough Commander in charge of a borough and you reduce the rank of that officer, that person still has the stature within the MPS and outside the MPS to be able to make things happen?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That is one of the things that we are consulting on because there is no perfect answer to this. I do not see at the moment the BCUs being led by anybody other than a chief superintendent and so that rank, broadly, will remain. We will have a new challenge in BCUs, which is what we have with the boroughs now, and so I am not sure that that will change. I would hope that, if it is a good senior police officer, their rank may matter to us but often the public does not recognise the distinction. Politicians sometimes do. If you have a good person who is doing a good job, I would hope that they would recognise that.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Your partnership piece on protecting vulnerable people is potentially a better solution. One of the frustrations, as you will know from talking to boroughs at the moment, with the way that we are currently configured to provide our services is that if you deal with a domestic assault in the home and there is also child sexual exploitation (CSE), rape or serious sexual assault in there, you can potentially get three different parts of the MPS to deal with. That is complex enough for us. For a partner agency, it is incredibly complex. In the work we are doing around protecting vulnerable people, it is certainly what the borough chief executives and the leaders we have spoken to are most engaged with and there is the potential for us to configure that service differently so that it gives a better service at a local borough level. Those are the sorts of things that, whether there is financial pressure or not, have to be looked at.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): There is just one final thing, which I hope that people will find reassuring. Even if we end up with fewer BCUs, I do not see any of these BCUs looking like a police force. Some police forces have gone to what I would call a 'BCU structure', even in the southeast, in big geographical areas with, basically, a chief superintendent running the force. It is economic, but I am not sure how effective it is. I do not want to see huge tracts of London called a BCU that looks very much like the second-biggest police force in the country. For me, that would be a foolish outcome.

This city has its challenges and we know about those. You have to have some local connection at a partnership level and the person in charge has to have a cat in hell's chance of knowing what they are leading. Things can blow up here very quickly. I expect that to be something that, within the span of control of one person, they can provide good leadership.

Roger Evans AM: Just looking at your officers on the front line - and I would be interested to hear Stephen's point on this as well - a key target in your plan is to improve confidence in the MPS. Have you done any work on how confidence is related to visibility?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It is clear that there are three main drivers of confidence, really. Part of it is visibility. Another one is that when people raise issues, they get an answer and they get resolved ideally but at least they get information back. Then there is the general way and the legitimacy of how the police carry out their role, if they appear to break the law themselves, if they do not appear to abide by the rules, if they are arrogant and the way the police do their job. If it is done in a good way, it enhances the confidence of the public. They tend to be the big drivers.

One of the big drivers that will be really helpful from March 2016 onwards will be that every officer in the MPS by September 2016, I think, will have body-worn video and so they will be monitored. The monitoring that happens in the police station when a suspect goes into custody will happen on the street when we talk to the public, too, when a suspect or a crime is involved. That will be a very positive move.

Jenny Jones AM: Commissioner, can I just clarify on the PCSOs? You were saying that there are 649 at the moment and that they are secure. Does that mean that there will be no recruitment and that, potentially, they are going to be a dwindling force over the --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): No. I was going to say that there are always these two things: establishment and strength. Our aim would be to have that as the number of the posts. If at any time the number drops because somebody retires or becomes a police officer more usually, we would recruit back to that figure. It is not that what we have we will allow to deteriorate. That is what was happening. We had a number that was deteriorating because we anticipated that we may not be able to afford them at all.

Jenny Jones AM: Thank you. I just wanted to clarify that.

Andrew Dismore AM: On this business about the fire service, what you were talking about in rural areas was retained firefighters and, when we had the [Assembly] Plenary session with the Fire Commissioner [Ron Dobson CBE QFSM], the one and only thing he has ruled out entirely for London is introducing retained firefighters. Therefore, that is not really a starter as far as London is concerned and quite rightly, too, because the skills of a firefighter are very different and very technical, as the skills of a police officer are very different and very technical to those of a firefighter. To try to merge the two, even if it comes to fire prevention and crime prevention, there are very different knowledge and skills to be learned.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): One thing I would say, Andrew, if I may, is that, as you know, we have started planning with ambulance and fire to see how we might share control rooms in the future and, secondly, whether or not there is a potential for joint deployments if one of us is attending an incident. For example, if somebody is going for crime prevention advice to a home or a business, they could give fire protection advice and the obverse is true. It seems to me that there are synergies where we can genuinely make some progress together, but there are some limits given the skills. Our people are not paramedics and nor do we seek for them to be. Equally, we are deployed to similar incidents.

In the pilot that Craig [Mackey] referred to, the LAS has given us 250-odd defibrillators and they are being carried - in some boroughs - in the backs of police cars. If they are at a scene and somebody has, frankly, dropped dead, they have a chance of saving them. They cannot kill them with this device but they can save a life. We do not want to be the first source of deployment. If you need medical care, you need good, well trained people to help you. If we are the only people around with a defibrillator, we are a great opportunity. Our officers do it at Heathrow every day. Sadly, thousands of people going through there seem to have heart attacks and they get really good care because there are defibrillators on the walls and our officers know how to use them. We are trying to bring that principle when we have vehicles around. In some ways, we can work together.

Andrew Dismore AM: There is a debate in the fire service about co-responding as well and about fire engines carrying defibrillators as part of their kit. One of the concerns I have about that is tying up police officer time and, indeed, fire brigade time waiting for an ambulance to turn up. The fear is that if they know

there is a police officer there or a firefighter there giving emergency care, it goes down and you have to get the person to hospital, hang around and wait for the ambulance to turn up --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I know what you mean. I suppose we would have a similar concern. However, the principal thing is that, often, our officers are at the scene and it would be odd not to be able to help that person.

Andrew Dismore AM: Of course.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We are not going leave if they get better.

Andrew Dismore AM: Of course. No, that is not the point I am making. The point I am making is whether the net result is that you are effectively left holding the baby.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): To be fair, if we are reporting back to the ambulance service, "We have a person here who has had a heart attack and we have just defibrillated them back to breathing", the ambulance service will come. They are going to come as quickly as they can because we have just confirmed that we have a serious incident when initially they might have just had a report of somebody having a chest problem. Overall, we ought to take that strength.

Andrew Dismore AM: The other point that I wanted to follow up was the point that Roger [Evans AM] was making about merging the BCUs. It is an open secret - in fact, it is not even a secret now - that there is talk about merging Barnet, Brent and Harrow. One of the fears particularly from Brent and Harrow - and our numbers are down quite considerably compared to what they used to be anyway in Barnet - is that officers are being sucked out of the outer London boroughs into the inner London boroughs where the perception might be that the demand is greater. I am wondering what you could say about that.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): The first thing is that I would challenge that aside that numbers are down because I am afraid that the numbers are not down.

Andrew Dismore AM: It depends on what you use as your base year.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I know. If we are going to go into that, I would be quite happy to have that debate, but I would not allow unchallenged that throwaway remark.

The point about whether if you join boroughs together you might have a very busy one that sucks all the resources is something that is actively being monitored as to how we would manage that. To be fair, it could happen today but inefficiently. The fact is that there is a borough boundary. If one side is very busy and the other is not and the people in that borough need help, I expect the police in the MPS to go. I do not care about the borough boundary; the people who need help need help. At the moment, we do it but not as efficiently as we could.

However, you are quite right. What I would not like to see is that the busy area had general patrolling sucked in. If you have an emergency, let us go and sort it and help them out, but general patrolling should not end up getting sucked to just the busiest part. I agree.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You made an interesting point as well and we touched on this in some work we were doing yesterday. Also – and it is probably a debate that is three to five years away – that notion of outer boroughs being quiet compared to inner boroughs is changing. We have noticed with some of the data that the crime pattern across London and the demand pattern across London will move and change. This work that we are talking about is just good professional work that we ought to do. Some of the assumptions about inner London boroughs being always the most busy versus outer London boroughs is changing as we go forward.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Of course, the old static borough-based map that we see is a great strength in many ways. However, if you look at the maps of the health service, the CPS, the courts and the police – I could go on – they are just a series of interlocking things that are not borough-based.

Andrew Dismore AM: Can I go on to talk about the NICC issue, which you touched on in your responses to Caroline [Pidgeon MBE AM]? Last year's NICC was £174 million. You said that the actual cost is £340 million --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have the exact figure. I am just looking for it.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It is still £350 million-ish. I will check, though.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: It has gone up since the last number we had, then.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We bid for £350 million and the Home Office accepted nearer £340 million. It was £174 million.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: Yes, £174 million, £340 million --

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): That was what we had last year.

Andrew Dismore AM: All right. Then you said that it accepted the case for £270 million.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes, I believe so. They were my numbers that Stephen mentioned. I thought it was --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We had higher in the end, I think.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): It is more than that with overhead, is it not? It would be --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. There is a debate about whether, without getting too into the weeds, we can charge overhead and we should.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): The legal adviser said that we should --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: They do not agree with you?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We are getting there.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): No, the independent experts agreed with us. Unfortunately, some officials in the Home Office may not agree, but that is still to be determined. We will see.

Andrew Dismore AM: You are expecting an increase or not?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We are living in hope.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We will let you know, hopefully, in --

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We are desperately keen to be able to tell you. There is going to be a chunk. Whether we get the whole amount of the uplift is the question.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: The pitch is somewhere between £174 million and £270 million or the expectation?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): You are talking about a net extra £100 million, are you not?

Andrew Dismore AM: Yes. It is a lot of money.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): The question is whether we get tens of millions, £50 million or £100 million.

Andrew Dismore AM: Yes, but it is somewhere between those two numbers?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): It could be zero, but we will find out.

Andrew Dismore AM: It could be, yes. All right. This is a retrospective payment?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): It is, yes.

Andrew Dismore AM: It is a retrospective calculation and so it is a reimbursement rather than a projection?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: We still have to do this and we do it on spec that we are going to get the money at the end of the year?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Yes, but there is a model that you can apply for future years as a basis that advances that discussion and that makes it easier in future years.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Sorry, just to be clear, we did make the point during the funding review that this particularly disadvantages London and it was understood and heard. The proposal that we put forward was that we could do a multi-year NICC settlement.

I think that is why it is so important that there is next year's work around the funding debate, because there is a really high-level strategic decision for someone to make both at a political level and at a London government level. You could probably design a funding formula for policing that works for 85% or 90%. Do you try to design something that takes in what NICC covers - which is quite different and which is activity that, if I was back in Cumbria or working in the southwest or somewhere like that, I would not recognise - or do you still keep this top-up and this additional way of drawing down money? Those are the really big decisions that we have to make sure we are part of during the next 12 months.

Andrew Dismore AM: Also, are you arguing that we should have this prospectively rather than retrospectively?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That is why we would like a rolling settlement. We are planning a £3.2 billion budget that we have to get through the Mayor. Here we are in December 2015 and we do not know what the figures are.

Jennette Arnold OBE AM: That is not sustainable.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is not a way to plan a strategic approach to finance.

Andrew Dismore AM: What sort of response are you getting from arguing that it should be prospective?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I think people absolutely understand it. How they deliver it is the next challenge. They get the particular challenge of London and they understand that by having something where we take our bills to be paid by someone else at the end of the year, they would know the limitations of that.

I would expect that during this next 12 months either all of that issue will be addressed or someone will say, "We cannot come up with a better way of doing it and that is how it will be going forward". That is why it is important that all of us are involved in that debate for the next 12 months.

Andrew Dismore AM: I am speculating, but if we do not get the full amount that we are asking for, it effectively means that other bits of policing will have suffered to pay for it.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): As they will have done in previous years, yes.

Andrew Dismore AM: Exactly. That is the point, but we do not know that until afterwards. I suppose what I am saying is that you have to draw from existing police budgets to fund this on spec --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: -- whereas if you had all the money to start with prospectively, you would have extra officers that you can deploy in the boroughs or whatever you choose to do with them because you have the money and you know you have the money.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I would not say that it would mean lots and lots of extra officers because the challenge with this sort of funding is that - I will make it up - 31% of the time of an officer in Hackney who happens to be selected for relief in central London. It is quite hard to parcel it all up. However, your point is well made. Would it be better to have this built into a base budget? Of course it would.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We have talked here before about central London aid. We know that on average every day 450 officers travel to central London to provide aid at protests and all of the other things they do, which means that they are not in Barnet.

Andrew Dismore AM: Yes, I know that.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That may mean that they are less often --

Andrew Dismore AM: It is 100 a week out of Barnet.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): -- drawn into central London. That would probably be the most likely symptom, but we probably would not have any more officers.

Andrew Dismore AM: You would need to draw less on the other boroughs for aid and so the 100 that we lose out of Camden and the 100 that we lose out of Barnet from the BCUs --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): What it gives us is some elasticity of supply.

Andrew Dismore AM: Yes. The other side of the same coin is that, if we do not get the money, are there bits of the central London capital city function that we would not do or could not do? Do we have to do it whether we like it or not?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I am not sure that I could articulate any that we would not do. We may not do them as well, but what usually happens is that we compromise, like every public service, and we prioritise as best we can within the envelope that we have. We would make it work.

Andrew Dismore AM: We have to do it whether we like it or not, pretty well?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We cannot stop policing protests.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): This goes back to the fact that this is retrospective. It has already been done and we are seeking reimbursement for that which has been done. Your

question is whether we can close the gap between the actual costs. It is not really a question of stopping doing things. It is just in the nature of --

Andrew Dismore AM: No. The point is that if we do not think we are going to get the money for the next year --

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): That has always been the case.

Andrew Dismore AM: Exactly. Then you have to start thinking, "Can we do it all still?" For example, in the old days, we used to get policing of relatively peaceful demonstrations and now we expect protest organisers to hire their own staff to do it.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Yes.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): The stewarding, yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You will remember the debate six or seven years ago when we started this thing and it was portrayed as something like, "Police to charge for protests". It is not. It is just saying that, actually, we cannot always pick up everyone's costs". No, it would be very hard to say that we would stop doing it but, as the Deputy Mayor [for Policing and Crime] said, this is a challenge that we have faced around this particular issue about funding. It is not new this year. It is probably more transparent this year because of all the work that everyone has done on trying to get to the true level of costs behind this.

Andrew Dismore AM: Can I go on to, then, the counterterrorism funding, which was touched on briefly earlier? Presumably, we do not know yet - again - what our share of it is going to be, but it was indicated somewhere that the Chancellor is talking about spending 30% more overall. Are we expecting to get 30% more or do we just not know?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I think the Chancellor [of the Exchequer] was talking about 20% or 30% more when it included a national security measure and it included some military elements and the Security Service. They were the first announcements, if you remember. I think he was talking about 1,700 more people for the Security Service, the three agencies, and for the military elements as well, which we would support, of course. We do not yet know exactly what that will mean for policing.

However, the general principle has been accepted that of course if you increase, frankly, the number of intelligence people and gain more targets, someone had better arrest them and someone had better build a criminal justice case. That is where the police come in and there are various specialist skills we have that they do not have. That is where we need to make sure.

Of course, what has also been announced by the Government is that it wanted to support the police around firearms officers --

Andrew Dismore AM: That was my next question. You said you wanted to see an extra third more --

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We have done that.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): What has happened at the moment is that with the officers that we have, we have put them on overtime and so we now have about a third more firearms officers available post-Paris. We are now doing some work - in fact, I have the first meeting with the taskforce this afternoon and we will have meetings over the next eight weeks - to come up with a firm proposal about what we should do in the middle term. I expect that there will be a significant rise in the number of firearms officers patrolling the city.

Andrew Dismore AM: You are paying people on overtime now, presumably out of the existing budget. If we get more money, it can come out of the future budget. Is the idea to recruit an extra 30% or whatever?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Let us wait and see what the numbers are, but in general terms, yes, we would grow that part of the MPS so that we have more officers dedicated to that role.

Andrew Dismore AM: The next question follows on from that. We know that all of the firearms officers are volunteers. We went to the training school three or four weeks ago. Are there enough officers within the MPS who would like to volunteer for that role?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): At the moment we have 32,000 officers and we have 2,100 who are firearms officers. I think they are pretty special people because they put themselves forward for great responsibility and we do not pay them any more for that privilege. As we have seen, they are held to great account for those few seconds in which they make some life-changing decisions. It is not straightforward that we will get the numbers we need to come forward. It is a challenging role and it is pretty special people who take it on. Not every officer wants it, and nor is every officer equipped to carry it out. It is, no doubt, a challenge. I am confident that we will but I am not immune to the fact that it is a challenging role that not everybody wants.

Andrew Dismore AM: When we were there, we saw that you were recruiting from some of the neighbouring Home Counties as well, which presumably does not go down too well with our policing neighbours.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): There are two things. First of all, as we grow, I am sure they will. I know they are in the process of considering whether they have enough firearms officers to respond.

In fact, I was at the Association of Police and Crime Commissioners and National Police Chiefs' Council (NPCC) meeting in Manchester a couple of weeks ago. I spoke about this issue and how we had already increased and were looking to increase more. I was approached by a chief from the southeast who said, "I hope that you are not going to take all of ours".

That is not our intention. It is entirely possible that some of their officers might apply, but what I said to him and what I will stand by is that as we grow our firearms officers, if people apply from outside, I cannot stop them applying but I can delay their arrival. That would allow those forces to train people up and get their strength. It is no good us getting to be strong and the surrounding area being weak. That is no good for us at all and so we will act on that maturely.

Andrew Dismore AM: Presumably you would offer mutual aid if there was an incident?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We have, but as Paris showed - and the majority of that incident was concluded within about 100 minutes - we need to be resilient within the area that we police.

Andrew Dismore AM: OK.

Jennette Arnold OBE AM: Commissioner, with the financial constraints, would you agree with me that the MPS needs to use every possible measure to reduce crime, especially in an area where there is a rising trend? One of those areas is the shocking increase in deaths from knife crime in our city. Fifteen young people were murdered this year, with great regret, seven from my constituency.

Will you support a London-wide knife amnesty and sending a strong message that carrying knives will do nothing but destroy the lives of many of our young people, their families and their friendship groups?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): In short, yes. We will have a look at how we might do this. When is the important thing but it is something. We prefer not the word 'amnesty' but 'surrender'.

Jennette Arnold OBE AM: A 'knife surrender'?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We have just had one for guns and we had 61 firearms back. It is slightly different, as you know, for knives because you can legally possess knives. You can never - unless you have a licence - legally possess a gun. It is slightly different. Of course, people can hand things in that are not knives used as offensive weapons. They could be just knives. However, in principle, any opportunity to get fewer knives on the street is a good one and so we are looking at how we might do this.

Jennette Arnold OBE AM: Thank you for that. When it was last one in one borough in my constituency, over 1,000 knives were handed in over a three-month period. It is also timely, but I would like it to be seen as not just like a flash action but working with boroughs. I was speaking to Councillor Richard Watts of Islington last night and he and his cabinet members are fully supportive. I know that your Deputy is supportive and I would hope that Stephen Greenhalgh is supportive and yesterday the Mayor was supportive in saying that he would be speaking to you about it, and so a yes from you means that --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It sounds like we are all supportive.

Jennette Arnold OBE AM: We are all on the same page.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): The only thing is that if we are going to do it across London, which I know is your proposal, obviously, it needs planning. I would not race into it. Then of course you have to communicate it so that people are aware.

Jennette Arnold OBE AM: Lovely. Thank you.

Joanne McCartney AM (Chair): We are now going to move on to the issue of body-worn cameras but, before we do that, there has been an extremely serious incident in my constituency in Wood Green in the last few days. There is a public meeting tonight in Tottenham where we are hoping that the Independent Police

Complaints Commission (IPCC) will come and listen to community concerns and perhaps give what information they can.

Commissioner, I know that you have been questioned on this on the radio and in other formats as well, but we had understood that all firearms officers would be equipped with body-worn cameras. As Andrew [Dismore AM] said, we did visit the Gravesend Training Centre a few weeks ago and were very impressed with the training that goes in, and we saw the benefits but also the limitations of body-worn cameras. However, we had all expected that all firearms operations would now be recorded and so it was quite a surprise to hear that in this operation there is no video footage.

I know that you have said about the dangers of visibility with covert operations, but I am just wondering if you could expand on that and if you believe there is any way going forward that that can be remedied.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): First of all, what we have been doing post the events of Mark Duggan's [MPS shooting victim] death is that we had a pilot of around 1,500 cameras that was looking at different ways we police and how we provide body-worn cameras. That has included firearms officers, but not every firearms officer for every operation because we only have 1,500 and we had to do response, neighbourhoods and all the different things we do. We have been testing out that idea but the firearms officers, who definitely will be wearing it, where they have been wearing it have been the overt ones. They have a uniform on; you can recognise them immediately.

The area where we struggle to get a good solution has been around covert. The things that you are looking at are that you do not want the officer to show out. When somebody has a camera on, it is going to be fairly at least questionable what are they doing with a camera. Secondly, when the officer uses the gun or at least brings the gun up to be used, how much interference does it have with the camera? Equally, you do not want the device to have any interference with the officer using the weapon. For all those reasons, we have had some frustration in getting the right kit. There is a national body on behalf of the police that is looking to try to get the optimum solution, not just one that fits London or Cumbria; it is trying to get a national solution. It is frustrating that we have not yet but, first of all, there was never comprehensive coverage of all the firearms officers in the pilot.

However, during the time that we have had the pilot going, some firearms officers have used it during firearms incidents and it has provided powerful evidence and information. It has not always been as comprehensive as everybody hoped. You have obviously seen that with rapid movement of arms and a dislodged camera but of course, if you have multiple cameras, often one of them will capture a significant part of it. Generally, we want everyone to have it. As you know, from March 2016 for nine months we will be rolling with 22,000 or 23,000 of these things. We are hoping during that period we will sort out this covert.

There is no doubt that it would have been better to have had it for the incident in Wood Green. We do not have it, but that is the reason.

Joanne McCartney AM (Chair): Can I confirm just for clarity for my community that it is not just this one incident that the camera was not there; it is that in all of your covert it has not been used yet?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes.

Joanne McCartney AM (Chair): OK. Thank you.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I will just say generally because I did not get this opportunity this morning that of course the IPCC's conclusion in this case is a concern and the difficulty for me, and for us, is that we do not know what has led to its conclusion. It has an investigation, it sees the witnesses, it makes an assessment of the evidence it finds and we have to trust that, but obviously it is a concern at this stage that it is coming to these conclusions.

Joanne McCartney AM (Chair): Has the officer concerned technically been suspended or not?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): He has been suspended, but it was just difficult for reasons I cannot go into here. It was not for a lack of will; it was just a practical problem that we had to overcome and now the IPCC must carry out its investigation.

I do hope that it is as speedy as possible because, as I say, as much as we are interested in what happened, the firearms officers whom we rely on for the reasons we have already talked about are equally interested what happened here. Of course, as we have talked about with the events in Paris, we rely on them to keep us safe and they need some reassurance, as I do, about what happened in this case. If we had it wrong, let us understand that. If we did not, let us understand it and deal with it quickly. This should not linger on for the community's sake, either. They want to know; they want a thorough investigation. We need as speedily as possible to know some of the facts in the case and I am afraid I do not, any more than perhaps you do.

Joanne McCartney AM (Chair): Yes. We are all hoping that the IPCC will appear tonight and start to listen to some of those community concerns and hopefully give some information as well about the process.

Jenny Jones AM: Commissioner, you are looking at all options, presumably, because in the US some undercover officers wear cameras on a fairly regular basis. Then another option of course is actually having a camera on the gun itself. I understand all of the limitations of that and the fact that you only see where the gun is pointing and this is again what we heard at Gravesend. However, it would capture something at least and so are you looking at all the options?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Of course, yes. There are some differences because if you have an undercover officer, they often will not wear body armour. They can do sometimes but will not always. Depending on where the body armour is and how it is fitted, it can be another complication. It is certainly not a lack of will; it is just a lack at the moment of creativity, I suppose, that we have not come up with that solution. It is not a financial thing. We have found the finance for - it is probably slightly more now - more than £9 million to buy this stuff and then we have our running costs for keeping the data. There is a will there to do it and there is no reason to not do it.

Jenny Jones AM: Just to be clear on the dates, you are suggesting that the rollout starts in March 2016 of the 22,000 and then by September 2016 every officer should have body-worn cameras?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That is it.

Jenny Jones AM: OK. Thank you.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I have not seen the actual list, but we are rolling it out borough by borough; not every borough, just a little bit at a time. The idea is to do one borough so that then we can say to the public, "In this borough, you will have officers who have body-worn cameras attending incidents".

Jenny Jones AM: Great. Obviously it will be the boroughs represented on this Police and Crime Committee that go first, I am sure. That was a joke, not a suggestion.

Mr Greenhalgh, can I just ask you what the status is at the moment of the contract to supply these 22,000 body-worn cameras?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): I signed the decision and it has gone through a very robust tendering process. Probably the contractual terms are being finalised at the moment, but we know who the supplier will be.

Jenny Jones AM: There were quite tight timescales on this. How did you guarantee value for money?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Clearly, we used a framework agreement that enabled us to have a number of suppliers. It was the East Midlands framework agreement. I intervened to make sure that I felt it was competitive and that we had a fair spread of suppliers because I wanted to make sure that we had the very best deal for the taxpayer. It is fair to say that for this contract there was a very clear winner in terms of both the technology and also the cost.

Jenny Jones AM: Thank you. Commissioner, could I just go back? There have been two police shooting incidents this year. In the other incident, were all officers wearing body-worn cameras?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I cannot tell you in every case, but certainly many of them there were.

Jenny Jones AM: You have found the video footage to be of use?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The other one you are referring to is also an IPCC investigation and so I have to be a bit careful. We may not even have the video.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It is a point of discussion with us with the IPCC about when the officers and we do see it because of course it provides vital information for us as leaders about whether it is working and how the officers are working, and it provides vital information for the officers about their recall of the event.

Jenny Jones AM: Can I just go back to the idea of having cameras on guns? Have you tested that so far?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I am not sure. I believe we have. I could not sit here and be absolutely sure, but I am pretty sure that I have heard that that has happened.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We have certainly seen a briefing that, particularly for firearms officers, looked at a range of mountings. You probably saw them at Gravesend, from one along the side of the headline there. There is some feedback around whether it affects the weight and balance of a gun and whether you have to train with it all the time and so there are some issues around that. Obviously the one here is limited as soon as you pull the firearm up. Then what do you do? Do you say, "You have to stay in the car until you put your cap on and you cannot go out"? It is just getting that technology right.

We are also making sure that it works and so there is some correspondence between the NPCC and the IPCC to make sure that we also have a solution that works nationally, because there would be nothing worse - going back to the point around when you go to mutual aid - than if the five forces in the southeast converged on something on the M25 and said, "This force does not have them; this force does; this force uses them on a cap". You would go, "What?" It has to be something that works across the piece. One of the other areas they are looking at is whether even in some of the covert vehicle fleet across the United Kingdom (UK) we could have some facility to have cameras and a proper way of using audio in that.

Jenny Jones AM: I do feel the US is in advance of us on these issues because they have more practice, obviously, on gun use.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, they might be on firearms but, in fairness, this is the largest body-worn video rollout in the world.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We have to be careful here. They have more practice of certainly something in terms of discharging firearms.

Jenny Jones AM: Presumably they have had pilots as well that have tested all these options?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, because they are all armed. If you have body-worn video in the US, by its very nature you are going to do it and it is quite different if you are bringing a handgun - without getting too technical - to bear, depending on where you put your posture with a handgun and where the video is mounted to using a long-barrelled weapon.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): They have not been as accepting, I would argue, from having talked to some of the big city chiefs there. They have had a big debate about whether it is a good idea at all. We see some of the risks, but we think they are worth taking. We have to deal with disclosure and there are lots of other things. You have to store the data; you have to be able to recover it. They thought that was quite challenging and so some of the big cities are not doing it. We often challenge that the US is better. I am not sure. They have more experience at shooting.

Jenny Jones AM: I was provoking you.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): They are some way behind, as a generality.

Jenny Jones AM: You talked about mutual aid and trying to avoid any disparity between the equipment. Are other forces waiting for the MPS to decide the best options?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, two of the forces are doing trials as well and so we are all trialling different ways of using it so that we can get the best practice out. One of the great benefits of the trial and the evaluation is that if we had rushed to, "Here is the solution" and then said, "Actually, in circumstance X, it does not work", you would quite rightly challenge us and say, "It would have been better if you had trialled this", and so that is what we are doing.

Jenny Jones AM: There is a lot of debate between forces on this?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Jenny Jones AM: You are learning from each other?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It has been co-ordinated. You will remember that we will have national leads for things like firearms - my colleague Simon Chesterman [Lead on Armed Policing, NPCC] and the Chair of the NPCC, Sara Thornton - and everyone is tied into that to make sure that we come up with a solution that works.

Kemi Badenoch AM: My question is on the evidence that is gained from these body-worn cameras. Can this material be used to train officers in community policing issues and to inform wider policing activity across the MPS? Are you planning to do anything like that with the videos?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): First of all, in the pilot, the College of Policing has carried out an evaluation of the work and has come up with a positive account of the various ways in which body-worn video helps. One is capturing evidence of an offence, a second is that it does help to identify training issues and a third is that it has reduced the number of complaints in those cases where the body-worn video is used. All of those are positive things. Over time we will find some creative ways of using it, but you are right that it gives an opportunity to learn from how an officer interacts with either a suspect, a member of the public or a complainant and to see whether they as individuals need training or whether others need to learn from them.

Kemi Badenoch AM: You mentioned some of the risks that are involved in having body-worn cameras. Can you talk a little bit more about what those risks are and are any of them related to damaging community relations?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): The first one is that it costs money; you have to find money for these things. As I say, it has been in the order of £10 million to buy capital and you have to find millions to spend on the storage of data and so you have to show that it is worthwhile. That is the risk of spending the money, given that we were actually reducing our budget significantly.

Secondly, you are right: if you remember, we decided not to leave it on all the time and one of the reasons for that was because we did not want an officer meeting someone in the street, say with a child, and the first thing said to them is, "I am recording our discussion". It seems to us that that would change the nature of policing. A lot of people would have found that quite intrusive, as well as the private contact between colleagues who are working as they are patrolling. We thought that was a risk and we tried to mitigate it by saying that it goes on when there is a need for it to go on. Beyond that, we did not see too many risks.

You see, what is different between us and the US as well is of course disclosure and discovery. 'Disclosure' means that when we are building a criminal case against someone, the defence has a right to see all the relevant information. That is a huge duty because of course the defence is trying to show that we have nothing relevant to the defence of their client that we chose not to reveal, which can be a very wide ambit. On our murders now, we have one officer dedicated entirely to dealing only with disclosure. Of course, if you have more video available, someone has to watch this stuff, which can take hours, and then they have to feed back what they say is relevant and so that is an issue that has to be dealt with.

You have disclosure, which in civil cases means whether we have anything available on storage. We have mitigated that by keeping material for only 28 or 30 days unless there is a good reason to keep it because otherwise a civil case can take six years and someone could come back to the police and say, "Look, one of your officers we know was patrolling that area. Can I have the video from it?" If we have to store it, retain it,

reference it and recover it, it would be a huge cost and a huge bureaucracy. It is that type of risk I was talking about that we try to mitigate.

Roger Evans AM: Are the cameras that you are working with at the moment capable of being modified for live broadcast? I can foresee situations like the 7/7 episode, for example, or any sort of major incident when some live broadcast from the ground might be very useful to you.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I think you are right. The second generation will probably have that; not at the moment. It was quite a costly exercise to get what we have and we thought that on balance - and I am not even sure it is available in the way we would like because of course the broadband or the wireless capacity to carry an image is huge and is very expensive - at the moment the benefits that may accrue occasionally from a major incident when you want to feed back to the control room did not justify more expense in that area. We thought that that could be a second-generation benefit that we get in time.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We can also get that situational awareness at the moment from things like Heli-Tele and some of those portable kits we have already have. When we get a bearer service it might come with the replacement for the airwave radio system, but we wait to see.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Of course we have direct access to all CCTV that is available through local authorities and others in our control rooms, which we can get access to live time from the control rooms. That said, I agree that it would be a possible help in the future.

Roger Evans AM: Thank you.

Jenny Jones AM: There are national guidelines for when to record incidents with body-worn cameras. Have you developed your own in the MPS or are you sticking to the national guidelines?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I do not think they are inconsistent. I have not heard of any inconsistency. I think we are following the same general guidelines about use, storage and the way it is shared with the defence and also of course the media because the media are quite interested in some of this stuff. We have common guidelines and I do not know of them being inconsistent.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No. We are using the National College of Policing system. We are using its training package as well and so we are following the same guidelines as colleagues across the country.

Jenny Jones AM: Thank you.

Jennette Arnold OBE AM: In terms of the specification of the body-worn cameras, will women officers be able to wear them or were their body contours taken into consideration? I am just thinking that we have now come to a stage where we realise that women officers need a different design to the jackets that they wear. Will we have to go through this if this has only been designed to be worn by male officers?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That was part of the pilot of the 1,500. Female officers used it and we have not had any issues raised at this stage anyway.

Jennette Arnold OBE AM: At this stage?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It was part of the procurement process to make sure that when we bought whatever we bought we were not going to end up with that sort of issue. I have not picked up anything at all from female officers, but it is a reasonable question.

Jennette Arnold OBE AM: No, it is just that I have been following it. Thank you for that.

Joanne McCartney AM (Chair): We are going to move on now to victims and it is in two parts, really. We have the first part, which Roger is going to lead, to MOPAC about victims, commissioning funding and how that has gone, and the second part is to the MPS on the recent Her Majesty's Inspectorate of Constabulary (HMIC) report.

Roger Evans AM: Stephen, could you just update us, please, on the impact of the transfer of commissioning from the Ministry of Justice?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Obviously, we have undertaken that responsibility relatively recently in 2014. The first phase was, rather than have national commissioning, having London and regional-based commissioning. Effectively, there have been two phases, ensuring that we commission the general referral through Victim Support and that contract, which is around £6 million, and then we have been able to take on and introduce more specialist commissioning responsibilities as well as having a fund to capacity-build. That is essentially where we are. Importantly, we also recognised the need to integrate the service that we provide for victims and we have commissioned iMPower to do some work to look at how we can improve the experience for victims across the criminal justice system. I will give you some of the headlines from iMPower.

Roger Evans AM: Please, yes.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): It shows that there is quite a lot of work to be done to improve the victim experience. We know there are about 700,000 victims of crime in London a year and that nine in ten victims interact with the police and so the police are an incredibly important agency; 69% of victims felt that the information update and explanations would have made their journey through the criminal justice system easier and so we need better information; 44% of victims felt they never knew what was going to happen next; 57% of victims - over half - had difficulty finding information about support and services and so clearly we need to improve signposting; and 40% of victims never felt in control of their involvement.

Roger Evans AM: The independent review felt that there were some gaps in support services for repeat victims, victims of hate crime and young victims, for example. Is that something that is being addressed?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): This is the Newlove recommendations [Baroness Newlove's [Victims Commissioner] review of victim's services in London]?

Roger Evans AM: Yes.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Absolutely. In the first phase we have been looking at focusing on hate crime with the hate crime recording app and we now have a hate crime panel. We are also building up and commissioning hate crime advocates and so, yes, that is definitely an area that we

are looking at, as well as looking at how we commission services to support young people. That is all work in progress.

Roger Evans AM: What about independent sexual violence advisers? I know that we have said in the past that we feel that they are very effective and there has been a recommendation that additional funding should be secured for those.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): That is definitely an area where we recognise they play an important role. One of the things we have done is recognising the rise in – and this was covered this week – domestic abuse. We have had a massive uplift in the number of independent domestic violence advocates. Some of those are trained to do both, and so there has been an increase in the number of independent sexual violence advisers (ISVAs), and there is more that needs to be done. This is an area that we have not yet resolved, but we recognise that they can play a very important part. What we are doing is co-commissioning a lot of services with the National Health Service (NHS), which does pay for ISVAs, including the Sexual Assault Referral Centres.

Roger Evans AM: You know that I take an interest in cybercrime and there is an increase in online offending.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): A huge amount of fraud, yes.

Roger Evans AM: How has that changed the nature of victims and how is MOPAC responding to that?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We know that there has been a massive increase in the recording of cybercrime, both cyber-enabled and cybercrime itself.

The first thing is that the Commissioner, quite rightly, has found the money within the constraints of having a unit that is focused on dealing with this and tackling this when it happens and so crime is actually investigated far more often than it was in the past.

Secondly, we have led on creating the London Digital Security Centre, which is providing a lot of advice because we know from all the figures that you have put in your reports that about 80% of the crime is preventable and so a focus on providing advice to people who are at risk, we think, is an important way to go. There is a considerable amount of prevention advice that is disseminated through the new London Digital Security Centre and, equally, the support services that we commission are there to support victims of fraud as well.

Roger Evans AM: OK.

Jennette Arnold OBE AM: I have some questions to the MPS on the victim commissioning. I will just start by saying that, like many of us on this panel, I have read a good few HMIC inspection reports and the good news in this latest report was to be welcomed and well done to yourself and all of London's finest. However, there were issues that we need to ask you about in terms of your initial reaction to the findings of the inspection report in terms of how the MPS identifies and supports vulnerable people.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): First of all, the reaction is that this is an important area and I expected us to do well in the grading. We are disappointed with the grading that was offered. We thought that it should have been higher, frankly, and we have challenged the HMIC about that. It has too much emphasis on what the police can do compared to what we can do together

with other partners and I am afraid that it has drawn a judgment on the police that should have been a judgment on the system. I do not agree with that and we have told it that and I am saying it again today.

That said, there are some issues that it has raised that are worth serious consideration such as how we maintain our support for repeat missing-from-homes, particularly children. Often a child's absence is an indication of a deeper problem, whether an education issue, a family issue or an abuse issue, and anything we can learn better in that area then we will do. They point us towards some good practice that I am quite happy we can improve, particularly training for our officers, and we have already instigated that.

As I say, generally, I agree with you entirely. You would read the report and think we should achieve a higher grade and we are surprised by the disparity between the evidence offered in the report and the grade that was achieved. That was the starting point. However, wherever we can respond more positively to some of the tactical issues raised, we will.

Jennette Arnold OBE AM: OK. I do not think I have any tactical questions. This one is, I suppose, a process one.

The HMIC says that the MPS's definition of vulnerability is too broad, which can make it difficult to prioritise the most vulnerable victims. That is really the key, is it not? As Londoners, we see vulnerable people all around us all the time. Would you agree with the HMIC that if you use this broad term then you will have problems focusing on those people that your officers really must identify?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We will consider that view. They are entitled to it. I am not sure that they are right.

Jennette Arnold OBE AM: OK. I heard you this morning and it was clear you were not in the mood to take any prisoners.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I used to be in the HMIC and so I feel some sympathy for their views, but I do not know. This is a difficult area.

Jennette Arnold OBE AM: I heard you report as an HMIC officer about this very organisation.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes, they have their moments, but in terms of the vulnerability assessment, there is a bit of a dilemma. If we tighten it up so narrowly and exclude some people whom some may regard as vulnerable, we would be criticised and, if we make it so wide that we cannot prioritise, which is the HMIC's argument, then we are criticised again.

I mean it: we will have a serious consideration of what they said but I am not absolutely sure they are right. If the only reason we were to reduce the ambit of the definition was to make it easier to prioritise, I do not think that would be a very good reason to do it. That is what I hear their main argument is.

Jennette Arnold OBE AM: OK. The next question is why the MPS is not always providing victims with the opportunity to make a personal statement at the time of an incident. They have identified that.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That is one of the things that we are having a look at. Whether it is not always providing the opportunity or not always doing it are different issues, but certainly it is clear that we could be doing that more often and so I would accept that.

Jennette Arnold OBE AM: You think that your officers are required to make the personal statement but some of them are not doing it?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Sorry, that is what you are saying. I am not sure whether they are saying we are not asking or we are not taking enough. That is something that we should review and examine because, if others are achieving personal statements more often, there may be something we can learn there. I am quite happy to look at that assessment.

Joanne McCartney AM (Chair): This is something that when we looked at our report --

Jennette Arnold OBE AM: Our report, yes.

Joanne McCartney AM (Chair): -- on violence against women and girls a couple of years ago, we did highlight at that stage that --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Yes, and I believe we have improved from there, but the report is saying that we have not gone far enough.

Jennette Arnold OBE AM: It is something that you will be looking at again. Do you agree that the MPS still does not fully understand what constitutes CSE?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I am not sure. Are we going to go through every part of this? It is going to be hard for me. What I can do is to respond in writing to this report because I am not in a position --

Jennette Arnold OBE AM: No, it was just those.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): No, I know, but I am not --

Jennette Arnold OBE AM: Why these questions have come out is that these are areas that you, on the one hand are very good at but there are aspects of it that clearly need more work.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That is the nature of the HMIC report.

Jennette Arnold OBE AM: No one can fault the overall work that the MPS are doing on CSE.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): No. All I am saying, Jennette, is that I am quite happy to provide a written response when we have considered this report, but we only received it at the same time the public did over the last week and so I am afraid I cannot give you a line-by-line response, I am afraid.

Jennette Arnold OBE AM: It would be best then if we pulled together our questions in terms of whether officers have the skills to be able to recognise CSE and other forms of child sexual abuse and in a sense go through it and send that through to you and then you can --

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I think so because I have some in brief in here, but it would be a partial response to a good question. It deserves a better response. We just need a little bit of time.

Jennette Arnold OBE AM: We can do that, Chair, can we not?

Joanne McCartney AM (Chair): We can and we will.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): It is just so early after the report's publication and I am struggling to give you probably the best answer that we ought to give. I acknowledge there are faults as well as there are things that they have under-reported.

Jennette Arnold OBE AM: OK, thank you. No, we will look forward to receiving that.

Joanne McCartney AM (Chair): We will do that after the meeting. I have noticed that bits of paper have been put in front of you in the last few minutes.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I have seen bits of paper with yellow on it.

Joanne McCartney AM (Chair): I am just wondering if that is any news on your funding allocation at all and whether it is anything you can share with us.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): I gather that we are being told that our funding settlement was £2,500,000 and it is now going to be £2,522,400, up by 0.2%, and so it goes from £2,517,400 to £2,522,400. That is the headline figure. We need to understand what the precept assumptions are. My other understanding is that for the NICC, we were talking about getting tens of millions of extra and we are not getting any extra.

Joanne McCartney AM (Chair): Is that the £270 million that you thought they had accepted or is it back to the £100 million and --

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): They have accepted the principle that we are spending £340 million but are not accepting --

Joanne McCartney AM (Chair): They are not going to pay for it?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): -- the principle of paying for it, yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): How much do we have, then?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We are getting the same as we had last year: zero. Is that your understanding, Craig, as well?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is a very quick read and so it has all the cautionary measures around it.

Joanne McCartney AM (Chair): Yes, of course.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It looks exactly as the Deputy Mayor said: £2,517,400 is our settlement from the Government this year and £2,522,400 for next year and so it has gone up £5 million or about 0.2%. That is, very roughly, trying to see where we are. We are slightly below the average. The average across the country is 0.5% and, as I say, from a very quick read it looks like the NICC is £173.6 million and we had £174 million this year.

Joanne McCartney AM (Chair): You say you spend about double that?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We spend about double that and the one that I would not be sure of – but it is in the higher figures and so I quote it with some caution – looks like the counterterrorism police grant, but it has all sorts of asterisks. This is £640 million this year but we need to work through now. Those asterisks relate to some additional capital for counterterrorism to come and so I have to go through the detail in five-and-half pages, yes. That is the very, very quick headlines.

Joanne McCartney AM (Chair): OK. Perhaps you could just write to us and let us know the breakdowns, yes?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. We have to do an analysis because we have to submit a draft budget, and Lynda [McMullan, Director of Commercial and Finance, MPS] and I are before the Budget Committee on either 5 or 6 January 2016.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): So am I. See you there.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): See you there.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Yes, it is a lot better than we would have thought, but it is more disappointing relative to where we thought we had got to.

Joanne McCartney AM (Chair): You think you are winning the argument as well, as you said.

Andrew Dismore AM: We are still going to be losing officers on abstraction from Barnett and Camden, then.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): We will reserve judgment until we see what we expected and what we got.

Joanne McCartney AM (Chair): OK, fine.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): This is excluding the money you bid in for, is it not? It is essentially flat cash and then you have --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is like flat cash on NICC.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): Flat cash, yes.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That is a very quick read.

Joanne McCartney AM (Chair): Can I just ask? Do the guarantees you made on local policing numbers still hold?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): That has not caused me - and, I suspect, the Mayor - to change what I have already said.

Joanne McCartney AM (Chair): Good. That was very helpful.

Jenny Jones AM: That is wonderful. Thank you.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Even with a caveat.

Joanne McCartney AM (Chair): Thank you for that. As soon as you can, let us know the detail. That would be very helpful.

We are going on now to our final section today, which is looking at your internal grievance process in the MPS. This is the review of your Fairness at Work processes..

Andrew Dismore AM: How do you think these changes are going to help to improve how you handle complaints about discrimination?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): First of all, this is a good report. It is to explain that there are some issues about how we handle Fairness at Work and how we can improve it and there are good creative solutions. It means that we need to put a few more resources into how we handle Fairness at Work, which is not massive given the size of the organisation; it is about three people to help manage the individual complaints.

Then again, the number of Fairness at Work [issues] for the size of the organisation is relatively small - every bad incident obviously is a terrible thing - and in 2014 we have had 369 Fairness at Work issues, which is 0.7% of the workforce. Of those, 61 related to discrimination, of which 11 were related to race and 17 to disability. The numbers are relatively small, but obviously a critical issue for the individuals involved.

However, what it proposes to us is that instead of leaving too much to local managers, who may be inexperienced because of the small number of cases, we ought to have more professional fulltime support to help them through that process. If I were to drag out one particular issue, that would be the major one. Also, alongside that is to open up the warnings to staff about what we expect and what we do not tolerate. We are quite happy to do that and to put in a helpline for staff as well as to how they may get advice where they need help.

The final thing it brings out, which we know is a chronic problem, is that the police regulations that deal with misconduct are a fundamental bar to dealing with these things well. I will not bore you with the detail, but the report does go through it in some detail. I saw Professor Lewis [Independent Reviewer, Advisory, Conciliation and Arbitration Service] having delivered this report and that was one of the things he brought out. As well as things we should change, he certainly believed that the statutory regulation and the police misconduct process is not helpful to resolving things quickly.

Andrew Dismore AM: Thank you for that. I know that it used to be similar to the fire service and that the fire service reformed theirs some time ago and so maybe there is time for that.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Sorry, Andrew, I will just say one final thing. It is important that what we are not doing is racing off immediately to just do something

on the back of the report. I have given you a straight report that says we are going to take his recommendations and do something with them. We are having a formal consultation process with internal and external stakeholders throughout December 2015 to make sure that the plans we have are acceptable. For example, you have the Black Police Association (BPA), the Police Federation, four unions and the Superintendents' Association, and that is just internally. Then you may recall that we have 17 staff support associations from Anglo Italian to -- I will not go right through them, but it is quite a diverse group of representation and we want to make sure that we set off on the right footing with what we think is a good report.

Andrew Dismore AM: Thank you. One of the things that I am concerned about is whether we do have a zero-tolerance approach and whether disciplinary action is taken in appropriate cases. I remember that it took me over a year to get some answers a couple of years ago about the number of claims that had been made for discrimination, and that told me that there were 34 internal cases and 33 involving the public. The total cost was £666,000 in compensation, but only one of those resulted in any disciplinary action and that was a slap on the wrist rather than anything more serious. I was wondering whether we are going to see a rather tougher approach when these complaints are found to be grounded.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Let us be clear about the language. A Fairness at Work issue is not a complaint; it is an issue that needs to be resolved between colleagues or sometimes between a manager and the managed. That is what Fairness at Work is. If somebody has a complaint about someone's behaviour, an investigation will be taken into their behaviour.

I am not sure that I could agree that the number of people who are disciplined in this process is the best test. Surely one of the best tests is whether the person is satisfied at the end of the process that they have had their concern addressed and, hopefully, resolved. Many of these are resolved at the first stage process, but it is clear not enough. I am accepting that, but I am not sure that the misconduct process --

Andrew Dismore AM: Yes, if somebody feels that their complaint or grievance or whatever has been dealt with properly, at the end of the process means are they satisfied or not. That then means is the climate one in which they feel they can actually bring that grievance forward, without fear of retribution or reproach or victimisation or bullying as a result of that, or being asked to put the thing forward in a different way or having it tinkered with as it works its way up through the system and so forth.

One of those concerns, therefore, is whether you think that as a result of this we are going to have people feeling much more open about their willingness to bring forward these problems.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I would certainly hope so because we asked for this report. We asked someone independent who is very able and this professor used to be a senior person within ACAS and has a lot of experience.

Andrew Dismore AM: I know him from my days in practice.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): OK, but other people may not. He is quite a significant character and we thought it was good to get the independent person to give us advice and so we took seriously any concerns about this, which really followed on from the Carol Howard Employment Tribunal. I would hope that they think that is a positive thing. We have accepted his report. We are now consulting on the recommendations he made and we are intent on putting resources into it to make sure that we change the way we deal with this. They ought to be reassured by that.

Andrew Dismore AM: Would you say that the MPS now has a zero-tolerance approach to discrimination or will it have?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I would say that we have. Clearly, there are going to be some cases where it still happens but, for me, it should not happen. I cannot be any clearer.

Jenny Jones AM: You mentioned that the statutory regulations make it more difficult. How can those be changed?

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): The police regulations, yes. There are some proposed. It would be a bit too detailed perhaps to go into it here, but it seems to be something to do with if something crops up which in any way looks like a complaint during the Fairness at Work process, it has to flick over to the misconduct process under police regulations. That will never make it quicker, and it usually makes it less rewarding for everybody involved now that it is definitely being dealt with as a complaint.

The advice that Professor Lewis gave is that if there is some way of maintaining the Fairness at Work process - of course, if there is very clear misconduct in it, you would deal with it in that way - he certainly thinks that it is such an automatic trigger that it is not helpful and there ought to be some discretion in there. This was his major point.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Also, it gets even more complex even in the language, 'grievance complaint'. As soon as you go to a complaint, you have to step into the complaints framework and, if it is discrimination, you have to refer to the IPCC. With something that starts out as what might be on the face of it quite straightforward, all of a sudden you can have three or four processes running. That does not lead to satisfaction for anyone. We hope as part of the end of this piece of work and the bringing it forward that we actually get to a point where we can say, "Look, this is what we think the changes should be and this is how the changes might work", but we are not at that stage yet. What the report does highlight is there is a direct conflict in these processes and the most disempowering thing of all for someone who is a victim is to say, "I am taking your thing that you have raised and I am taking off this way", and they say, "That is not what I wanted".

Andrew Dismore AM: The process itself escalates?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It has to escalate.

Jenny Jones AM: Excuse me. Your next step then when you have worked this out is to write to the Home Secretary and ask to bring in some secondary legislation?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. We will make those suggestions back through in the way we do quite often around police regulations. It is very different having a regulatory framework to guide an employment relationship than it is to having a normal employment relationship, yes.

Jenny Jones AM: Can I just ask you about whistle-blowers? In the past, some whistle-blowers have felt that they have not been adequately protected. Presumably, there is almost no difference between somebody self-reporting a problem and somebody reporting it for them.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): Do you mean as a whistle-blower?

Jenny Jones AM: I mean that people might observe something that they have a problem with and then they report it. Presumably, they are protected and are not penalised in any way for doing that.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. I think the review looked at the reporting of wrongdoing protocol, which some of you may remember from your days on the Police Authority, which has been around for some while, around a set process for people who say, "I have seen something and I want to talk about it". That is what that protocol is for.

Jenny Jones AM: They are protected?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): They are protected.

Jenny Jones AM: Thank you.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): They are protected in law.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): They are protected in law.

Jenny Jones AM: Yes. That is not quite the same thing, though, as actually being protected within an organisation if they have annoyed people or upset people.

Sir Bernard Hogan-Howe QPM (Commissioner of Police of the Metropolis): I can only say that it is the same protection that the grievous bodily harm law offers to people. It does not stop people committing grievous bodily harm. It is illegal.

Roger Evans AM: Stephen, obviously, the whole grievance process and victimisation-at-work thing must be a key interest to MOPAC as well. I just wondered what you are doing to hold the MPS to account for this.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We continue to support their review of the Fairness at Work process. MOPAC is represented at the Gold and Diamond group meetings. We also had a MOPAC Challenge on Diversity where we reviewed again how people dealt with grievances and also misconduct and discrimination and whether we felt those were robust enough. We also feed into the work by the auditors that look into this periodically. Those are the ways we look into this.

Roger Evans AM: Yes. You said you had done a review. Have you made any key recommendations to the MPS as a result of this?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): No, I did not say I had done a review. I said that we --

Roger Evans AM: You said you had reviewed.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): We support the MPS's review. That is what I said. We attend Gold and Diamond group meetings on the subject. The person who has done the detailed review is obviously Professor Lewis and, also, we have to recognise that there are further reviews that we should be cognisant are going to be published early in the New Year. Therefore, we should not be

launching our own review, given the number of reviews already. What we need to do is to ensure that there is the organisational focus and resource being put in to deal with the issues that are coming out of those reviews.

Roger Evans AM: Yes, but as you have people attending, you are making a contribution, yes?

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): I very much would hope that they are not just attending to make up the numbers but that they are actively engaged on the issues raised. I have my own meetings with staff associations and groups that do raise issues specifically that I then feed back to the Commissioner and Deputy Commissioner in our bilaterals. One of the issues that you have raised as a group is not only the number of employment tribunals but the cost of that and how we can ensure that we reduce that over time.

Roger Evans AM: That is important.

Stephen Greenhalgh (Deputy Mayor for Policing and Crime): That is important, yes.

Joanne McCartney AM (Chair): OK. We have come to the end of our questioning today. Can I thank you all for attending.