Appendix 1

**Police and Crime Committee – 19 July 2016**

**Transcript of Agenda Item 4 – Question and Answer Session with the Mayor’s Office for Policing and Crime and the Metropolitan Police Service**

**Steve O’Connell AM (Chairman):** Now we will move into the main part of the morning, which is the question-and-answer (Q&A) session with the Mayor’s Office for Policing and Crime (MOPAC) and the Metropolitan Police Service (MPS). Again, welcome, Sophie [Linden, Deputy Mayor for Policing and Crime] and Craig [Mackey QPM, Deputy Commissioner, MPS]. We appreciate your time in coming here this morning. You have had the submission of questions.

The first question and subject matter is very timely, which is around hate crime. We touched upon this at the last Q&A, but we wanted to invest it more fully this morning. Clearly, there is the context of the recent rise in incidents of hate crime following the United Kingdom’s (UK) decision to leave the European Union (EU), but also the context of something like a 70% increase over three or four years in all hate crime. It is a complicated subject. Regrettably, there are many examples and definitions of different kinds of hate crime and this morning it would be useful to explore those.

We are pleased that Mayor Khan has already announced initiatives around this to tackle hate crime, particularly around schools and on the transport network. In fairness, MOPAC had addressed hate crime over previous years and in December 2014 MOPAC published London’s first Hate Crime Reduction Strategy, but we are in a new place now and there is this worrying trend. We are conscious of the increase and we need to explore that with the questions that we will lead on.

First of all, to you, Deputy Commissioner, can you provide an update on the level of hate crime in London in the last month?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes, of course, Chairman. Thank you.

We have seen an increase in both reporting of incidents and hate crime. To give you an idea of what that looks like, prior to 24 June 2016 and the referendum, we were running at about 25 to 50 offences per day as background reporting across London. Since that date, we have seen that rise to a range of 57 to 78 per day. Since the referendum, it is up about 10% in terms of those incidents.

In terms of proactive activity that has gone on, since 21 June 2016 we have made 400 arrests in relation to these offences and so we have seen a background rise. That has slowed again over the last couple of days. We monitor it on a daily basis. As you said, actually hidden beneath it is quite a complex picture of different types of crime that are moving. There are overall hate crime rises, some rises in both anti-Semitic and

anti-Islamic hate crime. All of these are intolerable acts. It does appear that post the referendum it unleashed something in people and they felt able to do things that - let us be really clear - are illegal and we will take action when they do it. When those incidents and those crimes occur, we will deal with them. With a figure approaching 400 arrests since 24 June 2016, it shows how seriously we are taking this because it goes to the heart of the community cohesion in London that we all value and support and is part of what makes London the great place that it is.

**Steve O’Connell AM (Chairman):** Four hundred arrests is a significant amount, but in isolation what is the context of 400? Is that significantly higher than what you would expect to see over a month?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Because we have seen a higher level of reporting, we have seen those arrests rise as well with that. We have seen a higher level of incidents across the piece and a higher level of crime.

As you say, there are some quite complex - and I am sure we will get into them - definitional issues around this, around incidents, crimes and then some of those offences where we talk about religiously or racially aggravated offences. The law is quite clear on some of those things and so I am happy to explore those.

**Steve O’Connell AM (Chairman):** Around increasing enforcement of incidents, what additional actions are you taking and are you asking the local Borough Commanders to take? What additional actions are they doing that they perhaps may not have been doing one or two months ago?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It is much more around focus. The important thing with this - and you touched on it with the work done on previous strategies and those sorts of things - is that if you just start looking at this when it becomes a problem, you do not have any of the established mechanisms to be able to understand it, support it and investigate it. As a number of colleagues will know, we have about 900 dedicated officers in our Community Safety Units across the London boroughs who do hate crime investigation. Put Brexit to one side and go back to 2012, 2011, 2010, 2013 and 2014. That is just what they would do as part of their role. They would do these sorts of investigations when they get passed to them and when they get reported. That is absolutely what they do.

What we have done post this is to put in place all of our networks from independent advisory groups, from our own internal staff associations, from our internal networks, everyone from the Association of Muslim Police to the National Black Police Association. We have a huge network of people both within the organisation and externally whom we can tap into to say, “What is happening? What is going on? Please tell us things”.

**Steve O’Connell AM (Chairman):** On Sunday night [17 July 2016] I was at an Eid event and one of my boroughs had an officer specifically with the title of Interfaith Co‑ordinator ‑‑

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

**Steve O’Connell AM (Chairman):** ‑‑ which I thought was really interesting. I had not heard of that before. Is that something that you are encouraging in the boroughs?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Absolutely, and boroughs will do particular initiatives and that is the great thing about the richness of London. It is very hard at the centre in New Scotland Yard to say, “You must do this model”. Communities vary across London and people will work with different communities. You will know of some of the established working we do with the Jewish communities in parts of London and other established working with the Somali community. It will be different depending on the boroughs’ needs. The flexibility and encouragement is there for Borough Commanders to be able to do that.

**Steve O’Connell AM (Chairman):** In pursuing the point on communities, you have mentioned a couple of communities. Are there other specific communities? Tell us about the sorts of communities that you are actively talking to at the moment.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It covers the whole range of London communities. If you look at everything from the Polish community to Eastern European communities and new entrants, we are talking to everybody who feels remotely affected by this to try to establish what the true scale of it is and to encourage people to tell us when things happen, be that at an incident level, a crime level, all the way through.

**Sophie Linden (Deputy Mayor for Policing and Crime):** Could I just add to that? It is not just a role for the police to be talking to the communities, important though that is. It is also a role for us as politicians and leaders in communities to be reaching out to communities. The Mayor and I have written to schools, we have written to businesses and we have written to the voluntary sector.

I have also been talking to London Citizens and the Migrant and Refugee Forum that meets here at the Greater London Authority in City Hall to make sure that they understand and know what the routes are for reporting and the importance of reaching out to communities to give them confidence to report and to show that harassment on the streets and hate crime is absolutely intolerable and they should have the confidence to come forward. The police can give that message, but everybody needs to give that message. We have been working with the British Transport Police (BTP) and Transport for London (TfL) to do that as well.

**Andrew Dismore AM:** I have a couple of questions on the statistics, just following on from what you said, Sophie, about working with the BTP and so forth. Craig has given us the figure of 400 arrests and also the number of offences reported to the MPS. Do we have the numbers for the BTP? Are they including those or are they separate and to be added on?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** That is a good question. I do not know the answer to that.

**Sophie Linden (Deputy Mayor for Policing and Crime):** They are separate. The BTP’s are separate and I have asked for the BTP figures and I do have them. They are much smaller than the MPS’s figures. I just do not have them to hand.

**Andrew Dismore AM:** We would expect them to be smaller, but if we are going to get a true picture of what is going on in London we need to know what is happening in the BTP and also for that matter in the City [of London Police], where I presume again there are probably fewer offences. We do need to have a comprehensive figure both for offences and for arrests.

I presume it is too early to look at sanction detection rates sanction detection rates yet, but it would also be helpful to have some sanction detection rates in due course.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes, you are absolutely right and we will need to follow sanction detection rates and real outcomes for people because this is a thing where courts and prosecutors have certain additional powers and you would want to be reassured, as we do, that those are being used where it is appropriate.

**Andrew Dismore AM:** Sophie, you mentioned writing to schools and so forth. They are about to go or have just gone on holiday. Is that going to be repeated at the start of the autumn term?

**Sophie Linden (Deputy Mayor for Policing and Crime):** We are certainly going to get back into contact with schools at the start of the autumn term, not just on hate crime but also on other issues about keeping young people safe, absolutely. The letter went out before they went on holiday, although we were obviously very aware that they were about to break up and it was a busy time for them.

**Andrew Dismore AM:** It was very close to it, yes. You have given us the numbers, Craig. When something kicks off in the Middle East, we see a spike in anti-Semitism and often Islamophobia. Do you have a breakdown of the sorts of offences since Brexit and in particular the communities that are being particularly targeted or is that not possible to say?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I can do some of that. The challenge is that it is quite general. What I can do is I can talk about a pure rise in racist and religious hate crime, a pure rise in Islamophobia and a rise in anti-Semitism. A large proportion of these are in terms of verbal and criminal damage, but there are some at the high end. We have seen some assaults that amount to grievous bodily harm (GBH) ‑‑

**Andrew Dismore AM:** Yes, but what I am particularly concerned about is whether as a result of this spike post Brexit we are seeing a particular impact on Eastern Europeans making the numbers go up or whether, as seems to be the evidence coming out certainly on social media, we are seeing a generic increase in race hate crime towards Asians or people from black and minority ethnic (BAME) communities more generally.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Our data, whilst not empirically perfect - and we have to remember that ours is only reported data - supports your latter point. It is towards Asians and people from BAME populations across London.

**Steve O’Connell AM (Chairman):** It is a really good point to explore because part of the narrative is post the Brexit vote, which is understandable, but tragically there are several international terrorist events at the moment and they in themselves may provoke hate crime incidents. We need to get underneath that dynamic as well.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes. The last spike we saw was in November 2015 post the Paris attack. We watch these. How it works in the MPS is that that data is available daily and is on a dashboard on our intranet that we can go into and interrogate. As I said, it is not a perfect science in terms of crimes and incidents, but we can see trends that are much more indicative and then we can plot on it events. People will remember the attack on the Jewish Museum in Brussels at the tail end of last year, the attack in Paris and then the attacks in Brussels. We can plot all of these and can see an increased level of reporting and an increased level of real crime.

**Andrew Dismore AM:** We have focused on the prospective period. In the week or two coming up to the referendum, were we seeing an increase then as well?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** There has been a steady increase rolling over a year, but we ‑‑

**Andrew Dismore AM:** The spike was post the referendum?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** The spike that we have seen is post 24 June 2016 and the referendum. We have to be really careful with this dataset. It is an incomplete dataset. We can plot incidents and crimes that come through to the police. I am aware that if we go and talk to many of the third-party agencies and local authorities across London, there is a much wider picture to this.

**Sophie Linden (Deputy Mayor for Policing and Crime):** If you look at the figures, before the referendum there were about 38 race hate reported incidents a day. After the referendum, there are on average 64 a day. You can just see a clear shift, absolutely.

**Andrew Dismore AM:** I was just wanting to see if it was building up with the referendum or if it had suddenly gone up as a result.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** The average has gone up quite dramatically.

**Sophie Linden (Deputy Mayor for Policing and Crime):** The average shows you that. It does fluctuate a bit. I have the figures here and they can be shared. It does fluctuate a bit, but basically on average it has absolutely increased post the referendum.

**Steve O’Connell AM (Chairman):** We will all take a very keen interest in tracking the figures as they go forward and try, if we can, to split out those that may be a direct result of June 2016 combined with other factors.

**Peter Whittle AM:** Good morning. I have just a couple of factual things. You mentioned that with the reported hate crime the majority of it was verbal. Could you tell me how and what that includes in the sense of how much of it was oral or how much was written - presumably; I do not know - on social media? What is the breakdown?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not have it to that level of detail. By all means, I can do. I will get you something on how much of it is face-to-face and how much of it is done through electronic means. I am sure that we have that data.

**Steve O’Connell AM (Chairman):** That was something that I was going to ask about. You talked about between 57 and 78 a day. What would be interesting to investigate is the nature of the reporting because then we can send the message out to Londoners generally about how to report hate crime.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes. The vast majority of the stuff we are seeing reported is verbal abuse, public order and harassment-type offences. I do not like the phrase “low-level” because none of this is low-level if you are a victim of it, but there are some high-end assaults. They are a much, much smaller number. I can absolutely get you how much of that is taking place in what I would call the public realm and how much is taking place in the electronic space. I do not have that figure but I can get that breakdown for you.

**Peter Whittle AM:** Thank you. My second question is - and perhaps it is not something you would do - about whether you collect any data or profile or whatever on the people who are doing these crimes. We are talking about the victims of the crimes, but I just wondered. Do you have - in terms of age, in terms of whatever - who is responsible for most of them or is that something that you just cannot say?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We do have that data; we do not regularly publish it. For those not familiar with the custody process, for every person who gets arrested who arrives at a custody unit, we know where they live in London, if they live in London, or we certainly know where they live or are resident. We know their age. We will probably know their occupation. I do not have that broken down with me today, but certainly that sort of work is available.

We know the key night of the week, predominantly, is Saturday night. We know the key nights of the week that these occur and we can profile. Crimes and incidents have a temporal footprint and we can do the time of day and the predominant area of a borough or a town centre where they occur. We can profile all of this and we do that as part of our targeting of it.

I am not aware whether we have done work on profiling perpetrators or alleged offenders but I will have a look for you.

**Peter Whittle AM:** I would have thought that if one is going to try to tackle this, it is crucial, in a way. We would do it with knife crime or with any other area, but this is a strange thing. It seems that no one ever talks about who is doing it.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not disagree. I suspect that there is probably not one profile for this, but that might be based more on gut instinct than on evidence and so I will check.

**Peter Whittle AM:** Thank you.

**Keith Prince AM:** This is both to the Deputy Commissioner and to the Deputy Mayor. My colleague Andrew Boff AM did some work under *#ReportHate* and that showed that about 16% of hate crime was being reported. I was just wondering whether we are doing any better than that now. What do you both think we can do to encourage more people to report crime?

**Sophie Linden (Deputy Mayor for Policing and Crime):** We do not have a new estimate in terms of the figures for what I always call the iceberg underneath, but I am certainly really aware that - as with domestic violence - once people have got to the point that they are reporting, you still have a huge iceberg underneath. It is those people who are victims of hate crime and who are not reporting that we really need to get through to and give them confidence to report.

It is about the messages that are coming out from the police, but also the messages coming out from trusted people that communities and individual families will listen to. That will be headteachers in schools, community leaders, faith leaders, where people work, businesses. Hate crime can be within a business premises. We are spending quite a lot of time trying to reach out and communicate and talk to everybody who can give confidence to people to come forward and report hate crime.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** As the Deputy Mayor said, I have not seen any new data. I suspect that we might be 1% or 2% better. I do not know. The other question is whether the iceberg is bigger in terms of those sorts of things.

What can we do about it? I know that some colleagues will be aware of the Westminster and Hackney Community Alliance to Combat Hate (CATCH) project, which gets a number of groups together: the Community Security Trust, the GALOP (Gay London Police Monitoring Group), Tell MAMA (Measuring Anti-Muslim Attacks), the monitoring group, Choice in Hackney, Wandsworth & Westminster Mind. It brings people together to say, “What is out there? What are we missing? How, as the Deputy Mayor said, do we provide routes in?”

It is like so many of these things. To say that the only way to get this recognised is always to tell the police, whilst absolutely a laudable goal and something I would support, is not wholly realistic. We have to have ways that people can come in through respected people and through people they trust and to build up the confidence to come and talk to us and then pass that stuff on, even if it is passed on only in terms of that intelligence to build a picture of what is actually going on rather than people wanting us to investigate it.

There is the CATCH project and the No Place for Hate Forum in Tower Hamlets. There are some really good examples across London where people are trying to pull this in and understand how we get beyond 16%, 12%, 18% or whatever the figure now is. How do we get beyond that to understand it so that the correct priority can be given to this area of crime?

**Keith Prince AM:** What work are we doing online? I understand that there was some talk about launching a national online hate crime unit. I wondered where we were with that.

**Sophie Linden (Deputy Mayor for Policing and Crime):** We already have a hate crime reporting app and that is out there and is being used. We are in the process of beginning work on online hate crime and I hope that we will be able to make some announcements on that shortly.

**Keith Prince AM:** Do we have some timescales at all?

**Sophie Linden (Deputy Mayor for Policing and Crime):** Shortly. Soon.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** The MOPAC hate crime app was quite revolutionary when it was created and I would encourage people to use it.

The other thing to do is to report it to service providers. Many people will use their applications and the software is on there. Report it. Most of them now have a way of saying, “This conduct is unacceptable”, pressing a button, linking it or doing something. The good providers will report it in if it is a crime and/or take the person off that particular thing. Just because you are in cyberspace does not give you the right to break the law.

**Keith Prince AM:** Deputy Mayor, have you met with any social media companies yet?

**Sophie Linden (Deputy Mayor for Policing and Crime):** No, I have not, but we are in contact with companies to talk to them about not just hate crime but online security, safety and safeguarding, absolutely.

**Keith Prince AM:** Thank you.

**Steve O’Connell AM (Chairman):** We have talked about the changing ways in which people are reporting. Perhaps, Deputy Commissioner, you can just remind us and the listeners out there how we may be able to report hate crime if we experience it. Just run through the possibilities.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** By all means. First of all, it is a crime in action that is happening and there is a threat: 999. Pick up the phone and call 999. You have 101. You have Crimestoppers. You have various groups who offer third-party reporting from your local authority or Citizens Advice Bureaux. Most places will take a report and will pass it through to us. I would urge people to use all of those. Use a trusted person in your community, someone that you look up to, maybe a schoolteacher or someone like that. There are a number of ways to get this in. The MOPAC app is there. Virtually all of the websites of the organisations represented in this room will take a report. Please use them and tell us.

**Steve O’Connell AM (Chairman):** Before we move on, is there anything else that either the Deputy Mayor or the Deputy Commissioner can do or recommend to encourage more reporting? Are there any gaps in the system that we can try to pursue to encourage more reporting at all or anything more that could be done?

**Sophie Linden (Deputy Mayor for Policing and Crime):** It is repeating the message all the time that hate crime is absolutely intolerable and nobody should have to put up with any type of abuse, harassment or even violence. It is repeating that message and making sure that the message also comes across that the police are taking an absolutely zero-tolerance attitude to this. The 400 arrests should, I hope, if that message gets out, give people the confidence that if they report it, it will be taken seriously and the police will take action.

**Steve O’Connell AM (Chairman):** That is actually the key. One of the messages out from today is that there have been 400 arrests and so, please, do report it with the confidence that it will be acted upon.

**Andrew Dismore AM:** One of the things I raised at the Plenary [London Assembly Plenary meeting, 6 July 2016] was perhaps a tendency of elders from the BAME community to say, “We had all of this in the 1960s and 1970s. It is the same old thing. Do not bother reporting it”. Is one thing that could be done for Safer Neighbourhood officers to go around elder groups from minority communities and emphasise the position to them?

The other thing I raised at the Plenary was young people’s propensity to tell each other about things on social media but not necessary to tell you. In fact, I sent a file of about 70 incidents to the Commissioner

[Sir Bernard Hogan-Howe QPM, Commissioner of Police of the Metropolis] on the back of that. Are we monitoring social media more effectively? Secondly, is there a way that we could get the message out to young people, “Do not just text each other or Facebook each other. Facebook us as well”, being the police?

The last question: have we any idea of the scale of under‑reporting?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I wish I could answer the last question. From the premise in the report done by one of your colleagues, the under‑reporting is probably somewhere in the region of 80%. It is a large level of under‑reporting.

On your one about monitoring social media, it is a whole different space and debate. It is about how far communities want us to go in terms of monitoring and also about what we have powers to do. Some of that routine monitoring of social media we cannot do. We have no authority to do that. If you would like to extend the legislation, although that might be a slightly more challenging debate, we could do some of that.

Your question is a really good one and it does highlight some of the challenges we face in policing. A lot of work and a lot of people’s lives and activities now take place in cyberspace. We have concerns about the role of the state in that space. Someone needs to square that circle and it is probably not for us in the police service to do that. There is a right and proper debate about how much we can do in that space to be able to do it.

Absolutely, the ability of individuals to tell each other is well recognised and I would urge those people just simply to tell an elder, tell a parent or tell someone else so that they can pass it on.

On your idea about Safer Neighbourhoods and elder communities, yes, I will have a look at that. It is a good idea.

**Sophie Linden (Deputy Mayor for Policing and Crime):** Can I just pick up on that? Absolutely, a Safer Neighbourhood Team, or the dedicated ward officer going out and talking to the community and talking to the elders in the community whom they already know will help. However, this is a long-term process and we really have to get to grips with this.

In order to do that, it is coming back to real neighbourhood policing and increasing trust and confidence in the police. We know that although trust and confidence in the police is about 67% or 68%, within that there are significant differences amongst different communities and different age groups. In order to really tackle that, we need to have dedicated neighbourhood policing where they are building up those relationships. It takes time to build relationships, especially when trying to break down some of the deep-rooted lack of trust in the police that some people have in the community. In order to do that, we do need real neighbourhood policing. That will take time but I hope that as we carry on we will be able to make progress on that.

Online there are the issues that the Deputy Commissioner highlights, but we are about to begin work on online hate crime, identifying and resourcing the ability of the MPS to really make some progress on that. As we know, the online space is not just difficult in hate crime; it is also incredibly difficult for women with sexual harassment online and there are some very good campaigns ongoing on that. We really do need to look at how we safeguard everyone online.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** You asked, if I may, Chairman, a really important question: what more can we do? The Deputy Mayor touched on it. It is actually the role of all of us.

If you look at some of the strength, only going on the stuff you have seen that usually comes up on social media and is reported back, when members of the community confront it when it happens, it has a really positive effect. It sends a message that collectively we will not put up with this and it also then gives us, in practical terms, more witnesses and more people who come forward to say, “What I saw was wrong and should not happen in my name or in my community”. It is about getting everybody to say, “No, that is not acceptable. You cannot use language like that. You cannot address that person in that way, whatever the issue is”. We all just have to step up a bit on this.

**Steve O’Connell AM (Chairman):** The party that is missing today will be the local authorities. Later today I am attending Croydon’s Stronger Community Board and I am sure that many other Members are part of those partnership boards. They will be playing an enormously important role in this. Perhaps when we investigate this subject later at another time, it may well be that we will want to involve those.

**Unmesh Desai AM (Deputy Chair):** Good morning, Deputy Mayor.

**Sophie Linden (Deputy Mayor for Policing and Crime):** Good morning.

**Unmesh Desai AM (Deputy Chair):** Good morning, Deputy Commissioner. Deputy Commissioner, you gave a very positive message there, but I have to say this. I worked for a racial harassment monitoring group in the early 1980s in the East End and the message then was, “Report, report, report”, and 40 years on we are still having that.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I know.

**Unmesh Desai AM (Deputy Chair):** I am not taking anything away from your efforts, but that is why it is so important to publicise this figure of 400 arrests. There is a direct correlation between people hesitating to report or not reporting because they feel that nothing is going to be done or whatever. We have moved a long way over the last 40 years in terms of building confidence and trust and so on, but in fact - what you just said - things are happening; things can be done and are being done. There was a recent by-election last week in Forest Gate and a political canvasser was assaulted. The police were very quick to arrive on the scene in Stratford and I think a couple of people have been arrested.

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

**Unmesh Desai AM (Deputy Chair):** On the role of councils, Deputy Mayor, last week, in your [monthly] work report, you met with London Councils and Councillor Lib Peck [Leader, Lambeth Council]. Again, councils are at the front line and there are a lot of powers that they have around housing, tenancy agreements and so on to deal with people who are convicted and certainly in terms of using their networks to spread the message around.

If I can just move on, this is really a question to both of you and perhaps if I could start off with you, Deputy Mayor, what do you see as the main successes of the current Hate Crime Strategy? Also, what areas do you believe require more attention in the future?

**Sophie Linden (Deputy Mayor for Policing and Crime):** The Hate Crime Strategy that was implemented under the previous administration has brought together many of the organisations that needed to come together and, of the recommendations, a lot of them have been implemented. We would not have been in such a good place as we are now to activate the support mechanisms of getting the message out without that Hate Crime Strategy. There is more to be done, such as online and some further development around third-party reporting, but it is certainly something that we are building on.

**Unmesh Desai AM (Deputy Chair):** Any observations?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I would support that. We have spoken this morning about the MOPAC app and the work that is going on to look at how we do some online hate reporting. It absolutely has to be the way forward. Then I touched on the work with the CATCH project and things like that. Those are real things that have happened. We have to make sure that that is a consistent thing across London. It is absolutely the way to do it. It is supporting everyone. There is a Hate Crime Awareness Week later in October 2016. It is just pushing this consistently as a theme.

You raised an interesting challenge - and it is at the heart of this - that 40 years ago you were having these same debates. I am reassured that it has got better, from your own analysis, but it just highlights that this is absolutely something that we just cannot let up on. We have to keep the momentum going all the time around it.

**Unmesh Desai AM (Deputy Chair):** Let me just come back to you, Deputy Mayor. What can we expect to see in the forthcoming Police and Crime Plan in terms of hate crime prevention, reporting and enforcement?

**Sophie Linden (Deputy Mayor for Policing and Crime):** Hate crime will be a priority within the Police and Crime Plan and it was set out early on that it is going to be a priority, as I said last time, not just because of the referendum result and what has happened since then but because over the course of the last couple of years hate crime has been rising and has been a concern. That concern has been really heightened post-referendum. In terms of the Police and Crime Plan, it will be about how we intensify the efforts to ensure that there are appropriate reporting mechanisms, that the partnerships are there and that we can really look at how we ensure that every part of the criminal justice system - from the police, the Crown Prosecution Service and the courts to the prisons and places of custody - is playing its part in ensuring that hate crime is properly dealt with and that those who perpetrate hate crime understand the issues that they are creating.

**Unmesh Desai AM (Deputy Chair):** Thank you.

**Steve O’Connell AM (Chairman):** Thank you for that. It was worth taking time out to explore this very important subject. Clearly, the Committee will continue to take a keen interest in that, partly, as you say, in examining the emerging Police and Crime Plan.

The next set of questions is around, again, another very important subject, which is the policing budget. We will be aware that last year the Government postponed plans to review the funding formula and there is an issue particularly around that. Also, we need to be thinking about the budgetary pressures that you continue to be under with savings required of around £400 million, which could have been considerably more notwithstanding the change in the Chancellor’s direction last year.

**Andrew Dismore AM:** Can we start off by asking Craig, probably, and Sophie where the Home Office has got to with the reform of the overall formula, which was postponed last year? Do you know?

**Sophie Linden (Deputy Mayor for Policing and Crime):** As far as we are aware, there has been no further progress on looking at the funding formula. If it were to be looked at again, we would expect to get some feedback on that and the beginning of that process in the autumn, but we have a new Home Secretary [Rt Hon. Amber Rudd MP] and we have a whole new ministerial team. I do not know how much time they are going to have to look at this in terms of getting anything in place for the next financial year. I cannot see that happening.

**Andrew Dismore AM:** Presumably, you are working on the basis of things as they are rather than as they might be, unless or until --

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** The Deputy Mayor is right. It is a new team almost completely in the Home Office that has gone in this week. I am sure that there is quite a lot in the in-tray. Police funding formulas are notoriously difficult, as those of you who have worked with local authorities around local authority funding formulas will know. The Deputy Mayor is absolutely right.

Our professional estimate is that, if you started now, you could do this only for 2018/19. You could not do it for 2017/18. Just physically, here we are in July 2016. If you are going to consult on something, even on statutory guidelines, you would really struggle to get this done in time for a statement and an announcement for - let me get my years right - the 2017/18 year. My suspicion would be that it has to be the 2018/19 financial year at the earliest.

Also, if we remember how it unravelled last time, it was some basic stuff in relation to the formula and the numbers. It sounds basic. There are only a dozen or 15 people in the country who actually understand just how complex these formulas are. That is not a criticism of anyone involved. It is incredibly complex when you start moving an indicator that is a bar of something or other one way or the other to understand what it does when you pull the handle on the end number. A lot more people will be involved this time. There will be a huge range of views. The inequity of police funding certainly for all of my service has been a challenge. I have worked in four police forces and on arrival they all said, “We are the ones who suffer as a result of the funding formula”. It is a common thing across the piece but it is a really hard one to unpick and do in a very quick period of time. Therefore, the earliest they will be able to do it is 2018/19.

Therefore, that raises issues about what 2017/18 looks like and colleagues - those who follow the funding announcements closely - will remember that there is a pot of money that gets divided up between policing in England and Wales and there is then a top-slice element. That top-slice element, which is for transformation, gets bigger as the Comprehensive Spending Review (CSR) programme goes out. We will get somewhere in the region of £700 million that sits in that top-slice space as we get towards the end of the CSR. The debate that we will be having and certainly the debate that we have started is about how in the absence of a funding formula review that will be administered going forward.

I spend quite a lot of time - as do colleagues - around with colleagues at the Home Office talking to them about the challenges with this and also, perhaps more importantly, saying, “Come on. How can we roll our sleeves up with you and help around this?” It is a complex area. We have some of the skills and experience and we are happy to contribute.

**Andrew Dismore AM:** Presumably, the same goes for the National and International Capital City grant (NICC) or would we have to rebid for it?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes. We will have to rebid for it, but ‑‑

**Andrew Dismore AM:** You are not expecting to have the half that you do not get made up?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I am always an optimist on these sorts of things, but ‑‑

**Andrew Dismore AM:** There is a triumph of experience over hope?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We will have to rebid for the NICC money. At the moment, I do not see in the way that the funding is divided at a macro level where the headroom is for the Home Office around that, but that is clearly the debate as we go forward. Colleagues will be aware that we secure about half of what we actually spend to support the fact that London is a national and international capital city.

**Sophie Linden (Deputy Mayor for Policing and Crime):** One of the biggest issues, just to place it on the table, the funding formula aside - and, as Craig says, it is incredibly complicated and there is no indication yet of the timetable for the review or anything and we have new Ministers - is that London and the MPS are in a really challenging situation when it comes to budgets. We just have to be really clear about that. We can look at the individual elements like the NICC budget and how we were short-changed last time when we asked for £280 million and we got £173 million. Even that was retrospective - we had already spent the money - because it was looking back. Then there is the way that the grant has anyway been top-sliced for innovation and transformation.

As far as I am concerned and the Mayor is concerned - and the Deputy Commissioner and the Commissioner - we are engaging and really trying to make the case for London to get its fair share. Funding formula or not, we need our fair share of NICC. We need our fair share of the innovation and transformation funding. We need to make sure that that flows in the appropriate way and that London gets what it needs in order to provide a safe community and also to ensure that it has the funding to step up to the challenges it has as a capital city with a threat from counterterrorism and all of the other instances where policing is needed because we are the capital city.

**Andrew Dismore AM:** Just following on from that, at the moment, if you are working on the new Police and Crime Plan and at the same time Craig is working on the budget, presumably you are working on the budget, too, and so you have two different tensions: all of the things you want to do to implement the Mayor’s policies and all of the things you have to do to make the books balance. What areas are you looking at to try to protect in all of this and in what areas are you looking to try to make savings? What is up for discussion?

**Sophie Linden (Deputy Mayor for Policing and Crime):** As you know, we have to look to - as the Commissioner the last time he was in front of the Assembly [London Assembly Plenary meeting, 6 July 2016] said - £390 million worth of savings. That figure does fluctuate a little depending on how much the Government comes out with more efficiency savings and so there are some risks in that. That is a large amount of money to come out of the budget on top of the £600 million that has already been taken out in the last four years.

Of the police budget, 70% is staff. It is policing and police staff. For me, it is about, yes, making sure that there is transformation of services to ensure the savings flow, but it is about prioritisation within the staff and the policing that we have at the moment. It is not a case of Craig and the Commissioner working on the budget and me working on the Police and Crime Plan. These two things absolutely come together because, without them coming together, we can set our priorities but we will not have the organisation and the function to deliver them. That is how it is working at the moment. It is not ideal, but that is the way we are just because of the timings of elections and the timing for the Police and Crime Plan.

**Steve O’Connell AM (Chairman):** I will come in, Andrew, because I know it is your subject but it is a really important point to think about. There is a new mayoralty. There are manifesto pledges. You have talked about things like “real neighbourhood policing”, whatever that may or may not mean. That intrinsically will put - which is Andrew’s point - a strain on the budget, but it is an unknowable because there has not been any clarity about what that particularly means. Craig and you are both trying to balance a budget that has unknowables around it. Would you like to comment on that?

**Sophie Linden (Deputy Mayor for Policing and Crime):** There will be no decisions on the budget or on the Police and Crime Plan based on unknowables. The issue at the moment is working through the priorities that the Mayor and I have, the priorities, the threat level, the change in crime and the change in risk. We have been talking about online crime and online hate crime. That is a new risk that the police and communities have to face.

In terms of setting a budget, it is not setting a budget on unknowables. It is setting down clear priorities and working through how they can be prioritised and how we can balance the budget. It is difficult and it is challenging. I am confident that we will be able to do it, but there is no pretence that this is not a huge challenge for the MPS. It is a big organisation and it has to get large savings out of it, but these things can work and they will work and we are moving towards that.

**Steve O’Connell AM (Chairman):** You are committing extra police - I do not want to put words in your mouth, of course - or you are committing to change the function of, perhaps, local neighbourhoods and other parts of the MPS, which would have a budgetary pressure, without a shadow of a doubt, and so you would need to bring that budgetary pressure to your joint table as soon as possible. Otherwise, you will not be able to work on the budget, will you?

**Sophie Linden (Deputy Mayor for Policing and Crime):** The conversations and the discussions that we are having at the moment are around prioritisation. As I said, 70% of the police budget is on staff and policing and so the question is how we reprioritise that with real neighbourhood policing and how we do that reprioritisation to ensure that the other aspects of crime and the other aspects of the work of the MPS is able not just to continue but also to improve. Those are the questions and the discussions that we are having at the moment.

There is no getting away from it. It is a huge challenge. To get £390 million out of a budget is a massive challenge. I am confident that we are going to be able to do that.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I would just emphasise what the Deputy Mayor said. Please, these are not two things going in parallel; they are absolutely joined. You cannot do one without the other. To give you some reassurance, I sat here four-odd years ago when we were saying, “It is £600 million”, and everyone said - not quite - “Last one out, turn the lights off”. We have actually got better in many ways and have taken some money out and there are things we can do going forward.

However, as the Deputy Mayor highlighted, it gets more difficult the further down we go through these processes. In that range of £390 million to £400 million, we only need a change in the Autumn Statement that says that the projection is slightly different and all of a sudden 10% goes on that. However, we are used to it, sadly. That has happened quite a lot over the last few years and we build in these things at the end of the day that are choices. I would love to say it is mine but it is not my budget. We prepare this for the Mayor on behalf of London and we highlight the choices he can make. There are always choices in there. As we have discussed before, the further we go down a funnel of reducing funding, as many of you have faced with local authorities and those sorts of things, the choices just get more difficult.

**Andrew Dismore AM:** Just going back to where I was, I want to come back to Safer Neighbourhood policing in a minute but, on the macro position, looking at the £400 million in round terms that you have to save, are you looking to frontload or backload it? How are you going to phase trying to save that money?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Would you like me to answer that?

**Andrew Dismore AM:** OK.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I can give you some ideas at the moment, but they are that; they have to go through approval. We have always talked about our financial strategy being about trying to get our back-office costs to 15% of our gross revenue expenditure. We have moved a long way on that, but we think that there is further we can go. If we can do that, there is somewhere in the region of £250 million to £290 million, depending on what you include in that, that we could seek to target to find.

In terms of how it falls out, to some extent that is dictated by the way the settlement comes. A number of things with the settlement mean that 2018/19 is a particularly challenging year as we look forward. There is about £200 million and something in the back office and then there is about £100 million of work that we are doing on what we call accelerated service reviews, which are looking at where we have money and where things are out of kilter with benchmarking and we can go to chase savings around them.

**Andrew Dismore AM:** I want to come on to the cost of the firearms officers now. I sent Sophie an email last week that I had had from Camden. We were originally told when Stephen Greenhalgh was Deputy Mayor for Policing and Crime that the firearms officers were being funded and that it would not have an impact on Safer Neighbourhood policing.

However, the email that I have had from Camden suggests rather differently. Camden has to lose, apparently, one inspector and five sergeants, which are being taken from the Neighbourhood Policing budget, which means that they are now splitting one of the existing Safer Neighbourhood clusters into two and splitting it between the two, making three into two. In Barnet, it is four into two. It seems to me that that is having an impact on Safer Neighbourhood policing rather than not having an impact, which is what we were previously told.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** You will remember that post the events in Paris we did a very quick piece of work that said that we needed to uplift our firearms capability and capacity. I do not think anyone realistically thought we should do anything other than that when you looked at those terrible events and the need to do it. We had to find 500 posts to be able to do that. We had some money from central Government and we had money around a lot of the things that are non-recurring costs and some of the training costs. You will see that quite clearly in our budget. We had already identified supervisor posts across the organisation - supervisors, not frontline constables - that we were going to take out. Yes, that is where they have fallen in Camden.

**Andrew Dismore AM:** Also in Barnet, presumably. We are losing 500 inspectors and sergeants across the piece?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes, 500 supervisors across the MPS.

**Andrew Dismore AM:** I am saying across the MPS, yes. OK. Do we know how many of each?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I have the figures somewhere. I can get them for you so that you have them on where they have come from.

**Andrew Dismore AM:** How much is that going to save?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It will save the posts that get converted into constables and you save the difference between a constable and an inspector post. That is a saving that you can put into the budget. The important thing is, if you build a model of an organisation based on 32,000, that is what you have. If you reprioritise demand, you have to say where it comes from.

**Andrew Dismore AM:** Of the £34 million in national funding for firearms officers, how much did we actually get?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not think I have the figure here. We have previously given it. Let me just have a look for you. I do not have that figure. I can get it very quickly for you. I will get you that.

**Andrew Dismore AM:** Going back to the 500 inspectors and sergeants, previously I have - and others have, too - asked you about whether or not we are going to be losing a rank or ranks out of the rank structure. Is this a precursor of that?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** No. If you remember, in the first round of looking for efficiencies and different ways of working, we took - and I will not get the figure exactly right - somewhere in the region of £50 million to £60 million out of management on-costs with fewer chief officers, fewer people wearing the ranks I wear, right across the organisation, fewer chief superintendents. The precursor work around removing the ranks is actually a national piece of work because we need some legislative change and so colleagues at the College of Policing are leading that piece of work. We think that there is the opportunity to do it. I have to emphasise, though, that that would not be universally supported by everyone across the country but, certainly in the MPS, we think that we have too many ranks.

**Andrew Dismore AM:** Going on to the supervision ratio of sergeants to constables, that is something that I have also asked about quite a lot. I asked it as either a Plenary or a Mayor’s Question Time (MQT) written question and I had a very vague - to put it politely - answer about that. I have had an email from the Barnet Chief Inspector that says:

“There is an organisational intent to move towards a 1:10 supervision ratio as a general position.”

Is that right?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I can tell you exactly where we are. Let me just find you the number. I can do that. I think Territorial Policing (TP) on average has 1:8 at the moment. I cannot find it quickly enough for you.

No, in terms of overall where we want to go, yes, we do want to push to 1:10 if we can in some places where that will be entirely appropriate, but in some areas it will not be. To take a really good example, you will not see high supervision ratios in a custody environment because you have a regulated environment with one custody sergeant often to two or three people. However, with highly effective teams, with people who are well trained and well briefed, 1:10 ought to be achievable. It will not be in all parts of the organisation.

**Andrew Dismore AM:** I understand that. Custody sergeants are statutory and have fewer people to supervise?

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

**Andrew Dismore AM:** Safer Neighbourhood Teams. Are there going to be any occasions when sergeants are going to be supervising more than 10 constables?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** There will always be the odd one and sometimes on things like aid and other things, you cannot say, “If I go to 11, I stop working”. It is about averages. We can only look at it in levels of averages across the organisation. In the same way, we are trying to look at one-to-one relationships - a chief superintendent is direct to a superintendent and some of those sorts of things - where we are saying, “Look, you can stretch these spans of command”. It is perfectly doable if you have the right level of devolvement and leadership in place, if you train people in the right way and also if you have the right technology.

**Andrew Dismore AM:** Then I have here that a sergeant will be allocated three wards; this is in Barnet. The other thing they are going to do is take away initial investigations from the Safer Neighbourhood Teams and give them to the emergency response teams. Is that going to be generic across the piece or is that a local thing?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** No. I have spoken previously here about the work we are doing and piloting in Southwark around my investigation where we have moved to a different model. One of the critiques that you and a number of colleagues have made is that if the Safer Neighbourhood Teams are carrying - I do not know - 10 or 12 beat crimes each, they are not generally dedicated to a ward. However, if we ring-fence them, we have to get to a point where that is manageable to do that and we can still do all the other work. In an ideal world, that is where we will end up with more investigation-type work, but we have to pilot it and we have to make sure that people have the right training.

**Andrew Dismore AM:** This is a pilot, is it?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I am not aware that they were doing it in Barnet, but certainly the pilot would be in Southwark.

**Andrew Dismore AM:** Following on from that, the obvious question is whether the emergency response teams are going to be able to do the initial investigations and do the emergency response at the same time.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes, but you get into all of the debates that are for the future for the Police and Crime Plan about how we free up the demand to do that.

**Andrew Dismore AM:** The last set of questions from me is about the budget. Last week the Budget Monitoring Sub-Committee [ 12 July 2016] here heard that there has been an increase in claims against the police.

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

**Andrew Dismore AM:** What sort of claims and what sort of budget?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not have the exact figures for you and I know that there was an action to do and a piece of work coming back to the Budget Monitoring Sub-Committee on the back of that. There are some of the historic ones that have been well publicised in terms of the settlement of claims, but I do not have the exact numbers for you. We will get those.

**Andrew Dismore AM:** You are setting an actual budget for it?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We always have done.

**Andrew Dismore AM:** That is not new?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We have always had a budget for claims, yes.

**Andrew Dismore AM:** How much are you budgeting for this time?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not know the exact figure. In our “legal services” budget line, there has always been a budget for claims, certainly as long as I have been here.

**Andrew Dismore AM:** There are different types of claims. There are claims by police against the MPS when somebody falls over or whatever on a broken step, but these are claims by the public against the police?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes, there have always been those claims in the MPS budget. There have always been employer liability claims in the MPS budget. They have always been there.

**Andrew Dismore AM:** In relation to claims against the police from the public, has there been an increase in the number in the last year or two?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I am not aware of an increase in number. There are some big claims, but I have to be really careful for obvious reasons.

**Andrew Dismore AM:** Yes. I am more concerned about the ‑‑

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Quantum?

**Andrew Dismore AM:** ‑‑ quantum of the number of cases rather than the quantum of the actual claim. If there is one serious case, it may cost you millions. I am more concerned about whether we are seeing an upsurge in claims against the police for harassment or whatever due to having a higher proportion of less-experienced officers on the beat?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** No, it is certainly not the latter.

**Steve O’Connell AM (Chairman):** Certainly, there are some questions there that you will do some written answers to for Andrew ‑‑

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

**Steve O’Connell AM (Chairman):** ‑‑ which is perfectly sensible. The narrative around complaints, their nature and increases is something that this Committee can also take an interest in, almost separate from the budgetary aspect.

Before we move on to the next section, there was a question. We have been concerned about a particular borough cutting back on its closed-circuit television (CCTV). I am writing a letter to [the City of] Westminster about that and we debated that the last time around. Are there any other areas, Deputy Commissioner particularly, where you see that councils are facing budgetary pressures and will have to make cuts and savings that may also have some knock-on effects for the operations of your people in those boroughs?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Not at the moment. The one other one that we have reported is around the London Borough of Bexley. It closed its CCTV control room. We are also seeing that some boroughs - Hammersmith & Fulham, Kensington & Chelsea, Barnet and Enfield - are looking at joint resources, as many of you will know, around that and are looking at some quite innovative ways with CCTV.

The reality is that as our colleagues in local authorities work through this - and we do have to remember here that proportionately it is a much larger cut taken by their core budgets than policing has taken - we will have to look at some of those areas that come up. I am confident that our relationships with both London Councils and with particular officers at a borough level are such that when issues arise we can sit down and try to talk through a sensible way of doing this.

**Steve O’Connell AM (Chairman):** Thank you. On the subject of boroughs - and this is for the Deputy Mayor - as you will be aware, the London Crime Reduction Fund is the mechanism for funding for boroughs’ safety and they are entering the last year of a four-year settlement. MOPAC is the conduit, shall we say, for that funding. They need to be planning. My boroughs have already spoken to me about the concern about uncertainty because they have to be thinking about their commissioning for the next financial year and we will be soon into the autumn. Could you give us some details around where you are in your thinking about that fund?

**Sophie Linden (Deputy Mayor for Policing and Crime):** The London Crime Prevention Fund? Absolutely. I completely understand that boroughs have always been worried about the uncertainty around the funding, certainly coming from where I have come from. I hope and I intend to come out much earlier than the previous administration in terms of letting boroughs know what the parameters are with the funding and what the themes are for bidding for it.

I am also looking at ensuring that it is not, as it was previously, just an annual bidding event with it coming up quite late and boroughs having to work very speedily in order to put the bids together, and ensuring that we can come out as early as possible and with a longer timeframe for the funding. I do not know how far we can push that but I am really trying to do that because I am very aware that, especially with crime prevention funding, it takes time to get up and running and we need sustainable programmes and projects out there in the community.

**Steve O’Connell AM (Chairman):** I get that completely. In fairness to the previous administration, they did go out quite late but there was a long-term deal around it. It was three or four years with annual reviews. We will be looking at that very closely because, as I said, it is the commissioning partners of the boroughs talking to the boroughs and there is all of that uncertainty. I will be looking forward to that.

**Sophie Linden (Deputy Mayor for Policing and Crime):** Before you move on from the budget, in terms of some of the questions that Andrew [Dismore AM] has been asking and in terms of some of the questions that are probably in all of your minds about budget setting, budget monitoring, progress on the budget, spends and overspends and all of those issues, it is important to point out that we are working from MOPAC and me and the MPS. We are putting in and have already put in process much better mechanisms, working with the [MOPAC] Audit Panel around the [MOPAC-MPS] Oversight Board, to ensure that issues such as the claims and where there are pressures on the budget are picked up quickly - and they were, to be fair, last year around overtime - and that, where it can be, pressure can be brought on those elements of the budget that are overspending or are looking as if they are under pressure to make sure that they can be brought back under control. Those mechanisms are in place. I have regular meetings with the Deputy Commissioner and the Commissioner and we now have an Oversight Board doing that with the Audit Panel as well.

**Keith Prince AM:** Sorry, I have just a couple of questions around outsourcing. If I could ask first of all the Deputy Commissioner, how much do you think that outsourcing has contributed to the MPS achieving its savings?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not think that any one thing has done it. This has been part of the challenge with the transformation. It has been a whole range of things. One of the challenges that we face in London on the figures that we looked at is that the cost of people doing things in London as opposed to elsewhere is about 10% to 20%. Like all of these things, there are choices. We can probably save 10% on a budget line just by moving an activity. You cannot move core policing and no one is seriously suggesting that, but we do have choices with other things. It goes back to those earlier debates. If we do not do that, we have to make other choices. It is all, at the end of the day, around choices. That noting of competition has a place but it would be wrong for me and misleading if I said that it is the one solution. The reality is that what drives cost efficiency is the ability to benchmark costs, look at where costs are out of kilter and then have some options to do something about it.

**Keith Prince AM:** If I could ask the Deputy Mayor, please, in the Mayor’s manifesto he says that he proposes to consider the impact and effectiveness of outsourcing. What impact do you think that that may have on the MPS’s budget?

**Sophie Linden (Deputy Mayor for Policing and Crime):** Any contract that is outsourced has to have its effectiveness considered and its value for money considered. Certainly, it is something that I have already done in terms of the work that I have already undertaken since taking up this post. We need to look at that and make sure that any contract that has been outsourced has value for money, is bottom-line delivering what it said it will deliver and is not overspending or causing issues for the budget. That is what we will continue to do.

**Keith Prince AM:** Would all of those tests not have been made before the contracts were awarded?

**Sophie Linden (Deputy Mayor for Policing and Crime):** They should have been made and I am sure that they will have been made, but with contracts we need to always monitor them and ensure that what has been promised is being delivered. In terms of any savings that are coming out, you would expect us, as any good local authority procurement would do, to look and make sure on a regular basis that what is meant to being delivered is being delivered and the value for money is being maintained.

**Keith Prince AM:** Can I assume from that, then, that you are not ruling out outsourcing or further outsourcing for the MPS going forward?

**Sophie Linden (Deputy Mayor for Policing and Crime):** For me, what is important is that we ensure that we get value for money in everything we do. Outsourcing will always be an option, but it is not necessarily the only route that we can go down. The question will be who can do it better, who can maintain terms and conditions and who can get value for money.

**Keith Prince AM:** Thank you.

**Steve O’Connell AM (Chairman):** Thank you for that. It is a subject, again, that we will be examining with the emerging Police and Crime Plan.

The next subject we want to turn to is the closure of HMP Holloway. In November 2015 the Government announced a new prison reform programme and part of that was the closure of Holloway, which has not been without some controversy.

**Jennette Arnold OBE AM:** Deputy Commissioner, let me start with you. Can you just share with us any concerns that the service had when this announcement was made about the closure of Holloway Prison?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Thank you. For us, it offers an opportunity for London to reduce the number of women in prison but as long as the organisations delivering the services to women offenders are supported and developed. We have been quite strong and we have spoken to a number of people in terms of saying that there do need to be services and provision for women in London. The thrust of moving that away from a prison environment of course we support in terms of the disproportionate impact of what happens. However, from our point of view, there has to be the support and organisations available to offer that support back in.

We have also been involved in quite a detailed debate about whether it is possible for any of that remaining site, given the geography in northeast London, and about whether we could retain the Holloway Visitors’ Centre as one of those areas to be a hub for providing services. That is our level of involvement with it.

**Jennette Arnold OBE AM:** I was building up to that but now that you have brought it up, the Prison Reform Trust - a good and great body - has received cross-party support and pan-London support. Certainly, from discussions on what they are planning, they have my support and local councillors’ support and that of the Leader of Islington, I know, and they have spoken to the [Police] Commissioner. Is what you have just said the feedback that you have given: that you would be supportive ‑‑

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes. We would be supportive, yes.

**Jennette Arnold OBE AM:** ‑‑ of some sort of rehab centre or a ‑‑

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Certainly, somewhere that is ‑‑

**Jennette Arnold OBE AM:** ‑‑ women’s space where there could be therapeutic approaches given to the women? Why did you say that? Why do you support that?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** They have to be able to access services. It is an absolute given that, as the approach across the prison estate changes, there have to be services there. You will all know that Holloway as it currently exists not only provides services for people in prison but has other ways of providing services. If we are serious about the rehabilitation of people, absolutely, we have to have the service to be able to do that. We support that.

**Jennette Arnold OBE AM:** A prison offering that sort of rehabilitation service based in London, you believe, then links in with the rehabilitation of offenders and therefore maybe reduced reoffending. Is that what you are saying?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes. I am not expert enough to know whether it should be the Prison Service offering those services. It is an area of expertise that is not mine. What I do know is that it needs services and it needs support. Certainly, with that location and geography, it seems logical that we try to keep the centre that is there and support it.

**Sophie Linden (Deputy Mayor for Policing and Crime):** Can I, Jennette ‑‑

**Jennette Arnold OBE AM:** In a minute, if you do not mind, Deputy Mayor, because I have some specific questions for you. Let me just stay with the Deputy Commissioner for a while.

Deputy Commissioner, it is just to be clear about the relationship between policing specifically and the criminal justice system. We have had Holloway there now for 150 years. Have you done any modelling in terms of how that closure is going to impact on, if you like, local borough policing?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** In fairness, with the exception of some very high-level specialisms, the prison does not cause particular borough challenges directly. There is some specialist work we do around prisons that we do in all prisons across London and the estate and, yes, there are some specialist posts in there. The notion of rehabilitation and fewer women in custody, as we said to the Prison Reform Trust and others, is something that we would support. The only thing that we would say in that space - and we have said it to the Prison Reform Trust and I will say it again here - is that there do need to be services that help to provide that for people. It is not to close everything, move away and problem solved. There have to be services that sit behind it. As I said, it is not our level of expertise. We work with colleagues in HMP Prison Service, the Community Rehabilitation Trust and the National Probation Service. We work with colleagues at that end, but how those services are structured and what they look like is really an area of expertise for them.

**Jennette Arnold OBE AM:** On a basic day-to-day level - and I do not have any clue about the answer here and I may be wrong - when someone has received their sentence, do your officers then take them to the prison or do prison officers come and get them?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It is a contracted service that is provided. If they are sentenced at a court, then it is a contracted service that is done. We stopped doing that service probably about 15 years ago. You will often see them coming out of Westminster Magistrates or elsewhere with their vans that then go to the prisons. That transporting is done by people other than us.

**Jennette Arnold OBE AM:** Great. That brings that up to date because many people watching this might be, like me, 15 years behind the times.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I was not suggesting that. You know me well enough!

**Jennette Arnold OBE AM:** Yes. You would think if you did not know that that maybe there would be more police time to taking the sentenced to prison further away than Holloway. Thank you for that.

Deputy Mayor, let me ask you some questions. From your old world as head of police and crime in Hackney, did you get a sense that the rehabilitation work that was being done in Holloway impacted on your borough? If you like, we could look at that as a microcosm of how it impacted on the wider London piece.

**Sophie Linden (Deputy Mayor for Policing and Crime):** I would not be able to with any detail tell you how the rehabilitation work of Holloway Prison and the offenders who possibly went from Hackney to Holloway did impact on Hackney.

But can I just say, in terms of what has happened at Holloway Prison, it is really important to put on record that ‑‑

**Jennette Arnold OBE AM:** No, I just want some answers to some questions and so can I come back to you?

**Sophie Linden (Deputy Mayor for Policing and Crime):** I just wanted to answer in terms of the Prison Reform Trust ‑‑

**Jennette Arnold OBE AM:** No, you will get a chance to tell me about that, but what I want to do is to just get some answers to some specific questions. There is a feeling that the closure of Holloway is somehow going to impact on boroughs and I was just wanting to get a sense. You were just a borough away from Holloway, which has been called “London’s prison for London women”. I just wanted to get a sense of whether in your past role you were aware of the work in rehabilitation and resettlement that was taking place in Holloway.

**Sophie Linden (Deputy Mayor for Policing and Crime):** Yes.

**Jennette Arnold OBE AM:** You are saying no?

**Sophie Linden (Deputy Mayor for Policing and Crime):** No, what I am saying is that at the moment I do not have the detail of how the closure of Holloway is impacting on the Borough of Hackney.

What I do know is that I think the closure of Holloway has been handled in such a quick way that it will have an impact on reoffending and rehabilitation because now the women who were going to Holloway ‑ I know London is a big place but at least they were closer to home ‑ are now being housed in three prisons in Surrey, which we know is not a good thing for women because they are going to be further away from their families. We also know from having spoken to staff at Holloway Prison - who are now out of jobs and are looking for work - that the rehabilitation services they were delivering are not easily delivered in Surrey because of the nature of the contracts that are happening. The different types of commissioners do not have the contracts that then go to Surrey. There is a whole world of complexity that means that the women who are being moved to Surrey are not going to be able to get the rehabilitative services and therapeutic services that they had previously.

**Jennette Arnold OBE AM:** That is the question that I was going to say. In terms of moving the prisoners from A to B, it is about the support system that currently exists.

**Sophie Linden (Deputy Mayor for Policing and Crime):** Yes, absolutely.

**Jennette Arnold OBE AM:** You have just answered the question that I was going to put you: are you aware of any challenges in terms of this move that will impact on women and their families?

**Sophie Linden (Deputy Mayor for Policing and Crime):** Absolutely.

**Jennette Arnold OBE AM:** Thank you for answering that question. Can I put it to you as well that, again, the Prison Reform Trust is looking for support for there to be a Holloway women’s centre? It is not historical, but now that there are developers onsite there is the opportunity to think about some sort of gain from that site. Have you heard about that proposal and, if not, do you need more information about that?

**Sophie Linden (Deputy Mayor for Policing and Crime):** I certainly do know of the proposal from the Prison Reform Trust and it is something that we absolutely do support. However, that is just one element of what needs to happen in terms of the services that women need in London and with the closure of Holloway. We need to be looking much further and wider in terms of what will come out of the closure of Holloway Prison. A women’s centre such as the one that the Prison Reform Trust has proposed we support, but it is a much wider question: what else is needed and how else can we reinvest the probably considerable capital gains that are going to come from the sale of Holloway Prison?

**Jennette Arnold OBE AM:** If you had a proposal about a specific ask, which would be then part of the bigger whole, would you be prepared to look at it?

**Sophie Linden (Deputy Mayor for Policing and Crime):** I have already said that we do support it. For me in the discussion that I wanted to have with the Ministers in the Ministry of Justice (MoJ) - but it was cancelled yesterday because of the reshuffle - yes, it was about what else can happen on the site at Holloway but what else should be happening. In terms of really what should be happening to women, 78% of women who were going to Holloway and who have prison sentences will have prison sentences of less than 12 months. They should be being dealt with in different ways such as women’s centres. We need to be having and we are having those discussions in terms of devolving some of that responsibility down to MOPAC to ensure that much better services are there for women, especially those women who have sentences of less than three months.

**Jennette Arnold OBE AM:** All right. I was looking for the name of the new Parliamentary Under Secretary of State for Prisons, Probation, Rehabilitation and Sentencing. It is not out there.

**Sophie Linden (Deputy Mayor for Policing and Crime):** I cannot remember.

**Jennette Arnold OBE AM:** Do you have a name?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not, sorry.

**Sophie Linden (Deputy Mayor for Policing and Crime):** No, I looked it up this morning. They have not announced it. I was talking about the Home Office.

**Jennette Arnold OBE AM:** No, they have not. From what I hear from you, as soon as that person is in post, you will be taking a number of issues to that meeting and central to that would be the issue of the rehabilitation of all prisoners or women prisoners in London.

**Sophie Linden (Deputy Mayor for Policing and Crime):** I did have a meeting in the diary with Caroline Dinenage MP [former Parliamentary Under‑Secretary of State for Justice and Minister for Women, Equalities and Family Justice] yesterday to talk to her about the rehabilitation and the treatment of women offenders, and in particular the treatment of women offenders who have sentences of less than three months, and what can happen post‑Holloway. That was cancelled. As soon as the new Minister is in post, I will absolutely be getting engaged with them. That does not stop the discussions between officials from MOPAC and officials from the Ministry of Justice. We are continuing to do that and that has happened over the last couple of months and the last couple of weeks, reshuffle or no reshuffle.

**Jennette Arnold OBE AM:** Also linked to that will be those very vulnerable women with mental health illness, devoid of a home, because for the reoffenders Holloway will be their home. There is a whole basket of things to cover, is there not?

**Sophie Linden (Deputy Mayor for Policing and Crime):** Yes.

**Jennette Arnold OBE AM:** It is good to hear that you are waiting for a date to pursue these questions. Thank you.

**Steve O’Connell AM (Chairman):** Thank you very much. The Committee clearly would be interested in those meetings that you have, particularly around the care of women and women reoffending. Previously MOPAC and the Deputy Mayor for Policing and Crime took a keen interest in reoffending generally and in women in the penal system. We will be very interested in how you take that forward and we will have that as a subject in the future.

**Jennette Arnold OBE AM:** Chairman, can I just come back and say, on that note, MOPAC’s work on reoffending has focused on young people? I have tried to find one initiative that focused on women in the last four years of MOPAC spend and I have not been able to find one. That is just for the record.

**Sophie Linden (Deputy Mayor for Policing and Crime):** For the record, MOPAC is investing £500,000 in services for women and in women’s centres. We are doing that. I do not know why that is not visible. We will certainly make sure it is visible. The previous administration and the previous Deputy Mayor for Policing [Stephen Greenhalgh] and Crime had also started the process of having discussions about women offenders and devolving the responsibility down to MOPAC. It is a question of visibility rather than it not happening.

**Jennette Arnold OBE AM:** OK. Thank you. We should look at that.

**Steve O’Connell AM (Chairman):** For the record, certainly the Deputy Mayor previously and MOPAC did take a keen interest in this subject. As to whether there were any launched initiatives, we can look at that and come back. It is a point well made.

Moving on, the next subject, which is connected, is around healthcare of detainees in custody. We have had a lot of work on this previously. Caroline has led on this. The MPS’s arrangements for custody have been a matter of concern in the last few years. It has been a concern to this Committee. We have some questions around it.

**Caroline Pidgeon MBE AM:** This is something we have raised many times.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It has been discussed quite a few times.

**Caroline Pidgeon MBE AM:** Deputy Commissioner, could I start with you? Could you give us an update on the number of custody nurses currently in the MPS? Last we heard in March 2016, there was about a 70% vacancy rate.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** There are 41, which equates to 31 fulltime equivalents. There are 10 new members of staff who have passed and are just going through vetting at the moment and there is another recruitment campaign underway that aims to finish for September 2016.

**Caroline Pidgeon MBE AM:** How many do you need to fully run the service?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Let me just find out. I have it written down somewhere.

**Caroline Pidgeon MBE AM:** We have here 198.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** No, it is now less than that. The workforce level is 61 nurses.

**Caroline Pidgeon MBE AM:** Back in 2013 when we did a big report on this, it was 198 nurses.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** The workforce target is for 780 dedicated detention officers (DDOs) and 61 nurses. Would it help if I shared this note with you?

**Caroline Pidgeon MBE AM:** Yes. We need to get to the bottom of that because it sounds significantly lower than what it was previously.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We are trying to get the nurses into our 11 busiest suites providing 24/7 cover. That will then allow us to do some work with the medical examiners. You remember there is also a link with medical examiners and the twinning. That is certainly the brief I have.

**Caroline Pidgeon MBE AM:** Are you still finding recruiting and retaining nurses to be a challenge, particularly with that three‑year rule?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes, that was a challenge. We also had, you remember, the National Health Service (NHS) commissioning debate, which we have all lived through collectively, which started in about 2011 and was finally resolved in December 2015 when the Home Secretary made a decision not to transfer. That created an atmosphere where, quite rightly, professionals would look and say, “I am not going there because I do not know where the job is going to be”. The indications from the brief I have is that we have seen some more improvement in those numbers coming through but it is still a challenge.

What has not gone away is the challenge that we have discussed many times. In terms of nursing professionals this is quite a narrow field of specialism. It is trying to make sure people keep their accreditation and other things that allow their continuing professional development. Some of the things that are being looked at at the moment are whether there is an opportunity for a wider pool of health professionals, including paramedics, and how, with our forensic healthcare services, we provide an integrated service that works with the community psychiatric nurses (CPNs) in the busiest suite through to the forensic medical examiners (FMEs) in other suites.

**Caroline Pidgeon MBE AM:** You are looking at all of that to make sure you have the right cover?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** To make sure we have it right for the medium to long term. That commissioning debate, in the nicest way, has probably taken two years of time from everyone involved, including colleagues in the NHS.

**Caroline Pidgeon MBE AM:** I want to come on in more detail to that commissioning debate and where we go from there. In custody you have centralised, have you not, rather than having local management?

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

**Caroline Pidgeon MBE AM:** Has that had an impact on the medical services that are being provided?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not think it has had an impact on the medical services. What we have now are 32 custody suites that are 24/7 and nine overflow suites. For obvious reasons, we look at placing the CPNs, the dedicated resource, in what we call our 11 busiest suites across the MPS. You can imagine where they are.

What the centralising of that resource does is allow us to flex in terms of demand and manage some of those difficult things where, for example, ‑ I will make it up ‑ a custody sergeant goes off sick. Do you take a sergeant off the response team, do you take a sergeant off the neighbourhood team or do you close the custody unit because the neighbouring one is only a mile away and empty? What centralisation allows you to do is to manage it as a central resource.

If you remember, one of the reasons we moved to this was the inconsistency of standards. What it has been able to do, hopefully, is to bring more consistency of standards around it. It gives, in the seven geographic areas that it is split into, a chief inspector so that we can align policy. That has been progress.

One of the areas where we have had challenges over the last 12 months around custody has been around DDO numbers. Being a DDO was also a way into becoming a police officer so we saw a pull‑through of those. We are out again recruiting for DDOs at the moment because we should have 780 and we have 626 across the estate.

**Caroline Pidgeon MBE AM:** I really want to focus on the healthcare aspect of centralising custody. Are you telling me that not all custody suites always have health provision?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** They will not have it sitting there waiting to go, no.

**Caroline Pidgeon MBE AM:** It is there and if someone comes in, they would have to move from another suite over?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Ultimately, all the services still have it outside the door and so, if it is an absolute crisis, they are straight in the back of an ambulance and off to hospital.

**Caroline Pidgeon MBE AM:** Of course.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** That is there. All suites have FME cover. On those numbers, they will not have a nurse there 24 hours a day covering them.

**Caroline Pidgeon MBE AM:** The nurses are at the busiest centres all the time?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** At the busiest 11 centres, yes.

**Caroline Pidgeon MBE AM:** OK. What further improvements do you think need to be made in the healthcare provision?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Increasing the number of nurses. We are doing the work around the CPNs. One of the challenges that we have discussed before and you will be aware of is when we end up with shortages in the FME cover and the medical examiner has to effectively twin and cover two boroughs. That is a challenge. It happens about 6% of the time. I do not know the exact figure. That is one of the challenges in terms of getting that level of FME cover right. That might involve more money.

**Caroline Pidgeon MBE AM:** Yes, OK. When we spoke before, this was amber on the risk register or amber/red. Where are you now? Is it still amber?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It is still amber on the risk register. It is a real risk. If you look over the last two or three years ‑ this is from memory so it might not be exactly right ‑ we have had two deaths in custody. That is against a huge throughput of people. We do not tend to deal with people unless they are in some sort of crisis and often the situations in which people come into a custody unit are also associated with violence or the use of violence. We are dealing with high‑risk people. I would be surprised if custody and detention ever dropped off our radar.

**Caroline Pidgeon MBE AM:** It is still a big concern for you?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Absolutely. I think you are aware that we run a standing ‘learning the lessons’ group, a Gold Group as we would call it, around custody. Certainly from talking to colleagues in other places, it is clear that we have learnt a lot from that. When something goes wrong, what do we do? How do we improve that custody environment? You will remember the work we did around CCTV in vans because the issue often was that point before people arrived in custody. It is getting that complete picture. First, it allows you to make an assessment. It also allows a health professional to look at it as well and say, “No, I see what you mean. That person does not need to be here. They need to be at a hospital”.

**Sian Berry AM:** I know we have, in the wider NHS and nursing profession more generally, a crisis. You have mentioned that the kinds of nurses you need in custody suites are quite specialised. The Government is phasing out its training bursaries and converting them to loans and these are often used by people who already have a degree and already have a student loan. That is the reasoning for the bursary in the first place, the reluctance of people to take on further loans. Has the MPS considered specifically funding some training bursaries for these specialist nurses?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We have not. We could look at options. I would be a bit unsure about us becoming a health trainer as well as provider, given ‑ as your question indicates ‑ the health market is very competitive at the moment. I can only use personal experience, working with colleagues in the London Ambulance Service. When you look at some of the challenges around creating internal markets, it is an area I would say is quite high‑risk for us to tread into. I absolutely accept your premise behind the question. How do we increase the supply of professionals into the industry?

**Sian Berry AM:** What I was suggesting was more like a scholarship scheme than a training scheme.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Yes, but the reality for us is we would probably put a lot of money upfront and lose them very quickly. You could say there is a greater good argument and I absolutely get that, but this is quite a specialised space. People generally are with us for an absolute maximum of 24 hours. There is other health provision. I would not want us to become a quasi‑health service.

**Jennette Arnold OBE AM:** Sorry about this, I should have done this earlier. Before I ask my question, I declare that I am a patron of the UK Association of Forensic Nurses.

Can I just come back to you, Deputy Commissioner, and challenge you on a statement you have made that one of the problems is this is an area of narrow specialism? I can think of hundreds of areas of narrow specialism. That is not the issue. The issue is whether the service will pay the appropriate grade for the skills that are needed. From our work over the years, what we have been told time and time again in investigations is that the commissioning of the MPS or whoever is commissioning for you is not prepared because you do not have the money in the budget, to pay the substantial amount of money needed. It is an issue because what we would be talking about is needing grade G and F nurses rather than grade E, which is where your CPN grade comes in. If you are not paying the appropriate rate, you are not going to attract high‑quality nurses into this area. Therefore, you are always going to be stuck with the short‑term employment concerns that you have.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** The narrow piece, if you remember ‑ and last time we debated this we spoke about this in some detail ‑ is that these colleagues step out of the health service system. They are seen by the health service as distant. I absolutely was not saying that they are narrow in terms of no one else having these specialisms.

You remember one of the things last time was talking about continuing professional development. It is exactly the same in the police service. We talk about continuing professional development and we tend to see the police service. If someone does something outside of the health service, the challenge and the feedback we had last time was that people were struggling to see how coming into this role could help their continuing professional development.

On the grade of the post, I do not have a brief. I bow to your expertise on that. It is beyond my level of expertise. I am happy to take that away if that is a constant thing, the grade of the post.

**Jennette Arnold OBE AM:** Just a quick follow‑up. Are you aware that FMEs now because of the stretch they are experiencing ‑ it is more than one FME per borough, as I have been told by one of the spokespeople from FMEs ‑ sometimes find there are only two or three of them across London? Because of that, they are then really in need of the appropriate level of nursing to be able to deliver adequate services.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** There are 86 FMEs working actively across London. There are five currently going through their training with the College of Policing forensic physicians course and there are another 15 awaiting a further course that starts in November 2016. We have 95 on contract but 86 are actively working.

**Jennette Arnold OBE AM:** Your team, if it were full, would be 95?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** There are 95 but 86 of them are active.

**Jennette Arnold OBE AM:** You have 95 vacancies?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** No, sorry. There are 95 people on our books, of which 86 are actively doing shifts, working and turning up. We have another five because it is another area where we need to keep that throughput of physicians.

**Caroline Pidgeon MBE AM:** Let us move on to going forward. You touched on the commissioning issue and how we all thought this was going to be transferred to the NHS, which seemed to me to be very logical. It was what happened with the prison service. Then suddenly the Home Secretary put a stop to this.

What is happening now? Perhaps I could ask the Deputy Mayor. What is happening now for MOPAC going forward, in terms of a co‑commissioning model for the custody suites? What is the next step?

**Sophie Linden (Deputy Mayor for Policing and Crime):** In terms of co‑commissioning, we absolutely think that is the right way forward and we want that to happen regardless of the decision by the Home Secretary. That is where we are. We will be working with colleagues and MOPAC will be working to ensure that does happen. It is through co‑commissioning that we may to be able to get over some of the issues around integration, career progression possibly, and retention and recruitment as well. That is where we are progressing towards and I hope we will be able to do that as quickly as we can.

**Caroline Pidgeon MBE AM:** What is the timescale? All this work has been going on, as the Deputy Commissioner has said, several years. It was due to all take place in April this year. Time is passing by. We still have issues in terms of cover, getting the right nurses and the right level of nurse, as Jennette [Arnold OBE AM] has pointed out ‑ it is a very good point ‑ into the service. We need this to happen quickly. What sort of timescale are you working to?

**Sophie Linden (Deputy Mayor for Policing and Crime):** As quickly as we can to make sure we have this commissioning. I cannot sit here and tell you it will be done by the next financial year. We are doing it as quickly as we can. We need to work together to do that co‑commissioning. It is complicated because the co‑commissioning is complicated. We will do that as fast as we can.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** In the meantime, as I touched on, there are a number of short and medium‑term plans. When I talk about medium‑term, in police terms that is six months. You might say that is short but, in our language, it is medium‑term.

You remember one of the big potential advantages of the co‑commissioning was access to medical records. We are looking at how we can do some of that information technology (IT) work ahead of any service provided by whomsoever, looking at those sorts of things. Continuing the recruitment of both the custody nurses and the FMEs so that we have a service level there that can be offered to detainees in London. I would not want to commit to a timescale because I know I would probably be guessing and co‑commissioning is quite an art to get right.

**Caroline Pidgeon MBE AM:** To be honest, I am not very happy with these answers. This has been going on for so long. This is something that has carried on from the previous administration, a commitment to look at how we can take this area forward. It is on your risk register. What decisions have been made so far in where you are going with this? There must be some decision‑making that has been actioned.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I have talked about all the stuff we are doing in the short term.

**Caroline Pidgeon MBE AM:** Yes, the IT and recruiting.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** As the Deputy Mayor has indicated, the medium to long‑term intention is to go to co‑commissioning. There is a paper with Territorial Policing’s [TP] Chief Officer Group next week that talks about the resources we would need to get to a position where we can do co‑commissioning. Then we can be far clearer about how quickly we can get an enhanced healthcare service in place. We ought to be able to do that during the coming calendar year but I am not going to commit to a date before I have seen the detail behind it.

**Caroline Pidgeon MBE AM:** You have that report and it is going through your internal processes. Does it suggest potential providers or partners you could work with?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It talks about the potential for co‑commissioning. It talks about how we commission this service with other people.

**Caroline Pidgeon MBE AM:** Do you think it could be ready for the next financial year?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Realistically, when we are in July now, that would be very tight. In an ideal world, you could do it but I would not make that sort of promise.

**Caroline Pidgeon MBE AM:** At the moment it is going to this TP Chief Officer Group. It then from there would go ‑‑

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It would go to management board. It has to be signed off because of the value of this. It is a big project.

**Caroline Pidgeon MBE AM:** MOPAC would sign off.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It would go to the Deputy Mayor for sign‑off and then it is out. Then it depends on how we approach the market.

**Caroline Pidgeon MBE AM:** Yes. Are there different options in this paper?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It will have a number of different options. The reality is, as you know from other things we have discussed before, the size of anything we do in London means that almost certainly it is something that has to be competitive and very open.

**Caroline Pidgeon MBE AM:** Do you have anything else to add on this, Deputy Mayor?

**Sophie Linden (Deputy Mayor for Policing and Crime):** Before the Home Secretary took that decision not to change the way this is being commissioned, the timetable was to go out to procurement and to have it in place within the next financial year, 2017. The question for me that I need to interrogate is whether co‑commissioning, which is complicated, can happen in that timeframe. I understand the risks involved ‑ this is on the risk register ‑ but I would also like to say that as the Deputy Commissioner has pointed out, it is not that nothing has happened to improve the service. That is really important, that we do coverage, we do have custodial nurses there and the FMEs in place. Yes, things could be improved.

We also have liaison and diversion being put into custody suites, which is where mental health nurses are there to ensure that those people coming into custody, of which there are many, who have issues around mental health are picked up, do have their needs looked at and are referred to the appropriate place. Co‑commissioning is something I hope we can do as quickly as possible but I would just like to give you some reassurance that it is not that nothing is happening in between, either.

**Caroline Pidgeon MBE AM:** OK. Thank you.

**Steve O’Connell AM (Chairman):** We have obviously shown interest in the outcome of the options that the management board will be signing off, presumably after August 2016. Perhaps we can revisit this at around that time.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We will come back to this.

**Steve O’Connell AM (Chairman):** Perhaps with some haste around it, which was the point made by Caroline.

We will move on to the next subject, which is the MPS’s use of drones. The last time you were here, Craig, you commented that the MPS is reviewing its pursuit options. We know tragically there have been some incidents around officers in pursuit in London. You have been looking at potentially the use of drones, specifically around pursuit and possibly around drive‑by theft.

**Sian Berry AM:** What you told us last time was very brief. There has been a public statement by the MPS since to say that the MPS is looking into using unmanned aerial vehicles, or drones, to tackle suspects using two‑wheeled and four‑wheeled vehicles. It also says it is being discussed at a national level by the National Police Chiefs Council (NPCC) and the Centre for Applied Science and Technology (CAST), which is a division of the Home Office.

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

**Sian Berry AM:** I want to ask you what work has been done at a national and at MPS level so far to explore the use of drones as a police pursuit tactic for London.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Should I cover beyond police pursuit tactics?

**Sian Berry AM:** I have further questions on that. If your work is more general, then tell us.

**Steve O’Connell AM (Chairman):** Give us the general, then.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Let us talk about where we are and what you can currently do with a drone. We live and work in some of the most restricted airspace in the country and so there are limits on what you can do in and above London with both air support units and the use of unmanned vehicles or drones. They offer a number of potential advantages to us. Both nationally and locally, we are looking at a range of things.

We look at the ability of someone dealing with an incident to provide you what we would call situational awareness, ie the ability to see what it going on. For those of you who have ever been into a special operations room when something is going on, you will have seen the advantage of technology like Heli‑Tele, which is from the police helicopter. As a commander, you can actually see the scenario in front of you. It is a huge advantage.

What a drone potentially can offer you is the ability to see that at a much more localised level. We have talked here before about some of things around, let us say, counter‑terrorism, sieges and those sorts of things. The ability to have some situational awareness is absolutely vital. They are also very useful in things like crime scenes, just simple things like being able to get a perspective of a crime scene and photographing, and you could use them in forensics and those sorts of things.

Then in pursuits, pursuits is probably the most difficult area of the lot because where drones tend to work well at the moment is where you have some control over the space. Clearly, if you were using them in a wide public space like in a pursuit it is more challenging, but theoretically it is possible.

We cannot just start using them. They are referred to people like CAST. That is an acronym we probably have not used very much here before. That is the way that any new piece of police equipment gets accredited and gets a stamp that can be officially used. They will look at a variety of things from how robust they are all the way through to the very real concerns around safety and those sorts of things. Nothing gets rolled out until you say, “No, we can officially use this. It is an approved tactic and we can do it”.

It often happens with new technology in policing that 43 police forces all say, “This is a great idea. Let’s start it yesterday”. What we are trying to do through the NPCC is pull this together so we look at it in a variety of structured ways. That is why we do the testing and evaluation. There is then a separate arm of that work that you may come onto, which is the challenges drones face.

**Sian Berry AM:** OK. I will follow that up then. Excellent.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I have to leave something.

**Sian Berry AM:** In terms of the pursuit ‑ you alluded to this ‑ it occurs to me that a pursuit with a drone may not in fact be any safer than pursuit with a police vehicle if it is to do with the person pursued driving dangerously. Have you considered that?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** You may be aware that at the moment, one of our tactical options with a pursuit is the helicopter. The helicopter sits at a height at which hopefully the person fleeing the police cannot see it, and it gives you the awareness to forward‑deploy units ahead. It is feasible that a drone could fulfil a similar type of thing. In the nicest way, if you imagine a picture of someone fleeing and a drone right up behind them, that is not how you would do any sort of pursuit. What the potential for imagery from above gives you is that situational awareness, particularly in a pursuit, to forward‑deploy other tactics to stop the vehicle. There are some examples across the country where people do look up, see the police helicopter and abandon the pursuit.

**Sian Berry AM:** OK. Thank you for that. One question is about the Civil Aviation Authority (CAA) rules. You indicated before that there were issues with airspace. At the moment, the guidance they have for drones fitted with cameras is that they must not be flown within 50 metres of people, buildings or structures over congested areas or large gatherings. I imagine that this would restrict your policing activities quite a lot. Are you seeking to change that guidance?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Those are the public guidelines for all flight over London. Even for our helicopters, we get some different permissions for use of helicopters over central London. We would have to negotiate all of that with the CAA. That is why you cannot just do this as a, “I will throw a drone up now and control it on my iPhone”, sort of thing. You cannot do that. That is the law and that is the rule at the moment and so why the work is done nationally.

I suspect part of the work they do will be down to even simple things like how many engines the drone has, its backup, its resilience, and whether it can be flown out of line-of-sight. You will know those rules at the moment say you cannot fly a drone out of line of sight. All of that has to be looked at as part of this work. We have done it with a number of things over the years. You bring people together nationally to develop the guidelines, look at what is acceptable, look at what is possible and then look at the regulatory framework that is around it. The regulatory framework will be different for central London, I suspect, than flying it over someone fleeing on the North Yorkshire moors or situational awareness in other parts of the country. It will be something that is quite bespoke for us.

**Sian Berry AM:** When you get new guidelines for yourselves from the CAA, those will be published?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I would think so, almost certainly.

**Sian Berry AM:** The current guidelines you have for helicopters, they are published as well?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I assume they are. I will find out for you.

**Sian Berry AM:** Do you know when they will be published? Do you have a timescale for that?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** No, I do not have a timescale for this. The technology at the moment is really in the days of everyone can see the appetite but it is how far you go with it.

**Sian Berry AM:** Obviously, this raises issues which we touched upon before about concerns people might have. The Information Commissioner’s Office has put out some guidelines about drones in general and said that they “can be highly privacy intrusive because of the height they can operate at and the unique vantage point they afford”. In contrast with helicopters, which can mainly look down, a drone can fly at a lower height and look across. What they are getting at there is the potential for looking into people’s windows and things like that. Campaigners for civil liberties are concerned that things are done correctly.

What I wanted to check is whether you are going to be consulting with people about the privacy aspects and the data protection aspects? I do not want to get into the detail of all of those today. Will there be a consultation? Will you be engaging with the public about the potential use of drones for surveillance and in crimes?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Our national league, yes, because we will do it once and we will do it nationally. We would not do it as “Here is London”, “Now let’s go and negotiate as Devon and Cornwall”, “Let’s negotiate as Dyfed‑Powys”, absolutely.

I would just urge about the technology to not be quite so clear on that distinction of a drone getting better visibility than a helicopter. You will be aware we have done a lot of work with helicopters and the intrusion they have. The level of optics and the ability to see things from a helicopter are extraordinary.

**Sian Berry AM:** That is reassuring. Thank you very much.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It is important. Helicopters across London - be it the media, be it us - are not just looking out with visual eyesight or binoculars. Modern cameras are incredibly effective in terms of those sorts of things. I would be misleading you if I said, “Helicopters just to do this and drones all operate at a lower level”. The technology - and that is one of the challenges going forward - can be interchangeable.

**Sian Berry AM:** Yes, I appreciate that, but with a drone you can come down between buildings a lot further.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** You can, providing you can get the rules to do that.

**Sian Berry AM:** Yes, at the moment you would not be allowed to do that. Moving on, I wanted to ask about potential other uses of drones other than surveillance and, again, this is a huge topic. I will probably have follow‑up questions, but are you considering using drones for, for example, monitoring crowds during peaceful and non-peaceful gatherings?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We absolutely could, yes.

**Sian Berry AM:** For crowd control?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We could, yes, as I said, in exactly the same way as we do that now with a helicopter. Anything that gives someone situational awareness and an ability to make informed decisions about what is going on is something we would look at and consider.

Please do not assume that is a negative. In many ways it is a positive because you can get an individual call in a large crowd and something comes over a radio channel that says, “There’s a problem here”. If you have some situational awareness that gives you, “No, that is a tiny little problem. We do not need to overreact to that. In the scheme of this 250,000 people marching down Whitehall, this is nothing. Move on”, they absolutely have their advantages. If we are serious about being responsible for safety, I do not see why you would not think about how we might use that in the future.

**Sian Berry AM:** OK, thank you. I will have more questions about that in the future. I have one further question, then. Presumably, the drones are equipped with cameras. There is the potential to equip a drone with other things, potentially - just off the top of my head, really - tear gas, sonic weapons and other things for crowd control ‑‑

**Steve O’Connell AM (Chairman):** We were doing so well.

**Sian Berry AM:** ‑‑ and also potentially by criminals as well with offensive weapons. Are you looking at that side of things? Is CAST looking at that side of things?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** There is a real risk around drones. In the public area, we have talked most openly about the challenge drones is in relation to aviation and the challenge it faces to aviation. We have been doing work both around drones and around lasers and their threat to civil aviation and so absolutely there is a reality. I admire your imagination with that list. To reassure you, we are not looking at anything on that sort of scale.

**Steve O’Connell AM (Chairman):** It is a legitimate question.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It is absolutely a legitimate question.

**Sian Berry AM:** The drones you are looking at, basically, would be equipped with cameras and nothing else?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** That is the way we would look at it. It is to give us a situational awareness of an incident that we cannot gain from street level.

**Sian Berry AM:** This is very topical because you have autonomous vehicles already on the ground, which are the bomb disposal robots. We had the case in Dallas last week where a bomb disposal robot was used by the police and its explosive charge was used in an offensive way. I wanted to just quickly ask: do we have that capability in London? One concern that was raised in the United States of America was the security of the link between the operator and that autonomous vehicle in the potential for that vehicle to be deployed by criminals if they could hack into it.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We certainly have bomb disposal vehicles. Sadly, the experience in the UK has been built up over many years from the situations in Ireland all the way through. I am not aware - because it is military-grade technology - of any problems around hacking into the signal or using it in a different way. I am certainly taking that away, but I have never heard that risk articulated in that way before.

**Sian Berry AM:** Yes, I would appreciate knowing when that was last reviewed, the age of some of our robots and some issues like that.

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

**Sian Berry AM:** OK, thank you.

**Steve O’Connell AM (Chairman):** That use in Dallas certainly saved lives in the end, without extending the debate.

**Sian Berry AM:** It does raise a question.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I would not comment on something that I have only seen in the public domain. I have no idea what other tactics were used and so it would be unfair for me to comment on our American colleagues.

**Steve O’Connell AM (Chairman):** I would not expect you to.

**Kemi Badenoch AM:** Deputy Commissioner, you have covered in your answers some of the questions I was going to ask. Specifically, I have two more around training and required legislation. The CAA has a qualification for manning unmanned aerial vehicles. In 2015, we were told that eight police officers had started the training and were expected to complete by December 2015. Do you have an update on this?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not have an update on where the training went. If you were told that, I expect that that has happened. I will find out for you.

**Kemi Badenoch AM:** One of the reasons why I am asking is that from your answers it sounds like you are not sure if the use of drones will become operational sometime soon. In that case, you are training pilots assuming that you are anticipating that this will go ahead at some point in the near future.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** We have to test the tactics. To even do the CAST tests, someone has to fly it and so that is why we train people. To do the testing and to evaluate them, you have to train people to use them.

**Kemi Badenoch AM:** Is there any reason - anything just off the top of your head or any really significant challenge - why you think that would stop drones coming into operational use soon?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I do not think so, but there is the issue about what they can come into use for. The scenarios where you have a fixed, controlled space are far easier to imagine. Take a siege, take a crime scene: you can see why you would use it in that sort of space in that sort of scenario. The more uncontrolled space is a far more challenging one and I expect would require far more work.

**Kemi Badenoch AM:** OK, thank you. Then on legislation, previously Chief Inspector Nick Aldworth [Specialist Operations Command, MPS] has suggested that the Government needs to develop legislation around the criminal use of drones. Is this still the view of the MPS and, if so, what work have you done to encourage the Government to introduce legislation?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** There is some legislation, the Civil Aviation Act legislation. On the issue of drones - and I would include laser because they are the two threats - we look at most particularly in relation to aircraft. I am comfortable there is some legislation, but there is some simple stuff that we have encouraged legislators to look at. For example, at the moment *per se* a laser is not a prohibited article. I could be stopped on the approaches to Heathrow, I could have a laser on me and it is not per se a prohibited article. Should that be? I am not saying it should, but we just need to make sure when we put officers and staff into these situations they have the appropriate powers.

From the earlier question, you will know that the legislation is very clear on the use of drones. I think you will be aware of some of the prosecutions we have had in London over the use of drones over public space. The legislative framework is there and I suspect as it becomes more and more available, we will need to go further.

**Kemi Badenoch AM:** There is nothing that you think is urgent or imminent that we need to be addressing at the moment?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** There is nothing at the moment that, absolutely, we must move tomorrow on. As this emerges and the technology becomes far more available and ubiquitous, then it is something we are going to need to come back to and look again at.

**Kemi Badenoch AM:** OK, thank you.

**Peter Whittle AM:** In your discussions about using drones, is there any opposition to them in the [Police] Force amongst discussions going on at the moment?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** No, I do not think so. I would be misleading you if I said, “We have 32,000 officers. Everyone is sitting talking about it”. It is recognising that there is a potential piece of technology that will provide us yet another capability that we do not currently have all of the time and looking at the opportunities to do it. I have not had anyone say to me, “Gosh, no, we must never do this. Please do not go anywhere near it”.

To reassure you, the same concerns about things like privacy, how you use them, how you control them, how reliable they are, whether you could fly them over crowded space all the time are the sorts of things we would look at. There is absolutely no way colleagues would want to put something anywhere near the state where it was going operational that was remotely a danger or threat to the public.

**Peter Whittle AM:** Yes, but the road to hell is paved with good intentions, is it not, with something that seems great on paper? I would put to you surely that at the very time that the police are trying to reconnect on a human level and we are talking all the time about neighbourhood policing and quite rightly, too, the idea that some anonymous thing can come over you at whatever height is an absolutely appalling one. I am surprised that no one is actually on principle resisting it in the police.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** This is about those scenarios. Let us take last weekend hundreds of thousands of officers deployed across London on marches. There will have been a helicopter there supporting it. Could a drone replace that? It is those sorts of scenarios. I am not talking about the uncontrolled space all of the time.

**Peter Whittle AM:** Neither am I.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** I get you asking, “Is this a slippery slope along the way?” I absolutely do not think it is. The reality is that this technology is out there, it exists and it is used.

**Peter Whittle AM:** Yes, I know it is out there and it exists like the nuclear bomb is out there and it exists. It is not the point, in a way. It seems to me that if you are trying to de‑anonymise, if you like, the police and bring back more of a sense of being part of the community, it would be nice to know that there was some discussion within the force like, “Wait a minute. What are the psychological results of these things in the end?” The possibility of them being abused is countless.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** With the Mayor’s Ethics Panel, the whole issue about things like the creation of a surveillance society and all of that are absolutely issues we discuss. It came to one of the earlier questions that was, “Please, surely you can monitor all social media”. No, we cannot. If you want to give us the powers, I am sure someone will tell us we probably could but we do not do that.

The reality for us is that we are very aware of getting that balance right. When you talk about use of drones on an average day, the sort of instance we are talking about is less than 1% where it might be applicable as part of the tactic. It might be applicable if you had a siege, a holdup or a crime scene where you needed an aerial photograph and that sort of work. It is not going to be used every time or every day as the local area officer patrolling with a drone. That is not the way this technology could work.

**Peter Whittle AM:** Could I then just suggest possibly if there seems to be such support in the police that at least you have very wide public consultations on this? People have very strong views. Thank you.

**Kemi Badenoch AM:** I do not share those particular concerns about drone usage. I am interested in finding out if there are areas where it can save lives, especially police lives in terms of going into dangerous situations. We have seen even in Dallas, in Paris, in the Bataclan and other areas that the police are targeted. Is there a potential to save and protect police lives by using drones?

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** For situational awareness in a siege, it would be invaluable. We hope we never get there but if we had a Bataclan-type scenario and had an ability to get some situational awareness that was only available by a UAV, I would be failing if I said that it is not an option we should try.

**Kemi Badenoch AM:** Thank you.

**Steve O’Connell AM (Chairman):** That is a really good point. You will gather that this is a fascinating subject.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** It is.

**Steve O’Connell AM (Chairman):** Opinions even amongst this Committee are split, which is always healthy.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** Chairman, if it is any consolation, I know after I mentioned it last time from the amount of social media and media responses I had that we generated something. Going to your colleague’s point, it is part of starting the debate.

**Steve O’Connell AM (Chairman):** Yes, that is right.

**Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service):** If we do not do that, technology will move faster than legislation and public discussion. This is part of doing that.

**Steve O’Connell AM (Chairman):** Thank you for that and it is an excellent subject that again we will no doubt revisit. I would like to thank you both for attending today and for your contributions.

It is an opportune time as we have Helen Bailey [Chief Operating Officer, MOPAC] here - yes, pay attention, Helen - and it is our last opportunity for this Committee to formally thank you, Helen, and personally to thank you for the support that you have given to this Committee and to me. We all wish you well for your future career and hope that we can as a group and also personally keep in touch. Again, thank you very much on behalf of the Committee.

**Helen Bailey (Chief Operating Officer, Mayor’s Office for Policing and Crime):** Thank you, Chairman, and thank you to all of the Committee. I appreciate that. Thank you very much.

**Steve O’Connell AM (Chairman):** Fantastic. Thank you.