

Police and Crime Committee - Thursday, 23 February 2017

Transcript of Item 7 - 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 get to the main part of the meeting, which is our Question and Answer session. Again, welcome guests to this meeting.

Before we go into the questions themselves I would like to really comment on the appointment of Cressida Dick [CBE, QPM, as the new Commissioner of Police of the Metropolis] and welcome that appointment on behalf of the Committee. I will be writing to Cressida on behalf of the Committee welcoming her, congratulating her and asking that she has an early informal meeting with this Committee to discuss priorities. That will be within the letter. I will also write to Sir Bernard Hogan-Howe [QPM, former Commissioner of Police of the Metropolis] thanking him for his service.

Before we go into the questions would colleagues like to comment on yesterday's appointment briefly?

Sophie Linden (Deputy Mayor for Police and Crime): Yes, of course. I absolutely welcome and am very pleased with the announcement yesterday that Cressida Dick is going to become the new Commissioner for the Metropolitan Police Service (MPS). I think in her we have the best person for the job. A very, very experienced person who clearly loves, as she said yesterday on the news, and adores London, knows the MPS and is going to be absolutely using all her energies to keep London safe in the coming years. Clearly, I am also very pleased that their best person for the job is also a woman and that is a historic first for the MPS to be led by a woman.

I would also like to place on record my thanks to Sir Bernard Hogan-Howe QPM for the years of service that he gave, not just to London but to the country in terms of public service as a police officer for 37 years.

Steve O'Connell AM (Chairman): Thank you. Craig [Mackey], you have a new boss.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have a new boss. I obviously know and have worked with Cressida. It is an excellent choice. She brings a real level of intellect and understanding to policing. Someone in the media described her as one of the best of her generation and anyone who has worked with her will know that is absolutely the case. I look forward to a new partnership in terms of the work we have going forward. I think it is absolutely the right choice for both London, the MPS and also for wider policing. As you saw yesterday, when so often in large jobs in the public sector you are struggling to attract candidates, you had four outstanding candidates from British policing with a 50:50 gender split. Sometimes we underestimate how much progress has been made in policing around that. I think Cressida is both a fantastic role model in terms of what she will do but also she is a thoroughly nice and decent person and that is really important.

Steve O'Connell AM (Chairman): As both Caroline [Pidgeon MBE] and I both commented on the media yesterday, we have worked and have known Cressida going back to the Metropolitan Police Authority (MPA, former authority responsible for scrutinising and supporting the work of the MPS) days - and Len [Duvall AM] even predates that. We found her to be a very able senior officer and are delighted that she has been appointed and also the fact that she is the first woman appointed, so, for the record, to be congratulated and welcomed.

We go to the main bulk of the questions. We have five subjects today. The first subject, which I will lead on initially, is custody provision. As we are aware, the MPS moved to a centralised model called Met Detention in January 2015, taking away the management line from local Borough Commanders to a central single command. I have some questions initially around that.

We can see from the figures that the number of people taken into custody has reduced in recent years. The figures I have from 2014 are around 250,000 and this year the forecast is to be less than 200,000. Therefore, there is a downward trend. Really, first of all probably to you Craig [Mackey], is this a trend that you expect to continue?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. I will read the exact figures but if we go back to 2012, on the figures I have, the number of detainees through MPS custody suites were 241,025. Last year, which is the last full year figure, 193,599. It is dropping and I think there are a couple of policy things during that time period that are worth understanding that are affecting it.

I know some Members went to Brixton recently and saw some of the issues there. There are a number of things now around diversion both on the street, which are about trying to minimise the necessity for arrest, and offering diversions for first-time entrants to the criminal justice system that will impact on those figures. There is also the whole issue of now we can do what they call Postal Requisition and Postal Charging, which is basically a postal way of charging someone on the street. If you know their identity, you confirm their identity, you have all the evidence you need, you can actually deal with it there and then.

There was also quite a legal change and it sounds very technical but it is important to understand. In 2012 Code G of the Police and Criminal Evidence Act was reissued, which has, what they call, a necessity test to arrest. There were a number of stated cases that had gone through the courts and the legislation was rewritten that put a higher hurdle on that. When you look at what you have in front of you do you actually need to arrest? Are there other disposals you could consider?

There is also a change that we are just trying to work through the impact that will arise after April with the Police and Crime Act 2017. You have probably seen a lot of talk around the change in use of police bail. It is going to have a 28-day limit on the use of police bail without going to a court. That is likely to change the way we investigate crime. What do I mean by that? One of the challenges, if you did a relatively straightforward investigation nowadays and you ended up searching someone's house, you would probably recover three or four iPhones or equivalent, you would recover an Xbox that is connected to the internet, you recover a whole load of electronic data and, at the moment, it takes a long time to process all that data. You are probably going to change the way you do that when you have a 28-day limit on bail because you probably cannot gather all that evidence to make a charging decision. What we are all doing at the moment in policing is working out what that will do to our processes, but it is probably a rather long way of explaining. What actually is going to happen is, I think these numbers will continue to fall. Where they will fall to, I think there is certainly another 10% to 15% that will come out of those figures over the next three to five years.

Steve O'Connell AM (Chairman): You have talked about some of the alternatives. I just want to explore that a bit further because members of the public will need to be satisfied that people who have offended are being properly dealt with, shall we say, in the simple manner.

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

Steve O'Connell AM (Chairman): Therefore, if they see a trend reducing they need to have the comfort that there are other disposals, shall we say. Could you just explore that a little bit further?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): There was a change in legislation a few years ago that brought in something around community resolution. You may well have seen some of these things explored in the media. These are for issues where it may be appropriate if you catch someone for an offence that you actually bring them in a facilitated meeting with the victim and explain what has taken place and look for a resolution and outcome. It could be as complex as getting people to repair the damage they have already done. A whole range of things. However, community resolution is now a way that is recognised officially of disposing of cases. We rolled out a pilot about 18 months ago in terms of the work we have done around community resolution and want to expand it wider.

Now, how do you deal with the challenge you quite rightly raise with community resolution? That is, is it something where you just sweep things away? It does not remove all the central auditing we do of crime and investigations in terms of saying, "That one was appropriate and that met our standards and policy." There are quite clear guidelines on doing that. There is a lot of bespoke work, and I think you saw the one at Brixton around Divert, which was particularly around 18- to 24-year-olds and trying to keep them out of the criminal justice system. One of the perennial challenges that I know Members have wrestled with a number of times is how you get those services beyond one or two boroughs or particular points so you have actually got some of those services right across the MPS.

Policy has moved both nationally and locally over the last five to ten years to give a number of alternative routes to, what I would call, the traditional arrest someone, put them in a custody unit, leave them there overnight or whatever, charge them and put them before a court the next morning. There are a whole range of different outcomes now available in terms of that, not least the charging standards and the thresholds you have to meet to secure a charge with the Crown Prosecution Service (CPS).

Steve O'Connell AM (Chairman): Turning to the subject of the suites, as you say, the Committee visited the Brixton Centre in January [2017], which was a very informative meeting and most useful. Talking about the target number, we seem to be looking at a target of around 25 suites across London. What is your strategy towards working towards it? How are you choosing that because that will mean some closures around the smaller, less fit-for-purpose suites I assume?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. If you look at the history of custody suites, when I started in policing virtually every police station had three to six cells, usually in the back of a car park somewhere, that were built probably in Victorian times. The reality is running those now is absolutely cost-prohibitive. If we want to do the things that give detainees proper facilities - we have video-equipped, we have life-sign monitoring in the suites - we have to go for the bigger model of suites. Now what we have been doing as part of the estates work that has not been signed off yet, but we are doing that piece of work, is modelling custody numbers, times of day, where arrests are made and travelling distances. Therefore, you can actually see where those suites are and whether they are efficient or not.

If you look at some suites, and particularly some of the ones we have closed already where they were getting six prisoners in a 24-hour period, you are running a very expensive service to deal with six people. The predominance now is, and you have seen some of them, those 20- to 40-cell and bigger custody suites with all the technology in. It also helps with the issues around things like the forensic medical examiners (FME) and all the specialist support you now need to plug in to a custody suite. If you try to plug that in 70 times across London you are not going to do it. At 20 to 25, something like that, you probably have a fighting chance of doing it.

The other thing we always plan for and have to do is we always have to have some surge capacity for something happening here. Therefore, we do quite a lot of - and probably colleagues from the detention

command took you through it - modelling to make sure there is always custody capacity available across London. The reality is we are probably not going to be taking people to surrounding forces; they are going to stay in London.

Steve O'Connell AM (Chairman): Yes. We are going to have questions around the borough mergers later but would you be layering the borough mergers above the custody facilities?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, all that modelling work where crime occurs, where arrests occur and also for any of you working in some of the outer London boroughs, it is not uncommon to see colleagues from surrounding forces there. The reality is you can use a custody suite in Surrey, you can use a custody suite in Hertfordshire, and you can use a custody suite in Essex as they do with some of our custody suites. Therefore, sometimes you just go to the nearest custody suite.

Steve O'Connell AM (Chairman): OK, thank you. Deputy Mayor, the Mayor's Office for Policing and Crime (MOPAC) has responsibility around holding the MPS to account for the efficiency, the safety and the general running of police custody. Could you tell us a bit about how you do that and hold the MPS to account?

Sophie Linden (Deputy Mayor for Police and Crime): Yes, of course. You are right, we do have that responsibility. In terms of how we make sure that we do hold the MPS to account, MOPAC officers meet with the MPS detention officers and have that accountability and transparency around that, but also, in terms of our oversight mechanisms and the audit function, MOPAC and the MPS will look at it and has put it as a priority for the coming year in terms of ensuring that there is an audit of detention and to make sure that the issues are properly picked up. It is one of the issues that I would pick up in my regular meetings with the new Commissioner as well as with the Deputy Commissioner.

Steve O'Connell AM (Chairman): Yes, but you do also have the responsibility around the independent custody visitors (ICV).

Sophie Linden (Deputy Mayor for Police and Crime): Yes, we do. We fund the independent custody visitors, we train them and they also report back into MOPAC in terms of when they do make the unannounced visits. They do that reporting back online and that is monitored by our officers.

Steve O'Connell AM (Chairman): These are volunteers. Keith [Prince] and I, in a previous life within MOPAC, did work closely with them and I think, for the record, we need to thank them for their work. When we met the Deputy Chairman of Brixton we were very impressed around that. However, clearly, you want a good stream of those people, to be well stocked. How is MOPAC encouraging fresh ICVs to come on board and to give their time?

Sophie Linden (Deputy Mayor for Police and Crime): Well, there are 300 volunteers at the moment and, you are right, we should thank them for their voluntary work and the fact that they do give up their time and they go into custody suites to make sure that everything is as it should be. In terms of how we will go forward and try to recruit people, we will, in the usual way, try to ensure that there is some publicity and recruitment process around that. However, there are 300 volunteers at the moment going into custody suites. As I said, MOPAC officers train them, we support them, we fund them and we also have them feeding back into MOPAC in terms of the outcome of their visits.

Steve O'Connell AM (Chairman): When we visited we were also talking about the importance of a mix, of a gender mix particularly and also of a mix that would represent London. Is that something that you are conscious about when you are recruiting? Are you actively thinking around that?

Sophie Linden (Deputy Mayor for Police and Crime): We think about diversity with everything and that is around ICVs and all our engagement mechanisms. There are a number of different engagement mechanisms and it is something we would look at, yes.

Steve O'Connell AM (Chairman): OK. Last question really from me is probably back to Craig [Mackey] because I think the comments were your own comments that you would be very surprised if custody and detention ever dropped off the radar. It has always held around, or presently held around, an amber level. Do you want to elaborate on that, Craig [Mackey]?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You probably saw it at Brixton, although I do not know how busy it was the day you went in, the reality is when people arrive at a custody unit they are at their most vulnerable, potentially they are at their most dangerous and the most danger to them and themselves. The reality is that will always be a high-risk environment. That is why the work has gone on over the years around Closed Circuit Television around the standing Gold Group that sits around issues in custody, that is just to make sure those lessons get back out. The whole environment changes with everything from the use of synthetic drugs to different behaviours that people are seeing exhibited on the street. That is why I would be surprised if it ever disappeared off our risk register as an issue.

Steve O'Connell AM (Chairman): OK, thank you.

Keith Prince AM: I think you have pretty much covered it, but just around trying to get visitors who represent the community more. When we went to Brixton the other day, the visitor did not really look like the sort of bloke you would find in your custody suites. I just wonder whether you could be a bit more proactive by approaching local churches and youth centres to try to get a more representative section of the community as visitors.

Sophie Linden (Deputy Mayor for Police and Crime): Absolutely we can be more proactive in terms of that. However, it is important that everybody that is engaging with the MPS looks and feels more like the communities that they are serving. We will certainly look at that.

Keith Prince AM: Thank you.

Len Duvall AM: This is a question to the Deputy Commissioner. Is it because of the high-risk environment that you are still maintaining that you need a custody command rather than something different in terms of management issues? Is that the reason why you are not considering under borough mergers putting it back down and devolving it in some ways?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): At the moment we are not considering that. It is two things. I think there are a number of factors in that. You will remember prior to this the challenge we often had was consistency and policy adherence. Therefore, when you have a lot of small ones, with the best will in the world, sitting particularly in some of the areas where it is quieter and there is not the throughput, it is hard to maintain that level of professionalism and investment in terms of policy development. Therefore, the central command provides it as a policy run as a service and that appears to work well. We do not all like it. Some operational officers will say, "Yes, it works all right," others will say, "No, I do not like it." There is a real attachment sometimes, and I speak as someone who once did it, in terms of going to your own custody suite but the reality is sometimes it is far more convenient to go to the one that is literally a mile down the road.

Len Duvall AM: However, there is also an issue about training, is there not? Therefore, if we say every police officer should do a stint in the neighbourhoods, is there not a case that every police officer should try to do a

stint in the custody suites as part of their training to see what life is really like and the flow of it? Is that not one of the issues we are losing out on by actually the increased professionalism and the increased quality leadership that we are trying to achieve? I do not think there is one right answer; I do not want you to think that. However, is there not a case for our training that we really ought to put some people in there to see that?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It depends in terms of where you mean. For sergeants, I mean, I certainly came up through an era in the force I was in at the time where to move through promotion at all you had to have done 12 months as a custody sergeant. I have to say, it is an experience I often refer back to. It was not quite in Robert Peel's [Home Secretary at the time the Metropolitan Police Force was established in 1829] time but I do refer back to it in terms of that experience because it does give you a different perspective when you are the sergeant behind the desk and the decision is yours.

Len Duvall AM: Therefore, in terms of the reductions in suites that have taken place, I do think some of it has been done by stealth. Let me just give you an example of a problem that I have had locally. Bexley's custody suite has gone; it does not exist. I do not know what reason there was for it or why. Maybe it was because it was a cut that was going to be made or maybe it was a staffing issue. However, the impact of that both in Greenwich Borough Command Unit (BCU) as well Bexley police officers bringing in people and the time issues of bringing their people in and then going back out in the borough is a big issue. Therefore, while we are raising the professional standards in one area how do we avoid inefficient behaviour and/or problems in others? In that sense no one from Bexley came and helped out in Greenwich in terms of some of those issues, but why should they? The custody command is their issue, but there was no transfer of resources by the custody command to recognise there were extra pressures on that custody suite. What is the plan? Do they get mothballed in terms of that emergency capacity or are they going out? It is a relatively modern capacity that they have in Bexley.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Bexleyheath was one of the ones that was only averaging nine detainees per 24 hours.

Len Duvall AM: Therefore, that was the reason why. However, is that not because there are not a lot of police officers in Bexley? No disrespect. You can manage the issues. What we want to avoid here, let us be honest, is your officers being told, "No, we are not going to take that one in, even though a misdemeanour has been caused, because we are full," and we are only going to take whatever the serious category is of the day that we can manage. We have to avoid that, have we not?

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

Len Duvall AM: In terms of these numbers.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): If you look at the volumes going through custody, we do get full at various times of the day but not full as in there is no space at all. What it does with the central custody command, and through the control room as well, is therefore, when an officer has made an arrest effectively where we will end up is a virtual whiteboard that they can almost say, "That is number three. That one is going to Greenwich. Greenwich is then full, so-and-so is going to wherever," so we can do that when, in extremis, we get to it.

Len Duvall AM: But with these in extremis, is that because there would be riots? That is a case. However, what about the fight at the O.K. Corral (term used to refer to an infamous shootout between lawmen and outlaws in the American West in 1881 in Arizona Territory, United States) in two locations in Greenwich and

Bexley - it is lively in Bexleyheath; everyone thinks it is quite quiet - on a Friday or Saturday? I do not think your custody command can respond very quickly to reopen that custody suite for the 30-odd - because sometimes it could be up to 30-odd people - that you are going to try to take off the streets because a serious issue has happened. It might not be a death but you need to understand what has gone on. What is going to happen there? Are you going to end up taking them to Lewisham?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You may do, yes.

Len Duvall AM: You end up taking them --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You may have to take them further. Even before we did this that would sometimes happen.

Len Duvall AM: It would happen, I accept that, but when you have a custody suite in Bexley, in terms of those peaks and demands should we not be looking for the efficiencies around a more efficient working practice, a bit of a quicker respond to issues from our custody command to respond to pressures on the table? The last thing we want to do on a Friday or Saturday night is take out police resources and send them to all parts of the world. It does happen, I realise, in cases of murder - and I might accept - however, in cases where someone is not murdered but it is still a serious crime that has been committed and a large number of people being put in, why can we not respond that quickly?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Just to pick up on a point you made, it is not about the seriousness --

Len Duvall AM: What, are we going to let them go?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, no, sorry, I am not suggesting that at all.

Len Duvall AM: Yes, but are we going to let them go?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The only time it becomes an issue is volume. Murder; that is fairly straightforward because there is usually one, two or three people. Therefore, you make 30 arrests, one of the things that is going on in the background through the control room is finding the availability of space to do it. Even if you have Bexleyheath open, if you make 30 arrests, you do not have the room for them. Therefore, I think those high-volume --

Len Duvall AM: However, in this case we are not going to be using Bexley because it is closed.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, but I think those small-volume custody suites just really do not have a long-term future.

Len Duvall AM: OK.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): If you go back to where I started and you look at the model --

Len Duvall AM: Then we need to go back in terms of demand-led or not. Are we going to see in the future issues of people saying, where a crime has been committed, it might be that we are full, and all the rest of it, it is so serious that potentially it could be that we would normally take them in but because it is not -- I think all

crime is serious and I think you do as well. Therefore, if someone commits a crime are we going to be in a position where we are going to let them go because we do not have any room? It may be a low-level crime - what is low-level these days? - serious but low-level, on a Friday or Saturday and because we are full we are going to turn people away and let them get away.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No. However, if you look at those figures we started with, before we even started this debate, our custody numbers for a whole range of policy issues are going that way, they are going down. They are going to continue to go down and that is not --

Len Duvall AM: I could be cynical. I think they are going down because you do not have police officers out there arresting people.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, it is never as simple as one lever in any of these things. However, that is not a trend that has happened in the last six weeks or six months. If you look at those numbers, that has been happening since 2012 with a number of the national initiatives that have taken place around it. We are going to see a big change come: the change of the Bail Act. I cannot predict what that will look like yet but it is almost certainly going to mean custody numbers and times of day that arrests arrive are going to change.

Len Duvall AM: OK.

Steve O'Connell AM (Chairman): I think there has always been a debate around activities in town centres when an officer will make the call whether he makes an arrest because then he is off the street for a couple of hours or he effects a sanction that does not involve an arrest. Anyway, moving on, if we may --

Len Duvall AM: Sorry, Chairman, it does make the point about deterrence and about some of those serious crimes that are, and if the chances are "I am not going to be brought to book because of pressures on the service or because of other issues" then that word will get out.

Steve O'Connell AM (Chairman): It is not purely a custody issue; that has always been an issue that we have had to contend with.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): To reassure you, if it is a serious issue, if it is a serious crime, and a crime has been committed and there is someone there, they will get arrested and they will arrive at a custody unit in London and get processed. The challenge you describe and the scenario of someone seeing something take place in front of them, if you go back to what I briefed around the changes in the law as to what an officer can do, if they know that person, that person is not a danger, they have seen the crime, probably captured it on body-worn video, they can deal with it in another way other than making an arrest. The law requires them now to do that.

Steve O'Connell AM (Chairman): OK. I think we need to move on. We are aware that the MPS's arrangements for healthcare have been a matter of concern, and I know Assembly Member Caroline [Pidgeon] has been close to this for some time.

Caroline Pidgeon MBE AM: Yes, I want to pick up the issue of healthcare. Previously we have been told you were going to look to have 198 nurses across the custody suites in London, but, obviously, now you have changed that and you are looking at having 12 suites with 24/7 nursing cover. You have been piloting that at three custody suites. What are the early findings, Deputy Commissioner?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The early findings appear to be good from the feedback I am getting. At the moment we have 49 custody nurses; 12 appointed since October 2016, one more starting next week, four going through the process at the moment and a further eight coming through to get us up to the 64 by July [2017]. We are finding recruitment challenging.

Certainly, in the figures I have been given, there is a national nursing shortage and we are told 10,000 in London - that is the figure I have been quoted in terms of the shortage of nurses. However, against that we have employed a number and the pipeline appears to be holding up. Remember we discussed some of the packages around training, pay rates, etc, which we have addressed.

The proposal is that once implemented, and it was only implemented fairly recently this year, we would then roll it out to the other 12 suites, but the initial response from both officers and the Custody Nurse Practitioners is very positive.

Caroline Pidgeon MBE AM: Right, so it looks like you will roll it out as it is to the 12. However, it does leave some suites without nurse provision. Do you feel that is acceptable, not having that immediate care, given that the Forensic Medical Examiners (FME) can take some time to get to a suite?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): In an ideal world you would like to have the money and services to cover everything. If you are in a suite without that cover and it is an emergency you do exactly what we have always done and the person goes straight to hospital, because, at the end of the day, we are not an emergency medical care, we are providing a custodial arrangement. The FME cover is there and we have talked about how we have strengthened some of the FME cover. There are 87 FMEs at the moment with a variety of workloads. The simple reality is you will not get to 100-odd nurses to have that provision in every suite across it. You can only do what we are proposing at the moment.

Caroline Pidgeon MBE AM: Because of your budget or because of the agreement?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Well, it is both. You could probably just throw money at this, but the reality is if you have that shortage of nursing in London it is going to always be a challenge.

Caroline Pidgeon MBE AM: Can you explain to me why in this letter you sent to us it said, "Previous attempts to uplift the grading have been unsuccessful"? I did not understand that because, presumably, within the MPS you can decide on the grading.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, we can, but it is not a system you can just make work. It goes through a proper evaluation process. Therefore, it will absolutely come out at the grade that it is assessed against at that particular time. We go back quite rightly in terms of this to look at what the package could be and you will know in other parts, particularly with police staff, where we found that we cannot make a grade work we have also been able to pay market factor payments, and that is one of the options with this as well.

Caroline Pidgeon MBE AM: OK. Therefore, you will continue to look to see whether you can get it uplifted because some people are having to take a cut from the National Health Service (NHS), therefore, why would you come and work to custody?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You know, and we have discussed it before, there are similar challenges in the NHS with the provision of paramedics where different

roles across the NHS are graded at different levels and that is creating internal markets. We are very alive to that.

Caroline Pidgeon MBE AM: OK. Are you concerned at all about safety in the suites as a result of not having full nursing provision across all suites?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, I am not. Obviously it is a risk but it is an absolutely manageable risk if you look at the level of first aid training we give to people. To give you some reassurance, one of the pleasurable ways I spend an afternoon is presenting life-saving certificates. When you see that we have had people, officers and staff, working on members of the public for 20 to 30 minutes doing cardiopulmonary resuscitation (CPR), even when paramedics arrive, and they say would the officers continue doing it because it is good and people are living through it, I am comfortable that in the emergency, high-level medical care where we have to make a medically-based intervention we have the skills and people to do it. As I say, with custody, if there is any doubt - and I go back to my own experience as a Custody Sergeant - "You are going to hospital, you are not coming into my custody suite."

Caroline Pidgeon MBE AM: One of the things that was raised with us at Brixton, which was concerning, was about having to call lots of ambulances because they could not get FMEs out, and they were basically queuing out the back. I cannot remember what the number was, something like five or six queuing on Christmas Eve out the back. Given how stretched the ambulance service is, is this really right when actually it is perhaps because you are not able to fulfil your role in terms of the right healthcare level in custody?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): There is a whole wider system challenge in all of that that it would only be fair to have colleagues from the ambulance service sitting alongside me. Therefore, the ambulance service will talk about the internal demand created by different policies in different organisations. You will be aware we have discussed it before, and we may well come on to it, the vexed issue in policing of death following police contact, officers are understandably incredibly risk-averse and will refer that for medical cover. That puts a pressure on colleagues in the NHS who have a different threshold - I cannot say it is better or worse - of risk and acceptability of risk around some of those issues than we do. That is a much wider system challenge.

Caroline Pidgeon MBE AM: Perhaps I can come to the Deputy Mayor [for Policing and Crime]. How concerned are you about the inability to recruit some of the custody nurses, the safety across the suites as a whole, the cover that there is with FMEs and this issue that ambulances are being called out routinely and are queuing up at the back of police stations when we know how stretched the London Ambulance Service is across London?

Sophie Linden (Deputy Mayor for Police and Crime): When you say called out routinely and they are queuing up, I would have to look into that. In your wider question around how concerned I am, there is, as Craig [Mackey] said, risk here. We have to keep evaluating it and making sure there are the right structures in place but it is something we just have to keep an eye on at all times. Am I concerned? We just have to make sure that we are balancing the risk and making sure there is the right provision. Would it be preferable that we could recruit the nurses? Absolutely, and we need to work out what the best way of doing that is. If we should be further lobbying the Government in terms of the custody, the budget going to the NHS because there was, obviously, the decision in 2015 not to do that despite having gone quite far down the road of evaluating it.

However, there is also some confidence in there because in the terms of working up to what was thought to be the transfer that was coming through, the standards that were needed were being put into the custody suites thus they are meeting the Care Quality Commission standards of care and they are meeting the NHS

guidelines. However, as the Deputy Commissioner says, it is something that we have to always keep an eye on because there is risk and the police are dealing with vulnerable people and we have to make sure that they are properly protected.

Caroline Pidgeon MBE AM: Now, it sounds like the full complement of nurses will be in place by July; originally it was spring, therefore, that is a bit of a delay. Are you concerned about this inability to recruit? Are you also concerned about the wider geographical areas that the FMEs are being asked to cover, which means they cannot always get to a police station in a timely manner?

Sophie Linden (Deputy Mayor for Police and Crime): Again, it is a question of risk, is it not, and looking at the figures and the evidence in terms of where the most vulnerable are going and how they are being dealt with when they get to the custody suites. In terms of the FMEs, I have actually asked to see what the call-out times are and how long it does take and I have not yet got back those figures - how long it does take them to get to a custody suite once they have been called. Once I have seen those figures there is a judgment to be made about whether or not that is an acceptable wait and whether we need to look at this further.

Caroline Pidgeon MBE AM: I think we would probably be quite interested to see those figures as well once they are available and you have had time to look at them.

An outline business case was developed to determine future delivery options for custody. What conclusion did it make about the future of healthcare in police custody? Do either of you know?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Are you talking about the work that was done for the potential move across to the NHS?

Caroline Pidgeon MBE AM: This was a MOPAC decision from March 2016 that an outline business case was being prepared to determine the future delivery of healthcare. It was this co-commissioning model that had been talked about.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That is it. That work with the custody command is still ongoing. The March 2016 date, if you remember, the Deputy Mayor [for Policing and Crime] referred to a decision not to move the money to the NHS, which looked like the direction national policy -- I thought it was 2015, was it not?

Sophie Linden (Deputy Mayor for Police and Crime): Yes, it was 2015.

Caroline Pidgeon MBE AM: It says 2016 in my briefing. I think this is following it because you had a pause and I think then the previous Deputy Mayor [for Policing and Crime] decided that you would look at how you could work on this going forward.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I do not have that detail with me. I will get you that.

Sophie Linden (Deputy Mayor for Police and Crime): If it was March 2016 and there was a decision taken to look at this that will still be ongoing. It has certainly not come back to me in terms of the full business case.

Caroline Pidgeon MBE AM: Well, perhaps you could get back in writing. It did say, "The outline business case was due to report in spring 2016."

Sophie Linden (Deputy Mayor for Police and Crime): Oh, due to report. OK.

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

Caroline Pidgeon MBE AM: Well, let us look into that because that was a MOPAC decision. 2016/59 for reference.

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

Caroline Pidgeon MBE AM: It would be useful if we could understand where you are and what was happening in developing your commissioning model.

Sophie Linden (Deputy Mayor for Police and Crime): Yes, sure.

Caroline Pidgeon MBE AM: OK, thank you.

Steve O'Connell AM (Chairman): Right, we need to move on now, and it has been mentioned, around the issue of deaths in custody. It is clear this is, pleasingly, a rare event, but there are some issues around it, particularly round the definition of 48 hours after release. Assembly Member Keith [Prince], you had some questions around this.

Keith Prince AM: I do, yes. This first one is for the Deputy Commissioner. Very simple question: why do deaths in police custody still occur? What steps are the MPS taking to prevent them?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It might be helpful if I give some data to start the answer. If we will look back to 2014, 2015, 2016 and 2017. In 2014 there were nine deaths following release from custody, one female and eight males and there was one death in custody. Therefore, actually in the custody unit there was one death in 2014. In 2015 there were 13 deaths following release from police custody and no deaths in the custody unit. In 2016 there were 11 deaths following release from custody, one female and 10 males, and there was one death in a custody unit. In 2017, so far there has been one death following a release from custody.

It is hard to say what are the reasons why, but predominantly the deaths following release are suicides. Principally after being arrested for either domestic abuse offences, sexual offences or drink-driving/drug offences. Therefore, I know Members are probably aware, but what happens is when you are released from custody the custody officer has to make an assessment around your vulnerability and the risk you pose and they do that, but up to 48 hours after release from custody if you decide to take your own life or you die in any way, including one we had where an individual died of cancer, it gets recorded as a death in custody. Therefore, if we are talking a very purist, ie, it occurs in the custody unit, during those four years we are talking about two. In that time about 200,000 people a year come through the MPS's custody units.

Keith Prince AM: Just on the question of suicide, have we done a medical assessment of that person before release to maybe consider their state of mind?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. We look at people's state of mind and health, we look at the potential for diversion schemes and leaflets to access other services. There is a whole range of things that can and are done in relation to that. Tragically, for everyone involved, these things still occur.

Keith Prince AM: Is there anything more you think you could do or is there a trick you are missing?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is always hard. If you could do some form of mandatory referral that people must go to with high-risk offences, but sadly then you are making a judgment then about the type of offence rather than the type of person, which sometimes can be an oversimplification. Some of these things where people tragically take their own life or die are perhaps not the offences you would think that someone would feel so affected and impacted by. Probably the only way you could do it is putting individual support round every person who left a custody unit, which is quite a big ask.

Keith Prince AM: Thank you. That is very helpful. If I could ask the Deputy Mayor for Policing and Crime now. How is MOPAC using its commissioning powers to support detainees with mental illness and drug and alcohol issues in custody? Has there been an increase or a cut in funding to these programmes?

Sophie Linden (Deputy Mayor for Police and Crime): In terms of commissioning healthcare in custody, the way we support them is around the London Crime Prevention Fund (LCPF) and the local authorities. The LCPF protected the £72 million over the next four years. Local authorities commission into the custody suites around the drug intervention programme but we also commission £4.9 million worth of services for substance misuse services across London as part of the LCPF as well. That is how we use our commissioning powers.

There are other ways that you will know of that is not MOPAC money, but there is the liaison and diversion scheme, which is in every custody suite now across London, which is commissioned by the NHS. I think we do need to discuss how you pull some of this together to make sure it is more efficient and more joined up. That is something we are very interested in and will be looking at in the future.

Keith Prince AM: OK, but you are telling me the funding is protected at the moment?

Sophie Linden (Deputy Mayor for Police and Crime): The funding for the LCPF is protected. As you will know it is the local authorities who put in the bids for the allocations for that and they commission into the custody suites.

Keith Prince AM: OK, thank you. I think the Chairman touched on it about the 48 hours and obviously you did, Mr Mackey. Have we thought of approaching the Government and asking them to look again at this 48-hour issue? It does seem a bit unfair, does it not, that you cop the blame for someone that, as tragic as it is, they died of cancer, but I cannot see the link between them dying of cancer and you having put them in a cell 48 hours previously. Is there any way we can approach the Government or reassess so that if the death is natural causes, it is not linked to their custodial period and that that is not added to your figures?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I think there are two issues, if I may. There are the figures and then what actually happens in terms of what follows up behind it. Colleagues in the Independent Police Complaints Commission (IPCC) are good on these sorts of things so there is an assessment. For those sorts of examples they will say, "Tell us what happened," gather the data and almost certainly - and I am not prejudging one because it might be a live one - would probably not end up in any action. Where they are rightly concerned with those 48-hour releases is where there was signals or there where things that we missed. Provided those things are taken back in as learning to develop custody I think that is the right thing. Therefore, I would separate the gathering of the data from what happens afterwards.

Why do I think it is a good thing and where does it make progress? We have discussed here a number of times over the years the challenges around people being arrested for what we call Section 136 of the Mental Health Act and taken into a custody unit. You will remember, and I think it is one of the success stories for London and elsewhere with colleagues in the Mental Health Trust and the NHS, those detentions since 2013 are down

by 92%. Only seven people were taken to a custody unit last year for Section 136 of the Mental Health Act. If you think of the volumes we were doing before, that is a huge achievement by working together, getting to the root of the challenges and addressing them.

Keith Prince AM: Sure, but the figures have not changed though really, have they, substantially on deaths in custody?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Sorry, deaths --

Keith Prince AM: No, I get your point, but one would assume that if that was one of the main drivers, ergo if you have reduced it by X%, the numbers dying would reduce by that same number but it has not happened.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): There is a much wider issue about mental health provision across London and some of the support around that.

Keith Prince AM: Sure.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): However, in terms of gathering the data, there is a whole range of work that is going on with the changes that are taking place with the IPCC and whether that will encompass some of the reporting around this and some of the data. I think the hardest thing with this set of data - there is a technical term for it - is it is a really difficult set of data to have a public debate around because people just talk about deaths in custody and assume it means deaths in the prison. Deaths following police contact because someone has a heart attack out there and my CPR is not very good, I do not think they think that is one of the figures, but it is.

Keith Prince AM: I think that is the point.

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

Keith Prince AM: If we were able to filter out that which clearly has no connection to you having put them in custody for any period of time, we would then have a hard core of maybe five or six people a year that we really need to do some work on to see where we went wrong, surely?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. Well, if you look at this you have a hard core of two over a four-year period.

Keith Prince AM: Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Absolutely, right. Each and every loss of human life is tragic for everyone involved. It is tragic for the custody staff who saw them and released them from custody. I agree, you need clarity around the data and the figures.

Keith Prince AM: The question, therefore, is to both of you: are we lobbying Government? Are we doing something to get a better clarity?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is a constant theme we raise with the IPCC and the Home Office around how you collect and present this data.

Keith Prince AM: OK, thank you.

Steve O'Connell AM (Chairman): Before we move on to children in custody, Assembly Member Sian [Berry], did you have a question on this subject?

Sian Berry AM: Very quickly to go back to what Craig [Mackey] said about the number of people sectioned going down. Can we get some more detail of that? Can we make the request?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. I should say it is not sectioned, it is arrested. Remember, there is a power of arrest for someone on a street - that is called Section 136 of the Mental Health Act - that allows a police officer to take them to a place of safety rather than a police station. Therefore, the move has been away from a police station. Whether they are sectioned or not is a later part of the process.

Sian Berry AM: A later thing, yes. However, if we can get more details about the change and also whether it affects different groups differently that would be really interesting.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, if we have that data I will share it with you.

Sian Berry AM: Thanks.

Caroline Pidgeon MBE AM: Just a quick follow-up with the Deputy Mayor [for Policing and Crime], you said that no funding had been cut for commissioning drug and alcohol support work. Is that correct?

Sophie Linden (Deputy Mayor for Police and Crime): In terms of the LCPF, the £72 million has been protected. What I was saying is that because it is the LCPF and then it is the local authorities that commission into the custody suites I would have to go back and look at all their allocations as to whether they are all still commissioning what they previously commissioned around drug intervention programmes. Therefore, the overall figure has been protected and maintained but it flows down to the local authorities and they decide what to do with it.

Caroline Pidgeon MBE AM: Because we heard very clearly when we went to Brixton that drug and alcohol workers have been removed and they have looked into it and the source of the funding was MOPAC.

Sophie Linden (Deputy Mayor for Police and Crime): Well, I would have to double check that because in terms of the LCPF that funding has not been.

Caroline Pidgeon MBE AM: That would be rather worrying.

Sophie Linden (Deputy Mayor for Police and Crime): We can look into the Lambeth allocation and what they have bid for and let you know.

Caroline Pidgeon MBE AM: Thank you.

Steve O'Connell AM (Chairman): We are moving to some questions around children in custody and the numbers on our briefing are surprisingly high. Assembly Member Andrew [Dismore], you have some questions about this.

Andrew Dismore AM: Yes, and before that just a couple of questions on deaths in custody just to follow-up as well. Section 136 arrests and the 48 hours; were any of the 48-hour deaths related to a Section 136 arrest or were they all arrested for something else?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I would have to check that line by line. I do not have that.

Andrew Dismore AM: I think that would be quite important to know because, obviously, if somebody is arrested for a mental health issue and then they are released, I would have thought they would have been flagged up in a way that perhaps somebody who had been nicked for drink-driving would not have.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Absolutely, they are flagged up. The brief I have, but it will not cover every arrest, the predominant reasons are domestic abuse offences, sexual offences and drink- and drug-driving.

Andrew Dismore AM: Fair enough, but if somebody is arrested for a mental health issue then that, I would think, would be flagged. If somebody then took their life, I think that is a different scale of problem.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I can get you that data.

Andrew Dismore AM: A more general thing as well, one thing that struck me at Brixton were issues round the dignity of the detainees. For example, we had the suggestions that people had to wait a long time when they pressed the buzzer to get toilet paper and stuff like that, which I found quite concerning to make sure that the detainees -- well, it is basic human rights, respect and dignity. So far as you can have respect and dignity in a police cell, are respected.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have not heard that one.

Andrew Dismore AM: Yes, that was a particular example.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, more than happy to take that away and look at it.

Andrew Dismore AM: However, the other examples are along those lines.

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

Andrew Dismore AM: Can I go on to children in custody, I have got some numbers which I'll go through in a minute. Can I just get the basics right first? We were told at Brixton that there were two reasons why children were in custody. One is because they are under investigation. The second is post-charge that they should be remanded to the local authority but there is nowhere to remand them to?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, that is right. That should be right.

Andrew Dismore AM: Yes? So we have now got these figures. I got the impression that there is no way of distinguishing in the figures between whether a child is held under investigation and whether a child is held waiting transfer to a local authority. So if we look, for example, at primary school age children, under 12, that is 11 and below. We have got 47 over four hours, 24 over eight hours, 10 overnight and four over a weekend. There may be some duplications of the same people. When we go up to teenagers, the numbers are much bigger when you get to the 15 and 16 year olds. 12 year old it is 163 over four hours, 133 over eight hours, 77 overnight and 16 over a weekend. Now, is there any way of knowing whether that is because they are under investigation or whether it is because there is nowhere to put them in the local authority?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have got some data at a force level which may help in terms of that.

Andrew Dismore AM: Yes?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The data for 2015/16 - so a year - 8,133 juveniles held more than four hours, 1,357 post-charge, that is the ones where they are charged and either accommodation is not available or it as you know. I think was highlighted to you on the Brixton visit, increasingly we are being offered places like Durham and Bristol for overnight accommodation --

Andrew Dismore AM: I will come onto that in a minute.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): OK sorry. 6,776 pre-charge, which includes approximately 780 who are wanted on warrant, breach of bail, etc.

Andrew Dismore AM: That is the 15 and 16 year olds?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That is juveniles, yes.

Andrew Dismore AM: 15 and 16 year olds?

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

Andrew Dismore AM: Right. So when they get a bit older we are going to have a different issue. I am more concerned about the younger kids - well 14, so intermediate, I suppose, 13, 12, 11 down to eight. How many of those are held under investigation as opposed to because there is nowhere to put them in the council.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. I have not got it broken down in those crime figures. Just to be clear, you are talking about children as young as eight in a custody unit?

Andrew Dismore AM: Well, I do not know, all I have got is under 12. Criminal responsibility is --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Right. There is a criminal age of responsibility too. So there is a lower limit in terms of you cannot commit a crime. There is a challenge sometimes as you are well aware about proving age. However, there is a criminal age of responsibility in terms of crime and it is not as low as eight.

Andrew Dismore AM: Well, I am particularly concerned about the 12, 11 and maybe 13 year olds. Are those figures available?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I assume they are, you have got some I have not got.

Andrew Dismore AM: Well what we have got is a generic number so it would be very useful to know. We were told there were only 15 secure facilities throughout the country and none in London.

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

Andrew Dismore AM: That is right, is it?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, that is certainly the brief I have got.

Andrew Dismore AM: Yes and only 1% of local authority provide secure and insecure accommodation.

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

Andrew Dismore AM: That is right as well, is it?

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

Andrew Dismore AM: So, I suppose the next question is probably for Sophie. What are we doing to try to get local authorities to live up to their responsibilities about children in custody?

Sophie Linden (Deputy Mayor for Police and Crime): We are working with and having a discussion with local authorities, the YJB [Youth Justice Board], Children Safeguarding Board about how we actually ensure that there is the accommodation available if it is absolutely needed. The other part of the conversation between all the statutory authorities, local authorities, YJB and the Police is how you actually try to prevent children going into custody in the first place.

Andrew Dismore AM: Of course, yes.

Sophie Linden (Deputy Mayor for Police and Crime): I think they go together because you have got to have the accommodation because there will be some occasions when you do need secure accommodation. Where there have been problems and children are being picked up, how do you try and divert them away from custody. That is also a way of dealing with the demand.

Andrew Dismore AM: Yes. We will talk about that in a minute. I am just trying to deal with this particular issue. It could be, for example, there are just not enough kids in any one particular local authority of a young age. In which case, you would have to look at local authorities combining or maybe the Mayor providing accommodation as a local authority itself, I do not know whether that is an option. Realistically, there is a cost element to this and is that part of the problem with local authority cuts or has it always been like that Craig?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It has always been a challenge both in and outside London in fairness to colleagues in the other part of the country. You will remember in the recent HMIC Inspection [HM Inspectorate of Constabulary], HMIC highlighted this point both as a local and national issue about that accommodation. I am quite comfortable that the work now is being done and driven at a level with Martin Hewitt [Assistant Commissioner, MPS] leading the work around the response to the HMIC plan. Working with the YJB and the Child Safety Board and a number of other people to say how do we move forward on this. I do not get the sense it is a particularly simple issue to solve for all the reasons you highlighted. Volumes, sporadic nature of usage of it, but I think the shortage of accommodation within the London area is a real challenge for us.

Andrew Dismore AM: If we go to the juveniles you have got just over 1,300 who are held post-charge just over four hours. Again how many of those are held over a weekend or longer? I mean, four hours is about enough, but if we are looking at much longer periods - what is the longest anyone has ever been held for?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Well we have had an excess of 30 hours in the last four years. So if I give you some other data of those 1,357 post-charge 1, 074 detained overnight. Of which about 100 required secure accommodation but only 10 offers have ever been made. So about one in 10 we actually get somewhere but the places are outside London.

Andrew Dismore AM: Yes --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The most common one at the moment being offered is Bristol and Durham.

Andrew Dismore AM: So that is the 1%?

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

Andrew Dismore AM: Bristol and Durham is a long way for parents to go and visit.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is not ideal.

Andrew Dismore AM: Yes. So coming back to the point you were raising Sophie [Linden] about trying to avoid this happening in the first place. Presuming that is a general problem about trying to avoid kids getting into trouble, is there other work as well?

Sophie Linden (Deputy Mayor for Police and Crime): There is, obviously, the long-term prevention in trying to stop young people getting into trouble. Actually it is also about when a young person is in trouble, do you need to bring them into custody or not at that point. It is clearly completely unacceptable and inappropriate for young people especially if they are down to the ages of 12, 11 or 10 to be held in custody for any lengthy period of time. There are two issues about the volume and London is an outlier in terms of the number of young people that coming through custody and then the lack of local authority accommodation there. We are working at the moment to work out what the real problems are and how that can be unlocked. There will always be some need for some secure accommodation for young people. And it is completely inappropriate for them having to and probably aren't going down to Durham or Bristol and that is probably why you are getting young people in custody for lengthy periods of time.

Andrew Dismore AM: So how long is it going to take to bring this work to fruition?

Sophie Linden (Deputy Mayor for Police and Crime): It think it is complicated, it is going to be difficult. We are working on it at the moment and working with local authorities, the YJB and other Children Safeguarding Boards are part of the part of the local authority and ourselves and the police. As Craig [Mackey QPM]said, it is part of the HMIC, the police were heavily criticised from the HMIC Report on this. We have a steering group around that to really try for progress as quickly as possible. Can I answer today when secure accommodation will be available in London? I cannot because I do not know what the complexities are or what the barriers are to that happening.

Andrew Dismore AM: So what do you think the solution looks like? Is it a joint custody arrangement for all London Boroughs?

Sophie Linden (Deputy Mayor for Police and Crime): It could be. If the issue is lack of volume from local authorities and that is why they are not able to provide it, that could be a solution in terms of trying to join that up, and it is certainly something that we will help them do.

Andrew Dismore AM: So if we have got 100 juveniles in a year who need secure detention, if that is just average across the Boroughs that is only three a year. So it could be an expensive facility to provide for a small number.

Sophie Linden (Deputy Mayor for Police and Crime): It could be absolutely. Yes. We are looking at that, if that is what we need to do and how we support local authorities in doing that.

Steve O'Connell AM (Chairman): OK. If we are spending time on that important subject no doubt, the Committee will return to custody in due course. Now moving onto another very live and important subject which is that of borough merges. We have a set of questions around that.

Len Duvall AM: Have we got the figure of the savings that we are going to make through borough merges? What is the figure that you think you can share with us?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I think it depends on the decision on where we end up in pure numbers. So in ball park --

Len Duvall AM: Let's take it that it's going to happen.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, no sorry - so the consultation at the moment which the Deputy Mayor [for Policing and Crime] and Martin Hewitt [Assistant Commissioner, MPS] are heavily involved in, is what is the end number in terms of it because that will slightly affect the savings you get from it. So I am making this up - six, 10, 12, 14, 16, so I know the Deputy Mayor [for Policing and Crime] will make the point, this is genuine consultation and listening to views about where we end up on that model. But in its ball park figure it is in the 20 to 30 million pounds of savings you can generate from the moves around boroughs.

Len Duvall AM: Is that over a period of time?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. Depending how quick you roll it out and some of the other bits that need to go behind it. So all of our savings are predicated on rolling out to 2021 against our savings plan. So during that period you do that, you do some work around a new information system for policing which is, basically, a new CRIS, CRIMINT and all of those systems. All of those taken together when you look at it deliver you quite substantial savings over this financial cycle.

Len Duvall AM: I am going to ask the Deputy Mayor [for Policing and Crime] some questions later on but in terms of what the core establishment of a - if we call that a borough merger on an area. Of the sub-area, the borough, in terms of that, what is the core establishment? What is bottom line should that - what is the thinking of the police that they should not fall below? So if I am in Richmond, what are the numbers I am going to get there? Is it going to be transparent? And how can I compare that to Greenwich or what Greenwich has got? How does it work? What is the new Resource Allocation Formula based on borough mergers?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That work is actually being done as part of this work at the moment in terms of that. The Deputy Mayor has given a very clear brief to us that it will be transparent and we will publish data monthly, I think is the agreement. That is in terms of how many are actually there, what is on a particular Borough, a footprint, whatever we want to call it, a geographic area in terms of the resources around it and also the abstractions. So that is all clear in terms of what we have got. To answer your question it is the vexed question about what is your end number on what is the overall

size of the MPS three to five years out. If you put that figure in, crank the handle and the numbers come out below it.

Len Duvall AM: Clearly, if we get an adverse --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Funding formula –

Len Duvall AM: -- result from the central Government in terms of the policing formula does that cause us to re-think borough mergers? Or is that a cause that --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, everything is open to re-think. What is not open is a do nothing option because the reality is, the money is going down. So you have got to do a range of things. So say well, I do not want to do any of this, it is all too difficult is the least sensible of all the options. The reality is we have got to do a number of these as we go forward. So if we get an adverse funding formula then the end figure on what size the MPS is could be far more challenging. We spend as you well know 75 pence in the pound is people. If you make big cuts to the size of the pot, it has to affect people.

Len Duvall AM: Of course. Borough mergers, continuing on the same way, it is a new way of working as well, is it not?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is a new way of working, it is a new way of delivering services in terms of what we do. You remember one of the big parts of this is the work around moving the protecting vulnerable people. Predominately it has been centralised resource, moving that more to local [resources]. It is about addressing some of those anomalies over cross-border deployments. One of the huge strengths of borough policing was that very, very strong sense of identity and ownership. One of the weaknesses or challenges is you ended up with some perverse decisions around roads and in some cases housing estates. For example, where the borough boundary went through the middle and you sent one resource one way and one resource the other. There has to be a more sensible way of doing that. That is how we do that with this model.

Len Duvall AM: What is the thinking then to challenge? Because the MPS is a large organisation that is just a bolt-on and it is just continuing on the same. What is the initial thinking, because you have the pilots going on, presuming you have got some experience of that or around that. What is the plan if you proceed with full mergers?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Well the early experience of the pilot as always tells you you need to do far more work in communication and business change. Far more work in that space. There is an old adage about you have got to communicate things seven or eight times before people hear, understand and internalise them. We have to do more work supporting people in the business change. This is not simple. There are almost two approaches to this. You can do this as what I would call an organisation design type of thing, and move things around on a map and on an organisational chart. That is relatively easy and straight forward. However, if you want to affect the business change where the long-term benefits are, including all the work we have spoken about before around things like my investigation, a different approach to investigation you have got to put the business change in time around it. That is all the work that Martin [Hewitt] and Mark Simmons [Deputy Assistant Commissioner, MPS] and others are working on at the moment so that we have a realistic plan depending on the outcome of the consultation to say "Right finish the consultation, the answer is 'X'." It will now take you - I will make it up - 14,16, 12, nine months to move from where we are in the following order of the following parts of the organisation.

Len Duvall AM: OK, let us continue. What are the practical changes for frontline officers under these basic command units model? In particular, if you could tell us about those changes but also one of the concerns that has arose from the bridging that we have got from Mark Simmons is about how the model ties into local priority setting. So how do the mergers work with local priorities, priorities that sit together as well?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): So we have discussed before that when the model is fully rolled out the idea will be that Emergency Response and Patrol Team Officers - the ERBT as we call them will carry a case load. I know Mark [Simmons] talked through some of the modelling around the caseloads in terms of the work they would carry and in terms of doing the work around it. So for them they move slowly but surely from a 'arrive, deal with the incident' to 'arrive, deal with the incident and investigate the incident' in specific circumstances. Where you get the issue around local priorities and if I understand the way I have heard the concern - so if I have heard it wrong, please correct me - is "as an officer working in Camden as I patrol my area and cross into Islington, how do I know the local priorities there are different in that bit of Islington to the bit of Camden I usually work?" Some of that is about the work that is actually done by the Dedicated Ward Officers. So there is not the movement in that at all. The focus around the working going on in Dedicated Ward and Patrol - I will be briefed as a patrolling Officer on the Borough priorities. So I will know the priorities for that Borough, that bit of the Borough and for the MPS. This is part of the debate that's going on in the visits at the moment about how many of those local priorities there are.

Len Duvall AM: If I am from one borough, going into another borough where there is a different process - because we do have that - for domestic violence and about some of those issues how is that going to be dealt with in the cross-border incidences of a response team?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Part of the work around this is to standardise those processes. So part of the work for Camden/Islington is to say there is not a difference. By having the Community Safety Unit of the MPS and the Protecting Vulnerable People (PVP) thing actually at that level it means that you are reporting into one place in terms of standardising those processes. Even on the new borough model, you are always going to have boundaries. There will be boundaries between a new thing and something else. In the same way as any of you who are in the outer London boroughs will know there are boundaries with the county forces around London. So those issues are quite normal and we are quite used to dealing with those. Part of the work that is going on with the pilots is about, so if you have Camden as a good example, which is the best process. Which one works best? That is the one we use.

Len Duvall AM: OK, Chairman, we might wish to follow up in writing about some of the other groupings that are going to form these basic commands as well. Following our briefing and maybe some further questions from others.

Andrew Dismore AM: Taking up your point about Camden and Islington first and looking for the best practice from the police side. Local authority will have different practices as well between Camden and Islington or indeed anywhere else. Are you pressurising local authorities to harmonise their processes?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I do not think we can. Some good examples of what we are doing are looking at if you can rationalise any of the landscape. So some of the work we are doing around vulnerability and the response to the HMIC report is talking about how can we ensure that if you report and make it missing or vulnerable people that way in that borough, is there a way of doing the same in Borough X or Y. We cannot say to people 'you adopt this process or we do not do it'.

Andrew Dismore AM: That is a stark way of putting it but there are ways of 'encouraging' people to change.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Absolutely. I think if you look at the experience that we've had already with the pathfinders particularly with colleagues in the Local Authority there is a real willingness of people to say if there is a better way of doing it... I have worked in the public sector for over 30 years. I have never found people to say, 'no I am just sticking with mine, forget it'. So when there are good ideas people will adopt them and do them.

Andrew Dismore AM: OK, then supposing the Leader of a Borough says 'frankly, this is not working' - I am not saying that has happened. They have the right of saying, 'OK well, this is not working, let us go back'.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): If we have moved completely, the honest answer will probably be no. Because you are back into that difficult place of choices are you not?

Andrew Dismore AM: Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We can say of course you can go back; there is no consequence with that at all.

Andrew Dismore AM: Well, there will be consequences, yes of course.

Sophie Linden (Deputy Mayor for Police and Crime): That is why we are testing it and that is why we have the pathfinders. Actually one of absolute success criteria's 'is the partnership working, maintained and is it working' and that is absolutely crucial. That is what really has been one of the main things that has been tested in pathfinders.

Andrew Dismore AM: Yes.

Sophie Linden (Deputy Mayor for Police and Crime): Actually, your question, if it is not working is it a really damaging partnership working, would you go forward. No, you would not go forward, you would try to learn the lessons and work out how you fix it. That is why we are doing the pathfinders. If at the end of this there are some problems we have to work through it but that is why we are having the pathfinders. It is absolutely crucial to any police restructure - which this is, a police restructure - does not affect that partnership working around vulnerable people. The start of the discussion started with questions about savings. Important though they are, the savings, and we absolutely have to get savings up, it is not just about savings. It is also about improving that service around vulnerable people.

Andrew Dismore AM: So let us just look at the pathfinder of Barnet/Camden and Keith [Prince AM] got a similar one over his way. If one of the Borough Leaders in the pathfinders said 'I do not think this is working', what happens then?

Sophie Linden (Deputy Mayor for Police and Crime): So the Government structure of the pathfinders are that both of the pathfinders have a governance board. The Leader and the Chief Executives of the Local Authority are on that. If there is a real serious concern from the Leader and the Chief Executive that there is a problem with protecting vulnerable people we would have to really think again about what that means. It is clear we cannot put that at jeopardy or at risk.

Andrew Dismore AM: So just in the context of protecting vulnerable people, not in the overall context of the --

Sophie Linden (Deputy Mayor for Police and Crime): We would have to have a look at what they were saying, 'look this really is not working' what the reasons were. That is why we have got a Pathfinder and that is why we have committed to that Pathfinder and making it very open about where it is going.

Andrew Dismore AM: So supposing, for example, and I am going to come to this in a minute in a potential future merger. Supposing, for example, one Borough Leader felt they were not getting a fair crack of the whip of response, for example and they're all getting diverted into the other borough. What about that?

Sophie Linden (Deputy Mayor for Police and Crime): So as the Deputy Commissioner said there will be a monthly account. Part of the commitment is around transparency about where the officers are. If there is a borough that thinks they are not getting, as you say, 'a fair crack at the whip' you would have to look at that and see what the reasons were. If there was a serious emergency in the neighbouring borough it would be very difficult to argue against some of the resources following need. There is going to have to be a discussion if there is a real serious concern about what that is and what the reasons are for that and then a decision will be made about whether you go forward.

Andrew Dismore AM: Obviously, if it is an emergency that is different and that would happen anyway, merger or no merger.

Sophie Linden (Deputy Mayor for Police and Crime): Yes. The difference is now, merger or no merger you would not be able to see where the resources were because there is not transparency and accountability of that. There will be going forward.

Andrew Dismore AM: So going on to looking at this, Barnet/Harrow/Brent. Barnet and Harrow, they could work well together, I think. The real issue is Brent which is effectively an inner London borough although technically, for some reason, it is partly designated an outer London borough, for other things it is an inner London. However, de-facto, I think, people recognise Brent as an Inner London borough. The concern here is that you have a pathfinder which is all about London which is key. So you have a pathfinder which is on inner London which is mine. Where are we going with a merger which is trying to put together outer London and inner London Boroughs and the perceived risk which is what everybody keeps on concerning about is an inner London Borough sucking things in from outer London.

Sophie Linden (Deputy Mayor for Police and Crime): I do not see that the pathfinders as they stand at the moment do not test that issue actually. If you take Redbridge, Havering and Barking and Dagenham they also had similar concerns when we were setting up the pathfinder and they are looking to have that tested. One of the things that Havering has raised is that they worry it could all go to Barking and Dagenham. It is not whether you have inner or outer London boroughs; all the boroughs have concerns.

Steve O'Connell AM (Chairman): If you unpick it too much, we could talk about all the groupings and we would have some issues. Before we do so, however, which we are not going to, can I welcome Culloden Primary School from Tower Hamlets. Hi guys thanks for coming along, hey good to see you all.

Sian Berry AM: I will just speak quickly on assessing the success of the pilots. To what extent are you going to be involving the public in that and the neighbourhood? I understand that there is a governance board, are they going to be tasked with finding out what the public views are and how it is working?

Sophie Linden (Deputy Mayor for Police and Crime): In terms of assessing the pathfinders it is mostly around looking at the crime figures, looking at response figures, looking at how partnership is working. We can look at whether you can and what public engagement there might be around it. If the pathfinders work properly what the public should be feeling is an improvement in service. I also do not think that if you are a

member of the public and you phone 999 you are particularly concerned about which borough or which police station that officer has come from, you just want the police to be there as possible and able to deal with whatever emergency you are in.

Steve O'Connell AM (Chairman): I think we would agree in principle but there is a whole issue about this consultation. We had the Safer Neighbour Boards (SNB) come along to speak to us the other week, excellent group. They were really concerned that the Boards and ward panels and the communities as a whole were not being engaged within this process. Particularly, around the shorter time scales because if you are going out there to the boroughs and you are talking to the Borough Leaders and Borough Commanders and Chief Executives in that one meeting. Then you are saying 'we need some specific local priorities from you' and you have two or three weeks to come back. There seems to be a whole gap here around the engagement with those communities. How do you -- or are you saying that does not really matter as long as as a community know they are going to be looked after by the police then you do not have to really ask them?

Sophie Linden (Deputy Mayor for Police and Crime): The SNBs have been engaged with through this process. We will continue to engage with them. I went to their meeting in October [2016] and so did Assistant Commissioner Martin Hewitt. We set out what was happening and set out some of the proposals around this. So they have been engaged with and I am going around - not all the SNBs but we have had some public meetings and we will continue to have them and I am going out to some of them. However, we are and we will re-engage with them in terms of the borough proposals. That is on a longer time table than this setting of local priorities and we will do that. It is not that they have not been engaged with, they have.

Steve O'Connell AM (Chairman): So you are saying there are two parts to this? There is engagement around the borough mergers and engagement around the local priorities, which is a kind of separate piece?

Sophie Linden (Deputy Mayor for Police and Crime): There are two issues here; there are the borough mergers and there is the local priority setting. In terms of what is happening at the moment, myself and Martin Hewitt and Mark Simmons are going around to all the boroughs. We are speaking to the Borough Leaders and the Borough Chief Executive and sometimes the lead member. Dependent on who they want in the meeting, they will be there. Discussing with them both of those things, they are different time tables. The borough merger proposals are on a longer timetable probably until June [2017]. The local priority setting is part of the Police and Crime Plan. That local priority setting, in terms of the discussions that we are having at local level, one of the major things is that it is fitting into the borough's own strategic assessments. These are part of their process and their consultation process with their own community safety partnerships including the SNB chairs in that. So it is part of that.

Steve O'Connell AM (Chairman): I do not want to conflate the two, because [with regard to] the boroughs' own strategic plans, you would hope and expect the boroughs themselves would consult the community when they are drafting.

Sophie Linden (Deputy Mayor for Police and Crime): We are asking them that and making sure that the local priority setting is not coming in left field, and then they have got the strategic assessments. That is the reason for the discussions, to talk to them about how does the performance framework as a whole for the Police and Crime Plan fit into the local strategic assessments. In particular, as we have discussed before the two or three local volume crimes and how they will prioritise them.

Steve O'Connell AM (Chairman): OK, just for the record, when the Boards came to speak to us they did show some disappointment about the fact that they had not been negotiated with. You are happy with that piece. While I am on a roll, ward panels' priorities start getting very inflated and complex now. It always was an issue when we had a ward panel. You had the officer going alongside you, going along the ward panel sets

its three promises or priorities. That local [Police] Officer team will go away and work on those. Always historically those three priorities and promises, sometimes were contrary to what the Borough Commander was being told what to do. That was always an issue but a good team managed to work around that. So if you can try to simplify this once again for borough A, priorities that you have gone out to ask those boroughs to set is local priorities. How would they figure and fit in within the ward panels, which I assume you are still supporting within the Plan. Just briefly, Craig [Mackey] you might like to mention what sort of messages are going down to the skippers [Borough Commanders] around the ward panels?

Sophie Linden (Deputy Mayor for Police and Crime): You are right and the ward panels will continue and there will be that local priority setting. So there are three elements, there are the ward priorities and the way that are being set and they will continue to be set and discussed with the dedicated Ward Officers at ward panels. There are the borough priorities and then there are the London wide priorities. That is the sort of assessment. In terms of the Police and Crime Plan we are talking about the borough wide local priorities. There will always be and there will continue to be, as you have said, sometimes a local ward [priority] may not fit into the borough priorities. That is the case now and that will continue to be the case. We will expect the dedicated Ward Officers to be able to deal with that. Also to do that local problem solving and that is an important element of this. This is about local problem solving so ensure where there are ward priorities. That at a much more local level that that problem solving takes place.

Steve O'Connell AM (Chairman): OK.

Sian Berry AM: Can we just go back to what you were saying Deputy Mayor [for Policing and Crime] about people not being particularly engaged with this reorganisation. I think there is a conflict here between what you are doing at ward level which is very good and people will see improvements there where they are getting new dedicated ward officers. However, they are at this this level where people do have an awareness that their police is organised at a borough level, that they have a Borough Commander who appears in the local press. In a way, by making these new units which you are already calling BCU [Borough Command Units] which I think is a very remote sounding name. You are making the organisational side of things, the accountability there more remote. I am just wondering how you are going to square that.

Sophie Linden (Deputy Mayor for Police and Crime): So am not saying the local community is not engaged with its local police. I certainly know that the Borough Commander in the local community is an important public figure. That will continue under this new arrangement, the Borough Commander will continue to be an important public figure for local boroughs. There will also continue to be, as I said before, the ward panels and the SNBs as a form of engagement. So what is going to be different is that some of the policing structures that lie behind it will be merged and will be different. I think the main thing that the public will find about that - and that is what the pathfinders are testing - is that the service has been improved in that area.

Tony Arbour AM: I wonder if I could please ask a process question. These meetings that you have had with Chief Executives and Leaders, have they been initiated by MOPAC or were they initiated by the boroughs?

Sophie Linden (Deputy Mayor for Policing and Crime): No, they've been initiated by MOPAC.

Tony Arbour AM: Okay, could you explain why borough Members have not been invited to these meetings? Or even notified of these meetings?

Sophie Linden (Deputy Mayor for Policing and Crime): What the borough Councillors? Because we are -

Tony Arbour AM: No, no, [constituency] Assembly Members of the Greater London Authority (GLA).

Sophie Linden (Deputy Mayor for Policing and Crime): You should have been, borough Members, and the Assembly Members of the GLA should have been notified of these meetings because, part of the process has been that the Assembly Members are notified as well as the local Members of Parliament.

Tony Arbour AM: Is there a difference between notification and invitation?

Sophie Linden (Deputy Mayor for Policing and Crime): We have - yes, there is a difference but if you wished in terms of the meetings, when they are set up we have been letting Assembly Members know that they have been set up. If Assembly Members want to come along, they are very welcome. As indeed, Steve [O'Connell AM] has been and Andrew [Dismore AM] has been as well.

Tony Arbour AM: I have been to the Barnet one, I do not know about Camden.

Sophie Linden (Deputy Mayor for Policing and Crime): We have not met Camden yet.

Tony Arbour AM: So I - one of my boroughs has not notified me for example.

Sophie Linden (Deputy Mayor for Policing and Crime): Which borough are you sorry?

Tony Arbour AM: Hounslow.

Sophie Linden (Deputy Mayor for Policing and Crime): Yes, I have met Hounslow.

Tony Arbour AM: I think it is fair to say this has not been from the communication point of view a resounding success as far as Members of the Committee [are concerned].

Sophie Linden (Deputy Mayor for Policing and Crime): I will go back and double-check, but the process that we have put in place is that you will have - you should have all received notification of when these meetings are taking place. If that has not happened, I do apologise because it is certainly something that should have happened.

Tony Arbour AM: I am not sure it has.

Sophie Linden (Deputy Mayor for Policing and Crime): Well I can check that.

Florence Eshalomi AM: Just on the management and strategic overview of the new BCUs, where you are taking some of the really big boroughs, for example I am thinking about Lambeth and Southwark; we always seem to be in the top three, in terms of whether it is knife crime, gun crime, gang matrix. So [they are] major key priorities across those two Boroughs. I suppose one of my concerns is in terms of bringing that together and I think everyone does recognise the need for changes within the MPS and the need for changes in terms of diminishing budgets. I suppose my concern around that is I have been a councillor since 2006 and I think during that time I have probably worked with about seven Borough Commanders. So, in essence if we are then thinking of bringing some of these really big problems and issues in some of those bigger boroughs together, are we going to see maybe a longer term for some of those Borough Commanders? Because I think the concern from the community would be that if we now bring two challenging boroughs together, again examples in East London and you only have a Borough Commander there for two or three years, how are we actually going to pin down and see real community change by them and changes in some of those key issues?

Sophie Linden (Deputy Mayor for Policing and Crime): I think you have absolutely a fair point and that is something that actually there is a commitment from the MPS in terms of I think it is a minimum of three is it not that you are looking at now?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, it is. So, and I think this is where it is difficult looking at one segment in itself in terms of change. So this has to be seen in the light of what is also going on what I would probably call workforce reform and change. So people's career expectations and career working lives are changing in policing, just the same as they are changing in the rest of the public sector. What has traditionally happened, particularly in an organisation that develops its talent or selects its talent by drawing people through, is people hit some of those key jobs at a point in their life and career cycle where they are capped. They going to retire and leave. You have seen some of that and you have also seen the Borough Commanders of course. They are the future people who come to replace people like me. So they have to come through a system. So there has obviously been a change in the pension length and the service length for officers. There is also a whole range of other changes going around workforce that will mean people will predominantly stay in roles for a longer period of time. Now one of the bits that I am quite passionate about, we also have to continue changing the work nationally on reward structures, because you look at the person who is going to run your two existing boroughs, these are big roles and big jobs with high expectations of those people. So part of the work I am doing nationally with Francis Hapgood [Deputy Chief Constable, Thames Valley Police] and others, particularly for Thames Valley is to say, "How do we get a reward and recognition strategy in place for policing that does not just rely on you getting the next promotion?"

Florence Eshalomi AM: Yes, point taken.

Steve O'Connell AM (Chairman): Well I think, just adding to that comment, because with the removal of the Commander grade, there will probably be an expectation and a fact that those men and women who are chosen for these ten-twelve groupings will stay in grade practically for a longer time.

Florence Eshalomi AM: Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Because the leap from that grade goes up to Deputy Assistant Commissioner (DAC).

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

Steve O'Connell AM (Chairman): So, naturally speaking there is a whole promotion line -

Florence Eshalomi AM: On that - and my understanding is that the current timeframe is three years anyway, so -

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

Len Duvall AM: Sorry can I just seek clarification on this, I thought it was quite an interesting answer you gave there, but in practice can that really be guaranteed? Because I have asked these questions privately and I have come back and had no success at all of getting any commitment from that, or the mentioning that people are going to be in longer post. And, no, the gap is not - if you go outside London - or if we go back to traditional practice - that gap is not so vast as it is within the MPS. It is only in the MPS that the gap is quite large in that sense around Superintendents, Chief Superintendents jumping up through the ranks. So in that sense are you saying that you are exploring the tenure issue of these key posts? Because I do not think it is just the Chief Superintendent, it is the Superintendents that need to be in place, or those that have been allocated to the boroughs. So with the area, to give confidence about those partnership arrangements and the

understanding. Now it is no good giving three years and then we find out they are part-time because they are having to do their studies to go on to bridge the gap where it is. I mean it really is about being less provider-driven. I am supportive of individuals going on in the organisation and a career progression, but not at the expense of the public.

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

Len Duvall AM: And at the expense of effective policing delivery at these area levels and at borough levels. So what is your thinking about those posts? Maybe I have not got it right. Maybe there is a case to look at other posts within the organisation and you are going to come back and say, "No Len, you have it wrong, it is the ones below you we need there for continuity." But what is the thinking then of the Superintendents as well? There are four Superintendents we are told --

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

Len Duvall AM: -- That are going to be under that. Presumably that is not going to change either way. But of those where we have two or three of those, depending on the size of the areas that we are considering, will have responsibility for their location as well as a professional responsibility.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): So we are running the selection at the moment of the - I agree with you about the phrase - whatever we are going to call ... But the basic Command Unit Commander. We are running that at the moment. The clear expectation is, is a three-year tenure in that post. So there are some levers we can pull ourselves, the MPS, there are others we cannot. Because if it is about national pay and rewards and conditions we have to lobby, suggest, submit and we have been doing that for the last two or three years.

Len Duvall AM: One of the other issues in the boroughs that have come up in the past, is, "Are you able, it is your choice of who you place in these area commands, but are you able to give them a choice of two individuals that meet the specification for that area command as you see it and say, "Right over to you. Do you like these people, which one of them do you want?" Is there a competitive process? Or are you going to be allocating these people and say, "This is it, take it or leave it. This is who is going to be head of your area."?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, what we've done in the past and this process is literally being designed and consulted on at the moment in terms of selection. We have involved Chief Executives in the selection boards for Chief Superintendents. So making sure that everybody who goes through is that hurdle that can do the job. So we have involved them in the process and a number of you will have met some of the London Chief Executives who sat on some of the panels with us. They have absolutely been involved and designed-in as part of the process. But that work is literally on-going as we speak. So Martin [Hewitt QPM, Assistant Commissioner, MPS], Mark [Simmons, Deputy Assistant Commissioner, MPS] and the Superintendents' Association are doing the negotiations about what that process and selection process will look like, for the Chief Superintendent role.

Len Duvall AM: But that is generic for all the roles you have in London, or for these positions?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): For these positions.

Len Duvall AM: For these positions?

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

Len Duvall AM: OK well that is progress.

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

Len Duvall AM: I mean that is a good move forward. But in terms of choice around that and the allocation, is that then going to be done informally? Or is there going to be a process there of fairness that the Superintendents, Chief Superintendents know in terms of that they are in? Do you know what I mean?

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

Len Duvall AM: It is not a shoe-in.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, no.

Len Duvall AM: It is not me, putting my best mate in.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No.

Len Duvall AM: To the cream of the cream, whatever it is, the cream of the cream of borough policing.

Tony Arbour AM: Suffer the thought!

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That is part of the debate that is ongoing in that consultation at the moment and I have worked in enough places to see both models around the country. You will recall that what we have done in the past is - when we have run those processes, there has then been a consultation, usually with the Assistant Commissioner Territorial Policing and the Borough Leader or the Chief Executive, about, "What do you think you need in the person?" Rather than you saying, "Well Len, I want Craig, and I don't want Sophie." Or whatever the issue might be. It's been, "I want these skills, I want this person. I think the Borough's at this point where it could do that." Then the realistic debate is, "You're far better taking Sophie than you are taking Craig."

Len Duvall AM: Okay.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I notice the endorsement I got for that one!

Len Duvall AM: If we could go back. I mean, I think Sophie you have covered some of the points I was going to make, but in terms of the feedback on the conversations you are having with the boroughs now, what has been the response from the boroughs? Are they rushing to this brave new world? Or saying, "This is wonderful and we are going to get on with it."?

Sophie Linden (Deputy Mayor for Policing and Crime): Somewhere in between those two things. There is the - as there should be - and as there would be if I was I the - you know I would feel the same if I was in a borough at the moment. There is nervousness about any change. Nervousness about, what is the logic and the thinking behind this and what does it mean for some of the boroughs when if they have been put with three other boroughs. For instance there is Brent, Harrow and Barnet. There is nervousness around what does it mean in terms of their local offer. I think most people understand there does absolutely need to be change. They can see that the new model around protecting vulnerable people should provide a better service because it is bringing some centralised resources down to a more local level, not a Borough level, but a local level and

they can see that. But is everybody very happy with it? No, not everybody is very happy with it. But we are hoping that we can actually, through these discussions, allay some of their concerns and through the pathfinders and the evidence that comes out from that, is further sort of work that needs to be done in terms of making sure when you talk about communication, making sure that the evidence and the evaluation from the pathfinders is widely known and we will be going back to the Leaders and the Chief Executives to make sure that that is the case.

Len Duvall AM: If I could go back to the Deputy [Deputy Commissioner, Metropolitan Police Service] now, just going on the quality of the leadership.

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

Len Duvall AM: Some of the changes I have seen in territorial policing about the type of individuals that have come into those positions and what works well, you know I think to be fair, I think there are some Chief Superintendents who, in my mind, would not fit neatly into one of these area command posts. There would be some Superintendents who if they thought they were doing more of the same would not be appropriate sitting into those dual roles of taking ownership of a geographical area, as well as professional practice. So what steps then have been taken in terms of these level of Chief Superintendents that we have now and Superintendents? It goes back to an original question which is more than communication now, of this is going to be different.

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

Len Duvall AM: This is going to require you to step up to some new skills.

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

Len Duvall AM: That will build on the additional skills you have now.

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

Len Duvall AM: So what has happened in terms of the pilots to that. Or was it more of the same? As we work our way through this. But what is the plan for the new way of working?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): So there were selections for the pilots.

Len Duvall AM: Right.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): In terms of who was going to lead the pilots; in terms of selections around it. One of the things we do, and again, we have referred to this before. So as we have rolled out the pilots and as we have formed together these new teams, part of our package around development for those teams is something called Leading for London. Which is basically about, "How do we lead? How do we do things differently? How will it look?" Dealing with some of the things you need for yourself as an individual. Just some of the practical stuff you need organisationally for managing a different role. I think what we are seeing also is the start of some self-selection. So I think some people are saying, "That's not the future for me." In terms of doing that, "I don't want to do that." That is perfectly right and proper. I think when you look at some of the people and the Deputy Mayor [for Policing and Crime] will have a view, she met a number, I think you are at number 22 or 23 on your visits now are you not?

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

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): So you will have seen a number of these people first-hand. I am really impressed. We have some outstanding people coming through who are far, far better than I was at that point in service and are far more capable of coping with and managing this in terms of change and complexity and want to take that thing on. So I am far more confident in terms of the calibre of people coming forward. I think you always have a challenge. There is a standard distribution curve of Chief Officers in the MPS, of Chief Superintendents, of Superintendents, as there are in every walk of life. But I am far more confident that people have the skills and ability and recognise that it is going to require both training and development and learning from the two pathfinders. So the two pathfinder leaders in terms of the Chief Superintendents doing those roles have a real role in terms of communicating with their colleagues. Because it is a very powerful group of individuals in the MPS, at Superintendent and Chief Superintendent to say, this is what it's like, this is what works, this is the reality. You remember we spoke previously in one of these sessions? We ran a pilot at Westminster and the Borough Commander at Westminster was really powerful in terms of, "These are things we didn't get right, these are the things we should do differently in terms of support. Those are the sort of things we need."

Len Duvall AM: I do question whether Westminster was the right pilot. I think that was around delayering of ranks?

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

Len Duvall AM: Even on that, I think it is different from the others.

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

Len Duvall AM: But it is quite - any information is useful. But in terms of the consultations you did in the pilots, in terms of speaking to officers, or to the police service, what - did we do any consultation prior to within the workforce about saying, "We are moving to this way of working." Was there any feedback on that that you can share with us?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. I have not got the feedback. I will give you the feedback. I mean the best and most direct feedback, we have spoken before, we run forums now on the front of our internet page. If you want to know what the organisation is thinking about things, providing there are enough contributors, because you need the freshness with forums to have enough contributors, you can get a very quick pulse check and sense check of what the organisation is thinking. So, yes, consultation and talking to people, explaining what is going on and explaining the practical changes. It is also clear and that is why I talked about the lessons learnt at the start, more work needs to be done around the business change as we roll out. Going back to your original point, "What does it actually mean that is different and how do I do this, if I've worked in this particular way up to this point?" The continuing communication work. Slightly different in the PVP world, the concern for people moving in that will be workloads. So how do you move a part of the organisation that already has heavy workloads without just sort of shuffling things around, how do you do that? Then just some of the practical things, like, you know, "I previously worked in X, you're now asking me to work in Y, is that really practical?" So those are, those are some of the issues.

Len Duvall AM: One of the things we have talked about in the past, so the centre and the Boroughs as it is now.

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

Len Duvall AM: Devolvment, real devolvment.

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

Len Duvall AM: In terms of leadership issues and what they are responsible for.

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

Len Duvall AM: So what is going to be the real devolvment for these area Commanders, if we can call them that.

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

Len Duvall AM: The Borough Superintendents about the lot. Or is it unchanged?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, it --

Len Duvall AM: This is the same issue that we have had between that relationship and about, you know, outside London it is completely different, as you will know.

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

Len Duvall AM: Around that. The MPS tends to be very, well, I mean there are risks and great opportunities in doing this, but the MPS has always traditionally been a very tight hold.

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

Len Duvall AM: Over those Borough Commanders of what they can do or cannot do.

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

Len Duvall AM: So what is the thinking on that?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Well, as you go forward and you continue the work around, both delayering in the organisation and making the organisation more inspective and responsive, you have to let go of some of those things. Now, clearly, I must be guided, as we discussed at the start, we have a new Commissioner coming in. I am sure Cressida [Dick QPM] will have a view in terms of where she wants to go on that continuum and talk about it in design from where do you want to sit on a tight - loose debate. There are clearly things that you need consistency on across the organisation. But things like budget, if you were asking me personally where you could end up - you could do selection at a local level. So could you run your own selection processes? With the proper checks and balances and external engagement, absolutely you could. So I think it offers the potential framework, over three to five years to move much further.

Len Duvall AM: So you are offering the Borough Commander in terms of the superintendent level of running their own processes with the proper checks and balances?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I'm talking about where I would see it going. I think in a future model, absolutely you could do. I am making it up now - you could get

to the point where you say, "Actually at a borough level the selection to Sergeant in those new BCUs could take place in the BCU and local area".

Len Duvall AM: I appreciate the frankness and the way that you are answering my questions, but in terms of the phrase, "I am now making it up." We are coming towards the -

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, no, no, I am telling you it is a journey so -

Len Duvall AM: It is a journey so how quickly then will we resolve issues like roles and responsibilities owned? Because if I was a Borough Commander thinking, "Should I jump into this? Or should I jump into something else? Am I going to be able to shape my team? What are the issues?"

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

Len Duvall AM: "What are the issues I'm dealing with?" We are already - some people have made up their mind and walking away without knowing the full story.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, it is -

Len Duvall AM: How quickly do we tell the full story?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That work is ongoing now, literally as we speak. Martin [Hewitt QPM, Assistant Commissioner, MPS] and the team are working on that work in terms of that selection. I am talking, because you asked the question - and quite rightly so, how far could we go down the devolved line? Because you are right about an organisation where there is a feeling of a strong centre. That is always going to be a challenge in London, where you need to coordinate things MPS-wide and give the local footprint in terms of doing it. It goes back to some of the other points we have discussed before. Here we are predominantly talking about an expanded Territorial Policing resource. There is still a whole lot of resource in the organisation we are not talking about. We want to see how we can get that closer and have more impact through things like tasking and availability. We are absolutely clear this new commander role for the unit, the Chief Superintendent role, is a fundamentally different role to a Borough Commander in terms of their flexibility to move their resources, with the accountability and transparency of what they are doing.

Then as I said, if you said to me, "How far could you go with this?" You could get into areas of selection, of choice. You have certainly got budgets - so budgets are going to follow with it as well. So it gives you a completely different model. But you will not do that in six or eight months. That is a two to five year journey to do something that big. You are talking about an organisation that has spent the last 15 to 20 years running things through the centre.

Len Duvall AM: Well we want a strong centre, but we are not - it depends what the centre is doing in terms of that.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Oh yes, well that is a separate issue.

Len Duvall AM: Just to very quickly wrap up then, the pilot started in June [2016]. What does success look like for you in terms of that? Then what is the preferred timescale of the rollout? I think a number of us around this table are hearing that it is going to happen in October or November [2017]. That is what people

are being told on the ground - both police and councils. In that sense - not from your formal meetings - but from other conversations. So what does success look like? What is your thinking around rollout if it's workable?

Sophie Linden (Deputy Mayor for Policing and Crime): In terms of what does success look like? We have talked about that a bit already. The really important criteria for me is around making sure that partnership working has absolutely been maintained and that the local authorities and the Chief Executives feel that in terms of the vulnerable people, children and adults - that partnership working has been maintained and should be improving. Also that we will be able to look at the actual response rates - that there has not been a diminution in terms of response rates and times.

In terms of the timing, the pathfinders are up and running, we expect in June-July [2017] to have a look at the evaluation of that pathfinders and then to take a decision about the next tranche of London. It will not be from pathfinders to the whole of London, it will be another tranche. Then do the work around setting that up. So that's the timetable that we have told local authorities every time we go into the meeting. Obviously, it is a question we are asked. That is the timetable we are working to.

Steve O'Connell (Chairman): Happy with that I think that was a very thorough discussion, now I am conscious of time. We have three other sections to go through, so if we could pick up a gear in the Q&A.

Tony Arbour AM: Gear is quite good is it not if we are talking about mopeds! I note that moped related crime has risen very substantially in recent years. I wonder if both of you could offer me an opinion as to the reason for this. Is it related to risk aversion that the MPS for reasons best known to itself has been unwilling to chase people on mopeds who are not wearing helmets?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Do you want me to start?

Sophie Linden (Deputy Mayor for Police and Crime): Fine.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is not risk aversion, there are whole range of things why that crime area has risen and from our analysis the crime is different depending on the - we have this phrase of powered two-wheelers. It is only to get around the issue of moped is a particular definition in law.

Tony Arbour AM: Of course, I understand.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): So we talk about vehicles with an engine size. We split it up, so predominantly, if it is an engine size below 600cc, we are seeing those sorts of vehicles being stolen to commit street crime.

Tony Arbour AM: Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): If it's above 600cc, they are being stolen and probably going into a sort of a trade or market above and beyond that.

Tony Arbour AM: Yes, I wonder if you could restrict your remarks to the crimes committed by people who are riding these things, rather than the theft of these things?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Right, yes. So why do I think it is happening? A number of issues. One, sadly mopeds are extremely easy to steal.

Tony Arbour AM: Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We have been working with the motorcycle industry association around the security of mopeds and some of the fixed security in the street, in terms of what you can do. This enabling issue about committing robbery with it. Particularly two-up on pillion passengers in terms of committing robbery.

The issue about pursuit of mopeds. It is not a, "Oh my gosh, we're all risk averse, we are all worried about this." It is the reality, we have to follow the law in relation to the potential risks around people. Removing safety gear is one of the considerations, you have to consider when you either decide to stop or continue a pursuit.

Tony Arbour AM: If you were a prospective criminal and you knew this happened and I know that the Police Oracle earlier this month listed the number of pursuits which were abandoned in excess of 100. This was in the Police Oracle on the 7 February [2017]. If I was prospective criminal I would pretty much think I could get away with it if I just took my helmet off.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It's not as simple as just take your helmet off. There is a whole range of things you have to consider and it is important when I talk about the practice and the policy in relation to pursuits. We talk about pursuits in relation to powered vehicles, so it covers cars, sadly in some cases, buses, tipper trucks, you name it - and powered two-wheel vehicles. So if I give you some of the figures - basically in 2016 we had a total of 1,299 pursuit-related incidents.

Tony Arbour AM: Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Of these 749 were not authorised to continue beyond the initial phase, i.e. when the pursuit had started, the initial phase and assessment, the Commander who sits, not in the vehicle, said, "It is not safe to continue that pursuit." That pursuit was stopped. 363 of that total big figure - the subjects were recorded as a motorcycle or a moped. With 264 being discontinued, following authorisation. So we are still pursuing two-wheeled vehicles. The tactics we use and how we do it, we have spoken about before.

Tony Arbour AM: All right, I understand that but is there, therefore, some reason, completely unconnected with the MPS's policy on chase which accounts for the quintupling of the number of moped enabled offences over a period of five years? What is the other thing which has increased that amount of crime?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Well I would be speculating. It is a relatively straightforward crime for people to commit in terms of doing it. You rely on intelligence to gather around the people doing it and we have spoken in the past about some of those operations we run against people. But the reality is that criminals are opportunist. If they find a way of way of committing crime that is opportunist they will commit that crime.

Tony Arbour AM: All right, so they think it is easy to get away with?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Well they see it at the moment as easy to get away with. That is why, as I said, you need to do the approach that follows both pursuit, ie, in terms of catching people, but you have to do the whole protective security as well. That is the experience we learnt from all the street robbery work we have done over the years.

Tony Arbour AM: All right. Those of us that have been around a long time know that some crimes are fashionable and they come in and they go. We talked about risk aversion in the first series of questions relating to the custody suite. In relation to calling ambulances and all that kind of thing. Can I ask about other offences, which may either be investigated or over-investigated because of risk aversion? One for example, where you perhaps over-investigate relates to historic sex crimes where, because the police don't want to be criticised they are over-investigating. For example Operation Midland. Do you think there is any truth in the suggestion that that is related to risk aversion?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No I do not accept what lies behind that premise. I think - and jumping from moped enable crime to sex crime is quite -

Tony Arbour AM: No, my original premise in asking you about the moped crime related to risk aversion. You have clearly said that it is not risk aversion and now I am asking you about risk aversion in relation to other offences.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, I don't -

Tony Arbour AM: I do not see that as a philosophical leap at all.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, I do. I do see them as quite different areas and different risk profiles for both of them. Very different risk profiles for both of them. I do not think we sit there and go absolutely, "Are we going to be completely risk averse on everything?" If we did that the organisation would grind to a halt. We could not conceivably do that. So if you look at a number of the issues around historic allegations, of course they get triaged, they get looked at, they get assessed and then some will not get investigated. We have to do that, that is about prioritising available resources to demand.

Tony Arbour AM: Risk aversion relates to all kinds of things. I would suggest, if I may, and we have had a lot of questioning recently in relation to electoral offences where it has been suggested that

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, I do not accept what lies behind that premise. I think jumping from moped enabled crime to sex crime is quite --

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Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, but I do. I do see them as quite different areas and very different risk profiles for both of them. I do not think we sit there and go, "Are we going to be completely risk-averse on everything?" If we did that, the organisation would grind to a halt. We could not conceivably do that. So if you look at a number of the issues around historic allegations, of course they get triage, they get looked at, they get assessed, and then some will not get investigated. We have to do that. That is about prioritising available resources to demand.

Tony Arbour AM: Risk aversion relates to all kinds of things. I would suggest, if I may, and we have had a lot of questioning recently in relation to electoral offences where it has been suggested that the MPS has not investigated matters, which, of course, has been denied by you. The risk that is perceived there is not injury to anyone, but reputational risk. Perhaps I can ask the Deputy Mayor [for Policing and Crime]. Is avoidance of reputational risk something which should be a matter connected with policing?

Sophie Linden (Deputy Mayor for Policing and Crime): I would expect the MPS, when they have a crime reported to them -- we have had this discussion many times -- to take the crime seriously and absolutely investigate it thoroughly. Therefore that should be the basis upon which they are taking the decisions about whether a crime has sufficient evidence to take things to prosecution and how long they carry on an investigation for.

Andrew Dismore AM: I want to come back to mopeds, if I may. The graph is even worse. If you look at 2011, there were 372 cases, and now there are over 7,500. The theft of mopeds is up 31%. How many of those 7,500 cases resulted in arrest?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I think at the current period - - I do have some figures somewhere -- our detection rate for theft of the vehicle --

Andrew Dismore AM: No, moped enabled.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I do not have that data for you. I can get you that.

Andrew Dismore AM: What have you got for theft of?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Theft of is 5.4%.

Andrew Dismore AM: 5.4%. You do not know moped enabled, but --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have not got that data.

Andrew Dismore AM: The reason I am raising this is obviously it has gone up, and Tony [Arbour AM] has made a good point about risk and reward from the criminal's point of view. Basically, a lot of this is nicking women's handbags and mobile phones. However, people's lives are in their phones. So it is not just the value of the phone, which is often now quite substantial, it is also the inconvenience and trouble that is caused to the victim of the crime. It is almost like a burglary in the impact on somebody's life. I am just concerned that this needs to be taken rather more seriously. I suspect that if you only pursued 100 of the 7,500 resulting in a pursuit, and I do not know how many of those pursuits actually result in somebody getting caught, if you have that number, that would be quite useful to have as well. Your figures were 363 pursuits in which 264 were discontinued, which means 99 were continued. How many of those 99 actually result in somebody getting nicked?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have not got that data.

Andrew Dismore AM: Fine, but that would be useful to know. If you actually compare the chance of getting caught with the reward, it is a substantial cost-benefit analysis from the criminal's point of view, is it not?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I absolutely accept that, but as I said, that is why you have got to see this and the work we are doing as the wider tackling of that type of crime. The point at which it gets to a pursuit, your options are limited. Unless the Assembly are seriously suggesting we move to something different around that --

Andrew Dismore AM: No, I am not suggesting you have machine guns on the police cars to mow them down or anything, of course not. The real issue here is how are you going to get a grip on this crime? I know we have a special operation in -- is that going to continue or has it finished?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, that is continuing. I goes back to the point in relation to Mr Arbour's question. The only way you can do this is -- we use the four P's all the time -- you have got to do work around 'pursuit', which is catching people and stopping these things happening, you have got to do work around 'prevent', so there is a huge piece of work in terms of preventing these ever happening in terms of what we are doing, and you have got to do work around the intelligence flow. So you will know from that operation that is running across the two Boroughs in the city of London, a lot of the work is around using things like Automatic Number Plate Recognition.

Andrew Dismore AM: But if it were a stolen motorcycle or moped, that is not going to get you much further, is it?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You can, because there are a variety of things. For instance, there is a belief that we cannot use -- we do not use the phrase 'stinger' -- hollow spiked devices, you can. Some of the work we have done recently shows that. So what happens when an issue is called as a pursuit, some of it is about making sure that we have got the right resources in the place registered to it. We have talked in the past about how we train a new tactic around Tactical Pursuit and Containment [TPAC], so we talk about TPAC trained officers, which is --

Andrew Dismore AM: What is that?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): TPAC. There are about 200 road policing officers that are trained in those tactics. They are specialist pursuit trained officers. As you saw from the figures, those pursuits go on across London, sadly on a daily basis, both in terms of powered two-wheeled vehicles and wider vehicles. We have those tactics available. You have got to use all of this to tackle the problems. You have got to get into the phone market, so there is something about where the phones are going. You will remember the work we did last time with phones around kill-switches, things like Find my iPhone and other sort of products, they are all there. But the long-term way of solving this has got to be around prevention. The lock on most mopeds and motorcycles is the cheapest part of the vehicle.

Andrew Dismore AM: Yes, it is the same with cars.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, it is not with cars.

Andrew Dismore AM: It used to be.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, it used to be. That is the real example to take from. If you look over the years I have been in policing, theft from and theft of motor vehicles was endemic when I joined. We have done a lot of work in designing some of that out.

Andrew Dismore AM: I think if you ask in Barnet, they will think that theft of and theft from is still pretty high.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is, but it is higher in certain areas. So if you look at some of the figures, it is powered two-wheelers and white panel vans. So there is a particular issue in London around transit vans.

Andrew Dismore AM: The other thing is, it is also giving advice to people that they should not be wandering around with a mobile in the middle of a Tube station, but that is just natural habit, is it not?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, and that is why those prevention campaigns are so important to change behaviour.

Andrew Dismore AM: Yes. I know the Chairman wants to move on, but just to finish on this, do you use the helicopters to try --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Helicopters are done as part of this.

Andrew Dismore AM: Are we looking at drones?

Steve O'Connell (Chairman): Inevitably enough, drones come into the question!

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Every time I answer a question on drones, I end up getting a lot of texts and messages afterwards. We have not tried drones yet that I am aware of from this briefing, but for obvious reasons, I am not talking about the tactics we use in pursuits, but helicopters are absolutely part of it.

Andrew Dismore AM: It just seems to me, to finish off, that it would be interesting to know how many of those 7,500 offences have resulted in arrest.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I will get you the arrest figures for those operations.

Steve O'Connell (Chairman): I think, in fairness though, there is concern around risk-reward, there are many young, and in fact, not-so-young Londoners that are taking a risk decision, but the fact is it might be worth doing X and Y because I have heard the chances are I am going to get away with it, to be frank.

Andrew Dismore AM: There is a high chance of getting away with it, with a big reward.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You all know -- you all would have spoken to the officers in your boroughs -- that they are as frustrated about this as everyone else. That is why the operations are in place. We do not want crime that people get away with. But the other challenge for us, particularly when it gets into a pursuit scenario, we have to do this in a way that is safe.

Steve O'Connell (Chairman): I was interested to hear about the locks on motorcycles. I am taking my test in two weeks, so when I get my bike, I will make sure the lock is top quality.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Just another plea, those of you who work with local authorities, proper street furniture to secure them to.

Steve O'Connell (Chairman): I was trying to end on a bit of light relief there, Craig. Thank you very much. Moving on, if I may, to a very important subject, the firearms amnesty.

Sian Berry AM: I just wanted to ask about the recent firearms amnesty that was carried out in February [2017]. The data that came out of the time of the launch of it said that essentially there has been nearly a hundred more gun discharges in the year up to 25 January [2017] in the previous 12 months than there had been in the twelve months before that. That is quite a hefty increase. I think it is around about 30% or so. So it is a good thing that you did the firearms surrender. How did it work? How many firearms did you get in and how did that compare to previous amnesties that you have done?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): This is not a pedantic point, but it is an important point, it is not a firearms amnesty. It is a firearms surrender.

Sian Berry AM: Sorry, I meant surrender.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): For those who do not understand the detail of the difference, we do analyse all of the firearms we recover, so if they are linked to a crime, in certain circumstances in the past, we have done amnesties in policing, but not for many years. A surrender means that they will go through an analysis and we will check them because we could get stuff handed in that is actually linked to a crime 10, 15 years ago. So I am not being picky, it is quite a vital point.

Steve O'Connell (Chairman): This is really important, because my briefing says amnesty. If this building was sending out a signal to types out there that they hand in this thing, they can get away with all sorts. We must make that clear that is not the case.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We were quite clear, because we have wrestled with that issue in the past. It is a surrender. So you are right in terms, and you will probably remember the Commissioner in the middle of last year talking about this spike in discharges of about 35% in terms of what was going on. What we have recovered as part of this round is we have seized and taken in 94 weapons and 1,175 rounds of ammunition. This has ranged from shotguns, pistols, revolvers, flare guns, a pump-action shotgun and an AK-47, in terms of what we have taken in. We have done it in a number of ways and targeted at a number of things, so the obvious ones around publicity. But one we have done that was particularly via our Facebook site, which seems to have been particularly successful, is one called [hashtag] *#giveupyourgun*, which was particularly aimed at people who are holding a gun often for gang members. It was a short film that featured a female prisoner who got a five-year term of imprisonment for holding a gun for someone else. We have done that through the MPS Twitter account and we have had over 400,000 people looking at the stuff we have put out on Twitter and 12,500 views on that video in terms of where we go, and then enforcement activity to support the surrender.

Sian Berry AM: Thank you. What impact do they have on reducing gun crime? Do you assess that?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is very hard to make a direct correlation other than the one that is probably the most obvious: it is the availability of weapons that lead to the increased level of discharges. When you look at some of the things that are recovered there, from BB airguns all the way through to high-end weapons, if they are off the streets, the chances of someone getting hold of them in a criminal way is reduced. That is what this is about. It is both to prevent the access of them for criminal use or for terrorist use if you keep reducing that supply. Our history in policing has shown us, you have to keep going back to this, so we have done surrenders a number of times over previous years. I have not got all the breakdowns; I will get you those, for how many have been surrendered over different ones. Things like trophy weapons, you think in previous surrenders you have collected all of those, they will still be handed in. What I mean by trophy weapons are often members or ex-members of the military who might have - you know, even back to D-Day - picked up something and brought it back with them. Because, of course, there were no controls in those days and that sort of thing still happens.

Sian Berry AM: If you can get us the figures on the comparison of previous ones that would be good. One would hope that the number of weapons on the streets was going down and therefore the number handed in each time would go down because there would be fewer to hand in, but --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I wish I had that confidence. I think we are, as we said before, worried about that increased level of firearms discharge. We are working with colleagues from the National Crime Agency and other forces nationally to try to understand where the supply is.

Sian Berry AM: I wanted to ask you about publicity, which you mentioned. This also relates to knife crime surrenders as well. I have noticed that at the launch of these schemes and at the stage of reporting the results, there are a lot of pictures of scary-looking guns and knives that appear in the press. I am looking at the hashtag now. They are being released, as far as I can tell, by the police. Now, previously, we looked at the knife crime issue and the serious youth violence report that we put out in September [2016] and we pretty much concluded from a lot of evidence that was given to us by guests that actually fearfulness of the weapons is a driver of people carrying the weapons. The amount of publicity that features photographs of scary-looking weapons, is that a policy that you have? Is this something that you have thought about in terms of the effectiveness of the surrender? If it is going to make people fearful, might it not be slightly counterproductive?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I think there are two different issues running there, for the two different things. The issue around firearms is slightly different in terms of, one, there is a much smaller availability. I absolutely take your point around the knife crime and I saw the research and the work around that. But there is also a challenge in the balance. One of the challenges in the balance we get is the challenge of why are you doing particular policing activity in this area? When we talk about things like stop and search, or high profile operations, or weapons sweep, one of the critiques we get back from communities, "We do not know you have recovered everything, you just tell us you are doing all of this."

Sian Berry AM: The information is different to photographs though. In terms of fearfulness, there was one of those zombie knives in the press this week that was terrifying-looking. It scared me. If it is going to frighten me about these things being on the streets, what does it do to a young person who is at the point of being tempted to carry a weapon?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I absolutely agree with the challenges around it, but I do point out there is also a balance with some of these things. So the zombie knife debate, I do not think we would have got anywhere near the legislation and the issues we have got around restricting some of that, if we were not clear that those things are being carried. Is it really fair to say we do not tell anyone this is what is really going on?

Sian Berry AM: No, but the information is different. The visual stimulus is very different to the information that 95 guns were taken off the street. It is the visual aspect of it, the release of photographs that might engender fear.

Steve O'Connell (Chairman): I think we are at an impasse here. I understand the debate, but I do not think you are going to get exactly what you want.

Sian Berry AM: The question I originally asked, is this a policy and have you thought about it?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I might be wrong, but I think the evidence is different for the two issues, knives and guns.

Sian Berry AM: But if you thought about it in relation to each of those issues separately, we would like to hear. That would be good. The second question is about Operation Viper, which is trying to focus on priority

boroughs. You put officers in posts to run a specialist team since last May. We wanted to ask how it has evolved. Is it being extended into other boroughs? How is it working? What are the next steps?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It runs on intelligence. So if the threat picture moves, then the resources will move with it. The results to date are 182 arrests, 27 firearm seizures, eight Tasers, 58 weapons and a number of firearms offenders, shown as wanted missing that has been recovered as part of the operation as 12.

Sian Berry AM: Is it going to carry on?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It will absolutely carry on. We have moved some of the Trident intelligence resources closer to the operational teams to keep that going. As the threat picture moves and changes, those resources can move. What we have also done with some of the Trident team, because one of the challenges -- particularly with firearms intelligence -- without giving too much away, you have to move quite quickly sometimes on what we call fast-time intelligence. So part of the Trident team have moved far closer to the armed response vehicles and some of those capabilities. When we get fast-time intelligence that says Craig Mackey's either got a gun or he is moving it, we can act on it very quickly. That is real progress.

Florence Eshalomi AM: Just quickly, on those figures that you gave, would it be possible for us to get a breakdown of the boroughs because, again, I know that my two boroughs are in the top six priority boroughs.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Of course you can, yes.

Florence Eshalomi AM: Thank you.

Unmesh Desai AM (Deputy Chairman): This is a question to you, Deputy Commissioner. The reward scheme that was announced in May 2016 stated that you would offer a sum of up to £2,000 as a reward for information, that is what you told us --

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I am sorry. I do not have any data on that. I can find out for you and get you an answer.

Unmesh Desai AM (Deputy Chairman): I am pleased that the Viper teams also do educational work. How is it coordinated? Has it targeted every secondary school in London?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, it has not. It is only being done in the priority boroughs at the moment that the Viper team are working in. All school officers pick up the wider stuff around personal safety, personal welfare and the issue of weapons as part of what they do and it is a fairly standard conversation. But this specialist stuff is much more in those priority areas.

Steve O'Connell (Chairman): Thank you for that. My last set of questions is around the monthly update report. There are a couple of subjects that we wish to explore further which is child protection and the hate crime figures.

Unmesh Desai AM (Deputy Chairman): A couple of questions to you, Sophie [Linden], if I may. The two points really are about child protection and about hate crime. In terms of child protection, what does the assessment of the progress that the MPS has made to improve its child protection response? And also how has MOPAC continued to hold the MPS account in this regard?

Sophie Linden (Deputy Mayor for Policing and Crime): I would say it is early days in terms of assessing the progress, but in terms of what the MPS have done, in the run-up to the publication of the report and after the publication of the report in November [2016]. This is not just my assessment, it is also speaking to HMIC about it as well. They have really taken this incredibly seriously and are putting the right things in place and have the right focus in terms of making progress. Has it made a difference? It is early days to know that. We have got to assess the outcomes of what is happening. So it is in terms of training. One of the criticisms from the HMIC report was that there was not a strategic leader on child protection. There is now, that is Martin Hewitt [QPM]. But it is not just that Martin Hewitt QPM is the strategic leader, it is also using that and using him, and he is taking this very seriously in terms of getting those messages right down the net in terms of how important child protection is. In terms of how does MOPAC do the oversight, I chair a steering group which involves the MPS and Martin Hewitt, but it is also a representative from the College of Policing, and the lead Chief Constable, Simon Bailey, in terms of child protection. The Children's Commissioner is on it as well, looking at the action plan that has been put in place and the steps that have been taken.

Unmesh Desai AM (Deputy Chairman): I will go onto another question then. Hate crime figures have gone up, especially a very significant increase in disability hate crime, a staggering 207.9% increase from February-January of 2015-2016 to 2016-2017. What is the explanation for this? Is it what we were all told about, that it is to do with more reporting? That is a very significant rise.

Sophie Linden (Deputy Mayor for Policing and Crime): There has been, and you will note that there has been a rise in hate crime in all the different types of hate crime possible. I do not have a single explanation as to why disability hate crime is rising. It is something that we have discussed in terms of the consultation on the Police and Crime Plan on some of the disability crime groups. I would like to think it is because of an increase in confidence in reporting, but I do not really want to say it is that because that is an easy answer. What we really have to understand is an increase in actual incidents, and if it is, what we can do to ensure that that does not continue.

Unmesh Desai AM (Deputy Chairman): If you could maybe get back to us in the future with some more analysis, especially, as I say, it is a very worrying increase.

Andrew Dismore AM: On the disability hate crime, it is a huge potential increase, although the absolute number is still not enormous, it is still far too many. I was just wondering if there was a breakdown within disability hate crime between people with learning disabilities and mental health, as opposed to physical disability, because I think that might be quite interesting to know.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I can check for you. One of the challenges with this data, it is what we call flag data, that is when someone fills in a crime report or an incident report, they have to select the right fields. So some of that might be better compliance. If we have that level of detail, I will provide it to you.

Andrew Dismore AM: It might be quite interesting because if somebody is horrible to somebody in a wheelchair, that is completely different to some of the appalling stuff you see affecting people with learning disabilities over a prolonged period, in some of the places that they are protected in sheltered homes and that, I think, could be on a completely different scale, so it could be quite interesting to know the difference there.

The other thing I was going to raise was racist and religious hate crime, then we also have got that broken down between faith, anti-Semitic and Islamophobic. Does racist and religious hate crime include those, or is that separate? You have got racist and religious hate crime up 18.1%. Then below that, we have faith hate crime, anti-Semitic hate crime and Islamophobic hate crime. Is the racist and religious hate crime an umbrella number that includes all those three, or is that in addition to those three?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I will check for you. That is not the way I usually see the data, so I will check for you in terms of whether they are subsets. Some may be, others will not.

Andrew Dismore AM: I think that is quite important too. If we have got an increase in Islamophobia of 12.5% to 1,204 and anti-Semitic 460 to 514, yet at the same time, we have got racist and religious hate crime going up 14,255 to 16,836, that is a huge number of 18,836 and that might well include or not been broken down sufficiently to enable us to identify which are of those three subsets. I think that would be quite useful, because that is probably the number we ought to be focusing on. This is probably a question for Sophie [Linden]. When we have seen these spikes in anti-Semitic hate crime in particular -- we have had some terrible incidents in Barnet recently -- they seemed to be linked to either President Trump or Brexit. I do not think Craig [Mackey QPM] should comment on that, but do you seem to see the connection that a lot of people have drawn, including me, that those two have led to an increase in hostility within society, particularly towards those groups on the back of Brexit and Donald Trump's election and inauguration?

Sophie Linden (Deputy Mayor for Policing and Crime): If you look at the figures, they absolutely show that post-Brexit, there was a massive spike in hate crime. There has however been a steady increase in hate crime as well which is really worrying and that was pre-Brexit. Post-Brexit, you can see it on the graph. It absolutely spikes up and has now started to fall. I do not think that at the moment in terms of the statistics and the reports that are coming through that we can see that type of spike post-election of President Trump. It is certainly a worry, given his views and his ability to divide communities and people. But at the moment, we are not necessarily seeing that in the reports that are coming through.

Andrew Dismore AM: A last question for Craig [Mackey QPM]. How much progress are we making catching some of these people who have been doing these things like in Barnet? And just to fold into that because I know the Chairman wants to get on, do these figures also include reports from British Transport Police [BTP] of hate crime? There is a lot going on, on the Tube and on the buses. Buses might come to us, but the Tube might not, and we see a lot of that on the Tube. So do BTP record these offences in a similar statistical matrix as you do? I think it would be useful to have the BTP figures as well, so we can get a real picture of what is going on across London.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We can do that.

Sian Berry AM: On the same note, really. The letter we have catching up on previous actions where we asked for more detail of the post-Brexit hate crime is part of our papers for this meeting. I do not know if you have it in front of you, but there we asked for specific breakdowns. We asked for racist hate crime to be separated from the racist and religious hate crime, and that was done. We also asked for a breakdown by age, and again, with these statistics, it would be really useful if we could always see the racist hate crime separated from the religious hate crime, so that we have a better idea about what is actually happening out there.

Steve O'Connell (Chairman): I think that is fair. To conflate racist and religious hate crimes, you cannot really analyse and challenge unless you strip them out.

Sian Berry AM: You cannot find the potential causes. The other thing is the age breakdown. I would be really interested to see how much the disability hate crime is done by young people potentially in schools.

Sophie Linden (Deputy Mayor for Policing and Crime): Should they put gender as well? I genuinely think that, because I was at a consultation meeting last night with a number of Muslim women, and I think it is

something like 65% of Islamophobic hate crime is actually against women. There is an absolute connection there.

Unmesh Desai AM (Deputy Chairman): This is to you, Craig [Mackey QPM]. Can we get some more figures -- sorry to increase your workload. These are reported cases, I am also interested in how many arrests have been made and convictions as well.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. We did the breakdown in the more detailed letter. I think this is a table you have taken out of the MOPAC report, so we can give you a more detailed breakdown.

Steve O'Connell (Chairman): Clearly, it is a complicated area when you are looking at figures, because it could be better compliance by officers. They are being more assiduous. It could be more reporting, but clearly underneath that, there is an actual link. So it is just not simple. We need to understand that a little better.

Sophie Linden (Deputy Mayor for Policing and Crime): We do know there has been an increase in hate crime.

Steve O'Connell (Chairman): Clearly.

Andrew Dismore AM: When I asked for BTP figures, presumably you can give me City of London figures as well?

Steve O'Connell (Chairman): There are more figures for us to ascertain. I get that completely.

Andrew Dismore AM: I think we just need to see the whole picture across London and across all of the different police forces.

Steve O'Connell (Chairman): I would like to thank you very much for your answers to the questions.