

Police and Crime Committee

8 March 2012

Transcript of Item 5: Question and Answer Session with the Deputy Mayor for Policing and Crime and the Deputy Commissioner for the Metropolitan Police

Joanne McCartney (Chair): The main business today is our question and answer session with the Deputy Mayor for Policing and Crime and the Deputy Commissioner for the Metropolitan Police. Thank you both for coming this afternoon.

It has been a busy week in media terms for policing so you will be unsurprised, and you have been given notice, that we would like to ask you about some of the topical issues that have arisen. The first is with regard to the Leveson Inquiry [The Leveson Inquiry is an ongoing public inquiry into the culture, practices and ethics of the British press]. Could I just ask the Deputy Commissioner, if you could just briefly update us on the state of the various investigations that are going on.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I can update you in relation to Operations Weeting, Elveden and Tuleta in terms of where we are.

Operation Weeting, Members will recall, is the Metropolitan Police Service (MPS) inquiry into the phone hacking of voicemail boxes which we began in January 2011. There are currently approximately 90 police officers and staff working on the inquiry and the investigation has been focused on identifying, securing and analysing evidence that is connected with offences under the Regulation of Investigatory Powers and Computer Misuse. Of the thousands of names and telephone numbers found in the material held by the police it is now believed there are 829 likely victims, those that have detail around their names would suggest that they have either been hacked or had the potential to be hacked. In total 17 people have been arrested, of whom 15 have been bailed, and 2 have had no further actions taken.

Operation Elveden, as you know, began in June 2011. It was originally established to investigate allegations of inappropriate payments to police and is being supervised by the Independent Police Complaints Commission. In January 2012 the terms of reference were broadened to include payments to other public officials. There are currently 40 police officers and staff on this inquiry and this is in the process of rising to 61. The officers have a co-operative working relationship with News Corporation's Management Standards Committee which has passed information on, on which arrests have been made as well as supplying information when requested. In relation to that inquiry a total of 23 people have been arrested and bailed. These comprise of journalists, police officers, a member of the Armed Forces, a member of the Ministry of Defence (MoD) and a person acting as a conduit to a public official.

Operation Tuleta is an investigation into a number of allegations regarding breach of privacy, which fall outside the remit of Operation Weeting. That includes computer hacking. It began in autumn of 2011 following a scoping exercise. There are currently eight officers working on Operation Tuleta, although we are seeking to increase this number as the investigation develops. Three people have been arrested and bailed; that is the state of the current investigations.

Joanne McCartney (Chair): Can I also ask you whether you are able to comments on reports that the Attorney General is looking at, and some of the evidence that was given this last week?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes, I am aware from the reporting, the same as yourself, that that has been referred to the Attorney General, obviously for that reason I cannot comment further on that.

Caroline Pidgeon (AM): I just wanted to pick up on some of the issues that have come out this week. I was wondering how either of you react to, for example, evidence that was before Leveson today from Robert Quick [former Assistant Commissioner (Specialist Operations) of the Metropolitan Police Service] which basically stated that there was severe pressure, particularly from your party, Kit, Conservative Party, to not follow the investigation into Damian Green MP [Damian Green MP was arrested by the Metropolitan Police at his constituency home on 27 November 2008 on suspicion of “aiding and abetting misconduct in public office” and “conspiring to commit misconduct in a public office”]. I wonder if you would like to comment on that, you were Chair of the Metropolitan Police Association (MPA) at the time.

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, I certainly had no pressure from any party sources. Nobody contacted me as far as I can recall. About the only conversations I had about that were with the Mayor. I think if I am correct in reading Mr Quick’s evidence, and of course I have to be courteous to the Leveson Inquiry because I am appearing there on 29 March, as I read the evidence from Mr Quick he was referring to publicly made statements that were made in the press.

Caroline Pidgeon (AM): He said that the furore had led to the then Acting Commissioner Sir Paul Stephenson to ask him to halt the criminal investigation. Are you saying you are unaware of any pressure being put on them to stop this particular investigation?

Kit Malthouse (Deputy Mayor for Policing and Crime): You would have to ask Sir Paul Stephenson about that, I am not aware that there was any conversation of that nature from my point of view.

Caroline Pidgeon (AM): Obviously, Craig, you were not there at the time, I do not know if you have anything that you can add?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Chair, in relation to the ongoing Leveson Inquiry the stance of the Metropolitan Police Service is we are not doing a running commentary on the evidence that comes up. Both of us here are appearing before

Leveson at various times coming up and I think it is entirely appropriate that that evidence takes place in that forum.

Caroline Pidgeon (AM): Would you accept though - that given the evidence and information that is coming out this week, and obviously it is difficult to know, you know, you are getting one person's account compared to another and it seems that everyone is telling tales on everyone else - it would appear that there has been far too cosy a relationship between the Metropolitan Police Service and the press?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Again, I think that issue goes to the heart of what Lord Leveson has been asked to look at. I do not feel it would be appropriate for me to make an observation at this stage.

Caroline Pidgeon (AM): Kit, do you want to?

Kit Malthouse (Deputy Mayor for Policing and Crime): I am going to be asked on 29 March to give sworn evidence in front of Mr Justice Leveson so if you do not mind I would prefer to do that then. I think it might be a discourtesy to the inquiry, having been summoned and having given evidence already in written form, which is confidential, for me to subvert the inquiry by answering those questions here. I have no doubt I will be asked them then, and I would be more than happy to answer them after the hearings.

Caroline Pidgeon (AM): I understand what you are saying but I would have thought it would seem rather embarrassing that this whole saga is damaging the confidence of Londoners in the Metropolitan Police Service, and the trust in the Metropolitan Police Service. Are you concerned that might be an outcome from this?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): As I say, it is hard for us to give a running commentary and it is hard for me to guess what people are surmising from it. Obviously there are conflicting accounts and conflicting opinions.

Caroline Pidgeon (AM): It is damaging confidence in the police, I would suggest.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): That would be for Lord Justice Leveson to decide.

Caroline Pidgeon (AM): For you, in your role as Deputy Mayor for Policing and Crime, surely you are concerned that events such as these are damaging confidence?

Kit Malthouse (Deputy Mayor for Policing and Crime): To make a judgement on them myself is exactly what I am going to be asked to do at the hearing. I think it is a little unfair for you to try and preview evidence that I am supposed to be giving on a sworn basis to a judicial inquiry that has been set up at the request of the Prime Minister here. I do not mean any discourtesy but the truth is I will be asked those questions there sworn under oath and I think it would be more sensible for us to wait for that.

Caroline Pidgeon (AM): I know you made a comment last night in Hammersmith at the People's Question Time event, but you were quoted as saying that you told Scotland Yard you felt it was devoting too many resources to the News of the World phone hacking investigation and that Sir Paul Stephenson has said that on several occasions, you complained to Scotland Yard about this. Have you any response to that?

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, in many ways that is the job of the Chair of the Police Authority. As I said last night, the job in fact of all members on the Police Authority at the time was to challenge the decision, the allocation of resources, made by the Commissioner and there are a number of members who challenged him to allocate more resources to various issues and some who challenged him to allocate less. I did no different. At the time the Commissioner explained to me that we had dozens of officers working on civil disclosure, so they were not actually necessarily 'investigating' but they were rummaging through documents, providing documents to others to take action against News International, and I wanted to ensure that that was balanced against the other significant priorities that the Metropolitan Police Service faced at the time, not least teenage murders and the rise in the number of reported rapes, and to ensure not whether there was an investigation or not but that the level of that investigation should be proportionate compared to the various challenges that there are across the whole of London, the crime scene in London.

Now, that is the job of the Police Authority. It seems to have come as a surprise to one or two people. It is certainly a surprise that those conversations were used in evidence but, nevertheless, I do not resign from it. Yes, I challenge the allocation of resources. That is my job!

Caroline Pidgeon (AM): It is one thing challenging the allocation of resources, another if you complained on several occasions it is devoting too many resources.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, I believed then and I still believe that spending time on civil disclosure is less important than preventing a teenage murder or catching a rapist.

Joanne McCartney (Chair): I have got Jenny and John that want to come in. Can I say that although you may want to hold back a little in order to talk to Leveson, of course it is this body that is charged with scrutinising you, so I think we have further questions.

Jenny Jones (AM): Yes, I am slightly irritated by that, Kit, because quite honestly you are here to answer our questions. I do not care about what you are going to do later in the week or later in the month. You are actually here to answer our questions. I think you, as in the past, have to answer our questions, whether or not you feel it is discourteous to somebody else, it is discourteous to us if you do not answer our questions, surely.

I myself challenged the Metropolitan Police Service about this. I agree that civil disclosure is less important than rape and murder and other things. I do not remember getting much support from other Police Authority members at that time so I would be very interested in --

Tony Arbour (AM): No, none of us disagreed with you.

Jenny Jones (AM): Well, you did not speak up, did you? But on 15 September --

James Cleverly (AM): Because you had said it.

Jenny Jones (AM): -- at Mayor's Question Time Joanne asked the Mayor about this and he called it all 'codswallop'. Now, I think at that time you knew already that John Yates [former Assistant Commissioner in the Metropolitan Police Service] was going out to speak to the *New York Times* journalists. You did not say, you did not give us the information that this was actually ongoing now, that there was a new lead with the *New York Times*. Why did you not say something at Mayor's Question Time? Why did you not even tell the Mayor that when he said 'codswallop' he might have been overstepping the mark?

Kit Malthouse (Deputy Mayor for Policing and Crime): Two things, Jenny: as you know, as you and I have been in correspondence about this at the time, first of all it is Mayor's Question Time, not Deputy Mayor's Question Time, so I was not appearing in front of the Assembly at the time and was not in a position to comment. We are only allowed to ask questions. Secondly, the circumstances of the *New York Times* and that ongoing investigation was public knowledge anyway, it had been in the papers at that stage.

Jenny Jones (AM): But we did not know that John Yates was flying out because he felt that there was something to follow through on. No, I am saying we did not know, but you knew and you could have told us that actually it was -- when we started questioning the use of resources you could have said.

Kit Malthouse (Deputy Mayor for Policing and Crime): As I explained to you in subsequent correspondence, Jenny, from memory I took a phone call from former Assistant Commissioner Yates saying that there was a possibility that they would send people overseas, it was one of those courtesy phone calls that they might be sending teams overseas to interview the source of that *New York Times*' story. I cannot remember the exact date.

Jenny Jones (AM): It was 10 September.

Kit Malthouse (Deputy Mayor for Policing and Crime): All right, well as I say, I think I remember saying in the correspondence that I do not recall speaking specifically to the Mayor about that point because it was just a matter of courtesy that the Metropolitan Police Service informed me that investigators would be going overseas on any number of investigations. That was just another one.

Jenny Jones (AM): My point is that you knew there was an extra component to the investigation, that there was something live happening and you did not tell the Mayor so --

Kit Malthouse (Deputy Mayor for Policing and Crime): I am not quite sure what the point is there.

Jenny Jones (AM): The point is really that you are not being honest and open with us, and that is very, very irritating!

Kit Malthouse (Deputy Mayor for Policing and Crime): I think that is a very, very unfair accusation, Jenny! I have tried, as always, to be honest and open with you, as you know, you have not mentioned it, but I did correspond with you extensively about this, and put the timeline in there. I only recall the telephone call itself, and it was a fleeting telephone call, on examining my diary, because it was put in there, and as soon as I found it I wrote to you immediately and said that it had been there. I did not recall it, I am afraid. In the great maelstrom of things that pass across my desk, through my phone, through my email and all the rest of it, that one slipped my mind. The moment I found it I told you.

Jenny Jones (AM): It was a big issue at the time.

Kit Malthouse (Deputy Mayor for Policing and Crime): At the time, absolutely, but the accusation that I have been dishonest is patently not true, Jenny. If I was dishonest I would not have told you about it, but in fact I did the moment I discovered.

Joanne McCartney (Chair): I think that correspondence was circulated at the time.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, exactly, you all know this. I am not quite sure why we are going through it again.

Joanne McCartney (Chair): John, you have questions.

John Biggs (AM): I am very pleased you raised the same point that the Mayor raised last night about priorities, because I think that is a forced choice. If you are given a choice between having your eyes gouged out or your leg ripped off you would probably choose neither of those and in the same way the political graveyard, I think, is full of politicians who make guidance which turns out to have been, in the light of events and maybe they are just unlucky, ill-informed. I will put my concern to you this way, if the unfolding events on phone hacking led towards a position where massive doubt is sown as to the integrity of parts of the police service and the possibility that people are engaged in activity which could even be criminal activity, then I think that would undermine confidence in policing to an extent which would, in terms of prioritisation, give it an equal footing with very serious crime. Obviously, very serious crimes taking place, physical injuries to people requires an urgent and immediate response and detection and prioritisation, but something that affects the very integrity of the services, would you not agree with me, is as important in terms of the corporate health and the public confidence in the police service?

Kit Malthouse (Deputy Mayor for Policing and Crime): I think it is a very important and serious issue and I can understand why a lot of people are alarmed about it. At that stage then it was not apparent that that particular aspect of the investigation was coming to light, it is now. I agree with you, it is very important that it be pursued thoroughly but that does not necessarily mean that other investigations of a serious, and some may say more serious, nature should be denuded to service that. I am afraid we are in a world of finite resources. We have

allocated more detectives away from homicide, because thankfully homicide has dropped, towards rape where we have a particular issue. In that world of finite resources I am afraid these difficult and controversial decisions have to be made. Now, there is a precedent for this in the past as well. It is the case that the previous incumbent of the chair's office put very significant pressure on the Metropolitan Police Service, quite rightly, to reopen the investigation into the Daniel Morgan case [murder victim, 1987], and it is an equal principle that he wanted resources allocated to that; he wanted the investigation reopened and I am glad he did. That is the role of the Chair of the Police Authority to do those things. If it is not the role of the Chief of the Police Authority to question and probe and make a judgement about the allocational resources and the priorities that the Commissioner decides then I am not quite sure why we bother having one.

John Biggs (AM): I think, with respect, that is slightly different because requesting the service to do something it is not doing is different from requesting the service to stop doing something which presumably, given the wisdom and collective experience of officers, they have chosen to continue doing. You can see you are stopping them from doing something rather than suggesting that they perhaps start doing something.

Kit Malthouse (Deputy Mayor for Policing and Crime): I did not request they stop doing anything.

John Biggs (AM): I think the comparison you had was about putting resources into investigating an unsolved murder in the Morgan case, whereas the suggestion is that the pressure that was brought to bear by you and maybe others was for the police to stop carrying out an activity for which they were previously -- or reduce that --

Kit Malthouse (Deputy Mayor for Policing and Crime): I do not know who has made that -- I know that your man in the underpants, Chris Bryant MP, has made that suggestion but Sir Paul Stephenson made it very clear in his evidence that is not the case.

John Biggs (AM): The question off the back of that, I take a slightly different view on to my good friend, Jenny, in that I do recognise that you have to respect the Leveson Inquiry but one would expect, given that this is the prime body to which you are accountable, as and when you have disposed of that you will be able to furnish us with evidence which shows the documentation and the facts that you took into account in making the decision that you should recommend that they devote less resources to investigating that matter. Will you make a point to do that?

Kit Malthouse (Deputy Mayor for Policing and Crime): I said previously, perhaps before you came in, that I was more than happy to answer the questions afterwards, yes.

John Biggs (AM): That will include a detailed documentary trail that shows how you reached that decision?

Kit Malthouse (Deputy Mayor for Policing and Crime): If there is one.

John Biggs (AM): So there may not be one? It may be just something that happened?

Kit Malthouse (Deputy Mayor for Policing and Crime): In the nature of the relationship between the Chair and the Commissioner is that there are almost constant conversations about the activity of both organisations, the Police Authority and the Metropolitan Police Service, not all of that is documented.

John Biggs (AM): I put it to you that it would be good practice for somebody in your position who is recommending that the operational service reduces its level of engagement in a particular activity to have an evidence base behind that recommendation.

Kit Malthouse (Deputy Mayor for Policing and Crime): I am not sure I made a specific recommendation. I did from time to time say that I was alarmed at the level of resources that was going into the -- I was worried, alarmed might be a bit strong, about the level of resources that was going into that particular civil disclosure exercise given the challenges that the Metropolitan Police Service faced elsewhere. The Commissioner reassured me that it was required and that he could cover the challenges elsewhere and I accepted that. I think the fact that the investigation has continued to follow its path is testament to that.

John Biggs (AM): Thank you.

Valerie Shawcross (AM): My point follows on from that, because it is clearly the behind closed doors nature of some of these constant conversations that is part of the problem and it is a difficult problem. But I think the point you were making about Assembly Members and Metropolitan Police Authority members trying to influence resource allocation, that has been done in public, it has been done in meetings, it has been in sub-committees, it has been minuted and is above board and transparent. I think with the new Mayor's Office for Policing and Crime (MOPC) maybe there is now an issue of too much governance behind closed doors. Would you not think there is a case for actually minuting your conversations and having a small degree of discoverability about the guidance and questions that you give to the Commissioner and senior officers so we can call to account what was this conversation about, and why did it go in that direction?

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, I definitely think there is a place for that but at the same time the nature of the work that is done and the nature of the conversations mean that there is obviously an element of informality in certainly the weekly meetings between the Commissioner and the Chair or the Deputy Mayor - there has to be. The truth is that all those weekly meetings that I attended were also attended either by the Chief Executive or the Deputy Chief Executive so it is not as if it was just a one to one, and the Commissioner would always have a staff officer present, and indeed very often the Deputy Commissioner is present as well. It is not like a cosy fireside chat. It is a proper, if informal, meeting in which various issues that have come up during the week are discussed. That happens at a ministerial level, it happened between Len Duvall [Assembly Member] and the Commissioner every week. I carried on the same system of having a weekly meeting that was informal. He did the same thing.

Valerie Shawcross (AM): Kit, it is not the same system now, is it, because the MOPC has put so much of the detail behind closed doors, and I am not accusing you of anything I am saying this is a new system and we have to work out how to make it accountable and reasonably transparent. Obviously there has to be a degree of confidentiality, but too cosy is dangerous and this is what we are seeing all the way down the line. Perhaps it matters that at least there is a record that a discussion took place, who was there and at a high level what was discussed.

Kit Malthouse (Deputy Mayor for Policing and Crime): I agree with you that the challenge, and I think I said this at the very first meeting, of the new system is going to be maintaining and enhancing transparency, and I gave you my commitment to try and do that. I cannot yet envisage how a chief constable and an elected police and crime commissioner would do that. I suppose it could be a sort of David Frost [television interviewer] kind of public interview where the two of them sit in armchairs in front of a -- do you know what I mean? Physically it is difficult to know.

Valerie Shawcross (AM): Kit, do not ridicule it, I am not making those extreme suggestions!

Kit Malthouse (Deputy Mayor for Policing and Crime): Hold on, no, can I finish? I do think that developing a trail of audit, particularly around decisions that are made is vital and that is what I hope you are seeing coming through in the papers. Not only around financial and other decisions but also around the various meetings that are taking place and what have you. It is certainly the case that the Commissioner and I are talking about a model of accountability with a formal kind of board meeting once a month that would be minuted, that would have an agenda, that would have papers available where the Deputy Mayor for Policing and the Management Board of the Metropolitan Police, and others who may be involved, would sit down in a systemic way once a month and go through the various issues which can then be advertised in terms of their thinking, the things that were discussed and the decisions that were made.

Steve O'Connell (AM): It is actually right for this Committee to ask these questions, that is correct, and to probe accountability, but I would like us clearly to move on to issues that are important to our residents, which are around the crime figures which I want to spend perhaps more time on.

It would be fair to say with the new democracy wrapped around the arrangements, now, where you have a directly elected Mayor, directly elected MOPC, it would be expected by Londoners that that person who holds that post would be able to influence on the ground in real time resource allocation, quite properly reflecting the situation at the time. Whilst I think it is right that questions need to be asked I would refer back to the point in the system that we have through Government that is to give the authority to a directly elected person to guide and to steer.

Kit Malthouse (Deputy Mayor for Policing and Crime): I agree with that. I understand there is an election coming, I understand that and I understand those attempts therefore to land blows, but what I get slightly aggrieved about is the suggestion that there was somehow something improper being done, which is absolutely not the case. The chair of a police

authority or a deputy mayor for policing, their job is to challenge and question the allocation of resources and if they are not allowed to do that for various reasons, no matter where it might be, controversial or otherwise, then we have a problem.

The truth is I spent the entire summer going through the budget challenging the allocation of resources, why are we spending money on this? Should we not be spending more money on that? That obviously weaves into the crime priorities and fundamentally my job is to make sure that the Commissioner is addressing the crime priorities of Londoners and if that means them skewing resources towards those priorities then so be it.

Joanne McCartney (Chair): We are going to move on now but I think Val's suggestions are worthwhile taking into consideration when you are looking at that model of transparency.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes. As I say, the MOPC is a bit of work in progress and we have been puzzling through exactly how we can address your challenge. It is a very fair challenge and one that I am aware of and we are hoping that we will come up with a model that will -- we are expecting the first meeting to be at some point this month.

Joanne McCartney (Chair): I wonder, just before we move on, Deputy Commissioner, could you just write to us and just tell us those figures again for the various operations and particularly how many police officers are involved in the arrests and so on. That would be very useful for us.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Sorry, particularly how many police officers are involved in?

Joanne McCartney (Chair): Yes, you mentioned there were journalist pieces and you gave some figures but not all.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): My apologies, Chair, I thought you meant how many police officers had done each arrest. I thought that might take some considerable time but I understand now! Thank you.

Joanne McCartney (Chair):: We are going to move on now and, as I said, it was a busy week for the Metropolitan Police Service this week and one of the other issues was claims by the *Independent* newspaper with regards to allegations about one of the investigation officers in the Stephen Lawrence murder inquiry. Jennette, you had some questions on that.

Jennette Arnold OBE (AM): Yes, I do have some questions about the flawed police investigation that followed the fatal stabbing of Stephen Lawrence 19 years ago. I am sure I am not the only one but I just would like to say that so many people who have, if you like, been associated by just their feelings of sympathy and empathy with the family over the years would have been in a state of shock on reading that article. I would just like the Deputy Commissioner to say, if possible, what has been the response from the service to this article and this article talks about the Detective Sergeant John Davidson and that Detective Sergeant's link with, and it is a quote from the *Independent*, the "drug dealing family of one of the prime suspects

around the investigations". Since this article came out, Deputy, what has been the Metropolitan Police Service response to that?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Thank you. We have done an early assessment of the report that has occurred over two days in the *Independent* newspaper in relation to the corruption and the links to the Stephen Lawrence murder investigation. We have also been in contact with the Independent Police Complaints Commission (IPCC). At the moment the early initial assessment at this stage does not suggest there is evidence that requires further investigation that has not previously been undertaken by the MPS, the IPCC or the Macpherson Inquiry. However, the Metropolitan Police Service is now asking to meet the *Independent* journalists to better understand what they consider is the new evidence before we can make any proper assessment of it. We have put in a request to meet the journalists from the *Independent* to say, "This is what we know, what do you know that might be different?"

Jennette Arnold OBE (AM): There is another piece as well, and I understand that, the other allegation is that the Metropolitan Police Service's anti-drug squad knew about the links, had suspicions about the links, but that was deliberately kept back from the Macpherson Inquiry. If that is the case surely that is unforgiveable and that in itself is corrupt behaviour by those people who would have been higher up the food chain who took those decisions? Who is going to investigate who took those decisions so that appropriate actions can be taken against those individuals?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): A number of these issues were looked at during the IPCC investigation about five years ago, hence our contact with the IPCC in relation to that. That is why I emphasise we have looked at the documentation we have, we have looked at the documentation that was supplied to the IPCC and other investigations over the last number of years and we now want to sit with the *Independent* journalists so we can better understand that picture before we make any final decision.

Jennette Arnold OBE (AM): I refer the Deputy Mayor, are you keeping yourself separate from this so that you can get a report and then once you get a report you can --

Kit Malthouse (Deputy Mayor for Policing and Crime): I have to say --

Jennette Arnold OBE (AM): If I can just finish. We can then ask you questions based on your report, because I think that is how this chain will work. If that is the case then can I suggest to you that what we absolutely need is some clarity and it is not just about the investigations, it is about investigating that decision-making around the investigation because it seems to me that what that means is that the corruption did not stay with one individual but was linked with other activities and decisions within the service at the time.

Kit Malthouse (Deputy Mayor for Policing and Crime): The short answer is yes. I have to say the report in the *Independent* came as news to me, I had never heard that before and certainly I know the Chief Executive felt she had never heard it before. We have asked for an urgent report and I am happy, once that is obtained, to circulate it.

Jennette Arnold (AM): I just find that interesting because if you speak to certainly councillors and people who were involved in that, this is, was the nerve centre of all that was corrupt around London and policing in the previous years. I do not accept that people were not suspicious at the time. In fact, Dr Richard Stone [was on the panel of the Stephen Lawrence Inquiry (1997-99) as adviser to Sir William Macpherson] who was on the inquiry, said that members of that inquiry really had a feeling that there was further corruption but they never had any evidence presented to them or any of that information. I do not take it that people did not have that feeling. Can I also add that the family and the people around that campaign clearly had a view that within the operations and the investigations, that when you look at that something was not right, whether that was corruption or not.

Let me be clear then; how it is going to work? You are working with the IPCC [Independent Police Complaints Commission].

Craig Mackey (Deputy Commissioner of Police of the Metropolis): We are working with the Metropolitan Police, the IPCC are aware of what is going on, we are now asking to see the journalists from the *Independent*.

Jennette Arnold OBE (AM): Then can I just go further, because this is a matter of absolutely immense importance to, I think, every Londoner and to the country at large; when will that report be then forwarded to the Mayor or the Deputy so that we can be informed that this report exists, so that we can then have a session to ask questions about that.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Once we have had the opportunity to speak to the journalist from the *Independent* I would not envisage it would be a long time but probably outside of here, if you are happy, I will write to you with some dates once I know when we are seeing those journalists.

Jennette Arnold OBE (AM): Just lastly, is this the inquiry that I have read about that people have demanded an inquiry and that the service has accepted there will be an inquiry? I understood there was a meeting last night in Westminster somewhere where a demand was made for an inquiry. Is that just loose talk?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I am sorry, I am unsighted on that.

Jennette Arnold OBE (AM): OK, but you are carrying out this investigation?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): We are doing this work now, exactly as we outlined. I was not aware of anything coming out of Parliament.

Jennette Arnold OBE (AM): It was in Westminster somewhere. So we are clear about the way that we are going to work with you on that?

Joanne McCartney (Chair): Yes, and that report will be useful. Could I also ask, though, Deputy Commissioner, one of the allegations that came from the *Independent* was regarding whether Macpherson himself had been told of the suspicions and allegations? Can you confirm whether that was the case or not?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): At this stage I can say that the assessment does not suggest that there was any evidence to suggest anything was kept back from the inquiry but it is at its early stage; I do emphasise that there is work to do. This is two days in, this has been a news headline both days, we need to finish that work that is why we are asking to see those journalists from the *Independent*.

Jennette Arnold OBE (AM): Just a matter of correction to Kit, when he talked earlier about the Chair deciding to put resources to the Morgan Inquiry, it was not the Chair, it was the full Metropolitan Police Authority that made that decision based on the work of myself and other campaigners, and most importantly the family. It was the family's presentation to that then body that brought about that commitment. The family would want me to say that.

Joanne McCartney (Chair): We are now going to move on to our next item and that is the case of Babar Ahmad [Babar Ahmad has been held in custody in the UK since August 2004; he is fighting extradition to the United States on allegations of involvement in websites supporting Chechen and Afghan insurgents]. This was a case that of course the Metropolitan Police Authority had some dealings with, and work in before we were abolished. This issue is here because the solicitors for Mr Ahmad have written to the Committee asking us to take this matter up. Jenny, you are going to lead on this question.

Jenny Jones (AM): It is really difficult to know where to start. This has been going on for eight and a half years now and that is a long time in human terms, in Metropolitan Police Service terms of course it is just a click of the fingers. I think I first wrote to the Chief Executive, I cannot remember, it might have been 2004, about this when Mr Ahmad actually approached me, and it just seems to be so turgid, the whole process, that the Metropolitan Police Service is constantly to be forced to do anything about this. You can sit there completely relaxed about this because you were not here.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): That is not an excuse.

Jenny Jones (AM): The report that has been compiled is not yet public. I gather that Fiona Murphy, that is Babar Ahmad's solicitor, has had a copy of this and she has told me,

"The unredacted sections of the review that I have been able to read are riddled with inaccuracies and mostly completely off the point."

That is a bit worrying, is it not?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I know a version of the report has been provided to the solicitors, I have had no feedback at all on it.

Jenny Jones (AM): Well apparently the redactions are so severe it is quite difficult to know what the report is about. It is a bit worrying, is it not? This is something that has been going on a long time, we know that he was an injured party and yet a report on it is still not public, are you going to publish that report?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): The report is with the solicitors now. I know there is a Freedom of Information (FOI) Act request for a copy of the report, a Freedom of Information Act version is available and has been requested, and that will go out in the normal way.

Jenny Jones (AM): Is that different from the redacted report that has been sent already?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): The redacted report goes to the solicitors for observations and then the FOI one would go out.

Jenny Jones (AM): The Metropolitan Police Service, to its credit, agreed to take away the request to make a publicly available report and they said then they had concerns that a redacted report could prove to be a meaningless product, which is, apparently, according to Fiona Murphy, exactly what you have produced; a meaningless product.

My point is, what she says - I have not read the report - is you cannot know what went wrong, so we cannot know what lessons were learned, so how can we hold you to account, that you were actually learning from the lesson learned? If that is clear.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Forgive me, I understood that there was a Metropolitan Police Authority briefing in July 2011 and that there was a briefing in relation to what had gone on in relation to that investigation.

Jenny Jones (AM): I do not think that was to the whole of the police authority, I think it was only to a few people because I certainly did not get a briefing on it. It would have been a closed session of some police authority members. Is that what we are talking about?

Kit Malthouse (Deputy Mayor for Policing and Crime): From memory, it was an informal -
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Jenny Jones (AM): So it would be a confidential session in any event. Can I just have clarity, if I may?

Kit Malthouse (Deputy Mayor for Policing and Crime): It was the exempt session of the full Authority in July, so it was to all members who were there.

Joanne McCartney (Chair): In September last year the MPA issued a statement which I assume would have come partly from you, Kit, as well and it states that,

“At the authority meeting on 15 September the Chief Executive will ask members to commission a report from the MPS of their findings of the Babar Ahmad investigation that could be made publicly available.”

To date it seems that has not yet been done.

Jenny Jones (AM): It has been done. For example, the solicitor has seen that report, Babar Ahmad’s solicitor has seen the report, she says it is so heavily redacted it is incomprehensible.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I am sure there will always be a legal debate about what bits can be in and what bits cannot be in. If she is happy to write to me, I am more than happy to look at that issue with the legal team.

Jenny Jones (AM): I will pass that on. I am also concerned that she said there are inaccuracies and things that are mostly completely off the point. It is worrying that this is a report --

Kit Malthouse (Deputy Mayor for Policing and Crime): To be fair, Jenny, I think the reason that the report has been given to the solicitors is so that they make exactly these comments --

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes, and observations.

Kit Malthouse (Deputy Mayor for Policing and Crime): -- and observations for the Metropolitan Police Service to consider and then for there to be some kind of agreement about what the report says.

Jenny Jones (AM): OK, that is great, but if it is so heavily redacted she finds it in comprehensible how can you know what you should be putting back in? How can we know you are learning any of the lessons when we do not know what you are saying the lessons learned are?

Joanne McCartney (Chair): Would you be happy to meet them or to have someone from the police to meet them to go through their concerns?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Absolutely. They have been dealing with Head of Professional Standards, Commander Peter Spindler.

Jenny Jones (AM): I think it is beyond that, though. This is about our being able to hold you to account for learning lessons, but we have a report that is incomprehensible so how can we?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): But there will always be a legal problem about reports that are done at a point in time.

Jenny Jones (AM): But you did not even defend the action.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): There are different issues there, but there will always be a problem about reports that are done at a point in time in terms of when you try and publish them and produce them some years later. There will be all sorts of issues around data protection and individual names in reports that people will not agree to. This is why the reports have been provided to people to make those comments.

Jenny Jones (AM): You see what worries me is we had a person who was assaulted by police officers and no action against those officers has happened. It has gone through legal proceedings and so on --

Kit Malthouse (Deputy Mayor for Policing and Crime): Can I just say, I am not trying to do anything other than explain the situation, I think what has happened, Jenny, is you have caught up with the process part way through. What has happened is the report has been written and the Metropolitan Police Service has had a first go at redacting it, and it has now gone to the solicitor for them to comment on the redactions and the report and then for their comments to come back and those to be considered and incorporated. The report has also come to the Chief Executive with the rationale for the redactions so that we can have a look at it and come to a view about what we think would be the right thing to put out in the public. Once those view are collated then it will be published, and that will be, I guess, a negotiated position around what the redactions should be. The cake is half baked at the moment, that is the problem!

Jenny Jones (AM): I understand that but it is difficult for the solicitor to comment on the redactions because the redactions are actually deletions. How can she know what has been deleted?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): If she makes that point to us, we will put it into the consideration.

Joanne McCartney (Chair): It is a bit of a tortuous circle.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): It is. You had a response that we have not got. There is slightly a Chinese whisper here.

Jenny Jones (AM): Look, the point is we are trying to understand what went wrong.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Absolutely.

Jenny Jones (AM): We cannot do that because you are not giving us enough information. You have produced a report which, in your own words, is a meaningless product.

Joanne McCartney (Chair): I think that point has been well made, Jenny. Perhaps, Kit, you are going to get the report.

Kit Malthouse (Deputy Mayor for Policing and Crime): We have it already, with the rationale for the redactions, I understand. I have not seen it myself, we will be working through it too.

Joanne McCartney (Chair): Well obviously trying to put as much into the public domain as possibly can be.

Kit Malthouse (Deputy Mayor for Policing and Crime): Obviously.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): As we can legally do.

Joanne McCartney (Chair): I think we will have to leave that one there.

Jenny Jones (AM): I am not sure your legal advice is as good as other people's legal advice.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): If we are going to compete on legal advice, if you can get two solicitors to agree on a position you are a better person than I am.

Joanne McCartney (Chair): I just think we will have to move, Jenny.

Jenny Jones (AM): Well, you are not letting us do our job.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I am not stopping you doing anything.

Kit Malthouse (Deputy Mayor for Policing and Crime): I think it would be helpful if the solicitor who has obviously communicated with you was to communicate with the Metropolitan Police Service about what the problems with the report are, and then they can see if they can address them.

Joanne McCartney (Chair): We are going to move on now and we are going to ask questions about the performance monitoring report you sent into us. The first question we have is on knife crime and serious youth violence. Val, you were going to start with this.

Valerie Shawcross (AM): I think the last time you were both in front of us we did speak a little bit about how you were reconfiguring the Trident Gang Crime Command and the considerable number of people who work in that division, was it 500 staff I think you mentioned. Since then there has been seven stabbings in my division and of course a terrible murder of Kwame Ofose-Asare [March 2012]. We are looking at the performance data that suggests there is a growing problem. Serious youth violence is up over the 12 months rolling period by 4.9%, nearly 5%. I think we have discussed in the past that the figures for knife crime as such can be a product of more detection, but clearly serious youth violence has had a very, very large rise in one year. What are you going to do to make sure that this new Trident Gang Crime Command, this newly configured approach, is being effective? We do need to be actively on the case in this issue.

Kit Malthouse (Deputy Mayor for Policing and Crime): Could I just explain what is happening within the number? I think I have written to you, Joanne, about this. Serious youth violence is a collection of different offences, and effectively what we have seen in terms of the long-term trend over the last three or four years is a decrease in the “violence against the person” section of the offences, but an increase in the robbery bit, which is obviously mirrored in the overall increase in robbery that we have seen over the last few months. Both numbers in the last 12 weeks or so have shown a slight flattening off and a slight decrease, actually, so it is a bit too early to look at a trend yet but it looks like those numbers have topped out and have started to come back down again, albeit, as I say, the number of offences is broadly the same - slightly up - but it is fewer violent offences and more robbery offences.

Valerie Shawcross (AM): But the data does show us that knives being used to injure is up a bit.

Kit Malthouse (Deputy Mayor for Policing and Crime): It is up a little bit, yes.

Valerie Shawcross (AM): It is 0.8%. The global figure there is still too high.

Kit Malthouse (Deputy Mayor for Policing and Crime): Oh, it is.

Valerie Shawcross (AM): We all agree with that. Nobody is saying, “Nobody cares about this”.

Kit Malthouse (Deputy Mayor for Policing and Crime): It is a massive challenge. No, absolutely not, but this is quite important to understand. If you are looking at what action the police are taking, it is quite important to understand. If you look at violence against the person, for instance, versus robbery, that requires a different police tactic to deal with it.

Valerie Shawcross (AM): Knives used to injure is 4,099. That is still too high! There is a bit of upward pressure going on there, and what we want to know is: is this new system going to be effective? Are you on the case, making sure it is? We are all hand-wrestling with this issue the whole time, and it is vital. We have all said that this morning. What are you doing to make sure it is working?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): If I can answer in relation to that, the serious youth violence and the work we are doing around this really sits in four key areas: one is around the gang-related violence. Another is around knife-enabled robberies; the night-time economy and the violence that we see in the night-time economy, and to a lesser extent with young people - though not to diminish it in any way - domestic violence. We think, in relation to the gangs and the gang members, they are probably 22% of the serious violence in London, 17% of the robbery, 50% of the shootings and up to 14% of the rapes. The work that the Gang Command has now put in place in looking at how we use the intelligence and tasking, how we respond to operations both covert operations or how uniform assets would work in a borough, from the borough officers, Safer Neighbourhood Teams, all the way through

to the Territorial Support Group (TSG) to our more covert units and operation. It is really around co-ordinating that with proper intelligence and tasking in terms of what we do.

What we have done since we spoke is - you saw the launch of the work around the Gangs Command and Operation Valiant, which resulted in over 500 arrests in three days. The work around Operation Condor and the licensing and night-time violence which resulted in 420 arrests; and also Operation Athena which resulted in 207 arrests.

I had the opportunity on Monday to go and sit with the senior investigating officer on the tragic murder of Kwame. I think there are a few things when you look at what is going on around knife violence that we all need to focus on across London. In that weekend, at least two of the individuals who presented at hospital with injuries were under 16 years of age and would not co-operate with the police, so we ask our officers, on behalf of the community, to start from that position. I think we have to look at this as a whole thing across the piece in terms of how we deal with some of this. I am absolutely convinced that we can provide the response around what takes place and what goes on, but we will not be able to provide all of the solutions to the gang challenge.

I think also - I have to be really clear - that this did not come up overnight and will not be solved overnight. What we have done by upgrading the resources around it and by looking at how we are using intelligence and what we are doing in terms of the work around it, everything from how we use stop and search, which we are going to discuss later, all the way through to some of the most covert styles of policing that we use, is around this gang violence and particularly the issue of knife crime. There is not one of us who does not agree with your analysis, but any is too much. We just want to get this thing under control in terms of the knife crime and the knife issues, and take that fear away from young people in our communities so they do not fear parts of London and they can go out on to their street or into other areas. That is why that work is taking place.

Valerie Shawcross (AM): Does all of this work give you a clearer insight into exactly what is happening? Why are we seeing this upward pressure at the moment?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): It does in terms of the behaviour of gangs and some of the levels of violence. Some of the stabbings over the weekend were many multiples of stabbings in terms of an individual being stabbed well in excess of ten times. That is a very, very different pattern around it. Depending on who you speak to, whether you speak to people in the community, and you will all have contacts in the community that will talk about some of the things they think are driving it, to the investigators that I sit with who are there investigating these crimes and working, you will get a range of views from them around what is going on with certain parts of young people in our city. But we are absolutely clear that we can do the bit we are doing in terms of driving that forward.

I think it also fits with the wider agenda about what we can do with the boroughs and other parts of the partnership to say that we need a cross-cutting, pan-London piece of work around that.

Valerie Shawcross (AM): We had a really good session on the preventative work, which we all understand is a big partnership issue.

What is the current status of Operation Blunt 2? What is going on there?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): We still use those tactics and the learning from it in terms of the intelligence and the way we use it, but we do not actually call it Blunt 2 in terms of the work around it now. Officers are deployed from everything from Target all the way through to some of our other operations, but it is not called "Blunt" per se on a daily basis like that.

Joanne McCartney (Chair): Is it as systematic as it was before?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): It is as systematic, and I think we are going to come on to some of that when we talk around stop and search and some of the work around section 60.

Kit Malthouse (Deputy Mayor for Policing and Crime): It has evolved.

Joanne McCartney (Chair): OK, thank you. I am going to carry on in a second. Just before I do, I think there is some confusion about the definition of knife crime. It does not involve detections of knives on people.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): No it does not.

Joanne McCartney (Chair): It is where use of knives has been intimated or has been used, so all those searches do not carry forward into those --

Valerie Shawcross (AM): Present at the crime.

Kit Malthouse (Deputy Mayor for Policing and Crime): It is also interesting, you should say, it is not just knives: it can be any kind. It can be a stiletto heel that counts as a knife crime. I think, if you look at the Home Office definition, it includes, believe it or not, a toothpick.

Jennette Arnold (AM): Well, that can kill you.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Would it be helpful if we wrote with those definitions for Members?

Joanne McCartney (Chair): Thank you, that would be useful.

Caroline Pidgeon (AM): I just wanted to pick up a couple of things, following on from Val's question. The issue Val mentions of the seven stabbings, and one stabbing that resulted in somebody tragically dying in parts of Lambeth --

Kit Malthouse (Deputy Mayor for Policing and Crime): Pimlico.

Caroline Pidgeon (AM): -- I wonder if there is any more information you could give us in terms of extra resources and what you are doing, because there are clearly huge concerns in the community in that area, and it would be useful if you could give us a bit more information on that. You mentioned something about Operation Condor. I wonder whether you could give us a bit more information on that and where that is operating, because that is a new one to me.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): By all means. In one of the written responses that we were asked to provide last time, there is a list of those operation names, because I am conscious that we use lots of different names.

Caroline Pidgeon (AM): I have printed it out; it has all come in the last couple of days.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I do apologise. I know we do use a lot of names in terms of doing it. Operation Condor was an operation that was run against licensed premises in the late-night economy, and you may well have seen some of the issues about unlicensed taxi drivers, because it is the licensed premises, and that resulted in over 400 arrests in terms of the work around that. It was tackling the issue of violence in the late-night economy in relation to that.

Kit Malthouse (Deputy Mayor for Policing and Crime): Just to give you an example, for instance, there was quite a lot of test purchase operation, using police cadets going in and attempting to buy knives, alcohol, booze,. It was everything from off-licenses right through to nightclubs.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes, and an increasing tendency to use our powers under the Licensing Act to close premises, so it is part of a co-ordinated response in terms of doing it.

If I deal with the work that is being done particularly in Lambeth in relation to the tragic incident there, additional resources were provided from our central resources, so TSG and officers from the Gang Command. I met, as I said, on Monday night with the Borough Commander, senior investigating officers and those who are actually doing this to look at the level of resourcing and support they have. Community meetings were arranged in terms of what was going on and what we were doing. We also talked about some of the work that is going on - and again, we will touch on this later when we talk about things around stop and search - when we talk about knife sweeps, so areas now where we will put some of the powers we have in place around the potential to find weapons, knowing full well that they will be discarded, and then sweep through afterwards to recover weapons around it. There is a whole range of things that are going on.

You met Commander Steve Rodhouse in terms of the work around that. He is co-ordinating all the activity that is going on in response to those out in the boroughs doing it. You will remember when we sat before you, he would have said this was the way of, if you like, "Swinging the Metropolitan Police Service behind" an issue on a particular borough or area. That is what is going on, backed up with all the usual things around high profile patrol, high

visibility patrol. You mentioned the ones in Pimlico as well. Again, supported with high profile, high visibility patrol, and particular work that you will have seen that has taken place on both of those operations in relations to series of warrants and operations to deal with identified individuals. There is the start of a very good intelligence system operating around London gangs.

Joanne McCartney (Chair): We will move on to the question of hate crime.

Jennette Arnold OBE (AM): I have a few questions. I wonder, Kit, if I can ask you in your role as Deputy Mayor for Policing and Crime what assessment you plan to make of the MPS' strategy and policy to address hate crime? I say that given this, I think, quite large increase of 7.6% around disability crime offences that we can see on the performance figures that you have given to us. Also, I just wanted to focus as well on hate crime and crimes against older people, because the Crown Prosecution Service (CPS) February 2012 report shows an alarming increase in that, and we also know that, although that report is a bit dated, there was an excellent piece of work that demonstrated the severe under-reporting of crime against older people. Congratulations in terms of the figures regarding the other hate crime categories: domestic violence, racism, religious offences and faith crime. Some of those are going down, but we do have an increase on disability and we would like, I think, as a group, some understanding about how the attacks and crime against older people is going to be addressed.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes. First of all, on disability crime, if you look at the graph that is in the report, although it says that the numbers are down in the calendar year 2011, I think that is largely because of that particular spike that is in the graph, which is obviously exceptional. I have been trying to puzzle through the disability crime issues. I think much of it is around consciousness that there is an offence now, and also greater confidence of people coming forward that it will be addressed, and pleasingly the Metropolitan Police Service is much better now at assessing and identifying persistent victims who have been targeted.

We had a conversation earlier this week about exactly this issue, and I think we do need to review where we are on disability crime, not least around independent advisory groups (IAGs) and contact groups, because obviously in every particular borough these might be relatively small numbers, but nevertheless we need to pick up the views of those people in the same way we do with a number of the other hate crimes where the groups affected are perhaps a bit more accessible.

In terms of the -- I was going to say "grey crime", but given that I am going grey myself, maybe I should not!

Jennette Arnold OBE (AM): "Older" would be nice.

Kit Malthouse (Deputy Mayor for Policing and Crime): In terms of crimes against older people, it is the case at the moment that we record, where they are willing to give it, the age of every victim so we are able to analyse around particular age groups, as we do with youth crime, what the crime rates might be. I am quite happy for the team at the MPA with the MPS to sit

down and try to analyse it. The big question for me, Jennette, though, is what age do you regard as old?

Jennette Arnold OBE (AM): I do not know. I think 40-plus is old, but, you know.

Kit Malthouse (Deputy Mayor for Policing and Crime): Forty-plus. Thanks a lot. I am five years older than that. What we can do --

Jennette Arnold OBE (AM): But I think 60-plus. It is recognised that at 60 you are an older person.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes. Pleasingly, now, thanks to the generosity of the Mayor, 60 coincides with the age at which you get a Freedom Pass, as opposed to 61½. Thank you, Mr Mayor!

Jennette Arnold OBE (AM): I don't know about that!

Kit Malthouse (Deputy Mayor for Policing and Crime): We are quite happy to analyse crime types for the over-60s and see what the trends might be across the piece and whether there is an issue there that needs to be addressed specifically.

Jennette Arnold OBE (AM): You said something, I think, that we could just stay with - there will be small numbers of these crimes at borough level, and certainly through my IAGs they are small levels, but when I look across my three boroughs it does alarm me, because then I have this as a topic that we are speaking about on three IAGs across three boroughs in a sector. What is the structure above that that you could do analysis on, where you will have some sort of commander? What is that structure?

Kit Malthouse (Deputy Mayor for Policing and Crime): We just need to be slightly careful about disability crime, because we are talking about a very low number of offences across the whole of London. On the current number, we are talking about a rounded average of 11 or 12 offences a month.

Jennette Arnold OBE (AM): That is reported.

Kit Malthouse (Deputy Mayor for Policing and Crime): That is reported; no, I agree. We just need to be slightly careful about drawing any conclusion from such a small number.

Jennette Arnold OBE (AM): If you speak to disability groups -- and it is what we call "violence", because I am not talking about the hard-end, hardcore stuff. I am talking about where you can find it in the antisocial behaviour category, where people in wheelchairs are now being pushed away from bus stops. At that level, they are subject to criminal activity, so it is how you are going to put that strategy down to the Safer Neighbourhood level, and show a commitment and say, this is a population that deserves respect and policing at the same level as anybody else, that you would give to your banker. I am sure 11 bankers are not attacked, but if they were, there would soon be some sort of special group created for them.

Kit Malthouse (Deputy Mayor for Policing and Crime): I agree with you, Jennette, but we have to be slightly careful about the definition of crime here, and I think we are absolutely right to try to identify crimes that happen against disabled people because they are disabled, but disabled people are subjected to the same kind of crime that other people are subjected to, and that does not make it a disability crime. I had a lot of conversations, for instance, with the Community Safety Trust (CST), who are quite tough sometimes on the Jewish community about deciding whether a crime is actually an anti-Semitic crime or just a crime that happened to them - it did not happen to them because they are Jewish. If a Jewish person has their mobile phone stolen, it did not happen to them because they are Jewish. Lots of people get their mobile phones stolen and it is not an anti-Semitic crime, and CST are quite careful about trying to define that crime so they can see the real level of anti-Semitism that is taking place. I think we need to be careful to do the same thing with disability crime. Pleasingly, the numbers of crimes are so low that I think we can do that on a case-by-case basis.

Jennette Arnold OBE (AM): Would you see that as part of how you are going to respond to the MOPC's new duty of care for all victims of crime?

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes I would.

Jennette Arnold OBE (AM): This category certainly does not get the attention in that grey area - I use the word "grey" there - because it is all about guns and theft and everything else.

Kit Malthouse (Deputy Mayor for Policing and Crime): Totally, and I think what you said earlier feels intuitively right to me, which is that a lot of disabled people are disproportionately subjected to antisocial behaviour, and I do think that is something we need to look at, yes.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): You made the point that those numbers will move as awareness moves. I think it is an area of under-reported crime and activity, and I think, as awareness rises, people will report more.

Joanne McCartney (Chair): I think what was very healthy about the CPS report was that they did separate those crimes against older people because they were particularly vulnerable, and I think if the people were to adopt a similar approach, looking at the vulnerability as to be the reason why they were subjected to it, that would be extremely useful and helpful.

Kit Malthouse (Deputy Mayor for Policing and Crime): I think that is absolutely right because, frankly, one of the areas that are of concern to me is people that might have a mental health problem, who are even less inclined to report or engage or may have difficulties in doing so, and because of the care in the community and all the rest of it, are living in the community, but are not actually able to, whereas, if you are just physically disabled, you are more likely to engage, perhaps.

Joanne McCartney (Chair): That moves very nicely, I think, into Victoria's questioning.

Victoria Borwick (AM): We would like to talk about victims, and that really follows on exactly with what you were just saying. Obviously public confidence in the police is very important, and we are very aware that with the new Total Policing, perhaps you could update us on the work you are doing to respond to the MOPC's new duty of care for all victims of crime.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Last time I was with you, we talked about some of the work we have done under the Total Victim Care work, and this is really about a set of standards and a way we approach the work in terms of victims. It is key that this issue is around changing parts of our culture, and increasing the pride we all take in the job we do in terms of what we do.

I mention we have rolled out Victim Care cards. By all means I will circulate these around for members. I think 230,000 of these are out with boroughs at the moment. It just lays out for members of the public what the officer should do, what the process is we will follow in relation to a crime investigation, and what you can expect from us. It is early days, and this is being managed by Territorial Policing in terms of what is going on. It is also being translated into the major languages in London so it is available for people where English is not a first language, and we are currently talking with the Royal National Institute of Blind People and others about how we make a Braille version of it. It is about embedding that culture of the focus on the victim, support for the victim, and doing the right thing at the start in terms of being clear about what the Metropolitan Police Service is going to do in relation to it. Individual officers' details are on there, and all the follow-up is taken through because we know from all the work we do that the issues around satisfaction and confidence are shaped by the initial officer coming, the phone call and the work we do in terms of follow-up. If we say we are going to come back to you, then we will come back to you. What we now need - and this is in its early stages in terms of the rollout - is a system behind it to make sure this is actually embedded. That is where we have started on the work around victim care.

Briefing and training has gone out to staff in terms of what goes on. We have looked at the opportunities for better initial investigation and work we are doing around that. We have been very clear about the role of leaders, so sergeants and inspectors, in terms of the work they do around that, and making calls back in terms of saying, "Did we do what we said we were going to do?" There is quite a range of work going on in relation to that.

Victoria Borwick (AM): Could you just clarify two things? The document that you have just put around, is that going to everybody or victims of crime? Sorry, I have not seen it yet.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): It is for victims of crime.

Victoria Borwick (AM): Fine, and will that go to all boroughs?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): It will go to all boroughs. We have started the rollout now, but in all boroughs, if you are unfortunate enough to be the victim of crime and you get an officer turn up with you, you are going to get one of

those. You can see on there where the officer can put their details, and it is very clear on the inside what you can expect from the officer.

Victoria Borwick (AM): I believe you have an MPS action plan.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes I do.

Victoria Borwick (AM): Is that something that we can also see?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I have no problem with that at all.

Victoria Borwick (AM): And that could be sent to us.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes it can.

Victoria Borwick (AM): What is MOPC's role in all of this? How do you fit in with looking at how that is working?

Kit Malthouse (Deputy Mayor for Policing and Crime): I suppose our job is to pull two sides of the game together, really. The first is to make sure that the Metropolitan Police Service has a plan, which it does, and that that plan is being properly implemented, and, as the Deputy Commissioner said, to make sure that what they say is being done is actually being done, so there is a kind of audit job, if you like, to be done there.

The other side of it is to look at the other organisations who are involved in victim care. We are having quite good conversations with Victim Support at the moment about their work in London. We have obviously had an ongoing relationship with them over the last three years, but we are exploring how we might look further to that.

The third bit - is the area I have been giving some thought to, and may well have some new ideas shortly around - is how we embed that and advertise that to change that confidence in the community. Using our engagement processes, if we review them, as I think we talked about last time, whatever they may modify into, and embedding somehow the duty and the obligation to look at victims on a borough basis, on a local basis, and understand what is going on, I think, would be pretty key too. Somehow involving victims in that engagement structure, if they wish to be involved, would be pretty key.

I am also quite keen to look at victims' involvement in Community Payback much more, and at the moment the Probation Service runs Community Payback. It does to a certain extent take into account the views of the community about what criminals should be doing to pay the community back for their crimes, and I think involving victims much more in that so they get a sense of ownership of the process is going to be pretty key too.

Our plans over the next few months at the moment are to embed the Metropolitan Police Service's plan, make sure that is going well, and then try to draw the other partners into a co-ordinated effort.

Victoria Borwick (AM): One of my interests has always been public confidence in policing, because obviously you police by consent in this country, one hopes. You have touched on it before when you were talking about non-reporting and people's difficulty reporting and giving people the confidence to be able to report, and we are very conscious of the experience and the reports that have come through to us, as you say, from Victim Support and others to ensure that there is a pan-London access and strategy that is being monitored, so I am reassured. Any other information you can give us on that we would welcome.

Kit Malthouse (Deputy Mayor for Policing and Crime): Just to say on that, the thing I would really like to crack - I do not know, Craig, if you agree with me - is that there is no point if they do not do anything.

Victoria Borwick (AM): Yes, exactly.

Kit Malthouse (Deputy Mayor for Policing and Crime): That is the critical thing, and to me that comes down to two key things: the first is information, and it is quick information. I think we talked about this last time. People want to know that when they make a call about a crime, the organisation immediately leaps into effort, into action, and does something. We can address that in a number of ways. I think we talked last time about technology. That might be by text message, or whatever it might be, so there is the information visible.

The second thing is the effort. I think, as we said last time, actually catching the criminal is, kind of, secondary in people's considerations to knowing that the Metropolitan Police Service busted a gut to try. They recognise that you cannot catch every criminal. They would like to think you can catch most, but you cannot catch them all, but at least you had a bloody good go! I think those things have been improving. I was slightly perplexed by our friend Simon Jenkins, who has written articles in the past saying, "Oh my God, there is no point reporting anything to the police because they do not do anything", and then when he had a burglary he complained that too many police officers showed up, and spent days interviewing people in his road, trying to find the burglar and saying, "They should all be off doing better things". You can please some of the people some of the time, but not everybody.

Victoria Borwick (AM): My final question in this area concerns youth crime, because obviously they are not only perpetrators, if you believe the press, but also the victims, and I think that is very much the case from things that we have seen. They can be vulnerable, and this is your time when you are building up your approach and relationship with future older citizens, going back to the point that you made earlier, but I would like to bring to your attention and make sure that you have a policy that looks at youth as vulnerable citizens as well as your other initiatives.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Absolutely, and I fully support that. They are vulnerable in many ways. Their fear of crime is more than older

members of the population, for some of the reasons we have talked about, and we recognise that.

Kit Malthouse (Deputy Mayor for Policing and Crime): I have to say, just linking to what Val was saying earlier about the gangs, this is particularly around the violent end. This is where the experience of Trident over the last 10-12 years is going to be absolutely critical, because of course, Trident started off the back of victims and witnesses not being willing to co-operate because they were too frightened to do so. We have had two young men this weekend who would not co-operate, despite being stabbed. That seems madness to me. Whether they did not co-operate because they were involved with the gang or they were in fear of their lives, whatever it might be, that is the conundrum we need to crack on youth crime, giving them the confidence that they are safe to co-operate, and that is where the learning from Trident and the history of Trident will be critical.

Victoria Borwick (AM): We look forward to working with you more on what we are doing with victims. Thank you.

Tony Arbour (AM): I have been looking at this card, and I have to say I am not sure I agree with you, Kit, that people do not expect criminals to be caught. I seem to recall --

Kit Malthouse (Deputy Mayor for Policing and Crime): They do.

Tony Arbour (AM): -- the saintly Sir Robert Peel [Home Secretary who established the Metropolitan Police Force in the 1820s], when he put down the things of people being caught and brought to justice; no mention of that on the card. The key thing about this card which I note is that it says on the front here, "To be given to the victim during the initial investigation of crime". That presupposes that each person who reports a crime is actually going to be visited. Is that right?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): No, not everyone will be visited. Some will go through the Telephone Investigation Bureau, who again have also received training in relation to that, and it links back to a question you previously asked me. Remember, you asked me about the letter that was sent out, and there is a letter sent out but that is also being revised in terms of the work around it. Some crimes will go to the Telephone Investigation Bureau and they will not follow up with a visit in relation to those.

We do an assessment based on the information we have from the caller in terms of the investigative opportunities around it and what we can do, and this is where they do link together. A really good example, again, is theft from motor vehicles. Just because you do not attend the scene, it does not mean there is not a chance it is going to be detected. Often the reality that is going on in general Criminal Investigation Department offices across the Metropolitan Police Service is that someone has arrested someone for breaking into motor vehicles and is trawling through the system for all of those ones that are similar, in a similar pattern, and going back through them. That is why we have changed the work we do around the telephone investigation in terms of better scripting and getting more detail, because it does fill the intelligence picture in terms of what we do.

Tony Arbour (AM): Can I use triage at a hospital or at a doctor's surgery as an analogy for your telephone system? Is that a good analogy?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): It is a close analogy, but probably not the ultimate one.

Tony Arbour (AM): I am sure even you have telephoned a doctor's surgery because something has happened to a child or a relative or something like that, which to you - first you have to get through - is an absolute crisis.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Absolutely.

Tony Arbour (AM): And the person at the end of the phone says, "Don't worry, dear. It happens all the time".

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I absolutely understand. We have to try to address the people who say, "Don't worry". That is why, as I mentioned, we have moved to corporate scripting, so we are absolutely clear what we are saying to people in terms of what is going on around it, but no, I understand your analogy.

Kit Malthouse (Deputy Mayor for Policing and Crime): Can I just clarify, Tony, what I said? I did not say that people do not care if you catch a criminal. That is not entirely what I said. What I was saying was that people want to know primarily that the Metropolitan Police Service is busting a gut to try to catch criminals. That is the primary thing. If that fails, they mind less if they think you have tried your hardest. At the moment, we have the situation where a lot of people think, "It's not worth reporting because they won't do anything anyway", and the primary goal is that, when people pick up the phone to the Metropolitan Police Service, they know that this huge organisation is going to leap into action to deal with their crime, irrespective of the likelihood of catching the criminal or not.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): A really good example of where that works is street robbery. We know from experience around street robbery, getting the right assets there quickly provides you the best chance of solving it. The right assets, getting a good description from members of the public, if you are really lucky, some identifiable property to recover, and you have a really good chance then of detecting that crime. There are people, as we speak, working across London doing that.

Tony Arbour (AM): Can I reiterate, which is the point that was discussed last time? In many quiet SNTs (Safer Neighbourhood Teams) - I am happy to say that I live in a quiet SNT, touch wood - actual physical contact between a PCSO (Police Community Support Officer), anybody, really, in uniform from the police, simply by way of reassurance, which is, as Kit says, "busting a gut", is a useful task for these characters, and I would very much hope that that happens.

Joanne McCartney (Chair): James, you wanted to follow up.

Kit Malthouse (Deputy Mayor for Policing and Crime): Sorry, we have just been notified of an incident in the centre of town. Would you mind if the Deputy just goes and makes a call to --

Joanne McCartney (Chair): Of course.

Kit Malthouse (Deputy Mayor for Policing and Crime): The Commissioner is actually on holiday at the moment.

James Cleverly (AM): I am tempted to revise my question in light of what is going on.

Kit Malthouse (Deputy Mayor for Policing and Crime): Sorry. I will try my best without him.

Joanne McCartney (Chair): The members of the press have left, no doubt to find out what it is as well, so you can speak quite freely now. There is nobody here!

James Cleverly (AM): Following up from Victoria's questions about particularly young victims of crime and their confidence in policing, and I do not want to go crashing into one of the issues we have later on, but we are going to be touching a little bit on disproportionality. From memory, from the feedback we get from the sectors of the community who are least confident interacting with the police, the young tend to be less confident than the older generation. Black and other ethnic minorities tend to be less confident than the white population. Specifically with young, potentially black victims of crime. Can you give us any details about what lessons are going to be drawn across from Trident to ensure that they specifically feel confident about reporting crimes when they are the victims of crime, and if there is external pressure that we can put on to ensure that that becomes a really slick part of the business?

Kit Malthouse (Deputy Mayor for Policing and Crime): I am not the expert on Trident, you understand. It is a very longstanding pattern of work. As I understand it, the problem that Trident was faced with was that there would be a series of shootings in public, during the day, in front of lots of people, and no one would come forward as a witness because they were basically scared. What that operation did over time was win the confidence of an entire community in London, to the extent that they would co-operate. They gave them channels by which they could communicate covertly, and gave them confidence that when they did communicate or indeed stand witness, they could be protected. Over time that resulted in something like, I think, a 90% reduction in gun crime in that particular community.

There is that to do, but there is a primary hurdle we have to get over first, which is common to all young people, which is the relationship between them and the police. In large part, it is not a happy one. If we can breach that divide by all manner of ways, not least things like the police cadets, which, as you know, are very mixed and have a very high proportion of black and minority ethnic groups representing the police cadets, who will talk to their friends. If we can get the Safer Neighbourhood Teams interacting with young people in a better, more productive way on the ground, if we can promote some of those role play exercises where young people and officers swap roles and conduct stop and search, and fundamentally, if we can prevail upon

officers to realise - or those few officers who are offending - that they have to take the lead in starting a more civilised conversation with young people when they encounter them on the street, I think we will make some progress.

Having said that, we are fighting against quite a pernicious culture on the other side. Gang culture in particular is one that relies entirely on fear for keeping people in, and is one that, as we have seen around the world, protects itself ferociously with extreme violence at times, and that will be quite a hurdle to get over.

James Cleverly (AM): One of the things I feel very strongly about - in terms of not specifically gang crime, but a whole load of things around the policing of young people - is that normalising the relationship between police officers and PCSOs and young people is really, really important. I would be very, very keen, either directly or indirectly, for the Trident unit to encourage officers to regularly go into schools, even schools which claim that they do not have a problem and do not need police officers visiting them, because you do not want it to be a stigmatising mark that police officers are coming into your school.

Kit Malthouse (Deputy Mayor for Policing and Crime): No, I completely agree with that. The MPS has done quite a lot of engagement in schools. I went to a school in Lewisham where the Central Operations Specialist Firearms Command (SO19) and Trident were doing exactly that, and they had gone in with a drama workshop that was running *Boy X*. Do you remember *Boy X*? Did any of you see *Boy X*?

Tony Arbour (AM): Yes, I have seen it.

Kit Malthouse (Deputy Mayor for Policing and Crime): Did you see *Boy X*? *Boy X* was quite a powerful drama that was doing the rounds at schools about a gang killing, effectively a youth stabbing. They were touring with that around schools. I think there is work to do there, albeit the really difficult cases we need to engage with are not generally, sadly, in schools.

Joanne McCartney (Chair): We will move on now, if we can, to questions of resources, and Steve was going to lead on this.

Steve O'Connell (AM): Turning to resources, I know recently you have written to the Chair with an update on your thoughts around PCSO numbers and improvement and that letter has been copied to us, so thank you for that.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, good. All borough leaders have been written to as well.

Steve O'Connell (AM): OK, that is helpful, but from the figures given to us, the latest officer figures, which is January, compared to your aspiration, which is 32,300, is quite a leap. That aspiration is the end of March. We are in March now. We would perhaps like some clarification about how you feel that is going - the clock is ticking - and also how that would impact on or does impact on the PCSOs. You will be aware, when you came down to Croydon for the road show, there were concerns around a perceived lack of PCSOs, particularly around the Safer

Neighbourhood Teams. I would like your comments around how confident you feel about hitting that figure, and other effects around it.

Kit Malthouse (Deputy Mayor for Policing and Crime): I am pretty confident of getting to that figure. We are never going to hit it dead-on because people, unfortunately, leave, decide, all the rest of it, at the last minute, but we will definitely get there. As I understand it, the current compressed training course has 485 students on it, and hopefully they will all pass. That will be another slug. There are of course transferees coming in all the time as well. If the Deputy returns, I am sure he can give you more detail.

The impact on PCSOs: effectively what has happened is that, because our budget settlement of the last two years has come through late, we have not been in a position necessarily to allow recruitment to take place on a smooth basis. We got the budget settled. Those PCSOs who want to become police officers can now go through, and we have restarted - the advertisements, I think, went out last week - recruitment for PCSOs. The idea is that we will get PCSO recruitment up to strength by the end of August. That is the plan.

In the meantime there is a reallocation of PCSOs to cover specifically those vacancies on Safer Neighbourhood Teams, and I am led to believe that over the next two or three weeks all Safer Neighbourhood Teams should, where possible, get back up to strength with PCSOs allocated from elsewhere. Some of those will be from the Government Security Zone (GSZ), some of those will be from, for instance, Heathrow and what have you, but the primary goal is, if we are going to carry vacancies on PCSOs, the last place we should carry them is on Safer Neighbourhood Teams.

Steve O'Connell (AM): That is an interesting one. Two or three weeks hence, no doubt, you will get feedback from group, possibly, of whether that has been carried out. We do get contacted a lot from our communities about the shortage of PCSOs, so let us see how that plays out.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes. This is unfortunately an accident of the budget coming to a close late. It meant we could not have PCSO recruitment open. It is now open. We have these short-term vacancies between now and the end of August, but we cannot have those on SNTs, so some of the Victim PCSOs are coming in and some from the Government Security Zone are being reallocated across those SNTs.

Steve O'Connell (AM): In PCSO recruitment, which is good and I am pleased about, how are you positioning career paths? The career path changed for PCSOs from previous years to now. What is the positioning of recruitment now for PCSOs?

Kit Malthouse (Deputy Mayor for Policing and Crime): As you know, the new recruitment model is that there are broadly three ways into the MPS, or four ways, actually. PCSO, special. There is the direct entry, graduate entry, and we are now the only force in the country, I think, taking transferees. You can transfer in at a higher rank from other forces. The PCSO for the first time does have a career progression. One of the complaints that PCSOs have made is that they reach a level and that is it. There is no senior PCSO or the equivalent of a sergeant or an

inspector. They just come in as PCSOs. The fact that we can offer them now the chance to go off and become police officers should be, hopefully, an extra propulsion to recruitment.

Steve O'Connell (AM): The numbers debate is important. We talk about outcomes and results, but the numbers debate is important in areas like, for example, the Croydon town centres. The re-engineering of resources is showing a drop in numbers, but being reallocated elsewhere. That is a debate for another time; I do not particularly want to add to that.

What I have urged, and I have urged this many a time, is that, while I am confident the PCSO posts will be filled within the month, I have always said that I think the priority should be given to those wards that are sharing an operational sergeant, and I agree with that, for the record. I agree that there are wards that lend themselves to a shared management structure. They are fine; I experienced them in Sutton and Croydon. All I do urge, really, is that where there are vacancies and where there are priorities, the priorities should be in those shared wards. In other words, where they share a sergeant, those teams should be at the top of the pile for where there is a replacement.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, I am happy to make that point. As I say, although we have opened PCSO recruitment now, it is not as if all the PCSOs will arrive at the end of August. They will come in in a steady drip through over the next few months, so hopefully, as I say, the final process will be finished and everybody will be back up to permanent strength - we are on temporary strength - by the end of the month.

Steve O'Connell (AM): You mentioned wastage. That is often the unknown. It perhaps should not be, in a good organisation, and I think within your figures you do put a science around wastage. You are bringing so many in, officers and PCSOs, you make an allowance for wastage, and we all have anecdotal evidence about officers leaving after their 30 years et cetera. Can you reassure us that there is as much of a science as there can be around wastage when you are working out your potential figures?

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes. Unfortunately wastage is not in my control, and as far as I can tell, every time a senior Government Minister talks about pension reform, lots of police officers decide to leave. It is certainly the case that every police officer who is approaching or is over 30 years has been to Waterstones and bought "The Dummies' Guide to Actuarial Calculation" and has a calculator and is doing their pension calculation. The way it works at the moment, over 30 years you become less and less valuable in pension terms, so they are definitely looking at that. Absent a sudden change or fear spreading through the policing body about pensions, we should be there or thereabouts on wastage.

Joanne McCartney (Chair): That is helpful, and I think all of us would say that we are all being lobbied about shortages in our Safer Neighbourhood Teams currently.

John Biggs (AM): Yes. If I can get away with that, I have four questions, but they should all be fairly short. The first is on early departures. Do you have a number of officers who have

indicated that they want to go, but not until after the Olympics? Do you have the measure of that?

Kit Malthouse (Deputy Mayor for Policing and Crime): We do, and in fact we have a special retention scheme for particular officers in critical roles to make sure, and incentivise them to stay beyond the Games.

John Biggs (AM): So there will be quite a bulge after? I think we know that there will be quite a bulge.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, and I should also add that there are 338, I think, officers who are specifically paid for by the Home Office for the Games, and the intention is that, post the Games, those numbers would go.

John Biggs (AM): The way that would work, I guess, is that 338 retirements would help to take the number down to that post-Games number.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, effectively, because obviously we cannot make people redundant, so we would have to wait for 338 people to leave.

John Biggs (AM): At the last meeting, we talked at length about the £90 million - some people call it a "bung" - you got to help --

Kit Malthouse (Deputy Mayor for Policing and Crime): I think you called it a "bung", John.

James Cleverly (AM): Some people did not.

John Biggs (AM): You just did as well, actually, but there we are. The £90 million which helped fill the budget hole, and we have talked about there being problems with the budget and the need to achieve savings during this year. Part of the dialogue was that there is a £25 million budget resilience, but the report in front of us today tells us that the £25 million budget resilience is now allocated to early departures, so there is no longer a budget resilience. Do you want to comment on that?

Kit Malthouse (Deputy Mayor for Policing and Crime): It is certainly the case that we have put a large amount of the budget resilience into reserves and into specific earmarked reserves, which is effectively to pay for early departures. That is what we have done. Depending on what the budget looks like, although the workforce strength on the staff side has a budgeted amount, we are holding a vacancy level at the moment on that, and if we can persist in holding that vacancy level, it means that some of that reserve that is required for early redundancy may not be needed. Effectively, we have put it aside just in case.

John Biggs (AM): The report in front of us says, "It is proposed to transfer this provision into early departures". OK, I understand what you are saying, but it may well be --

Kit Malthouse (Deputy Mayor for Policing and Crime): We may have redundancy payments next year, so it has gone into a reserve for that just in case. Otherwise I would have a huge underspend.

John Biggs (AM): Indeed. One of the other ways in which you are attempting to achieve an underspend is through savings, I think, on the police staffing budget. Is that correct?

Kit Malthouse (Deputy Mayor for Policing and Crime): That is right, yes. What happens on both staff and police is what is called a vacancy factor, which is where they will hold vacancies for a period while they reassign staff to fill them. I do not know if you are aware, but there is a Star Chamber process at the moment, where if there is a vacancy --

John Biggs (AM): I was going to come to that in a second.

Kit Malthouse (Deputy Mayor for Policing and Crime): Sorry.

John Biggs (AM): I have always been intrigued by the Church of England, which I have nothing much to do with, but whenever a vicar retires they seem to leave it vacant for about a year before they appoint another one, and you are saying --

Kit Malthouse (Deputy Mayor for Policing and Crime): It is called an interregnum.

John Biggs (AM): Yes, indeed, and you are saying that within the MPS there is a similar culture emerging where you leave the desk empty for a while before deciding whether to fill it.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes. What they are doing at the moment is, for every post that falls vacant, if you want to fill it again, it has to go through what they are calling a Star Chamber process, which is run by the head of Human Resources (HR). Every single reappointment is tested as to whether it is required. That process obviously takes a little bit of time, but that means that we can hold it for a bit. To be honest, in an organisation the size of the MPS -- if you take your hand out of a bucket of water, the water tends to close up behind the shape that your hand was in, so it is quite good with a big organisation to see if that happens anyway and whether you therefore need to fill the job in reality.

John Biggs (AM): The question in my mind is that I assume there are some police staff jobs which are necessary, and when people leave those jobs you will say, "Goodness me, we had better fill that pretty damn quickly", and there are others which turn out to be less necessary because two people can do the jobs of three people or something, and the Star Chamber process examines and elucidates that. You are saying that when someone resigns as a police staff employee, the presumption is that you will not fill their post unless you can find a good reason to do so.

Kit Malthouse (Deputy Mayor for Policing and Crime): If somebody leaves, there are a number of things that can happen. First of all, you have to decide whether the function is required, and obviously there has been structural change in functions on the staff side which has resulted in significant departures, not least the catering, for instance, or the change in

training process. Those people have either been made redundant or they have left in advance of those changes, and that means that the job is no longer to be filled.

The second thing is whether the responsibility of that job could be divided up between other positions.

John Biggs (AM): To cut the debate a little shorter, is there a decision-making matrix that applies that could be sent to us so we can understand how you are making decisions as an authority?

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, I am more than happy to arrange for the head of HR to come and talk to you about the process.

John Biggs (AM): In the same piece of paper or an adjoining piece of paper, could you also advise us how many officers are waiting to retire until after the Olympics? I think that would be very helpful as well.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes.

John Biggs (AM): Having bought myself a bit of time, I have one and a half other questions. One is about Eversheds. There is a reference in the papers we have in front of us to the use of Eversheds, which I am sure is a budgetary resource that has a resource implication. My question is, how much is being spent on that? The second question is, are they there to advise the MPS corporately or individually within the MPS, and are they there to advise the MOPC rather than the MPS?

Kit Malthouse (Deputy Mayor for Policing and Crime): I think Eversheds are our lawyers, are they not? Which bit are you talking about, sorry?

John Biggs (AM): It says, "Eversheds are retained in relation to the Leveson Inquiry".

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, sorry. Eversheds are advising the MOPC.

John Biggs (AM): All right. Are they providing advice to individuals or to the MOPC corporately?

Kit Malthouse (Deputy Mayor for Policing and Crime): They are providing advice to the MOPC corporately and they are providing, I think, advice to me and the Chief Executive and the Head of Internal Audit with regard to our evidence and appearances, but critically what they have been doing for us is helping us to fulfil our obligations for production of documentary evidence for the inquiry, and trying to make sure that we are in shape to do that. As you know, we do not have at MOPC an in-house legal. We contract that out. I do not think that expertise can be provided by Transport for London legal, so we have gone to Eversheds.

John Biggs (AM): I am sure that we would be interested to hear about that in a third piece of paper which I can --

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, sure. Separately, though, I should just say for full disclosure, separately the Department for Legal Services (DLS) are advising the MPS on their participation in the Leveson Inquiry, and I have been asked to approve - I think it is in my list of decisions - financial assistance for certain former and current police officers who are appearing at the inquiry, particularly where they believe there is a conflict of interest in DLS advising them, and therefore they want to engage external solicitors and we have been asked to pay for that.

John Biggs (AM): You anticipate my other obvious question, which is tangential to resources but it flows from what you have just said, which is whether a similar thing applies to the MOPC, because clearly there may be differences in advice to individuals as against MOPC corporately.

Kit Malthouse (Deputy Mayor for Policing and Crime): I think none of the three of us who have been called felt the need to engage external advice, because we did not feel that we needed to do so for our own protection.

John Biggs (AM): I imagine the Chair might want to write to you and pursue further details on this interesting area. I had one final question, which could have a 17-hour answer, but I guess for the purposes of this meeting a one-paragraph answer would be fine.

Kit Malthouse (Deputy Mayor for Policing and Crime): I will do my best.

John Biggs (AM): ACPO (Association of Chief Police Officers) produced a document recently which talked about radical change being required in policing nationally, including the involvement of private companies and the provision of a range of services, including, in the media, services which might be perceived as being pretty close to policing services. Obviously you are aware of that. You would be a pretty poor Deputy Mayor if you were not aware of that. Is work taking place within the MPS to interpret that and to promulgate its philosophy?

Kit Malthouse (Deputy Mayor for Policing and Crime): I think there is a bit of misunderstanding here. We are signatories to the OJEU (Official Journal of the European Union) notice that gave life to this, and what the Government did was stick in this all-encompassing notice that would allow people to call off services and contracts under it if they so required. We have not done, so far as I am aware, any specific work on the route that Surrey or West Midlands have done, but obviously we watch with interest, as we watch with interest in Cleveland, what they are doing as well. My personal view is that I cannot quite see how you would privatise proper policing functions in that way or contract out proper policing functions in that way, not least because I am a great fan and proponent of the protection of the Office of Constable.

At the same time, I do think there is scope within an organisation like ours, as I think I said last time, to think how we might be able to do things in a different way and try to preserve the public service nature of policing while seeing who can best perform non-policing functions.

There has been a lot of fuss about patrolling, that patrolling is a police function and that should go elsewhere, but of course some people would say, "Actually, PCSOs: effectively, every one of them has a private contract to perform a policing function. They are there to patrol and be out on the streets", but they are not a constable. They do not have the power of the constable. They have some limited powers, although they have been enhanced, but initially they did not. I had a lot of people object to them, calling them "plastic policemen" and all the rest of it. Nobody around this table undervalues their contribution. I would be nervous about going down a slippery slope towards policing functions being performed by a private company, but there are a lot of functions in the MPS that can be done by non-police staff. The ownership of those staff is a separate issue. Thank you.

Tony Arbour (AM): On the specific point which John raised with you relating to the legal cost, are you telling us that it is possible that Lord Blair, Lord Stevens and other former luminaries at the top of the Metropolitan Police Service, we have paid to give them legal advice before they have gone to Leveson?

Kit Malthouse (Deputy Mayor for Policing and Crime): It is not only possible, it is the case.

Tony Arbour (AM): I wonder if you would explain precisely why it is that we have made that provision; looking at the questions and the reports going to Leveson, only a minority of the questions that they were asked actually related to their operational tasks. Is there not a distinction between questions that they may have been asked - how shall I put it - on their private lives as opposed to their operational lives? We are funding the whole lot.

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, just to be clear, the DLS - my understanding - has been used where possible. There are a small number of officers who felt that there might be a conflict and have asked for external legal advice, which we have under Police Regulations, I think, an obligation to fund. I have agreed to those where they are deemed to be 'modest', if any legal fees are ever modest, because the advice I was given was basically that I had to, but as I say, in terms of the sort of cost of co-operation, that is being absorbed, as I understand it, by DLS. Much of the work is about the production of documents, the examination of records, making sure that all the ducks are in a row, the provision of evidence, stuff which you would not expect a former Commissioner or Assistant Commissioner to have stored in a box somewhere and leaf through and produce. It is all the property of the Metropolitan Police Service and my understanding is that they are being called, to the inquiry, in their capacity as former police officers, and therefore we have, as we do in any legal action, an obligation to provide support and legal advice. I mean, if a Commissioner ceased to be a Commissioner and was the subject of legal action about things they did when they were Commissioner, we have to support them.

Tony Arbour (AM): I am thinking particularly about the incident that we learnt about conversations over dinner - or buckets of champagne - relating to looking after a retired horse. Now, I am hard put to think that we should be paying for that.

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, this is all, I am afraid, part of the Police Regulations. There is a point of principle here, which is if we ask senior police officers to shoulder the risks that they do, then we have to provide them with legal support and protection for the job that they do there in the future, and this, because it is a judicial process, is covered by that. If it were not a judicial inquiry, then it would be different, but this is a properly sworn judicial inquiry, a legal process, and therefore we have to cover the cost.

Tony Arbour (AM): No reasonable person would object to our responsibility as employer or former employer, but when some of the questions that Leveson has been asking, and presumably background information was provided, it seems to stray into non-operational business. I think members of the public might wonder why it is that public funds are paying for high-powered advice.

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, you might say that. You would have to ask Lord Leveson that. I have to say, it is only partial. I mean, if you looked at Sir Ian Blair's evidence, much of that was drawn from his book, and I do not think we provided any assistance in compiling that.

Joanne McCartney (Chair): I think we will leave that there, but Deputy Commissioner, we have got our BlackBerries and they are telling us there has been a controlled explosion in Trafalgar Square. Are you able to give a short statement?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Thank you, Chair, and firstly my apologies for having to leave you so promptly. As you are now aware, a note was handed in concerning the identification of a suspect device in Trafalgar Square. Metropolitan Police Service members have been there. There has been a controlled explosion. The initial assessment is there is no further threat to the public from that incident.

Joanne McCartney (Chair): Are you able to stay with us for the next half hour?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes, by all means.

Joanne McCartney (Chair): Thank you.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): My apologies for leaving you during that, but I am sure you understand.

Caroline Pidgeon (Deputy Chair): That is your job.

Jenny Jones (AM): I would like to go back to Tony's questioning, which I completely support. I think senior police officers are paid amply and could probably provide their own legal services. Perhaps we should go through all the evidence from the Leveson and work out what percentage of their answers are completely of non-public concern or where we are not liable to pay for them and we could claim our fees back. What do you think, Tony? Would you like to write to the Commissioner and suggest that?

Anyway, getting back to the papers --

Tony Arbour (AM): I am not running for Mayor.

Jenny Jones (AM): Perhaps you should be. In your letter you have said that by the end of the year, you are going to be just over 1,200 civil staff lower than your planned strength. That is the letter that we have had from you.

Kit Malthouse (Deputy Mayor for Policing and Crime): Is that right? Yes, that might be the level of vacancy that we are holding.

Female Speaker: 12,000 or 1,200?

Kit Malthouse (Deputy Mayor for Policing and Crime): 1,200, not 12,000.

Jenny Jones (AM): Yes. Did I say 12,000? Oh, I am so sorry. I meant to say --

Kit Malthouse (Deputy Mayor for Policing and Crime): I would have a budget problem if that was the case.

Jenny Jones (AM): Yes, nobody in the call centres. Right, 1,217 is the actual figure that you say you are going to be light by the end of the budget year. My concern --

Kit Malthouse (Deputy Mayor for Policing and Crime): Sorry, where have you got that figure from, Jenny?

Jenny Jones (AM): It is from you.

Kit Malthouse (Deputy Mayor for Policing and Crime): Where precisely?

Jenny Jones (AM): It is in your letter to the Committee.

Kit Malthouse (Deputy Mayor for Policing and Crime): Oh, is it? Right, OK, if you say so.

Jenny Jones (AM): The point being you need civilian staff to back up your officers. You know, even if you are at your full strength of officers, if you do not have civilian staff, the officers cannot do their jobs, they have to do backroom jobs.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes.

Jenny Jones (AM): My concern is we have got the Jubilee coming up, we have the Games coming up and how are you going to fill those civilian staff, because in my experience of reorganisation - I mean, you have talked about your hand in the bucket of water and so on - and I have watched many over the past 12 years, both in the Metropolitan Police Service, in TfL and here in this building, by and large the people you want to keep leave because they can get jobs in other places if there is any uncertainty, and you are often left with people you do not

want, so you are saying that it is fine, it is all the people you do not want who have left. That does not ring true to me. So you are left with a civilian staff which is too low to support the number of officers. You have two huge challenges coming up and you may not have the right staff in the right place.

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, I think first of all, Jenny, it is a bit unfair of you to imply that the remaining police staff are somehow lower quality than those who have left.

Jenny Jones (AM): That was not what I implied. That was not what I implied!

Kit Malthouse (Deputy Mayor for Policing and Crime): OK, as long as you are not saying that, that is fine.

Jenny Jones (AM): I am saying you may not have the right staff. It is me that is always defending the civilian staff --

Kit Malthouse (Deputy Mayor for Policing and Crime): No, I understand, I understand.

Jenny Jones (AM): -- when you are saying they are completely pointless.

Kit Malthouse (Deputy Mayor for Policing and Crime): I explained to you the system put in place around challenging the requirement to fill vacancies, and I am happy for Majella [Myers] [Director, People Services, Resources Directorate] to come and talk you through that process. Now, you either have faith in that process and you assume that therefore the vacancies that are being held are either -- I mean, an element of them will be frictional, so some of them might be skills-based, which means you have to apply and get the right people in the right job. You do not just recruit anybody to fill them. They are not ubiquitous, or they are being held for a reason, for a delay or whatever, or they are not required and are awaiting cancellation. It is one of those three, so it is not like one size fits all, and we cannot just go out and recruit people to fill every job.

Jenny Jones (AM): That is the point I am making. How are you going to fill these posts when you are going to need more civilian staff for these big events that are coming up this year?

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, as I say, I am happy for Majella to come and talk to you about those posts, but I mean, it depends on the job.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): As I say, it depends on the skills and some of those posts are purposely kept for redeployment from the major change programmes. If you remember, and I know you have been briefed on the territorial policing change programme and some of the work that is going on around criminal justice at the moment in terms of that, there will be staff who get displaced as a result of that, so we either do that or we have to say to people, "You have got to leave the organisation".

Jenny Jones (AM): I am just concerned that a shortage of 1,200 civilian staff is going to impact on the Metropolitan Police Service's operational capability.

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, it depends on what they are doing, and I would not necessarily characterise it as a shortage. I mean, you have got to remember, Jenny, we always --

Jenny Jones (AM): But it is your budget. It is your planned strength.

Kit Malthouse (Deputy Mayor for Policing and Crime): Yes, I know. I understand.

Jenny Jones (AM): You said these were necessary and they are not there.

Kit Malthouse (Deputy Mayor for Policing and Crime): I understand, I understand.

An organisation the size of the Metropolitan Police Service always carries a frictional level of vacancy, always, because we cannot immediately the moment someone leaves slot someone in. It does not work like that. There is always a frictional level of vacancy.

Jenny Jones (AM): It is not just people leaving, you have actually got rid of people.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): We have, but that has been part of the major change programme.

Kit Malthouse (Deputy Mayor for Policing and Crime): The over-arching number of posts as well.

Jenny Jones (AM): Now you are short.

Kit Malthouse (Deputy Mayor for Policing and Crime): We are not short.

Jenny Jones (AM): But you are compared with your planned strength. I mean, you said these were necessary at the start.

Kit Malthouse (Deputy Mayor for Policing and Crime): But, Jenny, I am happy to go back through the 12 years of the Metropolitan Police Service numbers, and I guarantee you they will always have had fewer police staff than there are posts, because you always have a level of frictional vacancy.

Jenny Jones (AM): But this is something like 10%. That is quite a lot.

Kit Malthouse (Deputy Mayor for Policing and Crime): Well, as Craig said, that is because we are holding them for a specific reason.

Joanne McCartney (Chair): We will move on, if we can, to our next item. At these sessions, we leave a half hour at the end to talk about an issue that we think is important and stop and search is our topic for today, so we are very glad you were able to join us for this.

The Commissioner has said that he wants a new approach to stop and search. He told the Metropolitan Police Authority last year that he hoped to have a new policy in place for the New Year, and he told us last time he was here that that is still his view, but that there would be some consultation with communities and with ourselves and the stakeholders about that new approach. We have not heard of any consultation at the moment on what the new approach is, so could you just let us know firstly what the timescales are, what steps you are going to take in establishing this new policy?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes, thank you very much, Chair. There has actually been quite a number of consultation events that have taken place, both online events, so we have done stuff with young people online, all the way through to I had the privilege the other day of being in North London at one of the Voice of Youth and Genuine Empowerment (Voyage) programmes which are run by colleagues from the Black Police Association (BPA) around talking about young people and our approach to stop and search, and I will come back to that in a minute.

But the broad approach that has taken place at the moment is in relation to looking at the whole area of how we use stop and search, what is the level of community support for stop and search, which part of the tactics work well and which do not work as well or we have particular problems with. You will start to hear a word around, a moniker of 'Stop It' which really encompasses the strategic approach around stop and search for us. Supervision and quality of leadership, tactical activity, ie how we use it, what we do with it, oversight and engagement at a very local level, ie at a neighbourhood or borough level in terms of the activity taking place, performance, so performance oversight in terms of doing it, how we use intelligence and tasking and the training and knowledge, so that is the broad strategic approach.

What we are talking about at the moment, and we have talked to everyone from the IPCC to the Stopwatch to other pressure groups and people with particular views around stop and search, and met with the Equalities and Human Rights Commission, is talk about what are the outcomes around successful stop and search, what does it look like? You saw in the Commissioner's commitment in terms of stop and search, he wanted to be absolutely clear that we were focusing the stop and search activity on the right people. So one of the things we are looking at the moment, and currently seeking views on, and I would welcome views either from individual Members or collectively, if you want to --

Joanne McCartney (Chair): Can I just stop you there, because we actually, in preparation for this, spoke to five borough-based stop and search community monitoring groups, all of which were not aware there was any current ongoing consultation. I do not think any Members of this panel were aware that you are currently consulting, so it would seem to be that there is some communication issue out there.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): If you want to give me those groups, I am more than happy to go and talk to them.

Joanne McCartney (Chair): We would say that obviously should be your job to --

Craig Mackey (Deputy Commissioner of Police of the Metropolis): No, I quite accept that, but in the nicest possible way, this is a very broad group of people we are talking to. You know, let us be absolutely honest, if we are talking about stop and search, we ought to be talking to people under 21 years of age.

Joanne McCartney (Chair): Could you send us details of those events you have done and the outcomes?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes, by all means. So you can have them in terms of that. So looking at things in terms of the outcomes around the percentage of positive outcomes, so at the moment in the very best boroughs in London, a stop and search activity - and forgive me if I get very technical here - Section 1 of the Police and Criminal Evidence Act (PACE), the one that requires reasonable suspicion, positive outcomes in the very best boroughs are about 12% to 13%. We think that ought to be closer to 20%, so we are talking about that in terms of where we go around that; looking at how we increase the public confidence in our use of stop and search, so should we be setting a target in relation to increasing the public confidence of stop and search, our use of Section 60?

Section 60, for Members that do not know, is the power that allows people to be searched without individual reasonable suspicion and is usually put on an area, and we are looking at reducing the amount of pre-planned Section 60s we do, and also in terms of the signing and notices we give to communities. We actually now run a standard notice which is available on the force intranet, and I will make sure that goes round the colleagues, which is around Section 60 power. We have spoken, as part of the work we have done with people, about whether people would consider mobile signing, but again, we would welcome views because there are issues there, quite rightly, as some leaders and others have said to us about effectively either stigmatising or signalling an area. But one of the views is should we consider when we are doing high-profile knife crime operations that we actually have a sign there that says, "This is in place, this is working in the area at this time for this reason"? So that is one of the live debates in terms of it.

Then the rest of the work is very much around how we train our staff, and that goes right back from the very beginning of the basic training input, so there is a computer-based learning package that is out and available with staff, and if Members are interested, I could get you a copy of that so you can actually see what is going on in relation to the training of individual staff, then the training of supervisors. We have run an event with Borough Commanders at which one of the borough stop and search leads was there and spoke from one of the boroughs in London where stop and search is particularly challenging, and a whole series of events around how we do it and what we do. We have not just done that in relation to the work we are doing here. We have met with the ten other major users of stop and search in the United Kingdom, so the major police forces, to look at what they are doing. Is there something different they do

that we could learn from and share practice around? So it is a thorough review in terms of doing it. Where we are in terms of timelines, it will either be March management board or more likely April management board when any policy changes would come to that board for consideration.

Tony Arbour (AM): Can you say about the committee monitoring groups?

Kit Malthouse (Deputy Mayor for Policing and Crime): I think you have hit on what is a problem for us that we are reviewing at the moment. The committee monitoring groups actually belong to the MOPC, they are not a Metropolitan Police Service thing, and they meet with the lead officer on every borough for stop and search, look at data and challenge and all the rest of it, but we are just having a review of them and seeing how effective they are, because there are two broad problems. One, there is no young people on them, and two, very often the people on them are not actually necessarily going to have a lot of contact with young people, so the fact that they did not know that there was a review ongoing - and I, having reviewed Stop It with Tony Eastaugh [Commander, Public Contact], who has been running it, and being aware of the engagement process - it illustrates a problem that we might have to address.

James Cleverly (AM): Something I touched on a little bit earlier on, and I said we will come back to, was disproportionality, and obviously this is often cited as one of the biggest criticisms of stop and search as a tactic within the Commissioner's concept of total policing, can you just give us an indication of what the approach will be to addressing concerns around disproportionality within that total policing framework?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): By all means. I think first of all, and this is something that I think we have got to get better at, and it is something about how we present things as well in terms of making data and information available, one of the challenges around the disproportionality figures is trying to consider Section 60, section 1 and all the powers together, because the reality is the disproportionality looks very different across the range of powers. It also looks different at a borough level, almost down to a neighbourhood level, so we are looking at a much higher level of granularity. Disproportionality looks very different and satisfaction looks very different around our use of Section 60 powers as opposed to our use of section 1 of PACE, and one of the reasons that is given for that is actually of course in the use of section 1 of PACE, the officer has to provide a reason, a rationale as to why you are being stopped. That does not happen with Section 60.

We also see very different disproportionality with Section 60, and a really good example is where we started earlier on this afternoon. If you looked at the Section 60 that went in after those tragic incidents in Lambeth over the weekend, you would expect to see disproportionality. It was targeted at gangs. You would absolutely have an outcome that was disproportionate. That is what it was targeted at. Sorry, were you going to come back on one?

James Cleverly (AM): I was just going to say with regard to that, and again, I hinted at it earlier on with regard to how different elements of the community react differently to policing, and I think disproportionality, are we scientific enough with how we use the word 'disproportionality'? I will give you some examples. It strikes me that because quite logically

there will be certain times of the day where you are more likely to conduct stop and searches, there are particular geographical areas where you are more likely, you know, areas that have a higher crime rate, for example, and if we look at the active street population in those places at those times, are we measuring our proportionality figures against that mix of the London population, or are we measuring it against the totality of the London population? So, for example - I was about to say my grandparents, none of them are alive at the moment, so a bad example - but someone's grandparents are less likely to be in Shoreditch high street at 10.00pm on a Saturday night, so automatically you are getting a skewing of the figures. Is that taken into consideration?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Not in the way the national figures are presented. The national disproportionality figures are just straight from the resident population. Whether it could be better, I think that is a very difficult debate for the police to put forward, because I think people then say, "Well, you are trying to dodge the issue" so to speak. The disproportionality figures are there. I think we absolutely accept that whatever we say around disproportionality, the perception is that we use this to target particular groups of people.

James Cleverly (AM): Because this leads us on to community confidence in both the process and I suppose by extension to the police service as well, because obviously it is a phrase that we use all the time, and I know it is at the heart of policing, which is policing by consent, and there has been a concern that the phrase 'total policing' comes across as quite a forceful, almost macho phraseology. How are we going to ensure that as a concept that is implemented without alienating the communities within which policing has to happen?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Well, I think I would point to the total professionalism, the total victim care, because I think the Commissioner is absolutely clear in what he said around it, you cannot have stop and search that is anything other than professional, and with the support, or overwhelming support, of the community in terms of what we do. I will give you some really good examples of that. The most interesting people I find to talk to around stop and search are young people, to hear the views, the real concerns about the way we carry it out, when you share the figures in terms of percentage success rates and what we recover, but overriding it all, I think the thing that sometimes gets missed in this, often young people say, "We want effective stop and search, because we do want to be safe in our communities" which is quite an interesting dynamic in terms of what we do when we work around this. Now, I have worked in this area now for over five years in all sorts of environments across the UK. Getting it right and changing it is not a quick process, but it begins with some straightforward steps at the start.

James Cleverly (AM): The Commissioner is very - and I have heard him mention this on a number of occasions - proud that whilst he was at Merseyside the level of complaints was - I am not going to say the lowest - amongst the lowest in UK policing. Are there simple lessons that can be drawn across to make sure that robust policing does not automatically mean that it is confrontational or insulting or --

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes. No, you can draw lessons across. The only thing I would say in relation to stop and search is I would not ever come to you and say, "Low complaints means people are happy with stop and search". It is a very, very poor proxy in stop and search, because certainly the work I have done with people, and it is not just London, Manchester, elsewhere, they will say they will not complain about stop and search.

James Cleverly (AM): Obviously, we are going to be regularly hauling the Deputy Mayor for Policing, you, the Commissioner across the coals on issues like this, or indeed this issue. What about at borough level? What is going to be the interaction process at borough level around making sure that the granularity of this policy is working borough by borough?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I will not subject you to that, but that is the borough breakdown that I get every month. I have taken over and will chair the work of yet another operation, Operation Pennant, which looks at stop and search data, and allows me to go into a level of granularity and individual actions in relation to stop and search right across the Metropolitan Police Service, including specialist units.

I also, when we started the work around Stop It and talked about the work we wanted to do around how do we begin to change this and how do we have a more informed internal debate and external debate, spoke to all the Borough Commanders at the start of that, in terms of saying, "Look, these are the issues. These are the risks around stop and search, these are the consequences if we get it wrong, if we lose the support of the community, but these are the outcomes we need to try and get to how do we do it?"

Kit Malthouse (Deputy Mayor for Policing and Crime): Plus, from our point of view, as I say, we will be reviewing the community monitoring groups to make sure they are effective as possible, because the main problem is they are doing at the moment valuable work. They obviously challenge, they go out on visits, all the rest of it, but nobody knows they are there and certainly not the people who are mostly subjected to stop and search, which is young people. So we need to look at that on a borough basis to see what confidence they can give to the community that the thing is being monitored.

James Cleverly (AM): Then finally, before I hand back, and again, one of the things that was touched upon in the context of the transition of the role for the Trident team, and obviously one of the key elements of their success in dramatically reducing gun crime in London was the quality of the community roots, organisations like the Trident IAG kind of provided. Now, obviously they are hoping to carry across those skills on to specifically the gang-related stuff, but obviously a lot of stop and search activity is not in direct support. I mean, the vast bulk of it is not in direct support of anti-gang operations, so how do we -- maybe I could be wrong on that, but --

Kit Malthouse (Deputy Mayor for Policing and Crime): I mean, forgive me, but my assumption was that actually the whole point about the change to stop and search, that it would focus on those people who were most likely to be carrying knives and causing harm, and in most areas, they are most likely to be gang members.

James Cleverly (AM): OK. So the --

Kit Malthouse (Deputy Mayor for Policing and Crime): You want gang members to be stopped and searched more often and non-gang members to be stopped and searched less.

James Cleverly (AM): So the shift in role and the beefing up of the numbers of the Trident team are to basically kind of populate the wider stop and search activity with the experience that they have got from their anti-gun work?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): With boroughs and with the existing links, so I talked earlier on about Brixton and the work that went on there in terms of the Section 60 over the weekend on the back of the stabbings there, and that was all around talking to communities first, and explaining what we were doing and why, and then putting dedicated people out there; and I touched on something that we now do as well. From what we know about how the gangs behave at the moment those sorts of tactics go in place, the weapons will disappear and that is why we sweep areas afterwards, to try and recover weapons, and then look at what we can do with them forensically.

Kit Malthouse (Deputy Mayor for Policing and Crime): The critical thing from the Trident point of view of course is the promulgation of intelligence. What you want is your patrolling cops with a thing saying, "If you see this guy, stop him and search him again and again and again, because we know from our intelligence he is a gang member, he is likely to cause harm and violence and very likely to be carrying a weapon".

James Cleverly (AM): One of the other things, I mean, it has just triggered in my mind, when you say about the kind of immediate response to a likely stop and search is that weapons or drugs or whatever it might be get ditched, how are we going to have a grown-up debate about what success looks like, because if the simple metric is proportion of people found with weapons or drugs on them at the point that they are stopped and searched, you are going to get a very distorted picture, because as you say, someone tossing a knife into the bushes as they see an officer walking towards them, you know, they are not necessarily going to be picked up on that, found in possession, but five minutes later a weapon - or whatever it might be - is found, so how do we make sure that we are not getting a distorted picture as to what success looks like?

Craig Mackey (Deputy Commissioner of Police of the Metropolis): In relation to what happens with the Section 60 authorities, because they have to be signed off, and every one is reviewed in detail, what you have got is you look at the intelligence: what was the rationale as to why this was put in place? Does the outcome meet the rationale? In other words if you are after knife crime and it was gang-related, have we been stopping people that were either gang members or associates of gangs? Then in addition to what was the percentage arrested, were there cannabis warnings; you actually look at what did we recover on a knife sweep. So an hour after that Section 60 finished, they walk through the area, they found seven knives. You can start to build a more complete picture, and this is also part of the work that the Metropolitan Police Service is also doing with the Equalities and Human Rights Commission.

The Equalities and Human Rights Commission have written to a number of police forces, of which the Metropolitan Police Service is one, about how we use our Section 60 powers and we have met with them and we are talking with them about, "Come on in and have a look". We are being very open about, "These are the challenges we face" because the reality is the operational challenges are not going to go away. They are there for every borough, day in, day out, and what we have started to do, and I did it with some of the groups of young people, is explain the operational challenges we are asking people to take and, "What would you do in this scenario?"

I give the example that, sadly, it is not uncommon now of a duty sergeant or a duty inspector somewhere across the Metropolitan Police Service being told at 3.45pm that two schools are going to empty out at 4.00pm, they have intelligence that there is going to be a fight and there is going to be weapons involved. What do we want that person to do? Or the other one that is a real example; a security guard sees someone with a hoodie on and jeans - the description given - pocket a knife in the hoodie and walks round the corner in a shopping centre. There happens to be a patrolling officer there. They go round the corner, there are three people fitting that description. What do we want them to do? Or a group of people standing outside Friday prayers at a local mosque, probably skinheads, something like that, officer walks past. Do we want the officer to talk to them? Do we want them to do anything? These are the real challenges that we ask on our behalf of communities of London, operational officers, to wrestle with like that. We take communities through some of the decision-making and rationale around it. That is about saying those problems will not go away. We are happy to have all sorts of debates around the tactics, how we use it, but those challenges that are there in our communities are not going to go away. We think done effectively, done properly, done with the values we have talked about; stop and search can be part of the solution to that.

Jennette Arnold OBE (AM): I think we came to the sort of meat of the issue with that summary from you, Deputy, and can I just say, from the young people that I know through the IAGs that I know are very good, they are well supported and have gone through exercises like that, you will find the response - Jenny just asked me, do I know young people who say, "Yes, stop and search should be used" - then those young people definitely say, "Yes, stop and search should be used". Two weeks ago, I was with a group of ex-gang members, offenders and others, and when I said to them, "Oh, what about stop and search?" and they said, "Yes, yes, I want stop and search to be used". Mind you, they wanted it for their own purposes, because they wanted other people taken off the street, so I think you have to be sure who you are asking.

But the thing that I still have a problem with is when you look at disproportionality, and when it is clear to you that it exists is when the outcome does not match the evidence or the intelligence.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Absolutely, yes.

Jennette Arnold OBE (AM): You know, you very rarely get people going out and corralling white men because they would not use that as their primary intelligence, but I do know from experience where people will say, "It is a black man that is being looked at or it is an Asian" so it is about keeping the intelligence and the evidence at the centre, but would you not agree with

me, it is also about the police when they have made a mistake, when they got it wrong, to stay with that community. I am thinking college students in my constituency who are regularly just -- not corralled, but they fall within a Section 60, and they are the ones time and time again that are being stopped, because in a number of my boroughs, you can have maybe three or four Section 60s a week, if not more. Now, very little is done with those young people to actually say to them, "Apologies. We are sorry, you were not involved" and that way, you would then gain their confidence and their understanding. Will you explore doing more with maybe the Safer Neighbourhood teams or whoever, because you just leave it and then you go away and you come back again with another Section 60, and it is the same young people. No wonder then they get cross, because they know that the people you are looking for have long gone, and I keep saying this, but you do not have that ongoing discussion with the innocent young people and the majority of them that are caught in a Section 60 are innocent, so you need to do that follow-up and I think apologise to them for saying, "Sorry you were caught up in this. This is what we were doing and can you help us?" and that is not being done.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes, I would absolutely agree with you in terms of the approach around it. Two areas that may assist around this, one, and you know this better than I do, saying we will have a meeting and explain it to young people is not the way to do it.

Jennette Arnold OBE (AM): It is rubbish.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): There is now a stop and search app, which is around Know Your Rights in terms of what we do, so there is actually a way that young people can know, because I think part of it is rebalancing that relationship. We now give advice to officers, because most groups of young people, someone will have a mobile phone with a video camera on, "You want to video us doing it, video us doing it". We are doing a number of things in terms of that. We would like, and I am told the technology will do it, but whether it is doable, is as you enter an area where there is a Section 60 in place, if you are signed up, you could get something that says you are in a Section 60 area.

Jennette Arnold OBE (AM): Get an alarm.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): But for some people, it is really important.

Jennette Arnold OBE (AM): I am sure Google will help you with that.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): But some people want it because they want it for their young people, for their community, they see it as a secure means of getting to school or to transport hubs, others will want to say, "Well, I do not want to be part".

Jenny Jones (AM): I go to different meetings, because I hear a lot of anger about stop and search and I do not hear people saying, "Yes, it is all right if the police are polite" because they say the police are not polite, and I have talked to Hugh Orde [President of the Association of

Chief Police Officers and former Chief Constable of the Police Service of Northern Ireland] about this and he said in Northern Ireland that - where they did quite a lot of stop and search - he told his officers they had to be relentlessly polite. He said it really irritated the criminals they stopped, when the police were just endlessly, rigorously polite, but I think now, because stop and search has been used as such a blunt weapon, we are suffering a sort of backlash on it and so your training has to be even better than it would have been if you were starting ten years ago, because the community already feels - a lot of people feel - angry about it.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): I would totally support that view. I mean, one of the issues when we talked about this the other night when I was with colleagues in a borough is the use of body-worn video cameras to actually video the interaction. It is quite interesting sometimes to see the level of hostility a normal interaction can invoke on the street.

Jennette Arnold OBE (AM): Yes, I have seen it. It is not easy.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): It is quite useful to share that and say, "This is what we are asking over 50,000 people a day to go out and do" but no, your point about that in terms of relentlessly polite, I had not heard Hugh Orde use it in that way, but I have had that conversation about stop and search in Northern Ireland. No, you are right, it is about the professionalism and dignity with which we carry out those interactions, and there are many, many examples where it is done well. One of the things - I know we disagree on this - I have wrestled with, with having this portfolio for five years or more, is generalisations around stop and search, because it is too complex an issue to generalise around. But I agree with your point.

Kit Malthouse (Deputy Mayor for Policing and Crime): Just to say, I mean, my experience is similar to yours, Jenny, in that dozens and dozens of young people I have spoken to now in the last three years, I have not met a single one who said, "You should not be doing stop and search" but I have met many who said, "You should be doing stop and search politely".

Jennette Arnold OBE (AM): Of course, that is the starting point.

Joanne McCartney (Chair): The point about the complaints issue, certainly when the MPA had that borough data - I think it would be useful for us to have access to it on a regular basis, but if I look at my own boroughs, Haringey had very low complaints, and yet arising out of recent reports following the August 2011 disturbances, it certainly appears that that is an issue that is being put forward where there was some tension; I think I agree with you on the level of complaints. But can I ask on that, will the new approach when you are talking with young people encourage people to complain if they think officers have got it wrong, because the two must go hand in hand.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Yes. That leaflet that is going round and round, the Section 60, does talk about complaining and the Know Your Rights app, and I have not seen it recently, I am told it has how you complain, and also from talking to colleagues in the IPCC, it is something we are saying, "You do not have to talk to us,

complain to the IPCC". It is very straightforward to do and something does happen. Their Lead Commissioner is very strong on this issue.

Joanne McCartney (Chair): Well, can I thank you both for coming. It was very interesting today.

Craig Mackey (Deputy Commissioner of Police of the Metropolis): Thank you.

Joanne McCartney (Chair): I think we have learnt a lot so that is very useful.