

MOPAC MPS Oversight Board

29 March 2022

Use of Force Oversight

Report by: DAC Matt Twist

1. Purpose of this Paper

The purpose of this paper is to provide an update on Use of Force (UoF) within the MPS in 2021, how it is scrutinised and provide an update on the progress of recommendations from the handcuff review.

2. Recommendations

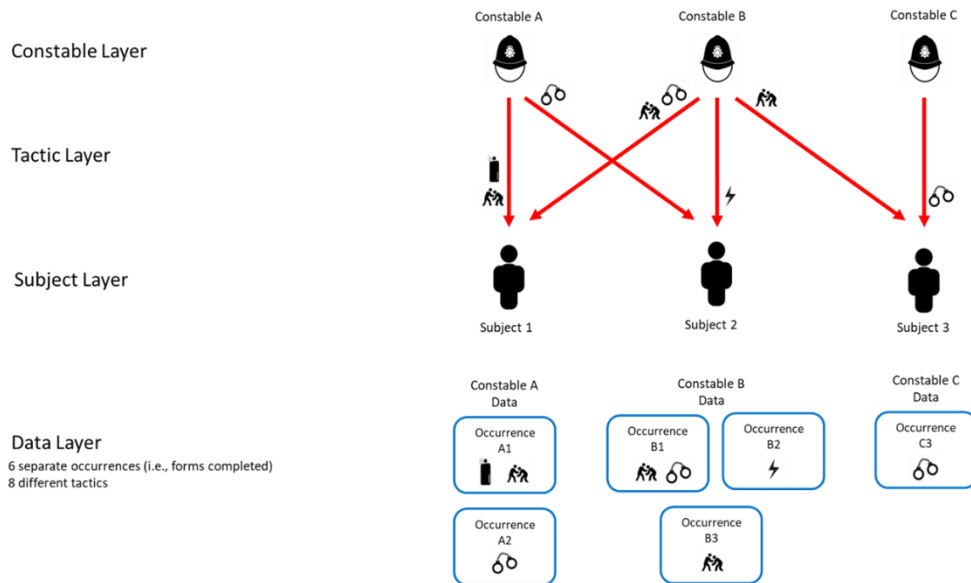
That Oversight Board note the work the Met is doing to understand better and in more detail UoF data, and assure the levels of scrutiny that are in place.

3. Summary

- There has been an 11% reduction in UoF compared to the 2020 baseline, with no changes observed in the way the Met uses force.
- Analysis comparing 2011 census data, ethnicity and borough profiles completed, reviewing disparity ratios, with no cause for concern identified. This will be refreshed with the launch of the 2021 census data from ONS to provide a more accurate assessment.
- Post incident officer and staff support (PIOSS) has been in place for over a year, resulting in a review of over 6,000 BWV clips. On average 150 - 200 incidents are reviewed each week with roughly 10% of those resulting in contact from the PPSU offering PIOSS.
- All recommendations from the handcuff review have been implemented. We are looking at to see if this resulted in the -14% reduction in the use of complaint handcuffing in 2021.

4. Data Caveats

- The Home Office classifies the Use of Force dataset as experimental statistics.
- Use of force forms are filled in manually by the officer when force is used.
- Data is displayed as either Tactic Count or Incident Count. In a single incident, officers may need to use multiple tactics. The Tactic Count refers to the total number of tactics deployed by officers in 2020 and 2021, whereas the Incident Count is the count of incidents where UoF was applied.



5. 2021 Met UoF data

During 2021, there was a **-11%** decrease in the number of tactics recorded when compared to 2020. This totalled to 238,527 (-29,740). The number of UoF forms created (incidents) also decreased by **-11%**, totalling 154,019 (-19,863).

Tactics

As with 2020, the type and proportion of force used remains consistent with the lower end uses of force constituting the vast majority of reports. The top 5 tactics recorded during 2021 are: compliant handcuffing, tactical communications, non-compliant handcuffing, unarmed skills and ground restraints. These 5 tactics make up 88% of the total UoF recorded in 2021. This was the same in 2020 where the same top 5 tactics also made up 88% of the total recorded.

Locations where force was used

Using the number of incidents when force was used, the locations mirrors 2020 where the top 5 Boroughs remain to be: Westminster; Lambeth; Croydon; Newham and Southwark, making up 27% of the total.

Demographic of individuals who had force used

The following data is based on the counts of forms completed, to remove any duplicate counts of individuals.

When looking at age, gender and ethnicity, 49.8% of total UoF incidents involved Males in the 18-34 age category. This is clearly not representative of the population of London, however is closely representative of people in the wider criminal justice system.

Breaking this down further, 20.9% of the total incidents in 2021 involved 18-34 Black males and 18.0% involved 18-34 White males, with the third highest category being 10.5% 35-49 White males.

Disparity ratios comparing the 2011 census population data by borough and ethnicity profiles were reviewed comparing UoF, Custody, Stop and Search and Mental Health records. Where outliers were identified, we are continuing to work to understand why, but initial research would suggest that this is due to Policing operations in those areas and Public Order events. This analysis will be repeated when the 2021 census data is published by the ONS get a more accurate assessment.

6. Overview of UoF scrutiny

PIOSS

PIOSS (Post incident officer and staff support), a peer support mechanism geared at identifying organisational learning, individual learning and securing welfare support where appropriate has been in place for coming up to a year.

All Op Hampshire incidents (minus spiting and biting in isolation) are reviewed by the PPSU under PIOSS. Equally any matters of note from the DCB and social media are also reviewed. Officers / Staff can self-refer into the scheme and line managers can refer their officers / staff for further support.

Over 6000 clips of BWV have been viewed during this time. On average 150 - 200 incidents are reviewed each week with roughly 10% of those resulting in contact from the PPSU offering PIOSS.

Although an unintended consequence, PIOSS has been able to highlight both situations where officers have not been able to display safe, lawful and effective

operational policing and therefore have been offered support whilst they upskill / confidence build. On the rare occasion the review has highlighted activity which could be deemed as misconduct and in these situations, appropriate referrals have been made to DPS.

PIOSS closed PPST courses have been introduced for those officers who have been exposed to trauma / have a negative attachment to PPST to allow for them to remain operational where they would otherwise not attend training due to the impact it would have.

PPSU reviews

PPSU reviews every incident where PAVA and batons have been used. This is the first time in Met history that these levels of scrutiny have been in place centrally on use of force.

PPST

The content of PPST has been fundamentally changed with a move towards the College of Policing curriculum and utilising scenario based methodology, it is the first time in 30 years that the MPS has delivered PPST training to this intensity and operational reflection.

The adoption of 'performance under pressure' at the start of the training to set the tone of the day has been met with highly positive feedback. Stress inoculation continues throughout the training session in order for an officer to not only consider the effects on their psychological and physical condition, but to indoctrinate the officer to normalize certain behaviours that otherwise may provoke a negative response.

The introduction of simple yet effective techniques has meant officers feel more competent upon leaving the training and the scenario based aspect allows for true reflection of the operational setting whilst contextualising the learning previously. Introduced into training are also the concepts of fundamental behavioural intervention as well as trauma informed policing both of which continue to be built upon.

7. Handcuffing review

As stated at the Home Affairs Select Committee on the 8th July 2020, a review was commissioned in to the use of handcuffs. As a result of this review, there were 5 areas for consideration:

1. Legal and policy basis for the use of handcuffs pre arrest
2. The training and guidance officers currently receive in the application of handcuffs pre-arrest
3. The data which shows the extent to which handcuffs are used

4. The extent to which there is accountability for the use of handcuffs in our records
5. Identify any digital solutions to improve accountability, supervision and transparency

We have implemented all of the 8 recommendations outlined in the review.

8. Strip Search and Child Q

The following documents are provided:

Appendix 2: Met briefing on Child Q and related questions

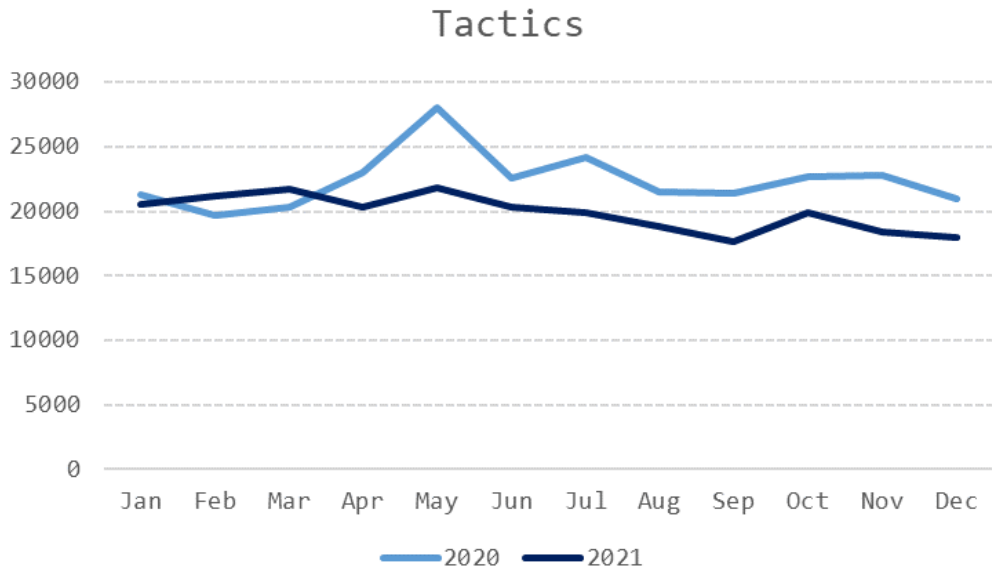
Appendix 3: Met briefing with responses to questions from the Deputy Mayor and MOPAC – Official Sensitive

Appendix 4: Met briefing annex specifically on the data question – Official Sensitive

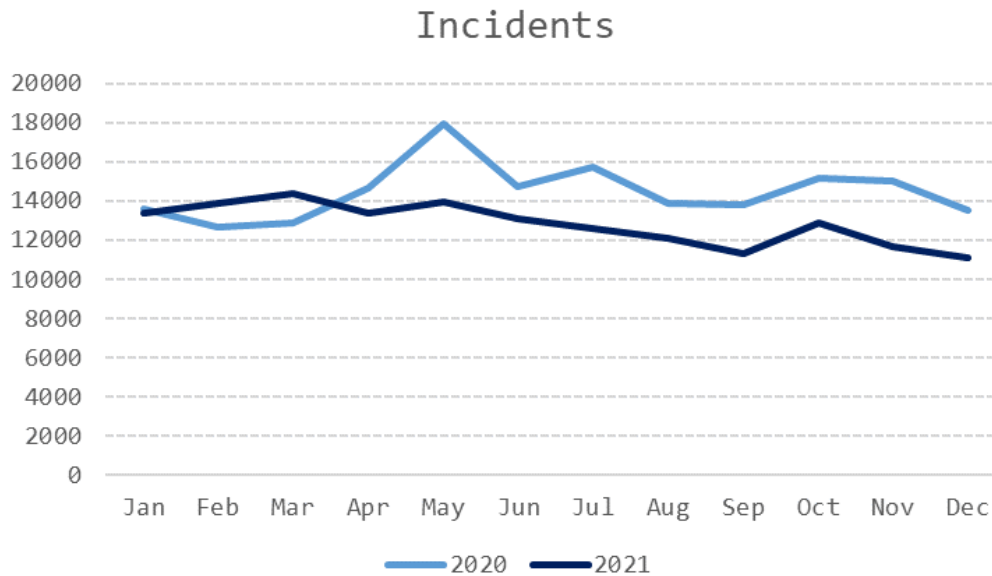
Appendix 1 – Data Breakdown

2020 vs 2021

During 2021, there was a -11% decrease in the number of tactics recorded when compared to 2020. This totaled to 238,527 (-29,740).

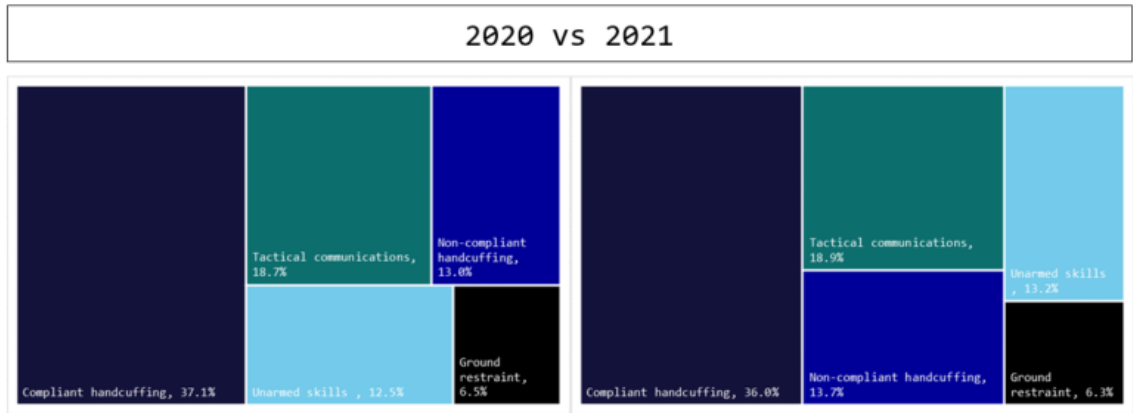


The number of UoF forms created (incidents) also decreased by -11%, totaling 154,019 (-19,863).



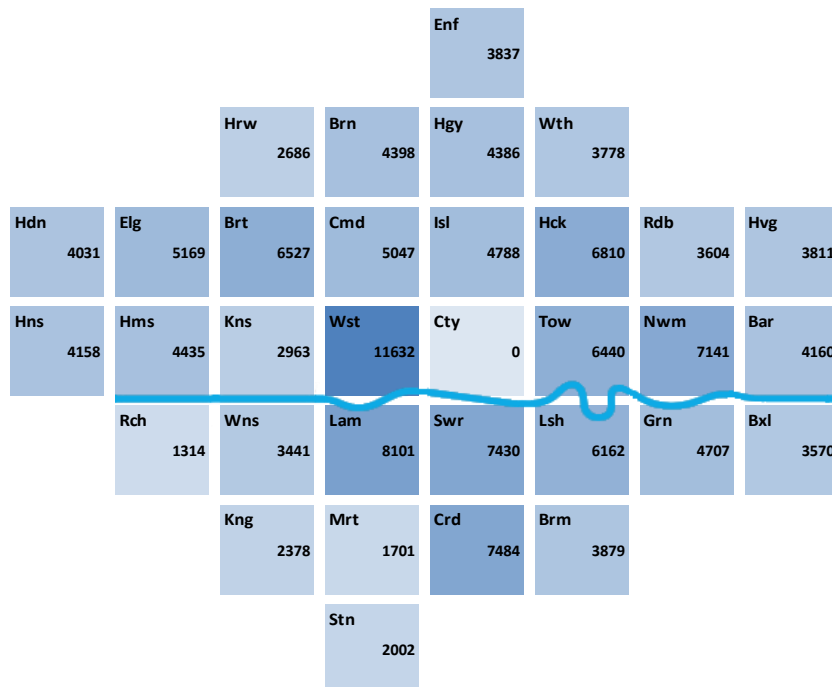
As with 2020, the type and proportion of force used remains consistent with the lower end uses of force constituting the vast majority of reports. The top 5 tactics

recorded during 2021 are: **compliant handcuffing, tactical communications, non-compliant handcuffing, unarmed skills and ground restraints.** These 5 tactics make up 88% of the total UoF recorded in 2021. This was the same in 2020 where the same top 5 tactics also made up 88% of the total recorded.



Location

Using the number of incidents when forced was used, the locations mirrors 2020 where the top 5 Boroughs remain to be: Westminster; Lambeth; Croydon; Newham and Southwark, making up 27% of the total.



**Not included in these totals are Heathrow and UoF conducted out of force. These total 2,049 collectively and make up 1.3% of the total.*

Type of force used

The following data is based on the number of forms completed (total tactic count).

Increases in the use of tactics in 2021 compared to those used in 2020 are as follows and are shown based on % change to 2020:

- **Irritant spray – used** - with an increase of 5% from 2020, the number of occurrences went from **620 to 653**.
- **Dog bites** - with an increase from 2020 of **21%** from 2019. The increase went from **117 to 142**.

Demographic of individuals who had force used

When looking at age, gender and ethnicity, 49.8% of total UoF incidents involved Males in the 18-34 age category. This is clearly not representative of the population of London, however is closely representative of people in the wider criminal justice system.

Breaking this down further, 20.9% of the total incidents in 2021 involved 18-34 Black males and 18.0% involved 18-34 White males, with the third highest category being 10.5% 35-49 White males.

Data appendix – Protected characteristics and UoF incident %

	Asian	Black	White	Other	Don't know	Grand Total
Female	0.9%	4.5%	7.0%	0.3%	0.2%	12.9%
0-10	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
11-17	0.1%	0.6%	0.7%	0.0%	0.0%	1.4%
18-34	0.5%	2.3%	3.3%	0.2%	0.1%	6.4%
35-49	0.3%	1.2%	2.1%	0.1%	0.0%	3.7%
50-64	0.1%	0.4%	0.8%	0.0%	0.0%	1.3%
65 and over	0.0%	0.0%	0.1%	0.0%	0.0%	0.2%
Male	12.7%	34.2%	34.7%	4.0%	1.2%	86.7%
0-10	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
11-17	1.1%	5.0%	2.8%	0.4%	0.1%	9.3%
18-34	7.7%	20.9%	18.0%	2.5%	0.7%	49.8%
35-49	3.1%	6.2%	10.5%	0.9%	0.3%	21.0%
50-64	0.7%	1.9%	3.1%	0.2%	0.1%	6.0%
65 and over	0.1%	0.1%	0.3%	0.0%	0.0%	0.5%
Other	0.0%	0.1%	0.1%	0.1%	0.0%	0.3%
Grand Total	13.6%	38.8%	41.8%	4.4%	1.4%	100.0%

Data appendix – UoF volume by tactic count 2020 vs 2021

Tactic	2020	%of 2020	2021	%of 2021	% change
Compliant handcuffing	99500	37.09%	85752	35.95%	-14%
Tactical communications	50169	18.70%	44963	18.85%	-10%
Non-compliant handcuffing	35008	13.05%	32676	13.70%	-7%
Unarmed skills	33543	12.50%	31462	13.19%	-6%
Ground restraint	17436	6.50%	15079	6.32%	-14%
Limb/body restraints	9019	3.36%	8351	3.50%	-7%
Other/improvised	5522	2.06%	5415	2.27%	-2%
CED (Taser) red-dotted	5404	2.01%	4622	1.94%	-14%
CED (Taser) drawn	2281	0.85%	1765	0.74%	-23%
Spit guard	2104	0.78%	1556	0.65%	-26%
Firearm aimed	1721	0.64%	1386	0.58%	-19%
Baton drawn	1509	0.56%	1185	0.50%	-21%
CED (Taser) aimed	1248	0.47%	928	0.39%	-26%
Irritant spray - drawn	831	0.31%	783	0.33%	-6%
CED (Taser) fired	1012	0.38%	698	0.29%	-31%
Irritant spray - used	620	0.23%	653	0.27%	5%
Baton used	611	0.23%	591	0.25%	-3%
Dog deployed	328	0.12%	295	0.12%	-10%
Shield	182	0.07%	168	0.07%	-8%
Dog bite	117	0.04%	142	0.06%	21%
CED (Taser) arced	47	0.02%	27	0.01%	-43%
AEP aimed	19	0.01%	15	0.01%	-21%
CED (Taser) drive stun	20	0.01%	10	0.00%	-50%
CED (Taser) angle drive stun	7	0.00%	4	0.00%	-43%
Firearm fired	9	0.00%	1	0.00%	-89%
Total	268267	100.00%	238527	100.00%	-11%

Data appendix – UoF volume by Borough 2020 vs 2021

BCU / Incident	2020	% of 2020	2021	% of 2021	% change
Barking and Dagenham	4827	2.78%	4160	2.70%	-14%
Barnet	4903	2.82%	4398	2.86%	-10%
Bexley	3487	2.01%	3570	2.32%	2%
Brent	7301	4.20%	6527	4.24%	-11%
Bromley	4578	2.63%	3879	2.52%	-15%
Camden	6818	3.92%	5047	3.28%	-26%
Croydon	8605	4.95%	7484	4.86%	-13%
Ealing	5518	3.17%	5169	3.36%	-6%
Enfield	4471	2.57%	3837	2.49%	-14%
Greenwich	5542	3.19%	4707	3.06%	-15%
Hackney	6899	3.97%	6810	4.42%	-1%
Hammersmith and Fulham	4371	2.51%	4435	2.88%	1%
Haringey	6165	3.55%	4386	2.85%	-29%
Harrow	2945	1.69%	2686	1.74%	-9%
Havering	4239	2.44%	3811	2.47%	-10%
Heathrow	872	0.50%	684	0.44%	-22%
Hillingdon	4391	2.53%	4031	2.62%	-8%
Hounslow	4251	2.44%	4158	2.70%	-2%
Islington	5182	2.98%	4788	3.11%	-8%
Kensington and Chelsea	2983	1.72%	2963	1.92%	-1%
Kingston upon Thames	3115	1.79%	2378	1.54%	-24%
Lambeth	8739	5.03%	8101	5.26%	-7%
Lewisham	7015	4.03%	6162	4.00%	-12%
Merton	2245	1.29%	1701	1.10%	-24%
Newham	8201	4.72%	7141	4.64%	-13%
Out of force	1277	0.73%	1365	0.89%	7%
Redbridge	4236	2.44%	3604	2.34%	-15%
Richmond upon Thames	1613	0.93%	1314	0.85%	-19%
Southwark	7944	4.57%	7430	4.82%	-6%
Sutton	2137	1.23%	2002	1.30%	-6%
Tower Hamlets	7138	4.11%	6440	4.18%	-10%
Waltham Forest	4850	2.79%	3778	2.45%	-22%
Wandsworth	5388	3.10%	3441	2.23%	-36%
Westminster	11636	6.69%	11632	7.55%	0%
Total	173882	100%	154019	100%	-11%

MPS Briefing – Child Q and related questions

Contents

- Child Q summary
 - Officers under investigation
 - MTIP Search policy
 - Training of MPS officers
 - Community scrutiny
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-

1. Child Q

The Metropolitan Police Service (MPS) is in full agreement with the Local Child Safeguarding Practice Review that this incident should never have happened. It is truly regrettable and the MPS has apologised to the child concerned, her family and the wider community.

The search by female Met officers under Section 23 of the Misuse of Drugs Act did not take place in the presence of an Appropriate Adult, which did not follow policy.

The officers had been called to the school, but they were not Safer Schools Officers. They are subject to an investigation by the Independent Office for Police Conduct (IOPC), are not carrying on local frontline duties, and the MPS awaits the findings of the IOPC.

The MPS has dedicated teams who examine recommendations from reports to ensure all opportunities for wider learning are acted on immediately. The MPS is carefully considering the recommendations made in the Safeguarding Review, and will do the same with any IOPC recommendations.

The MPS has not waited and has taken action to ensure officers and staff have a refreshed understanding of the policy for conducting a 'further search' and advice around dealing with schools, ensuring that children are treated as children.

Local officers have been briefed on the incident and are listening to community concerns. In addition, in February 2021 following this incident, the Basic Command Unit (BCU) reiterated the MTIP Policy (More Thorough Search where Intimate Parts are exposed) reinforcing the requirements in relation to appropriate adults.

The MPS policy for MTIP searches particularly in relation to Code C of PACE is being reviewed across the MPS. The MPS will incorporate the recommendations and learning in this review

In light of Child Q, the MPS is reviewing the MTIP policy in relation to those under 18, firstly to assure that the policy is appropriate and takes account of the safeguarding review, and also that it recognises the fact that a child in these circumstances may be a vulnerable victim of exploitation by others.

Community Monitoring Groups continue to scrutinise many aspects of the Met's approach to stop and search. The MPS is committed to learning from this incident and working with partners to ensure that the action the MPS takes responds to the criticisms and concerns that have been raised, working together to safeguard and protect our communities.

2. Officers under investigation

On 6th May 2021, the MPS made a voluntary referral to the IOPC for investigation a complaint regarding this incident. The IOPC served three officers with notices advising them that they were under investigation for misconduct over their roles in either carrying out the MTIP search or involvement in supervising it. The officers were not Safer Schools Officers.

The IOPC investigation has examined whether legislation, policies and procedures were followed during the search of the girl and looked at complaints that the girl's mother was not given the opportunity to be present during the search, and that there was no other appropriate adult present. The IOPC has considered whether the girl's ethnicity played a part in the officers' decision to search the girl.

At the conclusion of the IOPC investigation, the IOPC produces a report that sets out what happened; what evidence the IOPC found and their analysis. The IOPC sends the report to the police force and the IOPC decides what should happen to those involved in an incident, for example whether they need further training or may face a misconduct meeting or a gross misconduct hearing. The police force then carries out any disciplinary action.

The IOPC report is being finalised. Pending the outcome of the IOPC investigation, the officers are not on local frontline duties.

To note that in the Commissioner's letter to the Mayor of London on 4th February, the Commissioner underlined that the misconduct process takes too long and takes too little account of the importance of public trust and confidence. The Commissioner has therefore pressed for a national debate to change the current system.

<https://www.met.police.uk/SysSiteAssets/media/downloads/met/about-us/letter-met-commissioner-mayor-of-london-feb-2022.pdf>

3. MTIP Search policy

This incident involved a More Thorough Search where Intimate Parts are exposed (MTIP). A strip search will only take place in custody.

The MPS follows national guidance set by the College of Policing and codes of practice. The MPS is liaising with the NPCC on these issues.

The MPS recognises that that being the subject of a search can have a significant impact on an individual and every effort is made to treat people searched with respect and with empathy.

An MTIP is a legitimate police power but it must not be conducted as a routine extension of a less thorough search where nothing was found.

The search should only be carried out if the person may have concealed an article which police have reasonable grounds to search for, such as illegal drugs, a weapon, stolen property or something that could be used to commit a crime, and where the search must be proportionate and necessary to find such an article. There are occasions when searches are necessary to prevent harm to children who may be exploited by gangs, County Lines and drug dealing.

The MPS recognises the impact such a search can have on those involved and must have full regard for the dignity and welfare of the person being searched. The MPS has reminded officers how important that is, and to ensure they fully explain to the person why they are being searched. Officers need to be tolerant, patient and aware of any concerns. In all cases the officers must seek the co-operation of the person and carry out the search sensitively and respectfully.

The person being searched should not be required to remove all of their clothing at the same time and they would not be physically touched by the searching officer.

If officers consider it operationally necessary to search a child in this way, they must do so in the presence of the child's Appropriate Adult and in line with safeguarding procedures. Officers carrying out the search must be of the same sex and not in the presence of the opposite sex apart from an Appropriate Adult requested by the person being searched.

Officers must contact a supervisor prior to an MTIP search being carried out.

The MTIP policy was reviewed in April 2020, leading to the creation of a 10 point MTIP checklist, a guide and an instructional video on MTIP searches.

The MPS policy for MTIP searches particularly in relation to Code C of PACE is being reviewed across the MPS. The MPS will incorporate the recommendations and learning in this review.

4. Training of MPS officers

Officers are trained through stop and search masterclasses, written training material, policy toolkits, videos, and general training packages. Updates to policy, such as MTIP policy, are communicated in a number of ways, including via the command chain, to and by BCU/OCU Commanders, via BCU stop and search leads, and through intranet updates.

As part of stop and search training, officers undertake unconscious bias training through the initial police foundation course which was reviewed as part of the new Police Education Qualifications Framework (PEQF) framework from January 2021.

'Procedural Justice' learning outcomes are part of a new curriculum for staff safety training that began in April 2021 and is mandatory for all officers up to the rank of Chief Inspector. Parts of the learning content focus on unbiased decision-making and how the consistent and transparent application of stop and search powers can minimise community feelings of unjust treatment, increase trust and confidence, and how fair treatment and/or procedural justice can be shaped by individual and community experiences and disproportionate policing outcomes.

The MPS initial training courses, which incorporates the new PEQF training introduced in January 2021, has lived experience sessions with members of the community. Officers then progress to Street Duties courses on BCU where they have a session with a member of their local community to understand the local area and their lived experience.

Officers not in their initial training will take part in sessions with community members. Each MPS Basic Command Unit (BCU) and the Violent Crime Taskforce (VCTF) with the Territorial Support Group (TSG) have a programme of interactions, to ensure that Black, Asian and Multiple Ethnic Heritage community lived experience is shared with officers. These engagements are collated centrally and good practice and learning shared at weekly governance meetings attended by the command's stop and search leads.

5. Community scrutiny

Community Monitoring Groups (CMGs) continue to scrutinise many aspects of the MPS approach to stop and search. In line with the College of Policing's Authorised Professional Practice, the MPS engages with CMGs and facilitates independent scrutiny. CMGs discuss the available data when meeting with local stop and search leads and for more strategic conversations through the Community Monitoring Network (CMN).

The MPS is holding a community meeting on Wednesday 23rd March and will listen to concerns and answer questions. The MPS is speaking to our local partners and other stakeholders regarding Child Q and also the wider issues to ensure we continue working together to safeguard and protect our communities.

6. Data

Comprehensive data around the MPS use of stop and search, including MTIPs, is available to the public via the Met's public stop and search dashboard:

<https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>

The dashboard data is broken down by borough, stop reasons, search types, outcomes, demographics, ethnicity and proportionality. The dashboard includes data on MTIP searches, broken down by borough, gender, age, ethnicity and outcome rates.

In 2021, the MPS carried out around 4,300 MTIP stop and searches, out of a total of over 228,000 stop and searches. MTIPs were under 2% of all stop and searches. Under 18s made up 6% (271) of all MTIP searches.

0.1% of MTIP searches were under 18 girls and 6% of MTIP searches were under 18 boys.

18% of MTIPs were Asian, 50% Black, 26% White, 6% Other, and 1% not stated.

The 'positive outcome' rate for MTIPs where the search results in further action is 61% for under 18s, 48% over 18, 46% female, 49% male, 49% Asian, 49% Black, 50% White, 52% Other, 48% not stated.

Further data for 2018-2021 and including ethnicity, gender and age is available in the following document and borough data is included below:



MPS data on searches where clot

Borough	Asian		Black			White		Other		Unknown		Total
	10 to 17	18 or older	10 to 17	18 or older	Not recorded	10 to 17	18 or older	10 to 17	18 or older	10 to 17	18 or older	
Barking and Dagenham	3	18	6	33			17		4			81
Barnet		6	1	32		1	25		7			72
Bexley	1	5		16		1	29		1		1	54
Brent		27	3	136		2	39	1	18		1	227
Bromley		2	2	17			18	1	1		3	44
Camden		23	6	119		5	34		3		1	191
City of Westminster	1	32	5	140		1	50	1	61		2	293
Croydon		14	15	74		1	38		12		3	157
Ealing	1	51	6	85		2	61		17	1		224
Enfield	1	5	4	22		4	21		3			60
Greenwich		11	11	79		8	58		5		1	174
Hackney		40	6	83		1	24		7		1	162
Hammersmith and Fulham		8	4	50			29		8			99
Haringey	1	6	5	67	1	2	24		5		1	112
Harrow	1	14	4	53		2	19	3	5			101
Havering		10		18		1	25		1	1		56
Hillingdon	4	41	3	59		2	57		4		2	172
Hounslow	1	29	4	55		4	62	1	12		2	170
Islington	1	14	9	83			42	1	5			155
Kensington and Chelsea		15	1	42			20	1	17	1		97
Kingston Upon Thames		3	2	21		2	26	1	2			57
Lambeth		15	11	205		3	76	2	17	1	4	334
Lewisham	1		12	72		1	28		1			115
Merton		6	1	9			10		1			27
Newham	6	65	8	78		4	43		5		1	210
Redbridge		34	2	31		1	22		2		1	93
Richmond Upon Thames		6		7		1	13		2			29
South wark		20	6	188		5	63	2	8		1	293
Sutton			2	9		4	14		1			30
Tower Hamlets	15	187	1	53		5	29		6		1	297
Waltham Forest	3	12	5	30		1	18		2			71
Wandsworth		6	3	31			23		2		1	66
Total	40	725	148	1,997	1	64	1,058	14	245	5	26	4,323

7. Safer Schools Officers

The MPS has Safer Schools teams in every London borough, working with more than 1,000 schools

They do important work, focused on keeping students safe, preventing and reducing crime, increasing trust and confidence in policing and diverting more young people away from criminality.

It is very important for the MPS to be aware of the impact they have to ensure young people are not criminalised in circumstances they otherwise would not be if a police officer did not work in a school.

The MPS has reviewed its Safer School Partnership Handbook which outlines the role and practices of a Safer Schools Officer.

Part of that is assessing the impact of SSOs on Black students. Once that work is complete the MPS will feed the findings and recommendations into the review.

The MPS held an online public meeting in January 2022 – the discussions between young people, parents, head teachers, local authorities and safer schools officers were valuable.

Those conversations fed into work outlined in the Mayor's Action Plan to better understand views on the Safer Schools Partnerships and its impact on disproportionality.

8. Trust and Confidence

The MPS is under no illusion that the Child Q incident, and others, have a large and lasting impact on the trust and confidence Londoners have in the MPS. The MPS is working hard to rebuild that trust.

The Commissioner has asked Baroness Louise Casey to lead an independent and far-reaching review into our culture and standards of professional and personal behaviour. The review will ask difficult questions to ensure there are lasting improvements to the service we provide for all Londoners.

While this process is on-going the MPS recognises the need to take urgent action to improve. The MPS has boosted the number of investigators in the professional standards department to strengthen capability to root out people who abuse their positions of trust.

Every Met employee has also been spoken to about absolute adherence to professional boundaries and actively intervening and challenging wrongdoing.

In addition, the MPS has launched a new Strategy for Inclusion, Diversity and Engagement (STRIDE) 2021-2025 that will help the MPS progress plans to be more inclusive and diverse.

The strategy and action plan is available at the following link:

<https://www.met.police.uk/police-forces/metropolitan-police/areas/about-us/about-the-met/met-diversity-and-inclusion-strategy-stride/>
