

## Disproportionality Board Mayor's Action Plan

Meeting Notes of Wednesday 6<sup>th</sup> April 2022, 2pm via MS Teams

### Board Co-Chairs

Sophie Linden

Deputy Mayor for Policing and Crime, MOPAC

Debbie Weekes-Bernard

Deputy Mayor for Communities & Social Justice, GLA

### Board

Bernie O'Reilly

College of Policing

Chris Excell

Metropolitan Black Police Association

Claudia Sturt

Chief Executive, Youth Justice Board

Clive Newsome

Crown Prosecution Service London

Cllr Darren Rodwell

London Councils

Cllr Gareth Roberts

London Councils

Geeta Subramaniam-Mooney

Youth Justice Strategic Leaders Network

Helen Harper

Commander, MPS

Joanne Towens

Courts and Tribunals Judiciary

Kilvinder Vigurs

London Director, National Probation Service

Laks Mann

Equality, Diversity and Inclusion Advisor to Mayor of London

Liz Westlund

Youth Justice Board

Matt Parr

HM Inspector of Constabulary and Fire & Rescue Services

Sal Naseem

London Director, Independent Office for Police Conduct

### Officers in attendance

Billie Hamilton

London Councils

Chloe Iliesa

MOPAC

Doug Flight

London Councils

Kenny Bowie

MOPAC

Natasha Plummer

MOPAC

Nina Dawson

MOPAC

Paul Dawson

MOPAC

Rangan Momen

London Councils

**Apologies** received from Andy Marsh (College of Policing), Hector McKoy (NPCC), Liz Unwin (NPCC), Lionel Idan (CPS), Cllr Darren Rodwell (London Councils). Ken Marsh (Metropolitan Police Federation)

### Agenda Item 1 - Welcome

Sophie Linden (SL) welcomed attendees to the meeting of the Disproportionality Board.

## **Agenda Item 2 – Notes of last meeting**

Debbie Weekes-Bernard (DWB) referred to papers circulated in advance of the meeting.

Notes of meeting held on 8<sup>th</sup> February 2022 were agreed. Some corrections have been made and the notes will be recirculated.

Actions were noted.

MOPAC updated the Board on the initial Stop & Search Task & Finish Group meeting held on 22 March which had discussed the approach of looking at a borough or even smaller geographical area. The TFG will also explore the reasons for stops and use of handcuffing. The YJB asked to be involved in the TFG.

## **Agenda Item 3 – Highlights in Data pack (pre-circulated)**

Data pack was acknowledged, no specific questions. The inclusion of handcuffing data was noted.

## **Agenda Item 4 – Update on response to Child Q**

Following the serious concerns raised following Child Q, this was prioritised as an agenda item for this meeting.

The DMPC explained she had written to the London Safeguarding Board to look at the lessons for safeguarding across London, as this is unlikely to be specific to Hackney only.

The Mayor has written to the IOPC investigation to suggest officers involved face gross misconduct rather than misconduct hearings.

MOPAC talked through the additional slides in the data pack on more thorough searches. Over 97% of searches did not involve more thorough searches. Of the 3% (29,000) many involved just the removal of a jacket or glove. Around half of these (15,000) were subject to a more intimate search. Data for the last 4 years is incomplete, with gaps in data for age and ethnicity, and not all the information on stops reason is recorded.

As well as broader concerns about MPS data gaps for age and ethnicity of individuals subjected to more intimate searches, Board attendees discussed the adultification of black children.

The MPS Commander explained the MPS working closely with Hackney Council and the BCU is striving learn from this incident and become exemplar. For instance the adultification training is being developed with Hackney, with a view to upscaling this across London.

The Youth Justice Board acknowledged a theme of adultification in serious case reviews, with black children appear to be considered more culpable than white children and routed through the CJS rather than supported in other ways.

The Youth Justice Strategic Leaders Network (YJSLN) explained to Board members that adultification has been raised through contextual safeguarding, and while the word is used a lot, and this has been discussed for 8-10 years it is not clear if there is full understanding of the context. She recommended workshops to agree consensus of safeguarding, appropriate response and also the settings in which searches take place. MOPAC to discuss further with YJSLN outside of the meeting.

Concern raised about the smell of cannabis used as a justification. This is a recommendation in the MAP that the MPS do not rely on the smell of cannabis alone as a reason to search someone.

The intention is that the disproportionality dashboard will include strip search data. The MPS has not yet delivered on this commitment but is expected to do so in the next few months.

Actions agreed at the meeting:

- To improve MPS data collection.
- Write again to the Safeguarding Board to emphasise the need for a Child Centred approach.
- Recommend the Casey Review includes the policing of children as a specific theme.
- Further work with London Councils to improve appropriate adult provision.
- Invite other Boards to report on work they are doing in this area
- MOPAC to follow up on safeguarding issues with YJSLN

## **Agenda Item 5 – Gangs Violence Matrix Review**

Co-Chair introduced the agenda item.

MOPAC Insight & Evidence team, talked through the presentation and data.

- Twice as many individuals were removed from the matrix than added since May 2018
- Proportion of new additions who are black has reduced, but still high
- Over representation of young black males
- MOPAC are still undertaking analysis of the results, including exploring the impact to offenders and victims of being on the matrix

- Final report due in Summer 2022

The co-chair asked what actions are being taken to reduce the persistent disproportionality, and what work had been done on interventions to remove people from the matrix by broader interventions.

The Equality and Diversity Advisor for the Mayor asked about the adultification of young Black males (under 18) in intelligence gathering to determine scores that is not applied in the same way to young white males.

The MPS Commander shared that the Director of Intelligence who is working on bringing in all the IOPC recommendations, as well as interventions with young people who end up on the matrix. While the MPS are seeing reductions in some crime types, these are not enough to reduce numbers on the matrix.

It was also noted there was disparity across boroughs, for instance in Richmond everyone on the matrix is Black. Fuller data could enable the identification of different patterns which could relate to BCU commanders or local offending to understand the disparity.

YJSLN raised concerns about the impact on individuals on the matrix. If the purpose of the matrix is to focus resources to reduce violence, it would be helpful to understand what interventions have been focused on individuals to better capture the outcomes including employment or other support as well as a reduction in gangs violence. This could help to legitimise the list and demonstrate a child centred response.

The MPS Commander clarified that the mission is only to put the most violent on the matrix. The whole response is pitched into a multi-agency approach, which includes exploring how to minimise the risk of siblings and friends becoming involved in gangs violence.

The co-chair suggested it would be helpful to understand what diversionary measures are in place across Local Authorities.

The co-chair asked what analysis could be done to help the review explain the disproportionality, so that it can be understood whether the list was driven by a racial bias or other factors. E&I explained that MOPAC is receiving more data from the MPS which will help form a more comprehensive picture.

The Probation Service followed up on the multi agency work, and explained that many 18–25-year-olds on the matrix are also in other cohorts and already being supported. From the expansion of approaches in this work, it should be possible to map and capture ‘what good looks like’ in a culturally competent way. The work also requires recognising intersectionalities, e.g., care leavers

who are young and black. To drive forward understanding requires wider and courageous conversations.

YJSLN asked if interventions could be collated and reviewed through the VRU borough violence and vulnerability plans.

### **Agenda Item 6 – MPS Update and Mayor’s Action Plan**

Mayor’s Action Plan Update summary was circulated with the pre-reading materials.

The MPS Commander explained the Safeguarding Pilot in Haringey had progressed to Phase 2 and concentrating on violence hotspots. Although the data sharing issue was complex, and update will soon be available.

Data on Stop and Search positive outcomes showed no significant variations across boroughs, at approximately 27%, although volumes and outcomes differ slightly.

Action: MPS to send the Board an update that explains these results.

IOPC explained their recommendations followed concerns raised by communities, and asked what work had been undertaken since, and whether communities are beginning to see any difference.

The co-chair agreed that the emphasis on the Mayor’s Action Plan needs to show what the results the work has produced.

Attendees discussed how responses from surveys, such as the Public Attitude Survey helps gauge community responses to policy changes. The co-chair suggested a survey after every Stop & Search and explained the task force are engaging people who have been subject to a Stop & Search to build a relationship and ask how the individual has been affected by the search and how it made them feel.

MOPAC added that ‘hyper local’ surveys in high Stop & Search areas will help form a fuller picture. In addition, the overhaul of community oversight and scrutiny will enhance this work. For example, tightening up Community Monitoring Group structures will identify the effectiveness of mechanisms whereby data is flowing from CMGs to MPS and back to MOPAC.

MOPAC-Evidence and Insight told the meeting that the headline results from the expanded Public Attitude Survey will be available in time for the next Disproportionality Board on 21 July, with the full results available in the autumn.

It was emphasised that as well as enhanced training for new recruits, Londoners want to see organisational and wider change across the organisation beyond interventions focussed on new officers.

Attendees agreed that the Stop & Search Task & Finish Group needs to look at the detail of the differing volumes across London, and the decisions to make a stop. The use of focus groups would add qualitative evidence to the quantitative data.

Attendees urged that the traumatising result of these interactions needs to be included. It was added that the vicarious trauma of generations of communities experiencing negative police interactions.

The MPS explained that the MPS are developing a cultural portal to help officers understand this context.

MOPAC updated the meeting on the overhaul of community oversight mechanisms which is well underway. The next phase will be to pilot a new way of working across different areas. In addition, the recruitment for the External Reference Group will begin in the next 2 weeks to recruit 8-12 people. This opportunity will be sent to stakeholders including Disproportionality Board Members, with a request to please circulate through their networks.

## **Agenda Item 7 – Any Other Business**

More granularity to MPS recruitment data, with a breakdown of different ethnicities was recommended

Action: E&I to include in the data pack for the next Disproportionality Board

## **Agenda Item 8 – Next Meetings**

The following meetings in 2022 are to be held at City Hall, Royal Docks, with an option for attendees to join remotely via Teams.

- 21st July – 9.30am to 11.30am
- 10th October – 3pm to 5pm

### **Agenda Item 7 – Mayor’s Action Plan delivery summary**

Update papers included in the pre-reading materials were noted.

The MPS Commander outlined her new role and updated the board on the implementation of the new handcuffing policy published last autumn. She offered to update the Board at the next meeting on the following areas:

- MPS update on the IOPC recommendations
- Results of the Haringey pilot reviewing the safeguarding response to young people who are subject to Stop and Search with no positive outcomes.
- Safer Schools Officers review
- Stop & Search outcomes data

She also offered the opportunity for Board Members to join a Ride Along to witness Stop and Searches first hand, and to observe community-led training.

### **Agenda Item 8 - Any Other Business**

- Final comments included the repeated concerns about the adultification of children and the response by the MPS with Stop and Search and Dispersal Orders
- Members also discussed the reliance on data which may not provide the whole picture, e.g., awareness that complaints data is not a reliable indicator as some of London’s communities tend not to complain formally, and this can also be impacted by wider trust and confidence issues.