

Disproportionality Board Mayor's Action Plan

Meeting Notes

Friday 15th October 2021, 10:00am Meeting 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	Deputy Chief Executive Officer, College of Policing
Catherine Roper	Commander, MPS
Chris Excell	Metropolitan Black Police Association
Claire Waxman	Victims Commissioner for London
Claudia Sturt	Chief Executive, Youth Justice Board
Clive Newsome	Head of Crown Prosecution Service London Business Centre
Gareth Roberts	London Crime Reduction Board
Geeta Subramaniam-Mooney	Youth Justice Strategic Leaders Network
Graham Robb	Youth Justice Strategic Leaders Network
Jas Athwal	London Councils Executive Member for Crime and Public Protection
Joe Guyver	Young People's Action Group
Kenny Bowie	Director of Strategy and MPS Oversight, MOPAC
Kilvinder Vigurs	London Director, National Probation Service
Laks Mann	Mayor's Equality, Diversity and Inclusion Advisory Group
Louise May	Uplift Programme Lead, National Police Chiefs Council
Matt Parr	HM Inspector of Constabulary and Fire & Rescue Services
Natasha Plummer	Head of Community Engagement, MOPAC
Paul Dawson	Head of Evidence and Insight, MOPAC
Sal Naseem	London Director, Independent Office for Police Conduct
Stephen House	Deputy Commissioner, MPS

Secretariat

Nina Dawson	MOPAC
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In attendance (observers)

Bridget Ackeifi (Bloomberg Associates), Daniel Houghton (London Councils), Clyde Hunt (Bloomberg Associates), Sara Khan (GLA), Ella Watson (London Councils), Doug Flight (London Councils), Billie Hamilton (London Councils), Rangan Momen (London Councils), Mathew Pickering (MOPAC)

Apologies received from Andy Marsh (College of Policing), Hector McKoy (NPCC), Liz Unwin (NPCC), Lionel Dan (CPS), Alastair Macorkindale (London Councils/LHoCS), Darren Rodwell (London Councils/LCRB), Ken Marsh (Metropolitan Police Federation), Keith Stranger (LHoCS).

Agenda Item 1 - Welcome

Co-Chairs welcomed attendees to the inaugural meeting of the Disproportionality Board.

Agenda Item 2 - Introduction

Attendees introduced themselves with their specific interest in reducing disproportionality in policing and the Mayor's Action Plan commitments to address this.

Agenda Item 3 – Draft Terms of Reference (circulated with pre-reading material)

MOPAC outlined the Draft Terms of Reference which will have final agreement once community representatives are recruited to the Mayor's Action Plan External Reference Group and join the Disproportionality Board at the next meeting.

MOPAC highlighted the need for transparency and accountability for the Disproportionality Board and sought attendees' views on whether future meetings should be held in public. This was agreed.

Attendees discussed the merits of widening the attendance to consider wider societal impacts of disproportionality such as health and education, and upstream causes of disproportionality, e.g., exclusion or other impacts that could raise the risk of children becoming involved in the criminal justice system. While there was general agreement in recognising other causes and effects, the DMCP brought the focus of the Board back to the policing and crime agenda and the Mayor's Action Plan. It was agreed ahead of the next week that MOPAC will collate information to map out for Board Members where wider work and mapping is taking place.

Suggestions for additional organisations to be represented on the Board included: Judiciary, HM Inspector of Prisons, HM Prison and Probation Service, Education, Health, Pupil Referral Units, Association of Youth Offending Team Managers

Attendees agreed that the role of the Board is to drive progress, not to duplicate existing scrutiny processes.

Agenda Item 4 - Data Presentation

The Head of Evidence and Insight from MOPAC, presented data slides on disproportionality and perceptions of policing in London.

Deputy Commissioner asked for personal perspectives to better understand how the murder of George Floyd in the USA impacted on Black Londoners' perception of the Metropolitan Police Service, given the geographical and organisational differences. Attendees explained that while the murder was a catalyst, distrust and past experiences were already impacting on Londoners' perceptions and the tragedy amplified voices. The Young Persons Advisory Group member explained that a worrying consequence of the distrust in the police results in young people carrying knives for assumed protection rather than seeking support and protection from officers. There was agreement that this resulted in criminalising more young people and sought input and approach by additional agencies to help support young Londoners.

Attendees discussed peaks and troughs in the data on Stop and Search statistics, examining and interrogating data around the different levels of Stop and Search under different legal bases. There was general consensus that the reasons behind the current levels of disproportionality needed to be explained more clearly by the MPS.

To better understand and track changes in perceptions, PD explained that the Public Attitude Survey has been expanded to increase the Black voice, and these results will be brought to future Board meetings. In addition, the Youth Voice Survey is carried out every three years, but was delayed by covid and school closures. It will next be carried out later this year and results will be brought to future Board meetings.

MOPAC presented slides on the recruitment targets and initial progress to grow the MPS as a service that better represents London's communities. The National Police Chiefs Council emphasised the importance of progression for officers of Black and Ethnic Minority Heritage to positively influence internal culture change and decision making which will influence community perceptions.

Agenda Item 5 - Mayor's Action Plan delivery summary (circulated with pre-reading material)

MOPAC outlined progress on key deliverables in the Mayor's Action Plan.

The MPS Commander emphasised the increased community involvement in delivering commitments within the plan, and highlighted the joint MOPAC/MPS public meeting the previous week with a predominantly young Londoner audience.

MOPAC emphasised that producing the reports and undertaking the reviews committed in the Action Plan was the first stage, and the importance for future Board meetings will be to review the impact of implementation of changes and new processes, e.g., the road traffic stops review and handcuffing review.

Agenda Item 6 - Action Plan for Tackling Ethnic Disproportionality in Youth Justice - Update (circulated with pre-reading material)

The Board noted the update paper and will review further updates at future meetings.

Youth Justice Strategic System Leaders Network explained some of the joint work on the Youth Justice Action Plan, including workshops focussing on Court disposals. It was emphasised the need to understand what is behind the data of sentencing outcomes. Offered to share the detailed Action Plan with the Board.

Agenda Item 7 - Any Other Business

The National Probation Service asked for clarity in future data shared with the Board on definition of 'Black' Londoners and which ethnic heritages this includes. In addition, it is key to examine intersectionality.

Attendees offered to support MOPAC to collate information on reports and research ahead of the next meeting.

Disproportionality Board Actions Tracker

Action	Action Owner
Terms of Reference to be formally agreed at the next meeting when Community Representatives have joined the Disproportionality Board	Future meeting of Disproportionality Board
Future meetings of the Disproportionality Board to be held in public and TOR updated accordingly	Future meeting of Disproportionality Board
MOPAC to collate and map work around wider aspects disproportionality being undertaken within the GLA family and London Councils	MOPAC, ahead of next meeting
MOPAC to review additional attendee suggestions	MOPAC, ahead of next meeting
MOPAC to update the Board with results of the forthcoming Youth Voice Survey	MOPAC, when available
Board to review the impact of reports, reviews and implementations, including the road traffic stops and handcuffing reviews.	Future meeting of Disproportionality Board
Detailed Youth Justice Action Plan to be shared with the Disproportionality Board	GSM
MOPAC to review granularity of data to present further breakdowns and intersectionality	MOPAC, ahead of next meeting