

Disproportionality Board Mayor's Action Plan

Meeting Notes of Tuesday 18th July 2023, 10am via MS Teams

Board Co-Chairs

Kenny Bowie on behalf of Sophie Linden, Deputy Mayor for Policing and Crime,
MOPAC

Tunde Olayinka on behalf of Debbie Weekes-Bernard, Deputy Mayor for Communities
& Social Justice, GLA

Attendees

Aba Abekah Mensah	MOPAC ERG
Alison Aedy	London Magistrates Courts
Colin Wingrove	Commander, MPS Professionalism
Ehikioya Charles	Black Police Association
Gary L Mancini	MPS-Continuous Policing Improvement
Henry Smithers	Youth Justice Board
Jeff Boothe	Chief Superintendent, Director MPS Race Action Plan
Kilvinder Vigurs	London Director, National Probation Service
Lynne Ferguson	ERG
Paulette Johnson-Clarke	IOPC
Rachel Tuffin	College of Policing
Uzma Babb	IOPC

Guest Presenters

Pinaki Ghoshal	Children and Young People Director -Lewisham
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Officers in attendance

Caroline Tredwell	MOPAC
Chervonne Ndefo	MOPAC
Chloe Iliesa	MOPAC
Connie Stygall	MOPAC
Caroline Thwaites	London Councils (Southwark)
Gwanwyn Mason	MOPAC
Laura Norton	MOPAC
Melissa Asare	MOPAC
Natasha Plummer	MOPAC
Paul Dawson	MOPAC

Apologies

Crown Prosecution Service, Clive Newsome
Chief Executives' London Committee Lead for crime and community safety, Althea Loderick
Mayor's EDI Advisor, Laks Mann
Metropolitan Police Federation, Ken Marsh

Agenda Item 1 – Welcome and notes of last meeting

Kenny Bowie (KB) welcomed attendees to the meeting of the Disproportionality Board.

Natasha Plummer (NP) referred to papers circulated in advance of the meeting. Actions were updated and noted, refer to action tracker.

Agenda Item 2 – Introducing A New Met for London

CW – The New Met for London was launched on July 18th 2023 (today). Events/meetings will take place in Haringey the evening of the 18th of July, Hackney 19th July and Wandsworth on the 20th. The Met Turnaround Plan launched in March followed by consultation after various meetings and feedback and the plan developed into a 'New Met for London. One of the key things behind this is how we reset our conversations and relationships with local communities and how we bring in the voice of Londoners in a way the met haven't before. It focuses on three areas of reform: Community crime-fighting, culture change and fixing foundations. Recruiting more PCSOs and Superintendants in local boroughs and the use of digital resources to engage better with Londoners to help increase confidence.

CW discussed building a strong focus on becoming an anti-discriminatory organisation by increasing representation in recruitment.

Action: More details of A New Met for London will be distributed with these notes.

Questions:

There was a general discussion held about the plan and questions raised included working with a prevention mindset and that the new plan is welcome but would like to see comparisons between the disproportionality rates in stop and search between different boroughs and what learning takes place as a result.

CW informed that the Met will monitor and review these rates and will focus on improving them and will work with communities as well as the forming London Policing Board.

Action/Paul Dawson: Share data around disproportionality per borough.

Action/Met: There was a general discussion held about the plan and questions raised included working with a prevention mindset and that the new plan is welcome but would like to see comparisons between the disproportionality rates in stop and search between different boroughs and what learning takes place as a result.

CW informed that the Met will monitor and review these rates and will focus on improving them and will work with communities as well as the forming London Policing Board.

- Jeff Booth (JB) shared that there is going to be a delivery group at chief officer level that will be looking at legitimacy and trust with a specific focus on disproportionality across the board. Over the next few months there will be further information shared with the disproportionality board to discuss how members can be involved in looking at and evaluating the data and what specific actions will be taken forward as a result.
- CT- Shared update from Southwark local engagement event. It was noted that the local community were very grateful for Sir Mark Rowley's attendance, it was co-hosted by local young people which was widely welcomed. Overall, it was a very positive event, clarity is needed on what the new plan means for local engagement, for local people and how will the BCU be held to account in relation to delivery – but particularly around the disproportionality agenda.
- CW- shared there are plans for quarterly follow up meetings on all the engagement that has already and will take place.
- KB – Suggested that the quarterly follow up meetings do not all need to be MPS led and that engaging and attending already established community meeting would be a good way to engage groups that are possibly hard to reach. Reaching out to partners who have already established relationship with communities can help increase reach.

Agenda Item 3 – London's Race Action Plan

- Jeff Booth Shared Presentation (will be distributed)

- There is a National Police Race Action Plan with four key work streams – the overall aim is to improve the policing experience for Black communities, which includes police officers and staff that work within policing.
- Key development, the National Programme Director role has now been filled by Alison Heydari.
- Various roles have been recruited, this shows the level of commitment from the MET in terms of the National Plan and aligning work within the Mayor's Action Plan to improve the experience for Black communities.
- Four key areas of work are around representation, use of policing powers, involvement of the Black community and the Black community feeling over policed and under protected.
- Dates will be circulated of the monthly work strand meetings, where updates on the four work areas will be shared and an opportunity for the community to influence the work that is going on.
- CW will be chairing a strategic delivery group that will have a central oversight on all the work that's been done and identifying key areas that would need to be taken to management board to progress.
- Actively in the early stages of working with a young person's reference group, also working with external partners to expand that pan London.
- Work Strand 1- Partnering with College of Policing and The National Police Chief's Council for phase 2 of Our Black Workforce Survey. JB will share the findings of last year's survey.
- Work Strand 2 – It was noted that artists from the Black music community are being disproportionately targeted within the world of licensing – events were cancelled at short notice, artist were banned from running events in London. A meeting was had with promoters with an outcome of creating a working group that would address the concerns raised – some areas will involve diversity training for licencing officers across London.
- Work Strand 3 – Subgroup formed of leading Black academics from the UK and US who will work as an independent scrutiny group, who will specifically look at Precision Stop & Search, Live Facial Recognition and Disproportionality.
- Member suggested working with colleges around recruitment that represents the younger black community.
- Member asked for a feedback loop on adultification of Black children and being stopped & searched based on looking nervous.
- JB – Happy to link in with member around feedback on points raised. JB shared he over sees the outreach team that regularly engage schools and colleges and is aware that more needs to be done and will pick up with member outside of this forum.

Action/JB to link with LF regarding stop and searches that are based on young people looking nervous

Agenda Item 4 – Evidence and Insight data Pack

- PW shared presentation of data around perceptions of the police, stop & search, use of force and workforce by ethnicity. (Will be shared with meeting notes)
- It was noted that the chart for overall confidence in the police that Black and White perceptions are at around 49%, perceptions for fair treatment have increased but is still below the Met average and trust still shows a significant lower level from Black Londoners to other groups.
- Main areas of decline are from LGBTQ Londoners.

Agenda Item 5a – MPS Mayor’s Action Plan – Colin Wingrove

- Pilots in Hackney & Lambeth are now up and running.
- Safer Schools Partnership Board – Board gave recommendations around developing the new children’s and young person’s strategy.
- Survey of safer school officers around how they view their role.
- Suggestion of developing a shadow board of young people to be involved in the shaping of the safer school’s programme work.

Agenda Item 5b – MOPAC Mayor’s Action Plan

- CT – Safer Schools Partnership Board on the 7th July- purpose of the board is to talk about the safer schools officer role and to also influence the strategic direction of that partnership, good appetite to work on how police and education can work together.
- NP – Black Thrive consultation is now in the final stages of drafting their recommendations and MOPAC are developing plans on how we will share that learning with partners.
- Workshops planned for Autumn 2023 where we can look at the recommendations and build on a model and framework.
- Local Police Scrutiny Panel was launched on 12th July. The diverse panel consists of young people, youth experts and education professionals.
- LPSP members are currently undergoing training ahead their 1st formal meet in September.
- Currently working with two other boroughs with a similar framework.

Agenda Item 6 – External Reference Group Update

- Member shared that they have held their first quarterly meeting with Sophie Linden.
- Members have been working on Safer School Partnership Board, Scrutiny of Body worn footage and improving engagement with 16-19 years in colleges.
- Members are working with the insight team on how to make data on the dashboard more accessible to the public.
- Members will have an away day with MOPACs community engagement team
- Members are working on a letter response to recent data and information that was presented on the Stephen Lawrence Case.

Action: CW/JB to put members in contact with Matt Ward to discuss SL case.

Agenda Item 7 – Refreshing and measuring the impact of the Action Plan to Tackle Disproportionality in Youth Justice - Pinaki Ghoshal

- Papers to be circulated with these notes.
- Key areas of focus - Legal advice given to young Black men, concerns around the no. young black people not receiving CAHMS services.
- Solicitors to be trained specifically around youth justice.
- Member raised the mistrust of the police and solicitors in young people could be supported by better informing trusted members of the community of legal advice and options for young people so they are equipped with the correct facts and can use their position of trust to inform

Action: CW to feedback to PG about the use of outcome 22 for children in London.

Agenda Item 8 – Any Other Business

The following meetings in 2023 are to be held at City Hall, Royal Docks, with an option for attendees to join remotely via Teams.

- 11th October 2023 – 10.00am to 12.00pm, City Hall/Hybrid

Actions Noted:

1.Action: More details of A New Met for London will be distributed with these notes.

2.Action/JB to link with LF regarding stop and searches based on young people looking nervous.

3.Action: CW/JB to put members in contact with Matt Ward to discuss SL case.

4.Action: CW to feedback to PG about the use of outcome 22 for children in London.

MOPAC

MAYOR OF LONDON

OFFICE FOR POLICING AND CRIME