

## MOPAC Disproportionality Board

Wednesday 11<sup>th</sup> October 2023 at 11:00am – 1:00pm

at

Committee Room 1, City Hall, Kamal Chunchie Way, London E16  
1ZE / via Microsoft Teams

### Attendees:

Alison Jackson	HMICFRS
Colin Wingrove	Commander, MPS Professionalism
Fiona Taylor	London Borough of Barking & Dagenham
Gareth Roberts	LCRB
Geeta Subranmanium-Mooney	Violence Reduction Unit
Henry Smithers	Youth Justice Board
Jeff Boothe	Chief Superintendent, Director MPS Race Action Plan
Lynne Ferguson	ERG
Piran Dhillon-Starking	ERG
Uzma Babb	IOPC
Wayne Matthews	MPS

### Guest Presenters:

Ann Graham, Director Children's Services

Beverley Hendricks, Assistant Director for Schools and Learning

Danielle Dewsbury, Islington Youth Justice Service

Kris Venkatasami, CPS Deputy Chief Crown Prosecutor

### Officers in attendance

Bethany Swanson	MOPAC
Caroline Drummond	GLA
Caroline Tredwell	MOPAC

Connie Stygall	MOPAC
Caroline Thwaites	London Councils (Southwark)
Debbie Weekes-Bernard	GLA
Gwanwyn Mason	MOPAC
Havana Wellings-Longmore	MOPAC
Joseph Foxwell	London Councils
Kenny Bowie	MOPAC
Laura Norton	MOPAC
Natasha Plummer	MOPAC
Ruth Bloomfield	MOPAC
Sophie Linden	MOPAC

## **1. Welcome and review of notes and actions of the previous meeting**

Debbie Weekes-Bernard, Deputy Mayor for Communities and Social Justice (DMCSJ) welcomed members, attendees and guests.

Members reviewed the Board actions log.

Members noted that the New MET for London Strategy had now been published. The Board noted the outstanding action for the MPS to bring a paper to the Board on MPS the variations in disproportionality rates in stop and search (S&S) between different boroughs so the Board could better understand what learning takes place within the MPS. CW agreed to give a formal update at the January 2024 Board meeting.

The minutes were agreed.

**MPS ACTION:** Commander Colin Wingrove (CW) to arrange for a presentation by the MPS to the January Board meeting on data on variations in disproportionality rates in stop and search (S&S) between different boroughs.

## **2. London Policing Board Update**

Sophie Linden, Deputy Mayor for Policing and Crime (DMPC) updated members on the London Policing Board (LPB).

The DMPC confirmed that the LPB has been established with 13 new members recruited to sit alongside the Mayor as the Chair, the DMPC as Vice Chair, the DMCSJ and Victims Commissioner also sitting on the Board. The DMPC commended the new LPB members for their diversity and wealth of knowledge and experience.

The DMPC noted that the first LPB meeting had taken place on the 26<sup>th</sup> September and had included input from Baron Casey and a robust conversation with Commissioner about his position on institutional racism in the Metropolitan Police Service. The meeting was webcast and can be viewed [here](#)

The DMPC discussed the governance structure of the LPB and explained it will sit above this Board (Disproportionality Board). The Board will be able to refer items to the LPB for review, escalation or information. She confirmed that there is a clear workstream for this Board and the future of the Board is secure. The LPB replaces the oversight meetings that the DMPC would previously have chaired; the DMPC's regular bilateral meetings with senior MPS officers will continue. Work is ongoing to finalise the details of the LPB's work programme to ensure no duplication with this Board.

**MOPAC ACTION:** MOPAC officers to circulate schematic/ structure chart to outline the governance structure under the LPB and link to the Disproportionality Board.

### **3. Evidence and Insight Data Pack**

Paul Dawson (PD) introduced the disproportionality data pack.  
*See Paper: Item 3. Disproportionality Board Data Pack*

PD discussed the data on disproportionality for stop and search (S&S) across London.

Key Headlines:

- There is no difference in **Confidence in the MPS** for Black and White Londoners (Black 46% & White 45%). The narrowing of the perception gap for confidence has been predominantly driven by significant declines among White Londoners, rather than significant increases for Black Londoners.
- Black Londoners continue to have lower levels of **Trust in the MPS** (58% vs. 67% for White Londoners) and a lower proportion believe the police treat everyone fairly (56% vs. 59%), although this gap is narrowing.

- As of the end of June 2023 **Black individuals were 3.5 times more likely to be stopped and searched for any reason as compared to White individuals.** The disproportionality gap has remained at similar levels over the last two years and is stable as compared to levels recorded at the launch of the Action Plan (3.0). The rate increases to 6.6 times more likely for stops related to weapons, points and blades.
- Data is clear on the perceptions towards Stop and Search and the value of a procedurally just encounter.
- **Use of force** data does not show a large disparity in the type of tactic used by ethnicity. The recorded use of handcuffs has reduced since the launch of the Action Plan (across all ethnicities).
- **The number and proportion of Black police officers has shown a small rate of increase over the last five years.** Black officers currently represent 3.7% of police officers (August 2023) - this has not improved over recent years (a change of 0.3 percentage points over the last five years). The FY21-22 aspiration target for 3.8% Black officer representation was not achieved. However, there has been a recent increase in the proportion of Black recruits (6% of all recruits between April-August 2023).
- The most diverse rank in the MPS is Constable (19% BAMEH).

Members asked about conversion rates to positive outcomes and if it would be possible for the Board to review this data. PD confirmed the data on the disproportionality figures has remained the same but the positive responses to S&S use and powers is going down. Members discussed how to access further information on ethnicity breakdown within the dashboard.

MPS asked if the data on the procedurally just outcome has changed over time, has this improved or declined? PD explained that any further understanding of difference between boroughs' views was part of the current dashboard and that readers could explore the internal breakdown across the boroughs (which have responded) with lower levels of trust and confidence. PD explained that the data did show that some boroughs have 1 in 5 respondents who 'felt traumatised' by the S&S encounter. MOPAC confirmed that 'traumatised' is a new question and therefore there is not a long history in the survey of collecting this information. However, there is lots of history of trust and confidence questions and these can be reviewed and compared. MOPAC is reviewing officers' decisions and the underpinning of decision.

Members expressed it would be useful to have MPS Borough Command Units (BCU) Commanders and Local Authorities (LA) who have low numbers of positive responses and/or high level of 'traumatised' responses to attend the meeting to discuss further with the Board.

Members asked Colin Wingrove (CW) how the MPS use this evidence to improve training and supervision and how do MPS assess procedural justice to improve. CW confirmed that training is being rolled out on procedural justice and then MPS will be able to assess impact, if any, on interactions. Also, there are plans to improve the ability of supervisors to review Body Worn Video (BWV) footage to assess the S&S encounters and interaction, and to improve evaluation and the impact/ feedback loop.

Members asked CW to outline the MPS governance frameworks for responding to S&S and disproportionality discrepancies across BCUs. CW confirmed that MPS and SLT meet regularly to discuss how to improve these figures, how to work collaboratively with local partners to understand different crime types, local area and how to draw out data to understand the bigger picture. Further work will also be done to bring in national experts and voices to support the local BCU to understand a range of disproportionality issues, and how S&S fits into this. CW offered to bring in senior staff to speak further to Board. DMPC confirmed that governance of disproportionality within S&S encounters does seem opaque and would like to discuss to avoid gaps, duplication and understand timescales for delivery of workstreams.

**MPS ACTION:** MPS to secure the attendance at the January Board meeting of a senior officers(s) with local experience to consider the local processes for governance and learning. This should be linked to the action above on variations in stop and search data and include an update on the S&S training and officer supervision pilot to embed a procedural justice approach.

#### **4. ERG Update**

Lynn Ferguson (LF) represented the ERG and advised the Board that the ERG had held an Away Day on 22<sup>nd</sup> September. The aim was to refine their role and remit in the light of the newly formed LPB as well as how to progress concerns from the Baroness Casey Review.

ERG members agreed the following aims;

- 1) Make a difference and be independent from MOPAC – call out MOPAC publicly, if required.
- 2) Have links into Black communities across London.
- 3) Track and feedback on progress of MOPAC to meet commitments.

LF explained the ERG would like to have three deep dive sessions over the next 12 months.

- 1) To review disproportionality via data and using BWV – looking for how frequently Black Londoners stopped due to clothing.
- 2) Closer look at police complaint system and processes – understanding that not reassuring public or improving trust and confidence
- 3) Recruitment, training and retention of police officers – how, what why and what improvements need to be made.

The DMPC and CW confirmed their commitments to supporting the ERG and providing officer support to enable the three deep dives to occur. The DMCSJ and DMPC confirmed they would ensure either attending the next ERG meeting or setting up an additional meeting with members.

**MOPAC and MPS ACTION:** MOPAC officers and CW to support ERG to hold deep dives sessions before November 2024.

**MOPAC ACTION:** DMPC and DMCSJ to meet with the ERG for a more detailed update.

## **5. Disproportionality Challenge Fund & Tackling Ethnic Disproportionality in the Adult Criminal Justice System**

### **Disproportionality Challenge Fund**

Laura Norton (LN) updated members on the Disproportionality Challenge Fund.

The aim of the fund is to reduce the number of children and disproportionality in the Criminal Justice System (CJS). LN confirmed that bids had been received, three of which were funded, and these projects are now coming to an end. LN confirmed that result analysis will be produced and made available to the Board when completed.

LN introduced Danielle Dewsbury (DD) from Islington Youth Justice Service to discuss one of the funded projects.

DD walked members through a presentation, on the mentoring project funded via the Challenge Fund. The project has been running for a year, since 2022, mentoring for ethnic minority children in the youth justice service (primarily black and mixed heritage), in partnership with Essex University. Camden, Haringey, Islington and Hackney. A total of 42 referrals were received with 17 interviews occurring and 13 remaining. DD confirmed there would be a graduation event for the children in City Hall October/ November.

DD walked members through a case study, outlining the importance of supporting children to access assessments for neurodiversity. This has allowed children to get diagnosis (including ADHA and Autism) for the first time. DD discussed the success

the project has seen through utilising frameworks with focus on family support, positive shifts away from toxic masculinity and understanding Black heritage to help move children within the project toward more positive identification of self.

DD gave an overview of the evaluation & feedback received on the project;

- The project launched at a time when there was a high level of schemes and programmes to support children.
- Regrettably, the project was impacted by violence against young people within their boroughs which had an adverse impact or disruption on the young people in the mentoring programme.
- More aftercare was needed to support children after sessions to ensure highest level of wrap around care to support young people within the programme.
- Focus to shift to mentoring children aged 12-14 years old rather than children in the 15-17 age range.
- The project experienced a lack of female, black mentors to match with girls referred into the programme.
- Concerned that project's experience of smaller referrals from girls not related to lack of need in this area.
- Project found when girls were referred, more time was needed to connect and build a relationship between mentors and female children in the programme.

Members thanked DD for clear presentation and commended for programme and work achieved.

**MOPAC ACTION:** DMPC and DD to meet to discuss feedback on supporting girls through positive mentoring programmes to reduce reoffending.

### **Tackling Ethnic Disproportionality in the Adult Criminal Justice System**

Kris Venkatasami (KS) from Crown Prosecution Service (CPS) updated members on progress from tackling adult disproportionality in the criminal justice system (CJS).

KV walked through paper and work completed so far.

KV outlined the areas explored by the CPS on reducing ethnic disproportionality in CJS. This is a huge area and covers charging, sentences and outcomes. The CPS commissioned a report on disproportionality which will be published soon.

KV updated members on work of scrutiny panels. CPS has created a disproportionality panel to provide feedback on their approach as well as allow them to scrutinise decisions taken by CPS and prosecutors better insight into how they are taken decisions. CPS hope this will improve the understanding of how language plays a part and can impact the prosecutors' views and actions.



KV discussed CPS work reviewing when drill music is used as evidence alongside joint enterprise convictions. KV discussed concerns how these areas may contribute to disproportionality in the CPS. From the data analysis CPS has already conducted they can see that London has more use of joint enterprise, more references to 'gangs' than Merseyside and other comparable areas of the UK.

KV outlined the development of the training package for this programme is ongoing and confirmed no training had been rolled out to date. KV will share further information on training programme at the next meeting.

**CPS ACTION:** KV to update the Board on progress of training programme for CPS disproportionality understanding at the next meeting.

**CPS ACTION:** KV to confirm priorities areas for reducing disproportionality and what support or data can be provided by partners.

**CPS ACTION:** KV to present at the next Board findings from the joint enterprise pilot

## **6. Mayor's Action Plan – MPS**

### **6.1. Presentation on the Haringey stop and search pilot**

Ann Graham (AG) Haringey Director Children's Services and Beverley Hendricks (BH) Haringey Director for Schools and Learning walked members and attendees through a presentation on the Haringey S&S Pilot.

AG discussed the concerns and issues with children and young people who experience multiple S&S encounters without any MPS intervention or the MPS informing a local organisation who can support the children.

AG highlighted that disproportionality is not just in S&S but also in high school exclusion rates. The pilot focussed on reducing S&S and the exclusion rates, it built data and trust with schools via an audit. Within a year the exclusion rate dropped from 32 individuals to 1.

AG explained that the pilot has supported a significant number of children with Special Educational Needs and Disabilities (SEND) and those that required further support with developing positive relationships with their families.

BH explained the pilot did sample 91 cases of children who had experience a S&S in Haringey and explored their experience in detail. The data from the pilot evidenced six cases where no MERLIN referral was created for the child. Of the



cases which did have a MERLIN created the pilot was able to explore the age of the child and the number of S&S records within the period.

AG discussed the importance of building trust with children especially those who are initial searched as young as ten years old, and then experience an increase in the frequency of S&S as they age.

AG and BH outlined some of the findings of the pilot so far;

- Pilot allowed opportunities to work across borough as some children has housing insecurity and were known to other local authorities or schools outside of the borough.
- The pilot was able to make a link between missing children & their experience of S&S whilst missing.
- The pilot evidenced the additional vulnerabilities often found amongst children in the sample groups which included those with a 'looked after' status, neurodiversity and learning difficulties and disabilities.
  - This has resulted in work to further create wrap around support for children from their schools.
- The pilot highlighted that sometimes the MPS are the only institution or support service which is aware the child is struggling, yet a safeguarding approach is not taken.
- The link between missing children and additional vulnerabilities in children in the sample, highlight the importance of the MPS taking a safeguarding approach to all S&S encounters with children.
- The pilot has demonstrated that parents want to be informed when their children experience a S&S. Children and young people have difference in opinion on what support would be most helpful following a S&S.

AG highlighted that MPS have been very supportive of pilot and work.

AG and BH outlined the pilot recommendations;

- Extend audit to all BCUs,
- Complete further work to expand work specifically into SEN schools and MPS understanding of SEND in children to adapt their risk assessments.
- Improve information sharing between MPS, MOPAC, LAs and local partners and
- Consider formal systems to prevent child deaths.

Attendees highlighted the importance of S&S encounters which result in No Further Action (NFA) and noted these are not included in the data/ records. AG was asked they view on how could be resolved. AG explained this was important work and that staff capacity and resources to complete the wider work was a concern. AG confirmed addressing MPS staff turnover and the impact this has on local S&S, staff training and staff understanding was an area to be explored.

The pilot will be hosting a conference on 12<sup>th</sup> December details will be circulated to members and attendees.

DMCSJ and DMPC thanked AG and BH for work and presentation on behalf of members and attendees.

**MOPAC ACTION:** Obtain details of Haringey S&S conference and share with attendees.

**MOPAC ACTION:** MOPAC to confirm what further support can be provided to AG and BH and how to progress recommendations specifically work on SEND.

## **6.2. Police Race Action Plan**

Due to time restrains Jeff Boothe (JB) was unable to table a paper or discuss this agenda item.

**MPS ACTION:** JB and CW to circulate paper on update on Police Race Action Plan to Board.

## **6.3. Safer Schools Partnership**

Due to time restrains Caroline Tredwell was unable to discuss this agenda item however the Board noted for the minutes that the updated Terms of Reference for the Safer Schools Partnership Board and a report from the Deputy Commissioner's Delivery Group had been submitted and circulated as part of the paper pack.

Within the online chat members and attendees discussed the language used by the MPS within these documents and suggested improvements could be made. Greeta Subranmanium-Mooney (GSM) suggested the strategic objectives should be focused on safeguarding and creating a child-first approach. A large part of the Safer School Officer (SSO) role is safeguarding, support, and building trust and confidence.

## **7. Mayor's Action Plan – MOPAC -Community Engagement Review**

Due to time restrains Gwanwyn Mason was unable to discuss this agenda item however the Board noted for the minutes that a report on Community Engagement Review had been submitted and circulated as part of the paper pack.

## **8. Any Other Business**

Date of next meeting

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11<sup>th</sup> January 2024 | 10:00-12:00 | in person only

## Summary of actions

Meeting date 11<sup>th</sup> October 2023

ACTION	Assigned to	STATUS
<b>MPS ACTION: CW to present data on the disproportionality rates for stop and search broken down by London borough for the January 2024 Board meeting.</b>	<b>MPS</b>	
<b>MOPAC ACTION: MOPAC officers to circulate schematic/ structure chart to outline the governance structure under the LPB and link to Disproportionality Board.</b>	<b>MOPAC</b>	
<b>MOPAC ACTION: MOPAC officers to invite SLT from LA and MPS BCU in the areas with lower levels of positive responses to deep dive within a Board meeting in 2024.</b>	<b>MOPAC</b>	
<b>MPS ACTION: CW to bring update to January 2024 Board on pilot of training and supervision to staff on S&amp;S including around procedural justice.</b>	<b>MPS</b>	
<b>MOPAC/ MPS ACTION: DMPC and CW to meet to clarify the governance of disproportionality in S&amp;S within the MPS.</b>	<b>MOPAC &amp; MPS</b>	
<b>MOPAC and MPS ACTION: MOPAC officers and CW to support ERG to hold deep dives sessions before November 2024.</b>	<b>MOPAC &amp; MPS</b>	
<b>MOPAC ACTION: DMPC and DMCSJ to meet ERG/ attend next meeting.</b>	<b>MOPAC</b>	
<b>MOPAC ACTION: DMPC and DD to meet to discuss feedback on supporting girls through positive mentoring programmes to reduce reoffending.</b>	<b>MOPAC</b>	
<b>CPS ACTION: KV to update the Board on progress of training programme for CPS disproportionality understanding at the next meeting.</b>	<b>CPS</b>	
<b>CPS ACTION: KV to confirm priorities areas for reducing disproportionality and what support or data can be provided by partners.</b>	<b>CPS</b>	
<b>CPS ACTION: KV to create deep dive session or case management study session on drill music &amp;/ or joint enterprise to allow MOPAC and</b>	<b>CPS</b>	

partners to understand and explore case studies or a particular area in detail.		
<b>MOPAC ACTION:</b> Get details of Haringey S&S conference and share with attendees.	<b>MOPAC</b>	
<b>MOPAC ACTION:</b> MOPAC to confirm what further support can be provided to AG and BH and how to progress recommendations specifically work on SEND.	<b>MOPAC</b>	
<b>MPS ACTION:</b> JB and CW to circulate paper on update on Police Race Action Plan to Board.	<b>MPS</b>	