



MOPAC

MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

Business Justification – Firearms Culture Programme

MOPAC Investment Advisory & Monitoring meeting - 2nd November 2023

Report by DAC Ade Adelekan and DAC Laurence Taylor

Part 1 – This section of the report will be published by MOPAC. It is classified as OFFICIAL – PUBLIC

EXECUTIVE SUMMARY

This Business Justification seeks approval to use an external supplier for core project management activity to scope and develop options to achieve the necessary cultural reform and changes to standards and working practices across all the firearms commands. This work directly contributes to improving the performance measures More Trust and High Standards.

Recommendations

The Deputy Mayor for Policing and Crime, via the Investment Advisory and Monitoring meeting (IAM), is asked to:

- 1. Approve the proposal to complete a mini-competition using established consultancies with proven capability to undertake core project initiation and option development to maximise our future firearms capability.**
- 2. Authorise the Director of Commercial to award contract to the successful bidder under delegated authority with the assurance, approved funding of £0.8m is available from the New Met for London fund to cover the costs of the contract.**

Time sensitivity

A decision is required from the Deputy Mayor by 30th November 2023. The team is required to commence as soon as is practically possible to meet the commitment timeframes in New Met for London. The programme is at a crucial part of its initiation and delivery. Not having the right dedicated resource at this key stage will destabilise the programme, negate the achievements to date and risk the primary aim of completely reforming our armed policing capability.

Non-confidential facts and advice to the Deputy Mayor for Policing and Crime

Introduction and background

This work will provide solutions to cultural, structural and organisational problems which have exacerbated the issues found by Baroness Casey, Operation Leven Report and Lord Harris Review.

Issues for consideration

- 1. The programmes ambition is to reflect the Mets highest standards and values**

and have a visibly different demographic and working environment that is seen as an attractive and inclusive place to work. Initial progress has been made but to achieve and maintain a truly reformed armed capability the Board will want to answer a number of strategic questions and investment choices. These may include questions concerning training capacity, whether the current model of training is right to meet our requirements now and in the future, what needs to change to improve the existing experience, the attractiveness of roles while retaining the connection with our communities and whether our procurement of kit and equipment negatively impact inclusivity. Further information is contained in the restricted section of the report.

Contributes to the MOPAC Police & Crime Plan 2022-25¹

2. The programme will reform the Met's armed policing capability by addressing the culture, standards and behavioural findings articulated in the Lord Harris, Baroness Casey and Leven reviews. This work directly contributes to improving the performance measures More Trust and High Standards as described in a New Met for London which supports delivery of the Police and Crime Plan.

Financial, Commercial and Procurement Comments

3. This information is contained in the restricted section of the report. The £0.8m requested will be drawn from funds available to support the New Met for London plan, agreed by the Executive Committee (Investment, Transformation and Technology) on 10th October 2023.
4. The procurement process, utilising an existing Bloom contract will ensure any approved suppliers will be evaluated for acceptable equality and diversity statements, as well as their ability to meet the MPS requirements under the Equality Act 2010 'as suppliers to MOPAC. The evaluation exercise will consider their ability to act as a responsible employer and meet employment obligations deemed commensurate with wider GLA objectives and support the Mayor's Responsible Procurement Policy. Further the London's Anchor Institutions' Charter will be supported by this paper in so far as suppliers will have a London presence.
5. The statement of requirements as part of the procurement documentation will provide clarity regarding quality of service provision, output and governance. The aim is to secure a dedicated team focused on developing options for the Board to ensure the right resolution to the challenges faced in a timely and cost effective manner that will have a long lasting impact.

Legal Comments

- 7 The Mayor's Office for Policing and Crime ("MOPAC") is a contracting authority as defined in the Public Contracts Regulations 2015 ("the Regulations"). All awards of public contracts for goods and/or services valued at £213,477 or above shall be procured in accordance with the Regulations. This report confirms the value of the proposed contract exceeds this threshold.
- 8 This report confirms the MOPAC's route to market shall be via a mini-competition under an existing compliant contract. This shall be compliant with the

¹ [Police and crime plan: a safer city for all Londoners | London City Hall](#)

Regulations provided with the contract's ordering processes undertaken to ensure the Regulations are complied with and the MOPAC's requirement is within the contract's technical and financial scope.

- 9 The MOPAC Scheme of Delegation and Consent provides the Deputy Mayor for Policing and Crime ("DMPC") has delegated authority to approve:
 1. Business cases for revenue or capital expenditure of £500,000 and above (paragraph 4.8); and
 2. All requests to go out to tender for contracts of £500,000 or above, or where there is a particular public interest (paragraph 4.13).
- 10 Paragraph 7.23 of the Scheme provides that the Director of Commercial Services has consent for the approval of the award of all contracts, with the exception of those called in through the agreed call in procedure. Paragraph 4.14 of the Scheme provides the DMPC reserves the right to call in any MPS proposal to award a contract for £500,000 or above.

Equality Comments

- . An Equalities Impact Assessment will be completed as part of the procurement process. No equality and diversity issues have been identified at this stage. The evaluation of supplier bid submissions will include the supplier's ability to meet the MPS requirements under the Equality Act 2010 and an assessment of acceptable equality and diversity statements. There are no known negative equality or diversity implications arising from this process to require mitigation at this stage.

In terms of the new tender we will conduct a procurement that follows accepted best practice and follows government policies leading to the award and during the framework agreement term. Any approved suppliers will be evaluated for acceptable equality and diversity statements, as well as their ability to meet the MPS requirements under the Equality Act 2010 as suppliers to MOPAC. The evaluation exercise will consider their ability to act as a responsible employer and meet employment obligations deemed commensurate with wider GLA objectives.

In addition, it should be noted that the MPS support the Mayor's Responsible Procurement Policy including: Enhancing Social Value, Encouraging Equality and Diversity, Embedding fair employment practices, Enabling skills, training and employment opportunities, promoting ethical sourcing practices and improving environmental sustainability. Where possible to do so under the terms of the contract the MPS will take further steps to influence the behaviours of the preferred suppliers to achieve these aims if they are not already doing so. In addition, Social Value will be reflected in the tender and awarded 10% of the evaluation weighting

Privacy Comments

- 12 The MPS is subject to the requirements and conditions placed on it as a 'State' body to comply with the European Convention of Human Rights and the Data Protection Act (DPA) 2018. Both legislative requirements place an obligation on

the MPS to process personal data fairly and lawfully in order to safeguard the rights and freedoms of individuals.

Under Article 35 of the General Data Protection Regulation (GDPR) and Section 57 of the DPA 2018, Data Protection Impact Assessments (DPIA) become mandatory for organisations with technologies and processes that are likely to result in a high risk to the rights of the data subjects.

The work will not use personally identifiable data of members of the public, so there are no current GDPR issues to be considered. If the project uses personally identifiable data of members of the public at a later date DPIAs will be completed as needed.

The Information Assurance and Information Rights units within MPS will be consulted at all stages to ensure the programme meets its compliance requirements.

Real Estate Implications

13 There are no estate implications associated with this proposal.

Environmental Implications

14 There are no estate implications associated with this proposal.

Part 2 – This section refers to the details of the Part 2 business case which is NOT SUITABLE for MOPAC Publication.

The Government Security Classification marking for Part 2 is:
OFFICIAL-SENSITIVE [COMMERCIAL]

Part 2 of Business Justification – Firearms Culture Programme is exempt from publication for the following reasons:

- Exempt under Article 2(2)(a) of the Elected Local Policing Bodies (Specified Information) Order 2011 (Data Protection Section 43 – Commercial Interests).

The paper will cease to be exempt when the contract has been completed this will be by July 2024.