



MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

London's Disproportionality Board Minutes
6th March 14:00-16:00
City Hall Room, Committee Room 1

Chairs

Sophie Linden, Deputy Mayor for Policing and Crime
Debbie Weekes-Bernard, Deputy Mayor for Communities and Social Justice

Attendees

Aba Abekah-Mensah	MOPAC ERG
Alison Aedy	Justice
Andrew George	Black Police Association
Caroline Thwaites	Southwark
Charmaine Arbouin	IOPC
Clive Newsom	CPS
Cllr Gareth Roberts	Richmond
Cllr Jas Athwal	Redbridge
Colin Wingrove	MPS Professionalism, Inclusion, Engagement
Davina Smith	London Councils
Fiona Eldridge	College of Policing
Henry Smithers	YJB
Joseph Foxwell	London Councils
Kris Venkatasami	CPS
Lily Mead	CPS
Lynn Ferguson	MOPAC ERG
Patrick Brathwaite	MPS Counter Terrorism Policing
Sara Owusu	MOPAC ERG
Uzma Babb	IOPC
Wayne Matthews	MPS

Presenters

Hannah Buckley	MPS Communication and Engagement
Iain Keating	Frontline Policing

MOPAC Officers

Alice Bird
Caroline Tredwell
Chloe Iliesa
Kenny Bowie
Mel Asare
Natasha Plummer
Nicky Hill
Paul Dawson
Tim Read

Welcome and review of notes and actions of the previous meeting

DMPC welcomed everyone to the meeting and the previous meeting minutes were ratified.

Outstanding actions were noted including the precision stop and search pilot, governance arrangements for stop and search and borough by borough stop and search rates. It was agreed that these would come back in July.

Evidence and Insight Data Pack

DMCSJ welcomed Paul Dawson to provide an overview of the Disproportionality Data Pack.

Highlights included:

- Discrete Q3 23-24 saw a slight decrease in Confidence in the MPS. Levels of confidence between the three groups has widened slightly this quarter (Other 50%, Black 39%, and White 45%).
- Black Londoners continue to have lower levels of Trust in the MPS (57% vs. 71% for White Londoners) and a lower proportion believe the police treat everyone fairly (50% vs. 59%).
- As of Q3 23-24 Black individuals were 3.3 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 6.2 times more likely for stops related to weapons, points, and blades.
- 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 remained stable over the last five years. Black officers currently represent 3.7% of police officers (January 2024) - this has remained stable over recent years (a change of 0.3 percentage points over the last five years). However, there has been a small increase in the proportion of Black recruits (5.4% of all recruits between Apr-Jan 2024 as compared to 4.4% in FY 22-23).
- The most diverse rank in the MPS is Constable (19% BAMEH).

Members raised wanting to review these statistics over a year due to variances within and between quarters for children, young people, and adults. They also asked about

analysing stop and search on the grounds of different weapons and whether there is evidence of disproportionality within this, as young Black boys are stopped multiple times due to suspicions of carrying a weapon when in fact nothing is found.

E&I circulated long term data trends broken down by borough.

Action: MOPAC to circulate long term data trends after meeting

A comment from Board was that use of force during stop and search also needs to be analysed. Commander Wingrove commented that the MPS are wanting to identify where the gaps currently exist so they can address these. The precision stop and search work will help with this along with the stop and search charter and reviewing BWV footage more extensively and embedding a child first strategy.

A member commented that there has been no improvement over the past five years in relation to trust and confidence in policing and that we need to accept that do something differently.

It was also expressed that the impact of internal behaviours can have an impact on behaviours externally and that the Met needs to focus on this-college of policing expressed agreement and that specific team dynamics need to be analysed.

E&I informed that they do not have access to the data to analyse specific team practices. The ERG expressed that the ERG will be able to do this for the grounds research because the slips will have the badge numbers. Members expressed that this is important because internal drivers can be the cause of the disproportionality.

Action: DMPC actioned Colin to provide the team data so this can be analysed. Colin also offered to inform the board on planned team interventions for improvement.

DMPC asked E&I to think about how additional data can be used on top of what is provided each quarter to provide deeper insight into the drivers behind disproportionality including VAWG.

ERG Police Life Cycle Update

ERG members presented the work they will be undertaking as part of their policing lifecycle cohort. This will include the following elements:

- Reviewing the recruitment into the police service including training
- Performance management in the service and how continuous professional development is supported, promotion procedures and the internal grievance process
- Retention with a focus on capturing the views of exiting officers to understand why people leave and understand and the service seeks and retains talent

This project will have a focus on the Minority Ethnic members of the service and a paper will be prepared for stakeholders will some possible recommendations in Winter 2024.

ERG members sought support from the Board with access to relevant MPS teams and information. The College of Policing have extended their support and recommended that the ERG also focus on officers that are in the process of exiting the organisation. The Black Police Association commented on their Uplift Programme whereby there were several ethnic minority groups wanting to join but were unsuccessful. They also expressed that the ERG may want to focus on Ethnic minority officers moving around BCU's.

Action: DMPC informed the ERG that MOPAC worked with the MPS on a lifecycle project and that MOPAC will provide them with this information.

The College of Policing recommended to think about where to focus their recruitment and these processes are set nationally but diving into the training of the interview process might be helpful i.e. are there areas with greater disparities.

A member expressed that VAWG have a platform where people can highlight different areas of behaviour. Additionally, many recruits leave in their probation period. E&I expressed it would be helpful for ERG to speak with the Outreach Sergeants who can provide more insight.

MPS Outreach Scheme

E&I provided a presentation on the evaluation of the MPS Outreach Scheme which has a primary aim is to build trust and confidence, and to encourage recruitment from under-represented groups (particularly women and black and minoritized ethnic communities). Four aims of Outreach's Attraction Strategy are:

- to build confidence and trust;
 - to inform people of the opportunities available to join the MPS;
 - to seek to inspire people to consider a career in policing; and
 - to support them when they decide to act by applying to join.
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- Outreach have delivered 3,618 days of events since the beginning of 2022, but the number of event days and monthly average in 2023 is lower than in 2022.
 - Between September 2021 and July 2023 there have been a total of 28,346 scanned QR codes, resulting in a total of 1,519 applications (conversion rate of 5% - although conversion rate has improved over time).
 - The number of QR scans generated by Outreach has declined since a monthly peak of 2,797 in April 2022, with the most recent figure (414 QR scans in July 2023) seeing a reduction of 85% from the peak.
 - 52 candidates joined MPS via Outreach.
 - Outreach accounts for a small proportion (7%) of MPS applications overall, but this proportion was higher for Black applicants (and Black female applicants in particular) - 76% of Outreach applicants were BAMEH.
 - Outreach candidates were most likely to be female, 35+ and have black and minority ethnic heritage.
 - Black female applicants were more likely to have found out about PC vacancies via Outreach, to have attended Outreach events, and spoken to

Outreach officers before applying to the MPS, compared to general applicants.

- 91% of Outreach candidates were from London, a significantly higher proportion than the non-Outreach cohort.

Commander Wingrove updated that they will bring back to the Board how they are taking away the learning from this evaluation and what their overall strategy will be going forwards.

ERG commented that it was eye opening to hear that Black women responded to this scheme positively, but Black males were not as interested and that it would be beneficial to hear from Black men about what the barriers are for them. They also noted that there is a high level of applicants but understanding why they are not converting is important-what is happening within the journey impacting on the conversion rate, as well as understanding how many new recruits from the Outreach scheme end leaving the MPS. How does attraction link to current internal culture. It was noted that it seems Outreach is having a positive impact on attraction, there are barriers in the next steps of recruitment. Questions were raised about whether career progression is being tracked for Black female recruits and what type of training and development opportunities they are getting.

Members also questioned why the staff turnover in the Outreach scheme is so high and are concerned that these roles are not highly valued within the Met. It would also be worth exploring how they enter these roles i.e., are they coming from restricted duties etc.

E&I agreed that all these areas of investigation are worth while as their evaluation only covered the attraction element and not the whole lifecycle process.

MPS Child First Strategy

MPS delivered a presentation on the development of their Child First Strategy. The Strategy aims to

- Make a meaningful difference to how they Police and Safeguard children.
- The strategy will address concerns about the Met's Child Protection and Safeguarding processes that have been set out in external reviews.
- The Met proposes that as part of a new strategy they will deliver a generational step change in their approach to children and adopt a Child First approach.
- Child First is aimed at improving relationships between children and the police and recognises children as children first and prioritises hearing the voice of the child.
- Through building stronger partnerships with statutory partners and better staff awareness the Met will make more appropriate and effective multi-agency safeguarding referrals that will in turn ensure that children are supported and diverted by the right agencies.

- They will use the strategy to set out their approach to enforcement and policing children who are engaged in criminal activity, the strategy will identify effective and appropriate practice regarding sanctions.

The Board questioned how this strategy will pick up anti-racism, cultural competency and perceptions of young boys and girls. Members had concerns about the words and tone used throughout the presentation i.e., 'enforcement' and that safeguarding, and prevention must be at the centre of this. ERG asked how this is going to change the 75 percent NFA rate and reduce the use of force such as handcuffing and high rates of children being handcuffed.

LHOCS raised that the Race Action Plan does not feature children, how is this strategy going to dovetail with the Race Action Plan.

The MPS informed that safeguarding and wellbeing will be the focus of the strategy but sometimes they do have to use enforcement. Adulthood and trauma informed training is also part of this strategy, and they are currently identifying a provider that are experts in this. They also confirmed that NTIPS and Sec 60 are also in scope of this strategy. They are looking at every touchpoint in policing to understand the impact on children.

MPS confirmed that the Race Action Plan and the Child First Strategy will be interconnected, and that Commander Wingrove and Ch Supt Keating (leads of each) have been in communication.

Next steps include the targeted consultation stage, having concluded the public consultation. This Board will be part of this targeted stage. This will take place over the next 2-3 weeks and the initial draft to be with MOPAC in June.

MPS Violence Harm Assessment

- The Board was updated that The Violence Harm Assessment is a new evidence informed tool that was launched by the Met in February 2024.
- It is now in operation across London, with the first round of workshops to explore it's use with Community Safety leads scheduled throughout March 2024.
- The Violence Harm Assessment is not a direct replacement for the Gangs Violence Matrix but is a tool to assess risks associated with violence now that the operation of the Gangs Violence Matrix has ceased.
- It has been proposed to the Met that the Board is a key forum for oversight for the VHA.
- This time will back in July 2024 for a more detailed presentation.

MOPAC-Mayor's Action Plan

MOPAC provided an update about the Public Review meeting taking place on the 7th of March as well as the next steps of the Engagement Review which will be coming back in July. MOPAC also updated that in July the ToR for the Board along with

outcomes and metrics will be revisited and emphasised that this Board is a collective Board and that members can help form the agenda.

Any Other Business

Next meeting 11th July 2024

Actions

- MOPAC to circulate long term disproportionality data trends after meeting.
- Commander Wingrove to provide E&I with specific MPS team data to analyse potential team drivers behind disproportionality.
- Commander Wingrove to inform the Board on planned team interventions to help reduce disproportionality.
- MPS to include Disproportionality in the Child First targeted consultation stage.
- Violence Harm Assessment to come back in July.