

Disproportionality Workshop 11th July 2024

Attendees

Alison Aedy, Charmaine Arbouin, Gareth Roberts, Georgina Zumeris, Davina Smith, Paul Mundy-Castle, Lynn Ferguson

Officers

Sophie Lindon, Debbie Weekes Bernard, Kenny Bowie, Natasha Plummer, Ruth Bloomfield, Mel Asare, Precious Agbonifi

Disproportionality Review Schedule

- Mar/April- Action Impact Review and Internal Consultation
- May/June- Partner and Stakeholder Consultations: one-to-one meetings with: LHOCS x 2 YJB, IOPC, CPS, Judiciary, College of Policing, ERG
- July-Disproportionality Board Review Workshop
- September-Circulation updated terms of reference and forward plan
- October-Circulation of logic models

Disproportionality Workshop July 2024

Member Commitments:

- Continue to focus on Black Communities due to current data trends and link with GLA intersectionality work
- Use current objectives in existing Board ToR
- Two- way communication between the Board, partners and Londoners
- Governance aspects – setting the board's direction for the next year, commission work out to sub-boards and wider community and manage expectations.
- Defining what is achievable in the short and long term, Agree an annual plan of priorities and work through a logic model
- Implement a Maturity Matrix to address short and long-term changes
- Identify and address gaps in group membership, notably the absence of VRU members and Third Sector
- Establish stronger connections with the broader Criminal Justice System (CJS).
- Implementing and oversight of the Race Action Plan
- Capture Local scrutiny group insights and recommendations
- How to have scrutiny for organisations outside of the MPS
- Other Boards to address disproportionality
- Understand where local change and accountability occur

- **Logic Model Development:**

- **CJS:** Evaluate short to long-term actions and identify further necessary measures.
- **Adults – Police to Courts:** Analyse data to guide decisions. Current state: not ready for a defined logic model. Proposals need to be submitted to the board.
- **Disproportionality Analysis:** Determine the extent of societal influence on disproportionality and assess potential impacts.
- **Reform Imperative:** Move beyond explanations to actionable reforms.

Member Considerations

- **Deliveries and Ground-Level Changes:** Ensuring fair and just actions that need to be monitored and delivered locally.
- **Data-Driven Focus:** Priority should be on black and minority communities based on current data trends.
- **Funding:** Consider making funding requirements based on disproportionality.
- **Social-Media:** Utilizing social elements to address unconscious biases, rebranding to engage youth, and clarifying messaging for desired changes.
- **Assessment Process and Risk Factors:** Evaluate current processes and identifying risk factors.
- **CPS Case Discontinuations:** Addressing the way victims perceive disproportionality and understanding the lifestyle impacts on all affected individuals to ensure connectivity
- **Specialist Defence Solicitors:** Ensuring black minority cases have access to specialist defence solicitors.
- **Equal Treatment Bench Book:** Utilizing the equal treatment bench book within the CJS and CJS colleges.
- **Priorities:** where we can make the most impact, few-diver more deeply. Pre-Charge and Charge, arrests and assessments
- **Cost** of more crimes/victims
- **Victim** Lifecycle
- **Plead decisions-** Courts (Alison)
- **Leverage** new central government, YOS, Clinks, VRU (due to stop and search)
- **Proper funding** to analyse disproportionality issues effectively across agencies