

ERG Away Day

When: Friday 20th September 2024, 10:00 – 4:00pm

Where: N1 Centre

Attendees: Yusuf Deerow, Aba Abekah-Mensah, Dionne Usherwood, Lynn Ferguson, Paul Mundy-Castle (Chair), Piran Dhillon-Starkings, Jamila Bernard- Stevenson, Sara Owusu, Natasha Plummer (MOPAC) Mel Asare (MOPAC), Sophie Tod (MOPAC)

GLA Guests 1:00pm: Daniel Pattison, Rachel Fielden

Welcome & Matters Arising:

- PMC shared that there has been no response to the letter sent to the MPS Commissioner last year.

London Policing Board Priorities:

- The ERG are aiming to define their role and purpose in comparison to other groups, such as the LPB
- There has been one People & Cultures sub-committee meeting whilst it has been in operation for a year.
- The ERG are hoping to amplify and escalate their concerns through the LPB.
- The ERG see their role as providing reassurance to the public & acting as representatives that have the public's best interests in mind.
- Concerns were shared about the ERG's proximity to the LPB/sub-committees if these meetings are viewed as contrived and controlled (i.e., due to the pre-meet beforehand). This may be what members of the public that already have low trust in police & authorities expect.
- NP shared that working with the MPS on the LPB has, at times, been difficult as resources and information have not always been delivered in a timely fashion.
- ERG members expressed concern that policing has not improved since the new MPS Commissioner was appointed. For example, the National Black Police Association is now discouraging Black people from joining the police. The Commissioner has not accepted that the MPS is institutionally racist or responded to the ERG's letter.
- YD shared that he used to attend LRAP meetings but no longer does as the meetings felt lethargic. It is felt that police officers aren't interested in accountability and feel wrongly scrutinised and investigated.
- MA suggested that some ERG members act as liaisons to the LPB to feed into it.
- The aim of today is to leave with a renewed sense of how the levers in the system can be used to make change.
- Importance of hyper local approach-do what is effective and what works on the ground
- Someone in each of the borough commander areas
- Has to be strategic from top down as well. Conduit from this is what is happening from the Board
- Grassroots intelligence

Action: PMC to write to the Chair of LPB to introduce the ERG as a resource & to work in partnership.

Action: PMC & MA to draft a second letter to Mark Rowley and seek approval from ERG members prior to sending. The letter will stress their disappointment in not receiving a response to their first letter and in lack of support for oversight, as well as an offer to meet with an Assistant Commissioner.

- PMC requested information on how many people watch the LPB broadcasts as low public viewership may result in lack of interest from MPS.
- NP advised viewership is likely to be low from the public as only people working or engaged in this work are likely to watch.

Action: MA to find out LPB viewership numbers from Paul Rowan (MOPAC).

Action: MA to inform Kim of ERG roles.

London Race Action Plan:

- PMC encouraged ERG members to have more presence on this group. It is an oversight group that holds the plan to account. Currently only PMC receives invites to these meetings, but asked that ERG members take turns in attending.
- MS advised that MAP (Mayor's Action Plan) is coming to an end early next year, and is being replaced by LRAP.
- LRAP 2024 is being published on Monday: [London Race Action Plan 2024.pdf | Metropolitan Police](#)
- The outreach & recruitment team have been disbanded as their 3-year funding has finished. An evaluation found that they had only managed to recruit 50 people, although the group had other positive benefits. YD shared that he had interacted with them several times & thought they were brilliant. MPS updated MOPAC that recruitment is now sitting within their HR team.
- The Stop & Search Charter is still being written & is due to be published soon.

Action: Meet with the LRAP ERG and National scrutiny group.

Action: Andy George-NRAP-meet with Paul regularly about solution focused, happens to come to an ERG

Action: Speak to the BPA lead London Race Action Plan Justin Clarke

Disproportionality Board:

- MA shared that agreed commitments came out of the last workshop. There will be a continued focus on Black communities due to data trends, some operational oversight of LRAP & a few priorities will be looked into in greater depth. An 18-month plan is being developed to set out priorities at each meeting. This will be shared ahead of the next meeting on 10th October.
- Expressed that they value this new approach to the Dispro Board
- Next board meeting on 10th October from 10 – 12pm.

Action: LF, SO & PMC to attend next Disproportionality Board meeting on 10th October.

- Disproportionality within charging disparities at the Crown Prosecution Service (CPS) were discussed. CPS have offered to meet the ERG & brief them.
- SO spoke of her own experience with the CPS and the right to review process.

Action: MS to put SO in touch with MOPAC's Victims Commissioner's team.

- The ERG would like more information from the CPS on groups that are more likely to have charges dropped and/or be given out of court disposal methods.
- The ERG agreed to balancing their Stop & Search work with Violence Against Women and Girls (VAWG) and how disproportionality impacts Black women's experiences.

Review of Annual Plan:

- The goals set at last year's away day was reviewed by the ERG.
- **Individual Action Status**
- YD- community training-Green
- AAM Data Green-Green
- SO-Amber
- DU- Green
- PMC-Green
- JBS-Green
- **Group Commitments-Green**
- The ERG has a 3-year term, with one year remaining, ERG asked what the next steps will be once this year is over.

Action: MOPAC to confirm future of ERG

Annual Priority Setting and KPI's:

Action: MOPAC to arrange someone from Complaint Review team to present to the ERG.

Goals set out by break-out group including NP:

- *Pillar 1 - Represented:* ERG members to observe Hendon community-led police training & offer input and guidance if needed
- *Pillar 2 - Respected:* Continuing Stop & Search project, broaden the focus on intersectionality to include women & children (connecting with the VAWG strategy) and to look into why MPS complaints are taking so long
- *Pillar 3 - Involved:* More conversations with people at a local level & bringing community insight into more conversations
- *Pillar 4 - Protected:* Invite Claire Smart (MPS) to meet with ERG

Goals set out by break-out group including MA:

- Start with data first: Respected, LRAP references data five times data, fix the data first, strategy and plan how is this data going to be collated.
- Recruitment, retention, training: track outreach cohort and talk to ex police officers anonymously-target will be 10-20

Priorities for ERG members:

- **Members stated which area of work they are most interested in & would attend the relevant meetings for:**
- **Safer Schools** – SO/PMC
- **Race Action Plan** – YD, AAM, JBS (depending on availability)
- **Disproportionality Board** – Lynn, Sara, Dionne, Piran, Paul, Aba (during school holiday times)
- **Recruitment** – Paul and Piran
- **Communications** – Aba and Sara

- All members will try to attend meetings with Sophie Linden & Debbie. These meetings will be laid out in the calendar.

Summary of actions:

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