

Susan Hall AM

Chairman of the Police and Crime Committee

Lauren.Harvey@london.gov.uk

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27th March 2025

Dear Susan,

I am grateful to you, the Members and staff of the Police and Crime Committee and all of those who gave their time to share their views with you as part of the consultation on the Mayor's Police and Crime Plan 2025-29. Your consultation and recommendations are an important element of the process of producing a Police and Crime Plan, sitting alongside the wider consultation we have conducted with Londoners, victims of crime and stakeholders.

Taken together, what we have heard has helped us shape a stronger and clearer Plan towards our ambition of a city where Londoners are safer – and feel safer.

I respond to the Committee's recommendations in turn below.

Recommendation 1

The final Police and Crime Plan should outline what MOPAC, the Met and partners will do that is new or different over the next four years to drive change in areas where there has not been a recorded improvement in performance compared to 2021-22. These areas include levels of trust and confidence in the Met, including disproportionate levels of trust between different groups of Londoners; victim satisfaction levels; and the overall volume of recorded crime, including the volume of gun crime, robbery and theft.

The Police and Crime Plan sets out how we will work to address the issues of highest priority for London and Londoners for the period to 2029. The Plan acknowledges all of these issues, including significant increases in robbery and other forms of acquisitive crime. The Mayor and Commissioner have made it clear that tackling these crimes is a priority and extensive work is underway to do so. The Plan also recognises and prioritises action to address gaps in trust and low levels of victim satisfaction.

It also sets out how we will build on positive progress seen in the previous Police and Crime Plan period, particularly on some of the most harmful crime types. Comparing the baseline period of financial year 2021/22 with the period January-December 2024, violence with injury fell by 11.1%, domestic homicide by 28%, non-domestic homicide by 8%, teen homicide by 43.5%, lethal barrel discharges by 25% and the number of people under 25 admitted to hospital due to assault with a sharp object by 13.4%. Worry about crime reduced by 18 percentage points, women's feelings of safety after dark increased by 7%, and fear of hate crime reduced by 29 percentage points. Trust in the MPS has begun to increase, from 69% in the 12 months to Q4 23-24 to 72% in the 12 months to Q2 24-25.

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Recommendation 2

The final Police and Crime Plan should clearly identify the areas that are at risk due to budgetary challenges and ensure that mitigating actions are identified for the context of the agreed 2025-26 Budget in February 2025. In future years, the Budget process should identify how the Budget will support the ambitions of the final Police and Crime Plan and any risks the budgetary position poses to its continued delivery.

The Police and Crime Plan covers the period 2025-2029 and highlights the structural funding challenges facing policing and the wider justice system after more than a decade of central Government underfunding, as well as the actions being taken to address these. We are committed to transparency with Londoners about decisions made around police funding and will provide updates on an ongoing basis outside of the Police and Crime Plan – the primary focus of which is on longer-term issues prevailing over the full period.

Every policing budget is aligned with Police and Crime Plan priorities and this will continue to be the case over this period.

Recommendation 3

MOPAC should ensure there is a single dashboard that reports on performance data against every metric of the final Police and Crime Plan 2025-29. This dashboard should be live by the end of Q1 2025-26, and updated on a monthly basis. All raw data relating to the performance framework measures should also be available to download on the London Datastore.

MOPAC has led the way in providing data – and accessible ways to explore that data – on policing, crime and community safety. During this Police and Crime Plan period, we will continue to do so, making a variety data, evaluations and research available on [our website](#) and on the [London Datastore](#).

A new Police and Crime Plan dashboard is in development and, as representatives of Londoners and frequent users of our data, we would be happy to involve the Members and Researchers of the PCC in the user testing for that. Please do let me know if you want to participate and I will ask my Office to make contact with your officials.

Recommendation 4

MOPAC should strengthen the draft Police and Crime Plan's commitment to create new forums by including its work on a co-production model for community engagement in the final Police and Crime Plan. This should include specific actions for engaging with all Londoners, including LGBTQ+ Londoners and deaf and disabled Londoners.

We continue to strive to improve how we involve and engage with communities in our work. It was a privilege to be able to join some of the engagement sessions with Londoners and community groups that MOPAC's Community Engagement Team hosted as part of our Police and Crime Plan consultation. The Team have my full support in continuing to innovate and expand both the scope and quality of our engagement with Londoners.

As part of the Police and Crime Plan consultation, the Team worked with the London Deaf and Disabled People's Forum to deliver a new co-production programme to develop detailed feedback on the draft and recommendations for future implementation. We remain dedicated to engaging disabled Londoners in this way and championing co-production as a model of best practice across MOPAC and City Hall.

Recommendation 5

The final Police and Crime Plan should outline what actions will be taken to meet the Mayor's manifesto commitment to deliver an additional 1,300 neighbourhood officers and Police Community Support Officers (PCSOs). It should include a resourcing plan with interim targets for each year of the Police and Crime Plan 2025-29.

The Mayor remains committed delivering more neighbourhood officers and PCSOs in London's communities and the final Plan reflects the Commissioner's ambition for the MPS to grow to 38,000 officers by 2029, our intention to lobby for this in the forthcoming spending review, and the Mayor's continued commitment to investment in the MPS.

As well as setting out our ambition for overall growth in the MPS workforce after more than a decade of underinvestment from the previous Government, the Plan also supports the work the Commissioner is leading to ensure that warranted officers are deployed in roles where their powers and skills are most useful, and not in back-office roles that can be carried out by civilian staff.

Recommendation 6

The final Police and Crime Plan should include detail about how the Mayor and MOPAC will support the Met in its public order work over the next four years and balance people's right to protest.

The Plan recognises the spectrum of unique powers that the police can use on behalf of the state, including the powers to detain people and to use force on them. It is essential that police powers are used lawfully, proportionately and fairly - and that different groups within society feel equally engaged with, confident in, protected by and trusting of the police. The Plan sets out how, through support and oversight, we will work to increase Londoners' trust in the MPS and reduce gaps in the levels of trust and confidence between different groups.

The final Plan notes the unique responsibilities that come with policing the capital and the importance of securing the resources that the MPS needs to be able to continue to discharge these important responsibilities while also providing the high-quality local service that Londoners expect. The Mayor and I have welcomed increased funding for these responsibilities in the Government's autumn budget, and will continue to make the case for the National and International Capital Cities grant to be fully funded by Government.

Recommendation 7

To ensure transparency, the Met should publish the evaluation findings of its eight Clear, Hold, Build (CHB) programmes, and the analysis underpinning any decision it makes on the future of CHB. Ahead of any wider roll out of CHB, the Met, local authorities and partner organisations should continue to work closely, consulting widely with community groups and local residents on how the 'build' activity will be factored into CHB programmes from the start. This approach should also place emphasis on the local community owning this phase of work.

This is a matter for the MPS and I have passed the Committee's recommendations document to them.

Recommendation 8

The final Police and Crime Plan should include further information on how stop and search will continue to be used in London. This should include details of how MOPAC will:

- support the Met's use of the tactic*
- monitor and scrutinise its use, including the part that communities will play in this process.*

In the Plan, the Mayor is clear in his support of the intelligence-led and professionally conducted stop and search as an important tactic for policing. This has been his position throughout his time as Mayor.

In the Plan, we expand on the work ahead to develop the new model of local scrutiny on the use of police powers. MOPAC and the MPS will work jointly with communities to co-design and build a new model for police scrutiny, with the aim of making it easier and simpler for Londoners to scrutinise the work of the police, including the use of police powers such as stop and search and Taser, and to influence change in their local area. This work is informed by the findings of a research by Black Thrive, the findings of the Casey review and further work with key community groups, local partners and leaders in the MPS to consider the practical steps we will need to take to deliver measurable impact.

MOPAC continues to monitor the use of police powers routinely, and the London Policing Board will further examine their use as part of its programme of thematic oversight.

Recommendation 9

The Mayor's refreshed Violence Against Women and Girls (VAWG) strategy should:

- take an intersectional approach that addresses the higher rates of domestic abuse and sexual violence experienced by certain communities. This should include a specific disability action plan to address VAWG*
- set out specific detail on how the Met and MOPAC will tackle misogyny*
- address issues of sustainability linked to the current funding model for preventative services.*

Recommendation 10

The final Police and Crime Plan should include a commitment to support the Met to pilot the Operation Soteria approach to tackling rape and sexual assault for an expanded group of other forms of violence against women and girls, including domestic abuse. This pilot should be launched by April 2026.

I address Recommendations 9 and 10 together as they both relate to the work underway on the forthcoming refreshed Violence Against Women and Girls (VAWG) Strategy, the development of which is a commitment in the Police and Crime Plan. We will ensure that these recommendations are considered in its development.

We are grateful for the opportunity to contribute to the Committee's investigation into VAWG in London, the recommendations of which we will also consider carefully to inform our future work.

Recommendation 11

The final Police and Crime Plan should include specific commitments to tackle the online enablers of hate crime, extremism, and radicalisation. This should include work that MOPAC will undertake to support and provide educational opportunities for young people, particularly young men, to equip them against peer pressure related to extremist material.

The Plan reaffirms the Mayor's commitment to tackling hate crime, extremism and radicalisation wherever it is encountered through his Shared Endeavour Fund. Over the first four years the Fund delivered over £3,000,000 of grants funding 96 projects, reaching over 147,000 Londoners in a wide range of settings including schools, colleges and universities.

Over 24/25 a further £875,000 funded an additional 20 projects who are expected to have worked with 50,000 more Londoners. Monitoring and evaluation has been at the heart of the Mayor's Shared Endeavour Fund and each round of the fund has been independently evaluated by world leading experts using a bespoke evaluation tool which has been noted as good practice by the UN and EU. The independent evaluation has found that "the Fund has been successful in supporting CSOs to build Londoners' resilience to radicalisation and extremist recruitment, and reduce intolerance, hate and extremism in the capital".

Digital literacy is an important element of the fund's work supporting communities and individuals to stand against hatred and extremism and promote pro-social behaviours, and this will remain the case. Achievements of projects supported in Call 4 of the Fund were recently published and include: a 19% increase in beneficiaries' awareness and concern about intolerance, hate and extremism; a 28% improvement in beneficiaries' sense of belonging in their communities; a 36% improvement in beneficiaries' tolerance for difference and diversity; a 24% increase in beneficiaries' ability and intention to challenge prejudiced and hateful views and a 25% increase in beneficiaries' ability to critically engage with information on social media.

Moreover, we are committed to building on the work we have done to tackle misogyny through the 'Have A Word' and 'Say Maaate to a Mate' campaigns, as well as the toolkits developed and offered free of charge to Primary and Secondary schools across London to help teachers to address issues around misogyny and promote healthy relationships. More detail on this will be brought forward in the forthcoming VAWG Strategy.

Separately, the Violence Reduction Unit funds specialist practitioners to deliver healthy relationship sessions in schools to tackle misogyny. More than 20,000 children and young people have done targeted interventions through drama and art-based sessions. Data shows that 90 per cent of pupils have a better understanding of healthy relationships and 80 per cent are able to spot a red flag in a relationship or friendship.

Recommendation 12

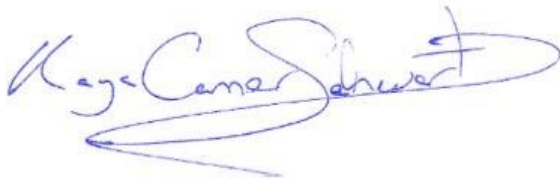
The final Police and Crime Plan should include a commitment for the Mayor and Deputy Mayor for Policing and Crime (DMPC) to advocate for the Victim Care Hub model alongside London's Independent Victims' Commissioner, including working with Government for the necessary changes to national legislation.

The Mayor and I are committed to working alongside the Independent Victims' Commissioner in advocating for the interests of victims in London. This includes supporting the Government to

introduce changes to legislation to enable the better integration of services for victims in London. We have made a clear commitment to this in the Police and Crime Plan.

Thank you again for gathering views and writing to me with these recommendations. I look forward to working with the Committee in the years ahead as we deliver the Plan and make our city safer for all.

Yours sincerely,

A handwritten signature in blue ink, reading 'Kaya Comer-Schwartz', with a large, stylized flourish underneath.

Kaya Comer-Schwartz
Deputy Mayor for Policing And Crime