

MAYOR OF LONDON

OFFICE FOR POLICING AND CRIME

About the External Reference Group (ERG)

The ERG will help ensure that the voices of London's communities are at the heart of the work being done through the Mayor's Action Plan to ensure that all Londoners can have trust and confidence in the Met.

As a member of the ERG, you will help to:

- Ensure that community experiences of – and concerns about - policing are heard, and that they are acted on in order to improve policing practices. The ERG will be represented on the London Disproportionality Board, chaired by the Deputy Mayor for Policing & Crime and the Deputy Mayor for Communities and Social Justice. In addition to senior Met officers, the attendees include lead figures from across the criminal justice system. ERG attendance will ensure that there is a direct line of communication from communities to the most senior figures in policing and criminal justice;
- Participate in detailed reviews and task and finish groups on specific issues and cases, to identify important lessons, promote learning from them and highlight good practice in the fair, proportionate and professional use of police powers; and
- Advise on the effectiveness of projects and pilots within the delivery of the Action Plan that aim to improve policing and foster greater trust and confidence within London's communities.

Meetings of all ERG members will take place four times a year, chaired by a member of the ERG.

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Appointment Details

Time Commitment

The ERG will come together as a group up to four times a year in ERG meetings. Its members will take on lead roles where required and represent the wider group's views/ insights. These will include representation on:

- The Mayor's Disproportionality Board (this will involve two ERG members for a two-hour meeting, four times a year);
- Public Mayor's Action Plan review meetings (two ERG members for a two- hour evening meeting, four times a year);
- Task and finish groups (approx. six times a year and some ad hoc meetings, involving two members for half day meetings);
- Pan-London scrutiny (two ERG members for a half day, up to four times a year).

In general terms therefore, it may be possible to be actively involved in the ERG from four, two-hour meetings each year, through to regular involvement in additional reviews and projects, Disproportionality Board representation and so on, requiring a far greater time commitment. This is something that we would look to discuss individually with Members, based on the personal circumstances, commitments and specific skills and expertise.

ERG meetings will take place both virtually on-line and in person at City Hall, Royal Docks or in Union Street, Southwark. In addition, some pan-London and wider community engagement activity will require flexibility, both in terms of time and travel.

Remuneration, Expenses and Access

The positions for Members and the Chair are in effect unremunerated and non-pensionable. There will, however, be an allowance of £1,000 payable per annum, together with the reimbursement of travel and other expenses reasonably incurred in performing their role with the ERG. This will also cover requests for reasonable adjustments.

Tenure

These roles will be appointed for an initial three-year period with the possibility of extension, by mutual agreement. There will be a three month 'no blame' clause to terminate the arrangement on either side.

Start Date

Appointees are expected to be available to take up their role by the 25th of November 2022, to enable induction and an inaugural meeting of the newly created ERG to take place prior to the scheduled Public Review Meeting on the 5th of December 2022.

Quarterly ERG Meetings

The first meeting to be held on the 9th of January 2023 at Union Street. The expectation is that all members of the ERG come to all four quarterly meeting per year either in person or via the link provided. At least one member of the MOPAC team will be present at these meetings. Should a member not be able to attend due to exceptional circumstances they shall feed into the meeting in advance as much as possible.

Quorum

If there are less than 50 percent of attendees confirmed a decision will be made by the Chair of whether the meeting will proceed and this will be based on the contents of the agenda. Should the Chair not be available to make this decision, a vote will be held amongst the confirmed attendees in advance of the meeting.

Meetings with Officials/stakeholders

ERG members can request to meet with relevant identified officials or stakeholders as they deem necessary to carry out their function. This could include the Deputy Mayors, the Commissioner, MET and MOPAC staff and or teams and other relevant justice bodies.

Disproportionality Board

As representatives of the disproportionality board, an ERG presence is required at each quarterly board meeting but all members do not need to be present. Members are expected to review the board papers and feed in as necessary as well as prepare a quarterly briefing which should arise from the ERG quarterly meeting-thus ERG meeting should always take place before the disproportionality board wherever possible.

Training and Shadowing

Members shall be provided with training and shadowing opportunities to help them carry out their function this may include evidence and insight, MPS recruitment and training, ride alongs, walk and talks etc. Each member shall identify the most suitable options for them given the MAP activities that they will be associated with.

Communication

Members may find the most suitable communication platform to meet their needs such as Whatsapp provided that no confidential information is shared on these platforms and are closed to all other parties outside of the ERG function.

