

Police and Crime Committee – 17 October 2017

Transcript of Agenda Item 6: Question and Answer Session with the Mayor's Office for Policing and Crime and the Metropolitan Police Service

Sian Berry AM (Deputy Chair in the Chair): Can I welcome our guests? We have Sophie Linden, Deputy Mayor for Policing and Crime; Cressida Dick CBE QPM, Commissioner of Police of the Metropolis; and Craig Mackey QPM, Deputy Commissioner at the Metropolitan Police Service (MPS).

I will start with the first question. This is about crime rates. We have just received an overview of the changes in crime over the past year and they are quite worrying. There is a lot of red in our table that shows crime across most areas is going up. Can I ask the Commissioner? Crime was generally falling across London until 2015 but we are now seeing this rise. How are you going to get it back down again?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Thank you very much, Chair, and good morning. Yes, you are right. Crime in general was reducing in London and, indeed, nationally for several years and it does appear that over the last year to 18 months it has begun to rise again. London is not alone in this; this is a national trend as well and, indeed, in some respects, nationally, certain crimes appear to be rising faster outside London than inside London.

I am particularly concerned, as you know, about what I would call the highest harm crimes, the rises in violence. That includes gun crime; it includes knife crime and of course, sadly, because of that, it includes homicides. We also have a significant rise in personal robbery and I know that later on we are going to focus, probably, on the issue of scooter-enabled crime and so I will not dwell on that here.

It is important to note, though, that in many categories - let me take robbery for a second - personal robbery is up considerably, as you can see from your tables, but it is still a considerable chunk below where it was five years ago. We have to put this in context. There is a rise, but London remains a safe city and in many respects safer than it was five, 10 and 15 years ago.

I have prioritised violent crime, as you know, as the thing that I am most concerned about and we are making huge efforts against, for example, knife crime and we have talked to the Committee about that in the past. We are beginning to see some reduction in the rate of rise, if you like, of scooter-enabled crime and knife crime affecting our young people, people injured under the age of 25 and, indeed, in terms of lethal-barrelled discharges. This is a co-ordinated approach across all aspects, trying to prevent crime, ensuring that we have good intelligence, ensuring that we lock people up whenever they can when they need locking up, and taking all of the protective measure that we possibly can to stop people from becoming victims.

However, I am not going to hide from this. It is a challenging issue and it comes at a time where we are seeing a huge increase in our emergency calls. As you know, in the longer run, London is getting larger and younger and we know that a younger population tends to be one which is more prone to be a victim of crime and indeed potentially offenders.

We are doing all this against a backdrop of reducing resources and, of course, the threat from terrorism. A lot of the crimes that people are now most concerned about - for example, sexual exploitation of children, online

crime, human slavery, which we will talk about on the agenda - are all very complex issues and complex crimes that take a lot of effort to investigate.

Sian Berry AM (Deputy Chair in the Chair): Thank you. I am sure Members will have follow-up questions but I wanted to ask, before we move on to those, about the reports in this week in the newspapers about the Crime Assessment Policy; in other words, the prioritisation of investigations of certain crimes and not others. This is something we were not really aware about, although obviously we are aware that officers in their daily lives have to prioritise what they investigate. We were not aware that there was a written-down policy.

I wanted to ask two things about that. First of all, is it a good idea to have this policy in a written-down way? Most of the newspapers have gone for the angle that this is a 'written charter for thieves'. It is something that people can refer to when deciding which crimes to do and that is potentially the danger of having the policy in the first place. Is that wise?

Secondly, does it contradict some of the things we heard when we were investigating antisocial behaviour (ASB) recently? We had some very good discussions about how the Dedicated Ward Officers (DWOs) would be able to spend more time looking into complex problems of ASB that do not, potentially, make the grade of 'crime' at all. How do those two things match up in terms of having this prioritisation?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): The first thing is that this is a good thing. Clearly, this is not about letting criminals get away with it or not investigating crimes that at the moment we would solve. If it was that, we would not be doing it. We are doing something which is actually not dissimilar either from what is happening nationally in many other police services - and you will have seen some coverage of that - or, indeed, as you indicated in your question, from what we have always done. What we are doing is giving our officers some greater clarity to help them when they are using their discretion - and they do still have discretion - to make decisions about when it will not be sensible to continue to investigate because we know from all our research that, given whatever factor it may be, they are very, very unlikely to be able to bring somebody to justice or get some other positive outcome from that particular crime.

As you say, we have always prioritised. Nobody would have ever expected us to put the same amount of effort into investigating a burglary as if I gave Craig [Mackey QPM] a slap now. Mind you, that might result in an enormous investigation by somebody else - apologies - but you know what I mean. A murder is investigated differently from a trivial, very minor crime. That has always been the case, unless there are some aggravating factors. If the person is particularly vulnerable or for any other reason, the officer has discretion. We have always called investigations to a conclusion when there is no likelihood of a positive outcome if we carry on. That is what we do.

That is how policing works. It has always worked like that and continues to work like that. This policy is simply to write it down and to help our officers to be consistent and to help them to understand that they have our support when they are saying, "This is time to stop. It cannot be right to invest further resources into this one where we are not going to get a positive outcome, when over here we have a crime that we must deal with". It is about dealing with the things that matter most. That is the way I would put it. It is, again, of course, being done against a backdrop, as I have described, of increasing demand and less resources. I feel that it is right to give my officers the support to do this in this way.

Sian Berry AM (Deputy Chair in the Chair): The second part of the question about --

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): ASB? No, the issue here is that we are absolutely committed to our DWOs solving problems and they will look at, for example, crime patterns or of course ASB, which is a huge issue for us that we want to deal with really effectively. They continue to have discretion and I would expect, for example, if they have a vulnerable victim, if there is any repetition, that is one of the criteria. You will have seen, for example, perhaps, if you have read some of the coverage, that if there is a vehicle and that vehicle has been known to be used in a dishonesty matter before, then, absolutely, the investigation must continue. If there is a repetition, that is one of our factors. This is not in any way in conflict with the ASB policy or what we want to achieve there. Absolutely, I want the DWOs to be -- this is partly about giving them more room to be proactive and work on those really awkward problems.

Len Duvall AM: I have a number of questions. Can we look at the performance issues? They must be worrying in the sense of issues of under-reporting as well. Much as the emergency issues are increasing, this is only what we are being officially notified of in some areas. Of course, it does go back to 2015, but we on this Committee have been raising the issues of trends in violent crime from 2013/14 when the MPS would tell us, "No, this is about recording issues", when actually, no, it was real people harmed. The trend is there; it is getting worse.

You are suggesting that maybe one of the factors of why it is happening is the demographics and the younger population. That is there. Is that the key factor or are there other issues that are occurring out there that we need to understand better? Is there a national discussion going on? I know it is not just in London where there is rising crime. What are your colleagues nationally talking about with you?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): There is a national discussion and we are constantly having it.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): There is a national discussion to try to better understand it and your analysis is right. You and I have had this conversation a number of times in this room. Looking at violent crime as one bucket, it is quite hard to pick up trends because there are a whole series of recording changes trends. Some of yesterday's coverage was just on this issue where any break to the skin now is a grievous bodily harm (GBH). If you grab my arm and just nick me on the way out, that is GBH. That is probably not what your average member of the public, if I stopped them outside, would think GBH is. There has been a load of those.

You are absolutely right that the trend that started towards the end of 2013/14 was in knife crime injuries under 25, which is the proxy we have always looked at around knife crime. We think there are a number of things there.

There is something that colleagues are talking about: a propensity for some people to use violence, and particularly small groups of people at quite a violent level. That is not confined to London. Colleagues in most major conurbations have seen that with those. It is also linked to some of the stuff we have seen with the corrosive substance attacks. We do know and the research evidence around demographics is around, as the Commissioner said, this availability of young people. They are, sadly, the cohort that are both victims and offenders in that. As our young population grows, there is a tendency to see violent crime as a bucket or as a cohort move in that way.

The reality is that we have asked for some research to get beneath the factors driving the individual bits of it because that is where we need a different response. We will touch later on some of the stuff around knife crime, but that is not the same thing as your normal public violence where people come out of a pub and hit

each other or private violence around domestic abuse and assault in a home or in a personal environment. They each require a tailored response. There is quite a lot going on underneath that.

Len Duvall AM: Thank you. If you could share that research with us, that would be useful.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, of course.

Len Duvall AM: In terms of the police response, of course, and some of the issues, in the media yesterday, in the *Evening Standard*, one part of London was described as a "crisis point". Looking at some of these figures, there are crisis points and tipping points when you take a different form of action in terms of policing response, knife crime being one of those and the taskforce that you have set up. When does it become, in these crime categories, that something different has to be done or there is something that was done before that we have stopped doing and we are bringing it back? How are you making those assessments?

From an ordinary member of the public's view, looking at the basic percentage changes, one would be wondering -- and I do agree that it is a small minority of people committing these crimes and generally it might be safer. I am not sure, Cressida [Dick CBE QPM]. Is it because I am getting older that I feel that in some parts they are less safe or I feel more outraged by some of the things going on? I am not sure around that. I need to check that myself.

However, in some of these issues, there clearly is a problem, is there not? There is a problem with sexual crimes and sexual violence crimes. We cannot get away from that. We are at a tipping point and a crisis point. Tell us about the response that you do and making a judgement of when these categories year on year become that tipping point for trying something new. Is it media outrage? Is it Sophie Linden and the Mayor saying, "Come on. Pull your socks up"? What is the internal mechanism inside for you to say, "Actually, more of the same is not working here and we need to do something different"?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): That is a great question. Historically, there has been a risk that we, if you like, chase the football and I know we have been accused of that sometimes in the MPS when we have seen a problem bubbling and we have all charged across with enormous weight of resource, gone in, tried to do something and come away again; next thing, next thing, next thing. What we are trying to do in the overall approach is genuinely to learn from all the best practice, to open ourselves up to what is going on elsewhere internationally and nationally, to really understand what works and to try to get more and more into prevention so that we are not chasing around.

However, attitudes change, trends happen, and it is our job and my job to try, yes, to listen to what the public are saying - and some of that is mediated through the media - and, absolutely, to listen to what our democratically elected representatives of various sorts and of course the Deputy Mayor [for Policing and Crime] in this instance are saying about what they think is really causing people concern because they have different networks and different ways of understanding things from us.

I spend a lot of time talking to my people, not least to the people who have been around for a while. If you take moped-enabled crime, which I know we are going to, as an example, when I arrived back in, I was really shocked at what was happening and I felt - and feel - that that needed a new, major effort to bear down on it. We will be talking about that. That was because it had gone from relatively low levels to an enormous increase in less than a year and was causing concern, obviously, amongst officers feeling that this is just not right and the public feeling that the police were not responding well enough to something that has a feeling of anarchy

about it. That is a case study. I walked in and said, "This cannot be allowed to go on in this way". As soon as I do that, I am taking resource from elsewhere and I get that. It is a balance.

However, the Mayor sets the budget overall and the overall strategy and we have the Police and Crime Plan. I am comfortable with it and that shows the sorts of things that I should be more or less interested in.

Len Duvall AM: As you said, it is shifting resources around to respond to those issues and the various crises we face. I was looking at the recording figures and looking at the sanction detection rates, which I know is a bit old-fashioned but that is what we judge your performance on. I really struggle to see whether the Mayor's Office for Policing and Crime (MOPAC) was publishing any or the Greater London Authority (GLA) Datastore or whether you had published any. You published them for the last year-on-year figures; we do not seem to have them this year for some reason. We do have them for dog attacks and we do have them for gun crime, which may say something in itself.

In terms of sanction detection rates, if they are not the way I should be judging your performance in terms of tackling the new challenge of rising crime, then what should I be judging your performance on, then?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Sanction detections are part of it. They are. Certainly, for my internal management, if you like, I do keep an eye on that and I do want to know about sanction detections. However, increasingly, in, for example, areas like domestic violence, we completely recognise - and more than recognise; I believe passionately - that sanction detections are not a particularly helpful way of looking at how we are doing in relation to that crime.

What is helpful is: what are we doing that prevents people being harmed or reduces the harm they come to? That is things like repeat offending. It is about understanding what is happening to repeat offenders and, indeed, to repeat victims. It is about the quality of service. There is a whole range of things there. Often, an out-of-court way of dealing with it, the problem-solving I was talking about with a DWO, will not involve a sanction detection. That is true in lots of ways.

Therefore, you should be looking - and the Police and Crime Plan says this - in some areas at the overall crime figures and you should hold us to account for that, albeit we work in an extremely complex - as you know very well, Len - sociological environment. It does not necessarily mean the police are doing badly if crime goes up, but you have to ask these questions about that and try to understand. You should be holding me to account on that --

Len Duvall AM: You are right to do that. You are the number-one agency in tackling crime and you work with partners.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Absolutely.

Len Duvall AM: You cannot be responsible for the complete piece.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): No.

Len Duvall AM: I understand that. The bits we are focusing on are the two issues: the one issue you have raised with me as prevention - and we will come on to that - but the issue of deterrence and the fear of being caught for some of this behaviour that we are seeing in the recorded crime is not a deterrent anymore; and police officers or the police service is struggling with that deterrence and, actually, the people who commit

harm or commit these crimes are taking it on the chin if they happen to be caught or are likely to be caught. Then we go back to sanction detections.

Is it right for us - this Committee - to expect that we are going to see that you are going to publish the sanction detection rates behind all of these crimes as you have done in the past?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): They are certainly not secret.

Len Duvall AM: They are not secret but they are difficult to find.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): They are published.

Len Duvall AM: I struggled yesterday to find them, but that is it.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We will get them for you, yes.

Len Duvall AM: Secondly, we are seeing a new way of judging that performance in the round in sanction detection rates, but if we could have something that we could make sense of in the future about the range of issues, it might be something that we need to pick up on.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Yes.

Len Duvall AM: If I just move on to the issues of yesterday and the clarity of advice around it, like you said, it is not new about those issues of screening out of crime. For a number of years, I - and I think colleagues in the Conservative Group - have raised issues about screening out of crime. I have always worried about mixed messages and what it means for the people making the discretion. What does it mean when your boss says X? Do you do it literally or do you not? I go back to the issue when I witnessed a police officer once telling a group of residents, "We only do the basket of 10 crimes and nothing else", which could not be further from the truth, but that is what happens. The communication internally in the MPS is not great. The intervention yesterday, which was much needed in terms of the issue and I accept that, was a bit clumsy.

Do you think it is time for the police to have an honest conversation with the residents, not just the establishment, politicians, the media - we use the media in that way - to explain now what is going on? Like you said - and it goes back to recording crime, it goes back to the prevention issue - we have a stretched police service and, actually, you are not telling them that you are not going to do those crimes but you are going to put them into the priority about what happens and when. If that is the case, the trouble is that mistakes get made. I have been in situations where violent crime has been screened out and, actually, the Borough Commander has screened it back in. We should not be screening out harm crimes, which is the system. Do you know what I mean? Where people are taking those judgements and with the new wave of responsive working with caseloads, there is a tendency, if that supervision is not right and the advice is not right to some of our youngest and most inexperienced officers about some of those crimes, then we are going to miss the point.

I come from a view that people who do commit some of that low-level crime go on to commit other crimes. If they feel they can get away with it, they will. They will graduate up and, therefore, it is quite important. I cannot think of anything more intrusive than being burgled and having someone go through my personal things, if that happened. There are all sorts of issues around that. All too often, people will say, "Are the

police going the extra mile? How do you demonstrate that or are you actually, “No, this is a no brainer. It is out”? How do you get that? For somebody who is coming to the end of their shift, talking to a member of the public, a bit tired, may have had a difficult and challenging shift, as you do, are they just going to say, “No, it is not going to happen”? The victim does not really want to hear that. How do we instil some of that interaction with the public if we carry on?

It was a clumsy intervention yesterday. We will lose the confidence of people that we should not be losing the confidence of.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): There are lots of things there. Very briefly, confidence in the police is high. It has gone on being high. There are some strands of confidence that still we are working very hard on, but confidence in the police is high and I am absolutely convinced that it will remain high. What we have seen this year is an outpouring of understanding of the police, interest in the police, care for the police, wanting to help the police.

I am looking, as you know, just as an aside, to mobilise people and communities, to help them to protect themselves more and to help them to help the police more. We can maximise some of this. Out of all that ghastliness this year, there are some good things and we can maximise that. We will continue to.

Certainly, when I talk to my people, I say, “Public confidence is our number-one thing”. Within that, it is being competent and dealing with violence effectively. Therefore, I would be really worried if I thought this will have a long-term impact on public confidence.

In terms of deterrence, that is an interesting point, Len. I would love to debate that with you and others elsewhere longer. I suppose people have always said what you have said, roughly speaking, which is that some people do not respect the law. Most people are fearful of being caught, most people do respect the law and that absolutely goes for young people as much as anyone else.

However, it is a great achievement. As you know, we now have a hugely reduced population of young people in custody. We are all really pleased by that and all sorts of other interventions are being taken. However, when you look at the victims of personal robbery, for example, and the offenders, the moped-enabled crime, we are talking a lot about very young people and there is a very legitimate question to ask about whether we - collectively, the whole system - are doing the right things with the right balance of leading people away from crime and also making sure that people feel deterred before they even start. It is a complex issue.

You talked about repetition and that is my key point. If somebody is a repeat offender, they will be being dealt with. If there is a series of crimes, that will be absolutely dealt with as much as it possibly can. If somebody is repeatedly victimised - ASB, domestic violence - that also is a high priority. I am sorry if you think it was dealt with clumsily. I am convinced it is right. The reason it is right is because, as you say, we need to be honest and we need to be honest at all levels and we need to be open. What we are describing is not very different from what we have always done, as I have said.

Secondly, I know it has had headlines but none of it should be alarming to people and I do not want it to be. You said that that was a clumsy way that it came out. Absolutely, I do want my frontline people to fully understand it. As you say, mistakes will be made. They will have been made over many years. That is what happens when you have 32,000 people. Some people do not quite hear exactly what was intended or use their discretion, which I still want them to have masses of, in a way that, when it is supervised, when the Borough Commander looks and thinks, “No, that is not quite right because you did not think of this or you did not think

of that". That is the way I want my service to work: actually, we allow people to get on with their jobs and help them and train them as best we can and we give them clear messages whenever we can.

I also accept that it is a big, sprawling - in some ways - organisation with lots of different specialisms and subgroups. My very strong imperative is to improve the quality of communication across the organisation. I want my officers to be reading the *Evening Standard* and hearing from me and hearing from their supervisor and thinking about these sorts of issues. I am out and about talking to them all the time and I am out and about talking to the public all the time. We can get fairly quickly to a place where this particular issue does not undermine people's confidence and where the officers understand what is expected.

Len Duvall AM: I just want to ask. Are we going to get to see the 'behind the blog', the assessment policy, that you are going to send to us? I presume Sophie has seen it.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Unless there is some reason why we do not normally send you a policy, I am quite happy for these Members to see that. What I would say is that also, for example, through our digital investigation, our telephone investigation, we are very clearly giving a better quality of service to people already. You talked about the frontline officer or the response officer now carrying a caseload in places. These are officers for whom it is a change and it will take a while to bed in, but they are officers for whom, every crime they go to, they are having to do more of an investigation themselves. I believe they are learning more and more about crime investigation in the way that - sorry, we are going to look really old here - we did for the first 15 or 20 years of our service. They are not then saying, "Well, somebody will be along to help you with this, that or the other", which may be inaccurate and which can happen at the moment. Honestly, we are going to a better place, but it can be hard to explain.

Dr Onkar Sahota AM: Commissioner, when I was sitting here listening to you, I was reminded of the National Health Service (NHS). As a professional body, doctors are up and down making decisions all the time about patients, when to pull the plug out, when to investigate further, but these policies are not written down because we do not want to de-professionalise our doctors and nurses. We want them to be able to justify for every single decision why they have taken that action, rather than giving them a policy that they can hide behind.

The important thing is the perception of the public and the perception of the victims of this policy. How are you monitoring the impact of these new assessment techniques? What are you doing to monitor the impact of this? What are you doing to say to people to reassure them that these officers will be doing exactly what you want them to do and not getting away with something that they should not have done? I just draw parallels here, sitting as a doctor, of the judgements that I make every day and I do not have any document to fall behind to protect me. I need to justify every single decision I take in the context of that patient and that is what we see. It may be de-professionalising your officers at the frontline rather than protecting them. I would just like to hear your thought about that.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): That is an interesting subject area. I completely disagree with you. I would love you to come and have a look. We are constantly looking at what happens in the NHS. We are constantly looking at how we professionalise whilst maintaining the professional discretion, how we give people guidance, authorised practice, a sense of what is right and not right - this is national policing as well as in the MPS - and yet give them the room to make their own decisions. I am absolutely clear that these are skilled, professional people who are faced with a particular situation. They must make their own decisions.

This is not a prescriptive policy. It is just not. It is not prescriptive. They can and will and should make their own decisions and we in the police have at least 17 years of very strong history of having to justify every decision we make. Therefore, I can assure you that they will be accountable because we are. That is how we do things and we do and sometimes it is very frustrating the degree to which we do it, as I know it is in the medical profession. We do write down why we have made the decisions we have made. Please, come and have a look.

Dr Onkar Sahota AM: Thank you.

Keith Prince AM: Just looking at the public perception of the police, it is good to note that there has been a very slight increase in most of the areas of public confidence in the police, which is a good thing. However, the figures look as though they are being dragged down by two areas, one is informed local - and I personally have suffered from that - and also contact with Ward Officers.

My question is to Sophie, if I may. In view of the Mayor's flawed policy of having two DWOs per ward, would you not expect there to have been an increase in contact with the Safer Neighbourhood Team (SNT) and the Ward Officers rather than a catastrophic decrease? It has dropped from 45% in the first quarter of 2014/15 to now a ridiculous 32% in the first quarter of 2017/18.

Sophie Linden (Deputy Mayor for Policing and Crime): You are taking those figures from the Quarter 1 Performance Report, are you not?

Keith Prince AM: Yes.

Sophie Linden (Deputy Mayor for Policing and Crime): As part of the Police and Crime Plan, we have disaggregated the overall figure, which is about public confidence and satisfaction in the police, so that we could see what was driving it. You are right that there were two elements that are far below the headline elements are around how you contact the DWOs and was it first contact? Sorry, I do not have it in front of me.

Keith Prince AM: No, informed local has gone down from 50% to 44% and then contact with the SNT/ward officer has gone down to 32%.

Sophie Linden (Deputy Mayor for Policing and Crime): That has fallen over two years and it is something that is worrying. The reason we disaggregated it was to understand what was driving that overall headline figure. That is over two years. We have had this discussion many times, Keith. I do not believe that the policy and the commitment to have two DWOs per ward is flawed --

Keith Prince AM: If you look at the figures, Sophie, you see that --

Sophie Linden (Deputy Mayor for Policing and Crime): I am not arguing --

Keith Prince AM: -- in the quarter for 2016/17, when it started to come in, it has just plummeted since the two ward officers has come in and I just wonder, if there is not a link, then what is the explanation? Why would two perform worse than one?

Sophie Linden (Deputy Mayor for Policing and Crime): It has fallen over the last two years. The commitment to the DWOs has been put in over the last year and will be in place by the end of this year, by Christmas. There is a job to be done to make sure that DWOs are known by their communities. We all agree

that that is incredibly important and it is an important driver of public confidence. That is something we are working on and it is something we are working on in terms of, through the public access and consultation document, ensuring that the public know how to contact their DWOs, the DWOs are ringfenced and stay in the community and also, as the Commissioner has been talking about, that there are outcomes from having the DWOs in the ward and that they are there to problem-solve and to really understand what is happening and work in partnership with others in the community. It is an issue, we are working on it and we expect those figures to increase.

Keith Prince AM: We can see an improvement, then, by when?

Sophie Linden (Deputy Mayor for Policing and Crime): These things take time. I would like to see an improvement quickly, clearly. This is important to us.

Keith Prince AM: So would we in London, yes, but at the moment it is plummeting. Can we have a commitment from you, then, that if it does not work within the next X number of months, you will abandon the disastrous idea of having two ward officers?

Sophie Linden (Deputy Mayor for Policing and Crime): You can have a commitment from me that we are going to make sure that it does work. The reason that we disaggregated - previously those particular things were going in - was so that we would understand what drove the figures and that we absolutely do understand it. We can work on ensuring we improve that.

Keith Prince AM: No, that is excellent and it is very good that you have done that. I am just interested in the two-ward-officer aspect and the fact that it is plummeting.

Sophie Linden (Deputy Mayor for Policing and Crime): The commitment for two DWOs is one that we will keep and we believe is important. I have said to you before, Keith, that you are the only person who asks us to ditch the commitment to have two DWOs per ward. All residents and communities I have spoken to think it is a good thing and they are grateful.

Keith Prince AM: Yes, that is because, with all due respect, I speak to senior officers at many levels and it is very clear that having to commit this resource towards where there is no crime or very little crime is making them work with their hands tied behind their backs. It is no surprise that we are seeing all the problems we are having with all the red figures on the crime statistics - which under the previous Deputy Mayor [for Policing and Crime] Stephen Greenhalgh, were all going in the other direction - because the police are being tied down, wandering around the streets doing nothing. Not that it is their fault, but if they were freed up as they were before to have --

Sophie Linden (Deputy Mayor for Policing and Crime): Keith, you should really be careful if you are suggesting that DWOs are just wandering around doing nothing. The vast majority of the DWOs --

Keith Prince AM: They are wandering around and it is a good public relations (PR) exercise for the Mayor but it is actually not the best use of the resource. I will not embarrass the two professionals here to comment on that, but it is not the best use of the resource. They are being tied down, walking around, whereas they could be used more proactively, as they were before, beating crime. The figures speak for themselves. We are seeing a horrendous increase in crime in London because of the Mayor's flawed policies.

Sian Berry AM (Deputy Chair in the Chair): Assembly Member Prince, if we can move on to the next topic, that would be really useful because the next topic we have is about funding and police numbers. Assembly Member Pidgeon?

Caroline Pidgeon MBE AM: Yes, that is right. I would like to ask the Commissioner. Thirty-two thousand police officers is the number we were told. That is what [Sir] Bernard Hogan-Howe QPM [former Commissioner of Police of the Metropolis] told us how many we needed. We have not had that number since March 2012. The Mayor last week talked about how New York has 36,000 officers. We have been told - it might have been at the Budget [and Performance] Committee - by your Deputy Commissioner that you are looking to budget now even down to 30,000. Do we still need 32,000 police officers in London?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): I would like lots and lots and lots of funding, people and not of course excluding police officers, but, as you say, we have been a police service which has been providing a service for many months - over a year, in fact - at less than 32,000. You will not have heard and you will not hear me say today, Caroline, that we need 32,000 police officers.

We have a real challenge going forward. I would like to look forward. We have a real challenge - and Craig [Mackey QPM] will talk about this a little bit more and I know many of you are very expert in this - when we see the reduction in budget and the savings we need to make over the next few years. As you know, we believe we need to make £400 million pounds worth of savings and you know that we have already made somewhere around £700 million worth of savings. Inevitably, as when I was last here at the Committee, having done all the other efficiency work pretty much that we can think of, it is inevitable unless we get more funding that we are going to reduce police officers further, as Craig said last time around. They are going down.

We can become more productive. We can become more efficient. We need to get as clever as we can about focusing, as I said before, on the things that matter most, but it is going to be a stretch. That is for sure.

Caroline Pidgeon MBE AM: Last year when we looked at the budget or at the beginning of this year, the £38 million that was taken out, which was the money so you could recruit up to 32,000, we were told, would go back into the 2018/19 budget. From what you are saying, that sounds unlikely.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That is the adjustment that took us to 31,400. I have these numbers committed to memory. Clearly, we have not set a 2018/19 budget yet. We are in the process of doing that and one of the key things is the Autumn Statement and the funding announcement. However, realistically, at the moment, we are projecting - and from the work we have been doing with the Deputy Mayor's team - an establishment next year of circa 30,000. For the 2018/19 year, it looks like circa 30,000. Obviously, there is a huge range of variable dependencies still to understand in terms of that and you all know from the helpful work done by the Budget and Performance Committee that they highlight some of those things, like the challenge of one-year settlements.

It feels somewhat embarrassing to be sitting here with a £3.2 billion public service and not know what the budget is going to be in in April next year. We can project it for then. We know further on out, if the projections stay as they are, it is going to only continue to come down. We have talked about in the early part of this most of the demand indicators going up. Let us take the politics out of this completely. If you just assume you are getting flat cash all the time - and you can debate what it actually means - that is going to leave you a gap. You can cover some of it by being more efficient and more productive and realistically you can do back 1% to 3%, probably, tops in that way. Everything above that has to be reductions and looking at

how we deliver services differently. We have spoken before about the range of work we are doing in the transformation programme that we hope will allow us to continue to deliver that service with fewer people.

Caroline Pidgeon MBE AM: Basically, you are looking at budgeting for 30,000 officers. Does that mean you are now just turning off the recruitment tap?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No. We are trying to keep recruitment. We have had a long debate about this strategically. Whatever happens, we want to keep some recruiting going for a whole variety of reasons. If you stand down your recruiting – and we have both been involved in doing it elsewhere and here in the past – it is quite hard to resurrect it when you need to. Therefore, we want to keep that coming for all the right reasons.

We have discussed before how in an average year the MPS turns over somewhere between 1,600 and 1,800 people and so we have quite a turnover room anyway. That is perfectly normal. That is not more people resigning or anything like that. That is normal turnover in an organisation of our size.

Caroline Pidgeon MBE AM: Say you lost 1,800 officers this year. You would be looking to recruit, say, 900 or something, far fewer?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It would be 500 or 600 next year and then we would look at how we do it, but that is why it is so important – and I know it is frustrating for everyone – getting those plans in advance. Workforce planning is not something you can sort out at a meeting on a Friday and start everything on a Monday. There is a nine-month lead in for these things.

Caroline Pidgeon MBE AM: You have already factored in back-office savings. You have had the terrible costs of terror incidents. You have the 1% additional pay. The Commissioner has already said that you have done almost everything. Is there any other wriggle room in order to make these savings?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): For obvious reasons, you never say there is none. I just do not believe that intellectually and professionally. We can always drive and try to find more in terms of doing it, but you get into some really difficult and challenging areas about how we deliver the services and where we deliver them in terms of some of those back-office savings. You will be aware because we have discussed it in the Budget and Performance Committee of some of the things we have already done.

It is then trying to understand and it is the bigger thing for us is trying to understand. Where is public-sector pay policy going to go in the next two or three years? We discussed at the Budget and Performance Committee how 1% is a £25 million hit. I am absolutely not saying that people do not deserve to be paid well. They do an amazing job and should be paid well, but we need to understand the implications of that. When we started these financial projections, we were looking at inflation below 2%. If current reports are to be believed, we could be seeing 3% inflation rates. That all has to be absorbed somehow.

Caroline Pidgeon MBE AM: Finally, perhaps to the Deputy Mayor, in your quarterly performance reports you talk about an additional 448 DWOs. I should put on record that I think safer neighbourhood policing was the best thing the MPS ever did and I am a really big fan of it, but these are for the busiest wards, an extra 448. Are these absolutely guaranteed or may those roles be at risk if you are seeing the police numbers go down to 30,000 and the stretch that you have already described this morning?

Sophie Linden (Deputy Mayor for Policing and Crime): The commitment to have two DWOs is absolutely a firm commitment. For Assembly Member Prince, the majority of communities and residents that I speak to absolutely believe that they make a big difference to their community in terms of being able to police the community and know the community and the community know them.

The additional DWOs we really hope we will be able to do. Whether we can absolutely meet that number we will have to wait and see in terms of the budget and what happens because that is --

Caroline Pidgeon MBE AM: That is more of an aspiration at the moment than a commitment?

Sophie Linden (Deputy Mayor for Policing and Crime): It is an aspiration. It is a really important aspiration, but in terms of our modelling around workforce, it is very difficult. In terms of wriggle room, there is very little wriggle room. We are doing everything we can in terms of transformation, but that takes time, and then we know we start digging in and cutting into officer numbers and staff. That is what is extremely uncomfortable and worrying.

Caroline Pidgeon MBE AM: Lovely. Thank you.

Sian Berry AM (Deputy Chair in the Chair): Before we move on to the next question, can I ask one further clarification about this? We have an update to the workforce numbers alongside the crime figures that we were given and it seems that for police officers we are at just over 30,000 now or 30,500. However, proportionally, the reduction in other kinds of staff is higher. Percentage-wise, there is a higher reduction in police staff, Police Community Support Officers (PCSOs) and specials. Can you speak to that as well?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. The first round of transformation -- and colleagues from the Budget and Performance Committee made that very point a couple of years ago. The key figure to remember -- there is a lot of talk that the MPS has done no transformation because it has not lost anyone. We have lost the same as everyone else. The national average on loss of your paid workforce, which is everyone, is about 9%. We are about 8.5% but ours has fallen in police staff, PCSOs and other roles. If you remember, a lot of our early transformation was around transforming how we deliver our back-office services, which did have a disproportionate effect on police staff. I know a number of Members have spoken to police staff colleagues, some of whom are on their third and fourth round of applying for their job again as they go through a redundancy-type procedure. We have contracted quite a size already. No, it was entirely predicted back when we did the financial strategy back in 2012 and we expected to see that.

Sian Berry AM (Deputy Chair in the Chair): The PCSOs are not back-office staff and they are down 11%.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, but for PCSOs, with the exception of the posts on neighbourhoods and the posts that are in the TfL contract, we looked at all those other non-funded posts. There is also a challenge, without getting too technical, with police staff and police officers, of course. Once we employ a police officer, we cannot make them redundant. I am not sitting here arguing that we should, but we have limited flexibility. For an organisation, we spend 74 pence in every pound we get on people. If we have a big movement in money, it is going to affect people.

Sian Berry AM (Deputy Chair in the Chair): Thank you.

Sophie Linden (Deputy Mayor for Policing and Crime): Can I just pick up on that point because it is a really important point to try to really understand? You are seeing police officer numbers come down now and members of the public or you might say, "Why are they reducing now when you do not yet have to?" In terms of the budget going forward, we know that we have this significant gap and so we cannot just reach a certain level and can then just stop. You asked about recruitment. It is really important that we continue to get some recruitment through, particularly in relation to diversity. If we stop recruitment, we are going to stop the improvements in diversity in the MPS that we all have signed up and to think are important for policing in London.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Also, I was out for two years and I have come in and what I have found is an organisation which has thoroughly transformed itself in many respects, which is very much more efficient, which is very much more productive in many ways and is smaller than the one I left. People think we are starting on this difficult road of losing resources now. We are not. We have been doing it for several years, but we are now, I am afraid, in a position without the wriggle room of going into police officers.

Sian Berry AM (Deputy Chair in the Chair): Thank you.

Keith Prince AM: Just questions to the Commissioner, if I may. Do you think that a retained police officer scheme similar to that we find in the Fire Brigade would be feasible for the MPS?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): We are not looking at this actively now. There is a pilot going on in the Leicestershire Police and I am aware that the Budget and Performance Committee did suggest this as a possibility and so it is something that I am open to in the longer run. It is not something we are looking at right now. We have a whole load of other things that we are trying to do and I want to see how Leicestershire gets on to see whether it would work for us. It is not without complexity and it is not without cost but it is not one we are going to try now.

Keith Prince AM: In principle, would you be sympathetic to it or are you dead against it, would you say?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): I am not dead against it. I just am not going to start doing it now.

Keith Prince AM: Thank you.

Tony Arbour AM: Related to that, Commissioner, in your previous incarnation with the MPS, you were very keen on the special constabulary.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Yes.

Tony Arbour AM: The numbers of special constables have halved in the past four years. I know that you have sought to convert special constables into being fulltime warranted officers. Is this what accounts for what I would describe as the catastrophic decline in the number of specials?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Craig [Mackey] may want to come in as well, but you will remember there was a huge increase coming up to, during and immediately after the Olympics. That was very deliberate. It was not quite at the levels that were expected at some stages but still a very large increase in specials.

Absolutely, we have been encouraging our specials who want to and are qualified to come across into being fulltime police officers and there is a very healthy flow of those. Of course, as you will be aware, they bring with them masses of skills from their other lives and, secondly, a great deal of diversity. They are very often great police officers. In the next couple of months, we will have several specials coming in to be detectives under the detective direct entry and that will be very positive as well.

However, we did find that perhaps some of the people who came in as specials when we really grew very fast - and this is not an uncommon phenomenon - perhaps had not all come in for the very best of reasons and we were not probably managing to manage a specials workforce of that scale as effectively as we should. Therefore, I can understand why we have gone down.

That said, I have been looking at lots of other forces and what they are doing with specials and they have all sorts of interesting things happening, a little bit more imaginative than perhaps we have been in some respects. What I am seeing, as I said, is that the public wants to help and they want to get involved and lots of people are saying to me, "What can I do? Perhaps I could become a special", all sorts of people. I would like to see us having well-managed, well-supported people from our communities involved in all kinds of ways in policing, including more specials potentially and certainly using specials in different sorts of ways. There is lots of potential there.

However, again, it does not come without cost. It is not a free thing, as you will remember, Tony [Arbour AM].

Tony Arbour AM: I take your point about this. I have been looking at the MOPAC spreadsheet on this and the decline. It is true that that was close to the high point and the high point was indeed in 2013, but it has been declining month on month on month. I would have thought that you would have weeded out perhaps the bad eggs or the people who have come in for the wrong reasons.

I note that it varies substantially from borough to borough. For example, in one of my boroughs, Richmond, the number of specials has fallen by two thirds. I am hard put to think of any conceivable reason why this should be because Richmond is one of the boroughs where confidence in policing and support for policing is exceedingly high, one of the highest in London, and yet there appears to be this very substantial decline.

You have just again repeated about all the goodwill that there is for policing. Why is this not being reflected in recruitment of specials?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): If I may, also in that period, there was a change in the way general recruitment worked. You will recall that probably back in 2011/12 you basically either had to be a member of the Special Constabulary or a PCSO to come through to be a Police Constable (PC). During the period we are looking at, that changed, and so some of those incentives to spend time in the specials may have moved with it. There are a number of levers that have changed during that period.

I agree with you about the decline and there is some work to do around how they are supported at a local level and the thing that is interesting is exactly as you say: when you look at it at a borough level, it is quite different across boroughs, which to me says something about how they are supported, how they are used, how they are utilised and how they work on a daily basis.

Tony Arbour AM: Can I ask related to that? Forgive me, Chair, but this does relate to the best use of manpower and the thing about the retaining of police officers. I am right in thinking that the specials were headed up at the Yard by a reasonably high-ranking police officer. What is the rank of the person who is now responsible for specials?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): They come under Commander Julian Bennett, who has a whole portfolio of responsibilities, but he is the lead for specials.

Tony Arbour AM: Was there not a single officer who was responsible for this? I am trying to recall the man's name. I thought it was Barrible or something like that.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): John Barradell OBE [former Chief Officer, Special Constabulary, MPS].

Tony Arbour AM: That was his thing. He was the man who was responsible for specials. It was not a tiny bit - forgive me - of that of a Commander's portfolio. It was a substantial thing. Has that all gone?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): We still have a leadership structure within the special constabulary. We do. We have senior specials at various different levels and then they work under the wing of Commander Bennett.

Tony Arbour AM: Thank you. I wonder, Chair. This may be something we should be looking at because certainly we were exceedingly keen on encouraging the Special Constabulary. We saw this as a great thing. I will be sorry to think that this goodwill which you say, Commissioner, is available to us is not being harnessed in this way. Thank you very much.

Sian Berry AM (Deputy Chair in the Chair): We can look at how we might consider it in the future. We need to move on to the next topic now, which is moped-enabled crime, and Assembly Member Hall will come in.

Susan Hall AM: Thank you very much. My first question is to the Deputy Mayor, please. Earlier, our Commissioner told us that she was shocked with what was happening with moped crime, as indeed most of us here certainly are. The number of moped crimes has more than doubled in the past year and so would you say it is now getting out of control?

Sophie Linden (Deputy Mayor for Policing and Crime): We have all been really worried by the increase in moped crime, absolutely. We have discussed it quite a few times in here in terms of boroughs and in terms of it spreading. It has been really challenging, but the Commissioner has said today already that moped crime, yes, has increased but, in terms of the enforcement actions and the partnership work that is taking place, it is only very slowly beginning to look as if it is something that is becoming more under control. Yes, it has been very challenging and it will continue to be challenging, but it is something that is being brought back under control. That does not mean that it is not going to continue to be an issue in the months and months ahead and one that is an absolute priority in terms of the MPS and their work.

Also, in terms of my own work and in terms of what we can do in the world of MOPAC, I recently chaired a meeting with nearly every local authority in London to work with them with Secured By Design and with

Commander Julian Bennett, in fact, to look at what they can do - because one of the issues is around the theft of mopeds and motorcycles - to really look at what else we can be doing to make sure there is security around mopeds and what local authorities can do. This is an enforcement issue but it is also an issue that everybody in terms of partnerships needs to really work towards tackling and we are tackling it at the moment.

Susan Hall AM: You feel it is now getting under control?

Sophie Linden (Deputy Mayor for Policing and Crime): It is beginning to. As the Commissioner says, there are early signs. I am not saying it is no longer a challenge. It is an absolute challenge and it will continue to be a challenge in the months ahead.

Susan Hall AM: Thank you. Commissioner, what is the MPS's approach to dealing with reports of stolen mopeds ahead of them potentially being used to commit crime?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): As Sophie said, we have put considerable effort into trying to stop them from being stolen and there are a whole variety of things going on with the government locally and with the industry. If they are stolen, then, of course, as soon as we hear of the theft of a scooter or moped, as would be normal with any vehicle, the fact that it has been stolen will be recorded and it will go on to the police national computer. It will also feature, therefore, in the automatic number plate recognition system and so it will trigger if it goes through a particular point the fact that that is a stolen vehicle.

Then, of course, in our hotspot areas in particular, we are doing a huge amount of work to make sure that we try to respond to that really quickly and really effectively. I cannot expect that every time a scooter is stolen, immediately the massed ranks of the MPS are going to be after that particular scooter. However, in the hotspot areas and with the approach that we now have, absolutely, all the local officers will have that on their channel and they will be told, "This one has just been stolen", and they will be out there trying to find it. If they find it and it has been left somewhere, then there is a decision for them whether the best thing is to take that in right now - it may well be and that may be what the owner would want - or they may perhaps keep it under surveillance. What we have frequently now is arrests being made when people approach the stolen moped and those people are people who are intent, no doubt, on using that moped in other even more serious crimes. That is broadly the approach.

Susan Hall AM: Are you finding that it is more individual thefts or is there something deeper underneath? Are there gangs looking to steal them to do that more organised crime?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): There is a range, undoubtedly, and of course vehicles have over the years been stolen for a variety of different reasons, but what we are seeing in terms of this huge increase in the theft of the scooters is that the vast majority of them are going on to be used in other crimes. Some of these are highly organised. Somewhere there is an organised criminal network who are tasking usually younger people to both steal the vehicles and then either the same or other younger people to ride them to carry out the robberies. Some of it is a little bit more informal, if I can put it that way, and people are just seeing an opportunity. They are seeing something on the web about "This is how you do it", sadly, or, "This is a great way to make money quickly". It is quite a variety of offenders.

We were seeing, for example, very good results, as we would say, last week at court. We had three, sadly, young people with over 100 offences of robbery between them or snatches or thefts. These are probably relatively small numbers of people who are determinedly doing this in lots of parts of London, both the stealing

and then the robbery. Of course, because it is not huge numbers of people, it lends itself more to targeted work and intelligence work. That is one of the ways in which we are beginning to get on top of this: by targeting the prolific offenders and targeting the people who the phones are sold on to. It is usually a phone that is being stolen.

Susan Hall AM: Thank you. Our [Conservative] leader in Camden, [Councillor] Clare-Louise Leyland, is particularly concerned about Camden because of the amount there. That is, I take it, one of the real hotspots.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Yes, quite. Camden has been a particular hotspot from almost the beginning of this phenomenon.

Sophie Linden (Deputy Mayor for Policing and Crime): Assembly Member Andrew Dismore has been raising this and has been raising it for quite a long time and he is not here today to say but it has been an issue in Camden and has spread from Camden.

Susan Hall AM: Are you looking more at gangs? Where you get the hotspots, are you more likely to have gang association with it or is it just random?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Yes, that would be reasonable. Yes, that is a good assumption. If it is happening in a particular area repeatedly, it is likely to be the same offenders and is likely to be potentially gang/network-related.

Susan Hall AM: Thank you. To the Deputy Mayor, at the start of this year the Mayor wrote to the Motorcycle Industry Association to ask about working more closely to design out this type of crime. What response did you receive and what have you and the Mayor done since then?

Sophie Linden (Deputy Mayor for Policing and Crime): The Mayor did write to the Motorcycle Industry Association and since then there has been a number of meetings between officers from MOPAC and officers from the MPS to discuss with them what they might be able to do to design out the crime, as the car industry did decades ago. You used to be able to just steal car radios and that no longer happens because of designing out crime. There have been a number of meetings.

Progress has not been quick enough and it is something that we need to go back to the Motorcycle Industry Association about because they are a global industry and they do see this more as a London problem. There is more that they can do. It will take time, even if they do start to take measures to design out the crime in terms of the motorbikes that are being produced now because there is a vast number of vehicles on the roads now that have not had that happen to them and are not secure by design. It is something that we are continuing to talk to them about.

Susan Hall AM: Have you made any movement with that at all?

Sophie Linden (Deputy Mayor for Policing and Crime): Frankly, progress is disappointing with the industry in terms of changes to security by design and designing out crime.

Susan Hall AM: Have you spoken to the insurance companies about putting pressure on them?

Sophie Linden (Deputy Mayor for Policing and Crime): We have been talking to insurance companies about that and, also, the Mayor has written to the Chief Executive of the Driver and Vehicle Licensing Agency

(DVLA) to talk to them and to ask to ask them that when the notices go out when you have to renew your vehicle excise or your tax or whatever - I do not have a motorcycle or a car and so I have forgotten what the terminology is - to have reminders about how important it is to secure your motorcycle or your moped. We have written to the DVLA to ask them to do that and we are waiting to hear back.

Susan Hall AM: You said earlier that you spoke to most of the boroughs. Which boroughs did you not manage to get to?

Sophie Linden (Deputy Mayor for Policing and Crime): I would have to go back to the attendance list. We had a meeting here. I would be surprised if all but one or two of the boroughs had attended. I can let you know that. I cannot remember off the top of my head. It was an extremely well attended meeting.

All the local authorities have been very on-board and very keen to understand how they can work together. There have been some fantastic programmes like in Wandsworth where the police and the local authority have done some really excellent work in terms of working together to look at what enforcement needs to happen and what else the local authority and partners can do not just around secure parking but to look where perhaps stolen vehicles are being kept in lockups or garages in the borough. There is quite a lot of work that is coming out of that meeting.

Susan Hall AM: Thank you. Finally, to the Commissioner, what more does the MPS need from City Hall and the public to prevent this type of crime from occurring?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): It would be great to have further support on our prevention campaigns. For example, we have something called Be Safe, which is about how people can keep themselves safe when attempting to take out their mobile phone on the street and, secondly, about keeping the bikes safe. We are having quite a lot of impact with bike owners and scooter owners about how they can themselves keep their scooters safer. It is quite clear and it is quite simple and people are responding well to that. I have talked to lots of scooter owners who have changed their practice in the last few months.

I would say I am cautious about this, but we are - to quote your phrase and Sophie's - beginning to get some measure of control. For example, in the last three months as compared with the previous three months, we have a significant decrease in the number of scooters being stolen, about 15% or just under. I am beginning to see some impact.

Secondly, though, we are working with the Crown Prosecution Service (CPS) and making sure that we have an effective understanding locally of the challenge and indeed in the courts that we have an effective understanding of the impact of this type of crime. That is important; Len's [Duvall AM] point about deterrence.

Anything that City Hall can do to raise this as a serious issue without getting people utterly terrified that this is going to happen to them on every street corner because it is not, but this is really a big problem amongst, I am afraid, a relatively small number of young men. It is all boys, as far as I am aware. That would be really gratefully received. You will see over the coming months that we will be doing quite a bit of publicity around what we are doing and some of our enforcement work, which is beginning to really bite, resulting in people getting locked up and getting some quite long sentences.

Susan Hall AM: Thank you very much.

Tony Arbour AM: You mentioned, Commissioner, that younger people were being tasked - I think that was the word that you used - to carry out these crimes. Is this because they will be tried as juveniles if they are arrested and therefore the penalties mean that the risk reward, if you like, is comparatively small?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): I think that may be one factor in the mind of - I will use the word 'gang' - a more senior person in a gang. I know many of you are very familiar with the issue of gangs in London but I had the opportunity last week to go to a prevention seminar, if you like, with very young children. We have some fantastic things going on across London with eight, nine, 10 and 11-year-olds to try to warn them about the dangers of gangs. In a really simple way, the facilitator explained what the older and more senior people in a gang will do to bring somebody in, sometimes at a very young age, unfortunately, and how they will groom them, how they will perhaps put pressure on them, how they might bully them, and then a little bit about why. I found it really interesting just to listen to something that was being explained to a 10-year-old. It just put it really clearly.

Yes, there is a perception among senior gang members, as you say, that a younger person may not be so likely to get stopped and searched or may not end up having such a significant sanction for a while as they would. Frankly, a lot of the more senior - for want of a better word - people think that it is beneath them to do that sort of work and they can make a lot of money by organising a lot of normally more vulnerable younger people.

Tony Arbour AM: Yes, these are like Fagins, are they not the organisers of this? I am interested. The reason I raised the point about juveniles and the lesser sentences is that there are ways in which the courts can deal with this, are there not, for example, by imposing Criminal Behaviour Orders (CBOs)?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Absolutely, yes.

Tony Arbour AM: Is it policy right across the MPS to say to the CPS that in court they should be asking for these? It seems that these are not generally imposed. You have just spoken about the impact of these offences. Ought it not to be part and parcel of the thing that, as we say with knife crime and things like this, two counts and you are out and all of that kind of thing and, if you are going to be prosecuted for taking part in this kind of offence as a juvenile, we will seek CBOs on them?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): I will take that away to see. I cannot give you the definitive version, I am afraid, Tony, on the extent to which they are being used or how that is working in volume terms, if you like. What I can say, having spent quite a lot of time with the guys and girls who are dealing with moped-enabled crime and scooter-enabled crime, is that they are absolutely alert to all the possible ways in which they can impact on these people, which includes every manner of order and use of both criminal and civil legislation. They are highly alert to that and they are asking the CPS for everything they think they can get.

Tony Arbour AM: That may be, Deputy Mayor, something. You just asked the question: what could City Hall say in relation to this? We could draw attention to the fact that there is in fact this arsenal of penalties rather than the single charge which is often bought by the CPS on this matter. Maybe that is something you can do.

Sophie Linden (Deputy Mayor for Policing and Crime): Absolutely, and it is something we have discussed and it was one of the discussions that happened at the meeting with the local authorities around

CBOs. They are useful. They have pros and cons to them in terms of what happens when someone breaches a CBO and they can be quite difficult to get as well, but it is definitely something.

In terms of enforcement and in terms of going back to Len's [Duvall AM] question about the outcomes, in terms of catching those young people that are committing these crimes, it is absolutely a priority and then they have to have the right sanction that can deter as well as try to rehabilitate to make sure that they do not continue to do this. It is a real challenge. In terms of whether we are getting on top of the problem, there is no complacency whatsoever. There are some early signs but, actually, this is going to continue to be incredibly challenging. It is a difficult area to police. There are difficulties around how easy it is to steal a moped. There are difficulties around what they are stealing and how easy it is to then make quite a bit of money out of what is being stolen. It is a complex area and will continue to be really challenging. There is absolutely no complacency here.

Tony Arbour AM: Thank you, Chair.

Unmesh Desai AM: I have two quick points for you. Commissioner, in late September, the Home Office announced that they will be reviewing the law around police pursuits. What would you like to see from this review?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): We know that our officers feel very strongly that when they are skilled and trained to carry out a pursuit, they should be able to drive without fear of prosecution, if you like, within their training and their skill ability. There has been, as you probably know, some concern that when it comes to an event when somebody has, for example, come off their scooter, the officer will be investigated and dealt with in the court in the same way as an ordinary member of the public if they were driving in that manner. It causes a real concern for the officers that something may go wrong, for want of a better word, in a pursuit and that then they will find themselves subject to a very long, very burdensome, very worrying investigation and potentially - from their point of view, God forbid - a prosecution, when they have simply, if I could put it this way, been trying to do their job both within their training and their very high level of skill and to keep the public safe.

What we would like to see is the Home Office looking at whether there is some way in which the fact that these are highly skilled, highly experienced people in a vehicle that is designed to do what they are asking it to do could be taken into account in these processes. Nobody wants to see young people injured or - God forbid - even worse killed in the line of pursuit and you will know how restrained my officers are and how professional they are. Twenty-four hours a day, sitting in the control room, there is an officer of super skills in terms of pursuit and, as soon as the word comes up on the radio that somebody is intending to start a pursuit, they start giving a commentary and they are explaining what they are doing. That person can - and frequently does - say, "Stop, this is too dangerous", or give them advice about how to carry on and who needs to be doing what to make it a safe pursuit. It is a highly regulated set of events.

I believe that it is important that we do not have - as has, I believe, been tried with awful results in some places - a no-pursuit policy. I have no intention of going anywhere near that. I want my officers to feel that they will be protected properly, whilst held to account, of course, by the law when they are trying to do their jobs to the best of their ability.

Also, as a subsidiary issue, Craig [Mackey QPM] and I will be talking to the Home Office and to the Independent Police Complaints Commission (IPCC) about some of the regulations which cause them to act in

certain ways in terms of their investigations that none of us think are particularly helpful and, again, do not give confidence to the officers.

Unmesh Desai AM: Thank you. In fact, you answered my second question, Commissioner, which was about the no-pursuit policy. I am glad that you put on the record that --

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): We do not have one.

Unmesh Desai AM: -- there is no such thing because --

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): No such thing.

Unmesh Desai AM: -- I represent Dagenham and Rainham and this is an area where there is widespread concern about moped crime and in particular this perception. This is a perception because I had this in writing from one of your officers back in April. I cannot remember the officer's name, but he said what you just confirmed: there is no such thing as a no-pursuit policy and you look at each situation on a case-by-case basis.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Absolutely. In fact, what I can say is that there has been almost a doubling in the number of pursuits in the last year. Many of those do not last very long, I am glad to say, but we have almost doubled the number of pursuits. Anybody who says there is a no-pursuit policy is not telling the truth.

Unmesh Desai AM: I will finish on this note. I applaud your efforts in this area. I know that your officers have a very difficult job to do in such a situation. I know that the good people of Dagenham and Rainham would welcome the message that you have just given us.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Thank you.

Unmesh Desai AM: I will make sure that the message is conveyed as widely as possible in Dagenham and Rainham.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Thank you very much. If I may say so again, stand by for further announcements in the following months as to what we are doing to really bear down in terms of enforcement against this crime.

Unmesh Desai AM: I am grateful. Thank you.

Sian Berry AM (Deputy Chair in the Chair): Before we move on to the next topic, I have one further question about the prevention side of things. I know you have been discussing it with the motorcycle industry and with the boroughs. Is there an analysis that you have that you can maybe share with us about the kinds of mopeds that are more likely to go missing? I do not mean the models; I mean the sources and uses. Are they stolen from homes? Are they stolen when left by fast-food deliverers vulnerable in the street? Are there more crimes? Is their analysis like that? That would help the boroughs to target the kinds of owners and the users to keep them more secure. I would be really interested to see what you have.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): I have not seen that. I would be very happy to write in with my experts' assessment of that and they may have done more work than I know about on it. Suffice it to say, as Sophie [Linden] has said, it is true that the vast majority of scooters are too

easy to steal. They just are. Therefore, where they are visible, unless there is heavy locking and that kind of thing, they will be easy to steal if they are out in the street or on your driveway, much easier than I would like them to be.

Sian Berry AM (Deputy Chair in the Chair): I have written Mayor's questions (MQs) about that as well to do with secure parking and so, hopefully, we will get some answers back. Moving on, as the Chair normally says at this point, can we pick up the pace a little bit? We now have three more final topics to cover before the end of the meeting, starting now with hate crime, which Assembly Member Pidgeon will pick up.

Caroline Pidgeon MBE AM: I am going to try to be as quick as I can on this issue. Hate crime has clearly gone up in all categories; although, just as a side point, we need to really look at the figures from MOPAC because in MOPAC's latest report it claims disability hate crime has fallen by 25%, whereas I look on the MPS's website and it has gone up 75% in the last year. Whether we are looking at different things, we do need to make sure that we have very clear figures on this.

Can you give us an update on the position with all types of hate crime in London and what work the MPS is doing to demonstrate its zero-tolerance approach, Commissioner?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Thank you. I will not get into debate about figures right now --

Caroline Pidgeon MBE AM: Yes, exactly.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): -- but suffice it to say, as you say, it has been going up. If we go back to 2011, we had about 9,000 offences that would be now categorised as hate crimes and now it is nearer to 20,000, just over a doubling. As we have discussed before, a large proportion of that, I do believe, is to do with increased confidence to report and record and all the different ways in which we try to encourage people to feel confident to do that, not least the work of the third-sector people like Tell MAMA (Measuring Anti-Muslim Attacks), who have been very proactive.

Included in that of course is the huge increase in online hate crime and, again, that lends itself to a very proactive approach by organisations such as Tell MAMA or the Community Security Trust (CST) because with analytics you can find hate crime that might otherwise not have been made known to us. That is an overview of what is happening in volume terms.

It is something we take very seriously. You will know that in October 2016 we put 150 Hate Crime Liaison Officers out there. Their job is to talk in communities, to meet with people internally and externally. They have awareness days of one sort or another and they talk of course to our key partners about how we are doing.

This week, of course, is Hate Crime Awareness Week. We had an event last week to signal that this was coming and our DWOs and our Hate Crime Officers are out in, for example, synagogues, mosques, lesbian, gay, bisexual and trans (LGBT) venues and various other places, raising awareness, helping people to understand how we will respond and that, yes, we do have a very strong policy about trying to protect the vulnerable and investigate effectively and bring people to justice.

You will know about our online hub, Caroline. It is taking now about 40 to 50 cases a month. Nearly always, in the vast majority, this is about race hate and again the vast majority emanates from social media. The vast

majority do not reach an evidential threshold. That does not mean we do not do anything. We do, but they are not going to result in a criminal prosecution. We also find that a large proportion of people, perhaps 50%, online just want it to stop and they are not looking for a prosecution. They just want it stopped now. They want to be given an effective, quick, sympathetic response and then they want it stopped. There is a lot that we are doing and will do no doubt in the future with the companies and to encourage people themselves to deal with the companies to get the material taken down as strongly as possible.

Stop Hate UK you may be aware of. It is a charity that we work with a lot. Just this week, one of our Detective Superintendents, Shabnam Chaudhri, as some of you will know, won an award from them for her great work in terms of online and other forms of hate crime as well.

We are really serious about this. I have to say, when I look back over the last six months, we have seen, as you know, the spikes after the major terrorist incidents, with the exception of Parsons Green, which did not appear to result in any particular rise in hate crime. You also know this is something that I have been working on since 2000/01. I take it very seriously. It is a hugely important thing for the police to contribute effectively to help keep London's communities as integrated as they are and as peaceful as they basically are. One really bad hate crime can, of course, cause all sorts of tensions and we have to respond to them as effectively as possible.

To reassure people, a very serious crime such as GBH involving hate is very rare and, even at the numbers we are talking about, you are talking about a small handful per borough per day, two or three per borough per day, most of which are car-parking disputes or neighbour disputes in which hatred is part and hate speech is used. We are not talking about gangs of violent extremists going around causing physical harm to people. That is not the nature of London.

Caroline Pidgeon MBE AM: Thank you very much for that overview. You have Borough Command Unit (BCU) pathfinder sites. How are they helping to strengthen your response to hate crime?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Thank you. Members will be aware of the - so far - two pathfinders and part of that approach is to bring together all the people involved in what we might call safeguarding, including hate crime, across the borough boundaries. That creates greater expertise. It creates greater flexibility. It creates greater resilience. We - the Deputy Mayor [for Policing and Crime] and I - will of course be talking more about the results that have come from the pathfinders over the coming months and how we have seen those and how we assess those. In general, both the pathfinder sites feel that this has considerably strengthened their ability overall to deal with protecting the vulnerable, but there is much further to go with this.

I am aware that there is some concern from some that there is a potential for hate crime to be squeezed out in this chain and I am absolutely determined that that does not happen. I have not seen any sign of that in the pathfinders, but it is certainly something that I will be very alert to. Clearly, with a very high volume of sexual offences, offences involving the vulnerable and children, and then hate crime as well, we need to balance all three.

Caroline Pidgeon MBE AM: That was helpful. Thank you.

Unmesh Desai AM: If you could just move on, Commissioner, to the Online Hate Crime Hub, which was set up in April 2017 - or Craig, either of you - but because of time I will try to be very specific in my questioning.

Firstly, the scale of online hate crime in London: can you just give us a picture of where we are, successes, lessons to be learnt? Has it helped you to improve your understanding of the scale and nature of the problem? Just give us a general overview of things and where we are.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Sure. As Cressida [Dick CBE QPM] covered, we are seeing about 40 to 50 cases a month coming into the online hub. It is predominantly in social media. In all of this, there has been a common theme, has there not? We have talked a lot about hate crime and types of hate crime in what I would call the public space and then hate crime in what is public space but is in this social media world. The online hub is giving us much more experience of what is in there and also the scale and threshold of the problem. It is giving us a greater understanding of an area of hate crime that realistically, without that facility, we are not so visible on. It is working in that space in terms of doing it.

It gives us an opportunity as well to look at trends across borough boundaries and across the whole of London, which, again, is useful.

There is work ongoing and as recently announced around moving to a national hate crime hub and the National Police Chiefs Council has been asked about leading that and setting that up. That is quite an early debate. We think at the moment that could potentially be very complementary to the work we are doing because one of the challenges is, as you will know, if you are a victim of something, it is quite hard sometimes with our policing model in England and Wales where you go, "If I was living two miles that way, I would report it this way. I am living two miles this way and so I report it a different way". We hope that that work around the national hub will borrow some of the practice we have learnt and hopefully replicate and potentially add something to what we have already done.

Unmesh Desai AM: I will come to the social media in a minute. I have two questions of more of an operational nature.

You talked about how it helps the police to build up a picture of what is going on across boroughs, which is all very important. You need evidence and so on, but in terms of actual action, how does this translate into a police response at borough level and at the local level?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): As Cressida [Dick CBE QPM] covered in the introduction to the online, there is a challenge with some meeting the evidential threshold and we have discussed before how the challenge is, particularly in social media, about the level you have to get to support a prosecution. We know that some are not meeting that evidential threshold. What they do, though, is they develop something that is then available for individual investigators. Effectively, a lot of the work is done for the investigator and can be passed on out. We have seen that real lines of inquiry and real investigations can come on out to boroughs as part of that work. It is absolutely part of what we have. The majority, as we said, relate to race hate and a majority are coming from Facebook and other social media sites.

Unmesh Desai AM: In regard to social media, what is your relationship like with people like Facebook and Twitter, if press reports are to be believed? Unfortunately, Assembly Member Len Duvall has had to leave to deal with some urgent matters, but he has dealt with the issue of encryption and all those other problems.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): I think there are probably two levels to the response to that. Some of those issues we have discussed before about the wider issues about encrypted data at that level. At this level, all the social media companies are trying to be far more responsible when you are entering on an individual level. We have spoken before about the work we do around getting

posts removed, about trying to get particular sites and places closed down. That is a developing relationship that law enforcement has with social media companies. They are not here to answer but I think they would say they do feel the pressure in terms of the work we do and where we say, "Look, a number of these providers have to have a different stepped level in response".

Sophie Linden (Deputy Mayor for Policing and Crime): Can I just say in terms of the social media and in terms of the Online Hate Crime Hub? It is about enforcement; it is about investigations but it is also about providing support for victims and that is probably what is different to the National Hate Crime Hub which is about the reporting mechanism which will transfer the reports back down to our own Online Hate Crime Hub in the MPS; therefore, there are the victims.

In terms of the social media, of those reports that come in, Google, Facebook and YouTube are part of the board of the Online Hate Crime Hub and are incredibly engaged in that in terms of the reports coming in. I am not talking about the wider issue around hatred on them; it is about reports. That then gets referred to Stop Hate UK, who mediate it and qualify it and look at it. If they believe there is a level of hatred and a level of harm, they ask for it to be taken down.

Just in terms of the reports that are coming through, the vast majority of cases are being taken down very quickly. They are really engaged in this. That is not to say there is not a whole different issue around engagement about what else is on the web, what else in terms of hatred, but in terms of the reports coming through the Online Hate Crime Hub, they are being dealt with quite speedily in the vast majority of cases.

Unmesh Desai AM: Just one question and I will finish off, Chair. I am conscious of the time. 40 to 50 a month is a start and so I will give you credit for that. How do you do it as a service? I certainly have not seen the number all over the place. I am thinking of sort of poster campaigns, it is the reason why I ask this, Craig [Mackey QPM]. I understand the Government has said the national crime hub reduce the burden on frontline officers. Are we looking operationally again at a process that encourages people to report online if it helps relieve pressure on front desk counters and frontline police officers?

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): No. There is a challenge out there; that we know. We know this is an area of crime that is underreported for a whole variety of reasons. This is part of offering that opportunity to access and report in a different way. As the Deputy Mayor for Policing and Crime covered, it is also about what support we can give to those who have been victims of this. That is very much part of it because with some of these, the experiences, people are not seeking and will not support a judicial outcome. They want it to stop and they want something to change. It is quite a different approach. Absolutely, it offers another avenue for people to come in in terms of doing it and also it is --

Unmesh Desai AM: It is not meant as a criticism but anything that helps.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): No. To reassure you --

Unmesh Desai AM: -- the main thing is that people are reporting; I do not care about the online --

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes. To reassure you, I absolutely did not take it as a criticism at all. It is a useful observation but I see it as part of that plethora of ways in which you can come into us rather than saying, "Actually, it all has to come this way". Particularly in this area, we know there is a huge issue around people's confidence and Cressida [Dick CBE QPM] has touched on some

of the work we do; third party reporting and those sorts of things. This is just another part of that in terms of the ability to do it.

People have their own views about whether it will suppress demand or deal with demand in a different way. I suspect this is one of those areas where it will present an avenue for reporting for what is an untapped potential in demand at the moment.

Peter Whittle AM: Craig, you mentioned earlier in that answer that basically 40 or 50 had come in after reaching an evidential threshold. What is that evidential threshold?

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): I do not have the details. We have looked at it previously. I am more than happy to share with you that, on social media, there is a whole range of guidance that came from the Digital Production Partnership (DPP) around when it meets the threshold to support prosecution. I do not have the detail. I will get that for you. I can share it with you.

Peter Whittle AM: Not even just a general --

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): I would be racking my memory. There is a whole range of factors with which the prosecutor will make an assessment about when it works for a threshold for prosecution. A number of it is about quantity, repetition, a range of issues but I will give you that detail. I am more than happy to give you that detail.

Peter Whittle AM: As I understand it, I would have thought that this would be problematic because the standard I thought that was used for definition of a hate crime was the perception of the victim, or indeed, anybody else. This, to me, seems the crucial sub clause in that definition, or anybody else. Basically, anybody who has not even witnessed or seen can report.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes, absolutely but, if I may, there are two different things there. There is reporting and recording the crime. I am talking about prosecution which is different and it always is. We have discussed here before things like crime recording rules. Take out a hate crime; you can absolutely record crimes at a threshold that is there but the threshold to prosecute might be up there and that is quite normal in all of our processes.

Peter Whittle AM: What seems odd about this particular area of crime is that a possible incident goes straight in the statistics, does it not?

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes, absolutely.

Peter Whittle AM: Therefore, that gives the impression of enormous things where, in fact, they might not be crimes that are prosecuted.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Absolutely. You can have hate incidents, hate crimes and hate prosecutions and they are three quite different buckets with a different test for the threshold of recording in each.

Peter Whittle AM: Basically, these 40 cases or such, they could have come from somebody just simply reporting saying, "I have seen this and I think this is a hate crime".

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Some, absolutely.

Peter Whittle AM: That does cause problems for you, surely?

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): We have that in lots of areas of things where you can get things that are an incident that are not a crime. We can have that definition.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): I spoke to a lady yesterday, she came up to me in the street and told me about something she had found very upsetting online. She has reported it. I want to know about it. It may fit in with a trend. It may be something that the company can do something about straightaway. That is all to the good. It may very well not end up with a successful prosecution. She does not want it to anyway but even if she did, it might not but that is the nature of police work. I would not want you to think that, first of all, the 40 to 50 is absolutely not all made up of -- it is about 50% we think, at the moment, that do not reach what we would think of as the evidential threshold test but there is still action taken on them.

Peter Whittle AM: Yes, but do you see that the problem, it seems to me, particularly with this crime, it almost does not need evidence to make it on to a kind of statistic? Is this not the truth though?

Sophie Linden (Deputy Mayor for Policing and Crime): I hesitate to intrude into the complexities --

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): The vagaries of crime reporting.

Sophie Linden (Deputy Mayor for Policing and Crime): -- of incidents reporting to prosecutions. If you look at those reports that are coming through, the incidents that are coming through reports that then get recorded as a crime, there is very little variation. I think what lies behind your question - and forgive me if I am wrong - is that there is more reporting of incidents coming through and when they are looked through, they are probably dropped, therefore, we are not getting a fair view of hate crime in the capital. That is not the case because when you look, you are seeing a pretty good conversion from incidents being reported to crimes being recorded and sometimes, when incidents are reported, the number of crimes goes up because of the number of victims that are there. When you look at it, there is a quite steady stream and it is not that there is a great disparity because of the definition of hate crime and the way that incidents can be reported.

Peter Whittle AM: Absolutely. There is no question about it. If somebody is attacked, or something, in the street, something like that, of course you all know exactly what that is. I am addressing particularly the online hub and the highly problematic things that can arise out of this where basically, essentially, comments that are made, or whatever, can be categorised as hate crime. We talk a lot about hate crime. We very rarely hear examples of what that hate crime might be. We almost never hear it, in fact.

Sophie Linden (Deputy Mayor for Policing and Crime): I find what lies behind that question a little bit difficult because, from my point of view, if you are harassed online or you are harassed in the street, it is the same thing. You are being harassed and harm has happened to you and, therefore, you should report it and the incidents should be looked into properly. The Online Hate Crime Hub gives the ability for the MPS to really have the expertise to do that properly and well which was not the case before.

Peter Whittle AM: I would say it can surely be extended to criticism of ideas and ideology and belief systems. That is the big, big problem. Trevor Phillips OBE [former Chair of the Equality and Human Rights Commission] himself said that, for example, the term 'Islamophobia' is a very problematic one because

essentially, criticism of a religion, for example, or a set of ideas now could come under hate crime. That is a very great worry for you, I would have thought.

Sian Berry AM (Deputy Chair in the Chair): I suggest that we ask for a breakdown of the incidents, the crimes and the prosecutions as you have discussed and potentially the DPP report that you mentioned might shed some light on this as well.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes, the guidelines.

Sian Berry AM (Deputy Chair in the Chair): Thank you. I have one final question in this section, I am really sorry. It is about the social media companies and what you have said about victims of this kind of hate crime, online hate crime, wanting it simply to stop, wanting action to be taken by the social media companies. I have seen quite a few incidents recently of people reporting to the social media companies through their own processes and things that are quite clearly hateful, quite clearly racist not being taken down by those companies. We are getting some slightly contradictory messages in the meeting today, therefore, I know things may not reach the evidential threshold for prosecution, but is it your intention that people should be reporting those incidents through your online hate crime portal as well?

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes.

Sian Berry AM (Deputy Chair in the Chair): In those cases, even if you do not prosecute, you will refer it to the social media companies, give them strong advice from the police that this is a hate incident and that they should take action. It seems to me if you just go through their own processes, quite often they do not take action and a word from the police might lead to that.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): The experiences that the Deputy Major for Policing and Crime spoke about, we are working in that partnership with three of the main social media providers. Non-criminal material is being removed as a result of referrals going from people in the hub, therefore, it can happen.

Sophie Linden (Deputy Mayor for Policing and Crime): My view is that yes, that is fantastic, it is good that the referrals are coming through and going to Stop Hate UK as a trusted partner. However, if there are social media companies where individuals are flagging up; they have their corporate responsibility and they have their policies that they should be taking it down and that is something we need to take up with them because it is very difficult for every individual to report through. They have their own policies for flagging and for complaints and they should be taking that seriously.

Sian Berry AM (Deputy Chair in the Chair): Your view is that people should be using the Online Hate Crime Hub to report these things as well for the time being but we are hoping that the companies themselves do that.

Sophie Linden (Deputy Mayor for Policing and Crime): We need to take it up with the social media companies about how often they are getting reports of hatred online that they are not removing because we know through the Stop Hate UK as a trusted site or trusted partner, in the majority of cases, they are acting quite quickly but clearly, there is probably an iceberg underneath there.

Sian Berry AM (Deputy Chair in the Chair): Yes.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Particularly though, at the risk of putting a fly in the ointment, just as with speech on the street, in a democratic society, taking perhaps what is underneath the question of Peter [Whittle AM], I do not know, it is really important that we, as the police, do not start policing people's thoughts. We have to be very careful about this. We absolutely do. We need to take hate crime seriously and we need to make sure that companies are understanding the issues and listening to their people effectively but we need to be very careful about not starting to police free speech.

Sian Berry AM (Deputy Chair in the Chair): I am thinking of these incidents I have seen recently where it was quite clearly hatred.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Sure.

Sian Berry AM (Deputy Chair in the Chair): We need to move on to the next question which is modern slavery and, Unmesh [Desai AM], you want to start.

Unmesh Desai AM: Again, I will try to be brief although this is an extremely important issue. The Archbishop of Westminster, Cardinal Nichols, has described modern slavery as, and I quote, "The dark underbelly of life in the capital". Chair, we should also record our appreciation for the *Evening Standard's* campaign in this particular area. It is a form of investigative campaigning journalism that unfortunately is a dying trade but we need to applaud it.

If I could just ask you one or two factual questions, Commissioner. Your special team to deal with modern slavery, when was it set up?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): 2013 I think.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): 2013/14 it started and we have seen a growth in referrals to that team.

Unmesh Desai AM: Again, I am just trying to establish: one conviction so far?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): No, that is not right.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): No, that is not the figure we have got.

Unmesh Desai AM: Right. I will blame my briefing notes. I understand that the first conviction under the Modern Slavery Act --

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes, sorry. I was at a meeting yesterday on this with other colleagues nationally around it. You are absolutely right. In relation to the convictions under the provisions on the Modern Slavery Act [2015], yes, but there are other convictions. In 2016, 88 arrests for a variety of offences and, if we have time, if not, I can provide it to you in writing, there is quite a breakdown of the reasons why prosecutions for the Modern Slavery Act do not always come to fruition.

Unmesh Desai AM: Yes, fine. We can establish that my briefing notes are not to blame.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes.

Unmesh Desai AM: I blame myself for misreading my briefing notes. Just to move on, very quickly, what can we do to secure more convictions in this field? I know it is very difficult - immigration status and so on.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes. The biggest issue from the national research - and we are tied in with both the National Crime Agency (NCA) and the national lead on this - is support for the victim. Surprisingly, some people do not consider themselves victims in this. It is hard for some people to recognise when an intervention happens that they have been trafficked or they are there in conditions that are modern slavery, as we describe it. Absolutely the support for the victim. All the research is showing that the prosecutions where the victim is supported post the intervention is the most successful prosecution. That is why the work with other partners in this is absolutely crucial, therefore, making sure that from the moment an intervention goes in, all the things you have spoken about happen but that support over the medium to long term is the most essential to support a prosecution. You will have seen operations across London recently where we have been working with the Gangs Authority, a whole range of organisations around some of those areas, we believe, is most prevalent.

Unmesh Desai AM: London has some of the highest numbers of modern slavery victims in the United Kingdom. Can you give us an illustration of what types of modern slavery are most prominent in the capital and where do these people come from? In yesterday's *Guardian* - I do not have a copy - for some reason, Vietnam seems to be an area that stands out in particular.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): The types of areas we have looked at are things like people have spoken a lot about carwashes, nail bars, some of those sorts of employments; the sex trade and we know that the victims come from a variety of countries. It moves quite a lot. One of the things we look at nationally is with colleagues in both the Border Force, Immigration, and other organisations, is tracking some of those countries where that activity has come from. Earlier on, we saw some work with Eastern Europe, work with the Far East, work with China and that is why it is absolutely important that the outreach we have got with people like the NCA into those countries to understand what we can do upfront around prevention. In West Africa, some parts of Africa, to talk about some of the challenges people will face, therefore, we can do things upfront to intervene in that.

Unmesh Desai AM: One of my questions was about what sort of work you do abroad. Presumably the NCA is in co-operation with their foreign companies.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes, and there is a lot of work going on at both the Government level and a law enforcement level. We are working with colleagues in Europol and other agencies across Europe but also in bilateral arrangements with countries around the world where absolutely this is about tackling this issue.

Unmesh Desai AM: In terms of your officers, what sort of training do they get to identify and support potential victims?

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): We have got a training course. We are also, as Cressida [Dick CBE QPM] just reminded me, bringing officers in from overseas. You will be aware, I know that we have talked before about our Romanian officers who have been working with us and that is in support of understanding some of these issues. Officers get trained in terms of what they need to do and we are increasing it and it feeds into some of the questions earlier. As we are expanding that whole work around safeguarding, this is very much part of that safeguarding. If I am a response officer and I go to a call about something, someone running off from a carwash or a nail bar or something like that, not paying; I also now

start to think about what is going on in there, will no one talk to me? Why am I only allowed to talk to one person? Is all the business being run through in cash? There are a range of things that we help people to understand some of those things that they might need to see and they might need to pick up on.

Unmesh Desai AM: Let us move to you, Deputy Mayor for Policing and Crime. MOPAC had a summit in May with the London boroughs. Has anything changed as a result?

Sophie Linden (Deputy Mayor for Policing and Crime): We had a summit with the --

Unmesh Desai AM: With the boroughs.

Sophie Linden (Deputy Mayor for Policing and Crime): Some of the boroughs were there but it was organised by the Human Trafficking Foundation.

Unmesh Desai AM: And the Shiva Foundation.

Sophie Linden (Deputy Mayor for Policing and Crime): Yes. I would not like to take complete credit for that. We are working with all the partners around this and we have set up a London Modern Slavery Partnership Board, or steering group, where we have all the partners. It is a quite complex area in terms of the number of stakeholders involved from local authorities to the Gangmasters and Labour Abuse Authority and the Security Industry Authority. We have had two meetings so far focused on particular issues. One of the areas that Craig [Mackey QPM] missed out was the construction industry. It is a particular area where there is an issue around modern slavery. We are working together in terms of highlighting the issues.

I would also like to say the *Evening Standard* is running a fantastic campaign around this in terms of raising the issues which I hope some victims will come forward because they will have seen the *Evening Standard*. It is incredibly important that this issue is publicised and raised and aired as much as possible.

Unmesh Desai AM: Therefore, the subject could be very high on the radar of this Committee and we will look forward to working with you in partnership. Any particular outcomes from your first meeting? This was the first meeting of the Modern Slavery Steering Group. Any outcomes so far, anything that you can tell us, any action?

Sophie Linden (Deputy Mayor for Policing and Crime): They have had two meetings in terms of working with the construction industry and looking at the construction industry and looking at what the data tells us and what extra partnership work needs to happen. I will have to get back to you in terms of the actual actions coming out of it but part of it is just bringing that partnership together to break down some of the silo working and to raise the profile.

Unmesh Desai AM: Right. Because of the time, Commissioner and Deputy Mayor, if I want to put something out on Twitter at the end of this meeting or in the next few minutes - tomorrow is Anti-Slavery Day - in one line, what message do you have for people who might be concerned about potential victims or are victims themselves?

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): "Tell us".

Sophie Linden (Deputy Mayor for Policing and Crime): "Tell us", yes.

Unmesh Desai AM: “And we will act”.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): “Tell us and we will act”. Probably the example the Committee will be most familiar with is the work around county lines. When we are talking about policing, the work around gangs and you will be aware that the risk of young people being moved out, predominately out of London, to traffic and run the drugs industry in a particular town, county lines. If all the police colleagues were here from around the country, they would say if London can continue the work it is doing on county lines, it would make a real difference in this area and Trident and some of the work we have done is absolutely ground-breaking on that.

Sian Berry AM (Deputy Chair in the Chair): Thank you. Our final topic is the Government’s Race Disparity Audit which we have questions about.

Dr Onkar Sahota AM: As the Chair said, this is based upon the Government’s Race Disparity Audit. What are your plans to improve the diversity of the workforce of the MPS across all ranks and levels?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Firstly on the Audit, I am looking forward, over my Commissionership, to having some really meaningful conversations about what that data tells us and what we, the big we, the systems that the police engage with and are part of, need to be doing differently to reduce disproportionality where it is not right, if you like. Getting the data out there is one thing. It is very dangerous to jump to simplistic conclusions. It was on the back of a very detailed piece of work, for example, by David Lammy [Labour MP], which has lots to say about various aspects of the criminal justice system, not necessarily or certainly not exclusively policing.

This is a subject close to my heart as you probably know. I find it makes me angry. The disproportionality that we have in London in terms of, for example, our victims of homicide, our victims of knife crime homicide, hugely an overrepresentation of young, black men from certain parts of London. That is not the way. I am very proud of London. That is not something I am proud of.

The diversity of the MPS is one factor that we need to work on. It is very important to me. I have made it clear to my team that it is in my top four priorities. For me, diversity is what it says on the tin. It is about diversity; it is diversity of thought, it is diversity of ideas, it is diversity of challenge, it is diversity of conversation. Those might sound a bit woolly but it is very important to me that we do not just think about protective groups. To have a vibrant, healthy MPS, we need to be diverse. We need to understand our communities. We need to represent our communities and, of course, that does include underrepresented groups.

I look at the MPS now and compare it with when I was Commander of Diversity in 2000. It is unrecognisable. We have come such a long way. We have been transformed. Some of you will have seen our passing-out parades. Our recruitment figures are really strong in terms of minority ethnic representation, really strong, up in the 35% to 40%. We have some fabulous young people and middle-aged people and older people coming into the MPS from all kinds of backgrounds.

We have plans in place to try to increase further our gender diversity at the point of recruitment and further on. I can come back to that if you like. We also have so much less trouble now in terms of retention. In fact, retention of black and minority ethnic (BAME) officers, for example, is just as good, in fact, slightly better than white officers. That is such a difference from when some of us were debating these subjects in just five years ago or ten years ago.

Progression at the more junior levels and amongst the police officers, again is not disproportionate when I look across the underrepresented groups that we can measure. However, we do have a challenge, obviously, at most senior levels in terms of how diverse we seem and look, if you like, and that remains a challenge. The pipeline is not strong enough at the moment and we have a whole range of initiatives to try to improve that kind of pipeline through. I have a lot of attention going on at the moment about progression.

We are trying to mix things up. Back to my first point, diversity: we have the police now, people coming in. We have got the direct entry detectives. We have people from all kinds of backgrounds coming in just to help us, kind of on a contract basis, part-time. People from our communities coming in to look at things. I want the MPS to be an organisation in which everybody can thrive, everybody can be themselves and the public of London look in and feel really proud of who they are and how they conduct themselves. One of the ways in which they are proud is because this is a properly diverse service.

Dr Onkar Sahota AM: Obviously, improvement has been made.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): It has.

Dr Onkar Sahota AM: We are on a journey --

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): We are.

Dr Onkar Sahota AM: -- and I can see progress. Of course, the Audit does say that this is where we are now, right, and we need to change something. We need to change something to improve things even better. Have you had an opportunity of considering what you can do differently from what has already been so far on this journey? There is no point saying, unless you are asking this, that we will keep on doing the same things we are already doing.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): We have just launched a diversity strategy and it has a number of different strands, both about community engagement and internal diversity. It is full of a whole range of things which either build on what we have been doing in the past or are slightly different. One of the things that you will see is my leadership on this. I am chairing our Diversity Board. I will be speaking in public about this issue and I will be driving our operational delivery in this area from a personal point of view. That is very important to me.

Later this year, we are launching a big investment into our leadership. Partly but not only, as a result of the Equality and Human Rights Commission (EHRC) inquiry of 18 months ago where, by the way, you will have noticed they are positive about how far we have come in dealing with areas of apparent unfairness, areas of disproportionality and how misconduct is dealt with, those sorts of things. They think we are really making big efforts and we have got a good plan around that and we have delivered a lot. I am going to be doing a whole series of things in this autumn with all our leaders; sergeants and equivalent grades upwards, on leadership and leadership skills. A big part of that will be around leading a diverse workforce. Those are two examples.

Craig Mackey (Deputy Commissioner, Metropolitan Police Service): Yes. A couple of things that might help because some of this, we also have to influence nationally because some of the entrance points to policing are entirely national. I know some will be aware; we have argued for a review of what is called the police search process which is part of the recruit process. That is being done by the College of Policing, therefore, a complete redesign of that because we said, "Look, for some reason, this process seems to have disproportionality in it that we cannot explain, therefore, we need to look at that".

At the more senior levels, we are also part of the work around, Cressida's [Dick CBE QPM] point, about how we get the pipeline. There was a leadership review about 12 months ago done by the College of Policing. We sit on that and are very much around how do we drive these things forward because we do not control some of these pipelines. We need to make sure it works at a national level to give us the requirements we want locally.

Dr Onkar Sahota AM: Thank you for those very helpful answers. The next question is to the Deputy Mayor. What more do you want to see the MPS doing over the coming years to boost up their representation of the BAME community and the MPS?

Sophie Linden (Deputy Mayor for Policing and Crime): The Commissioner and the Deputy Commissioner have outlined really well what they are doing already. The race disparity audit is incredibly useful and helpful and an important thing and shedding light on issues does mean that it makes it more likely there will be progress, as you can see with equal pay audits, incredibly important. We should not lose sight of the fact that most of the information was already information that we knew about. The MPS already has significant programmes of work around stop-and-search, around diversity and recruitment, diversity in promotion and retention.

I am not complacent in any way but, as Craig [Mackey QPM] has already outlined, in terms of the work with the National College of Policing, looking at the selection process and where you get a lot of applicants from the BAME community but the attrition rate is much higher than for white applicants, looking at why that is and what the selection process needs to change in order to make sure that you keep the good applicants that should be progressing. The MPS, and the Commissioner has already outlined, are taking it incredibly seriously. It is a priority in the Police and Crime Plan. It is a priority of myself and the Mayor in terms of the MPS looking and feeling like the community it serves. It is because, in that way, the public will have more confidence and we will have a better reach into all the communities we have to have reach at. There is always more to be done but the MPS has taken significant strides already. There are bits around in terms of grievance procedures; there needs to be extra work. There is an action plan around that and we just need to always be vigilant and keep the scrutiny of that and accountability around that. The race disparity audit is one way but we have certainly also got our own oversight procedures looking at this which have been in place for quite a while now looking at this.

Sian Berry AM (Deputy Chair in the Chair): I have a question just to get some clarification from the Commissioner herself, if that is OK, on something that has come up quite a lot. I know, Sophie [Linden], you just mentioned what needs to change in the selection process to make sure that more qualified BAME candidates get through. Right at the beginning of the current Mayor's term, the Commons Home Affairs Committee, your predecessor and the Mayor, we all agreed that we probably needed to see something a bit more to enable the selection processes to be tweaked, i.e. a temporary change in the law following the example that was done in Northern Ireland.

I wanted to ask. Do you support this policy, too, Commissioner? Do you plan to do any lobbying of the Government? That is what the Mayor and the previous Commissioner have committed to.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): My understanding was that there was not, as it were, complete agreement across the community, if I can put it that way. It is a controversial issue. I know it is something that the MPS did lobby the Government on previously. I have not so far. I have regular meetings with Ministers and I am not holding out hope, frankly, that in this current context, when there are so many challenges for the country and where the legislative timetable is so incredibly dense, that even if all parties involved in thinking about police recruitment and policing felt that this was absolutely the right

thing to do, I would not be very confident that we would get very far with that. I am open to debate on the subject. It is not my highest priority because it would not get home.

Sian Berry AM (Deputy Chair in the Chair): Thank you very much. I think that is the end of our questions today. No?

Unmesh Desai AM: No, I have one more to say. If I could ask you, Craig [Mackey QPM], or Commissioner, and you may not have the definitive answer here, and you can write to us, tribunal hearings do not tell the full story but they do give an indication of the scale of the problem. How many tribunal cases involving the discrimination element across a whole range of discrimination issues, whether it is the sex, gender, it was gender or race or whatever, is the MPS currently facing?

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Let us write to you. I am so sorry about this, Unmesh, because about three days ago I knew the answer to that question.

Unmesh Desai AM: Yes, and that is why I started by saying you may not --

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): I do not --

Unmesh Desai AM: You may not have the answer here; you can write to us.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): What I can tell you is that in terms of the tribunals, as it were, that have adverse findings for us, they are very rare. We do sometimes go to tribunal, as you know. We do not have a disproportionate number, compared with other large organisations; far from it. We are pretty good at settling and/or dealing with it before it gets to that stage but I am very happy to tell you the latest facts and figures on the numbers, the type and what is happening with them.

Unmesh Desai AM: How many cases are not contested or are contested and eventually settled at the last minute.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Sure, yes.

Unmesh Desai AM: I must say I did put the caveat out that tribunal claims will not tell the whole story.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Yes, but they are very important, I quite agree, and EHRC told us that, yes.

Unmesh Desai AM: They give an indication. I am grateful, thank you.

Cressida Dick CBE QPM (Commissioner of Police of the Metropolis): Thank you.

Sian Berry AM (Deputy Chair in the Chair): That is the end of our questions today.