

How is the Mayor's Office for Policing and Crime (MOPAC) overseeing culture change in the Metropolitan Police Service?

Key information

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Investigation aims and objectives (Terms of Reference)

To examine how effective the Mayor's Office for Policing and Crime (MOPAC) has been in its oversight of the Metropolitan Police's (the Met's) organisational culture change.

Key issues

- The Mayor is responsible for overseeing the work of the Met – setting the priorities for policing and community safety in London, agreeing the policing budget and holding the Met Commissioner to account for delivering a professional, efficient and effective service to Londoners. The Mayor has appointed Kaya Comer-Schwartz as Deputy Mayor for Policing and Crime (DMPC) to oversee this work.

- In March 2023, Baroness Casey published her independent review of standards of behaviour and internal culture of the Met. It found the Met to be institutionally racist, sexist, and homophobic, and required radical transformation to restore public trust and legitimacy.
- In May 2023, the Mayor announced the creation of the London Policing Board, in response to one of Baroness Casey’s recommendations, to support him in providing strong oversight of the Met; and to improve the openness and transparency of how the Met Commissioner is held to account for delivering his [New Met for London](#) plan to reform the Service and the policing commitments of the Mayor's [Police and Crime Plan](#).
- The scale of reform needed is extensive – since the Casey review, scandals in the Met involving racism, sexism, and homophobia have been uncovered and impacted public trust and confidence.
- The Met has introduced two major programmes (A New Met for London (2023-25) and its follow-up Phase 2: 2025–28) to drive the forward transformation, rebuild public trust, and tackle systemic issues identified through the Casey review.
- In March 2025, the Mayor published his Police and Crime Plan for 2025-29. One of the key commitments in the plan is “supporting and overseeing reform of the MPS”.

Key questions

- How is MOPAC evaluating progress and are performance indicators being used consistently to track cultural transformation?
- Are reporting lines and accountability mechanisms between MOPAC and the Met transparent and robust?
- How effective has the London Policing Board been in effecting and overseeing culture change in the Met?
- How is MOPAC engaging with stakeholders and Londoners to shape cultural reform in the Met?

- Are there good examples of how other police services are being held politically accountable by Mayors and/or Police and Crime Commissioners?

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