

# MDA No.: 1459

## Title: Sir Thomas Winsor Report – Resignation of the former Metropolitan Police Commissioner

### 1. Executive Summary

- 1.1 At the Police and Crime Committee meetings on 16 November and 13 December 2022 the Committee resolved that:

*Authority be delegated to the Chairman, in consultation with party Group Lead Members, to agree any output arising from the discussion.*

- 1.2 Following consultation with party Group Lead Members, the Chairman agreed the Committee's letters to the Mayor of London and the Home Secretary, as attached at **Appendices 1 and 2**.

### 2. Decision

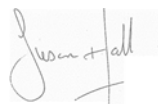
- 3.1 **That the Chairman agrees the Committee's letters to the Mayor of London and the Home Secretary, as attached at Appendices 1 and 2.**

#### Assembly Member

I confirm that I do not have any disclosable pecuniary interests in the proposed decision and take the decision in compliance with the Code of Conduct for elected Members of the Authority.

The above request has my approval.

**Signature:**



**Printed Name:** Susan Hall AM, Chairman of the Police and Crime Committee

**Date:** 04/05/2023

### **3. Decision by an Assembly Member under Delegated Authority**

#### **Background and proposed next steps:**

- 3.1 The terms of reference for this investigation were agreed by the Chairman, in consultation with relevant party Lead Group Members and Deputy Chairs, under the standing authority granted to Chairs of Committees and Sub-Committees. Officers confirm that the letter and its recommendations fall within these terms of reference.
- 3.2 The exercise of delegated authority approving the letters will be formally noted at the Police and Crime Committee's next appropriate meeting.

#### **Confirmation that appropriate delegated authority exists for this decision:**

Signature (Committee Services): L. Harvey

Printed Name: Lauren Harvey, Senior Committee Officer

Date: 15/03/2023

Telephone Number: 07729 625571

#### **Financial Implications: NOT REQUIRED**

Note: Finance comments and signature are required only where there are financial implications arising or the potential for financial implications.

Signature (Finance):

Printed Name:

Date:

Telephone Number:

#### **Legal Implications:**

The Chairman of the Police and Crime Committee has the power to make the decision set out in this report.

Signature (Legal):



Printed Name: Emma Strain, Monitoring Officer

Date: 15/03/2023

Telephone Number: 020 7983 6550

### **Supporting Detail / List of Consultees:**

- Unmesh Desai AM
- Caroline Pidgeon MBE AM
- Caroline Russell AM

## **4. Public Access to Information**

- 4.1 Information in this form (Part 1) is subject to the FoIA, or the EIR and will be made available on the GLA Website, usually within one working day of approval.
- 4.2 If immediate publication risks compromising the implementation of the decision (for example, to complete a procurement process), it can be deferred until a specific date. Deferral periods should be kept to the shortest length strictly necessary.
- 4.3 **Note:** this form (Part 1) will either be published within one working day after it has been approved or on the defer date.

### **Part 1 - Deferral:**

Is the publication of Part 1 of this approval to be deferred? NO

If yes, until what date:

### **Part 2 – Sensitive Information:**

Only the facts or advice that would be exempt from disclosure under FoIA or EIR should be included in the separate Part 2 form, together with the legal rationale for non-publication.

Is there a part 2 form? NO

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## **Lead Officer / Author**

Signature: J Roker


Printed Name: Janette Roker

Job Title: Senior Policy Adviser

Date: 15/03/2023

Telephone Number: 07511 213748

**Countersigned by Executive Director:**

Signature: 

Printed Name: Helen Ewen, Executive Director of Assembly Secretariat

Date: 04/05/2023

Telephone Number: 07729 108986

# LONDON ASSEMBLY



**Susan Hall AM**  
**Chairman of the Police and Crime Committee**

Sadiq Khan  
Mayor of London

(Sent by email)

CC: Sophie Linden, Deputy Mayor for Policing and Crime; Diana Luchford, CEO, MOPAC

4 May 2023

Dear Sadiq

## **Resignation of the former Commissioner of Police of the Metropolis**

I am writing to you regarding the Committee's investigation following Sir Thomas Winsor's review of the resignation of Dame Cressida Dick as Commissioner of Police of the Metropolis.<sup>1</sup> This follows Committee meetings held with yourself and Sir Tom – the former HM Chief Inspector of Constabulary – on 16 November 2022 and 13 December 2022.

The Committee's investigation set out to consider the matters and actions in relation to Dame Cressida's resignation and the findings of Sir Tom's review. The Committee appreciated the time that you, and Sir Tom, took to attend the Committee's meetings and respond to Member's questions. In this letter I share the Committee's key findings.

The Committee believes that it is right that any allegations of inappropriate behaviour be dealt with under the GLA ethical standards regime for assessing complaints alleging a breach of the GLA's Code of Conduct for Elected Members. However, the Committee also believes that it was right and proper that you faced public scrutiny on the matter given the seriousness of the issues presented.

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<sup>1</sup> Sir Thomas Winsor, [Special commission on the resignation of the Commissioner of the Police of the Metropolis](#), August 2022

We were concerned about the lack of engagement with the Winsor Review from the start of the process by both yourself and MOPAC and believe the report would have benefitted from your active engagement at an earlier stage, shaping the report rather than reacting to it.

We were also concerned to read about the role the Chief of Staff appeared to play on 10 February 2022 in trying to negotiate an exit for the former Met Commissioner. We are concerned that this may not have been in line with proper process.

In his report, Sir Tom put forward nine options and recommendations for reform. The Committee explored these at its meeting with you and Sir Tom on 13 December 2022.

Having carefully considered the options put forward in Sir Tom's report, the Committee believes "Option 5 – London Assembly" is the best option for reform presented. The Committee believes that this option strengthens local democracy. Requiring the approval of the London Assembly (elected by Londoners) in order for the holder of your office (also elected by Londoners) to begin the statutory removal procedure for a Met Commissioner makes sense and seems like a good check and balance. As Sir Tom highlighted, the London Assembly and the Committee "are well-established and, adequately informed and resourced, [and] can work well".<sup>2</sup>

Therefore, I as Committee Chair have written to the Home Secretary endorsing this recommendation (ENC).

The Committee also recognises the issues identified by Baroness Casey in her review into the standards of behaviour and internal culture of the Met. Baroness Casey reported that: "The Met have in the past avoided scrutiny, holding MOPAC at arms-length, and not sharing information and data. MOPAC in turn have not been able to provide the strategic oversight function that the Met needs. Holding the Met to account has become more tactical. More robust and strategic oversight, based on support, challenge and mutual respect for their respective roles, is needed".<sup>3</sup> This is a real concern. The Committee trusts that you will take swift action to address this.

The Committee agrees with Baroness Casey that "the system is not working as well as it should [...] and the system as a whole does not hold or deliver real consequences where failures persist. Better and more open accountability is needed to restore public trust".<sup>4</sup>

The Committee recognises the challenges that lie ahead to rebuild trust and confidence in the Met. The Committee would like to see MOPAC strengthen its oversight of policing in London and the role you play in holding the Met to account. The Committee urges you to use both Sir Tom's and Baroness Casey's reviews as an opportunity to reflect on how you carry out this function and, moving forward, support Sir Mark in his mission to turnaround the Met and deliver the change it urgently needs.

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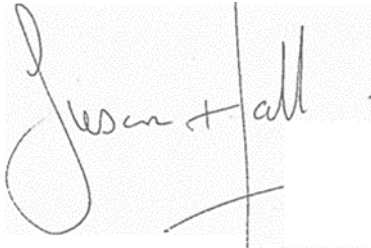
<sup>2</sup> Sir Thomas Winsor, [Special commission on the resignation of the Commissioner of the Police of the Metropolis](#), August 2022, p. 91

<sup>3</sup> Baroness Casey of Blackstock, [An independent review into the standards of behaviour and internal culture of the Metropolitan Police Service – final report](#), March 2023, p.16

<sup>4</sup> Baroness Casey of Blackstock, [An independent review into the standards of behaviour and internal culture of the Metropolitan Police Service – final report](#), March 2023, p. 217

The Committee trusts the information in this letter is helpful and looks forward to seeing you at future Police and Crime Committee meetings. Please do let Janette Roker, [janette.roker@london.gov.uk](mailto:janette.roker@london.gov.uk), know if you would like to discuss in more detail.

Yours sincerely,

A handwritten signature in black ink that reads "Susan Hall". The signature is written in a cursive style with a large initial 'S' and a vertical line through the 'H'. The signature is set against a light grey, textured rectangular background.

Susan Hall AM  
**Chairman of the Police and Crime Committee**

# LONDON ASSEMBLY



**Susan Hall AM**  
**Chairman of the Police and Crime Committee**

The Rt Hon Suella Braverman KC MP  
Secretary of State for the Home Department

4 May 2023

Dear Secretary of State,

**Sir Thomas Winsor’s review of the resignation of Dame Cressida Dick as Commissioner of Police of the Metropolis**

I am writing to you on behalf of the London Assembly Police and Crime Committee in relation to Sir Thomas Winsor’s review of the resignation of Dame Cressida Dick as Commissioner of Police of the Metropolis.<sup>1</sup> This follows Committee meetings held with the Mayor of London, Sadiq Khan and Sir Tom – the former HM Chief Inspector of Constabulary – on 16 November 2022 and 13 December 2022.

The Committee’s investigation set out to consider the matters and actions in relation to the resignation of Dame Cressida as set out in Sir Tom’s review. The Committee also considered Sir Tom’s conclusions on “the strengthening of accountability and due process in respect of the role, appointment and removal of the Commissioner” and “the terms of service established between the Commissioner and the Mayor’s Office for Policing and Crime, and the interplay between those terms and the appointment to the office of Commissioner by Royal Warrant and the tenure of the Commissioner at [His] Majesty’s pleasure”.<sup>2</sup>

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<sup>1</sup> Sir Thomas Winsor, [Special commission on the resignation of the Commissioner of the Police of the Metropolis](#), August 2022

<sup>2</sup> Sir Thomas Winsor, [Special commission on the resignation of the Commissioner of the Police of the Metropolis](#), August 2022



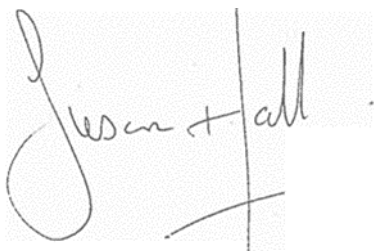
In his report, Sir Tom put forward nine options and recommendations for reform. The Committee explored these at its meeting with the Mayor and Sir Tom on 13 December 2022.

Having carefully considered the options put forward in Sir Tom's report, the Committee believes "Option 5 – London Assembly" is the best option for reform presented. The Committee believes that this option strengthens local democracy. Requiring the approval of the London Assembly (elected by Londoners) in order for the Mayor (also elected by Londoners) to begin the statutory removal procedure for a Met Commissioner makes sense and seems like a good check and balance. As Sir Tom highlighted, the London Assembly and the Committee "are well-established and, adequately informed and resourced, [and] can work well".<sup>3</sup>

The Committee looks forward to hearing your plans to reform, strengthen accountability and due process in respect of the role, appointment and removal of the Commissioner of the Met. We are ready to engage on these issues and would welcome the opportunity to contribute to any work on these plans, as appropriate.

The Committee trusts the information in this letter is helpful. Please do let Janette Roker, [janette.roker@london.gov.uk](mailto:janette.roker@london.gov.uk), know if you would like to discuss in more detail.

Yours sincerely,

A handwritten signature in black ink that reads "Susan Hall". The signature is written in a cursive style and is positioned above a horizontal line.

Susan Hall AM  
**Chairman of the Police and Crime Committee**

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<sup>3</sup> Sir Thomas Winsor, [Special commission on the resignation of the Commissioner of the Police of the Metropolis](#), August 2022