



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.¹ 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.

¹ 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".²

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".³ 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".⁴

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.

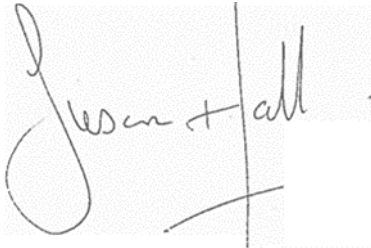
² Sir Thomas Winsor, [Special commission on the resignation of the Commissioner of the Police of the Metropolis](#), August 2022, p. 91

³ 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

⁴ 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, know if you would like to discuss in more detail.

Yours sincerely,

A handwritten signature in cursive script that reads "Susan Hall". The signature is written in black ink on a light-colored background.

Susan Hall AM
Chairman of the Police and Crime Committee