

Disproportionality Board

Mayors Action Plan for Transparency, Accountability and Trust in Policing: Evidence Pack

October 2023

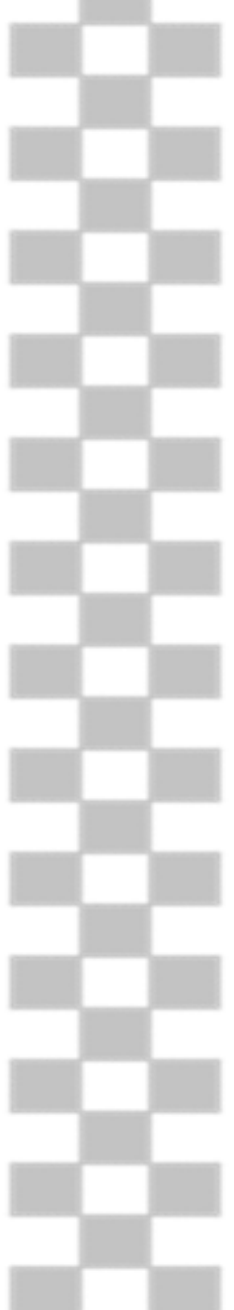
To support the Mayoral Action Plan for Transparency, Accountability and Trust in Policing – a data tool has been published that enables deep dives into **perceptions of the police**, **Stop and Search**, **Use of Force** and **Workforce** by ethnicity. This can be accessed at: <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/policing/action-plan-dashboard>

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Executive Summary: Overview of key statistics around disproportionality

- There is no difference in **Confidence in the MPS** for Black and White Londoners (Black 46% & White 45%). The narrowing of the perception gap for confidence has been predominantly driven by significant declines among White Londoners, rather than significant increases for Black Londoners.
- Black Londoners continue to have lower levels of **Trust in the MPS** (58% vs. 67% for White Londoners) and a lower proportion believe the police treat everyone fairly (56% vs. 59%), although this gap is narrowing.
- As of the end of June 2023 **Black individuals were 3.5 times more likely to be stopped and searched for any reason as compared to White individuals**. The disproportionality gap has remained at similar levels over the last two years and is stable as compared to levels recorded at the launch of the Action Plan (3.0). The rate increases to 6.6 times more likely for stops related to weapons, points and blades.
- Data is clear on the perceptions towards Stop and Search and the value of a procedurally just encounter.
- **Use of force** data does not show a large disparity in the type of tactic used by ethnicity. The recorded use of handcuffs has reduced since the launch of the Action Plan (across all ethnicities).
- **The number and proportion of Black police officers has shown a small rate of increase over the last five years**. Black officers currently represent 3.7% of police officers (August 2023) - this has not improved over recent years (a change of 0.3 percentage points over the last five years). The FY21-22 aspiration target for 3.8% Black officer representation was not achieved. However, there has been a recent increase in the proportion of Black recruits (6% of all recruits between April-August 2023).
- The most diverse rank in the MPS is Constable (19% BAMEH).



Public perceptions of the police

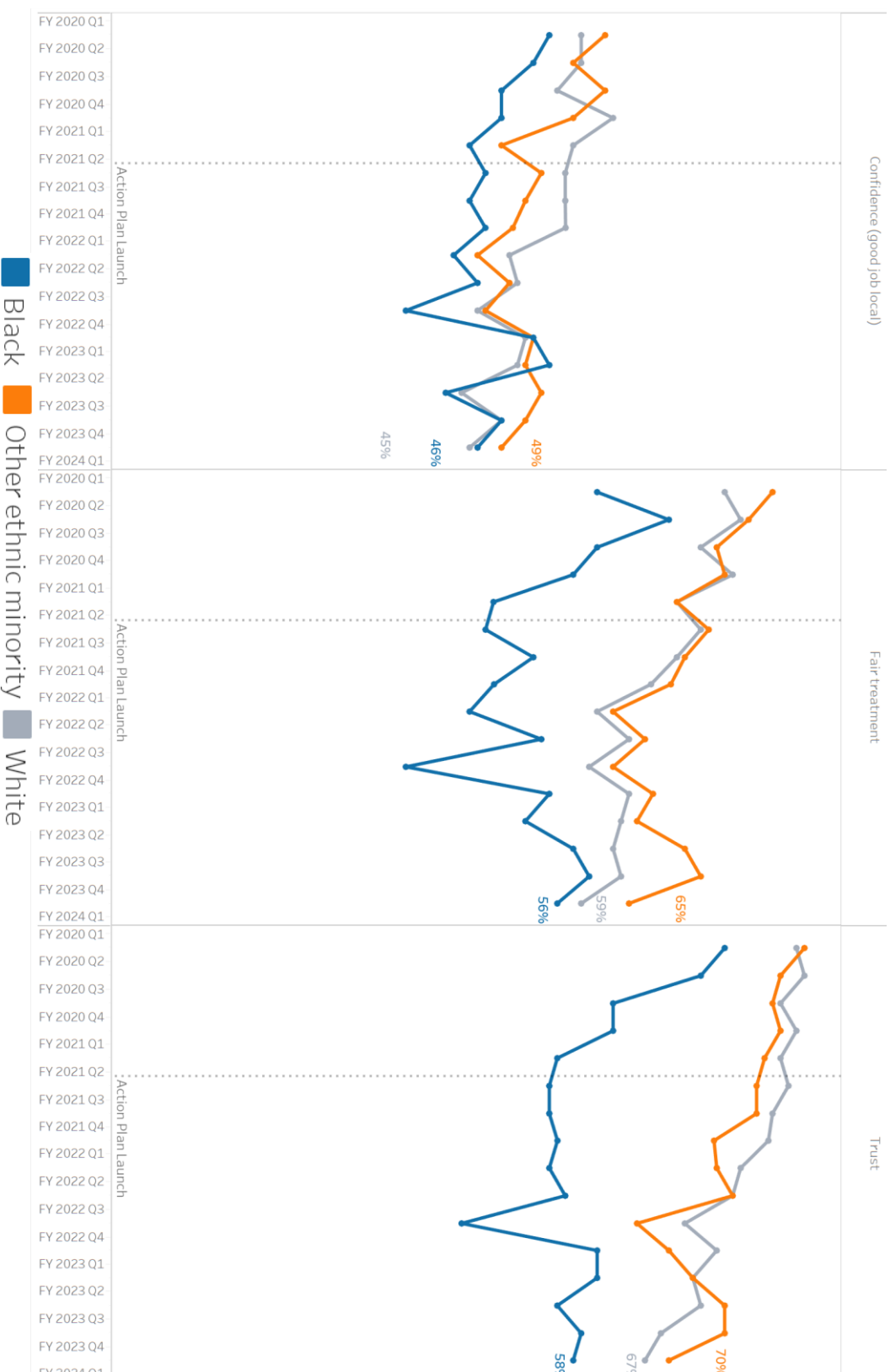


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Black Londoners continue to have lower levels of Trust in the MPS

Public Perceptions: Londoners responses from the Public Attitude Survey



Discrete Q1 23-24 saw **confidence** in the MPS decrease for all Londoners, with little difference seen in levels of confidence between the three groups (other 49%, Black 46% & White 45%).

The narrowing of the perception gap for confidence has been predominantly driven by significant declines among White Londoners, rather than significant increases for Black Londoners.

Black Londoners continue to have lower levels of **trust in the MPS** (58% vs. 67% for White Londoners) and a lower proportion believe the police **treat everyone fairly** (56% vs. 59%), although this gap is narrowing.

Additional measures can be seen on the [Action Plan Dashboard: MOPAC Action Plan Data Dashboard](#) | London City Hall

Full results and breakdowns can be seen on the [MOPAC Trust and Confidence Dashboard](#) | [Increase trust and confidence – dashboard](#) – [London Datastore](#)

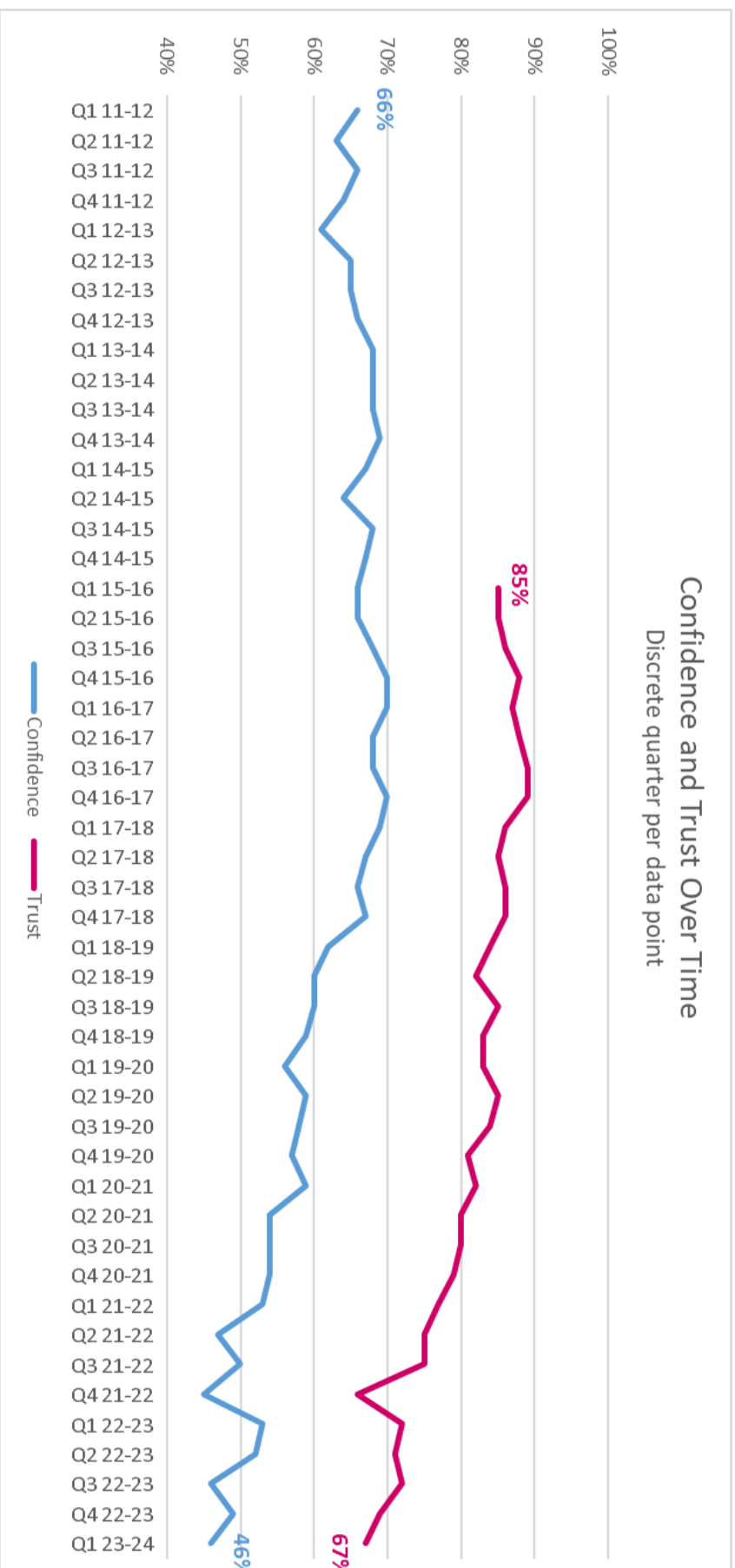
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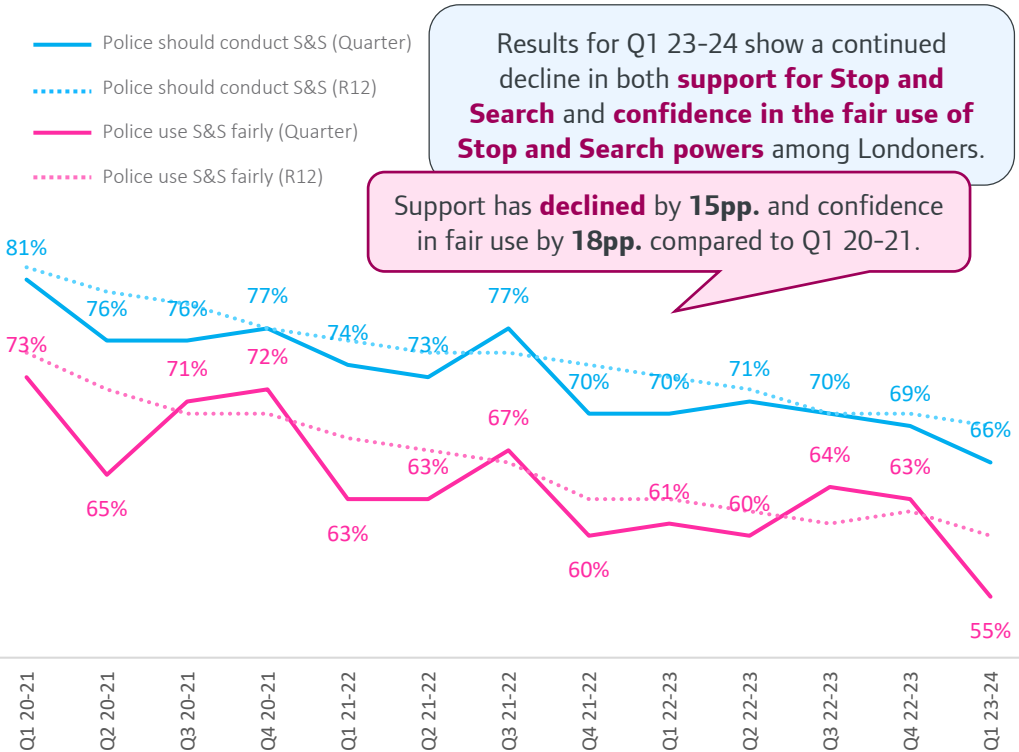
Trust and confidence remain low, with declines for trust seen this quarter

Trust and confidence in the police have seen sustained downwards trajectories over recent years, reaching *particularly low levels* at the end of FY 2021-22. Results for both measures tended to stabilise during FY 2022-23, but latest results suggest a more recent decline.

In Q1 2023-24, just 46% of Londoners felt **police do a good job in their local area**, while 67% believed **the Metropolitan Police Service was an organisation they could trust**. Trust has declined by 5 percentage points over *the last two quarters alone*, from 72% in Q3 2022-23. Looking back longer term, both measures also remain significantly below levels seen at the same point three years ago, with confidence declining by 13 percentage points and trust by 15 percentage points compared with Q1 2020-21.



Support for Stop & Search is declining; longstanding inequalities continue



Results for Q1 23-24 show a continued decline in both **support for Stop and Search** and **confidence in the fair use of Stop and Search powers** among Londoners.

Support has **declined** by **15pp.** and confidence in fair use by **18pp.** compared to Q1 20-21.

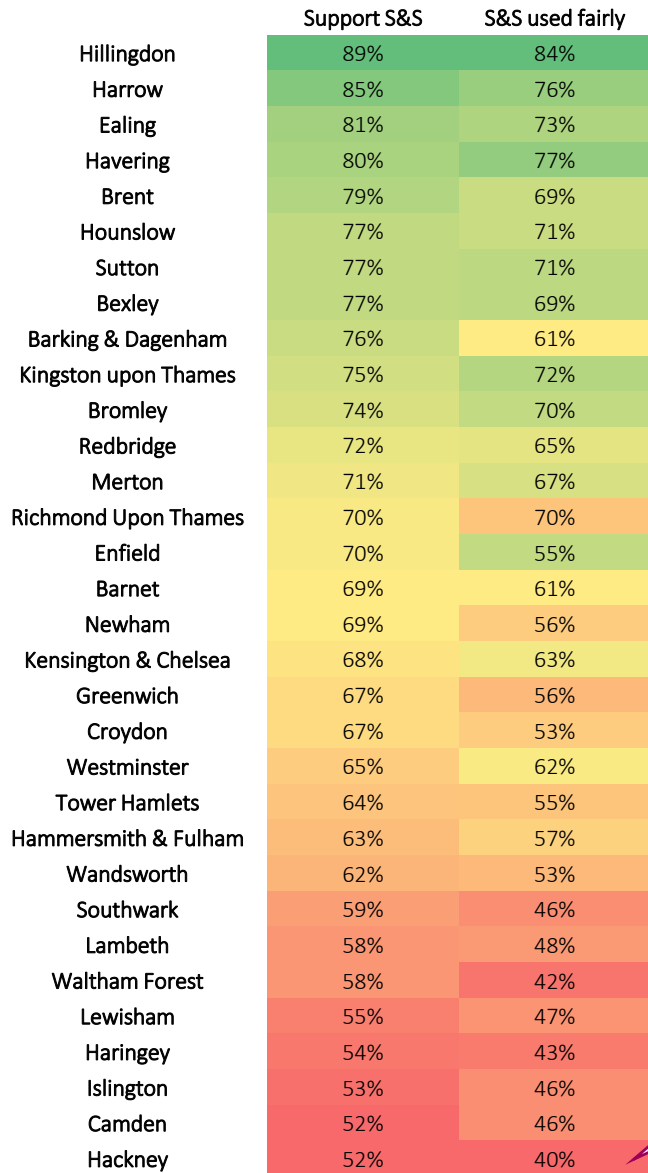
Believing Stop and Search is used fairly is related to trust. In Q1 23-24, 87% of those who believe the police use Stop and Search fairly trust the MPS, compared with 44% for those who do not feel it is used fairly.

Longstanding inequalities by ethnicity have been seen for these questions. This pattern has continued for Q1 23-24.

In Q1 23-24, **less than half** of Londoners from a **Black** (49%) or **Mixed** ethnicity (44%) background were **agreed the police should conduct Stop & Search** and **only around a third** of Londoners from a **Black** (33%) or **Mixed** ethnicity (36%) background were **confident the police use Stop and Search fairly**.

*Percentage point gap compared to MPS result**

	Police should conduct S&S	Police use S&S fairly
MPS	66%	55%
White British	+4pp	+1pp
White Other	+1pp	+7pp
Mixed	-22pp	-19pp
Asian	+6pp	+10pp
Black	-17pp	-22pp
Other	+2pp	+4pp



There is **borough variation** in both support for Stop and Search and confidence in the fair use of Stop and Search powers.**



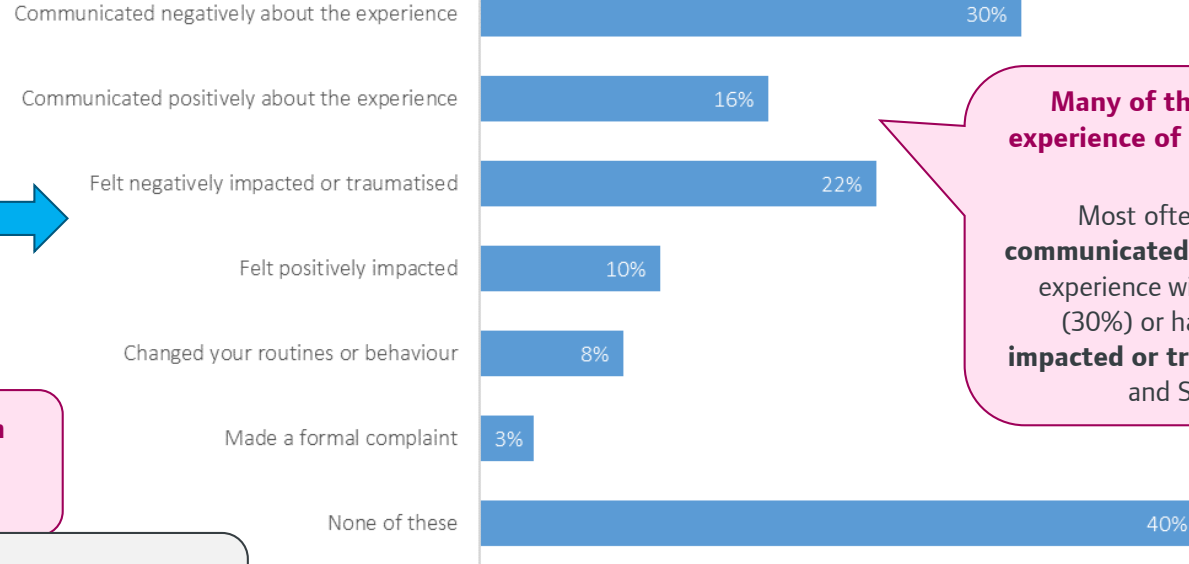
Residents in **Hackney** are the least likely to support Stop and Search, or believe it is used fairly.

* Discrete quarterly data Q1 23-24. Gaps of 5pp. or more are highlighted. Note low bases for Mixed (N ≈ 130) and Other (N = 150) ethnicity – results to be used with caution.

** R12 data to Q1 23-24

Stop and Search has the potential to impact on Londoners, with some groups more likely to say they were negatively impacted by their experience ...

Overall, around one in ten Londoners said they had **personally ever been Stopped and Searched (S&S) in London** (9%).



Many of these believed their experience of S&S had impacted on them.

Most often, Londoners had **communicated negatively** about their experience with family and friends (30%) or had **felt negatively impacted or traumatised** by the Stop and Search (22%).

Different groups of Londoners are impacted by S&S in different ways – with particularly negative impacts seen amongst **Black Londoners**.

Black Londoners were far *more likely* to have **felt traumatised** or **communicated negatively** about their experience of S&S, and were *less likely* to have **felt positively impacted**.

Table shows percentage point gap for measures compared with the MPS result above. Gaps of 5pp or more are highlighted. Colours are indicative of positive (blue) or negative (red) impact.

Londoners who are **female, Asian** or **disabled** were also *more likely* to have **felt negatively impacted or traumatised** by their experience of S&S.

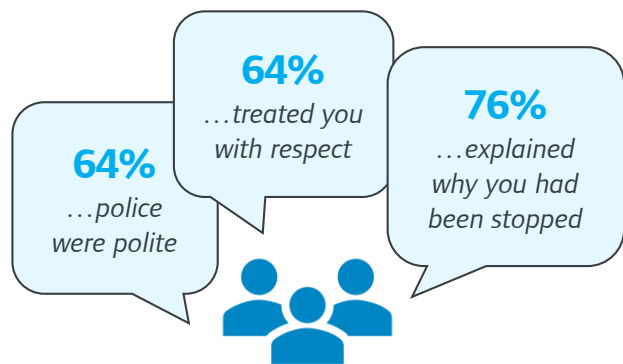
	Male	Female	16-24	25-34	35-64	65+	White British	White Other	Asian	Black	Disability	No disability
Communicated negatively about the experience	-1pp	+4pp	+6pp	+3pp	-3pp	-5pp	-6pp	0pp	0pp	+13pp	-3pp	0pp
Communicated positively about the experience	+1pp	-4pp	-3pp	+1pp	0pp	+7pp	+3pp	+5pp	-1pp	-4pp	+7pp	-1pp
Changed your routines or behaviour	-1pp	+2pp	+2pp	+2pp	-2pp	-4pp	-2pp	-4pp	+5pp	+1pp	+2pp	-1pp
Felt negatively impacted or traumatised	-1pp	+5pp	-1pp	+3pp	-1pp	+2pp	-7pp	-4pp	+5pp	+11pp	+5pp	-1pp
Felt positively impacted	0pp	-2pp	-3pp	+1pp	-1pp	+1pp	0pp	+4pp	+5pp	-7pp	0pp	0pp
Made a formal complaint	0pp	+2pp	-1pp	+1pp	0pp	+1pp	0pp	-2pp	+1pp	+2pp	+1pp	0pp
None of these	0pp	-3pp	-2pp	-4pp	+2pp	+2pp	+7pp	-2pp	-7pp	-10pp	-7pp	+1pp

Results R12 to Q1 23-24.
Due to low base sizes, Mixed and Other ethnicity not reported. Due to low base sizes, LGBT+ not reported.

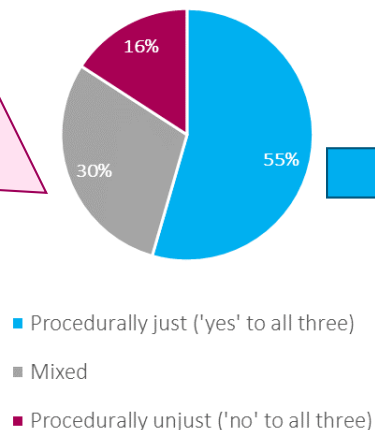
The impact of Stop and Search appears linked with how Londoners experience this interaction – but ‘procedurally unjust’ interactions can hold disproportionately negative impacts ...

Most Londoners who had been Stopped and Searched believed police were polite, treated them with respect, and explained why they had been stopped.

However, certain groups were *less likely* to say this – including **females, younger age groups, and Black Londoners**.

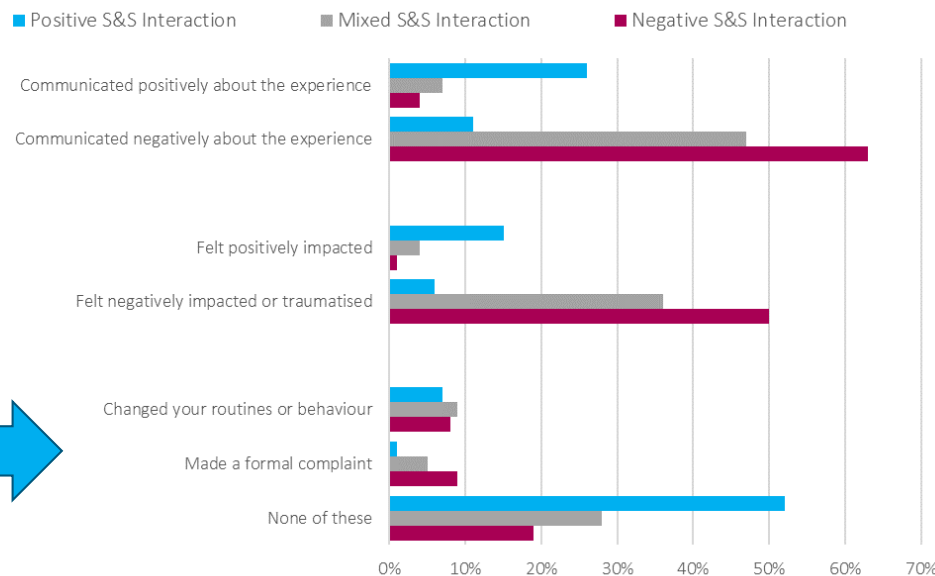


Just over half said ‘yes’ to all three of these questions – indicative of a **procedurally just** interaction. One in six said ‘no’ to all three – indicative of a **procedurally unjust** interaction.*



	Male	Female	16-24	25-34	35-64	65+	White British	White Other	Asian	Black	Disability	No disability
Polite	+2pp	-5pp	-5pp	-2pp	+4pp	+4pp	+9pp	+7pp	-1pp	-18pp	+6pp	-1pp
Respect	+1pp	-7pp	-4pp	-4pp	+3pp	+1pp	+9pp	+6pp	-2pp	-19pp	+4pp	-1pp
Explained	+1pp	-6pp	-5pp	+1pp	+2pp	-7pp	+7pp	+3pp	-3pp	-11pp	+4pp	-1pp

In turn, the nature of the Stop and Search interaction seems important in shaping its impact. Importantly though – whilst Londoners experiencing ‘procedurally just’ interactions were more likely to be positively impacted – ‘procedurally unjust’ interactions may have **disproportionately negative impacts**.



To illustrate, around a quarter of Londoners who reported **procedurally just interactions** said they had **communicated positively** (26%), while over one in seven felt **positively impacted** by their experience (15%).

However, amongst those reporting **procedurally unjust interactions** **nearly two-thirds** had **communicated negatively** (63%), while **half** said they had **felt traumatised** (50%) – revealing a disproportionately greater impact.

Previous research using PAS data shows that not feeling treated with **respect** is particularly important when it comes to feeling traumatised: holding other things constant, Londoners who believed the police **DID NOT** treat them with respect showed nearly 5x increased odds of feeling traumatised.

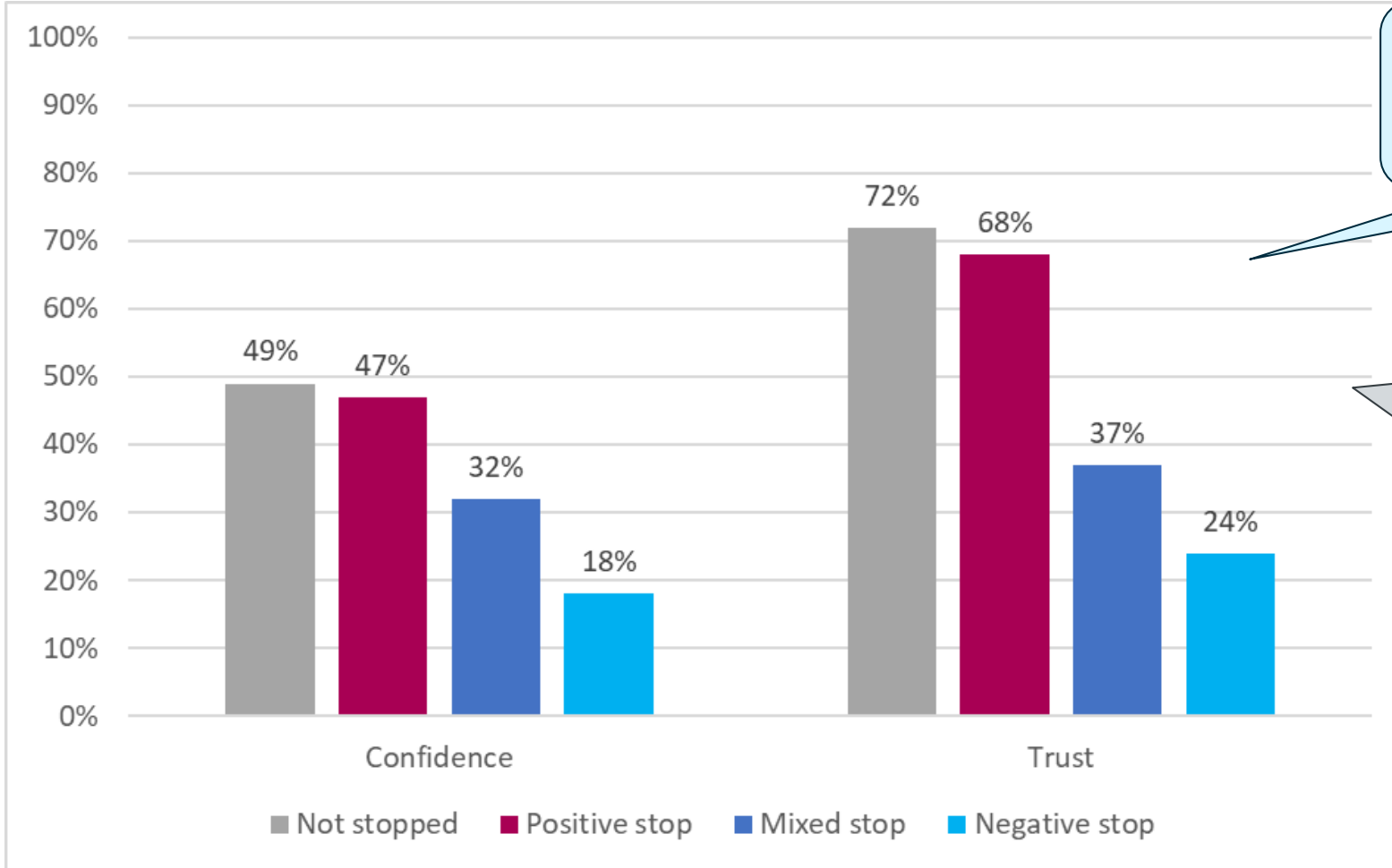
Results R12 to Q1 23-24.

Due to low base sizes, Mixed and Other ethnicity not reported. Due to low base sizes, LGBT+ not reported.

*‘Mixed’ refers to all other respondents who gave a valid answer to all three questions in any other combination.

'Procedurally just' interactions are also associated with low levels of trust and confidence

Looking at trust and confidence of Londoners who have never been Stopped and Searched, those who experienced a positive ('procedurally just') stop, those having a mixed experience and those experiencing a negative ('procedurally unjust') stop, clear differences emerge...

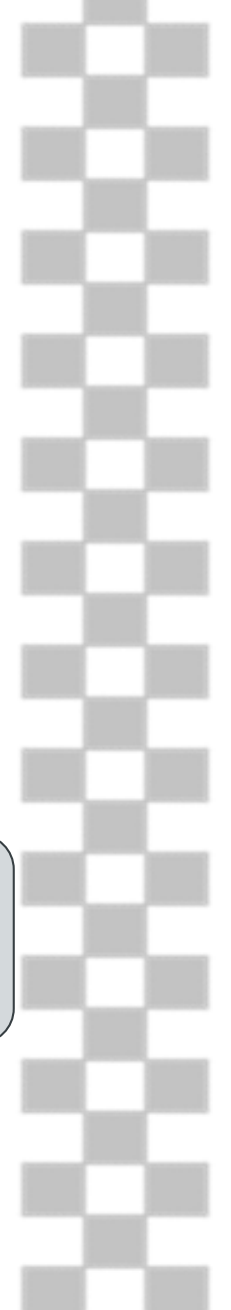


Those who reported experiencing a **procedurally just interaction** have similar levels of trust and confidence to those who have never been Stopped and Searched.

However, those who say their stop and search experience was mixed or negative ('**procedurally unjust**') are significantly less likely to report having trust or confidence in the police.

Of those experiencing a negative stop, just 18% say they have confidence in the police, and 24% trust the MPS.

The finding on Stop and Search are **consistent** with findings from Q3 22-23, **showing little change over the last six months.**



The proportion of Londoners experiencing unwanted attention in public spaces has declined for the second year; but some groups continue to be at increased risk

In Q1 23-24, Londoners were asked whether they had experienced **unwanted attention or contact in public spaces** such as parks, shops and public transport.

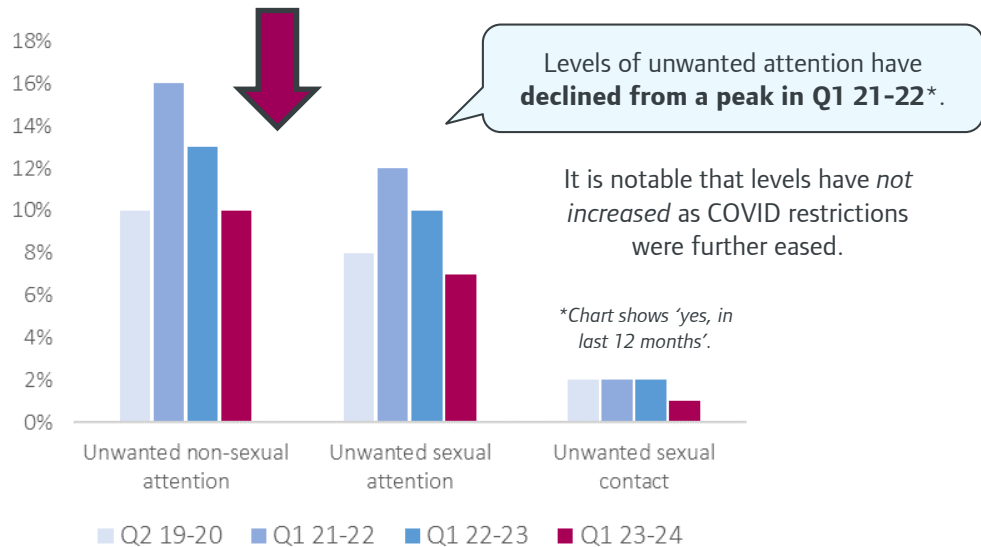
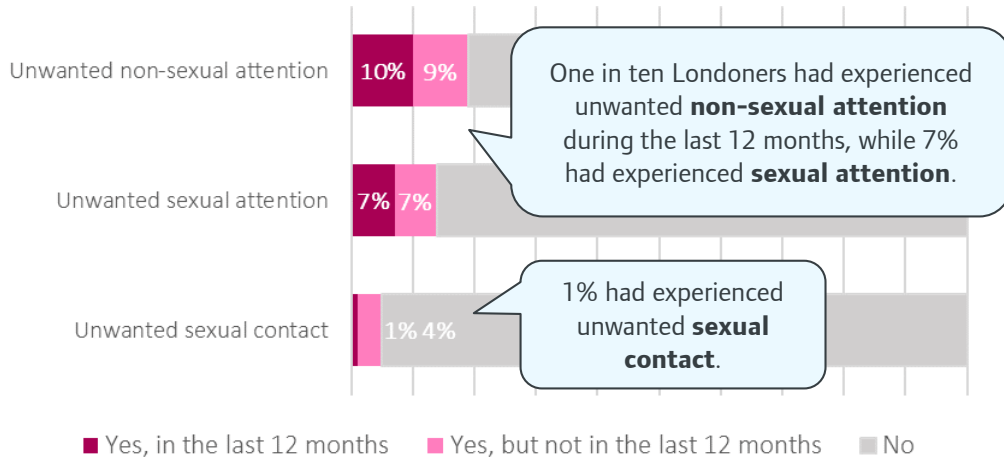


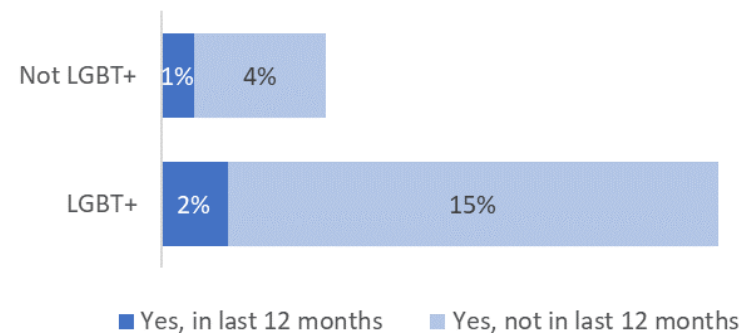
Table shows **prevalence of unwanted behaviours** by demographic groups. Groups standing 5pp. above or below the MPS result are highlighted.

During the last 12 months		Non-sexual attention	Sexual attention	Sexual contact
MPS		10%	7%	1%
Gender	Female	14%	13%	2%
	Male	6%	1%	0%
LGBT+	LGBT+	32%	26%	2%
	Not LGBT+	10%	7%	1%
Age	16 to 24	16%	15%	2%
	25 to 34	16%	14%	3%
	35 to 64	8%	4%	1%
	65+	3%	0%	0%
Ethnicity	White British	13%	9%	2%
	White Other	12%	8%	1%
	Mixed	17%	17%	3%
	Asian	6%	4%	1%
	Black	6%	7%	1%
	Other	7%	1%	0%
Disability	Disabled	11%	4%	1%
	Not disabled	10%	8%	1%

Some groups of Londoners remained more likely to have experienced unwanted attention.

Prevalence was **particularly high amongst LGBT+ Londoners**, with a third experiencing 'non-sexual attention' and a quarter experiencing 'sexual attention' during the last 12 months.

Females, younger Londoners, and those from a **Mixed Ethnic Background** also saw increased risk.



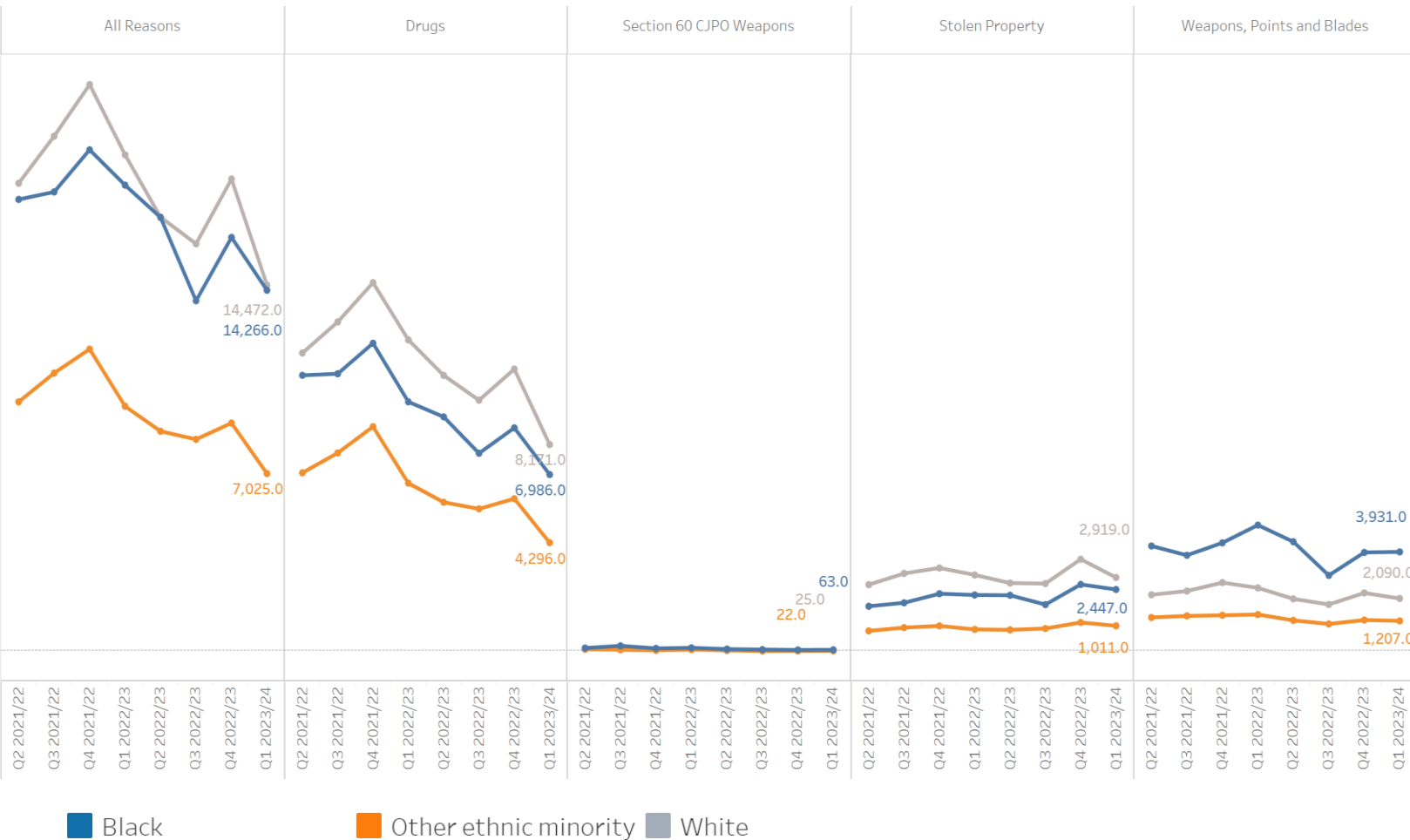
15% of **LGBT+ Londoners** said they had experienced sexual contact prior to this – levels nearly **4x higher** than non-LGBT+.

Use of police powers



There has been a decline in stop and search volumes over the last two years

Stop and search volumes by ethnicity (quarterly data)



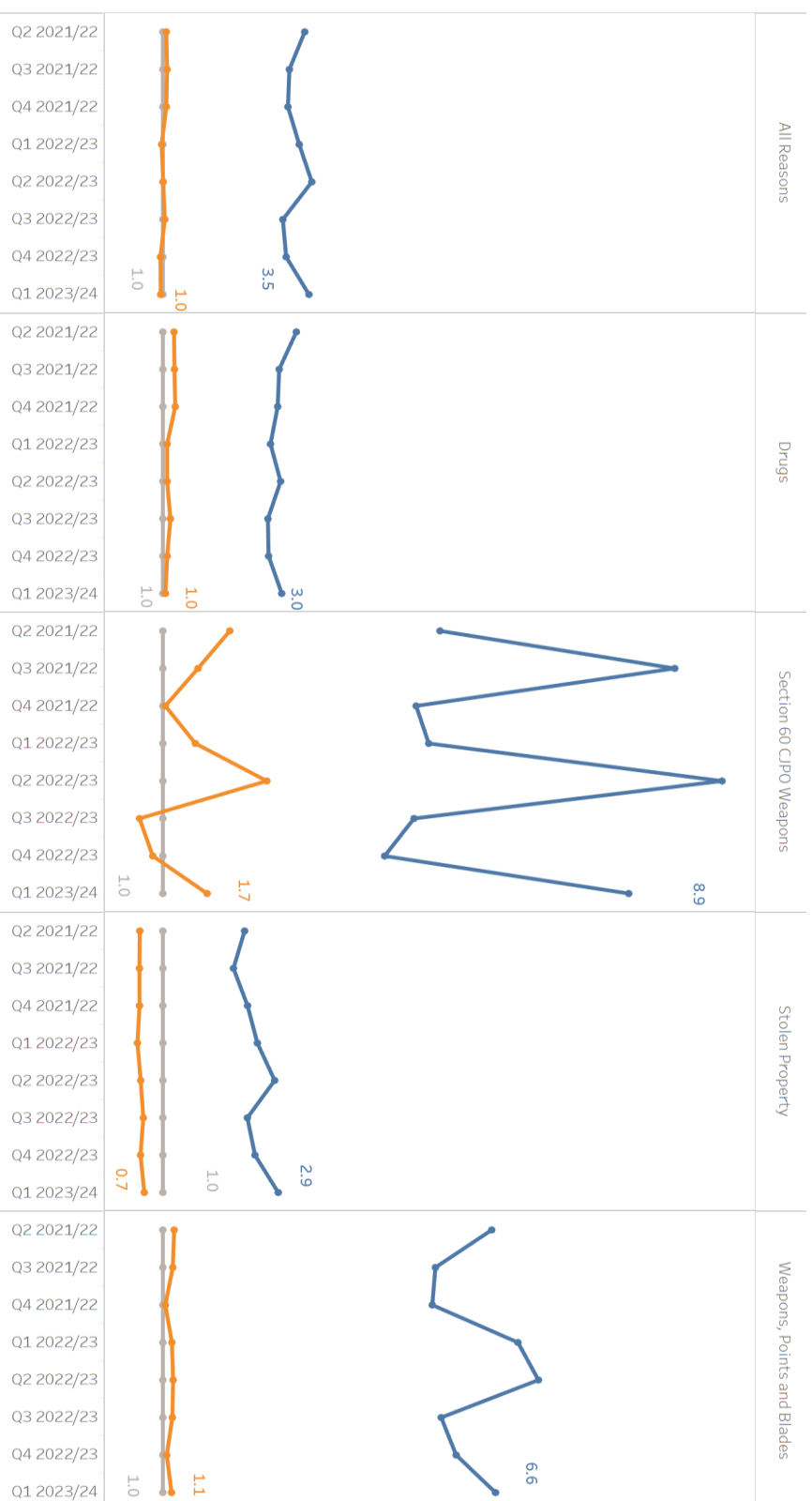
- There has been a decline in stop and search volumes over the last two years across all groups. Total searches in the 12 months to June 2023 reduced by -18% as compared to the previous 12 months.
- Positive Outcome rates are generally comparable across ethnic groups. In June 2023 the positive outcome rate for White individuals was 30%, as compared to 28% for Black individuals.

For more detail please see the Action Plan Dashboard: [MOPAC Action Plan Data Dashboard | London City Hall](#) or the [MPS Stop and Search Dashboard | Metropolitan Police](#)



Disproportionality in stop and search has remained stable since the launch of the Action Plan

Disproportionality Rate (number of stop and searches to every 1 white subject)



- As of the end of June 2023 Black individuals were **3.5** times more likely to be stopped and searched for any reason as compared to white individuals. This increases to **5.9** times more likely for Black children aged 15-19 years, and **4.3** times more likely for Black children aged 10-14 years.
- The overall disproportionality gap has remained at similar levels over the last two years and is stable as compared to levels recorded at the launch of the Action Plan (3.0).
- The rate increases to **6.6 times** more likely for stops related to weapons, points and blades.

For more detail please see the Action Plan Dashboard: MOPAC Action Plan Data Dashboard | London City Hall or the MPS Stop and Search Dashboard Stop and search dashboard | Metropolitan Police

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There is significant variation across boroughs in the stop and search disproportionality rate

Disproportionality (Overall) by borough

	Stop and Search Volumes	Disproportionality - All Reasons (All MPS)			Positive Outcome Rate
		Asian	Black	Other	
Barking and Dagenham	345	0.9	1.2	0.9	29.6%
Barnet	205	0.5	3.3	1.2	35.1%
Bexley	261	3.1	2.9	3.0	24.9%
Brent	262	0.5	2.5	2.0	33.2%
Bromley	370	1.3	3.1	1.9	30.5%
Camden	532	0.7	5.1	0.8	22.2%
Croydon	525	1.0	2.1	7.0	25.7%
Ealing	428	1.5	4.2	1.2	25.0%
Enfield	158	1.5	1.9	1.1	36.1%
Greenwich	504	1.1	2.7	1.8	32.7%
Hackney	379	4.7	3.3	1.8	30.6%
Hammersmith and Fulham	417	2.0	6.8	3.3	27.3%
Haringey	527	1.1	2.0	1.1	34.3%
Harrow	221	0.3	2.1	1.8	29.9%
Havering	424	3.0	4.8	4.5	25.7%
Hillingdon	200	1.3	4.4	1.8	30.0%
Hounslow	301	0.5	3.4	4.4	31.9%
Islington	494	3.1	5.9	2.9	23.3%
Kensington and Chelsea	1,099	3.0	26.3	2.6	22.7%
Kingston Upon Thames	170	0.9	4.6	1.3	40.6%
Lambeth	529	2.5	4.9	2.2	30.6%
Lewisham	507	1.4	2.1	1.2	37.5%
Merton	254	1.9	4.5	2.8	25.2%
Newham	635	0.5	1.8	0.5	24.1%
Redbridge	326	0.8	2.3	1.5	28.2%
Richmond Upon Thames	85	2.1	11.3	3.9	47.1%
Southwark	843	2.1	3.0	1.4	25.4%
Sutton	113	0.8	3.7	8.9	31.0%
Tower Hamlets	820	1.3	3.3	0.5	30.1%
Waltham Forest	372	1.1	2.0	0.8	34.7%
Wandsworth	337	2.8	7.8	2.6	26.1%
Westminster	1,628	1.5	8.3	1.6	25.2%

- For the most recent monthly data available (August 2023), there was significant variation across boroughs in the disproportionality rate for stop and search.
- Stop and search volumes increased during August – driven by activity relating to **Notting Hill Carnival**.
- In August 2023 Black individuals were 26.3 times more likely (relative to population) to be stopped and searched for any reason in Kensington & Chelsea.
- The lowest disproportionality rate was in Barking and Dagenham (Black individuals 1.2 times more likely), Newham (1.8) and Enfield (1.9).



Use of force data shows little difference by ethnicity

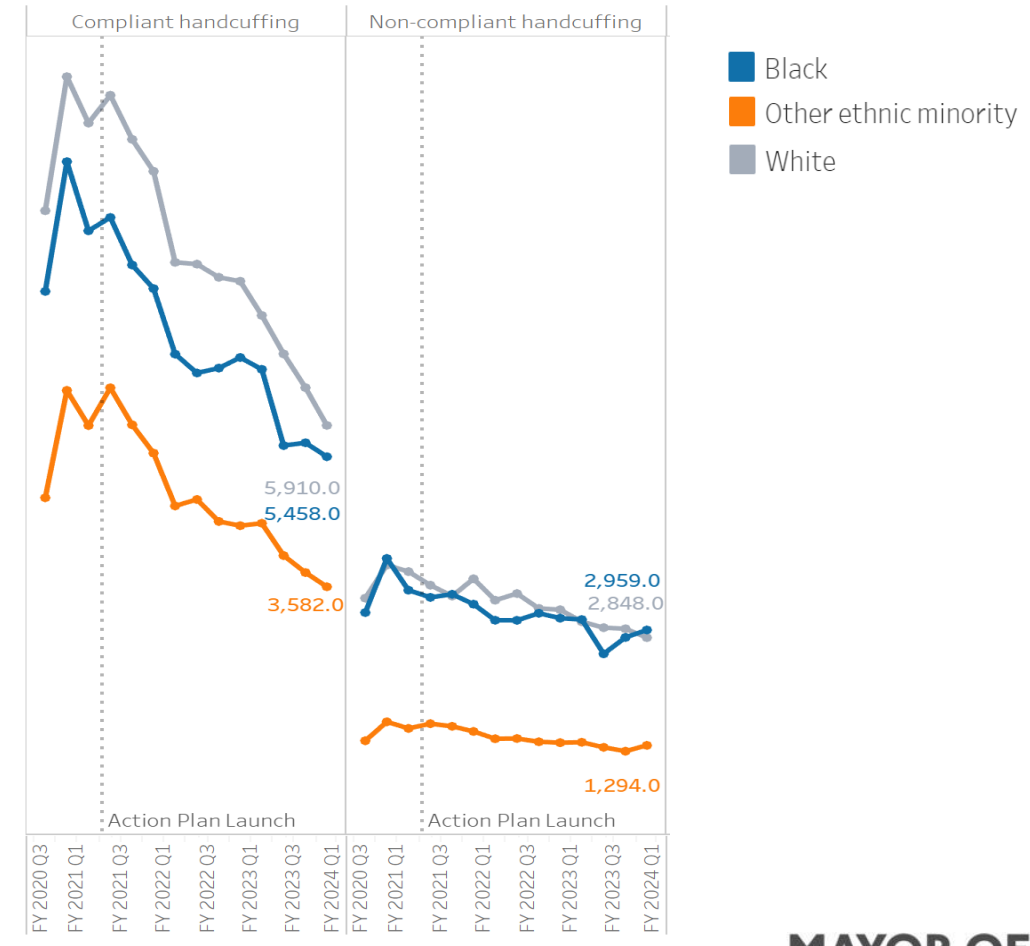
Disproportionality in use of force by tactic (Q1 2023/24)

Use of force data does not show a large disparity in the type of tactic used by ethnicity¹.

% of all use of force tactics within each ethnic group		FY 2024 Q1		
		White	Black	Other
Restraint	Compliant handcuffing	29.9	28.7	35.8
	Non-compliant handcuffing	14.4	15.6	12.9
	Ground restraint	7.0	6.0	5.5
	Limb/body restraints	3.6	3.3	3.1
Baton	Baton drawn	0.4	0.4	0.4
	Baton used	0.2	0.2	0.1
Dog	Dog bite	0.1	0.1	0.1
	Dog deployed	0.1	0.1	0.1
Firearm and AEP	AEP aimed	0.0	0.0	
	Firearm aimed	0.6	1.1	0.7
Irritant spray	Irritant spray - PAVA drawn	0.3	0.5	0.3
	Irritant spray - PAVA used	0.4	0.5	0.4
Other/improvised, Shield, Spit guard and 2 more	Other/improvised	2.7	2.7	2.6
	Shield	0.0	0.1	0.1
	Spit guard	0.9	0.8	0.6
	Tactical communications	19.5	19.9	19.0
	Unarmed skills **	14.3	14.1	13.4
(CED) Taser	CED (Taser) aimed	0.5	0.7	0.6
	CED (Taser) arced	0.0	0.0	0.0
	CED (Taser) drawn	0.9	1.1	0.9
	CED (Taser) fired	0.3	0.4	0.2
	CED (Taser) red-dotted	2.0	2.6	1.9

Long-term trend – handcuffing

The recorded use of handcuffs has **reduced** since the launch of the Action Plan. In the last quarter (Q1 2023/24) Black and other ethnic minority subjects have seen a slight increase in the number of non-compliant records.

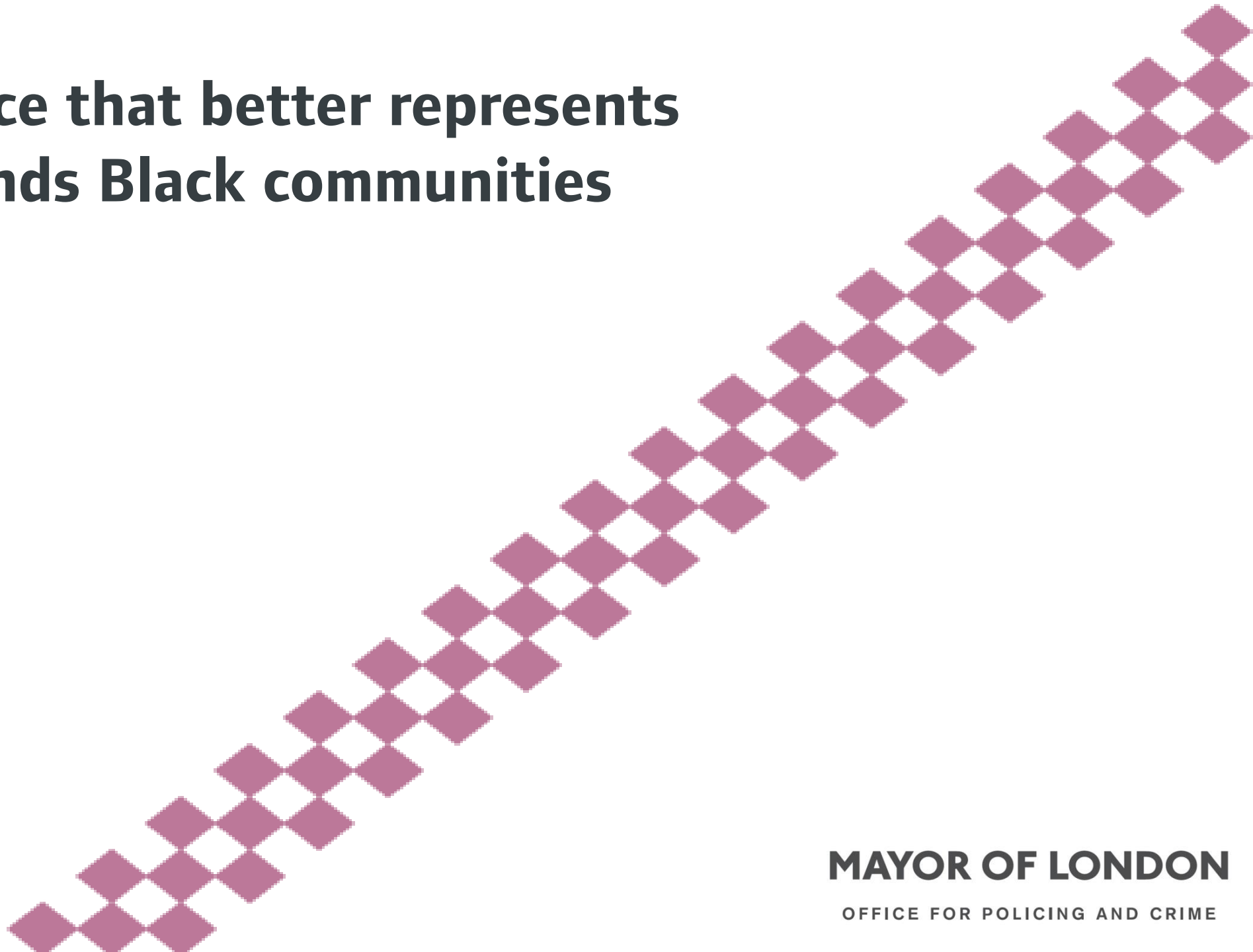


NB: % of count is the proportion of all use of force occasions against the specific ethnicity and not a count of individuals

¹ <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/policing/action-plan-dashboard>

** including pressure points, strikes, restraints and take-downs

A police service that better represents and understands Black communities



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Diversity in the MPS is increasing...

Diversity Aspirations

The MPS diversity aspirations are to increase Black, Asian and Multiple Ethnic Heritage officer representation to **21%** of total officer workforce by FY23-24 and **28%** by FY29-30. The diversity aspirations for Black officers is to increase representation to **4.5%** by FY23-24 and **7.2%** by FY29-30.

These are not reflective of the BAMEH (44%) or Black (13%) population of London, but the nature of a policing career means it is difficult to make rapid largescale change.

Date as on 31 st March unless otherwise stated	White Officers	Black, Asian and Multiple Ethnic Heritage Officers	% Black, Asian and Multiple Ethnic Heritage Officers	Black Officers	% Black Officers
2019	25,562	4,415	14.7%	1,017	3.39%
2020	26,915	4,831	15.2%	1,093	3.44%
2021	27,445	5,086	15.6%	1,155	3.55%
2022	28,058	5,508	16.4%	1,201	3.58%
2023	28,614	5,889	17.1%	1,255	3.64%
August 2023	28,328	5,879	17.2%	1,263	3.69%

Total MPS police officers from Black, Asian and/or other Minority Ethnic communities have increased in both proportion and total number over the last five years, accounting for **17.2%** of all police officers as of the end of August 2023 (an increase of 2.5 pp. compared to 2019). The highest number of officers from Black, Asian and/or other Minority Ethnic communities was in June 2023 (5,904 FTEs).

The number and proportion of Black officers has shown a much smaller rate of increase – Black officers currently represent **3.7%** of police officers (August 2023) which is stable over the last five years (an increase of 0.3 percentage points). The FY21-22 aspiration target for 3.8% Black officer representation was not achieved.



The most diverse rank across the MPS is Constable

White British police officers account for 75% of all MPS police officers, followed by White Other (5.1%), Indian (2.6%) and Pakistani (1.6%).

Police Officer Diversity August 2023

Police Officer Strength (August 2023)	Total	%
White British	25,568	74.7%
White Irish	481	1.4%
White Other	1,738	5.1%
Not Stated	295	0.9%
Unknown	247	0.7%
Black Caribbean	348	1.0%
Black African	437	1.3%
Black Other	65	0.2%
Black British	413	1.2%
Black Asian	7	0.0%
Indian	876	2.6%
Pakistani	550	1.6%
Bangladeshi	389	1.1%
Chinese	167	0.5%
Asian Other	493	1.4%
Mixed - White & Black Caribbean	397	1.2%
Mixed - White & Black African	132	0.4%
Mixed - White & Asian	454	1.3%
Mixed - Any Other Mixed Background	459	1.3%
Greek & Greek Cypriot	151	0.4%
Turkish & Turkish Cypriot	222	0.6%
Other Groups	321	0.9%
Total	34,207	100.0%

The most diverse rank in the MPS is Constable (19% BAMEH). BAMEH *female* police officers account for 4.8% of all officers but this proportion is larger within the **Detective** Constable rank (7.8%). A similar trend is shown for white female officers.

There are 31 officers at Commander and above rank – just 3 of these are from Black, Asian and/or other Minority Ethnic communities.

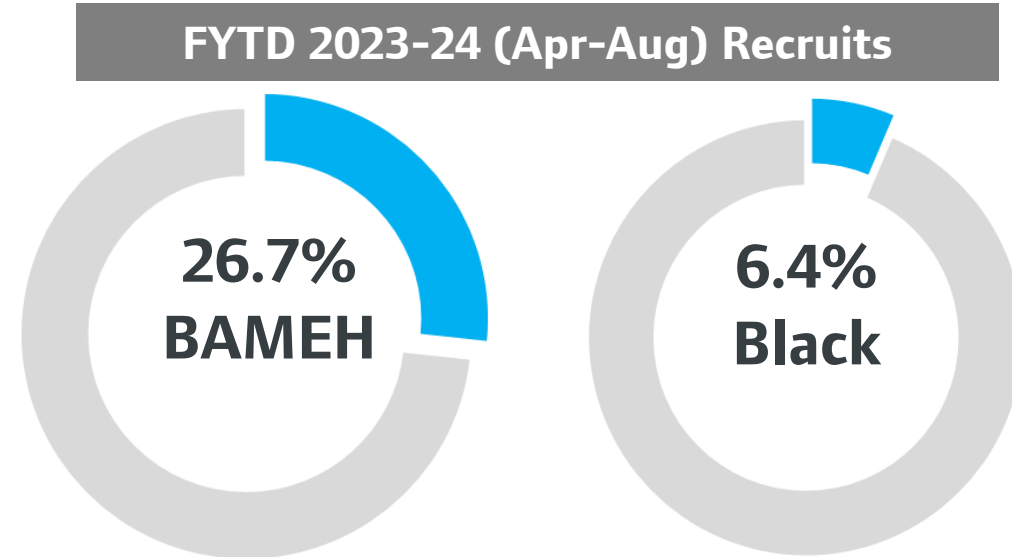
Police Officer by Rank August 2023

Police Officer (August 2023)	Total	BAMEH	% BAMEH	BAMEH Female	% BAMEH Female
Commander & above	31	3	9.8%	0	0.0%
Chief Superintendent	24	2	8.3%	0	0.0%
Detective Chief Superintendent	23	2	8.7%	0	0.0%
Superintendent	93	5	5.4%	1	1.1%
Detective Superintendent	114	14	12.3%	4	3.5%
Chief Inspector	224	29	13.0%	5	2.2%
Detective Chief Inspector	210	31	14.7%	12	5.7%
Inspector	892	77	8.6%	10	1.1%
Detective Inspector	557	62	11.2%	19	3.5%
Police Sergeant	3,433	436	12.7%	85	2.5%
Detective Sergeant	1,650	229	13.9%	63	3.8%
Police Constable	21,663	4,060	18.7%	1,039	4.8%
Detective Constable	5,293	928	17.5%	412	7.8%
Police Officer Total	34,207	5,879	17.2%	1,651	4.8%

There will need to be an increase in the number of police officer recruits from London's Black communities to achieve the longer-term ambitions

To support the long-term aims to increase the diversity of the MPS outlined in the Mayor's Action Plan, the percentage of BAMEH recruits were required to increase to **40%** from April 22 and for **8% of all recruit intakes to be Black**.

Financial Year	Total Recruitment	% BAMEH Officers
2016 17	1,471	25.36%
2017 18	1,130	23.98%
2018 19	2,272	21.13%
2019 20	4,005	17.25%
2020 21	2,438	18.87%
2021 22	3,012	23.05%
2022 23	3,305	22.71%
<i>FYTD 2023 24</i>	652	26.67%



- There was an uplift in recruitment over FY22-23. There were a total of 3,305 new recruits joining the force, of which **22.7% were BAMEH (751)** and **4.4% were Black officers (146)**.
- **As FY22-23 recruitment targets were not met it will be extremely challenging for the MPS to achieve its diversity ambitions for FY23-24 and beyond.** However, in the most recent FYTD there has been a recent increase in the proportion of Black recruits (6% of all recruits between April-August 2023) so this will be something to continue to monitor going forward.