

MAYOR'S ACTION PLAN FOR IMPROVING TRANSPARENCY, ACCOUNTABILITY AND TRUST IN POLICING

Quarterly Update November 2021

On 13 November 2020, the Mayor of London published an Action Plan which aims to improve trust and confidence in the Metropolitan Police Service and to address community concerns about disproportionality in the use of certain police powers affecting Black Londoners. It was co-produced with London's communities, and in particular with Black Londoners and those working with and within Black communities.

The work was undertaken in response to concerns raised about the disproportionate use of police powers, including stop and search, the use of force and Taser. Communities told the Met and City Hall that they wanted to see increased transparency in police actions, decisions and communications; a police service that better reflects the city it serves; and improved community monitoring and involvement in reviewing the disproportionate use of police powers and complaints.

A key commitment in the Mayor's Action Plan is ensuring that communities are kept up to date on the delivery of the plan and have regular opportunities to engage with this work.

This is an interim update on the Quarter 2 update reporting on progress made to 19 November 2021d.

Action Plan Dashboard

The foundations of the Mayor's Action Plan were a response to the lower levels of trust and confidence that Black Londoners have in the MPS. While progress is being made to improve processes and structures to improve fair treatment and representation, it is vitally important to continue to monitor and understand Londoners' perceptions of policing in the capital.

To aid this understanding and to ensure transparency, quarterly data updates to the Action Plan Disproportionality Dashboard are published on the MOPAC Website [Action Plan Dashboard | London City Hall](#).

This data demonstrates that although the gap between white and black residents' trust in the police has decreased there is still a 24% difference.

Many of the commitments within the Action Plan are not immediate fixes, yet are important changes that are being developed, piloted, fine-tuned and gradually being rolled out. This document summarises several of the key delivery strands that are showing early results.

Progress against key priority areas

Community Engagement - ensuring representation

The need for meaningful community engagement and representation in local oversight was a recurring issue raised throughout the consultation for the Action Plan. Progress is being made across the MPS and MOPAC to expand dialogue and ensure that all London's diverse communities and age groups are heard and represented.

- **MOPAC overhaul of local scrutiny mechanisms**

MOPAC has developed a detailed plan for reviewing and redesigning the process for involving communities in scrutinising MPS stop and search activity in every London borough in order to make it more representative, accountable, consistent and effective. This is being done in consultation with communities and will be specifically discussed with young people at the next Action Plan Public Review Meeting in early October. Consultation events to shape and develop this work have also been booked with existing Community Monitoring Groups (CMGs) and wider stakeholders.

The wider overhaul and review of community engagement activity has been retendered and is currently live. The timetable for the re-tender will see a contract begin in early 2022.

- **Community-led training**

To broaden the conversations with communities on the use of stop and search, the MPS are mobilising a local pilot in the Central South BCU (Lambeth and Southwark). Mentivity training has now started in Southwark, with confirmed training slots until the end of 2021. Following its completion, the MPS will review and consider the suitability and adaptability for wider roll out across the MPS.

Mentivity will be attending the next MOPAC Action Plan Public Review Meeting in early October within a workshop looking at Community-Led training of officer, in which they will share early outcomes.

The MPS are also involving communities in designing the training provision for new police officers, including cultural awareness across London's communities. This training includes a bespoke 'Local Community Immersion' elements where new officers learn about the local history, cultures and communities they will be working with in their BCUs. Refreshed Stop and Search training will increase new recruits' understanding of the importance of cultural awareness and the impact of issues such as unconscious bias and disproportionality on communities across London, specifically Black communities. This includes scenario-based role plays such as 'trading places' exercises, where officers will be put in the shoes of the people they stop.

In addition, the new 'Just Another Day' stop and search e-training package includes officer reflection on their decision making to increase their

understanding of objectivity in grounds of stops and how they interact during these encounters.

To support and grow this workstream, the MPS have established a Learning and Development Community Reference Group with a regular rhythm of meetings. The National Police Chiefs Council (NPCC) and College of Policing will be attending this meeting to assess the benefits of this community led approach to training for national roll out.

- **Community group involvement in setting local policing priorities**

Pilots with community groups are being developed across the MPS. The next Action Plan Public Review Meeting in early October will feature a workshop to hear more about this work, share best practice and explore ways to encourage and enhance more joint working in which communities, police and partners collaborate on identifying and addressing local policing issues.

- **Focus on young Londoners**

In recognition that young Londoners are often most affected by the use of police powers, MOPAC has reached out to youth groups and youth councils across London to encourage and empower young people to develop active leadership roles in community safety and holding the police to account. The third quarterly Public Review meeting took place on 7th October. The agenda and attendance for this meeting was targeted to young Londoners to hear their concerns and encourage more engagement in oversight of the Action Plan. The meeting was co-hosted by the MPS and MOPAC in a hybrid format with live venues in Haringey and Southwark in addition to on-line attendance. The meeting was held in the evening in response to stakeholder feedback which increased attendance. Following the success of this hybrid format, MPS and MOPAC are working together on the agenda and locations for the next meeting in January 2022.

- **External Reference Group**

MOPAC is creating a dedicated External Reference Group (ERG) to ensure that community involvement is integral to the delivery of the Action Plan. The ERG will provide a community voice to strengthen legitimacy and provide MOPAC with specific insight, community perspective, professional expertise and lived experience to enable effective delivery of the Mayor's Action Plan and other related areas of work where disproportionality is evident. This will include engagement with various oversight and scrutiny mechanisms as well as opportunities to conduct thematic deep-dives and problem-solving activity in specific areas of work. A competitive tender process has been completed and the contract will soon commence with the successful agency to support with reaching out to, attracting and recruiting community experts with a broad range of lived and professional experience, with a view establishing the new group of volunteer members in the new year.

- **Disproportionality Board**

The inaugural meeting of the new Disproportionality Board was held on 15th October with membership spanning the criminal justice system. Once recruited, members of the External Reference Group (ERG) will sit on the Board in future meetings for enhanced community representation.

- **Police and Crime Plan Consultation**

The consultation on the Mayor's Police and Crime Plan was launched on the 16th November. Londoners are encouraged to have their say at <https://www.london.gov.uk/mopac-publications/consultation-police-and-crime-plan-2021-25>

Additional feedback opportunities with Black communities is being progressed within this wider consultation.

Improving Londoners' interactions with the police

The Action Plan Dashboard shows that Black residents are currently 3.4 x more likely to be stopped and searched than White residents.

Generally, Londoners recognise that this police tactic is an important part of tackling and reducing the tragic youth violence in the capital. However, communities continue to explain that it is the techniques and approaches that some officers use during these police interactions that undermine the rationale for this police tactic.

Highlighted below are key delivery strands to learn from and improve police interactions with Londoners:

- **Body Worn Video of stop and search interactions**

Body worn video reviews by Stop and Search Community Monitoring Groups were reinstated in October 2020. To date 52 Body Worn Video review sessions have been undertaken by Community Monitoring Groups, providing feedback to the MPS and to their communities on the quality of the encounters and adherence to the required process.

MOPAC and MPS have finalised the process to deliver a joint project to review 500 samples of video footage. Both language and behaviours will be analysed to assist in defining good practice in terms of escalation and de-escalation points. This will be absorbed into the wider stop and search learning. Work is also starting immediately on commissioning independent academic research of a sample of body worn video footage to better understand the nature of stop and search interactions and the behaviour of officers or individuals being stopped.

Training has been developed for officers to conduct the coding of footage and other preparatory work. The pilot is planned to go live this month, to be scaled up by the end of January 2022. Interim results expected May-June 2022 with a final report to follow later in 2022.

- **Safeguarding young people pilot**

A range of safeguarding arrangements for children and young people coming into contact with the MPS currently exist. While children and young people who have been arrested can get specialist help and support when they come into custody, more consideration needs to be given to those young people who are stopped and searched and found not to be doing anything wrong, but who might still be at risk of harm.

The MPS in Haringey have been working with Haringey Council safeguarding leads and have reviewed the safeguarding response to under-18s who are stopped and searched. This work identifies how best to ensure that contextual safeguarding is at the centre of those interactions and where there are wider concerns these young people can benefit from timely support and interventions.

The review is complete and recommendations agreed including:

- Focusing on violence hotspots to better target searches
- Enhancing availability and application of relevant data
- Seeking learning from similar work in other operational areas of London.
- This will be managed as part of local policing oversight.

Work continues with North Policing Area (BCU) and Haringey Council Children's Services. This includes further data analysis of stop and search with focused parameters (e.g., in areas of higher violence 'hotspots'). This work and the wider community engagement project, which has been underway in Haringey, featured in the October Action Plan Public Review meeting.

- **Stop & Search know your rights**

A Stop & Search Know Your Rights Guide was produced and available on the [MOPAC website](#). MOPAC has also printed a quantity of this guide in a fold-up credit card size format. Community groups, youth groups and individuals are encouraged to contact MOPAC Community Engagement Team for supplies of this helpful resource to help share with Londoners.

- **Handcuffing**

Following the Commissioner's review, the new policy was launched on 18 November 2021. The policy reiterates that handcuffing is not routine and instead needs to be justifiable and properly recorded with that justification clearly explained. The policy also includes de-escalation advice for officers.

- **Custody Records Review**

The review process has been designed and recruitment is underway for existing Independent Custody Visitors (ICVs) to apply to take part in the Custody Record Review (CRR) pilot. Initially developed by the Independent Custody Visiting Association and successfully piloted in Derbyshire, this enables vetted ICVs access to redacted Custody Records and review the support provided to those against the recommended processes and guidelines. Following recruitment for ICVs to take part in a pilot, training is beginning late November 2021.

Information on the Derbyshire pilot can be found here: [Evaluation of the Independent Custody Observation Pilot](#)

In addition, the MPS are working on the publication of a range of custody data, which MOPAC will look to incorporate into the Action Plan Disproportionality Dashboard.

A Police service that represents London

Throughout the Action Plan consultation and the continuing dialogue with communities is a recurring theme that the MPS workforce does not align with the capital's rich diverse population.

It is vitally important that this imbalance is addressed, the solution is not as straightforward as a recruitment campaign. Black Londoner's lower trust in the police itself creates a psychological barrier to diversifying the workforce. This can only be overcome by developing meaningful conversations with all London's communities to encourage empowerment to 'be the change you want to see'.

The MPS have set recruitment targets for 16% of its officers to be Black and Minority Ethnic by 2022, 21% by 2024 and 28 by 2030.

Highlighted below is progress made to achieve these ambitions.

- **Attraction programme**

A programme of attraction and recruitment activity has been implemented. This is including the progression of the 'Outreach' programme, which includes additional resource investment to mobilise bespoke and targeted recruitment in communities who are less well represented in the MPS. In addition, the 'Everyone is a recruiter' awareness package is being developed to encourage recruitment activity across all business groups. Pilot outreach and recruitment events are being held in October 2021.

You can find out more about this the Community Outreach Programme here: <https://www.met.police.uk/police-forces/metropolitan-police/areas/campaigns/2020/black-history-month/officer-stories/daniel-bair/>

- **Recruitment progress**

The MPS ended 20/21 at 32,531 officers of which 15.6% (5,086) were Black, Asian and Minority Ethnic, 3.6% (1,160) were Black, and 28.5% (9,265) were female.

As of end of October 21, the MPS has 33,116 officers of which 16.2% are Black, Asian and Minority Ethnic Heritage (5,353), 3.6% are Black (1,190), and 29.1% are female (9,628).

October 21 saw the recruitment of 251 new officers of which 33.8% were female (85), 31.8% were BAMEH (80) and 0.1% were Black officers (15).

- **Promotion**

The MPS remains active in seeking to ensure the aims for increasing sergeant and inspector promotion. The selection of Career Development Officers, at chief inspector level, has been completed. The MPS is aiming for 3% Sergeants and 3% Inspectors to be Black by 2024 and subsequently 7% Sergeants and 7% Inspectors by 2030.

In support of this, MOPAC has made £1.2m available over 3 years for a specific Career Development Service proposal for the progression and promotion of Black officers and the selection of Career Development Officers at Chief Inspector level.

- **Disproportionality within the grievance and misconduct processes**

Significant progress is being made within the MPS to reduce disproportionality within the grievance and misconduct processes to aid retention of Black and Minority Ethnic officers.

The MPS review of internal referrals into the misconduct process is progressing, with the completion of a mediation video and working with the Grievance Management Team and Retention Taskforce.

In addition, the MPS Grievance Management Team is pursuing enhanced understanding of mediation services as a method to reduce grievances. This includes using local mediation advocates.

Line managers are being supported to record informal development which aims to reduce referrals into the misconduct process and reduce grievances by focussing on professional development.

A pilot of recording new line management interventions called 'Learning Through Reflections' is beginning this Autumn.

- **Operation Hampshire**

Following the expansion of Operation Hampshire which provides specialist support to officers and staff who are victims of hate crime while on duty, new Hate Crime Units have been piloted and are being rolled out across all BCUs.

These units will undertake all Operation Hampshire investigations to support the MPS response to offences against its staff.

Support for officers is being highlighted in a video developed as part of National Inclusion week.

Following the successful outcomes of Operation Hampshire, this support offer is being replicated nationally.