

## MAYOR'S ACTION PLAN FOR IMPROVING TRANSPARENCY, ACCOUNTABILITY AND TRUST IN POLICING September 2022

Chapter	Commitment	Status Update
<b>1 Better use of Police Powers</b>		
<b>1.1 Better use of Police Powers</b>	<ul style="list-style-type: none"> <li>Mayor has asked the MPS to launch a <b>new pilot project to review samples of vehicle stops</b> conducted under Section 163 of the Road Traffic Act to identify any disproportionality relating to ethnicity.</li> </ul>	<p>The report following the pilot was published in July 2022 and discussed in detail with communities at a Public Review meeting in Brixton. Since publication of the National Race Action Plan, the MPS' position on the recording of ethnicity in vehicle stops has been realigned with the NPCC's plans to develop a national reporting framework. This was discussed at the Disproportionality Board and MOPAC officers are engaging with the NPCC to ensure that further implementation in the MPS can move forward and inform the national reporting requirements.</p>
<b>1.2 Better use of Police Powers</b>	<ul style="list-style-type: none"> <li>Mayor asked government to use its powers to compel police services to <b>collect and publish data on ethnicity of vehicle drivers stopped under the Road Traffic Act</b>; The Mayor will <b>lobby the Home Office to revise the current Code of Practice</b> to make the review of Body Worn Video footage a</li> </ul>	<p>Following the Mayor's letter to the Prime Minister, the Deputy Mayor for Policing and Crime will continue to raise this with the Home Office, including at Ministerial level where possible.</p>

Chapter	Commitment	Status Update
	<p>mandatory requirement for community scrutiny.</p>	
<p><b>1.3 Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>Commissioner's <b>review of the use of Handcuffing</b> in the MPS, considering: the legal and policy and basis for pre-arrest handcuffing; training officers receive; improving data on the extent of handcuff use; digital solutions for accountability.</li> </ul>	<p>The new policy was launched on 18th November 2021.</p> <ul style="list-style-type: none"> <li>All recommendations from the handcuff review are either complete or due for completion imminently.</li> <li>The policy reiterates that handcuffing is not routine and instead needs to be justifiable and properly recorded, with that justification clearly explained.</li> <li>The policy also includes de-escalation advice for officers.</li> <li>The updated training package for all officers began in early October 2021. This is complemented by a digital pre-training mandatory requirement.</li> <li>Upskilling of the Public and Personal Safety Training (PPST) trainers has begun to ensure that all elements of the review are fully understood and able to be translated for officers.</li> <li>IT improvements to ensure use of force and stop and search data sets are cross referenced are underway-this includes change in PPST delivery to encompass scenario-based training with procedural justice, conflict management and trauma informed policing practices interwoven.</li> <li>The MPS have been collecting and analysing backdated data linking stop and search and use of force for approximately two years. MOPAC are working with the MPS to view this data as part of Oversight board discussions.</li> </ul>
<p><b>1.4 Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>Scrutinise the MPS to ensure that <b>Authorised Professional Practice is followed</b> and searches based on</li> </ul>	<p>Senior officers in each borough continue to monitor performance locally. A monthly Gold Group, chaired by the MPS lead for stop and search, provides strategic direction and governance for those leads and key stakeholders.</p>

Chapter	Commitment	Status Update
	<p>"smell of cannabis" alone are fully documented.</p>	<p>The MPS central Stop &amp; Search Team are reviewing their approach and consulting with the National Police Chiefs Council (NPCC).</p> <p>This is built into the review work undertaken by the Community Monitoring Groups at the local level. Further work is underway to build this into the city-wide scrutiny mechanism.</p>
<p><b>1.5</b>      <b>Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>MOPAC will <b>commission independent academic research</b>, using open-source data, to assess the effectiveness of cannabis enforcement in relation to tackling violence in London. This research will begin before the end of 2020.</li> </ul>	<p>The University of the West London (UWL) won the tender to undertake this work. Their research comprised of four main components.</p> <ul style="list-style-type: none"> <li>Review of literature and research</li> <li>Collection and analysis of official and other data</li> <li>Collection of feedback from young people – local policing and cannabis use</li> <li>Focused discussions with key experts</li> </ul> <p>Lockdown caused some initial delays, which were mitigated by UWL commencing the literature review ahead of conducting the field research. Research began in March 2022; the report is now in the final stages of drafting.</p>
<p><b>1.6</b>      <b>Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>The MPS in Haringey are working with Haringey Council safeguarding leads to <b>review the safeguarding response to under-18s who are repeatedly stopped and searched</b>. This work will identify how best to ensure that contextual safeguarding is at the centre of those interactions and where there are wider concerns</li> </ul>	<p>The review is complete and work continues with North Area and LB Haringey Children's Services, which include further data analysis of stop and search, but with focused parameters (eg in areas of higher violence 'hotspots'). The report's recommendations focused on continuing the review work, policy change in relation to when a MERLIN report is compulsory (currently only for children 10 years and under), the LA response when a relevant child is subject to S&amp;S and enhanced training about children's behaviour as part of S&amp;S training. This continued work will be overseen on North Area by the tactical lead.</p>

	these young people can benefit from timely support and interventions.	A workshop about the wider community engagement project underway in Haringey was held during the October public review meeting. This attendance for this meeting was targeted at young Londoners and explored the ways in which communities, police and partners can work together on the key issues.
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2.1	<b>Working Together</b>	<ul style="list-style-type: none"> <li>The MPS will continue to ensure that the work of the <b>Safer Schools Officers is monitored and assessed</b> to ensure the positive work they do can continue and that there are no disproportionate impacts for Black children.</li> </ul>
		<p>MOPAC received the second iteration of the Safer Schools report on 28 March 2022 and provided detailed feedback on 5th May 2022.</p> <p>MOPAC have also offered to assist with gathering more Head Teacher feedback to support this work through our network.</p>
2.2	<b>Working Together</b>	<ul style="list-style-type: none"> <li>MOPAC will regularly <b>consult parents in London about their views on Safer Schools Officers</b> via its Public Attitudes Survey. MOPAC will analyse the findings by ethnicity, to help identify differences in perceptions.</li> </ul>
		<p>New questions were added to the MOPAC Public Attitude Survey around support for Safer Schools Officers. Results indicate that (Q3 2021/22):</p> <ul style="list-style-type: none"> <li>Public support for Safer Schools Officers is very high: 91% of Londoners say that they support the use of Safer Schools Officers in schools (unchanged from the previous quarter).</li> <li>Those from Black and Mixed ethnic backgrounds are less likely to support Safer Schools Officers, although support still remains high: 87% and 89% respectively. For White respondents this was 92% and Asian respondents 94%.</li> </ul>

## Working Together

### 2.3 Working Together

- MOPAC will continue to **incorporate questions about Safer Schools Officers in its regular Youth Voice survey** of children and young people in London.

Data collection for the Youth Voice survey is now complete, with responses gathered from just over 11,800 young people. Initial findings, including views around Safer Schools Officers, are being analysed with a complete report to be published in Autumn 2022.

<p>2.4 Working Together</p>	<ul style="list-style-type: none"> <li>MOPAC will launch a <b>review of MARACs</b> in London by the end of 2020. This will establish the facts around attendance at MARACs and consider whether and how concerns about immigration status and perceptions of policing deter women from reporting crimes</li> </ul>	<p>The MARAC review Standing Together Against Domestic Abuse has been published on 6 December 2021 and can be accessed on this link: <a href="https://static1.squarespace.com/static/5ee0be2588f1e349401c832c/t/61a8d3a26416b90796c31770/1638454206864/Pan+London+MARAC+Review_Report_2021.pdf">https://static1.squarespace.com/static/5ee0be2588f1e349401c832c/t/61a8d3a26416b90796c31770/1638454206864/Pan+London+MARAC+Review_Report_2021.pdf</a></p>
<p>2.5 Working Together</p>	<ul style="list-style-type: none"> <li>London's Independent Victims' Commissioner will <b>launch a new consultation with Black women</b> and the End Violence Against Women (EVAW) coalition to understand their specific needs and experiences.</li> </ul>	<p>Following roundtables in 2021 with Black women, a further series of consultation sessions were launched as part of the development of the Mayor's VAWG Strategy, including specifically with Black and Asian women. The full report from this engagement was published alongside the VAWG Strategy and can be found here: <a href="https://www.london.gov.uk/sites/default/files/mopac_survivors_consultation_final_report_04042022.pdf">https://www.london.gov.uk/sites/default/files/mopac_survivors_consultation_final_report_04042022.pdf</a></p>
<p>2.6 Working Together</p>	<ul style="list-style-type: none"> <li>MOPAC and the MPS have committed to work with communities to <b>review all of their existing community engagement mechanisms</b>, to make them more transparent and to identify accessible opportunities for Black communities to be engaged.</li> </ul>	<p>Delivery has commenced as below -The contract for the community engagement review has been awarded to Black Thrive, a Black-led, London-based community development organisation.</p> <ul style="list-style-type: none"> <li>The contract began on 6th June and a scoping took place at the latest Public Review meeting.</li> <li>In-person and virtual consultation events will take place across London during October and November.</li> <li>The comms launch for this programme of work is due to take place on 10th October and this is being led in partnership between Black Thrive and the MOPAC Comms team.</li> <li>The consultation will include a series of in-person events across London as well as online conversations led by Psi – a collective intelligence platform connecting people and organisations to solve shared challenges.</li> <li>As well as universal community events, specific spaces for engagement with Black Muslim communities, Black Disabled communities, young people and concerned parents are also being created.</li> </ul>

		<ul style="list-style-type: none"> <li>•MOPAC have conducted an in-depth stakeholder mapping exercise with Black Thrive and will lead the work to engage with senior stakeholders across London as part of this consultation.</li> <li>•MOPAC are meeting with Black Thrive and Psi regularly to monitor progress.</li> <li>•Final recommendations from this work are expected in Jan/Feb 2022.</li> </ul>
2.7	Working Together	<ul style="list-style-type: none"> <li>• The MPS is working to develop a '<b>Handbook of Engagement</b>' which will be shared with communities.</li> </ul> <p>The MPS Community Engagement Handbook was published in Spring 2022 and is available here: <a href="https://www.met.police.uk">MPS Community Engagement Handbook (met.police.uk)</a>.</p>

<b>3 Represents and understands</b>		
3.1	Represents and understands	<ul style="list-style-type: none"> <li>• MPS is <b>aiming for 16% of its officers to be BAME (Black and Minority Ethnic) by 2022</b>, 21% by 2024 and 28% by 2030; The MPS will set specific aims for the recruitment and promotion of Black officers.</li> </ul> <p>The recruitment targets have been set, and a significant 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. 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.</p> <p>Decision for £0.9m (£300,000 per annum for three years, 2021/22 to 2023/24) for the development of the Community Outreach Programme fund and Attraction Analytics dashboard is pending.</p> <p>The MPS ended 21/22 with 33,567 police officers (FTE). This is the most it has ever had in its history. 16.4% (5,508) are of BAME heritage, (1,201) are Black, and 29.7% (9,956) are female.</p>



3 Represents and understands		
		<p>Since 1st April 2021 the MPS has recruited c. 3,000 officers. Nearly 700 (23%) were of BAME heritage and over 130 (4.4%) were Black. Nearly 1,200 (39%) were female.</p> <p>Whilst the MPS has continued to make steady progress it still has some way to go before it is genuinely representative of London. Decision for £0.9m (£300,000 per annum for three years, 2021/22 to 2023/24) for the development of the Community Outreach Programme fund and Attraction Analytics dashboard is pending.</p> <p>As of March 2022, the MPS has 33,567 police officers (FTE). This is the most it has ever had in its history. However, this number falls short of the year-end target by 129. This is largely due to a high number of leavers (including retirees) in March.</p> <p>While the 2022 target was almost met, it is recognised that the pipeline of applicants is not sufficient to reach either the required recruitment targets, or the representation targets by the next report date.</p> <p>To address this, the London Residency requirement has been temporarily lifted, but concerns remain.</p>
3.2	Represents and understands	<ul style="list-style-type: none"> <li>MPS will imminently <b>re-introduce the London residency criteria</b> for most new recruits.</li> </ul> <p>Due to the need to maintain recruitment volumes the MPS has temporarily lifted the London residency criteria.</p>
3.3	Represents and understands	<ul style="list-style-type: none"> <li>Mayor will <b>lobby the Government to review the legislative framework</b> for police officer recruitment to ensure it is fit for purpose and supports efforts to maximise the number of Black recruits.</li> </ul> <p>The MPS is making full use of all existing legislation and guidance. Deploying equal merit provisions of the Equality Act 2010 at scale where it is able. Lobbying has been paused whilst the MPS continues to push the boundaries of existing legislation and assess the impact of these measures.</p>



3 Represents and understands		
<p>3.4 Represents and understands</p>	<ul style="list-style-type: none"> <li>MPS will ensure communities are more closely involved in the design of new police learning and development by default and a new <b>Learning and Development Community Reference Group</b> will be established</li> </ul>	<p>MOPAC officers were invited to and attended a Learning and Development Community Reference Group meeting in August 2021. It is not clear if this format of meeting has continued.</p> <p>MPS is working with communities to deliver training to new police recruits during Passing Out Parade week. The next MPS information event to attract applications from community groups to apply for the funding committed by MOPAC is being planned for next month.</p>
<p>3.5 Represents and understands</p>	<ul style="list-style-type: none"> <li>In support of broadening the conversations with communities on the use of stop and search, the MPS will mobilise a local pilot in the Central South BCU (Lambeth and Southwark). Over a six-month period, this will bring together a mix of 500 front line operational officers (new recruits and established officers) within community led workshops on cultural equality.</li> </ul>	<p>To date 12 Stop &amp; Search Cultural Equity Workshops have taken place with over 200 officers across AS BCU from Neighbourhoods, Violence Suppression Unit, Prevention &amp; Partnership and Youth Engagement teams. Further workshops are being planned with Mentivity to reach more officers across Emergency Response (the aim is to reach 500 officers in total). Following its completion, the MPS will review and consider the suitability and adaptability for wider roll out across the MPS.</p> <p>Mentivity attended the Action Plan Public Review Meeting in October 2021, and communities shared their experience with delegates. This formed part of a wider conversation about engaging and involving young Londoners in community-led approaches to strengthen police officers' understanding and awareness of the communities they work with.</p>
<p>3.6 Represents and understands</p>	<ul style="list-style-type: none"> <li>The MPS will <b>incorporate direct community input into specific aspects of the training</b> given to new recruits across the service.</li> </ul>	<p>Communities have been involved in the development of the new recruit pathway, which commenced January 2021. Community members are involved in the provision of training and awareness to support new recruits in the policing of London, including cultural awareness across London's communities. The recruit training process also includes a bespoke 'Local Community Immersion' element, where recruits learn and provide presentations with regards to the local history, cultures and communities with whom they will be working on their BCUs.</p>

3 Represents and understands		
		<p>Lived experience is now incorporated into the Policing Education Qualifications Framework (PEQF) for new recruit training at several points but specifically around stop and search. This also includes a familiarisation week on BCUs where recruits have the opportunity to meet local community members. Individual BCUs are also piloting lived experience stop and search training with experienced officers. Training packages have been developed to support Black officers to share their own personal experiences of being subject to stop and search.</p> <p>The Met had commissioned Middlesex University to develop a cultural awareness toolkit to assist officers and staff in developing a deeper understanding of the communities that they serve and the principles behind procedural justice –a vital concept for the legitimacy of policing. This has been developed into an e-portal that hosts demographic, socio-historical and cultural information about London's communities.</p> <p>Looking forward, the MPS will incorporate community-led training into the Met's new Volunteer Police Cadet (VPC) development programme and from 2022/23 onwards will mobilise community-led Continuous Professional Development Days for existing officers. MOPAC provided £700,000 funding to the MPS to help deliver this work.</p>
3.7 Represents and understands	<ul style="list-style-type: none"> <li>MPS will set <b>challenging aims to increase the number of Sergeants and Inspectors from BAME groups</b> and will set a specific aim for Black officers. This will be supported by MOPAC committing £400,000 per annum, ring-fenced additional funding to the MPS.</li> </ul>	<p>Through the AP the Mayor has provided over £5 million over three years.</p> <p>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 available £1.2m for a specific Career Development Service proposal for Black officers. This funded work includes:</p>

3 Represents and understands		
		<ul style="list-style-type: none"> <li>•The Career Development Service (CDS) aims to increase the number of Black, Asian, Minority Ethnic (BAME) applicants for promotions to the Sergeant and Inspector ranks. It includes:</li> <li>•Embedding career development officers (Chief Inspectors) in each Basic Command Unit (BCU) and other business groups whose role is to oversee and support career development – especially for those from underrepresented groups.</li> <li>•Inspiring Leadership Programme. A structured career and development pathway for Black constables to support their progression to Sergeant.</li> <li>•A leadership programme for underrepresented leaders at Sergeant and Inspector to support their progression.</li> </ul> <p>As at end of February 2022 (the latest published MPS update)</p> <ul style="list-style-type: none"> <li>•Sergeants were 11.5% BAMEH and 22.8% female</li> <li>•Inspectors were 9.7% BAMEH and 22.8% female.</li> </ul> <p>165 (22.5%) Female 130 (17.7%) BAME 27 (3.7%) Black 733 Total</p> <p>These are officers who passed the assessment stage of the PC-PS 2021 process.</p> <p><i>Note: The 2021 promotion process was for uniformed sergeants and not detectives, so the majority of candidates were PCs and a few DCs, were happy to be posted to uniformed PS roles; this had an effect on the female representation levels, as a higher proportion of DCs are female than in uniformed PC roles. This meant that the female representation amongst successful candidates in 2021 was lower than 2020. Female officers accounted for 32% of successful candidates across both cohorts.</i></p>
3.8 Represents and understands	<ul style="list-style-type: none"> <li>• The MPS has put in place a checks and balances process to <b>review internal referrals into the misconduct process</b>, to</li> </ul>	<p>MOPAC’s Evidence and Insight have begun the next phase of their misconduct research. Small vignettes / role plays for sergeants and inspectors to view/assess and determine what they would refer into the</p>

	<p>ensure opportunities for learning have been fully explored. The Mayor will hold the Commissioner to account for ensuring that this happens. MPS' commitment to continue to significantly reduce disproportionality within the grievance and misconduct processes by 2024.</p>	<p>misconduct process and what they would deal with informally. The 'Learning through Reflections' process across 3 BCUs and police staff went live in October 2021 and is being monitored. Results will be reported into the MPS Disproportionality in Misconduct group.</p>
<p><b>3.9 Represents and understands</b></p>	<ul style="list-style-type: none"> <li>MPS is expanding the support provided via Operation Hampshire to support officers and staff who are <b>victims of hate crime while on duty</b>.</li> </ul>	<p>New BCU Hate Crime Units will undertake all Operation Hampshire investigations, with the learning from all MPS hate crime investigations, supporting the MPS response to offences against its staff. This is subject to ongoing review across BCUs and Operational Command to ensure best practice.</p>

<p><b>4.1 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC will <b>create a new group to actively involve communities in its scrutiny of the MPS' citywide activities and pan-London teams</b> such as the TSG, RTPC and the VCTF, and in the way that complaints about the use of intrusive tactics are handled.</li> </ul>	<p>This work is being aligned to the wider MOPAC oversight/governance review under the change programme. As part of our work on this action, good practice developed by the CPS in their community expert scrutiny panels has been reviewed to identify relevant learning. Alongside this recruitment for members to a new External Reference Group began in April 2022 which will support this and other aspects of the plan to review delivery of the Action Plan and be actively involved in these scrutiny functions.</p>
<p><b>4.2 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC will produce a <b>quarterly race equality audit</b>, reporting on the MPS' use of its powers, including for example, the</li> </ul>	<p>The Action Plan data dashboard was first published in March 2021 and is updated quarterly.</p>

## Holding to account

	<p>use of Tasers and strip-searching, publishing this data and holding the Commissioner to account for it.</p>	<p>MOPAC continue to work with London Councils to explore their disproportionality data streams which include mental health and education with a view to including these in the Mayoral Action Plan dashboard. The MPS are working on publication of arrest, custody and strip search data and MOPAC officers continue to engage with MPS Data Office on this.</p>
<p>4.2 Holding to account</p>	<ul style="list-style-type: none"> <li>• <b>Work together with IOPC</b> to challenge issues that concern Black Londoners so that communities feel the impact of this oversight</li> </ul>	<p>MOPAC has worked with the IOPC to deliver a series of stakeholder events over the summer and had planned a public review meeting focused on complaints. This has been deferred until the new year due to the passing of the Queen. The IOPC (Independent Office for Police Conduct) has a seat on the Disproportionality Board, which oversees delivery of the Action Plan and will consider other matters related to reducing disproportionality. An officer meeting has been scheduled to set out and plan the opportunities for further joint working and ensure these are aligned to the MAP delivery timetable.</p> <p>MOPAC is also scoping the development of a training package on Deaths in Custody and disproportionality with the IOPC for delivery to ICVs in 2023.</p>
<p>4.3 Holding to account</p>	<ul style="list-style-type: none"> <li>• MOPAC will <b>overhaul its community monitoring structures</b> to ensure that London's diverse communities are better represented, can have a role in monitoring a wider range of police powers, including stop and search and the use of Tasers, and complaints.</li> </ul>	<p>The review of community oversight mechanisms has been fully launched. Consultation of Community Monitoring Groups has been completed, with recommendations signed off in February 2022.</p> <p>A steering group has been created, including existing MPS stop and search leads and current CMG chairs as well as community stakeholders, with the initial meeting held on 29th March. A new way of working will be piloted in 5 London boroughs. The pilots will get underway by December 2022.</p>

<p><b>4.4 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MPS has reinstated <b>Body Worn Video reviews</b> by Community Monitoring Groups from October 2020.</li> </ul>	<p>Since September 2020 to date there have been over 100 viewings in 30 boroughs. Any highlighted issues are discussed with the local MPS stop and search lead and shared with the central Stop and Search Team so trends or emerging patterns can be tracked and addressed.</p>
	<ul style="list-style-type: none"> <li>MOPAC and the MPS will start work shortly to jointly <b>research a sample of body worn video footage, to examine the nature of stop and search interactions</b>, particularly when there is escalation or de-escalation in the behaviour of officers, or the individual(s) being stopped; and understand how different groups of people experience and interpret stop and search interactions.</li> </ul>	<p>An initial cohort of footage has been analysed and a quality review of the MET data coding is currently taking place by MOPAC's Head of Evidence and Insight.</p>
<p><b>4.5 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC will further <b>expand the role of Independent Custody Visitors (ICVs)</b> in London through a new process enabling ICVs to look through complete custody records.</li> </ul>	<p>There have been 7 CRR meetings and over 100 records have been reviewed across 9 custody suites. The ICVs have been exploring records for children, already it is clear to MOPAC and the MPS that the level of scrutiny is greatly enhanced by the ability to review custody records. ICVs have been able to explore and track from month to month; AA provision, delays between arrests and authorised detention, use of force and access to healthcare provisions. The MPS team have been responsive to resolving concerns quickly and supporting ICVs and MOPAC to understand the process of recording data in custody in real time. The pilot is developing a dashboard for the data produced from the reviews. It is scheduled to end at the end of January, when an internal evaluation will commence.</p>



## Holding to account

<p><b>4.6 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC will <b>review and refresh its Justice Matters and Policing Matters meetings</b>, at which the Commissioner and members of her senior team will answer questions on the work of the MPS.</li> </ul>	<p>This work is aligned to the oversight and governance review within the MOPAC change programme. The meetings below form part of the overarching structure although this is not being taken forward as originally envisaged to avoid creating multiple mechanisms:</p> <ul style="list-style-type: none"> <li>Public Review meetings - The sixth quarterly public review meeting was held on 16th July in Brixton and focused on the community engagement review and the road traffic stops pilot. The next meeting – due to be held on 19th September has been postponed due to the Queen’s funeral, and an alternative date is currently being sought. This next meeting will focus on police complaints.</li> <li>The eighth public scrutiny meeting on 5th December will cover a review of the whole MAP as we mark the two-year anniversary of its publication.</li> <li>Disproportionality Board (Quarterly - fifth meeting was held on 10<sup>th</sup> of Oct 2022 with the next scheduled for January 2022)</li> <li>External Reference Group (Members confirmed and induction in motion)</li> </ul>
<p><b>4.7 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC will set up a group including communities and partner organisations to <b>develop a communications plan</b> to ensure that information about people’s rights when stopped and searched - and about how to complain - is more widely available.</li> </ul>	<p>A Stop &amp; Search ‘Know Your Rights Guide’ was produced and printed in fold-up credit-card size format and is available on the GLA website. Following feedback from two workshops earlier in the year, a range of advice and guidance information is being incorporated into wider Action Plan activities into a comprehensive AP Communications Plan. Further sessions will take place over the coming weeks to explore a broader approach to sharing updates, information and advice. Delays to developing a comprehensive plan have been caused by re-prioritisation towards PCP and VAWG Strategy. Plans are now underway and the Communications team are supporting with maximising the opportunities provided by the new London.Gov website.</p>



## Holding to account

<p><b>4.8 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC will <b>work with the IOPC to publicise information on the complaints process</b> more widely and support local initiatives that seek to assist communities in exercising their right to complain.</li> </ul>	<p>MOPAC continue to support IOPC Stakeholder meetings to explain MOPAC's review role in the complaints process. Discussions continue with IOPC and MPS to make more information publicly available, including complaints data, in line with forthcoming Government requirements.</p> <p>MOPAC officers continue to work with the IOPC to plan joint work, including making information and guides on rights and processes clearly available on the MOPAC website. This includes the guide linked above on the complaints process: An event focussed on the complaints process is being planned later in 2022.</p> <p>MOPAC is also scoping the development of a training package on Complaints in Custody for delivery to ICVs in 2023.</p>
<p><b>4.9 Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC and the MPS will run a new <b>Complainants Survey</b> asking about people's experiences of the complaints process.</li> </ul>	<p>Input from AG: MPS have reviewed their governance framework for the handling of public complaints which was one of the commitments agreed following the analysis of the 2020 complainant survey responses. The new Complaint Resolution Unit (CRU) will aim to ensure that all complainants are contacted within 48 hours to discuss/explain the available means of delivering a resolution. All complainants whose cases are handled by the CRU will also be invited to complete a short user satisfaction survey. Results and learning points from this survey will be shared with MOPAC.</p>
<p><b>4.10 Holding to account</b></p>	<ul style="list-style-type: none"> <li>The <b>Public Attitude Survey</b> will also include questions on complaints.</li> </ul>	<p>Two complaint related questions were added to the Public Attitude Survey from Q4 2020/21. Headlines for Q3 2021/22 are:</p> <ul style="list-style-type: none"> <li>54% of Londoners feel confident that they would know how to make a complaint about the MPS if they needed to (a decrease of 1 percentage point from last quarter).</li> <li>57% of Londoners feel confident that the MPS deals fairly with complaints made about them (a decrease of 3 percentage points on last quarter).</li> </ul>

4		Holding to account	
			<ul style="list-style-type: none"> <li>Londoners from a Black (45%) or Mixed (41%) ethnic background are less likely to feel confident that the MPS deals fairly with complaints made about them compared with other groups (e.g., White, 61%; Asian, 60%).</li> <li>Younger Londoners are also less likely to feel the MPS deals with complaints fairly; 36% of 16-24 year olds compared with 60% of those aged 55 or older.</li> </ul>
4.11	<b>Holding to account</b>	<ul style="list-style-type: none"> <li>The Mayor has asked the MPS to <b>make stop and search records available by email</b> to anyone who would wish to receive the information.</li> </ul>	The necessary IT changes to enable stop search records to be emailed to those who wish to receive the information in that way have now taken place.
4.12	<b>Holding to account</b>	<ul style="list-style-type: none"> <li>MOPAC will continue to publish updates on <b>progress against the Gangs Violence Matrix Review</b> to ensure that there is continued transparency and scrutiny around the way it is used and managed.</li> </ul>	<p>The latest review of the GVM has been completed and discussed at the October Disproportionality Board.</p> <p>This second annual MPS Gangs Violence Matrix (GVM) review uses Matrix data and crime data up to December 2021 to explore the population on the Matrix, with an emphasis on how the Matrix population has changed - if at all - in terms of size, demographics (disproportionalities) and harm in the period since the Mayoral Review was conducted.</p> <p>Emerging findings were presented at the Disproportionality Board in April 2022 – examining trends in the Matrix population and demographics.</p> <p>This report presents the full findings from the second annual review, including a more detailed analysis of the levels of disproportionately observed on the Matrix and an exploration of the key predictors for inclusion on the GVM. The full report is scheduled for publication later this year.</p>

<p>4.13 <b>Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC, the MPS and the GLA will <b>review how data sharing between organisations is working</b> and make recommendations on how more data can be made accessible, in line with work with other London public services. In addition, the MPS will sign up to the Voluntary Code of Practice for Statistics in line with MOPAC and the GLA, ensuring that data is used to a consistent and high standard by all parties.</li> </ul>	<p>Data sharing and transparency have been the focus of various discussions with the MPS and there has been some progress, e.g. the recent publication of new More Thorough Searches and custody data dashboards. The broader issues of how data is effectively shared with MOPAC to enable scrutiny has been positively discussed with the new Commissioner.</p> <p>The Voluntary Code of Practice element of this commitment is now part of the MPS Open Data Strategy. An update on progress of this strategy was being given to MPS Data Board in November as they seek to align all related pieces of work. The MPS are working with the Open Data Institute.</p>
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<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>The <b>London Policing Ethics Panel</b> has also reflected on the issues raised by the Black Lives Matter movement; The MPS and MOPAC will use these reflections to support and inform their response as the Action Plan is delivered.</li> </ul>	<p>The London Policing Ethics Panel have published their reports. Any learning will be considered as part of the implementation of key actions within the Plan.</p>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>To maintain transparency and accountability, the <b>delivery of the Plan will be overseen by a Board</b> co-chaired by the Deputy Mayor for Policing and Crime alongside an independent co-chair, bringing in community voices and expertise</li> </ul>	<p>Disproportionality Board meetings have been held on 15th October, 8th February, 6th April, 21st July and the 10<sup>th</sup> of October. The Board meets quarterly and includes regular standing agenda items including</p> <ul style="list-style-type: none"> <li>Mayor's Action Plan (every meeting)</li> <li>Gangs Matrix (every 6 months)</li> <li>Youth Justice Action Plan (every 6 months)</li> <li>Race equality audit (quarterly)</li> </ul> <p>The recruitment for an External Reference Group who will join the board has now been concluded, including for the position of Chair. The induction</p>

## Next Steps

		programme is being finalised and the Chair was introduced at the last Disproportionality Board.
<b>Next steps</b>	<ul style="list-style-type: none"> <li>MOPAC will ensure this Plan is subject to an <b>Equality Impact Assessment</b> to document how any differential impact on Black communities has been considered and mitigated.</li> </ul>	An Equality Impact Assessment was conducted and published alongside the Plan. The EIA was reviewed in 2022 and further work will be undertaken to ensure the EIA feeds into communications and engagement plans going forwards.
<b>Next steps</b>	<ul style="list-style-type: none"> <li>Involve communities in regular meetings <b>reviewing the progress</b> made towards the Action Plan's objectives.</li> </ul>	<p>The sixth quarterly public review meeting was held on 16th July in Brixton and focused on the community engagement review and the road traffic stops pilot.</p> <p>The next meeting, due to be held on 19th September, has been postponed due to the Queen's funeral, and an alternative date will be set in early 2023. This meeting will focus on police complaints.</p> <p>The eighth public scrutiny meeting on 5th December will cover a review of the whole MAP as we mark the two- year anniversary of its publication.</p>
<b>Next steps</b>	<ul style="list-style-type: none"> <li>MOPAC will publish on its website a <b>quarterly update, listing all of the Actions</b> and what has happened over the period towards delivering them.</li> </ul>	To date there have been seven published updates of the action plan including this version published October 2022.
<b>Next steps</b>	<ul style="list-style-type: none"> <li>Consultation of the <b>new Police and Crime Plan will include specific consultation with Black communities.</b></li> </ul>	This action is complete. The Police and Crime Plan was published on Thursday 24th March, can be accessed here: <a href="https://www.london.gov.uk/publications/building-safer-london">https://www.london.gov.uk/publications/building-safer-london</a> . During the consultation on the Police and Crime Plan additional community events were put in place to obtain the communities' feedback.