

Finance, Change and People Oversight Board

Record of Meeting 30 March 2023

Present

MOPAC

Sophie Linden, Deputy Mayor for Policing and Crime
Diana Luchford, Chief Executive
Kenny Bowie, Director of Strategy and MPS Oversight
Amana Humayun, Chief Financial Officer and Director of Corporate Services
Will Balakrishnan, Director of Commissioning and Partnerships
Elliott Ball, Head of Corporate Services and Financial Oversight
Kate Lloyd, Head of Policing Policy

MPS

Sir Mark Rowley, Commissioner
Dame Lynne Owens, Deputy Commissioner
Clare Davies, Chief People and Resources Officer
Michelle Thorp, Temporary Chief Strategy and Transformation Officer
Ian Percival, Director of Finance
DAC Helen Millichap

GLA

David Bellamy, Mayor's Chief of Staff

1. Casey Review and Turnaround Plan

- 1.1. The meeting started with a discussion of Dame Louise Casey's report following her review into the standards of behaviour and the internal culture of the MPS. The Commissioner advised that a thorough analysis was being carried out to ensure that the MPS captured all of the issues identified in the report. An assessment was being made of the Turnaround Plan against the report to identify any issues that were not addressed by the Plan.
- 1.2. There was a wide-ranging discussion of the report which included:

- Consideration of feedback from the public, partners and stakeholders on the use and non-use of the term ‘institutional’ when referring to the issues identified within the Met relating to racism, homophobia and misogyny.
- The concerning case studies within the report and the MPS’s wish to follow up on them if the individuals concerned consented to that.
- How the MPS intended to assess that progress was being made on cultural change and morale within the MPS.
- The gaps within the MPS in capabilities and capacity to deliver the reform and how that was being addressed.
- The Commissioner’s view that, in addition to removing officers found guilty of misconduct, to begin to rebuild Londoners’ trust, the MPS needed to grow neighbourhood policing and improve services to victims.
- The Deputy Mayor noted that, as a basis for making decisions on prioritisation, the MPS needed to understand what drove trust and confidence. MOPAC’s Evidence and Insight Team had done lots of work considering trust and confidence and would share that with the MPS (**Action 1**).
- The MPS’s and MOPAC’s joint work to agree which organisation owns which recommendations, and those that could be delivered jointly.
- The development of the London Policing Board and the implications for the existing oversight structure.
- The MPS’s mapping exercise to fully understand where its workforce was and where the gaps were.
- The Commissioner outlined the reform being considered to address the issues in the Parliamentary and Diplomatic Protection Team identified in the Casey Report.
- The MPS’s review of how it engages with Londoners, including working with MOPAC so that its review aligns with the review that MOPAC was also undertaking of engagement. **Action 2:** MPS and MOPAC to align their reviews into engagement.

2. Budget Control and Setting

- 2.1. There was a discussion of MOPAC’s oversight of MPS financial performance and the processes needed to support that as outlined in a DMPC letter to the Commissioner sent in March 2023. This included the need for meaningful engagement on managing in-year underspend.

- 2.2. The MPS outlined its ongoing work to develop a top to bottom priority-based budget and the challenges involved.
 - 2.3. The impact of the Turnaround Plan for the MPS's Estates Strategy was noted. There was a discussion of the assumptions that needed to be agreed, which would then inform the decisions on estate requirements. The MPS would update MOPAC on proposals for the Estates Strategy following Management Board discussions in April (**Action 3**).
 - 2.4. It was agreed that the MPS would work towards producing a high-level Estates Strategy and that MOPAC would work with the MPS on the requirements for that (**Action 4**).
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