

Black Voices on Policing – MOPAC responses to recommendations

Recommendation 1 - To build trust and confidence in policing and provide Black communities with assurance that MOPAC can hold the police to account, both institutions must commit to anti-racism practice and demonstrate how this is embodied in their work. To alleviate Black communities' concerns about MOPAC's ability to hold the police to account, it's imperative that they enhance the visibility of the work they do to make the Police accountable.

*The Mayor publicly declared his commitment to ensuring City Hall is an anti-racist organisation, and his determination to tackling inequality in everything we do in 2020. In doing so, he recognised the deep and systemic issues of institutional racism in the MPS and the fact that this remains a daily issue for too many Londoners in how they are both policed and protected. This recognition led to the Mayor asking the Commissioner in 2022 to instigate an independent review into the culture and standards of the Met Police. This review, led by Baroness Casey, concluded in March 2023 and its findings continue to shape much of our work in overseeing the MPS. This includes setting up the [London Policing Board](#) to improve the openness, transparency and visibility of how the Metropolitan Police Service is held to account, which met for the first time in September 2023. The Board convenes a diverse range of individuals with a mix of professional and personal skills and experience who support the Mayor to provide strong oversight of the Met Commissioner's delivery of the **New Met for London** plan to reform the Service and the policing commitments of the Mayor's **Police and Crime Plan**.*

The Mayor has restated his commitment to ensuring a fairer London for all, which goes beyond the Mayor's Office for Policing and Crime (MOPAC), and information on how this will be delivered across City Hall, including MOPAC, will be published and reported on regularly over this mayoral term to ensure transparency and accountability.

The Commissioner has also publicly stated his commitment for the Met to "become a police service that does not discriminate – tackling racism, misogyny and homophobia – and to ensure the organisation better reflects the diversity of the city we serve". As part of this the MPS published its first London Race Action Plan, which underlines the MPS' commitment to tackling racism in all its forms. The Met will publish 6 monthly updates on progress and delivery (the first in March 2025) and the work will be overseen through the [London Policing Board's People and Culture Committee](#) and through the [London Disproportionality Board](#).

Recommendation 2 - An independent body to support and scrutinise pan-London and locally led engagement and scrutiny of policing in London. MOPAC should commission an independent community-led body to provide pan-London level oversight on MOPAC and the Police's progress in implementing the recommendations from the Black Voices on Policing consultation and other reports related to Black communities' experiences of policing.

Following the Casey review, in 2023 MOPAC recruited a wide range of external experts across sectors and disciplines to form the London Policing Board (LPB) as an independent police accountability and oversight body to support and challenge both MOPAC and the MPS to ensure they are delivering the best possible policing service to all Londoners. The Board are looking at a wide range of areas for improvement and reform in the MPS, including workforce development, community engagement and disproportionality in policing.

As the work to build a stronger and more representative system of community-led scrutiny of policing across London develops, the LPB will play an increasingly important role in drawing on the data and evidence provided from our communities to ensure it directly informs their independent oversight of the MPS. The opportunity to involve a network of independent organisations in the support and delivery of a local community-led scrutiny framework for policing across London will form a key part of our commissioning considerations as we continue to build this programme.

Recommendation 3 - Implement a Police & Community Safety Race Equity Framework

MOPAC should commission the independent entity to co-produce a 5-year Police & Community Safety Race Equity Framework for London. The independent body should work with young people in the community, borough and ward level engagement and scrutiny groups to co-design engagement mechanisms that work for young people and enable them to participate fully in shaping priorities at all levels.

*This recommendation closely chimes with key evidence identified in the Casey review which recognised that **“The Met’s engagement of Londoners has become one-way, lacking candour, transparency and openness, feeling ‘tick-box’ and not genuinely valued”**. MOPAC is pleased to see active recognition of these findings and recommendations through the development of key emerging programmes of work including the Stop and Search Charter and the London Race Action Plan, both of which have involved ongoing and detailed collaboration between the MPS and community groups, including those specifically involving young people. MOPAC will likewise ensure that communities remain central to how the MPS is held to account for delivery of, and compliance with, the commitments stemming from these work programmes, including through the development of a more robust and representative community scrutiny framework across London.*

The development of a community safety race equity framework will be a key consideration in our commissioning programme for this framework, and we will work closely with communities including those with racialised experiences of policing to co-produce our commissioning approach for this work.

Recommendation 4 - Building trust and engaging young people in accountability mechanisms. Power needs to be redistributed so young people have greater influence over policing practice. Young people’s experiences should inform the work of locally led engagement and scrutiny groups.

As the demographic age group most disproportionately affected by police powers, such as stop and search, we recognise the crucial role that young people play in co-designing and delivering a legitimate framework for community-led scrutiny of policing. Youth engagement has formed a central part of our work in the delivery of the Hackney Scrutiny pilot, including intentionally recruiting and then drawing on the networks, insights, and skills of those panel members who themselves are embedded within youth groups and schools.

As part of the wider roll out of the local community scrutiny framework in London we will consult on and test various methods to ensure the needs, experiences and ideas of young people are central to the consistent delivery of local community-led scrutiny of policing in a way that is meaningful and trauma-informed.

Recommendation 5 - Improving the effectiveness of locally led police accountability groups to ensure they are more representative of and accountable to the experiences of Black Londoners. MOPAC should collaborate closely with the independent body and locally led groups to shape their strategy for exercising their powers in holding the Met Police accountable, based on what has emerged from the consultation.

Alongside the Black Voices on Policing consultation, we began testing much of the work recommended here by setting up a new community-led system of scrutiny for policing in Hackney, co-produced with local partners. The Hackney Community Police Scrutiny Panel launched in July 2023 and comprises a wide range of skills and lived experiences of policing from across Hackney's diverse communities. The group meet monthly to review body-worn video of police interactions with communities, as well as data, practice and decisions. They are looking at key thematic areas affecting communities such as the policing of children, and their work will continue to grow. Feedback from these sessions is fed directly into both MOPAC and the local MPS Senior Leadership team who are required to provide a written response to all feedback prior to the next meeting. This pilot is being evaluated by MOPAC's Evidence and Insight team, and the findings will directly inform the development of our pan-London approach to community-led scrutiny.

Recommendation 6 - Collaborating with voluntary, community and social enterprise organisations (VCSE) A network of Black-led VCSE organisations should be developed to support local and regional engagement and scrutiny mechanisms.

We value the insight around co-production that the Black Voices on Policing consultation has brought to this work. Ensuring we work with communities to build a pan-London framework of community-led scrutiny including strong and diverse representation from Black communities - is central to our approach.

Following the completion of the Black Thrive work we delivered a further set of co-production workshops with key community leaders and VCSE stakeholders. During these workshops which also included MPS and Local Authority leaders we developed a core set of principles which will govern the implementation of the new Community Scrutiny model.

These are that it must be:

- Trust Building and Independent*
- Culturally competent and trauma-informed*
- Accountable to and representative of communities*
- Inclusive, simplified and joined-up*
- Enabled and purposeful*

We will continue to work closely with communities, local VCSE organisations and the MPS, in developing our pan-London approach to a more representative and impactful community-scrutiny framework based on these principles. The opportunity to involve a network of independent organisations in the support and delivery of a local community-led scrutiny framework for policing across London will form a key part of our commissioning consideration as we continue to build this programme. This will include exploring opportunities for consortium delivery approaches to capacity build and maximise the involvement of local expertise and existing networks.