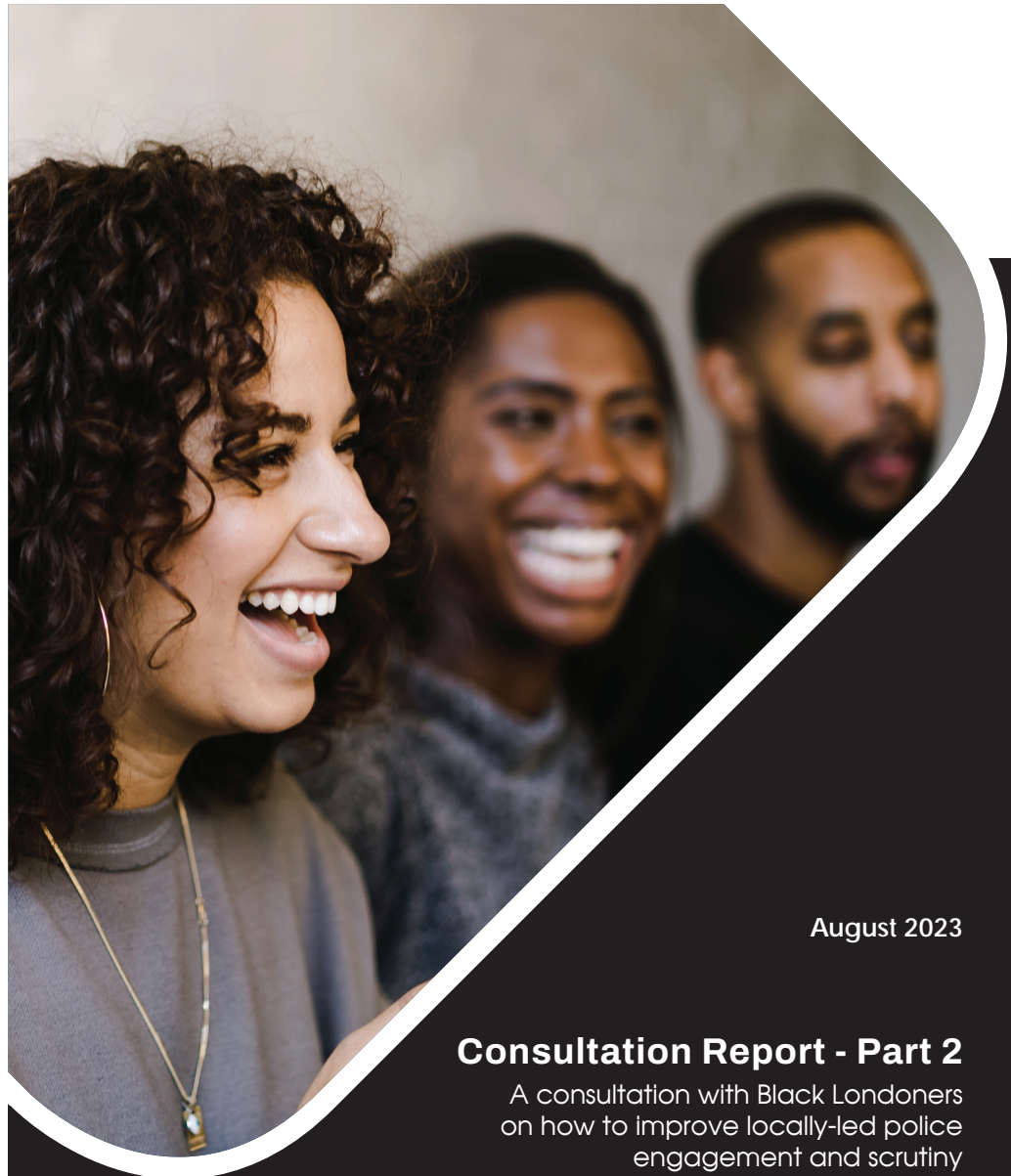


# Black Voices On Policing: Consultation Methods & Findings



August 2023

## Consultation Report - Part 2

A consultation with Black Londoners  
on how to improve locally-led police  
engagement and scrutiny



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# 01

## Executive Summary

A consultation with Black Londoners on how to improve locally led police engagement and scrutiny.

The Mayor of London's Office for Policing and Crime (MOPAC) is responsible for overseeing policing in London. MOPAC has a distinct role separate from the Metropolitan Police (Met Police) but both the Met Police and MOPAC provide opportunities for Londoners to have their say on how their communities are policed.

MOPAC published an invitation to quote (ITQ) for a provider to (1) deliver a consultation that explores strengths and weaknesses of what currently exists for communities to hold the police accountable, and (2) identify opportunities for and threats to providing greater reach, representation, transparency, and impact. The goal was to provide MOPAC with recommendations that support the overhaul of locally led police engagement and scrutiny, a commitment set out in the Mayor of London's Action Plan – Transparency, Accountability and Trust in Policing.

Black Thrive Global were commissioned by the Mayor of London's Office for Policing and Crime (MOPAC) to consult Londoners on how to improve the mechanisms that exist for local communities to engage with the police and scrutinise police practice. The consultation was delivered in partnership with People Supported Intelligence. The consultation focuses on Black African and Black Caribbean communities who are disproportionately affected by the use of police powers. As a community that is over-policed and under-protected, it is vital that Black communities are better involved in overseeing their police service and holding it to account.

The "Black Voices on Policing" consultation sought to identify and promote Black Londoners' suggestions for improving locally run engagement and scrutiny groups. The consultation ran between October 2022 and March 2023. A website and communication campaign were delivered to raise awareness of the consultation. The website had over 3,800 views and the campaign's social media posts reached over 41,000 people.

Around 1,390 people participated in the consultation events held online and in-person. Of these people almost 900 went on to contribute their ideas, thoughts, and opinions to the consultation findings. 68% of the people who submitted their ideas to the consultation identified as Black and 10% as White. Ideas were submitted from people across London. 52% identified as Male and 34% as Female. Most of the responses were from people aged between 25-34 years old. 17% of responses were from people between 16 and 24 years old.

The consultation included people who have experience with police engagement and police accountability, people who actively volunteer in existing mechanisms to hold the police account, as well as front line Met police officers. When participants were asked how they know about police accountability and engagement, 52% of people said that they have a lot of awareness about police engagement and accountability.

Community members expressed that nothing currently works well, and changes are necessary. People who responded to questions about strengths within the current system shared that locally led police accountability is necessary. Some people shared that specific structures in certain areas do demonstrate best practice in police engagement and scrutiny.



1,390 people engaged with the consultation.

People were asked to share the weaknesses of current mechanisms which aim to engage communities in overseeing the police. The weaknesses more frequently described included the poor relationship between community groups and the police officers and the lack of awareness wider communities have that these police scrutiny groups exist. Another weakness was that the groups do not represent Black Londoners or young London which are the people most impacted by poor police practice.

During the consultation, participants brought forth several opportunities for improvement. These include scrutinising police powers. Primarily, these were police complaints and misconduct procedures as well as police recruitment, stop and search and the use of force especially pertinent when a person is in a mental health crisis. Participants mentioned that the voice of communities should be included in police misconduct investigations. They also provided ideas for how to better engage young people, raise awareness and improve communication and make sure the right people transparently lead the groups that hold the police accountable on behalf of their wider communities. Participant responses also addressed how the work should be delivered.

This report provides more information on how communities think locally led police engagement and scrutiny groups should be governed and structured (i.e. blueprint for community engagement), as well as the support and investment (such as funding, expert advice and training) needed to ensure local engagement and scrutiny groups are successful and have an impact in improving trust and confidence in the police.

## Consultation recommendations

A consultation working group was established to review the findings and feedback from the consultation. The working group was multidisciplinary and included young people with experience of researching the impact of stop and search. All members of the working group had experience in police engagement, police accountability and advancing anti-racism. They collaborated with the consultation team to review findings from the consultation, as well as existing research into the topic. Six recommendations were developed using a framework to ensure they addressed concerns about police engagement and accountability and provided MOPAC with actionable steps to be implemented as part of the planned overhaul.

### **Recommendation 1: Begin by building trust and confidence in the police service.**

Racism within the Metropolitan Police Service (MPS) has undermined the community's trust and confidence in the police. Failing to address the root causes of the community's concerns will impede genuine engagement and hinder progress. MOPAC and the Met Police must demonstrate a commitment to anti-racism practice and MOPAC should use their levers to hold the Met Police accountable when addressing racism within their policies, processes and practice.

### **Recommendation 2. An independent body to support and scrutinise pan-London and locally led engagement and scrutiny of policing in London**

For a structure to genuinely represent the experiences and views of Black communities it is imperative that they operate independently of MOPAC and the Met. This will ensure that calls for action are not silenced and reduces the risk of their work becoming performative. MOPAC should fund an independent entity to lead on pan-London police scrutiny and accountability and provide support and governance to locally led groups.

### **Recommendation 3. Police & Community Safety Race Equity Framework (PCSREF)**

To co-develop an overarching framework to provide increased independence and scrutiny of MOPAC, MPS and other stakeholders leading on addressing racism within the police and in relation to community safety. The Police and Community Safety Race Equity Framework (PCSREF) should serve as a centralised platform (online and offline) where communities can collectively agree on priorities, collaborate on finding solutions and have a transparent means to track the implementation and effectiveness of community led police engagement and accountability initiatives.

### **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. Young people should be empowered to challenge poor practice. Pan-London work also needs to be delivered to reduce the negative impact of policing on the health and wellbeing of young people. MOPAC and the MPS need to demonstrate that the police workforce are safeguarding children and young people in the use of police powers and police practice and actively reducing the inequities they face.

### **Recommendation 5. Improving the effectiveness of locally led police engagement and accountability groups**

The consultation aimed to gain insight into the critical features needed for existing engagement and scrutiny groups, such as the MOPAC led Safer Neighbourhood Boards and Community Monitoring Groups, to engage Black communities to hold the Police service to account. These groups and wider scrutiny and accountability mechanisms, (e.g., MPS Independent Advisory Groups) have been ill-equipped to involve and sustain the engagement of Black communities. Locally led police engagement and scrutiny requires governance via an independent body to support, resource (including compensation for people who lead local groups) and provide an infrastructure to effectively hold the police accountable on behalf of their wider communities.

### **Recommendation 6. Collaborating with voluntary, community and social enterprise organisations (VCSE)**

Locally led police engagement and accountability should involve community organisations to ensure that key messages and opportunities to participate in engagement and scrutiny are communicated to the wider community. VCSE's should also act as a critical friend to the independent body, MOPAC and the police to account for making progress on the recommendations that emerged from the Black Voices on Policing consultation.

## Wider recommendation

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During the consultation people highlighted the lack of support available for people who are harmed both in terms of psychological support and advocacy to be able to pursue the complaints and appeals process. Therefore, the working group has developed a recommendation that may be out of scope for improving locally led police engagement and accountability, but which is necessary to improve trust and confidence in the police. This report has also included recommendations on how to improve engagement and consultation processes based on the experience of the consultation team.

# 02

## Consultation on locally-led police engagement and scrutiny

This section provides an overview of the consultation, its goals, the population of interest and how the team raised awareness for people to participate.

### Locally-led police engagement and scrutiny

This consultation was focused on improving locally-led police engagement and scrutiny so that it can meaningfully improve the role of policing in community safety. Effective engagement and scrutiny involves structures that provide independence, dialogue, and distribute investigative powers to local people in a way that transparently holds the police to account.

The Deputy Mayor is responsible for driving effective criminal justice and crime reduction services across London, as well as developing and delivering the Police and Crime Plan in consultation with Londoners and forming the overarching strategy for policing in London.



The Deputy Mayor of London for Policing and Crime is also responsible for ensuring oversight of the police, including the appointing and removal of senior Met officers. These powers and responsibilities mean the role of Deputy Mayor for Policing & Crime in London is similar to that of an elected Police and Crime Commissioner (PCC).

The Mayor of London's Action Plan – Transparency, Accountability and Trust in Policing includes a key commitment to deliver 'An overhaul of community engagement and scrutiny structures to ensure that London's diverse communities are better represented'. Therefore, MOPAC and the Met Police have established various structures where community members lead efforts to engage and scrutinise what the police do.

MOPAC also provides other opportunities for people to have their say on how their communities are policed, such as conducting various surveys on policing. For example, the Public Attitude Survey, the User Satisfaction Survey, and the Online Victim Satisfaction Survey. This work is delivered because MOPAC has a statutory duty to hear the views of Londoners. Results from the research conducted by MOPAC are shared publicly. Part 3 of this report includes recent results from MOPACs research into the public's attitudes about trust and confidence in the police.

Table 1 describes some of the current structures. More information about police existing engagement and scrutiny structures can be found online.

**Table 1: Current locally-led police engagement and scrutiny structures**

<p><b>Independent Advisory Groups (IAG)</b></p> <p><b>Facilitated by the Met Police</b></p>	<ul style="list-style-type: none"> <li>● Exist for specific communities and the issues they face.</li> <li>● Are made up of groups of community representatives.</li> <li>● Decide their own agenda, are functionally independent from the Met and present the views, concerns, and feelings of the communities that they represent. (BOROUGH LEVEL)</li> </ul>
<p><b>Safer Neighbourhood Boards</b></p> <p><b>Independent of the Met Police and are facilitated by MOPAC.</b></p>	<ul style="list-style-type: none"> <li>● Work across London to encourage collaboration between police and communities on local policing and crime priorities, as well as to solve problems.</li> <li>● Enable local accountability of the police and can monitor crime performance and public perceptions. (BOROUGH LEVEL)</li> </ul>
<p><b>Community Monitoring Groups</b></p> <p><b>Independent of the Met Police and are facilitated by MOPAC.</b></p>	<ul style="list-style-type: none"> <li>● Monitor stop and search activity such as the numbers of stops, arrest rates, disproportionality, complaints and body worn video.</li> <li>● Engage in discussion and debate on police use of stop and search, its outcomes and its impact to develop best practice. (BOROUGH LEVEL)</li> </ul>
<p><b>Gold Groups</b></p> <p><b>Facilitated by the Met Police.</b></p>	<ul style="list-style-type: none"> <li>● Are created after incidents that have a significant impact on a community and are chaired by pertinent senior officers.</li> <li>● Relevant IAG or community members are often invited to contribute to a Gold Groups decision making and communication about an incident. (BOROUGH LEVEL)</li> </ul>
<p><b>Independent Custody Visitors</b></p> <p><b>MOPAC holds overall responsibility for the scheme's management and administration.</b></p>	<ul style="list-style-type: none"> <li>● Members of the local community who volunteer to visit police stations unannounced to check on the treatment and welfare of people held in police custody. (BOROUGH LEVEL)</li> </ul>

**Table 1: Current locally-led police engagement and scrutiny structures (continued)**

<p><b>Police Encounter Panels</b> Facilitated by the Met Police</p>	<ul style="list-style-type: none"> <li>● Groups of trusted community members in each Borough Command Unit (BCU), set up for local communities to review important policing incidents and share feedback.</li> <li>● Review Body Worn Video footage and officer's statements or stop and search forms.</li> <li>● Prioritise which community incidents to review if it is causing community tension.</li> <li>● Make recommendations based on lived experiences and knowledge. (BOROUGH LEVEL)</li> </ul>
<p><b>The Ride-Along Scheme</b> Delivered by the Met Police</p>	<ul style="list-style-type: none"> <li>● Members of the public that join Met officers on patrol</li> <li>● It is an opportunity to gain greater knowledge of the police, including how stop and search powers are used, and to provide feedback from a person's own perspective. (BOROUGH LEVEL)</li> </ul>
<p><b>Central Pan London Engagement</b> Facilitated by the Met Police</p>	<ul style="list-style-type: none"> <li>● Cultivate a network of strategic contacts in various London community groups.</li> <li>● The Met's Senior Management Team also regularly meets with some of these leaders to discuss how to improve policing.</li> </ul>
<p><b>Hate Crime Outcome &amp; Performance Officers</b> Met Police Officers</p>	<ul style="list-style-type: none"> <li>● Officers that are based on every Borough Command Unit (BCU) and coordinate and ensure sensitivity of responses to hate crime allegations.</li> <li>● They do this by working closely with community leaders, and advisers, representing communities whose social identities are protected under the Equality Act (BCU)</li> </ul>

## Consultation goals

The Black Voices on Policing Consultation was delivered as part of the MOPAC Action Plan to:

- Explore strengths, weaknesses and good practice in the current operating model and ways of working (structures above) to inform future practice.
- Identify opportunities to provide greater reach, representation, transparency, and impact.

The consultation supports an overhaul of locally-led engagement and scrutiny by providing recommendations to inform the development of structures that meet MOPACs draft locally-led engagement and scrutiny outcomes outlined in Table 2.

**Table 2: MOPAC defined outcomes for the recommendations that emerged from the Black Voices on Policing consultation**

<p><b>Draft Outcome A</b></p>	<p>Communities feel represented and/or involved in influencing police decision making locally. As such, this work and its outputs and outcomes need to be visible and accountable to communities.</p>
<p><b>Draft Outcome B</b></p>	<p>Communities feel confident that their engagement in local policing is having meaningful impact and creating change – and have regular, tangible evidence for this.</p>

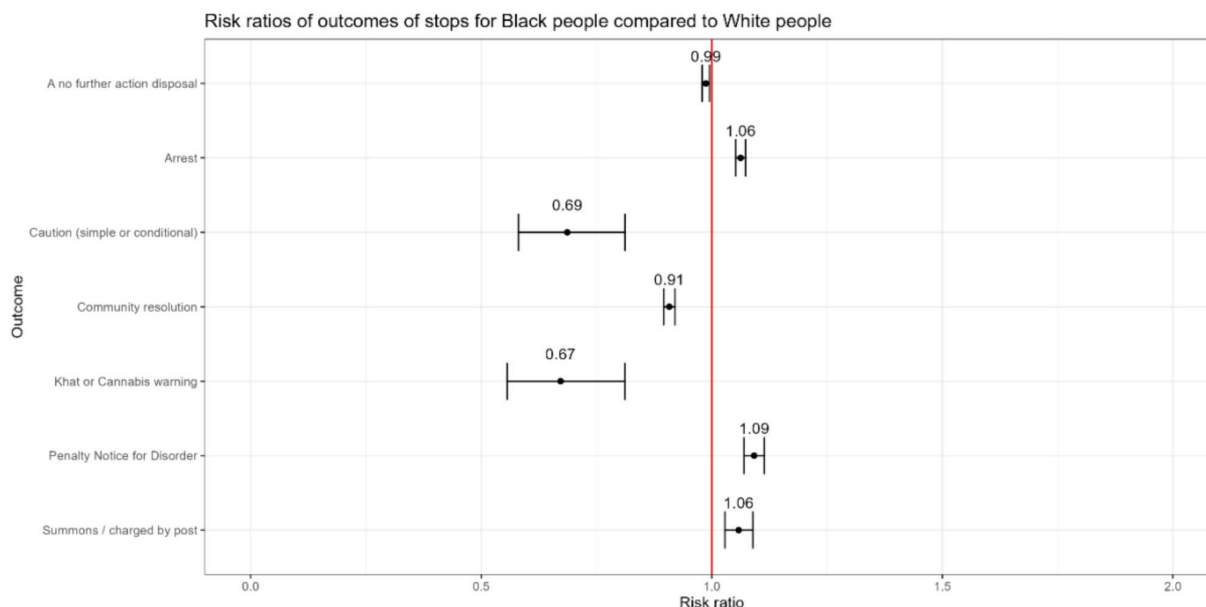
**Table 2: MOPAC defined outcomes for the recommendations that emerged from the Black Voices on Policing consultation (continued)**

<b>Draft Outcome C</b>	Londoners are aware of the ways in which communities are engaging with and scrutinising community policing, of the impact it is having, and how they can get involved.
<b>Draft Outcome D</b>	Communities have greater trust and confidence in their police service and its ability to recognise and respond to their diverse needs.
<b>Draft Outcome E</b>	Local engagement and scrutiny has tangible, recognisable outcomes and is having a positive impact on trust and confidence in London's communities.

## Population

The consultation focuses on Black African and Black Caribbean communities who are disproportionately affected by the use of police powers. Black Londoners are over-policed and under-protected. Research conducted by Black Thrive Global to support the consultation found that over the period January 2020 to December 2022 there were 636,491 recorded stops in Greater London. Of these, 157,870 stops (25%) were of Black people, and 198,280 (31%) were of White people. Expressing this as a function of their respective populations, 113 Black people out of every 1,000 population were stopped and searched. By comparison, 42 out of every 1,000 White people were stopped and searched. This means that over this 3-year period, Black people were 2.7 times more likely to be stopped and searched compared to White people. This figure is known as the "risk ratio" and is a measure of disproportionality; it describes how different the stop rates are for Black people compared to White people.

In terms of stop and search outcomes, nearly three quarters (74.8%) of stop and search events end in a 'no further action disposal', only 12.31% of stop and searches end in arrest. Black people who are stopped tend to receive harsher outcomes than stops of White people (Figure 1) for similar offences. Black Thrives research on stop and search disproportionality can be found in Part 3.



**Figure 1:** The chart represents how much more or less likely an outcome is for the Black people who were stopped and searched compared to White people who were stopped and searched (risk ratio). The red line indicates a risk ratio of 1. An outcome with a risk ratio of 1 would indicate that the likelihood of the outcome was the same for both Black and White people. The outcomes: arrest, penalty notice for disorder and summons/charged by post, have risk ratios greater than 1 which indicate that the outcome was more likely for Black people compared to White people. Caution (simple or conditional), community resolution and khat/cannabis warning have risk ratios less than 1 indicating that the outcome was less likely for Black people compared to White people.

As a diverse community that is systematically treated unfairly by the police, it is important that Black communities are involved in overseeing their police service and holding it to account as part of locally led engagement and scrutiny. The “Black Voices on Policing” consultation aimed to find and elevate solutions from Black Londoners which overhaul locally led engagement and scrutiny groups so that they meet the MOPAC defined outcomes (above).

The consultation also included the voices of Londoners who identify as a range of racialised groups, including members of the existing mechanisms and structures, as well as MPS leaders and frontline officers, for whom the current structures also do not serve.

## Raising awareness

The team developed the consultation communications strategy to raise awareness of the consultation topic and opportunities for people to participate.

The key messages were developed based on feedback throughout the consultation to ensure that communications:

- Used language accessible to all community members.
- Explained the importance and relevance of the consultation. It was clearly explained that the consultation is about overhauling community led engagement and scrutiny structures and not about trust in the police generally.

To raise awareness, the team developed key messages which can be found in Appendix 1. The team developed social media content based on key messaging to promote opportunities for people to take part in the consultation. The content included graphic posts and video posts shared via social media channels (Black Thrive and stakeholder channels) and the consultation microsite ([blackvoicesonpolicing.com](http://blackvoicesonpolicing.com)). At the start of the consultation, letters were also sent to local councillors across all London Boroughs and a distribution list of over 150 key VCS leaders. A website, ‘black voices on policing dot com’, was used to share event information and ways in which people could contribute their ideas to the consultation. The performance of the online consultation engagement can be found on table 3.

**Table 3: Online Engagement Summary**

Publishing period	Oct 2022 - Mar 2023
Published posts	93
Impressions (the number of times the social media posts have been seen by people)	41,195
Average number of people who viewed each post	187.46
Video views	4,556
Website views	3,840
Percent of people that click a link on the website to learn more	46%

# 03

## Data collection methods

### Consultation survey

The consultation team worked closely with MOPAC to create a call for evidence survey. The survey questions were based on the consultation goals:

1. Explore strengths, weaknesses and good practice in the current operating model and ways of working to inform future practice.
2. Identify opportunities to provide greater reach, representation, transparency and impact

Survey responses were collected during consultation events, and online via the consultation website 'BlackVoicesonPolicing.com'.

The types of questions can be found in Table 4.

The first version of the pilot survey focused on the SWOT analysis (an exercise to review the strengths, weaknesses of what exists today, opportunities for improvement and threats to making positive change) of locally-led engagement and scrutiny. The first version of the survey was also structured for the team to capture responses from in person events.

In February this survey was reviewed and adapted. The need to update the survey was based on interim lessons learned by the team. One adjustment was to review the suitability of a traditional SWOT analysis: an exploration of strengths, weaknesses and good practice in the current operating model and ways of working to inform future practice.

**Table 4: Types of survey questions**

<b>Strengths and Weaknesses</b>	<b>Identifying the strengths and weaknesses of existing opportunities for locally-led police engagement and scrutiny.</b>
<b>Opportunities</b>	<b>Surfacing from participants opportunities for improvement.</b>
<b>Threats</b>	<b>Identifying potential threats or barriers to positive change.</b>
<b>Demographics</b>	<b>Understanding the demographic makeup of survey participants.</b>
<b>Knowledge</b>	<b>Understanding the level of awareness participants have about locally-led engagement and scrutiny, and their awareness of specific mechanisms.</b>
<b>Role</b>	<b>Understand the perspective from which participants take the survey (i.e., as a professional, as a member of the public, etc).</b>

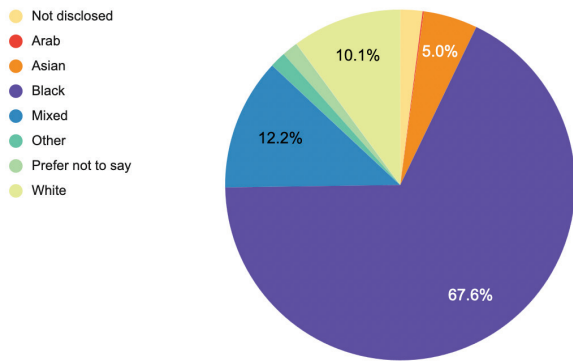
Unsurprisingly at this point the consultation team learned that many participants could not examine existing structures because these mechanisms have been ill-equipped to engage and sustain the engagement of Black communities. The second survey was created to focus on specific opportunities for change and to make the survey quicker to complete.

**Table 5: Summary of responses to consultation survey**

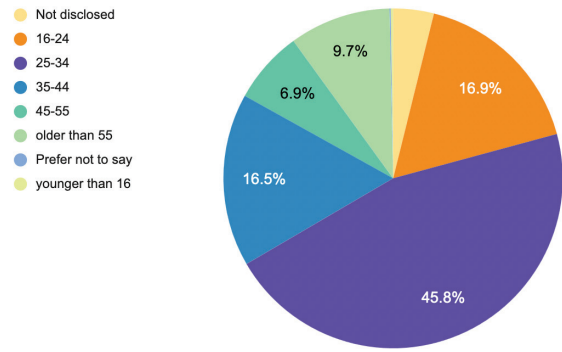
<b>Survey type</b>	<b>Number of responses</b>
<b>Consultation survey v1 (online)</b>	<b>55</b>
<b>Consultation survey v1 (in person)</b>	<b>91</b>
<b>Consultation survey v2</b>	<b>734</b>
<b>Total survey responses</b>	<b>881</b> <b>(23 people responded twice)</b>

# Survey participant demographics

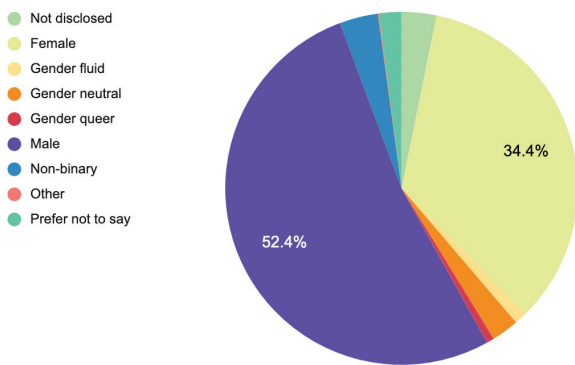
**Figure 2: Consultation survey participant race/ethnicity**



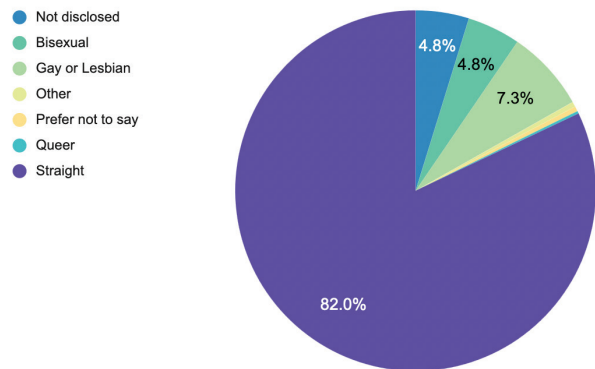
**Figure 3: Consultation survey participant age**



**Figure 4: Consultation survey participant gender**

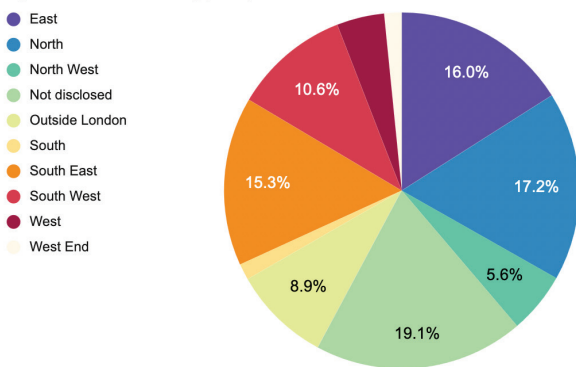


**Figure 5: Consultation survey participant sexual orientation**

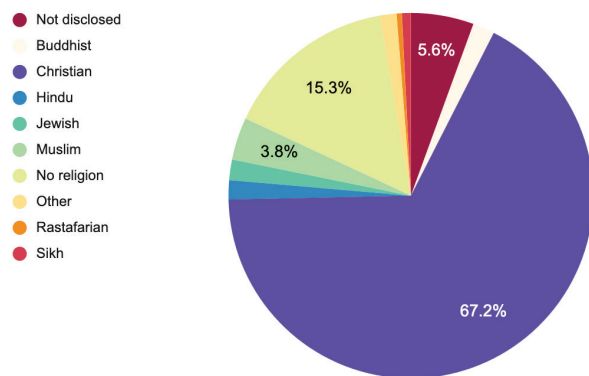


Figures 2 -5: show the demographic profile based on participant age race/ethnicity, age, gender and sexual orientation.

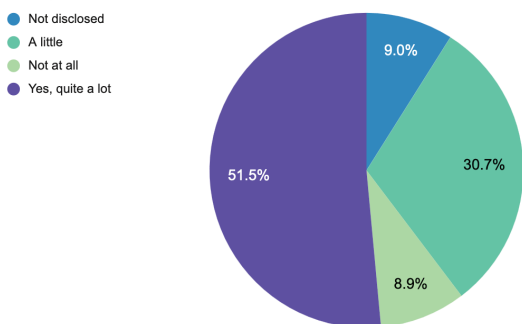
**Figure 6: Consultation survey participant location**



**Figure 7: Consultation survey participant religion**



**Figure 8: Consultation survey participant awareness of existing locally-led police engagement and scrutiny mechanisms**



Figures 6-8: show the demographic profile based on location, religion and knowledge of locally-led police engagement and scrutiny mechanisms.

## Consultation events (in-person)

During the consultation the team have held community events with different community groups. We collected data from 8 in-person events.

**Table 6: In-person consultation events**

Event	Number of attendees
London Youth Assembly	21
Community meeting with London's Somali community - hosted by Anti Tribalism Movement	15
Workshop with MOPAC volunteers who participate in locally-led police engagement and scrutiny.	19
Workshop with MPS officers	13
Community event hosted by Metropolitan Police	17 members of the public and 10 MPS officers
Community event with London's Black LGBTQ+ community - expert speaker Rob Berkley, Blk Out UK	6
Community event focussed on Black women's experience	9
Community event exploring the experiences of Black people who are neurodiverse	5
Community event engaging faith leaders	7

In person events were structured discussions. They were chaired by a member of the consultation team and participants were asked to share ideas as a group. The ideas were focussed on the changes needed so that locally-led police engagement and scrutiny would deliver the following outcomes.

**Table 7: Outcomes discussed during in-person consultation events**

Outcome	Description
Improved representation of the racialised Black experience of policing.	Local groups represent the racialised experience of Black people impacted by the disproportionate use of police powers.
Improved representation of the young people's experience of policing.	Local groups represent the experience of young people impacted by the disproportionate use of police powers. Local groups show clear evidence that they have a meaningful impact on police decision-making and attitudes/behaviours
Improved reach into London's diverse communities	The role and the work of local groups is clearly and regularly communicated to the wider community.
Improved transparency	The way that local groups scrutinise and examine the police is transparent, so communities are always aware of what is happening.
Improved trust in the police	The work of local groups increases the communities trust and confidence that the police can meet the diverse needs of London's communities and that the police can treat everyone as equal citizens.



## Online consultation events

Nine online community events were co-hosted with community leaders who are experts in the impact of systemic racism on Black communities and/or police accountability. At each event, the experts were asked to share their ideas for improving locally-led police engagement and scrutiny based on similar themes to the survey and in-person events. After the co-hosts expressed their views, the audience had an opportunity to ask questions and contribute their own perspectives. After the event the audience received a link inviting them to participate in the consultation questionnaire and/or further discussion. A summary of the events can be found in the appendix 2.

**Table 8: Online community events**

Theme	Co-hosts	Number of attendees	Link to watch the forum
<b>Local councillors' perspectives</b>	<p>Councillor Dr. Mahamed Hashi - Lambeth Council (Cabinet Member for Safer Communities)</p> <p>Councillor Evelyn Akoto - Southwark Council (Cabinet Member for Health and Wellbeing)</p> <p>Councillor Susan Fajana-Thomas - Hackney Council (Cabinet Member for Community Safety)</p>	150	<a href="https://youtu.be/PRLiN046L-s">https://youtu.be/PRLiN046L-s</a>
<b>This event was followed by an online focus group using the PSi platform.</b>			
<b>Racism, health, and wellbeing</b>	<p>Marie Gabriel CBE - Chair of the Race and Health Observatory (RHO)</p> <p>David Nieta - People's Lawyer and the People's Poet</p>	162	<a href="https://youtu.be/CXw7ClIFEow">https://youtu.be/CXw7ClIFEow</a>
<b>Black leadership 1</b>	Professor Patrick Vernon OBE - Social Commentator	113	<a href="https://youtu.be/txxGOUSVciw">https://youtu.be/txxGOUSVciw</a>
<b>This event was followed by an online focus group using the PSi platform.</b>			
<b>Black leadership 2</b>	<p>David Weaver - Director, Black Thrive Global</p> <p>Lee Jasper - Association for Police Accountability (APA)</p>	203	<a href="https://youtu.be/O5-zZ5nnTY8">https://youtu.be/O5-zZ5nnTY8</a>

Table 8: Online community events (continued)

Theme	Co-hosts	Number of attendees	Link to watch the forum
<b>MOPAC and Met Police</b>	<p>Sophie Linden - Deputy Mayor for Policing and Crime</p> <p>Chief Superintendent - Jeff Booth - Program Director, London Police Race Action Plan</p> <p>Commander Colin Wingrove - Crime Prevention, Inclusion and Engagement.</p>	140	<a href="https://youtu.be/o04_X06D6ZY">https://youtu.be/o04_X06D6ZY</a>
<b>Black Police Officers</b>	<p>Chief Inspector Andy George - President, National Black Police Association</p> <p>Inspector Charles Ehikioya - Met Police Chair, National Black Police Association)</p>	186	<a href="https://youtu.be/006cJrS5djg">https://youtu.be/006cJrS5djg</a>
<b>Politics and research</b>	<p>Bell Ribeiro-Addy - Member of Parliament for Streatham</p> <p>Professor Camara Jones - King's College London University (Leverhulme Visiting Professor)</p>	190	<a href="https://youtu.be/gF6C8ih0yaA">https://youtu.be/gF6C8ih0yaA</a>
<b>Concerned parents</b>	<p>Charmaine Simpson - Black History Studies</p> <p>Andrew Muhammad - The Investigator</p>	66	<a href="https://youtu.be/MVKIaJ8xmK4">https://youtu.be/MVKIaJ8xmK4</a>
<b>Young People</b>	<p>Jacob Sakil - Youth Justice Board Member</p> <p>Kenya Juma - I am Queen</p> <p>Nubia Assata - Author</p> <p>Phoebe Fisher - Decolonising the Archive</p> <p>Jonas Kitisu - King's College London University REACH Champion</p>	75	<a href="https://youtu.be/Df9mu4N0SQ4">https://youtu.be/Df9mu4N0SQ4</a>

## Qualitative data analysis

1. **Tagging** - Consultation participants shared thoughts, opinions, and stories as they answered the survey questions. The team reviewed these as qualitative data (free form text responses) to the survey questions or ideas collected at in person events (transcribed event notes). In-line tags were created by highlighting parts of the responses that were associated with a specific cluster of responses. The tagging included both sentences as well as single words.
2. **Clusters and themes** - Some clusters fit within a specific theme. For example, the theme 'Opportunity' includes clusters of responses associated with opportunities for improvement through 'Youth engagement' as well as clusters of responses associated with opportunities for improvement found by improving 'Trust and relationships. For the first half of the data analysis (data collected between October - December 2022) the team used an inductive research approach (reviewing data to explore the breadth of issues and topics observed in the data, then detecting themes and cluster patterns in the data). Although, some tags were predetermined based on the goal of the consultation (for example tags: Strength, Weakness, Opportunity, and Threat). Additional tags were created based on whether the team member found new recurring themes in the data (for example: Racism). The second half of the data collection (data collected between February - March 2023) used a deductive research approach (measuring responses within associated themes).
3. **Data visualisation** - Quantifying the number of tags within the clusters associated with a theme, provides a sense of 'signal strength' i.e., the frequency at which a cluster is mentioned in participants' answers. If a theme/cluster had a significant number of tags the team used bar charts for quantitative visualisation, the size of the bar represents the size of the clusters (i.e., the frequency the participants' answers was associated with that theme).

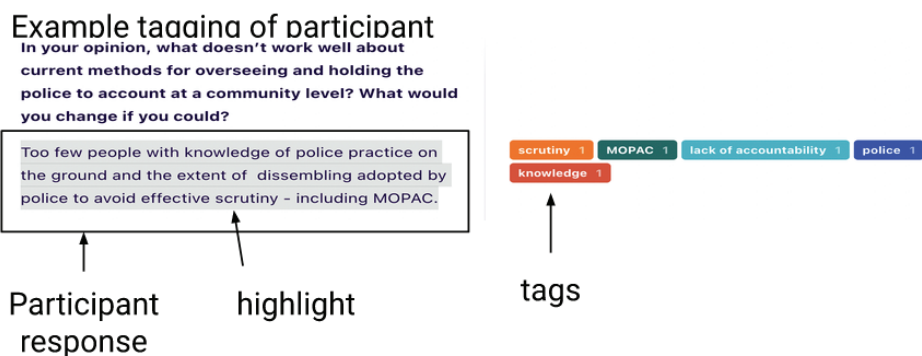


Figure 9: How responses are tagged.

## vdv6vajh6clv61f5lvdv6vk858ziurqt

Black voices are not being heard, if anything they are being muffled



## 1erqh6lzw1tim4o2dj1erqh6lt953acw

Lack of consistency - meetings discontinuing and/or long gaps/periods between meetings. This also reflects in cancellation or postponement of meetings (e.g. in the case of ward panels) 'due to mandatory police training'.



Figure 10a and 10b: Examples of tagging responses based on multiple themes

# 04

## SWOT Analysis of Community Responses

### How to read community responses

1. The key themes identified from the responses have been provided as bar charts.
2. Each bar shown on the chart is a cluster of responses that are associated (they are describing similar things).
3. For the top clusters (most frequent responses) a random sample of community responses are included in this report to demonstrate the thoughts, opinions and stories that people shared.
4. A summary of the results of each theme is provided.

Table 9: Online Engagement Summary

Theme	Description
1	Strengths of existing mechanisms for locally-led police engagement and scrutiny
2	Weaknesses of existing mechanisms for police engagement and scrutiny
3	Opportunities to improve locally-led engagement and scrutiny (including what police powers and practices communities should be able to investigate)
4	Threats to locally-led police engagement and scrutiny having a positive impact
5	Responses describing racism and racialised Black experience of policing
6	Ideas for how to improve communication, awareness and visibility of locally-led police engagement and scrutiny.
7	Community ideas about locally-led police engagement and scrutiny, governance and structure
8	How the community will know if locally-led police engagement and scrutiny is working
9	Community responses about MOPACs role in locally-led engagement and scrutiny

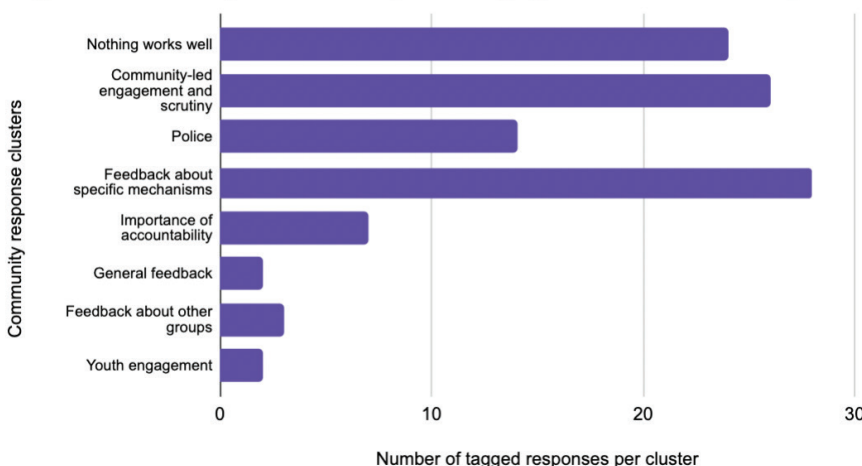
## Strengths

Qualitative data from participants were tagged to identify perceived strengths of the current mechanisms for locally-led police engagement and scrutiny, and perceived weaknesses. The survey data analyses to surface the opportunities identified by survey participants for improvement and the barriers (threats) to improving locally-led police engagement and scrutiny. The surveys completed and the events held October - December 2022 included questions asking for people to identify strengths and weaknesses. All the responses and notes were reviewed when tagging, however the majority of the strength and weakness tags were found when people answered questions such as:

Table 10: Example survey questions relating to strengths and weaknesses

Strengths	In your opinion, what works well about the current methods for local community scrutiny and oversight of policing and why?
Weakness	In your opinion, what doesn't work well about current methods for overseeing and holding the police to account at a community level?

Figure 11: Strengths of locally-led engagement and scrutiny




**Table 11: Community responses per cluster associated with the theme strength**

**There are no strengths - nothing works well**


 "Nothing is really working. Harassment. Lack of accountability. Lack of a common language. There is police visibility but it feels imposed and controlling/ watchful. When it comes in it is heavy handed. It drives division. Lack of sensitivity of what the community needs".  
SE22, White, 45-55, Female, Straight / Heterosexual


 "Not very much. Systems are stale and the Met and MOPAC are only excited by the latest untried new mechanisms rather than believing in the old. This belief does nothing to fix the old and just kicks the can down the road until we are disillusioned by the new system".  
SW11, Prefer not to say, Older than 55, Male

**Community led engagement and scrutiny is important**


 "The local community has the opportunity to be involved with the Police in a variety of different ways and at a variety of levels (from DWO to BCU Commander and beyond). They also can be involved in a variety of different activities".  
WC, White, Older than 55, Male, Straight / Heterosexual

**Relationship with the police**


 "Good attendance from SNT officers, listening to residents' comments. Advice on when and how to report concerns to police. Education on what police can and cannot do".  
NW1, White, Older than 55, Female, Straight / Heterosexual

 "A good relationship between local stakeholders and with decision makers in the MPS".  
N22, White, Older than 55, Female, Straight / Heterosexual

**Strengths of existing groups**

 "As a CMG chair, I see the potential of the CMG. If run well and given the appropriate time and energy, it is a good way to gather the community".  
Black, 25-34, Male, Straight / Heterosexual

 "Good training and support".  
W, Black, Older than 55, Female, Straight / Heterosexual

 "To be frank I don't think the current mechanisms work well. That's not the fault of the people who participate in them who are mainly volunteers. But more the systemic faults and the in balance in power, resources and commitment to make them truly inclusive".  
N10, Black, Older than 55, Male, Straight / Heterosexual



“Nothing - all too informal with no accountability”.

SE, Black, 45-55, Female Straight / Heterosexual

## Strengths of existing groups



“The IAG’s work well to an extent. That panel meet regularly to be updated on recent concerns and the different types of progresses that are made. We get the opportunity to invite different police leads to discuss vital issues of concern to reshape strategies of how to engage with the general public and locality concerns”.

SW2, Black, Black British, Caribbean or African, Older than 55, Female, Straight / Heterosexual



“This aside, all that can be said of what seemingly worked well is of ward panels and the local safer neighbourhood board was that it enabled people to essentially ‘vent’ and express their views about policing matters. It would however, appear that these views and expressions fell on deaf ears as they are blatantly ignored and lack follow-up action”.

SE8, Black, Black British, Caribbean or African. 35-44, Female, Straight / Heterosexual



“1. At least in the Ward Panel we have good representation of different organisations but not necessarily enough people from underrepresented groups”.

N19, White , 45-55 , Male, Straight / Heterosexual

## Weaknesses

Figure 12: Weaknesses of locally-led engagement and scrutiny

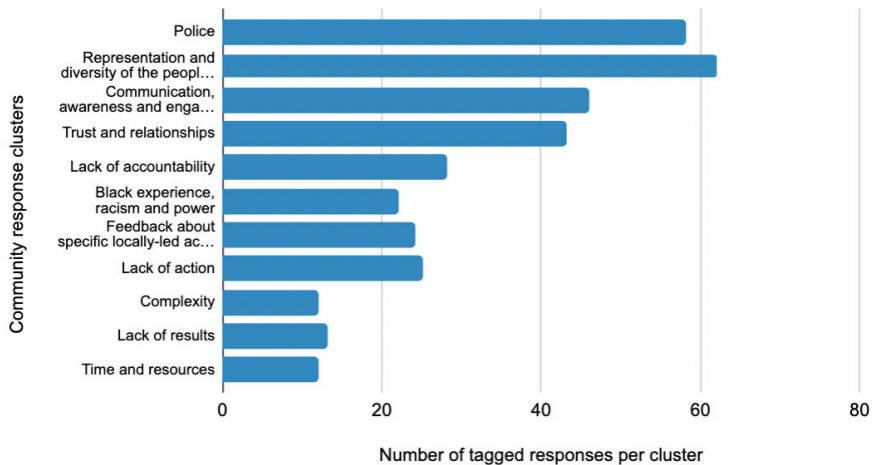



Figure 12 shows that participants identified 3.2x as many weaknesses as strengths, a total of 345 weaknesses associated with 11 themes.

**Table 12: Community responses per cluster associated with the theme weaknesses**

**Relationship with the police**

	<p>“The current structure and nature of local panels does not work and is about the Police telling the community what they want them to know/do rather than asking what they want or requesting feedback. The Police are used to controlling these circumstances rather than really taking part”.</p> <p><b>E20, White, Older than 55, Female, Straight / Heterosexual</b></p>
	<p>“The structure that is put in place for the Police. They are restricted by the policies and the statutory requirements. This is similar to the Local Authorities”.</p> <p><b>CR0, Mixed or Multiple ethnic groups, 35-44, Male, Straight / Heterosexual</b></p>
	<p>“IPOC you need to change the whole structure”.</p> <p><b>Participant at in-person Somali community consultation event</b></p>
	<p>“Ward officers is not a professionalised role”.</p> <p><b>Participant at an in-person workshop with Met Police Officers</b></p>
	<p>“You speak at these forums but you don’t see any action. We need to see the police actioning any recommendations the community say. The police need to be regularly consult with the Black community so that Black communities can check back on them”.</p> <p><b>N, Black. Older than 55, Female, Straight / Heterosexual</b></p>
	<p>“All of these groups are based on community groups volunteering their time. This isn’t sustainable for many people that would provide valid contributions to these groups and systems. These groups are often seen as secondary to other police matters”.</p> <p><b>SE, Black Caribbean, 25-34, Male, Straight / Heterosexual</b></p>
	<p>“Overseeing and holding police accountable is not working. Far too many incidents and unlawful and unexplained killings are happening in the black community and justice is not being served. Black voices are not being heard, if anything they are being muffled”.</p> <p><b>CR, Black, Older than 55, Female, Straight / Heterosexual</b></p>
	<p>“It’s still dependent on whether the police let the community in. It’s not easy to transparent and the police have control of what independent groups are able to see or do”.</p> <p><b>N6, Black, 45-55 Female Straight / Heterosexual</b></p>
	<p>“Lack of information sharing and follow up after an incident”.</p> <p><b>Black, 45-55, Female, Straight / Heterosexual</b></p>



## Poor representation and diversity of the people involved

	<p>"Not all communities are represented - for example a black trans-women of faith when you look at intersectionality and some marginalised groups they do not have a voice".</p> <p><b>SM1, Asian or Asian British, 45-55, Female, Straight / Heterosexual</b></p>
	<p>"These mechanisms are not promoted enough and it doesn't feel safe enough to critique the police to the police".</p> <p><b>SW, Black, Black British, Caribbean or African, 16-24 , Male, Other</b></p>
	<p>"Make of panels doesn't reflect the local area. Same 5 people that represent it all and not entirely representative of youth violence for example. They are removed from the details".</p> <p><b>EN, White. Older than 55, Female, Straight</b></p>
	<p>"The Met chooses who sits at the table".</p> <p><b>Participant at an in-person workshop with current MOPAC police engagement and scrutiny volunteers</b></p>
	<p>"...the public forums like the former CPCG is truly a huge loss over the scrutiny of local policing as it once were a huge accountability platform where matters of concern were followed up in open spaces which allowed transparency over local policing and London wide accountability.</p> <p>This was previously funded by MOPAC and unfortunately that was pulled replacing scrutiny with the current groups which appear to struggle with meeting true engagement with local communities."</p> <p><b>SW2, Black, Black British, Caribbean or African, Older than 55, Female, Straight / Heterosexual</b></p>

**Table 12: Community responses per cluster associated with the theme weaknesses (continued)**

	<p>"Ward panel style structures need to be more inclusive of all voices being heard, not just a select few and more representation of Black communities need to be a priority in these spaces. The structures that are currently present are not known to Black communities - they are not attracting Black people. Not enough publicity of these bodies within Black communities. Only if something bad happens do we hear about the crime but not about how we can be involved in scrutinising police conduct, approaches and behaviours".</p> <p><b>Black, Black British, Caribbean or African, Older than 55, Male, Straight</b></p>
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## Lack of trust and relationships

	<p>"There's no good starting relationship to build on".</p> <p><b>SW, Asian, Male, Straight</b></p>
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"Lost touch with MOPAC after Covid. We used to have a great relationship with the person at MOPAC who managed the panel. Go back to having regular panel meetings".

Participant at an in-person workshop with current MOPAC police engagement and scrutiny volunteers

## Lack of accountability of the existing groups



"No accountability, not enough communication and transparency".

SW , Black, Female, Straight



"nothing - all too informal with no accountability".

SE, Black, Black British, Caribbean or African, 45-55 , Female, Straight / Heterosexual



"They are not held accountable".

EN3, Black, 35-44 Female Straight / Heterosexual

## Opportunities

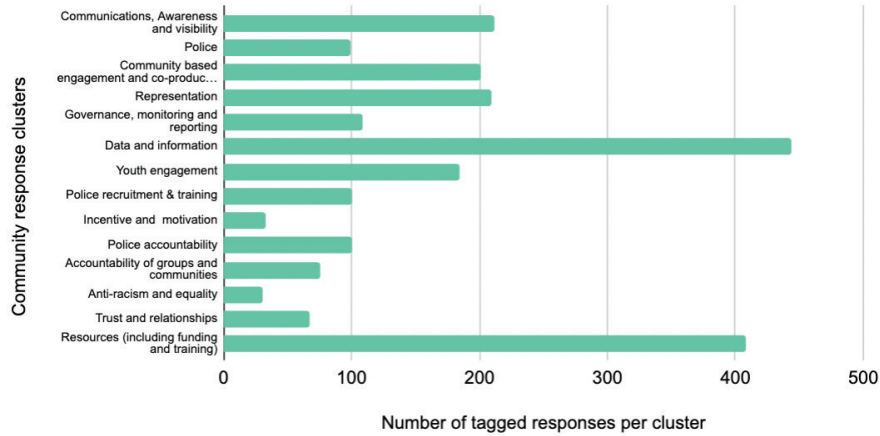
The surveys and events asked people to identify opportunities for improvement as well as threats to locally-led police engagement and scrutiny making an impact. The full survey and event notes were reviewed when tagging, however the majority of the strength and weakness tags were found in the questions such as:

**Table 13: Example survey questions relating to strengths and weaknesses**

Opportunities	<p><b>What would you change if you could?</b></p> <p><b>If you had a blank page, how would you like to design community-led engagement and scrutiny for the police in London?</b></p>
Opportunities	<p><b>Which police powers and areas of police practice should communities be able to investigate and scrutinise?</b></p>
Threats	<p><b>What do you think some of the barriers might be to getting this right?</b></p>

In total 2,274 responses described opportunities to improve locally-led police engagement and scrutiny (outlined in figure 13)

**Figure 13: Opportunities to improve locally-led engagement and scrutiny**



23% of the opportunities described (544 responses) were associated with the police powers and police practice communities should be able to investigate. 100 responses were associated with community scrutiny of police recruitment and training.

**Table 14: Community responses about community scrutiny of police powers and practice**

### Investigating police complaints and misconduct

“Complaints and accountability, Communities should be able to investigate and scrutinise police complaint procedures and accountability mechanisms, including the effectiveness of police oversight bodies and the responsiveness of police departments to community concerns”.

EC68, Mixed White and Black Caribbean, 35-44, Gender fluid, Gay

“Intimate part searching, proper investigation of those drugs addicts, sexual harassment, public harassment, criminal act, robbery”.

SS28, White, 25-34, Female, Straight / Heterosexual

### Investigating use of stop and search and strip and search

“The Community should be able to investigate more importantly stop and search and Complaint or misconduct by police officers”.

IG11, Black African, 25-34, Male, Straight / Heterosexual





“All, but also data on under age children and disproportionate police presence. For example I have seen young people alone stopped and surrounded by up to 10 officers, often middle aged and all white. A terrifying experience for a child”.

SW2, White, 16-24, Female, Straight / Heterosexual




“Strip and more intimate parts searches”.

DL6, Black, 35-44, Non-binary, Bisexual

## Investigating use of force

	<p>"...All of the above, including the numbers of deaths and the ethnicity of deaths in Police custody. The ethnicity of Police officers of officers undertaking stop and search, those complained about".</p> <p>SW16, Black African, Older than 55, Female, Straight / Heterosexual</p>
	<p>"Stop and search data - Other use of force data taser, handcuffing, strip and more intimate parts searches".</p> <p>NW1, Black Caribbean, 25-34, Male, Straight / Heterosexual</p>
	<p>"Using of lethal equipment like, the taser".</p> <p>NW74, Black Caribbean, 25-34, Male, Straight / Heterosexual</p>
	<p>"Police brutality".</p> <p>E1, Black African, 25-34, Male, Straight / Heterosexual</p>

## Scrutiny of police recruitment and training

	<p>"Recruitment data , because the harm is done when unqualified candidates are recruited by the police".</p> <p>E7, Mixed White and Black African, 35-44, Female, Straight / Heterosexual</p>
	<p>"Training and education: Communities should be able to investigate and scrutinize the training and education provided to police officers".</p> <p>Black Caribbean, 35-44, Male, Gay</p>
	<p>"Through recruitment data and also stop and search".</p> <p>W, Mixed White and Black African, 25-34, Female, Straight / Heterosexual</p>
	<p>"Recruitment of individuals that get employed into the police force should be scrutinised".</p> <p>N4, Black African, 35-44, Male, Straight / Heterosexual</p>

MOPAC had defined draft outcomes the overhaul of locally-led police engagement and scrutiny should achieve. Table 2 outlines which identified clusters of responses that provide ideas for MOPAC to achieve some of these outcomes.

**Table 15: Top opportunity clusters that support MOPAC to achieve their draft outcomes**

Outcome	Opportunity Cluster
<b>Draft Outcome A</b> Communities feel represented and/or involved in influencing police decision making locally. As such, this work and its outputs and outcomes need to be visible and accountable to communities.	<b>Representation</b> <b>Youth engagement</b>
<b>Draft Outcome D</b> Communities have greater trust and confidence in their police service and its ability to recognise and respond to their diverse needs.	<b>Community based engagement and co-production</b>
<b>Draft Outcome E</b> Local engagement and scrutiny has tangible, recognisable outcomes and is having a positive impact on trust and confidence in London's communities.	<b>Resources (including funding and training)</b>

**Table 16: Community responses about Improving representation**

	<p>"The Police are used to controlling these circumstances rather than really taking part - also the cohort who attend are not typical or representative of residents in a specific area - the agendas are hijacked by white worried well rather than those the Police actually come into operational contact with".</p> <p>N4, Black African, 35-44, Male, Straight / Heterosexual</p>
	<p>"Scrutiny panels shouldn't be viable without a cross section of black representation available. We should be able to see all evidence (data, numbers) that relate to the policing of black communities. Police should report back to black communities what progress is being made on key areas of concern to black communities. Communities should be part of creating the measures for success where there is dissatisfaction with policing. If black communities don't approve the measures they should not be implemented as the police should be our service, we pay for the we police and we don't expect l'll- treatment from these investments. Why would we pay for the police to harass us?".</p> <p>Black, 45-55, Female, Straight / Heterosexual</p>
	<p>"A representative from each community, race and economic status should be considered, the essence should be let known so as to encourage people to take part".</p> <p>N1, Black African, 25-34, Male, Straight / Heterosexual</p>
	<p>"Ensure diverse representation: The group responsible for overseeing police accountability should be diverse and representative of the communities it serves. This means ensuring that the group includes people from different ethnicities, genders, ages, and socio-economic backgrounds".</p> <p>NW26, 25-34, Gay</p>
	<p>"By allowing the Community choose who to represent them".</p> <p>EC1A, Black African, 25-34, Male, Straight / Heterosexual</p>

**Table 17: Community responses about Improving representation**

	<p>“The young people should really be engaged in this because they are most likely to have encounters. There should be like a workshop to learn more, and if there is no transparency, this might make them not want to take part”.</p> <p style="text-align: right;"><b>SE11, Black African, 15-24, Female, Straight / Heterosexual</b></p>
	<p>“Young and experienced people are always best for such tasks. A supervisory board or panel should be made to help guide them to stay on line”.</p> <p style="text-align: right;"><b>WC2H, White, 35-44, Male, Straight / Heterosexual</b></p>
	<p>“Young people in the community should monitor activities of the police to ensure that there is no molestation of any kind by the force to citizens”.</p> <p style="text-align: right;"><b>Black African, 25-34, Female, Straight / Heterosexual</b></p>
	<p>“Young people and they should be given proper training”.</p> <p style="text-align: right;"><b>SE10, Black Caribbean, 25-34, Female, Straight / Heterosexual</b></p>
	<p>“...From Hawkeye Community Guardians’ perspective, young people are also Community Guardians and their experience of safeguarding communities strengthens their voice and views on the importance of lawful policing that values people and communities over power”.</p> <p style="text-align: right;"><b>SE, Black, 35-44, Female, Straight / Heterosexual</b></p>

**Table 18: Community responses about co-production with communities**

	<p>“The best meetings are the ones that are led by the community and remove the “structure” that is put in place by the Local Authority and/or Police”.</p> <p style="text-align: right;"><b>CR, Mixed, 35-44, Male, Straight / Heterosexual</b></p>
	<p>“A key way that communities can hold the police to account is by having authentic community-led representative units (fully trained) who are able to fill gaps in policing in the interest of people and communities, and in ways that prioritise engagement, not enforcement”.</p> <p style="text-align: right;"><b>SE, Black, 35-44, Female, Straight / Heterosexual</b></p>
	<p>“Firstly, consultations on black voices and the resulting action points must never be carried out from a top-down approach and must always be bottom-up. If the resulting points and actions are subsequently rolled out from a top-down approach, the current stigma and problem around policing in London’s Black Community will always prevail, and the city will be stuck in the “this can’t go on” narrative, whilst it does go on!”.</p> <p style="text-align: right;"><b>SE, Black, 35-44, Female, Straight / Heterosexual</b></p>
	<p>“We need to establish a dedicated Black Forums just like we have Black Police or Asian association”.</p> <p style="text-align: right;"><b>SW16, Black African, Older than 55, Female, Straight / Heterosexual</b></p>
	<p>“...developing community partnerships, engaging in problem solving, and implementing community policing organizational features”.</p> <p style="text-align: right;"><b>Black, 25-34, Female</b></p>

**Table 19: Community responses about providing resources (including funding and training)**

	<p>“MOPAC. should assume the leadership role in training funding and provision of secretariat funding. Leading in this area will provide consistency and efficiency of resources”.</p> <p>SW16, Black African, Older than 55, Female, Straight / Heterosexual</p>
	<p>“MOPAC should provide technical assistance and support to community groups, including legal guidance, data analysis support, and access to relevant information and resources”.</p> <p>EC68, Mixed White and Black Caribbean, 35-44, Gender fluid, Gay</p>
	<p>“MOPAC should provide technical assistance to community groups to help them develop and implement effective initiatives aimed at promoting police accountability and reform. This could include support with data analysis, policy development, and community engagement strategies”.</p> <p>SW48, Black Caribbean, 16-24, Female, Straight / Heterosexual</p>
	<p>“Training and education: Community-led police accountability groups should provide training and education to their members to ensure that they have the necessary knowledge and skills to engage in effective police oversight. This can include training on the legal framework governing policing, data analysis, and communication skills”.</p> <p>NW02, Mixed White and Black Caribbean, 25-34, Male, Straight / Heterosexual</p>
	<p>“Funding and secretarial work. Also more of training”.</p> <p>EC1A, Black African, 25-34, Male, Straight / Heterosexual</p>
	<p>“Training and secretarial functions”.</p> <p>S, Black Caribbean, 25-34, Male, Straight / Heterosexual</p>

## Threats

Participants identified a total of 866 threats associated with 11 clusters. The most frequently mentioned threats were:

- The lack of time and resources for the work to make an impact
- The lack of trust between the community and the police
- Resistance to change
- Lack of awareness and engagement
- Racism, trauma and power dynamics

Figure 14: Threats to locally-led police engagement and scrutiny working.

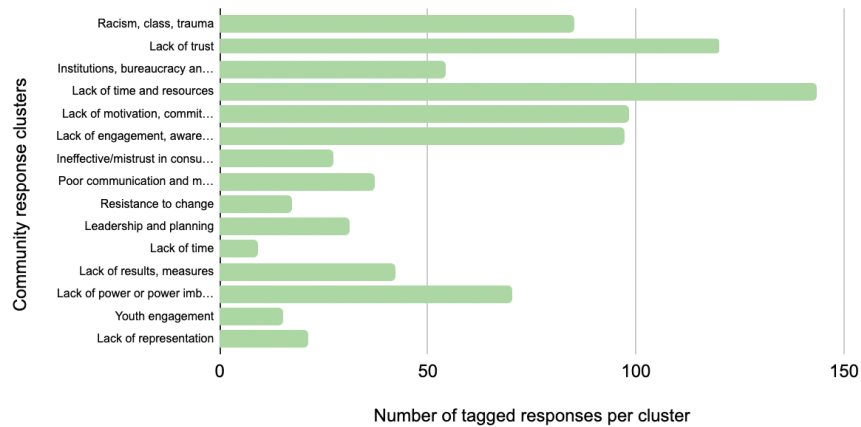


Table 20: Community responses that describe the threats

### Racism, trauma and power dynamics

	<p>"Racism".</p> <p>SE10, Black African, 25-34, Female, Straight / Heterosexual</p>
	<p>"Sometimes it's racism while sometimes is greediness".</p> <p>W, Black Caribbean, 25-34, Male, Straight / Heterosexual</p>
	<p>"Racism, obstruction of information flow and uncooperative of the police".</p> <p>Black African, 16-24, Gender neutral, Straight / Heterosexual</p>
	<p>"...A history of unfair, aggressive and racist police behaviour. A history of complaints not being upheld or taken seriously. A history of violence and deaths in police custody for which no officer was prosecuted or found guilty. A lack of engagement with Community leaders and a failure by the police to act on community concerns about their unfair and racist behaviour over many years".</p> <p>SE, Older than 55, Male</p>

### Lack of resources and time

	<p>"Police accountability initiatives might not have enough resources and personnel, which would restrict their impact".</p> <p>E8, Asian Chinese, 25-34, Male, Straight / Heterosexual</p>
	<p>"Secrecy. Insufficient resourcing. Low priority. Penalty for involvement".</p> <p>W7, Black African, Older than 55</p>
	<p>"Poor training and financing".</p> <p>N10, Asian Indian, 44-55, Male, Straight / Heterosexual</p>
	<p>"I'm not quite sure how to answer this one but I know there is a lack of funding for these matters which is an issue".</p> <p>E5, Black Caribbean, 25-34, Female, Straight / Heterosexual</p>



## Lack of trust



"Barriers include lack of trust, dishonesty, hatred, discrimination like race, religion, gender, area where one lives or cultural differences. If we all are not singing from the same hymn sheet then things won't work".

SC4, Black Caribbean, Older than 55, Female, Bisexual



"Overload individuals. Lack of clear objectives. Not building relationships first. Not understanding the goals".

Black Caribbean, Older than 55, Female, Straight / Heterosexual



"Lack of trust".

SE10, Mixed White and Black African, 25-34, Female, Straight / Heterosexual

## Resistance to change



"Lack of cooperation".

N1, Black African, 25-34, Female, Straight / Heterosexual



"Resistance to change can be a significant barrier to getting policing and crime reduction right. Many people may be resistant to new policies and initiatives, or may not believe that they will be effective in reducing crime".

ES1, Black African, 35-44, Male, Straight / Heterosexual



"Infiltrators- The people involved must be able to demonstrate their desire for this to succeed".

SE, Other, Female, Straight / Heterosexual

## Lack of awareness, engagement and accessibility



"Lack of awareness".

W12, Black African, 35-44, Male, Straight / Heterosexual



"Ignorance from the masses".

W2, Black African, 45-55, Male, Straight / Heterosexual



"I think the young people should be motivated to make this change if not it might fail".

Black African, Older than 55, Male, Straight / Heterosexual



"Engaging all ethnicities to hear their opinion. Creating more awareness".

E SW1, Mixed White and Black African, 25-34, Female, Straight / Heterosexual

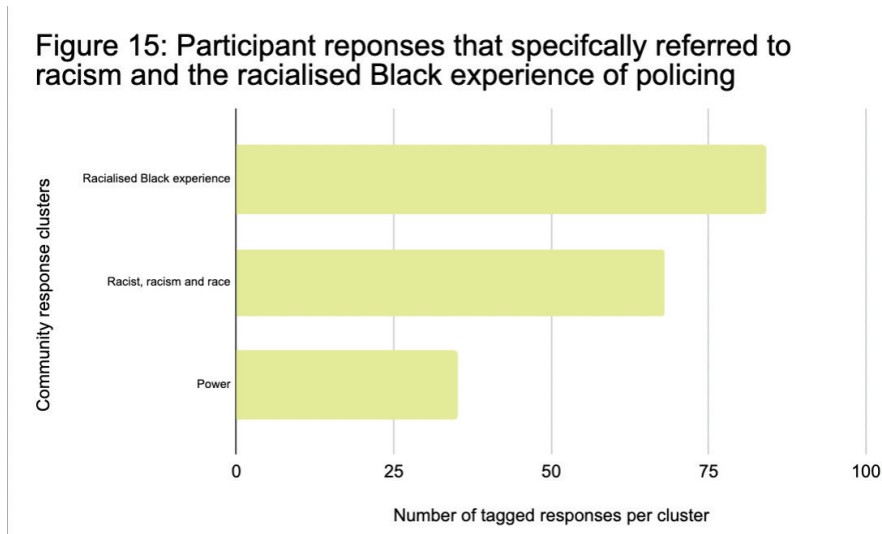


"Poor accessibility".

Black African, 25-34, Female, Straight / Heterosexual

## The impact of systemic racism

While analysing the community responses the consultation team measured 187 instances where participant responses specifically included a description of racism and the racialised Black experience of policing. The table on the next page includes some examples (Table 21).



**Table 21: Community responses about the impact of racism, Black racialised experience of policing and power imbalance**

	<p>"Police being racist".</p> <p>EC, Black African, 25-34, Male, Straight / Heterosexual</p>
	<p>"Racism and fear".</p> <p>N1, Black African, 35-44, Male, Straight / Heterosexual</p>
	<p>"Proof that police culture is changing and becoming less racist".</p> <p>Participant Brixton Market Community Day</p>
	<p>"It's a nonsense that communities have the power to control police behaviours that's like saying a black recruit can change the behaviours of a racist hierarchical institution from the bottom up! Give us a Black Mayor for policing who can do it from the top down! PS This whole engagement process has been flawed from the off. Black people's non attendance is a formal response, i.e. we're not buying into this bogus agenda of 'trust and confidence in police', to the process. It's a joke!"</p> <p>Black, Older than 55, Male, Straight / Heterosexual</p>
	<p>"In spite of lots of local contact the Met continues to have serious problems about its culture and dealings with Black community".</p> <p>N, White, Older than 55, Male, Straight / Heterosexual</p>
	<p>"The Police are very rude, unprofessional careless and special racist when the police dealing back person and they are highly racist specially with ethnic minority people".</p> <p>SW, Asian, 45-55, Female</p>

**Table 21: Community responses about the impact of racism, Black racialised experience of policing and power imbalance (continued)**

	<p>"They appear aggressive towards black people. They are suspicious of us rather than being cordial".</p> <p style="text-align: right;">SW, Black, 35-44, Female, Straight / Heterosexual</p>
	<p>"There is disproportionate power between people and police. If I make a mistake or punch you in the face, I get to jail immediately and I have financial losses (e.g. I don't get paid at work). If a police officer makes a mistake or punch me in the face, their trial is in years and they are still paid".</p> <p style="text-align: right;">Black, Older than 55, Male</p>
	<p>"I don't know enough but the police do need to be subjected to scrutiny as they abuse their powers daily with black communities".</p> <p style="text-align: right;">Black, 45-55, Female, Straight / Heterosexual</p>
	<p>"The met cannot be held accountable they are too powerful and above the law ! So they get away with destroying people's lives".</p> <p style="text-align: right;">E, 45-55, Female, Straight / Heterosexual</p>

### The importance of improving communication, awareness and visibility

One of MOPAC draft outcomes refers to improving awareness and visibility of locally-led police engagement and scrutiny.

<b>Draft Outcome A</b>	Londoners are aware of the ways in which communities are engaging with and scrutinising community policing, of the impact it is having, and how they can get involved.
------------------------	--

Lack of awareness of the mechanisms by which communities hold the police to account was identified as a current weakness, and a barrier to things improving in the future.

The consultation events and survey asked other questions to surface ways in which communities can be made aware and engage with this work. These included questions such as:

**Table 22: Example survey questions relating to awareness and visibility**

Communication, awareness and visibility	How can we make sure people know about community-led police accountability?
Communication, awareness and visibility	How can the roles and the work of these groups be clearly, and regularly, communicated to the wider community.

The consultation team reviewed the data collected as part of the consultation to identify the methods shared by the community that would improve communication, awareness and visibility. 821 opportunities to improve communication and visibility were identified across 15 clusters of ideas. Table 23 provides some examples of community responses from the top clusters.

Figure 16: Community ideas for improving communication, awareness and visibility of locally-led police engagement and scrutiny.

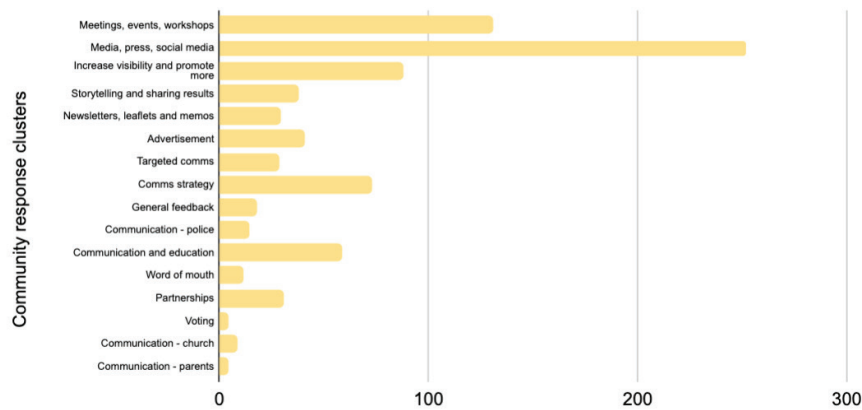


Table 23: Community responses that provide ideas to improve communication, awareness and accessibility.



### Better use of the media, press and social media

	<p>“By increasing social media publicity on this”.</p> <p>N1, Mixed White and Black African, 25-34, Male, Straight / Heterosexual</p>
	<p>“Carrying out awareness programmes on all media platforms”.</p> <p>E1, Black African, 25-34, Male, Straight / Heterosexual</p>
	<p>“Let the media know what’s going on. Can create exposure to the people”.</p> <p>NW, Mixed, Older than 55, Male, Straight / Heterosexual</p>
	<p>“Build relationships with local media outlets to help amplify the message through provision of interviews, press releases etc. Remain consistent, in messaging, follow through on any assertion provided to community, and as far as is possible shy away from use of technical language /jargon which can alienate ,or confuse”.</p> <p>SE4, Black Caribbean, Older than 55, Female, Straight / Heterosexual</p>




### Effective use of meetings events and workshops

	<p>“I heard about this work through the presentation and further events should be arranged to raise awareness and so that more people can get involved”.</p> <p>Black African Caribbean, Older than 55, Female, Straight / Heterosexual</p>
	<p>“By hosting seminars, webinars and group section about community-led police accountability”.</p> <p>NW1, Black African, 35-44, Female, Straight / Heterosexual</p>
	<p>“Information strands in public areas on a regular basis. Somewhere stands out where people can notice and have conversations. Social media is useful as well but face to face is critical because of mistrust and trust needs to be built”.</p> <p>SW, Black, Older than 55, Male, Straight / Heterosexual</p>

**Table 23: Community responses that provide ideas to improve communication, awareness and accessibility (continued)**

	<p>"Meetings should be livestreamed".</p> <p style="text-align: right;">Participant from the LGBTQ+ community event</p>
	<p>"Greater awareness. More info by police. More awareness of outcomes. Create an impact group that partners with the media. Publicly share achievements. Advertise future opportunities to attend meetings and review previous issues and outcomes".</p> <p style="text-align: right;">Black, 16-24, Female, Straight / Heterosexual</p>

### Educate the community through communication and engagement

	<p>"Provide educational information which clearly explains what this is, why it is beneficial, and how you can be involved. This can be in the form of infographic, pamphlets, videos all should be able to direct to website which is manned/ regularly updated with useful information/ learning gleaned etc Provide training for Organisations so that they are confident and competent in discussions about this and also help them to be included and empowered to amplify the message in a plethora of arenas".</p> <p style="text-align: right;">E SE4, Black Caribbean, Older than 55, Female, Straight / Heterosexual</p>
	<p>"Educational campaigns can be conducted to raise awareness about the importance of community-led police accountability".</p> <p style="text-align: right;">Black African, 25-34, Female, Straight / Heterosexual</p>
	<p>"Providing educative workshops".</p> <p style="text-align: right;">N1, Black African, 25-34, Male, Straight / Heterosexual</p>

### Develop a strategy for communicating about the work

	<p>"social media, local press, link in street apps to comms strategy".</p> <p style="text-align: right;">N, White, Older than 55, Female, Straight / Heterosexual</p>
	<p>"Spread the word in schools. Get a public figure to get behind this campaign like Stormzy, or Kelechi Okafor. A local Drill artist. Music is a powerful vehicle".</p> <p style="text-align: right;">SE, Black, 45-55, Female, Other - Queer</p>
	<p>"Creating and maintaining a working website where people can easily access and get information".</p> <p style="text-align: right;">NW1, Black African, 25-34, Male, Straight / Heterosexual</p>
	<p>"Putting it across all social media, and probably run sponsored ads too. Also having an active website".</p> <p style="text-align: right;">NW1, Black African, 25-34, Male, Straight / Heterosexual</p>

## Governance and accountability of locally-led police engagement and scrutiny

The community were asked questions such as:

**Table 24: Example survey questions relating governance and structure**

Governance and structure	On what community level should these groups function and how should they be structured?
Governance and structure	How should the groups located across London work with each other, the Metropolitan Police and the Mayor of London's Office for Policing and Crime?

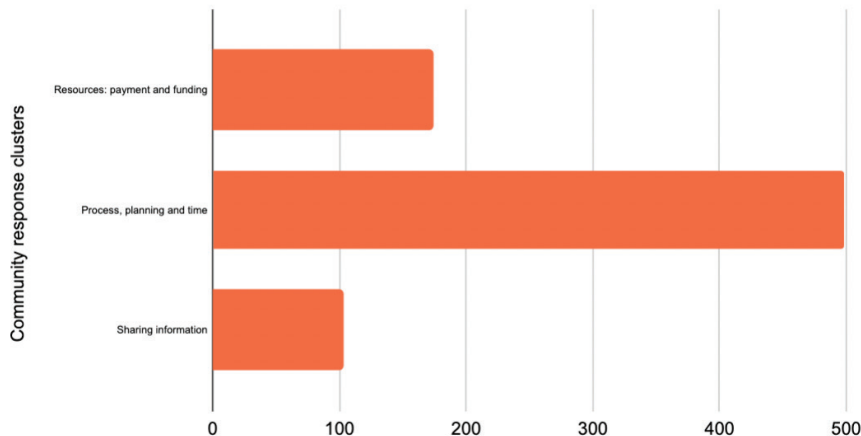
These questions were asked to surface ideas that can support MOPAC to deliver:

<b>Draft Outcome D</b>	Communities have greater trust and confidence in their police service and its ability to recognise and respond to their diverse needs.
------------------------	--

The community responses included 856 ideas about how to structure and govern locally led police engagement and scrutiny. These ideas formed 5 clusters.

Most focussed on sharing ideas associated with the structural aspects of how these groups (process, planning and time). Examples can be found in Table X. The other ideas from the community focussed on how members should be compensated, they should feedback and share information. Examples can be found in Table X.

**Figure 17: Community responses about governance and structure of locally-led groups**



**Table 25: Community responses about community scrutiny of police powers and practice**





### Where and when

	<p>"Personally I think the group should be ward and should meet as often as possible".</p> <p><b>Black African, Older than 55, Male, Straight / Heterosexual</b></p>
	<p>"They should function on a neighbourhood level".</p> <p><b>E, Black African, 35-44, Male, Straight / Heterosexual</b></p>
	<p>"I think it should be structured from the ward level since most participant would be comfortable with each other and it should be held once in two weeks".</p> <p><b>SE10, Black African, 25-34, Male, Straight / Heterosexual</b></p>
	<p>"Neighbourhood level should work perfectly when there is a meeting once a month".</p> <p><b>SE1, Black African, 16-24, Male</b></p>
	<p>"Ward is closer to the people".</p> <p><b>N1, Black African, 35-44, Male, Straight / Heterosexual</b></p>
	<p>"Neighbourhood and meetings should be on a monthly basis".</p> <p><b>E1, Black African, 25-34, Male, Straight / Heterosexual</b></p>
	<p>"Groups Borough level perhaps meet 2/3 times a year. There could be sub grps that meet in between based on ward/neighbourhood depending on what the local community would prefer.".</p> <p><b>SW, Black Caribbean, Older than 55, Female, Straight / Heterosexual</b></p>
	<p>"Ward level. Weekly meetings are fine".</p> <p><b>SW, Black African, 16-24, Gender Neutral, Straight / Heterosexual</b></p>
	<p>"The group should be ward and the group should meet twice a week".</p> <p><b>E1, Black African, 25-34, Female, Straight / Heterosexual</b></p>
	<p>"For me Borough".</p> <p><b>N1, Black African, 25-34, Male, Straight / Heterosexual</b></p>

### Governance and collaboration across London / with MOPAC

	<p>"I think it should be at the borough level and should have a formal membership structure with elected leaders".</p> <p><b>E8, Asian Chinese, 25-34, Male, Straight / Heterosexual</b></p>
	<p>"A paid role, one day per month, a full time group secretary per 4 borough (allows for balanced comparisons and consistency)".</p> <p><b>SE1, Black Caribbean, Older than 55, Male, Straight / Heterosexual</b></p>

**Table 25: Community responses about community scrutiny of police powers and practice (continued)**

	<p>“They should be a platform on social media or a website for effective exchange of information”.</p> <p style="text-align: right;">W13, Black African, 16-24, Male, Straight / Heterosexual</p>
	<p>“Having one connectivity program”.</p> <p style="text-align: right;">N10, Black African, 25-34, Female, Straight / Heterosexual</p>
	<p>“They should have a online network to pass information, either mode of email ads, or community sites being introduced”.</p> <p style="text-align: right;">SW11, Black African, 25-34, Straight / Heterosexual</p>
	<p>“Via current work &amp; communication links and hierarchies...as long as the groups have genuine independence from the Met. Their annual reports could go to MOPAC or regular attendance, could be online, to report back on issues etc”.</p> <p style="text-align: right;">SE2, African Caribbean, Older than 55, Female, Straight / Heterosexual</p>

### How people participate and work together including resources and payment

	<p>“They should provide the support the group needs. If they have a go chair who is able to organise everything themselves leave them alone to get on with it. With the option of a support network if they need it. They should also be offered training be it in chairing meetings. Taking notes. Dealing with the police and any recourse open to them if the police are not cooperating as they should. If they need flyers or other things printed to promote their function there should be somewhere they can go to request this”.</p> <p style="text-align: right;">E12, Black, 45-45, Female, Straight / Heterosexual</p>
	<p>“Set up community hubs! Re-establish the community/youth centre model. Informal places where the vulnerable feel safe to be themselves. Additionally, I feel that tailored vocational qualifications and apprenticeship offers that fit what the youth say the need to feel valid and valued. Something like a mayoral award scheme in association with the met police or another national organisation. If we look hard enough the infrastructure is already available; money just needs to be found and spent on recovering the lost art of community life”.</p> <p style="text-align: right;">SW8, Black Caribbean, 35-44, Female, Straight / Heterosexual</p>
	<p>“This is a crucial point. I would pay a stipend to an individual selected by a panel constituted from Politicians, Community Representatives, Police and Local Authority. Attendees at tier 2 should be selected in the same way. Tier 3 meeting should involve community representatives that are forthright and able to challenge but to support and implement agreed solutions”.</p> <p style="text-align: right;">N, White, Older than 55, Male, Straight / Heterosexual</p>
	<p>“All of these groups are based on community groups volunteering their time. This isn’t sustainable for many people that would provide valid contributions to these groups and systems. These groups are often seen as secondary to other police matters and responsibilities. This slows down any progress made”.</p> <p style="text-align: right;">SE, Black, 25-34, Male, Straight / Heterosexual</p>



**Table 25: Community responses about community scrutiny of police powers and practice (continued)**

	<p>“We need to start from a realistic position. The two biggest variables to people getting involved in any civic/community/voluntary endeavour are time and money. For Black and minority ethnic communities and young people in London they are overrepresented amongst the poorer economic groups less likely to engage in such structures. Add on top of that their negative experiences of policing and engaging those communities can become almost impossible. Frankly paying for their time may have to be an option but is unlikely to happen due to financial constraints and the political backlash that will inevitably happen if resources are targeted in this way. The Met will have to move away from tokenistic engagement. Some bottom approaches piloting in different boroughs should be developed.”.</p> <p style="text-align: right;"><b>N, Black, Older than 55, Male, Straight / Heterosexual</b></p>
	<p>“By not working in isolation but should work as a team”.</p> <p style="text-align: right;"><b>Mixed White and Black African, 16-24, Female, Gay</b></p>
	<p>“These groups should collect data and share information with each other and with the metropolitan police and the mayor of London’s office for policing and crime. The should use the informations and experiences gotten to come up with policies”.</p> <p style="text-align: right;"><b>Black African, 16-24, Gender Neutral, Straight / Heterosexual</b></p>
	<p>“There should be a open system where information is shared. Like a WhatsApp group”.</p> <p style="text-align: right;"><b>SE7, Mixed White and Black African, 35-44, Female, Straight / Heterosexual</b></p>
	<p>“Having a good database where everyone’s data is on it”.</p> <p style="text-align: right;"><b>Black Caribbean, 25-34, Female, Straight / Heterosexual</b></p>
	<p>“They should have a chair who will be reporting to others offices”.</p> <p style="text-align: right;"><b>Black African, 16-24, Male, Straight / Heterosexual</b></p>

## How the community will know if locally-led police engagement and scrutiny is working

To support MOPAC to achieve the draft outcome:

<b>Draft Outcome B</b>	Communities feel confident that their engagement in local policing is having meaningful impact and creating change – and have regular, tangible evidence for this.
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The consultation asked participants to share how communities know if locally-led police engagement and scrutiny is working. There were 320 indicators identified, based on 4 clusters. Table X provides some examples of how the community responded to these types of questions.

Figure 18: How will the community know if locally-led police engagement and scrutiny is working

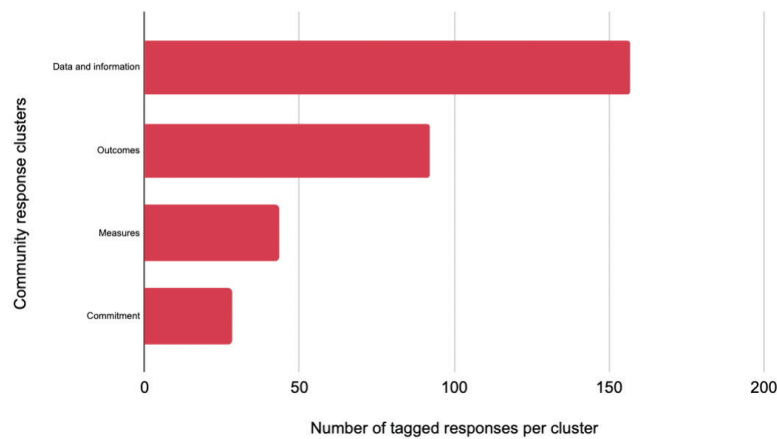







Table 26: Community responses that describe ways in which the community can be sure the groups are working




### Data and information

	<p>“Having data and analysing the data. That will drive the changes required”.</p> <p style="text-align: right;">SW, Black, Older than 55, Male, Straight / Heterosexual</p>
	<p>“Analysis of local and regional trends across a range of offences, investigations and disruptive actions - see previous answers - Use technology/apps/etc”.</p> <p style="text-align: right;">SE, White, Older than 55, Female, Straight / Heterosexual</p>
	<p>“Complaints statistics before and after”.</p> <p style="text-align: right;">N, Black, 45-55, Female, Straight / Heterosexual</p>
	<p>“More local knowledge about policing Local policing”.</p> <p style="text-align: right;">SE, Black</p>

## Measures

-  "The number of investigations and the outcomes should be shared".  
SE, Black, 25-34, Female, Straight / Heterosexual
-  "Effective measure and outcomes to be produced and monitored by an independent resident led body".  
W, Mixed, 45-55, Female, Straight / Heterosexual
-  "Face to face engagement where surveys are done on the spot across different communities and age groups. Put the surveys on the correct forums. Ask parents to complete surveys at schools. Get universities involved. Go to Barbers Hairdressers Nail bars".  
E, Black, 35-44, Female, Straight / Heterosexual
-  "Community based reporting mechanisms for complaints are crucial and have been marginalised over the previous decades".  
N, Black, Older than 55, Male, Straight / Heterosexual
-  "Regular community-led evaluations on the impact of such a structure will demonstrate how this is working".  
SE, Black, 35-44, Female, Straight / Heterosexual  
55, Male, Straight / Heterosexual

## Commitment

-  "The police need to take better responsibility for they actions".  
SW, Black, 45-55, Male, Straight / Heterosexual
-  "deliver a plan with a promise of results".  
Black, 35-44, Female, Straight / Heterosexual
-  "We need to have a guarantee that this consultation will lead to concrete action and positive change".  
N, Black, Older than 55, Female, Straight / Heterosexual

## Outcomes

	<p>"The outcome of this work should be independent and realistic community-led reports, action plans and guiding principles/policies/procedures".</p> <p>SE, Black, 35-44, Female, Straight / Heterosexual</p>
	<p>"the results should speak for themselves - marginalised groups should feel the police are approachable and be comfortable reporting crime - at present most transphobic hate crime doesn't get reported"</p> <p>SM, Asian, 45-55, Female, Straight / Heterosexual</p>
	<p>"Increasing transparency in the use of police tactics by identifying issues, common themes, and trends in the use of police powers and how these affect different communities".</p> <p>SW1, Black African, 25-34, Female, Straight / Heterosexual</p>
	<p>"we will know it's working when the MET cease to be afraid of feedback and meet it with an open heart and then show a real will to do better and improve their behaviour for all residents".</p> <p>SE, White, Older than 55, Female, Straight / Heterosexual</p>
	<p>"should see officers punishment".</p> <p>EN, Other, Indo-caribbean, 16-24, Male, Straight / Heterosexual</p>
	<p>"It should be effective enough to deter offenders".</p> <p>SE, White, 25-34, Female, Straight / Heterosexual</p>



## Community responses about MOPAC

The community responses referred to a number of stakeholders and organisations involved in police engagement and scrutiny. MOPAC was specifically referred to 71 times. Examples of when communities made reference to MOPAC can be found below.

**Table 27: Community responses about MOPAC**

	<p>"Funding and secretary support, because community members are volunteers. We are saving MOPAC a lot of money for some cheap sandwiches".</p> <p>SE15, Black Caribbean, Older than 55, Straight / Heterosexual</p>
	<p>"How should the groups located across London work with each other, the Metropolitan Police and the Mayor of London's Office for Policing and Crime? Chairs forums . Different boroughs. Meeting with MOPAC".</p> <p>SE15, Black Caribbean, Older than 55, Straight / Heterosexual</p>
	<p>"There are no barriers if MOPAC free up funding from siezed good. This money/ resources should be routed back into the community to do good".</p> <p>UB6, Black Caribbean, 45-55, Female, Straight / Heterosexual</p>
	<p>"Too few people with knowledge of police practice on the ground and the extent of dissembling adopted by police to avoid effective scrutiny - including MOPAC".</p> <p>EN, Asian, Older than 55, Female, Straight / Heterosexual</p>

**Table 28: Community responses about MOPAC (continued)**

	<p>“Systems are stale and the Met and MOPAC are only excited by the latest untried new mechanisms rather than believing in the old”.</p> <p>SW, Older than 55, Male, Gay</p>
	<p>“Lack of independent community-led cohesion: Initiatives set up and led independently of MOPAC, Police, and Councils do not receive due recognition with little to no authentic cohesive working toward accountability. Independent initiatives such Hawkeye Community Guardians tend to instead get shunned stating that said groups the Safer Neighbourhood Boards already exists to address issues of policing, when in fact, this method has thus far proven ineffective for people and communities most negatively policed impacted by existing policing frameworks.”.</p> <p>SE, Black, 35-44, Female, Straight / Heterosexual</p>
	<p>“It would be good to engage directly with MOPAC re: the contents of this consultative response. I particularly request this by way of this feedback”.</p> <p>SE, Black, 35-44, Female, Straight / Heterosexual</p>

# 05

## Online Focus Groups

### Using the PSi platform to map citizens' preferences

We ran two online discussions with the public to understand better people's views and perspectives around locally-led police engagement and scrutiny. The discussions took place online on the PSi platform (<https://thepsiapp.com>). The platform allows people and organisations to host large-scale live conversations with hundreds of simultaneous speakers and gain meaningful insights to guide decision-making.

#### 1. People were asked for their demographic information

When joining the online conversation, people were asked for their demographic information, including the first letters of their postcode, age, ethnic group, self-identified gender and religion. All questions were optional, and answers were used to segment the results from the platform.

#### 2. People submitted a response to the question

Each discussion started with an open-ended question that attendees could answer in their own words. Each participant could submit only one answer (called "an idea" on the platform), consisting of a 30-second voice recording, a title and an emoji (used to give the idea a visual identity) (Fig. 19).

### 3. People split into break-out rooms

After submitting a unique response to the main question, participants were randomly assigned to a break-out room (the average group size was 4 people). People in the breakout room discussed the four ideas suggested by the participants in the room. Discussion time was set to five-minute conversations. During this time, participants were asked to share the pros and cons of each idea.

### 4. People voted on ideas

At the end of five minutes, participants were asked to vote on which idea had more merits, and they wanted to advance to the next round. Participants were given a small number of points (three to four, depending on the size of the group) to distribute among the ideas discussed in their room. If participants really supported one idea, they could allocate all their points to that idea. Alternatively, they could decide to split their points across two or more ideas. People could not vote on their own idea in the first round.

## Which police powers and areas of police practice should community groups be able to investigate and scrutinise?

Your idea is important. Give it a title and record a 30 second voice note. Your idea joins many other ideas that will be discussed on Aug 23 at 15:00

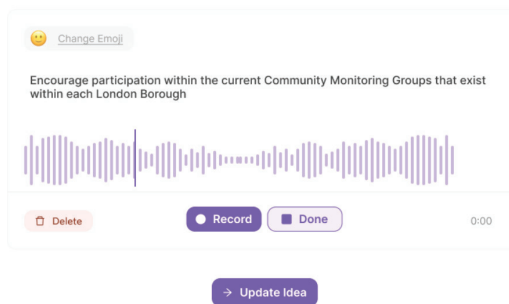


Fig. 19. PSI interface to submit a response on PSI.

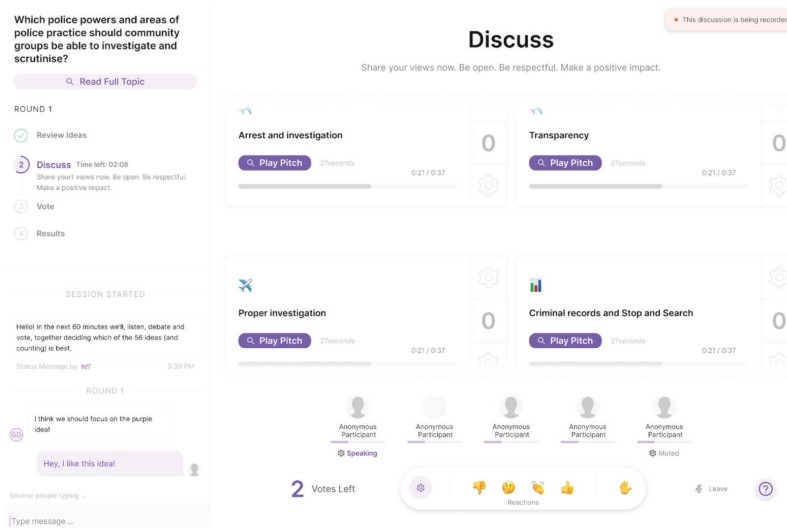


Fig. 20. PSI discussion interface

## People took part in multiple rounds of discussion

At the end of the first round, people swapped groups to meet new people. Ideas that received the least support during the previous round were discarded so that participants in the following rounds could focus their discussion only on those ideas that received good support in previous rounds.

### At the end of the discussion

The discussion stopped when less than five ideas were left in the pool. At this point, all break-out rooms discussed the finalist ideas and, once again, voted on their favourites. Both discussions lasted for three consecutive rounds. At the end of the discussion, participants were asked to complete an exit survey about their experience and were asked to provide feedback. Each participant was compensated for their time with a £10 high-street voucher.

### Discussion outcome

The output of each discussion was a ranking of all ideas suggested by participants, ranked by the support they received during the discussion. The PSi platform analysed the conversation recordings to provide graph visualisations, summaries and opinion maps to help the researcher make sense of the data. We report below the analyses and visualisations for each of the two discussions.

## Discussion 1:

### How can we make sure that locally-led police engagement and scrutiny include the Black people impacted by the disproportionate use of police powers?

The first discussion took place on the 22nd of February, 2023 at 7:25 PM GMT. The discussion followed a talk by Marie Gabriel CBE, Chair of the NHS Race and Health Observatory, and David Neita, people's lawyer and people's poet. After the talk, people were asked to move to the PSi platform for an online focus group.

- The discussion asked the question "How can we make sure that locally-led police engagement and scrutiny includes the Black people impacted by the disproportionate use of police powers?"
- 80 people submitted 80 ideas and 56 people joined the conversation.
- The participants answered 'Transparency'. This idea was supported by 26 people with 57 overall votes, representing 21.51% of all votes cast.
- The second most voted idea was Having more black police officers. This idea was supported by 18 people with 40 overall votes. This represents 15.09% of all votes cast.
- People cumulatively discussed for 175 minutes (or 2.92 hours) over 3 rounds of discussion. A group decision was reached in 15 minutes.
- Average engagement was 70.61%, indicating that people interacted with the platform, with few participants remaining idle or not allocating their available votes.
- 85.71% of people who submitted an idea stayed in the discussion until the end.



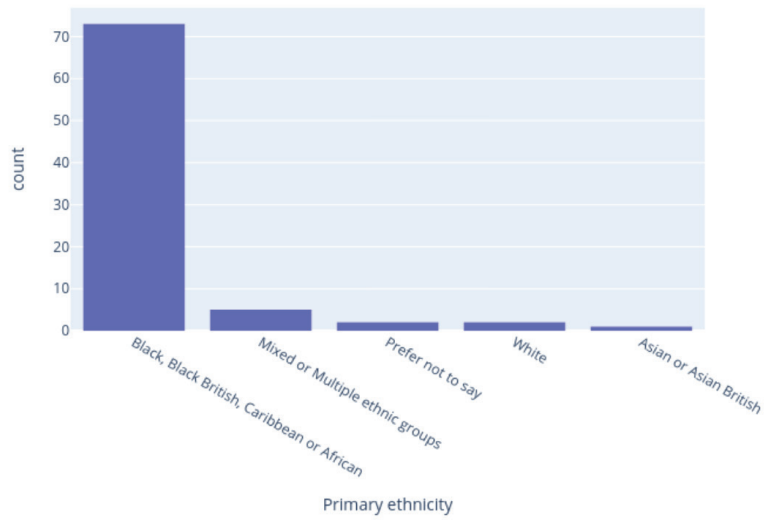


Fig. 21. Participant ethnicity. Distribution of ethnicity in the participant taking part.

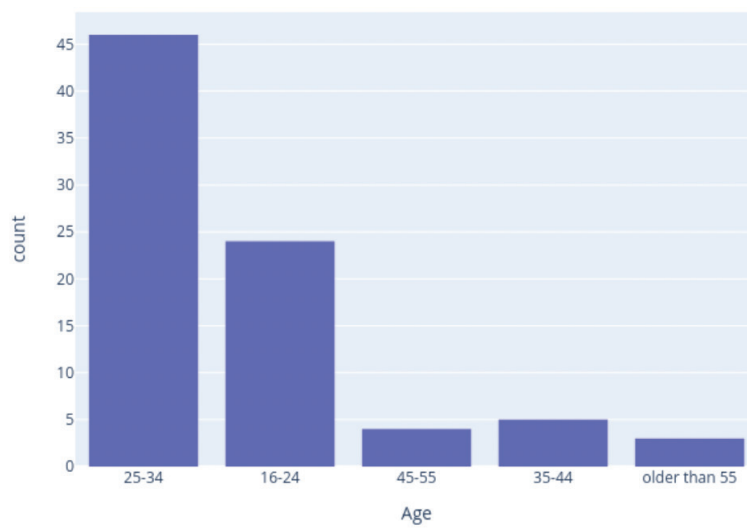


Fig. 22. Age bracket. Age distribution in the participant sample.

Table 28: Top 5 ideas submitted during the discussion that received the most support:

Rank	Idea	Votes
1	Transparency	57
2	Having more black police officers	40
3	Interacting with the community folks through focus groups to hear from black folks.	39
4	Social and Accountability through a Legitimacy Panel	32
5	Be truthful about racism	14



Fig. 23. Progression of ideas across rounds of discussion. The outer circle represents all the ideas suggested by participants who took part in the discussion. Ideas are grouped based on which breakout room they were discussed in. After each round of discussion, the idea that received the most support moved to the next round and other ideas were discarded. Inner circles represent further rounds of discussion. The centre of the graph shows the idea that received the most support across all rounds of discussion. Different colours represent different ideas.

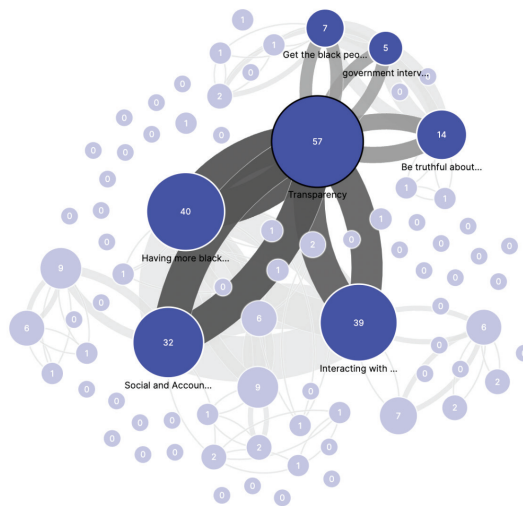


Fig. 24. Relationships between ideas discussed. Each blue node represents an idea that was submitted. Larger blue nodes represent ideas with more votes. The number at the centre of the node indicates the number of votes the idea received during the discussion. The links between ideas show if the ideas shared supporters. The more two ideas are supported by the same set of people, the thicker the line connecting those two ideas is. The same participants showed almost equal support for 4 ideas: having more Black officers, transparency, Interacting with the community folks through focus groups to hear from black folks and Social and Accountability through a Legitimacy Panel.



Fig. 25. Idea map and clustering. The graph shows the ideas proposed by participants clustered based on their semantic similarity. This means that ideas that are closer together on the map are more semantically similar. Ideas that are semantically similar are coloured to show clusters. Three idea clusters emerged based on idea semantic similarity:

Cluster 1 (purple): Ideas about working with youth workers to include young people in focus groups. As well as engaging with the police..

Cluster 2 (red): Ideas about transparency, data collection and analysis.

Cluster 3 (yellow): Ideas about promoting human rights and equity.

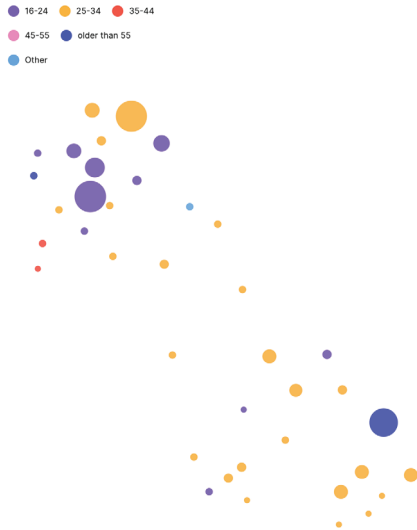


Fig 26. Segmentation of ideas based on age. The graph above shows the idea map segmented by the user age bracket. Participants aged 16-24 years tended to suggest ideas that are in Cluster 1: Ideas about working with youth workers to include young people in focus groups. As well as engaging with the police.

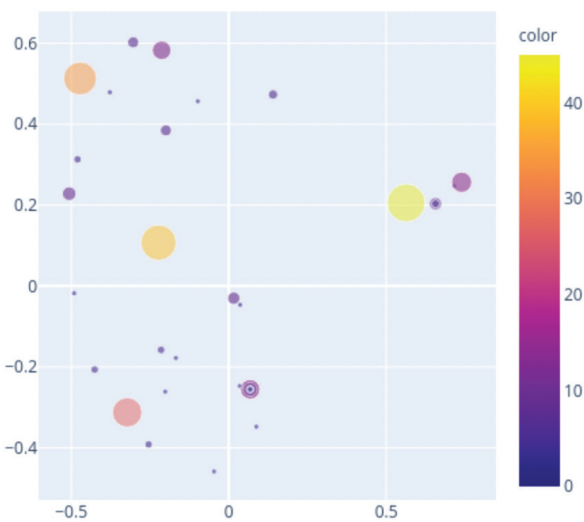


Fig 27. Participant map. The participant map shows participants' similarity in the discussion. Participants who appear close on the map voted similarly. Colour and size represent the number of votes that the participant's idea received. The large orange and yellow bubbles represent the ideas with the most votes. Most people voted similarly and only three people were outliers.

## Discussion 2:

### Which police powers and areas of police practice should community groups be able to investigate and scrutinise?

The second discussion took place on the 27th of February, 2023 at 7:15 PM GMT. The discussion followed a talk by social commentator Professor Patrick Vernon OBE. After the talk, people were asked to move to the PSi platform for an online focus group.

- The discussion asked the question: 'Which police powers and areas of police practice should community groups be able to investigate and scrutinise?'
- 62 people submitted 62 ideas.
- The participants answered 'Random searching'. This idea was supported by 26 people with 58 overall votes, representing 17.06% of all votes cast.
- The second most voted idea was 'Persecution'. This idea was supported by 19 people with 52 overall votes, representing 15.29% of all votes cast.
- A group decision was reached in 15 minutes of conversation (three rounds of 5-minute each). We recorded about two hours of conversations
- The average engagement was 79.62%, indicating that almost 80% of people were not idle during the discussion. Instead, they interacted with the platform and allocated most of their votes.
- The turn-out rate was 82.86%, suggesting that most people who submitted an idea also stayed until the end of the discussion.

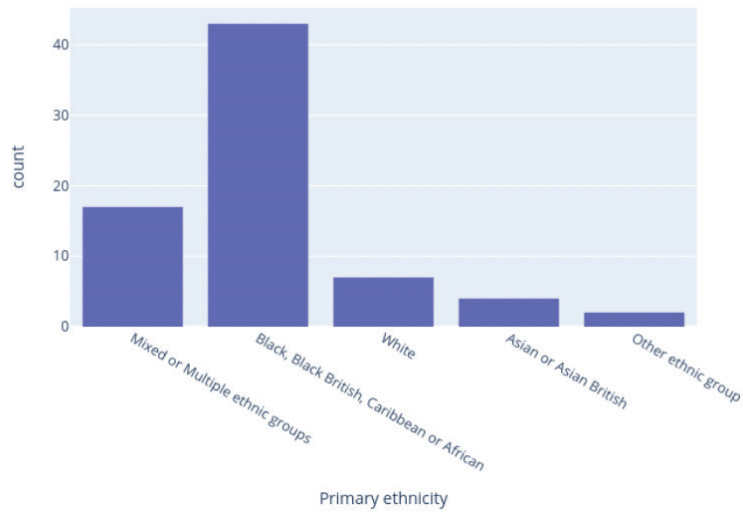


Fig. 28. Participant ethnicity. Distribution of ethnicity in the participant taking part.

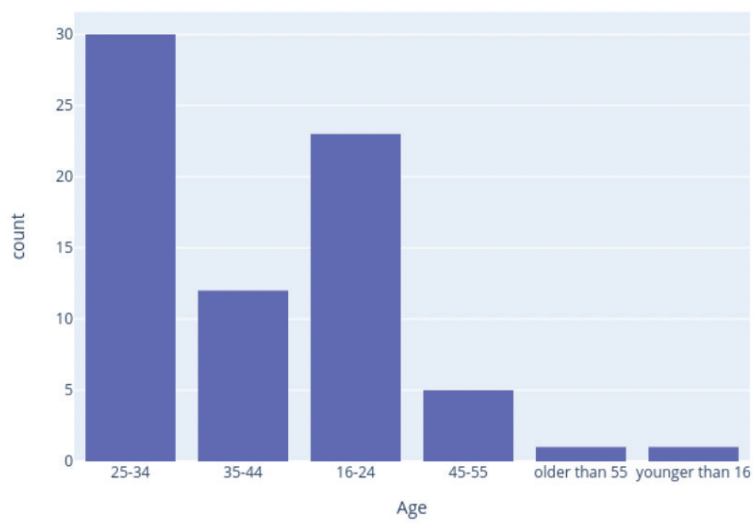


Fig. 29. Age bracket. Age distribution in the participant sample.

Table 29: Top 5 ideas submitted during the discussion that received the most support:

Rank	Idea	Votes
1	Random searching	58
2	Persecution	52
3	Arrest and investigation	25
4	Police brutality	23
5	Racism and police stop and search	22



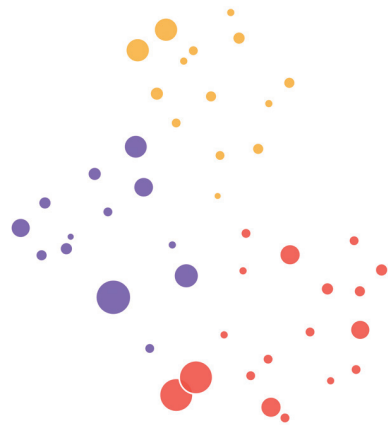


Fig. 32. Idea map and clustering. The graph shows the ideas proposed by participants clustered based on their semantic similarity. This means that ideas that are closer together on the map are more semantically similar. Ideas that are semantically similar are coloured to show clusters. Three idea clusters emerged based on idea semantic similarity:

Cluster 1 (purple): Stop and search

Cluster 2 (red) and Cluster 3 (yellow): did not show a strong theme

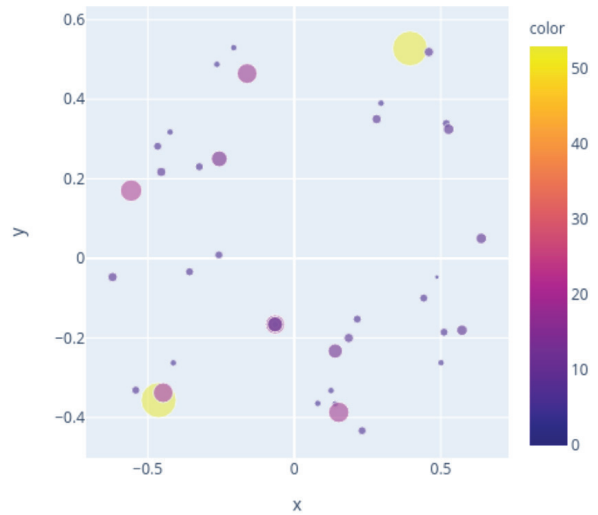


Fig 33. Participant map. The participant map shows participants' similarity in the discussion. Participants who appear close on the map voted similarly. Colour and size represent the number of votes that the participant's idea received. The large orange and yellow bubbles represent the ideas with the most votes. Unlike the first discussion there was more variation across participants in terms of how they behaved when indicating which ideas they support.

# Appendix 1: Consultation key messages

## 1. How to describe why the consultation is important

Black Londoners say they are over-policed and under-protected. The data shows we are 3.2 times more likely to be stopped and searched on the street and 6 times more likely to be stopped in their cars, than other people. This is especially true for young, Black men. This is why it is important for communities - especially Black communities and people who have been treated unfairly by the police - to be involved in overseeing their police service and holding it to account.

If there aren't any Black people in these police monitoring structures, Black communities will continue to be disproportionately impacted by police powers. One of the most important parts of the Mayor of London's Policing Action Plan is to change how the public keeps an eye on the police.

## 2. How to describe the goal of the consultation

Black people are not properly represented by the local forums that hold police accountable for what they do. The goal of this public consultation is to improve these local structures so that Black Londoners can also be in charge of keeping an eye on the police.

## 3. How to describe how the goals will be achieved

In November 2022, online and in-person meetings will be held with Black communities, as well as a survey (call for evidence), to come up with new ways for local groups to hold the police accountable.

4. How to describe what we are asking people to do (call to action)

**Option 1:** Show up to a meeting. Find a location on the website [blackvoicesonpolicing.com](https://blackvoicesonpolicing.com)

**Option 2:** If you can't attend a meeting, join an online discussion. Find the links on the website [blackvoicesonpolicing.com](https://blackvoicesonpolicing.com)

**Option 3:** If you can't attend a meeting. Tell us what you think, by completing the consultation survey on the website [blackvoicesonpolicing.com](https://blackvoicesonpolicing.com)



## Appendix 2: Online forums - responses from expert co-hosts

The online forums were co-hosted by Black leaders with expertise in policing, accountability, and racism. A summary of the response the co-hosts shared to the consultation questions has been provided as well as the links to watch recordings of the forums.

<b>Table 1: Online community events</b>			
<b>Theme</b>	<b>Co-hosts</b>	<b>Number of attendees</b>	<b>Link to watch the forum</b>
<b>1. Local councillors' perspectives</b>	Councillor Dr. Mahamed Hashi - Lambeth Council (Cabinet Member for Safer Communities) Councillor Evelyn Akoto - Southwark Council (Cabinet Member for Health and Wellbeing) Councillor Susan Fajana-Thomas - Hackney Council (Cabinet Member for Community Safety)	150	<a href="https://youtu.be/PRLiN046L-s">https://youtu.be/PRLiN046L-s</a>
<p>In this forum, panellists discussed how communities can be supported by MOPAC when holding the police to account. This support was framed as a mechanism to strengthen community accountability through promotion, clearer consequences for police misconduct, increased trust for accountability groups to be independent, structured resourcing and inclusivity.</p> <p>Panellists explained that MOPAC should promote and strengthen the community accountability groups, so they are better known to the community. Communities often do not know where to complain and when they do, there is no follow-up about the outcome of complaints, so consequences for misconduct are unclear. There is a need for clearer and stronger consequences that the community can use to hold the police to account. For example, a sort of 'joint enterprise' where officers will face consequences for not reporting or correcting their partner's misconduct.</p> <p>For community accountability and scrutiny groups to have effect, MOPAC should give trust to local people and communities to decide how scrutiny groups are going to be shaped, and who is the best to speak to. The community should be involved at all levels of the accountability and scrutiny structures and to do so, they would require: training, funding and remuneration to carry out accountability and scrutiny processes with a high level of understanding. They need updates about how many stop and searches are happening within the borough, with data presented in accessible language so they can question why a person was stopped and what was the outcome. It was also mentioned there is a need for sensitive venues for the community, as dealing with the police station can be triggering for some. With the aforementioned tools, the community can set their own specific</p>			

outcomes, and measure progress and success. Panellists also highlighted that community accountability groups should be more inclusive and should include people from the community that could be excluded by the vetting process, i.e., those with a criminal record. This is as those with lived experience need to be around the table. Prepared with the data, lived experience and measures for progress and success, community accountability groups should have an audience with high-ranking officials such as the Police and Crime Commissioner and the Mayor of London on a quarterly basis. Importantly, local councillors should be at the front of these relationships between accountability groups and high-ranking officials, to ensure local residents are continuously included in this space so the problem of police misconduct can be solved as a collective.

**2. Racism, health, and wellbeing**

Marie Gabriel CBE - Chair of the Race and Health Observatory (RHO)  
David Nieta - People's Lawyer and the People's Poet

162

<https://youtu.be/CXw7ClIFeow>

During this online forum, panellists mentioned the effect of poor policing on the Black community's mental health, and described how MOPAC can help to embed the expertise of life experience within the policy accountability and scrutiny process.

There should be acknowledgement from MOPAC and the Metropolitan Police of racism as a mental health issue, it has a deleterious effect on our mental, emotional and physical health. Therefore, in terms of scrutiny and accountability, MOPAC can give the community levers to create change and be involved in setting policy, priorities, and the measures in which the police will be judged. People from the community could be the ones involved with co-designing the police complaint procedures and looking at the outcomes, or even being the investigators of those complaints alongside the police. To facilitate this, MOPAC and the Metropolitan Police need to resource local community accountability groups to work with each other across London as 'experts by experience'. Such experience should also be cross sectioned by different elements of the community, so including but not limited to young people and people living with mental health issues.

A suggested method to embed the principle of 'experts by experience', was a census to collect experiences of young people with the police to keep the policing system in check, like a 'Black Ofsted'. Encouraging young people to be part of this process was identified as crucial, due to the brunt of racist policing being felt by young people. Young people should be empowered to write annual reports about their experiences, including other methods of communication, such as graphic illustration. Young people should be engaged with on their terms and rewarded for doing so.

**3. Black leadership 1**

Professor Patrick Vernon OBE  
- Social Commentator

113

<https://youtu.be/txxGOUSVciw>

During this online forum, the panellist highlighted how there's a problem with consistency when it comes to police accountability and listed the requirements for improved police scrutiny processes from local communities.

It was mentioned that there is no consistency around accountability, with a lack of reliability concerning the Metropolitan Police's consultation forums. Reliability was noted as a requirement for effective scrutiny, and the following needs were mentioned as steps to ensure better accountability

measures:

- A constitution for the police and the community laying out the principles of how they engage with you alongside accountability/scrutiny mechanisms
- Have representatives of a community on a stakeholder panel for the police commander, like the government and the NHS
- The police to spend time in the community so can understand how the service is currently and should be operating
- More culturally appropriate training for domestic violence, greater acknowledgement and discussion of autism within Black Community
- Integration of advocacy with the ability to nominate persons at every level so there is interaction between police and citizens
- A dashboard showing data
- Address the power imbalance by bringing in community voices, as experiences of policed communities has value
- Internal whistleblowing should be welcomed as a practice of feedback
- Checks and balances from within the force, the community that is being policed and those that have experienced historical oppression

#### 4. Black leadership 2

David Weaver - Director, Black Thrive Global  
Lee Jasper - Association for Police Accountability (APA)

203

<https://youtu.be/O5-zZ5nnTY8>

During this online consultation, panellists mentioned and described how challenge against policing practice from the community needs to be re-integrated into accountability and scrutiny practices, through community inclusion and genuine partnership with the community.

The facet of re-incorporating and re-building a degree of challenge from the Black community back into the police accountability process was mentioned to tackle the selective listening performed by the police. The opportunity to challenge was diminished when the functioning system of the police consultative groups was transferred to the safer neighbourhood boards. This results in the police being selective about which voices to listen to, so essentially, they choose their preferred groups. The community require more rigorous inclusion in police scrutiny measures.

The other important facet was that community inclusion requires democracy and a genuine partnership with said community. The term 'democracy' in this discussion developed into the concept of democratic accountability, which means that people in the community that have the experience and the support of the community, get the vote from the community. This vote would enable the elected person to be a representative within safer neighbourhood boards and other police accountability bodies. It was argued that this element of democracy would ensure a stronger community voice in police scrutiny and accountability processes. Alongside this, should be genuine partnership with community institutions; these are institutions capable of organising,

representing and mobilising communities. All the community led organisations would need authentic involvement, based on a structured approach, they would also need the appropriate resourcing.

MOPAC should generate alternative investment in community resources, such as police monitoring groups, to enable the community to thoroughly scrutinise the police through methods such as trend and policy analyses. Success can be measured through levels of confidence, safety and trust in the Metropolitan Police.

<b>5. MOPAC and Met Police</b>	Sophie Linden - Deputy Mayor for Policing and Crime Chief Superintendent - Jeff Booth - Program Director, London Police Race Action Plan Commander Colin Wingrove - Crime Prevention, Inclusion and Engagement.	140	<a href="https://youtu.be/o04_X06D6ZY">https://youtu.be/o04_X06D6ZY</a>
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During this forum, panellists mentioned how there needs to be an overhaul of police scrutiny and community engagement mechanisms as they are neither diverse, nor robust enough. Based on this, panellists discussed the requirements placed on MOPAC and the Metropolitan Police to facilitate genuine community cooperation with accountability and scrutiny processes.

Several requirements were listed:

- There needs to be transparency on how community accountability boards are selected, who gets onto them and what their function is.
- MOPAC need to be clear about the aim of having community input on police scrutiny, and that is to have an impact to improve policing within the community (with evidence of effectiveness being fed back into community)
- MOPAC and local communities need to think of how panels such as independent advisory panels scrutinising stop and search or policing crime plans would be formed. They also need to think of a framework to provide admin support, elections, ToR to help integrate democratic approaches.
- The Metropolitan Police should expect to be held to account, but there is also the expectation of the community working with Metropolitan Police to help improve the policing of community they live in.
  - o With the example of greater community involvement in police training

There was also a discussion about a required shift in mindset for the Metropolitan Police to ensure better accountability. Panellists explained that a joint approach between the Metropolitan Police and the community requires the Metropolitan Police Service to get into the mindset of recognising that it is a service, so it and its officers can expect the public to be holding them to account on a regular basis. The Metropolitan Police needs to get into the practice of constantly improving, so

accountability and scrutiny panels, with the collective aim of preventing crime and protecting vulnerable people, are more likely to get the outcome required.

To resource community involvement, it was suggested that there can be a funding stream from proceeds of crime, and organisations and corporations making donations (some which is already an ongoing practice). This is to invest into community organisations and small to medium sized minority owned services and organisations that can help in terms of local community initiatives.

<b>6. Black Police Officers</b>	Chief Inspector Andy George - President, National Black Police Association Inspector Charles Ehikioya - Met Police Chair, National Black Police Association	186	<a href="https://youtu.be/006cJrS5djg">https://youtu.be/006cJrS5djg</a>
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The discussion during this online forum centred around the need to re-build trust between local communities and the police, long-term thinking, and more equitable forms of police accountability.

Panellists explained that the police and MOPAC need to sit with communities and build trust, as there is a need to work with communities in a more equitable way. It is essential to address the lack of understanding around historical grievances such as the sus laws, therefore there needs to be sensitivity around intergenerational trauma; how it impacts and how it traumatises people. It was also highlighted that there is little representation for Black communities to speak up, especially considering that Black police officers are more likely to be disciplined from internal complaints. It is important to get the internal issues of the police right, at the same time as the external issues. It was also seen as important to have more long-term thinking, with an example of such being independence for community groups. True independence for community groups to set up their own frameworks requires statutory power, as seen in Northern Ireland with the Northern Ireland Policing Board which has communities and politicians from the local to national level. This helps to stem instances of the police only consulting with voices they want to hear, as it essentially limits their choice to do so. Some police groups are quite friendly with some community groups, but this dampens the potency of scrutiny, which is why that choice needs to be limited.

Panellists also explained how equitable societies are for all and not a select few, so we need a public health approach to the current situation of police accountability and scrutiny to help ensure long-term thinking. There should be engagement with community groups at the borough level, so they can come up with ideas via 'idea hubs', to prevent stagnation and repetition of the same questions and the same consultation 20 years later. The police and MOPAC also need to engage with the community at a grass roots level, so the community have more of a say in driving issues that impact young people. Here, MOPAC should take the role as facilitator. Throughout this engagement, communities would need training and support regarding trauma from policing, as this acts a barrier to community involvement in scrutiny. There should also be a monetary mechanism that can be in place and reflected on the dashboard, showing how it's been used, how's it's been updated and who can see it.

<b>7. Politics and research</b>	Bell Ribeiro-Addy - Member of Parliament for Streatham Professor Camara Jones - King's College London University (Leverhulme Visiting Professor)	190	<a href="https://youtu.be/gF6C8ih0yaA">https://youtu.be/gF6C8ih0yaA</a>
<p>In this online forum discussion, panellists mentioned and described how there needs to be an understanding of historic racism within the police. The specificity of data, and power to act on analyses of such data was also explained as a tool for more thorough police accountability.</p> <p>Firstly, it was discussed that the police and MOPAC need to learn why they do certain practices and recognise historical injustices against the Black community. This would be helped by getting people that understand what anti-racism is, and what it looks like when applied to an institution a place at the decision-making table. From there, we can work to rectify harm through the redistribution of resources via a matrix of need based on the framework of anti-racism.</p> <p>The other main point of discussion was increased power for communities and local accountability groups. Communities need to have actual power to decide who polices their communities, and actual power to place sanctions on them. More specifically, power looks like the power to decide, the power to act, the power to control resources, the power to hire and fire and power over budget.</p> <p>Giving communities and their respective accountability groups real power would garner greater involvement from them as at the moment, as all they can do is speak (so people are less inclined to get involved). It was emphasised that we need effective civilian review boards that have power and teeth, not just an advisory voice, i.e. the community policing the police.</p> <p>To facilitate these powers, MOPAC should equip local scrutiny groups with this data so they can make such decisions when it comes to behaviour. There needs to be access to specific data so there can be accountability right down to the down to the officer. Communities need to be able to look at data routinely, down to a particular force and down to a particular officer. If the officer in question is identified as problem, then there should be the ability for the community to remove them the from force. Policy also needs to line up with this so progress is not hampered; officers need to be required to disrupt the “blue code of silence” and report poor actions from their partners/colleagues.</p>			
<b>8. Concerned parents</b>	Charmaine Simpson - Black History Studies Andrew Muhammad - The Investigator	66	<a href="https://youtu.be/MVKIaJ8xmK4">https://youtu.be/MVKIaJ8xmK4</a>
<p>In this online forum, panellist discussed their ideas and needs for better police accountability and scrutiny processes. As parents, they focussed on the local level and highlighted the need of an independent community organisation that empowers parents and children, alongside several key requirements to facilitate change in accountability processes.</p>			

A key point was to have an independent community organisation that represents the community and holds the police to account. This organisation would go into schools and listen to children, as well as teach them about their power (children can also be on the committee). This would also include the church too as it is a foundation of the Black community. Moreover, it was also explained that the community needs to be able to communicate in their own unique style. Community accountability groups should be able to advocate and speak with 'everyday' parents, not just community activists. Providing this opportunity would help 'everyday' parents feel empowered to speak out and bring their children. To help foster this sense of empowerment, there should be education for the community about their power and how they can use it, which would be delivered by the community organisation. Having this process would allow a more thought-out, less reactionary response to police misconduct against the local communities.

Regarding MOPAC's involvement with this community activity, MOPAC needs to be supportive of the family structure, so parents and young people can have input. This means to re-design the model for communicating data with local communities, into something that is concise and accessible in language. It also means to organise events at different times, and to host them through different platforms, so it can be ensured that if you cannot be there physically, you can be there online or at chose another time. It was also discussed that MOPAC needs to integrate itself into community spaces and help to fund or open such places up. Particularly the community centres, so young people can go in and ask questions around policing with the community group.

Other requirements to facilitate community involvement included:

- Information from the community is to go to key people; community consultation should not be with someone that cannot enact change.
- A marketing wing to make people aware so there can be as many parents as possible involved, and on a regular basis.
- A physical space and online platform, ability to follow-up with participants to keep the conversation going
  - Have time to promote to allow for momentum. Time to break down and understand reports to as not everyone knows
- Transparency with youth stop and search and domestic violence, i.e., what's happening with complaints, are they answered or ignored and shelved?
  - Management needs to be more visible; what is the local policing agenda?
- A focus on local expertise, not international panel talks

<b>9. Young People</b>	Jacob Sakil - Youth Justice Board Member Kenya Juma - I am Queen Nubia Assata - Author Phoebe Fisher - Decolonising the Archive Jonas Kitisu - King's College London University REACH Champion	75	<a href="https://youtu.be/Df9mu4N0SQ4">https://youtu.be/Df9mu4N0SQ4</a>
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The discussion that happened during this online forum, touched on the needs of young people and the requirements needed to gain their trust and input. Panellists highlighted that it needs to be recognised that the police are accountable to the community, and so you can only have trust in the police once you can hold them accountable.

Police engagement groups need to engage in community outreach to increase awareness as a whole so people know where resources are and access them to advocate for change, understand police practice and their community rights. MOPAC needs to recognise and advertise where young people and the rest of the community can have a voice, as it is currently unclear. This information needs to be repeated everywhere as there may be a group that is not aware, and it is undesirable to have one voice drowned out in favour of another. In terms of the community accountability groups, there needs to be an even representation of young people, as when it comes to conversations about accountability, young people are not always properly involved. Young people should have the ability to be into elected positions when it comes to police scrutiny groups, so there can be scrutiny groups represented by young people. Resources need to be part of this as well, so the young people are appropriately trained and supported.

It was also expressed that there needs to be more scrutiny on stop and search due to the targeting of young people, and the traumatising effect it has on the community. Having more scrutiny on the use of force, the judicial system and how police are trained, will help with the trust issue among young people. Conversations around this (e.g. such as these MOPAC online forums) are needed so there is a constant influx of recorded evidence of how force is operated, as things go under the radar when there is a lack of recorded information. As an output of these conversations, panellists mentioned that consequences should be put together (towards individuals, collectives and institutions), to implement accountability, to ensure longevity and to prevent momentum fizzling away. This is as consequences incentivise change and threaten the status quo.

# 08

## Additional Reading

The document is Part 2 of the final consultation report. Part 2 provides further details about how the consultation methods, results, SWOT analysis and community responses which formed the basis of these recommendations.

Part 1 of the consultation report includes an executive summary of the consultation and a detailed outline of the six recommendations developed based on community responses.

Part 3 of the consultation report provides supporting research used by the consultation working group. This additional information was provided to the working group to ensure this consultation's recommendations were developed by building on publicly held information about the disproportionate use of police powers and practice, community trust in the police and recommendations from previous public consultations on policing.

