

**MOPAC**

**MAYOR OF LONDON**  
OFFICE FOR POLICING AND CRIME

Police and Crime Plan 2025-29

**INTEGRATED  
IMPACT  
ASSESSMENT**

March 2025

# 1. Introduction

The Mayor of London is the occupant of the Mayor's Office for Policing and Crime (MOPAC), (the equivalent of a Police and Crime Commissioner outside London). MOPAC sets the strategic direction, objectives, and the budget for the Metropolitan Police Service (MPS) (amongst its other functions). MOPAC is required by law to produce a Police and Crime Plan (PCP) by the end of the financial year in which he or she is elected.

As public authorities, MOPAC and the MPS must (as set out in section 149 of the Equality Act 2010 ("the Act") in exercising their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:

- Remove or minimise disadvantages suffered by people due to their protected characteristics.
- Take steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encourage people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act provides that the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.

The Act also states that having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to—

- tackle prejudice; and
- promote understanding.

This Integrated Impact Assessment (IIA) represents our assessment of the Plan's impact on the following objectives:

**Crime, Safety and Security** – to contribute to safety and security and the perceptions of safety;

**Equality and Inclusion** –to make London a fair and inclusive city where every person is able to participate, reducing inequality and disadvantage and addressing the diverse needs of the population;

**Health and Health Inequalities** – to improve the mental and physical health and wellbeing of Londoners and to reduce health inequalities across the city and between communities; which will include an equality impact assessment against each protected characteristic.

**Social Integration** – To ensure London has socially integrated communities which are strong, resilient and free of prejudices; which will include an impact assessment on socio-economic factors.

**Economic, Competitiveness and Employment** – To maintain and strengthen London’s position as a leading connected knowledge based global city and to support a strong, diverse and resilient economy, providing opportunities for all.

After review, a decision was made that the policing and crime policies proposed in the Plan do not hold significant environmental impact. Therefore, a separate Strategic Environmental Assessment has not been undertaken at this time.

## **2. Aim of the Police and Crime Plan**

The Police Reform and Social Responsibility Act 2011 (the Act) introduced significant changes to the governance of policing in England and Wales, including the introduction of the Mayor’s Office for Policing and Crime (MOPAC). Among MOPAC’s duties is to issue a Police and Crime Plan within the financial year in which each ordinary election is held, and as soon as practicable after the Mayor takes office. The Police and Crime Plan sets out for this Mayoral term:

- MOPAC’s police and crime objectives for the area;
- the policing of the police area which the Commissioner of Police of the Metropolis (the Commissioner) is to provide;
- the financial and other resources which MOPAC is to provide to the Commissioner;
- the means by which the Commissioner will report to MOPAC on the Commissioner’s provision of policing;
- the means by which the Commissioner’s performance in providing policing will be measured; and

- the crime and disorder reduction, and victim and witness support, grants which MOPAC is to make, and the conditions (if any) to be applied to those grants.

### **3. Policies and evidence of impact**

The Mayor's Police and Crime Plan sets out his high-level priorities for policing, crime and community safety in London for the period 2025 to 2029. To inform this Plan, an extensive public consultation was carried out on a draft document. More than 4,000 Londoners and organisations participated.

The Mayor's agenda is clear – to make London a safer city for all, by being tough on crime and tough on the complex causes of crime. The police alone cannot deliver this, and the Plan sets out how MOPAC, the MPS and partner agencies including local councils, health services, criminal justice partners and TfL/transport operators will continue to work together to reduce and prevent crime now and over the long-term.

The Plan is structured around four key objectives that the Mayor wants MOPAC, the MPS and all partners to work together to achieve.

#### **Reducing Violence and Criminal Exploitation**

The Mayor will:

- Lead a city-wide effort to prevent violence by tackling its causes.
- Support the Metropolitan Police to bring violent criminals to justice.
- Support agencies to improve the response to criminal exploitation.
- Work with criminal justice agencies and other organisations to reduce violent reoffending.
- Publish a new Strategy for making London a safer city for Women and Girls.
- Support London's counter-terrorism preparedness.

#### **Building safer, more confident communities**

The Mayor will:

- Protect and strengthen neighbourhood policing.
- Improve how organisations work together to reduce crime and anti-social behaviour (ASB).
- Make travel safer across London.
- Stand with communities against hatred and intolerance.
- Contribute to keeping Londoners safe online.

#### **Supporting and overseeing reform of the MPS**

The Mayor will:

- Strengthen oversight of policing.
- Contribute to a fairer, more transparent accountability system.

### **Improving the Criminal Justice System and Supporting Victims**

The Mayor will:

- Support and oversee the MPS to deliver a better service for victims of crime.
- Support improvement in the criminal justice system in London.
- Work with criminal justice partners to reduce reoffending.
- Commission high-quality support services for victims.
- Support the work of London's Independent Victims' Commissioner.

The Plan includes information on the guiding principles for MOPAC's work, including our commitment to partnership working and to taking a Child First approach. The Plan also sets out how MOPAC will deliver statutory obligations, including agreeing the MPS budget; funding local community safety projects and contributing to national policing, safety and security priorities.

## Integrated Impact Assessment

The following assessment is based on the Police and Crime Plan 2025-29. It details the priorities that are proposed and assesses the potential impact, whether positive, negative, neutral or unknown. In conducting the assessment, and in line with the intentions of the Plan, the potential impact has been assessed as positive across all objectives.

Topic	IIA objective	Context	Policy	Impact
<b>Crime, Safety and Security</b>	1. To contribute to safety and security and the perceptions of safety	The safety and security of Londoners is the Mayor's first priority. The Plan sets out how he will work over this period to increase the safety – and sense of safety – of all Londoners.	<p>The Plan sets out a comprehensive list of actions to increase the safety – and sense of safety – of all Londoners.</p> <p>The Plan details how we will work with the MPS, partner agencies and communities to tackle crime of all kinds and all levels of severity; protect people from harm and contribute to local and national security.</p>	Positive
<b>Equality and Inclusion</b>	2. To narrow the vulnerability gap between London's diverse communities, making London a fair and inclusive city where every person is able to participate.	It is well understood that crime impacts on different communities in London in different ways. For example, young Black men and boys are disproportionately represented as both victims and perpetrators of knife homicides; men are far more likely to be the perpetrators	<p>The Plan recognises that safety and sense of safety are key enablers for all Londoners to participate fully in life in their city – and sets out how the Mayor intends to improve both measures.</p> <p>The Plan recognises that different crime types affect different groups</p>	Positive

Topic	IIA objective	Context	Policy	Impact
		<p>of domestic abuse and women are far more likely to be the victim; harmful practices such as Female Genital Mutilation (FGM) occur in specific communities and not others.</p> <p>The relationship between other disproportionalities and risk factors – such as deprivation, lower educational attainment, mental health need or drug/alcohol addiction - and the risk of victimisation or offending are also well known.</p> <p>Disproportionality remains in the use of some police powers on different communities in London, and in some communities' levels of trust and confidence in their police service.</p>	<p>of people in different ways, and the policies proposed within it reflect and respond to that knowledge.</p> <p>The Plan sets out the Mayor's continued support of the Commissioner's New Met for London reforms, further addressing disproportionality in the use of police powers and in levels of trust and confidence in policing.</p> <p>The Plan also sets out how MOPAC will work with partners to address risk factors that may result in some Londoners being or feeling less safe than others, or at higher risk of reoffending.</p>	
<b>Social Integration</b>	3. To ensure London has socially integrated communities which are strong, resilient and free of prejudice	<p>The safety and security of London is a key contributor to social integration, and vice versa.</p> <p>Hate crime and extremism remain concerns, with bad</p>	The Plan recognises the relationship between crime and social integration, the threats posed by extremism and hatred to community cohesion, and the impacts of community tensions	Positive

Topic	IIA objective	Context	Policy	Impact
		<p>actors seeking to divide communities and fuel tensions.</p>	<p>local and globally on the policing of London.</p> <p>In the Plan, the Mayor commits to measures to build stronger, more integrated communities – such as through his Shared Endeavour Fund – and to support the MPS in the difficult job of policing protests in the capital.</p>	
<p><b>Health and Health Inequalities</b></p>	<p>4. To improve the mental and physical health and wellbeing of Londoners and to reduce health inequalities across the City and between communities.</p>	<p>Crime and the fear of crime can have direct physical and mental health impacts on Londoners. It is known that crime – and its associated health impacts - affect different Londoners in different ways.</p> <p>Evidence indicates that unmet physical and mental health needs can contribute to a person’s risk of victimisation and of entering the criminal justice system – for example as a result of drug addiction.</p>	<p>The Plan recognises the important influence of health – physical and mental – on the safety of Londoners – not only in terms of criminality but also in other aspects of safety work, such as missing persons and safeguarding.</p> <p>The Plan sets out a comprehensive range of policy commitments specifically to tackle the harm caused by drugs, an issue raised throughout the consultation. It also sets out further policy interventions to address the underlying causes of crime and reoffending – which we know includes health as an important factor.</p>	<p>Positive</p>



Topic	IIA objective	Context	Policy	Impact
			<p>The Plan has been reviewed by the GLA Health Team to ensure congruence with the wider group's policy work on the health of Londoners.</p>	
<p><b>Economic Competitiveness and Employment</b></p>	<p>5. To maintain and strengthen London's position as a leading connected knowledge based global city and to support a strong, diverse and resilient economy, providing opportunities for all</p>	<p>Safety and security are essential preconditions for prosperity. Cities benefit and grow when people feel they can invest and build businesses there in the knowledge that their staff and assets are safe. Working with businesses and effectively tackling their safety concerns is therefore important to the economic competitiveness of London.</p> <p>In turn, improved economic conditions contribute to improved safety. Higher tax receipts help support policing and other public services. Higher employment and more opportunity for all Londoners to find fulfilling and sustainable work is an important contributor to</p>	<p>The Plan recognises and reflects the impact of business crime and the Mayor's ambition to work with the police, businesses and other partners to reduce and prevent crimes affecting them.</p> <p>MOPAC consulted with businesses and trade bodies during the Police and Crime Plan process. The final Plan reflects our ambition to build a stronger partnership with business and between businesses, the police and other partners with a role in the capital's safety.</p> <p>This includes dedicated work to make London's public spaces safer, work with retailers to address increases in acquisitive crimes as a result of the cost-of-living crisis – and to reducing violence against shop workers.</p>	<p>Positive</p>

Topic	IIA objective	Context	Policy	Impact
		<p>reducing offending and reoffending.</p> <p>Policing itself makes an important direct contribution to London's economy, with the MPS employing tens of thousands of people and spending billions of pounds per year.</p>	<p>The Police and Crime Plan also reflects the Mayor's London Growth Plan, published in February 2025. MOPAC and the MPS contributed to the Growth Plan to ensure alignment between these strategies.</p>	

The following assessment has been conducted to determine whether the proposed priorities within the Plan would have any negative impact on any protected characteristics. In conducting the assessment, and in line with the intentions of the Plan, the potential impact has been assessed as positive across all objectives.

Protected Characteristic	Context	Policy	Impact
<b>Age</b>	<p>The risks of offending and victimisation change in nature as people age.</p> <p>Younger Londoners face risks and challenges that older Londoners do not. For example, children face unique risks relating to grooming, exploitation and abuse.</p> <p>Similarly, older Londoners may face additional risks around crimes such as fraud, with some health conditions that mostly occur in old age – such as dementia – increasing the vulnerability of individuals significantly.</p> <p>Age is a factor in Londoners’ perceptions of policing also. Latest data from the MOPAC Public Attitude Survey shows that the percentage of Londoners aged 16-25 and 64+ who agree that the MPS do a good job in their local area<sup>1</sup> declined between Q1 and Q2 2024-25, more so than other age groups’.</p> <p>It is important therefore that all of the services working to keep</p>	<p>The Plan sets out a variety of policies and initiatives that reflect the impact of age on Londoners’ risks of victimisation and/or offending. For example, the Plan sets out how the Mayor intends to continue his efforts to protect young Londoners from serious violent crime by taking a public health approach to violence reduction; commission a specialist Appropriate Adult Service for Vulnerable Adults; and support measures by the police and the Government to strengthen the response to fraud.</p> <p>Moreover, the Plan sets out the Mayor’s commitment to a ‘Child First’ approach during this Police and Crime Plan period - recognising that children are different to</p>	Positive

<sup>1</sup> [https://data.london.gov.uk/download/mopac-surveys/37c1ba93-4ff5-4f1f-8b92-7a6b94734ffb/Q2\\_2425\\_Public%20Voice%20results%20pack\\_FINAL.pdf](https://data.london.gov.uk/download/mopac-surveys/37c1ba93-4ff5-4f1f-8b92-7a6b94734ffb/Q2_2425_Public%20Voice%20results%20pack_FINAL.pdf)

	Londoners safe recognise and respond appropriately to age-specific needs.	adults, with different needs and different vulnerabilities.  In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure we consider and address the complex needs of Londoners and the unique barriers that many face to accessing support and justice.	
<b>Disability</b>	<p>The number of disability crimes recorded by the MPS reduced by 12% in the 12 months to February 2025, compared to the 12 months to February 2024<sup>2</sup>.</p> <p>Based on the User Satisfaction Survey, disabled victims of crime report lower levels of satisfaction with the service they received from the MPS<sup>3</sup>.</p> <p>Research by the equality charity Scope has found that 23 per cent of disabled people across the UK avoided using public transport after experiencing negative attitudes or behaviours while travelling.</p>	<p>The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime, and to improve the support available to victims of these offences.</p> <p>MOPAC consulted with deaf and disabled communities on the draft Plan, and their feedback is reflected in the final version. The final Plan also commits to ongoing engagement with deaf and disabled Londoners throughout the Plan period.</p> <p>In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure</p>	Positive

<sup>2</sup> <https://www.met.police.uk/sd/stats-and-data/met/crime-data-dashboard/>

<sup>3</sup> [Police and Crime Plan Monitoring \(airdrive-secure.s3-eu-west-1.amazonaws.com\)](https://www.airdrive-secure.s3-eu-west-1.amazonaws.com/Police%20and%20Crime%20Plan%20Monitoring)

		<p>we consider and address the complex needs of Londoners and the unique barriers that many face to accessing support and justice.</p> <p>The document itself is presented in an accessible online format that is readily compatible with accessibility software. MOPAC has commissioned an Easy Read and a BSL video version of the Plan for Londoners with learning disabilities.</p>	
<b>Gender reassignment</b>	<p>The number of transphobic crimes recorded by the MPS has reduced by 41% in the 12 months to February 2025, compared to the 12 months to February 2024<sup>4</sup>.</p> <p>Public Attitude Survey data indicates that LGBTQ+ Londoners have significantly lower levels of trust and confidence in the MPS compared to non-LGBTQ+ Londoners. Based on the User Satisfaction Survey, LGBTQ+ victims of crime report lower levels of satisfaction with the service they received from the MPS</p>	<p>The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime, and to improve the support available to victims of these offences.</p> <p>MOPAC consulted with LGBTQ+ Londoners on the draft Plan, and their feedback is reflected in the final version. The final Plan also commits to ongoing engagement with LGBTQ+ Londoners throughout the Plan period.</p> <p>In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure we consider and address the complex</p>	Positive

<sup>4</sup> <https://www.met.police.uk/sd/stats-and-data/met/crime-data-dashboard/>

		needs of Londoners and the unique barriers that many face to accessing support and justice.	
<b>Marriage and civil partnership</b>	There is no available evidence of specific impact on marriage and civil partnerships arising from the Plan.	<p>There is nothing to indicate that the actions within the Plan would have a detrimental impact on people with this protected characteristic.</p> <p>In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure we consider and address the complex needs of Londoners and the unique barriers that many face to accessing support and justice.</p>	Neutral
<b>Pregnancy and maternity</b>	There is no available evidence of specific impact on pregnancy and maternity. However, there is crossover with other protected characteristics – gender and children in particular, which has been assessed elsewhere in this document.	<p>There is nothing to indicate that the actions within the Plan would have a detrimental impact on people with this protected characteristic.</p> <p>In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure we consider and address the complex needs of Londoners and the unique barriers that many face to accessing support and justice.</p>	Neutral

<p><b>Race</b></p>	<p>The interrelationships between policing, crime, safety and race are well known. Extensive data is available that shows that Londoners of different races have different experiences of crime and of policing.</p> <p>White British Londoners report lower levels of confidence in the MPS than Londoners of other ethnicities. Black and mixed-race Londoners report lower levels of trust in the MPS<sup>5</sup>. Latest data shows that Black Londoners are 4.2 times more likely to be stopped by police than White Londoners<sup>6</sup>.</p> <p>Officers from ethnic minorities account for 17.4% of all police officers at the MPS as of the end of Q2 24/25. Officers from ethnic minorities have increased in both proportion (+1.5 percentage points) and total number (+529) over the last two years.</p>	<p>The Plan sets out comprehensive measures to reduce serious violence, crimes that disproportionately affect Black Londoners particularly; and to prevent and reduce hate crime – including racial hate crime.</p> <p>In the Plan, the Mayor sets out his continued support of the MPS Commissioner’s New Met for London Reform Plan, and other associated strategies including the London Race Action Plan – which set out the MPS’ ambition and activities to become an actively anti-racist organisation, improve trust and confidence and become a more representative organisation.</p> <p>In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure we consider and address the complex needs of Londoners and the unique barriers that many face to accessing support and justice.</p>	<p>Positive</p>
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<sup>5</sup> [Police and Crime Plan Monitoring \(airdrive-secure.s3-eu-west-1.amazonaws.com\)](https://airdrive-secure.s3-eu-west-1.amazonaws.com)

<sup>6</sup> [MOPAC Q2 Report 2024-25 | London City Hall](#)

<p><b>Religion and belief</b></p>	<p>Hate crime linked to religion and belief is often linked to wider global events, especially in a diverse global capital like London. This has been starkly evidenced by increases in antisemitic and Islamophobic hate crime following the Israel/Hamas conflict.</p> <p>Jewish Londoners and Londoners who report holding no religious belief have lower levels of confidence in the MPS than others. Sikh Londoners have higher levels of concern about ASB in their local area than Londoners from other religions.</p>	<p>MOPAC consulted with faith groups as part of the development process for this Plan. The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime and to improve the support available to victims of these offences.</p> <p>In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure we consider and address the complex needs of Londoners and the unique barriers that many face to accessing support and justice.</p>	<p>Positive</p>
<p><b>Sex</b></p>	<p>There are significant differences between genders in relation to victimisation and offending.</p> <p>For example, women are disproportionately affected by crime types such as domestic abuse and sexual violence. Men are more likely to be victims and perpetrators of homicide. Women report feeling significantly less safe than men after dark in London.</p>	<p>The specific needs and circumstances of different genders are recognised throughout this Plan.</p> <p>Recognising the scale and harm of violence against women and girls, the Mayor has committed to refreshing his Violence Against Women and Girls Strategy for London. This document will be published in 2025 and will sit alongside the Police and Crime Plan as one of MOPAC's key strategic documents for this period.</p> <p>While recognising that women and girls are disproportionately affected by crimes such</p>	<p>Positive</p>



		<p>as domestic abuse, sexual violence and harassment, the Mayor's VAWG Strategy will also recognise and respond to the prevalence and impact on male and gender-diverse victims of these crimes in London.</p> <p>In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure we consider and address the complex needs of Londoners and the unique barriers that many face to accessing support and justice.</p>	
<b>Sexual orientation</b>	<p>The number of homophobic crimes recorded by the MPS has reduced by 27% in the 12 months to February 2025, compared to the 12 months to February 2024<sup>7</sup>.</p> <p>Public Attitude Survey data indicates that LGBTQ+ Londoners have significantly lower levels of trust and confidence in the MPS compared to non-LGBTQ+ Londoners<sup>8</sup>.</p> <p>Based on the User Satisfaction Survey, LGBTQ+ victims of crime report lower levels of satisfaction with the service they received from</p>	<p>The Plan sets out measures to strengthen enforcement against the perpetrators of hate crime and to improve the support available to victims of these offences.</p> <p>MOPAC consulted with LGBTQ+ Londoners on the draft Plan, and their feedback is reflected in the final version. The final Plan also commits to ongoing engagement with LGBTQ+ Londoners throughout the Plan period</p>	Positive

<sup>7</sup> <https://www.met.police.uk/sd/stats-and-data/met/crime-data-dashboard/>

<sup>8</sup> [Police and Crime Plan Monitoring \(airdrive-secure.s3-eu-west-1.amazonaws.com\)](https://www.airdrive-secure.s3-eu-west-1.amazonaws.com/Police%20and%20Crime%20Plan%20Monitoring)

	the MPS.	In the Plan, MOPAC commits to an intersectional lens to its delivery, to ensure we consider and address the complex needs of Londoners and the unique barriers that many face to accessing support and justice.	
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