

Date: Tuesday 13 March 2018

Location: Committee Room 5, City Hall

**Hearing: JUSTICE MATTERS – Disproportionality**

Start time: 10am

Finish time: 11.40am

Members:

Sophie Linden – Deputy Mayor for Policing and Crime, (Co-Chair)

Matthew Ryder – Deputy Mayor for Social Integration, Social Mobility and Community Engagement (Co-Chair)

Dr Paul Dawson – Research Manager, MOPAC

Claire Waxman – Victim’s Commissioner

George Barrow – Ministry of Justice

Mark Blake – Councillor for London Borough of Haringey; Black Training and Enterprise Group and CREA

Professor Ben Bradford – Institute for Global City Policing at University College London

Julian Denton – Her Majesty’s Prisons & Young Offender Institution Isis

Michelle Filby – Her Majesty’s Courts & Tribunals Service

Brendan Finnegan – Hackney Youth Justice Manager; Association of Youth Offending Team Managers for London

Katrina Ffrench – Stop & Search Community Monitoring Network

Mahamed Hashi – Lambeth Safer Neighbourhoods Board & Independent Advisory Group

Detective Sergeant Janet Hills – President of National Black Police Association

Whitney Iles – Project 507

Catriona Laing – Her Majesty’s Prison and Probation Service

Commander Neil Jerome – Metropolitan Police Service

Emily Martin – London Community Rehabilitation Company

Commander Mark McEwan – Metropolitan Police Service

Emily Thomas – Her Majesty’s Prisons & Young Offender Institution Isis

Adam Mooney – Youth Justice Board

Kris Venkatasami – Crown Prosecution Service

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** I am co-chairing this meeting today with my colleague Matthew Ryder, who is Deputy Mayor for Social Integration, and is also, which is fantastic for today, an adviser for the Lammy Review, which obviously is a major part of the focus for today. Shall we just quickly go round the room and introduce ourselves; shall we start at your end.

**Dr Paul Dawson (Research Manager, MOPAC):** My name is Paul Dawson. I am the Head of Research at MOPAC.

**George Barrow (Ministry of Justice):** My name is George Barrow, and I am the lead coordinating the response to the Lammy Review at the Ministry of Justice.

**Claire Waxman (Victim's Commissioner):** My name's Claire Waxman. I am independent Victims Commissioner for London.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** I feel I have already been introduced; go ahead, Mark!

**Mark Blake (Councillor for London Borough of Haringey; Black Training and Enterprise Group and CREA):** I am Mark Blake. I work for the Black Training and Enterprise Group, and I am a councillor for the London Borough of Haringey.

**Brendan Finnegan (Hackney Youth Justice Manager; Association of Youth Offending Team Managers for London):** I am Brendan Finnegan. I am the Youth Justice Manager in Hackney and also representing the Association of Youth Offending Team (YOT) Managers for London.

**Adam Mooney (Youth Justice Board):** I am Adam Mooney, head of London and South East England for the Youth Justice Board (YJB).

**Commander Neil Jerome (Metropolitan Police Service):** Good morning. I am Neil Jerome, and I am a Commander in the Metropolitan Police Service.

**Commander Mark McEwan (Metropolitan Police Service):** Mark McEwan, Commander in the Metropolitan Police Service for Community Engagement and Inclusion.

**Kris Venkatasami (Crown Prosecution Service):** Kris Venkatasami, Deputy Chief Crown Prosecutor, Crown Prosecution Service (CPS) London South.

**Professor Ben Bradford (Institute for Global City Policing at University College London):** Ben Bradford, Director of the Institute for Global City Policing at University College London.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** You are a professor as well, not a doctor; apologies.

**Detective Sergeant Janet Hills (President of National Black Police Association):** Janet Hills. I am a Detective Sergeant within the Metropolitan Police Service, and I am also the Chair of the Metropolitan Black Police Association.

**Whitney Iles (Project 507):** Whitley Iles; I am CEO of Project 507. I am also a panel member on the Young Review board.

**Michelle Filby (Her Majesty's Courts & Tribunals Service):** Good morning. I am Michelle Filby. I am the Head of Crime for Her Majesty's Courts & Tribunals Service for London Magistrates' Courts and Crown Courts.

**Emily Martin (London Community Rehabilitation Company):** Morning. Emily Martin, Deputy Director at London Community Rehabilitation Company (CRC) for custody, contracts and interventions.

**Catriona Laing (Her Majesty's Prison and Probation Service):** Hello. I am Catriona Laing. I am the Deputy Director in Her Majesty's Prison and Probation Service (HMPPS) responsible for delivering the implementation of the Lammy Review.

**Katrina Ffrench (Stop & Search Community Monitoring Network):** Good morning, everybody. I am Katrina Ffrench, currently the Chair for MOPAC's Pan London Stop and Search Community Monitoring Network and also Chair for Islington Stop and Search Monitoring Group.

**Emily Thomas (Her Majesty's Prisons & Young Offender Institution Isis):** Hello. I am Emily Thomas. I am the Governor at Her Majesty's Prison (HMP) Isis.

**Julian Denton (Her Majesty's Prisons & Young Offender Institution Isis):** Good morning. I am Julian Denton. I am the Head of Reducing Offending at HMP Youth Offender Institution (YOI) Isis.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you very much, and that is a fantastic breadth of expertise and knowledge around the room, which is really important, because this is such a wide subject. We have Mark Blake, from the Black Training and Enterprise Group, has worked on the Young Review and is a member of the Independent Advisory Group for the Young Review. There is a lot of expertise; and of course Matthew, with his expertise around the Lammy Review.

We really are looking around disproportionality in the criminal-justice system today. The Lammy Review really started from the moment that the police handed people over into the criminal justice system, but, as it is obviously the Mayor's Office for Policing and Crime, we will have a section of today on policing and disproportionality as well as the wider criminal justice system, because we feel it is important to pick that up as well.

We are going to have presentations from Paul Dawson around the facts and the figures behind disproportionality, then we will have a wider discussion around what is driving that, and what I really want to come out of today is: what does it mean for London, and what can we do in London to ensure that we deliver and support the delivery of the recommendations around the

Lammy Review but also that we deliver really good actions around policing, around what else needs to happen and what is driving that disproportionality.

I am very, very aware that it is not just disproportionality around black and minority ethnic (BAME) communities that we have to grapple with, but today is really focusing on BAME communities and what that disproportionality looks like, what is driving it and what we may be able to do to really understand it and to ensure that we can tackle that. We will be looking at other types of disproportionality, for example through disability, mental health or lesbian, gay, bisexual and transgender (LGBT) issues in different forums, but today really is about BAME communities in London and what we can do around ensuring that disproportionality is tackled and the unfairness that lies behind that is tackled.

Matthew, did you want to say anything before we get started?

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):**

The only things I would add, Sophie, is that obviously on the Lammy Review I think I was the only lawyer and only member of the judiciary who was an adviser to the review and so I am very interested in hearing others' views on the legal, prosecutorial and sentencing side as well as the data side of what we looked at in the Lammy Review; and I think the second thing I would really welcome, particularly for those who are here representing the interests of communities across London, is that we are really keen to have a really open, honest, direct discussion about the issues, speaking really openly to those who are actors in the criminal justice system but also those who are acted upon within the criminal justice system and making sure that we are talking honestly to both communities from everybody's perspective, from the police and criminal justice perspective but also from the perspective of those who are going through the system, that everybody feels free within this room to be able to speak openly and honestly about the concerns they have, the experiences that they are aware of and how we can get underneath sometimes the broader points and get underneath the real detail and that we can all feel comfortable talking about it.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Brilliant; thank you very much. We will do the first half of the meeting on the criminal justice system and the Lammy Review, and then we will move on to policing and disproportionality; if I may just hand over to Paul, who will give us a brief overview on the inequality and disproportionality data for London.

**Dr Paul Dawson (Research Manager, MOPAC):** Thank you. As Sophie says, the aim of the first section is just a five minute overview to present what we know around inequality within London. If I direct you to the current slide, we start with just a reflection on the many ways in which ethnicity is classified and whether this is an enabler of effective problem solving or communication. There are many nuanced measures, around country of birth, length of time lived in the country, whether someone is first or second generation, that potentially could allow for richer and deeper insights than we currently routinely collect. I would note on this slide some colleagues at the GLA are currently doing some work looking at different kinds of groupings that were really interesting around learning that may come out of that going forward.

If we turn to the next slide, we just present some key statistics around London as the diverse city that we know it is. I particularly draw your attention to some of the facts on here such as

that the current population of London, the 8.9 million, is projected to increase to over 10 million over the next 20 years. Going forward, it is predicted that there will be a greater number of older and younger individuals. Over the next ten to 15 years approximately 30% of Londoners will be between 11 and 24 and 65 plus. That is important, because we know that those two groups particularly present challenges around vulnerability.

For me, the most important aspect on this slide is overall we see the slow move to more diversity within London. Currently 43% of the population are projected to be BAME, and that is projected to rise to 46% by 2030. We see heavy borough variation across London, ranging from a 73% BAME population in Newham to 16% in Richmond, but we also see greater diversity for the under 18 year olds. 56% of these are BAME in London, and this is projected to rise to 59% by 2030.

If I direct you to slide 4, this presents the findings from the vulnerable localities profile. This is a composite index used heavily by MOPAC that covers key indicators around deprivation, population, crime and educational attainment to identify wards that are particularly vulnerable to issues around community cohesion. Using this tool, we can see that 50% of the population within the most vulnerable top 10% of wards are made up of BAME individuals. That compares to only 18% of those that live in the least vulnerable wards. It is important that we know that individuals that live in the most vulnerable wards are three times more likely to be victims of crime.

For me, this really does demonstrate that the issues we are talking about today do go beyond policing and beyond the criminal justice system.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you very much, Paul. I think that is incredibly important, that issue that you say at the end, that the issues of inequality and disproportionality go beyond policing and go beyond the issues we are talking about today, and I just wondered if Matthew might just touch on some of the work that you are doing at the moment around an inclusion and diversity strategies and the wider issues of diversity and inequality in London.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** I am only going to just mention it – I am not going to go into a lot of detail – but we have two strategies that we are producing. We have an equality, diversity and inclusion strategy that is coming out soon. It may be May, really, before that comes out, but that sets out our analysis and our new approach to equality and diversity, which includes aspects of all of the functional bodies, including policing and various other things, that happen across London to make sure we have a good strategic overview and good action plan as to how we would deal with those things and deal with disproportionality and removing of barriers, obstacles or problems within the system.

Similarly, our social integration strategy, which is about to be released this week and has already been trailed in some places, sets out some of our views about how we are trying to make London is a more connected place. It is not the harder edge of equality and diversity, it is the softer edge of social integration, but that touches on some of the issues here. For those of you that are interested, please look out for those two strategies from us, because they are important and do touch on these.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you very much. Does anyone have any questions about the short presentation from Paul, or shall we just move on to George and a presentation on the Lammy Review? Is that okay? Lovely. George, do you want to just give us some of the origins of the Lammy Review and some of the key findings? I hope we are all well versed in the recommendations.

**George Barrow (Ministry of Justice):** Shall I just give you a bit of context on where we are -

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** That would be great. Thank you.

**George Barrow (Ministry of Justice):** -- post the release of it? The context around the Lammy Review is it that it was an independent review but it was Government commissioned. We were inviting this mirror to be held up to see what our work looked like in terms of BAME.

The terms of reference were narrowed to prosecution onwards, which I think was useful, because it meant we could focus on the end of the criminal-justice system that did not involve the police; no disrespect to the police, but often the BAME discussion is around the police. We thought that there are plenty of other things to talk about beyond that, and that was proved in [David] Lammy's [Member of Parliament for Tottenham] conclusions.

There was a very strong expectation that the review would be data-heavy, and that proved to be. It looked for data, it used data, the arguments it made were all stood up by data, and that was very useful. It also meant that one of the principal recommendations, which was agreed fairly swiftly by the Government, of the explain or reform principle, was fairly obvious. We had been looking at data that told a difficult story and not doing anything with it or anything about it.

The other thing to say is the Lammy Review was not in complete isolation. There were other things going on before it or around it. The principal among that was Baroness Young's [of Hornsey] review on improving outcomes for young black and Muslim men. It was all a bit narrower, looking really at rehabilitation, and then there was also before the Lammy Review reported but after it was commissioned the work that Number 10 started through the Cabinet Office's Race Disparity Audit meant that there was a much clearer central Government impetus around race and disparity across Government, which was to be welcomed.

When Lammy published the general perception was that it was a very pragmatic set of recommendations. There were 35 recommendations, which were arranged in a linear order. You could see some of them bunched, particular the data recommendation, there was quite a clear bunch around the roles of HMPPS, and there were 13 recommendations that related to prison and probation.

There were areas where there were quite deep concerns that Lammy's review highlighted, but the recommendations around those concerns were a bit less clear or fewer of them and a bit less specific. Those would be around the general issue of confidence – it is a very tricky subject to say what the recommendations would be around BAME people's confidence in the criminal

justice system – and there was also quite an emphasis on youth, but that was not matched with many recommendations specifically around youth justice. There was a bit of a gap there.

We have responded as quickly as we could to the publication. We wanted to take the review and really make sure it was used and not get too hung up on the detail of each recommendation. We did not want to produce a response that was a classic Civil Service, “Accept, reject, reject, accept, partially accept”. We thought that was not going to be a very useful way forward. We want to see this whole agenda as a direction of travel. What we did in our response is we did not do a binary “accept” or “reject” of each recommendation; we said what we could do on each recommendation and where we would not be able to meet the letter of the recommendation we would want to do something that addressed the underlying issue that Lammy had identified.

An example of that, for instance, is Lammy made a very specific recommendation about sealing criminal records, going back to a judge and having your criminal record sealed, which is something he saw in the States. We think there is something about criminal records, but we do not think going back to a judge in the way they do in the States would be the way to do it. That is an example of where we would be looking at the spirit of the recommendation but not necessarily following the exact letter.

The principal activity since Lammy has been published: we have pulled together a race and ethnicity board that includes all of the owners of recommendations, and the board is there to make sure that their progress is driven through. The board is also there to bring to bring to life the explain-or reform principle. We need to be alert to where disparity is observed and there is not a justifiable explanation for it, then it is the board’s job to say, “We need to look at this more closely”.

The other developments that have happened since publication are that the minister responsible for this in the Ministry of Justice, Phillip Lee, has decided that he wants to focus on BAME youth, and we think there is more work to be done around that, pulling together our thinking specifically on youth. As I said earlier, although it was a priority for Lammy, there were not particular strategic recommendations around youth that we could go forward with.

Also, the Number 10 Race Disparity Audit has been extended and will be deepening its work, and we think there are some cross Government pieces of work that would be useful for the Ministry of Justice to be participating in. Those are things like the Department for Education’s review on school exclusion and the Department of Health and Social Care’s review on the Mental Health Act, and we think there is probably something that is quite important in this area around employment.

Just to conclude, the priorities I think that we have the most conversation with stakeholders about are: the deferred prosecution recommendation; the workforce diversity and the BAME into leadership targets and objectives there; the suite of recommendations about the BAME experience in custody specifically, which are being led by HMPPS, and they accepted all of the recommendations as they were set out; and the employment and criminal record question. We are producing a female offender strategy, and there will be reference in that to BAME women. Then there is a piece of work that I think there is some interest in here, which is around using the Modern Slavery Act around protecting vulnerable people, identifying them and seeing how they can be protected.

That is a quick canter around where we are at the moment.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you very much. Matthew, did you want to --

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Yes, I have three short points to raise. The first one was to do with the point you made, George, about what you described as the spirit of recommendations and that you did not want to do a classic Civil Service review of "accept", "partially accept". I think the concern that many may have in relation to that sort of approach is that it becomes a little bit fuzzy at times as to whether you are accepting a recommendation or not, because it could be said you are interpreting it in your way. I will give you an example, Recommendation 16, about judiciary targets: the Government has rejected judiciary targets but is putting forward their own idea about how that problem would be solved.

The simple question I have, really, is: is there going to be an opportunity in the process to reconsider whether the Government interpretation of the reforms raised by Lammy is working and if not an opportunity to reconsider that? From our point of view, Sophie and the Mayor have made it pretty clear that they are urging the Government to accept the Lammy recommendations where appropriate, and so it is useful for us to know if there is an opportunity for that to be looked into.

**George Barrow (Ministry of Justice):** Certainly, at this stage, the post response stage, we want to be as open as possible, and we want to be able to go through where we are on each recommendation with the relevant stakeholders. The judicial diversity one is probably the more complicated and sensitive one among all of the recommendations, because of course it is not wholly owned by the Ministry of Justice – the judiciary are responsible for the appointments process as well – but yes, we do want to engage with everybody about what our progress is. If people feel that we are missing the point in doing our own interpretation of it, then we are very open to --

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Is there a formal moment in the process where you will say, "This is our interpretation", with going back to Lammy or back to others to say, "Do you feel we have met the requirements?"

**George Barrow (Ministry of Justice):** That will be a matter for the board to decide, and how the board reports back is going to be one of the things that they will be discussing. It will be therefore for each member of the board to own a recommendation to --

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** We can take that up with the board?

**George Barrow (Ministry of Justice):** You can take that up with the board. At the point of the Lammy publication Justin Russell, who chairs the board, was thinking that there should be an after the first year comeback and so forth, but we do not want to not say anything until the first year; I think we want to have a pretty open dialogue all the time.



**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Okay. That the Government accepts that scrutiny is the best approach, or scrutiny is the best route to fair treatment I think is the way the Government has described it, and is committed to collecting and publishing better data on ethnicity. What we would really hope is: could the Ministry of Justice commit to providing regional breakdowns of information to partners such as MOPAC? That would allow us to properly assist the Government with the scrutiny that is needed. If we do not get those regional breakdowns, that process cannot happen. Could we get a commitment on that?

**George Barrow (Ministry of Justice):** I can certainly commit to investigating that. What I cannot change is the computer fields and so forth, but the more and-better data was one of the easier recommendations to accept, because that is a direction of travel that we are very keen to pursue.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** There is something quite specific we are asking for there. I am sorry to put you onto our side, George, but what we are asking for is we do need regional breakdowns, because if we do not get regional breakdowns the whole idea of scrutiny being based on reliable data falls apart and so we would really like a commitment if you can give it or at least tell us when you can give us the commitment to having regional breakdowns. That would be really helpful to us.

**George Barrow (Ministry of Justice):** I can come back to you on whether we can say that or maybe get our data people to have that discussion. Adam's for the --

**Adam Mooney (Youth Justice Board):** Just to come in on that, Youth Justice can certainly provide a regional breakdown, and we also provide it locally. You can have that, of course.

**Catriona Laing (Her Majesty's Prison and Probation Service):** George is right that what we are doing is working towards that regional breakdown and providing it. That is the thing that is missing at the moment. I think we do actually have quite high levels of data. I did not ask her to do this, but a colleague of mine actually printed me out the National Offender Management Service breakdown of equality stats for 2016/17. It is actually a very rich source of data already, but you are right that the problem is the lack of regional work, and that is what we want to do. George is right that we cannot actually at this point commit to exactly what we want to give and what we can do, but that is definitely the direction of travel.

I think one of the points that we do need to get better at as well is making sure we are working with stakeholders on the ground, because part of it is about what we analyse and collate centrally but part of it is about making sure that we are getting good enough declaration and information on the specifics. For instance, I think we have a lot on what happens in prisons at the moment but we have less on the specifics in terms of what happens in probation by ethnicity breakdown. We need to work with stakeholders like our CRC partners to make sure that we get that kind of breakdown in better quality, and we have started off those conversations.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Thank you very much. There are two things, which may be slightly distinct; one of them that you are talking about is the quality of the data, the timing that you may get it and that sort of thing, and I think if we put that to one side what we are really hoping for – and maybe it is not possible right at this minute – is a commitment to getting us that regional breakdown. We can talk about quality of data, we can talk about needing to work with the partners, and we can talk about the richness of what we already have, but I think from our point of view if there is a firm commitment to get us the regional breakdown, even if you cannot tell us exactly when that will happen, that is very important. Is that a fair way of putting it, Sophie?

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** That is fair, and I think in terms of just linking back to your first question around at what point you come back and explain the responses to the Lammy Review and what you are going through at each recommendation one of the things we would like to come out of today is that you commit yes, around the data but actually coming back in six months' time to the London Crime Reduction Board (LCRB) that the Mayor chairs to have that stocktake and see where we are on data but also see where we are on the recommendations, because we are obviously concerned with London here and we need to have that stocktake and understanding of what it means for London, data as well as all the recommendations.

**George Barrow (Ministry of Justice):** On the data point, you are certainly not a lone voice on this. On the Race Disparity Audit for their next wave for the ethnicity facts and figures website they realise that they need to have much more, much richer regional data on that. Then, for our own management information, I think as the Lammy Review has pushed BAME up the agenda people have gone, "Right, okay, I need to do something about it", and then had a look at their own data and realised that, "We have gaps in our own data that we need to fill".

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** It sounds like there is almost a firm commitment to giving us regional data; we just have to get that clarified.

**George Barrow (Ministry of Justice):** I would say there is almost a firm commitment!

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Thank you! The final question, I think, that I have – I will be quick, though – is that the Lammy Review suggests there are indications of disproportionality within decisions in sentencing, and the Government's response to those recommendations references improved data and reporting, but it does not specifically mention improved data reporting on sentencing, and for those of us that were involved in the review that was a noticeable omission from the Government's response; so, what can we in London do to ensure that sentencing is both fair and transparent? I think we would say we would need the information about sentencing in that regard. Is the Government prepared to provide us with that information?

**George Barrow (Ministry of Justice):** On sentencing we have started using the Relative Rate Index, which is the methodology that has been borrowed from the States, which is a useful way to look at it.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Just to explain, Relative Rate is to compare different ethnicity breakdowns with each other?

**George Barrow (Ministry of Justice):** It is principally used for white/BAME; so, if you have sentencing for 100 white people, what is the equivalent for 100 BAME? So as you would know, the biggest disparity identified in Lammy was around sentencing for drugs offences, which was a big outlier, and so that is being looked at again by the Sentencing Guidelines Council, who own that. They are producing further research on that, because they felt that the original research had not taken into account all of the possible variables about plea in mitigation and --

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** I think our concern, just to be slightly more specific, is not necessarily to go back to the Sentencing Guidelines Council and give judges better guidance on how they give sentences; I think our concern is more to make sure that we in London have the data about sentencing, because a very distinguishing feature of the Lammy Review was the Government really making available for the first time ever data that had not been available before. It was a fantastically important, valuable part of the way the Government approached the review, and it is just really important, I think, that we need to know what we are going to get in terms of information on sentencing so that we have that data.

**George Barrow (Ministry of Justice):** We will be getting better information on sentencing.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Will you be providing that to us?

**George Barrow (Ministry of Justice):** Yes, we are building that in through the CPS Common Platform.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Thank you.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thanks a lot.

**George Barrow (Ministry of Justice):** That is all right; no problem.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** The other two areas that you touched on in your presentation were what was perceived and the Minister wanted to focus on youth, on young people and some of the possible gap in the recommendations. I would like to talk about that but also around trust and confidence in the criminal justice system. I was wondering, Emily from CRC, what your feelings were around youth services, around those recommendations around youth panels as well, that transition between childhood and adulthood – what is a young person, and what ages are we looking at – and how that is catered for in the criminal justice system. I was wondering whether you may be able to explain to us what is being done in London around that transition from childhood to adulthood and that young person bit.

**Emily Martin (London Community Rehabilitation Company):** From my perspective it is not something that is in my brief particularly – it was more in the communities brief – but it is something that we are looking at internally in terms of how we are dealing with that transition. I think that there is perhaps a thread through a number of the questions and the answers around MI and our own MI data to help some of this process, because we have not been capturing an awful lot of MI around that particular transition piece and we need to get much better at that.

We have some forums that we are part of around some of the youth justice inclusion work in London, but again I think it is an area for the CRC that we need to be much more focused on in terms of how we actually collaborate with partners that are working much more consistently in this field. Obviously, we have a wide range of ages that we are taking on in terms of our own CRC work, but what we do not often do is focus, if I am completely honest, on some of that transition piece, and that is certainly something that we have looked at internally about what we might do as a response to the Lammy Review.

We have our own internal board now that we have set up to look at the Lammy Review and our responses in general, because there is a massive piece of work for us to do, and I think, Catrina, you have touched upon it, in terms of being able to give the Authority and our partners much better information about ethnicity breakdowns and how we deal with a number of different issues that come to us around BAME responses but also being able to look at our own work and say, “Is there disproportionality in who we are recalling?” and all of those kinds of things. At the moment, I will be honest with you, I do not think that our MI is good enough to be able to drill down deeply into that.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** There are two things there: your MI around disproportionality and BAME; but what about the actual transition from childhood to adulthood, and is that something that is actually now a piece of work for the CRC, around that transition period?

**Emily Martin (London Community Rehabilitation Company):** I think what you are asking, Sophie, and what I am able to tell you is that we have not done enough on it. We need to take it away to do a piece of work around it.

In terms of the community side as well, that is something that I will bring up with my counterpart, around what is done with the YJB. I know that we are working with Graham in terms of some of the inclusion things. We worked on some of the co commissioning bids as well around some of the youth offending work in London. There is much more for us to do. If I am honest, there is not a huge amount I can tell you today. We do need to take it away as a piece of work as the CRC to do.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** That would be really helpful; and, just for everybody else as well, not just from the Ministry of Justice around the Lammy Review but actually in six months’ time when we have the LCRB chaired by the Mayor we would like updates on all of the actions that we will cover at the end, and that will be one of them. Whitney, did you want to --

**Whitney Iles (Project 507):** Can I just mention as well when we are working with a lot of these young BAME people within the criminal justice system a lot of our cohort are in their probation and will come out into the community on Multi Agency Public Protection Arrangements (MAPPA). There is also some space to look at probation and MAPPA in regards to disproportionality, especially in regards of that transition phase, because when we are looking at the more high risk individuals a lot of the times when they are coming out of the children's institutes into your Aylesburys or into adult establishments there is not enough transition there and a lot of the issue when we are looking at the emotional side of things is attachment and having attachment to workers throughout that position as well. I think that there is something to look at in regards to who these young people are working with and supporting and how they can also be more involved in probation, MAPPA and when they are coming back out into the community as well.

**Adam Mooney (Youth Justice Board):** Just to add, we have had some conversations with Sarah Chand [Head of Probation], who is from the National Probation Service – it is a shame they are not here, actually – about some of the work that they want to do around disproportionality. We through a working panel had identified transition would be a good objective for them to look at. I know they were proposing it to their governance board, but I am not sure whether that was accepted. I think maybe getting in contact with Sarah Chand may be a good idea.

**Claire Waxman (Victim's Commissioner):** If I can just add to Adam and Brendan, obviously that victim offender overlap is well established; so, just wanting to know that victimisation is a drive for criminality and what more can be done in the offsetting and elsewhere, with Whitney's work as well, to really tackle the issues of victimisation when you are working with young offenders and really giving them that support.

**Adam Mooney (Youth Justice Board):** Absolutely; I totally agree. There is a really clear evidence link between those sorts of victims becoming perpetrators. We through our restructure and re focus of our priority programmes have identified that prevention and diversion is probably somewhere where we want to focus, and victims was one of the areas that we have raised. We are currently having discussions about development of the new move forward in terms of that programme. We have a second meeting tomorrow on that, and so we will keep updating the terms of where we go.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Again, in six months, when we come back for the London Crime Reduction Board, we will have some progress on that?

**Adam Mooney (Youth Justice Board):** Absolutely. I think part of the challenge there, though, is that YOTs are funded for statutory orders and so the prevention side falls outside their remit. It is how we can engage with other services like children's services around what they do with victims.

**Brendan Finnegan (Hackney Youth Justice Manager; Association of Youth Offending Team Managers for London):** I would echo that and say I took from a very local level that it depends on how far each locality has driven looking at its data and delivered on it, explained or reformed. I can say from Hackney's perspective we have been looking for many years at the

disproportionality issue and what we do identify is trauma, attachment, loss, harm, victimisation, but actually the route out is resilience. If anybody has a product that can help us build resilience in young people; but we know that is about education, training, employment, that is about identity, whether you are BAME, whether you are male, issues of identity and the different identity you have in society.

At the very local level there is a great deal going on. In our youth justice plans we have described it, and the YOTs will drive it, but I think what we will be looking to YJB for is to help London YOTs shape a similar response, because I can talk from Hackney but I cannot speak for Haringey and I cannot speak for Hounslow in that about the effort we are putting into disproportionality.

The transition to adulthood and victim work are enduring difficulties. Our link with adults is through the Metropolitan Police Service, the Metropolitan Police Service are having tough conversations with us about the resourcing, and I expect my MPS secondees to help me manage the transition to adulthood. With fewer of them in London, that is going to be harder. We are at a point where it is not the easiest point to talk about at the moment, because our resources are being lost.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Mo, did you want to come in on that?

**Mahamed Hashi (Lambeth Safer Neighbourhoods Board & Independent Advisory Group):** Yes. I just wanted to echo what Whitney said. For me, there is a lot of good work going on, but it is too isolated. It is too like working on an island by yourself, there is not enough co working, and that even comes to the statutory services. We recently published a report in Lambeth called the Equality Commission Report, and that found that young black males were more likely to receive a custodial sentence than their white counterparts for the same crimes. When we asked the Council why this was, what we found is that there were barriers specifically in data, because the Council had one set of data and one way of recording their information, then the police had a different one, then the courts had something totally separate that neither organisation had access to, and then you have probation and the YOT.

The question is when we are looking at doing good work, as you were talking about in Hackney, as Whitney is doing, you are doing good work in isolation, because these organisations are not only not working together properly practically but even the data is not being shared. Going back to what you were saying, Matt, it is important that the information is given regionally so there is some kind of hub where people can be getting their information wholly. When you look at the position of MOPAC in terms of London wide, places like Hackney and Lambeth are very similar, but what you will find is we are all doing something different.

Recently, we saw a report coming from Islington that was led by Jermain Jackman [Islington Fair Futures activist], and it is almost identical to the equality commission that we set up. Until we get our act together and start singing off the same hymn sheet, we are not going to be able to do anything, and, without attributing blame, that has to be led by the Government. The Government oversees all of these organisations, all of these statutory partners, and you guys have to line it up so we can start having a positive impact on these young people.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** That is part of the work that Matthew is certainly doing on data, and in terms of taking an action point today from the organisations that are represented we certainly can look at making sure that the data is being shared in the right way. I am not sure we are going to get into discussions around the 32 boroughs all doing exactly the same things, because there are reasons for the different things.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** I was about to follow up from that, but just to say, on the point you are making, Mo, if the Lammy first recommendations on data are followed it should be that a lot of what you are talking about should be able to be sorted out. That was one of the key things. That is why I think following the recommendations and making sure the Government is able to pursue the goal of the Lammy Review on data should actually resolve the issue that you are talking about. You are not the first person to raise it; the Lammy Review is dealing with it.

It is a good point, which brings us on to, really, recommendation 18 of the review, which is about youth offending panels, and I was just interested in hearing from Adam and Brendan, really, about the recommendation that youth offending panels should have greater links with communities and should be able to hold rehabilitative services to account. Frankly, as open as you feel able to be, do you think that is a good or realistic suggestion? If you do not think it is, let us know why. If you think it is, how would that be pursued? That is one of the recommendations; I am just interested in your view about it, speaking as openly as you can.

**Adam Mooney (Youth Justice Board):** Looking at referral order panels, there is a community element within that, and they were built with that in mind. They have to have lay people from the community to represent on those. I think the question probably is about the representation and ethnicity breakdown of those that are representing on the panels are not necessarily representative. I guess there is a piece of work around what we can do about the recruitment of those volunteers, which is always difficult. I think that is probably a first area of work that we need to look at with partners.

There was a question about who holds that data. YJB have numbers from youth justice plans around volunteers, but it goes wider than the scope of just the volunteers for referral order panels. We need to look at whether we can break that down regionally or whether we have to go back out to the sector to question that.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** And on holding rehabilitative services to account?

**Adam Mooney (Youth Justice Board):** Yes, I think that is a necessity of our oversight, really, in terms of our end to end management. I think we certainly need to look at that.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** You would be in favour of more robust powers to hold them to account?

**Adam Mooney (Youth Justice Board):** Yes.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Brendan, is your view the same?

**Brendan Finnegan (Hackney Youth Justice Manager; Association of Youth Offending Team Managers for London):** Yes. I report on my volunteers for YJB, and unfortunately I only have volunteers around referral order panels. I hold three rounds of recruitment a year, because there is a quite a lot of flow; people come in, get trained, they are good people, then they find work, and then they are not volunteers. I was particularly pleased, with my work in the last few years, that we have partners that reflect our community. I have looked at the Lammy report and said, "Do you know what, I cannot get victims engaged"; that is my priority, rather than having volunteers that reflect my community. I think you will be lucky, because the issue is, I will be absolutely honest, because I am beholden to any Government or policy, the magistracy in sentences find it difficult with referral order panels already. They are discharging a legislative sentencing function to an executive agency, and that is difficult in itself. To give that non judicial body even more powers, I think you need to have a conversation with sentencers. That will be difficult.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Just to try to understand the reasoning that you are saying, would you be suggesting that in order to be able to hold rehabilitative services to account better you would need to have better involvement of the sentencer and not just the --

**Brendan Finnegan (Hackney Youth Justice Manager; Association of Youth Offending Team Managers for London):** Absolutely.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Okay. That is really helpful.

**Brendan Finnegan (Hackney Youth Justice Manager; Association of Youth Offending Team Managers for London):** They are discharging their authority to a community body. A breach of that order is conversed with the panel, but the court holds the ultimate authority, and any sharing of that will have to be with sentencers. I wish you luck.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Thank you very much.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Emily Thomas, just in terms of holding rehabilitative services to account, we know that the proportion of BAME individuals who are reoffending is rising over the last ten years. From your point of view, why do you think that is, and what are the barriers that we need to overcome to ensure that that reoffending rate does not continue to rise and actually comes down?

**Emily Thomas (Her Majesty's Prisons & Young Offender Institution Isis):** I think we need to have more interventions within prisons that are specific to BAME men and women. I think there is an issue with the offending behaviour programmes and some of the other rehabilitative services that we deliver within prisons. We have not considered the impact particularly on BAME prisoners and whether or not what we deliver is as impactful for all people.



At Isis we got grant funding last year to specifically work on delivering an intervention for young black men, and there was a great deal of interest in delivering that programme for us. I think there is an issue about what programmes we deliver, what interventions there are and how culturally sensitive they are. Then I think the obverse of that is how we ensure the integrity of the services that we then deliver. The offending behaviour programmes that are delivered within prisons have gone through a fairly strict level of scrutiny before they are rolled out across the service and recognised as an effective intervention. It is about developing with similar rigour the support around additional interventions or recognising what interventions might be more effective or have an impact particularly on members of the BAME community.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you. I just would like to spend a little bit of time on trust and confidence in the criminal justice system. I was just wondering whether some of the community representatives, maybe Mark, may have a comment on what is driving that lack of confidence, what are the barriers and what we can do to improve it, and maybe you may touch on the Gangs Matrix – because we have not discussed that, that was I the recommendations of the Lammy Review and we are reviewing it – and what representatives of the community may want to see coming out of that review.

**Mark Blake (Councillor for London Borough of Haringey; Black Training and Enterprise Group and CREA):** I think the key aspect around trust and confidence for public bodies and for politicians is leadership, because this issue generates a lot of fear and I think leadership is absolutely crucial. Leadership makes a real difference. I know in Hackney the work that was instigated after the riots from the borough commander and the then Chief Executive and led to this piece of work, which my organisation was involved in, around outcomes for young black men in the borough. That has been ongoing. It has had a very strong peer element to it, which is absolutely crucial.

I was at a discussion here yesterday around youth services, and one of the things I think in terms of austerity, the decimation of youth services in London, is in Haringey in the youth service, for all its faults, although we have hardly got a youth service now, there was a very strong peer element within that. There were kids, lads, who were brought up on local estates who were recruited, usually initially as volunteers, they then became qualified youth workers, and they were part of that locality and part of the community. That has gone. I think that kind of peer element is absolutely crucial.

I think just in terms of leadership within organisations, really kind of banging the drum that this is an issue that does not stand alone – every murder is horrendous; we have had two horrendous murders in Haringey over the last two weeks, one of a young man who was turning his life around in Tottenham who was killed a few doors away from his home, and a shooting last Thursday a stone's throw from the council's offices – we need leadership, we need community engagement, and I think we have actually gone backwards since 2011. I personally think that we need a real, honest discussion around this whole aspect of leadership politically but also within our organisation.

I think in terms of what is happening with the communities I think there is a lot more that needs to be done with organisations like Whitney's. I was in Stockwell a few weeks ago at a project there, and the sense I get with a lot of community organisations who have managed to survive the difficulties of the last eight years and the funding cuts is that they still do not feel that they

are being supported and trusted by public authorities. The relationships just are not where they should be, and, all due respect to the big providers, I think we need organisations like Whitney's and the many others from BAME communities who can make a difference. My key issue around this is leadership. Leadership, I think, makes a huge difference.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** What about the matrix, then, just quickly on that?

**Mark Blake (Councillor for London Borough of Haringey; Black Training and Enterprise Group and CREA):** Just quickly on the matrix, we were involved in a roundtable with the Centre for Justice Studies. I think we had about 20 representatives at that roundtable. We had Caroline [Tredwell, Programme Manager, Gangs and Serious Youth Violence, MOPAC] and colleagues from MOPAC there as well. The clear message from that was that we think there needed to be a significant community engagement aspect to your review. We need to hear the voice of young people who were affected by the matrix and those families.

One of the key things from that roundtable that came out was the issue around children being placed on the matrix, and I think there was a figure banded around of about 300 odd children across London who were on the matrix. Personally, I do not think any child should be on the Gangs Matrix, which leads me to the whole kind of thing in terms of how multi agency arrangements work locally. My view is that we need to swing the pendulum back away from enforcement, with all due respect to police colleagues. Particularly, I think, local authorities need to be thinking about their statutory duties with regards to children, and I think, as you know, Sophie, ourselves and CREA and a number of children's and race equality organisations wrote to the Inspector of Constabulary asking him to do a thematic review on the treatment of BAME children and the use of force, because we have huge concerns. That whole aspect around children, which obviously links in in terms of your justice agenda, is huge, but I do not think any children should be on the matrix.

There is really a whole issue, I think, in terms of rights. I would like to scrap it tomorrow, personally – that is my view – but I think the key thing with the matrix is: if you are on the matrix, how do you get off the matrix? It is a key justice issue, really.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Thank you. Following up from that, my question to the Metropolitan Police Service is – obviously, the gangs matrix is under review and once that review is completed how can we ensure that there is real openness about what the findings are, what the matrix really is about and what is involved – if there is a suggestion, for example, from the police side that there is a misunderstanding as to what the criteria are and things like that, how can we ensure that there is real openness and transparency so that communities can be confident that what they are being told about the matrix is actually how it operates and it is not left a mystery?

**Commander Neil Jerome (Metropolitan Police Service):** In support of what Mark has said, we have been absolutely clear that enforcement is not the way out of the current violence that we are experiencing across the streets of London. Be that gang, guns, knife crime, this does need to have a whole system approach to it. I absolutely support what you have said in terms of that. The commander responsible for gangs, Jim Stokley, has been absolutely clear in terms of

the matrix we are wholeheartedly supporting the MOPAC review, that the matrix is not just about enforcement but it is also about prevention and it is also about intervention with young people to divert them away from a life of crime. It is not just around the enforcement side of policing activity. Clearly, we will absolutely co operate with that review wholeheartedly.

The other issue when it comes to sharing that in that review: clearly, we will work closely with MOPAC with that; however, there is an established independent advisory group, which our gangs command interacts with very, very regularly. That may well provide an appropriate route for some of that independent community scrutiny being held to account, but we are certainly open to any other routes that we can use that would build confidence in the work that we are doing across London to keep people safe.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** That is really helpful. It sounds as though there is a commitment there to those around the table to say anything that you are able to inform people about about the Gangs Matrix you will make public or you will inform people about if you possibly can.

**Commander Neil Jerome (Metropolitan Police Service):** Absolutely.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** That is a very helpful commitment so people can understand how it works.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Just briefly before we move on to the policing side of today, I just wanted to go back and touch on the rehabilitation again and in particular, you know, the response talks about the BAME voluntary sector being more involved in rehabilitative services. You have certainly talked about some specific culturally sensitive services going, Emily, into prisons and interventions around there. Is there a working group? How is that being taken forward for London, and how are you ensuring there is a better representation from the BAME voluntary sector in the rehabilitative services that are being commissioned or are being put in place?

**Catriona Laing (Her Majesty's Prison and Probation Service):** We need to work at this on different levels. Of course at the moment prisons and probation services, including CRCs, will already have a model of close connections with the voluntary sector, people will be coming in and out of prisons and working closely with the National Probation Service and CRCs – I know that you have said you interact with quite a lot of different charities – and I think what we want to do on the back of the Lammy Review is make sure that in our conversations with each of our institutions we are making sure that the range of the voluntary sector that is being worked with is representative and has specific BAME focused themes being represented. We are starting off that conversation with CRCs at the moment and have in the last three or four weeks had some really good and perceptive conversations, but we want to do that with prisons and the National Probation Service as well.

On that higher-governance level, though, we have also set up an external advisory and scrutiny panel, which includes representatives from the voluntary sector, to hold us to account for delivering all of our Lammy recommendations, and that includes the Black Training and

Enterprise Group, for instance; sorry, yes, you are here! You will be part of that external panel to hold us to account.

**Mark Blake (Councillor for London Borough of Haringey; Black Training and Enterprise Group and CREA):** Yes.

**Emily Thomas (Her Majesty's Prisons & Young Offender Institution Isis):** It may just be useful to add that Isis is of course going to be the MOPAC pathfinder prison. I think there is a real opportunity, given my population, given the role of a pathfinder prison in terms of focusing on how we can better reduce reoffending, that there should be a very strong focus within that project on how we particularly intervene for members of the BAME community. I think that would be a really helpful thing to do.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** I think that is a fair challenge back! Absolutely. Did you want to say something, Katrina?

**Katrina Ffrench (Stop & Search Community Monitoring Network):** Can I just add, speaking with my eight years of experience in the public sector looking at voluntary sector organisations, that it is all good and well for us to say that we want to engage with BAME voluntary organisations, but the last eight years those have been some of the organisations most hit by the lack of grant funding. The capacity has been stripped out there. They are working on a shoestring. They can be sitting at the table, but what we need to ensure is that contracts are devised in such a way that the Social Value Act is used to put those organisations at the forefront to be able to bid and get that money in. It is not enough to rely on grants. We need to make sure that contracts are broken down in such a way that specialist BAME groups actually can compete for those contracts, win them and provide that service. If we are going to really put some teeth into it, it is not just about who is at the table, it is about: once the tender goes out can they bid for that? Are we upskilling and giving the capacity? I think there is a challenge for all of the Government agencies to look at how they are putting their money out, not just through grants but through their contracts, to ensure that those groups can bid for that much needed funding.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** I think that is a really important point. Sorry, we really do need to move on, or else we are not going to get on to the policing side of today. Rather than summing up right at the end, if I just sum up some of the key issues that have come out of this bit of the session, then we will move on to the policing and disproportionality.

I have written down an almost firm commitment for London regional data. I would really like that to be a firm commitment, again, to come back to the LCRB in six months' time around hopefully the data actually coming out of the machine but at the very least understanding when it will come out, because it is vital not just for scrutiny and as a way of pushing action but actually my concern is how you really drive action and how to really drive services without the data and the evidence behind it.

We have also had LCRB in six months around data sharing in general; a commitment from the CRC to take away an action around looking more around actions around transition and the issues around transition?

**Emily Martin (London Community Rehabilitation Company):** Yes.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** I cannot commit the Metropolitan Police Service, as they are not in the room, but it would be really good if you, Emily Martin, would be able to look at whether there needs to be a working group on the transition stage and how you work through with the MPS on this.

Then we have had the issues around how you hold rehabilitative services to account and referral orders and particularly the issue around how we include sentences more. We need to think about what that would mean and how that works. Around the BAME voluntary sector and how we build capacity, I take your point, Katrina, absolutely. It is not good enough to just say, "We want to"; you have to provide the conditions for that to happen, and we will definitely look at that ourselves in terms of the pathfinder that we are progressing on for Isis and how we actually make that a reality.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Sophie, could I just add that in relation to the point Katrina was just making about capacity obviously we have a good procurement framework that we are trying to make sure we adhere to to address those problems, and in terms of Mo, Mark, Whitney, Katrina and others that had some points you were raising, the conversation obviously has to move on, but please bear in mind that one of the reasons I am here is because you should feel free to contact my team over any issues that you have, whether they are in relation to the capacity of civil society organisations, whether they are about community elements or whether they are about building capacity for organisations that work with BAME groups. Please, contact us. If you do not catch it in the course of this meeting and have lost the opportunity because the debate has to move on, we are here; please, feel free to contact us outside of this meeting, and we will be happy to meet with you and take that further.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you. There were just two other specifics coming out of it. Mark, I absolutely take your point around leadership and what we need, and part of today is around that leadership. We need to think about how we action that leadership whether it has been actioned in other areas and to ensure that that leadership drives progress as well; and then, on the matrix, how we make sure that community voices are heard in a more substantive way around the review. That is certainly something we, from MOPAC and the Metropolitan Police Service, will look at.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** The commitment to publishing everything you can about the matrix is really helpful.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you. As Matthew said, if we have not captured it – and I know, Mo and Whitney, you have not managed to get in on this – do come back to us, and we will start with you for the policing and disproportionality section. If we may just move on to that, Paul, we are going to talk about the public perception, disproportionality in offending and victimisation and of course stop and search. Paul, did you want to just take us through your presentation on that?

**Dr Paul Dawson (Research Manager, MOPAC):** Yes. Thank you. Again, this section is really just a five minute overview of policing and disproportionality. If we just focus on the slide that we have at the moment, this chart presents overall BAME population – that is the dotted line in the middle – but we also have the youth population within London on there as well, and we look at it against certain crime types. As you can see, there is BAME over representation regarding victims and offenders across a number of crime types. BAME victims are especially over represented within robbery and violence, and BAME offenders are especially over represented within drugs, sexual offences and violence.

Moving on to slide 11, this focuses specifically upon knife crime in 2017. As you can see, in terms of knife crime, knife crime with injury and knife possession, we do see a disproportionate number of BAME victims or offenders, but, for me, the most important aspect on this slide and the area to dwell on here is at the highest level of harm, victims of non domestic knife homicide; and if we look at these victims they are almost exclusively male, the majority, 64% are BAME, and if we look at just victims under the age of 20 that have been killed again the majority are BAME, nearly 70%. At the highest levels of harm we see the greatest levels of disproportionality.

The next slide explores disproportionality within stop and search. There were nearly 100,000 stop and searches conducted in London in 2017. 61% of individuals stopped were BAME. 43% were black. We can see that BAME were more than twice as likely to be stopped and black more than four times more likely to be stopped than white. We also see high levels of disproportionality within drug and weapon stops, although arrest rates here are far more proportionate. We do see a geographic aspect. Wandsworth, Lambeth and Havering have the highest levels of disproportionality.

On the slide at the bottom we also have the example of Kensington and Chelsea, which has very high levels of disproportionality. That is largely driven by the Notting Hill Carnival. If we look outside of that window of Notting Hill, it is more proportionate, but the spike during Notting Hill really pulls the disproportionality up.

We do see some areas that are far more proportionate. Newham, for example, is an interesting case study that has a very high BAME population but actually is far more proportionate around stop and search.

The final two slides just explore public perception toward stop and search and overall towards the police. Results from the next two slides are largely drawn from the public attitudes survey, the large scale survey that MOPAC run. Generally, most adult Londoners support stop and search and perceive it to be used fairly. However, as you can see from the graph, across all ages BAME groups are far less positive towards the power being used fairly. This also links to previous research that we have done where BAME individuals reported a different experience during stop compared to white individuals. For example, BAME individuals said they were more likely to be not given a full explanation or less likely to be treated with respect. That really underpins the need for a quality encounter within stop and search.

Finally, the last slide from me once again presents results from the public attitudes survey, just illustrating how BAME are significantly less likely to think that the police treat everyone fairly, listen to local concerns or do a good job in their local area. These gaps have been constant over time.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you very much, Paul. Did anyone have any quick questions just about the data? Otherwise, we will just move on to a discussion around what the data means, what we can take from that and what we need to do to tackle the disproportionality within it. I may ask Whitney, Katrina and Mark in a moment what you think the main barriers are in terms of disproportionality around policing and improving confidence. You have seen it is not just perception that we are talking about; we have seen disproportionately within stop and search. How do we tackle that, and what would we want to see coming out of this? Then we will come on to the police.

**Katrina Ffrench (Stop & Search Community Monitoring Network):** I suppose I can kick off. In regards to what I have seen happening with disproportionality is two things. There is we have to definitely start to unpick BAME, because I think we are missing out when we look at the mixed disproportionality. That is quite high, and if the diversity of London is going to continue to change we need to make sure that all people are being represented. Although there is a heavy focus on the black experience, there is a challenge back to what the experience is for those who are in the mixed, other bracket, how that is playing out and making sure that that experience is being picked up.

I think there are issues to do with police training and conduct. I will not say equality and diversity, because it is quite old hat. What I talk about is unconscious bias and implicit bias, because these two things for me are what are driving in some senses the disproportionality. It is not necessarily the people committing the crime, it is the people who are overseeing and implementing the law. I think there is a challenge back to the Metropolitan Police Service, to MOPAC, to the Police Chiefs Council and all of the training bodies about how we are training officers and what people think when they go out on the beat.

One of the things that was raised in Islington: we visit the police station twice a month body worn video and redacted data, and one of the members of my group saw that there was a sea of black faces as officers left to go on the beat. They said, "Who are you going to be looking for if this is what you saw and you have just left the office, these are the faces you have seen and they are all black faces?" The example we were given: "That has been the ten top people to look for this week". Although very helpful for the police – and I do not think it is, because it becomes, "You fit the description", and we all know what that means – how does that sit with officers in their psyche?

I think there is something about officer behaviour, and also obviously the facts are undeniable that young black men are more likely to be victims of crimes and also the perpetrators of crimes. I think we have to look at intersectionality. How many of these black young men and young people in general actually have special educational needs? How many of them are victims because the system has let them down because they have not been caught with their autism, wherever on the spectrum they are on, they are not being picked up and they are then acting out in a way that is deemed to be not reasonable by our legal standards, the reasonable man? "Well, I am not a reasonable man, because I have a statement and no one is listening to me."

Those nuances, that intersectionality of the individual, must not be missed, because what we are doing is criminalising young people again and again and again when actually they are kind of victims of the system. There is something about officer behaviour, but there is also holistically

looking at a child as a child and addressing some of those behavioural, emotional needs that normal people would not act out and helping that young person to be supported and not just come in with a heavy enforcement arm.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you. That is really helpful. Did you want to add anything?

**Mahamed Hashi (Lambeth Safer Neighbourhoods Board & Independent Advisory Group):** Again, quite obviously, I agree with Katrina, if I am honest with you. Again, looking at Lambeth specifically, we have had the highest rates of stop and search for the last five years. We have also had the highest incidence of youth violence but as well the highest incidence of mental health. 27% of our population is living on the poverty line or just under it. For me, what really concerns me is a lot of the time we look at it as a black issue or a BAME issue and I am saying there are a lot of other issues that also affect this, and one of the things for years that we have been ignoring is mental health. In Lambeth we have the highest rates of youth violence; so, you would expect a lot of the young people potentially may be going through post traumatic stress.

Instead of looking at answers, we have re victimised those young people, because as soon as there is a critical incident we flood the area of the incident with more police, sometimes under section 60, which means you are more likely to be stopping the friends or associates of the victim, which, again, does not really leave a good taste in their mouth. That breaks down confidence with young people and the police, because where they feel police should be supporting them and protecting them they are now feeling like they are being attacked again.

Again, going back, really for me it is about looking at this public health model. Police are seen as enforcers, that is their primary engagement with young people, and it is very important that we recognise that, really appreciate that and make sure we do not say the police are now the solution to this. We need to start supporting youth and community organisations in really addressing the problem and using local people.

Again, talking about the police, again, a lot of the police are not from London. When they come into London and they are doing their work they already have a perception of what the issues are. If they are going into areas like Brixton, there is a preconception of that in terms of the violence, in terms of riots, in terms of shootings etc, and you really see that in experience.

Before I became the chair of the Stop and Search Monitoring Group in Lambeth, I had 12 gun tags associated with my car. Despite the fact that I had a degree in biomedical science, despite the fact that I was a well known youth worker, I still had gun tags on there, 12 gun tags that said to the police when they rang my place that I was suspected of being involved in 12 shootings, including one where I was the victim. There is this lack of sensitivity and lack of real partnership working that is fundamentally undermining the solutions to this.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you. I think it would be useful to bring Professor Ben Bradford in, because a lot of your research is around trust and confidence and what is driving that; and also, obviously, Commanders Neil Jerome and Mark McEwan around the work that you are putting in and some of the training around unconscious bias. I would also like to hear from Janet in terms of the Metropolitan Police



Service Black Police Association, because I know you have done a lot of work around this as well.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Could I just ask a question that could broadly be incorporated, I think, into your answers. The thing that concerns me slightly is we are crossing a range of issues here and there is something quite specific which it may be helpful if I could get your thoughts on. The specific thing is that we are talking about trust and there are times, I think, when there can be a gap, that we are all agreeing that there is a lack of trust but there is a gap as to why, and it can sometimes feel from the community side the belief on the police side is that the lack of trust is simply in the heads of those who are experiencing it but it is not actually as a result of anything being done incorrectly or any inappropriate behaviour on the police side; in other words, you have to build trust, but it is not any error on the police side that that trust is not there because there is no fault in practice.

What I am really interesting in you doing as you are answering the questions is really just thinking about the specific answer to: if there is a lack of trust do you think it is irrational or do you think it is attributable to anything that the police are doing, and if it is attributable to something the police are doing how do we change that? Unless we think it is an irrational lack of trust, then there must be something on the police side that can be done or should be done to change the experience that BAME people are having when they are stopped and searched.

**Mark Blake (Councillor for London Borough of Haringey; Black Training and Enterprise Group and CREA):** I do not think it is irrational; I think it is absolutely rational, and I say that on the basis of when I get off at my Tube stop at Highgate Tube the kids from the private school up the road will have no contact with the police; so, they get the best outcomes. I think David Lammy has used the analogy in terms of kids smoking a spliff at university and what happens to the kids who get caught with marijuana in Tottenham.

I am really interested in terms of the deferred sentences for young people, because quite frankly anything we can do to delay contact with young people and the police I think is a good thing, but I think what has to be linked with that is some kind of intervention that tackles the issues, and I think that needs to be co produced with community partners and particularly our voluntary sector community partners.

I think there is a big issue around representation within the police, which I know you are tackling, but it is not just around a diversity issue, I think it is about local knowledge. Bernie Grant [former Member of Parliament for Tottenham] once said that the day we will change the Metropolitan Police Service is when you get lads from Tottenham, black, white, whatever, coming into the police force who were born and bred in those localities. I think that is a big issue, that we do not have enough people coming into the police force from London. I speak as a former special constable. I think that is the one part of the Police Service where you do actually get a lot of born and bred and diverse Londoners coming into the service, but obviously we need to change that with the regulars.

This whole thing in terms of trust and confidence: I think we just have this build up of resentment, and I think it just gets compounded. I just think the whole deferred sentences intervention is so critical in terms of getting that right.

My last point is around the Territorial Support Group (TSG). It keeps coming up time and time again that the TSG are an issue.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thanks, Mark, that is really helpful. We are certainly making progress on recruitment; not fast enough – it is very, very difficult – but we are, and it is an absolute priority of the Commissioner and the Mayor, around ensuring that, and I agree with you, that the Metropolitan Police Service looks like the communities it serves and is from the communities it serves. We will come on to Brendan, but in terms of what your work is showing, Neil, did you want to just respond to some of that, round what you are doing to change practices or hold officers to account around stop and search?

**Commander Neil Jerome (Metropolitan Police Service):** Absolutely. Trust and confidence is absolutely integral to the British model of policing. When it comes to stop and search in particular, recognising that is a power that is contentious, Her Majesty's Inspectorate of Constabulary and Fire & Rescue Service (HMICFRS), our independent inspectorate, came to look at the Metropolitan Police Service last year in terms of what we are doing around stop and search and in their most recent report said that the way in which the Metropolitan Police Service holds its officers to account for the use of stop and search is impressive – their words – and they also graded the Metropolitan Police Service as good in terms of our overall use of stop and search and its legitimacy.

The way that we do that is internally I personally chair a performance group that goes through all of the boroughs' performance. That looks not only in terms of the volume that is being undertaken but also in terms of the crime types that it is being used against. We also look at those officers who are using it the most and those members of the public upon whom it is being used the most as well; so, going to that level of detail and scrutiny to really examine and get underneath what the figures are saying.

That is internally, but then when you look externally I work incredibly closely and have worked in the past incredibly closely with Mahamed, the previous chair of the community monitoring group – I now work incredibly closely with Katrina – on how the community holds us to account, and I personally attend the meeting that take place across Pan London, but I know that your chairs at a borough level meet regularly with our borough chairs as well in terms of making sure that each of our boroughs is held to account for that.

We publish onto our website publicly available information and data that is readily available; the same data I use is published publicly on the internet as well. We are the first force in country that have married up the use of body worn video and also the use of stop and search to allow greater transparency and scrutiny around how we use it. Katrina has already mentioned how under the Police and Criminal Evidence Act (PACE) there is a statutory obligation for us to share the data. What we are now doing through body worn video is the quality of that encounter so that our community groups can look at the body worn video footage and look at that quality and feed back to us around how that operates.

I think that is quite a comprehensive look internally as well as externally being held to account and that level of transparency. Of course, much wider than that, we absolutely encourage members of the public can participate in a ride along scheme, where they can come out with

police officers and they can go and experience policing and look at stop and search across their own local borough or across London, and certainly just in the last few months we have had a member from StopWatch who has come out and done that on a London borough and has tweeted very positively about his engagement with those officers that he went out with. Internally, community groups and also the wider general public we would absolutely encourage to come out and see policing first hand.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Maybe if others would want to comment before I say anything further --

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Yes, and I would like to hear from Mark around the community engagement aspect of it, because it is absolutely the transparency and accountability around stop and search but actually as to the wider community engagement of the Metropolitan Police Service is obviously an important aspect of it. Ben, could you just outline briefly what your years of research have shown to you?

**Professor Ben Bradford (Institute for Global City Policing at University College London):** I think the points that Katrina, Mahamed and Mark made were spot on. That is really well supported by masses of evidence that we have. Matthew's question about the rationality of it is it is fundamentally rational, and the reason why it is rational is because personal contact with the police is the primary moment in which trust judgements are formed, not only your own personal contact but vicarious contact through friends and family. It is partly your own experience, and it is partly community level experience.

Just to give one example of how that process works, the association between contact and trust is asymmetrical. Good quality contacts have a small positive effect on trust; bad quality contacts have a big negative effect on trust. You can get four right, but the one you get wrong outweighs the four. That is very much tapping into the idea that all these aspects of policing should be minimal to the greatest extent possible. We should be minimising these forms of contact between police and members of the public and maximising more positive forms of contact that are not enforcement led, for example. That is slightly more difficult.

Another point I would raise – and it is specific to the map here about stop and search, but I think it would replicate a lot across other areas in this kind of arena – is the difference between boroughs. What are Newham getting right that the borough next door, Tower Hamlets, are getting wrong in terms of disproportionality, and I suspect lots of other things as well? What processes and structures are in place to allow learning between those boroughs to take place? My general sense is that that has always been a problem, and that, I think, would be really interesting to address.

The final point absolutely goes back to Katrina's. I suspect a lot of this is implicit bias and stereotyping that people are unaware they are doing. I think it is really important that we spend much more time thinking about these things, but there are structural issues as well that we cannot just ignore, it is to do with unemployment, it is to do with mental health. It is to do with all those things, coming together to form particularly bad experiences of policing among particular pockets of the population, and if we just keep it on implicit bias and stereotyping without addressing those wider issues we are only ever going to be getting part of the problem.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you. Janet, did you want to --

**Detective Sergeant Janet Hills (President of National Black Police Association):** Yes, I guess I do agree with the comments by Katrina and the guy from Lambeth there, talking about the stop and search experience. I was talking to an officer this morning in particular around Operation Sceptre, which is what they are running around the knife crime. We talked about training, and one of the issues is that with the locality that you referred to around officers being local what happens in Op Sceptre is they get put in different boroughs to do that bit of work – so, they are going in there to stop and search but do not have any local knowledge – and therefore some people can be passionate about doing that bit of work and some people not so passionate but ultimately it is not necessarily giving us the confidence or the contact that we need with our communities by people having local knowledge, understanding the issues, and you have officers that potentially are being placed in areas where they have no passion, no interest, to be there, which I think is something that we can look at from an internal perspective.

The lack of trust aspect: we had some officers over from America last week who talked about their stop and search, and they felt that actually that loss of trust and confidence in communities is not worth using the power. Ultimately, what we do lose from having those negative stops is intelligence. People talk about trust, but what we actually do lose is intelligence. We actually lose the ability for victims to want to come forward and not want to have to deal with it in their own way. For me, there is a bit of work that needs to be done around the contact bit and how that is viewed by victims or people, because actually that intelligence that we need to do the stop searches is key and if we are not getting it from the communities that are most affected then we are going in blind. I genuinely believe there needs to be a bit of work that needs to be done there as well.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Matthew, do you want to --

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Yes, just before Mark answers, because maybe Mark may have an opportunity to help me with this thing I am slightly preoccupied about, I think Janet's point about the cost of stop and search, in other words what you lose by stop and search, is a very valuable one, but the thing that just worries me in this discussion, and it may be that we cannot resolve it today but maybe you can help, is when we discuss this lack of trust if the response on the police side is, "Here are the really great ways we are held to account. Here is an audit of how well we are doing and how good it is", it leaves us with a dilemma. If everything is being done properly, why are black Londoners still feeling that the encounter that they have with the police they have so much less confidence in and give so much less trust than their white counterpart? It really presents a problem if from the police side the police feel, "We are doing everything right", because then I am not suggesting you are saying this but the implication seems to be that it is all in the head of those who are on the receiving end and the black Londoner who is more unhappy with the police is actually getting great treatment, he is just less trustworthy of the police than his white counterpart.

Unless we can unpack why that is happening and how the police may be treating a black Londoner differently from a white Londoner to create a different outcome in their trust level it is difficult to understand how we unpack that. I am just interested if you can give any answers as to why you think there is that gap. Is it just in people's heads? Presumably not; and if it is not then what is it that the police are doing towards black Londoners that is causing them to trust the police less? I am just interested in whether you can help us with that.

**Commander Mark McEwan (Metropolitan Police Service):** Thank you; hopefully I can!

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** It is a difficult one, I appreciate!

**Commander Mark McEwan (Metropolitan Police Service):** I think it is broader, and I actually do not particularly like the phrase, "It is in people's heads", because a lot of this comes from perception, perception is real to that person and actually that comes from the community narrative, the narrative is handed down through generations, it comes from many factors, as well as contact on the ground and what the lived experience is today. I think it is the context. It is rational, because that is that person's view or perception.

If I can speak more widely for a moment about what we are doing on the community engagement and inclusion side of things, we have brought those two elements within the Metropolitan Police Service together under my command, it is a new post, and it reflects the Commissioner's commitment to this as a priority. The reason that that is important is because when we look internally at what we are doing, whether that is around training, representation and then how that plays out in terms of community engagement and policing on the streets it is important that we start to look at that as two sides of one coin.

In some of the areas we are looking at around representation there is lots of stuff that has been talked about here today. I am not speaking for human resources (HR), but some of the work that we are looking at now is the London criteria around bringing people on board. You mentioned earlier the special constabulary we the Volunteer Police Cadets. We have fantastic representation there. We are looking now at what it is that stops that translating into becoming a police officer and what the question is that we need to ask that would allow that to happen.

The reason that that is critical is this goes to the heart of our legitimacy with all of our communities and the need to understand our communities and we cannot understand them if we do not represent them and do not have that dialogue internally, and that then plays back into what the leadership is around how we interact with communities according to their needs. Through the Strategic Inclusion, Diversity and Equality Board chaired by the Commissioner a recent piece of work has come out around that around what the impact is of our interactions with people on that trust bit and how we can maximise interactions with police officers so that people are walking away feeling, "Well, actually, there was something positive there".

When we look at that then connected to community engagement – and this is really crucial, around the accountability and transparency – and not in terms of structures. The structures around accountability are really important, holding us to account at various levels, but actually where accountability becomes really forceful is when it is informal. There is an opportunity here around the restructuring. We look at what we are doing in terms of community engagement.

We will have 12 people, effectively, around the table, but we will have more than that, because we will have representations from SCNO(? - 01:29:02), which is TSGs, from special operations, as well, and that is about looking at what the purpose of our engagement is, how we are using neighbourhood officers around getting in and talking to people about what their needs are, whether it is around stop and search or wider.

We are really good at community engagement around critical incidents, and I think that because of the police culture. Where it is daily business, and it could be something around stop and search, and – you talk about the riots in 2011 – there is something here about how quickly we build relationships and lock in some confidence, how quickly we can then have discussions to reassure the community, build those relationships and start that informal accountability, and that is a slight cultural shift. There is something here about becoming comfortable – and this is where the leadership bit comes in – with having those conversations at all levels, on the ground but particularly at that sort of chief inspector, superintendent level with local community leaders, whether they are elected leaders, faith leaders or whatever, becoming comfortable with those conversations about what is happening, to fill the vacuum that sometimes exists and to start to get a grip, and we need to be able to do that on a daily basis and not just whenever we are faced with a critical incident. Part of the drive around community engagement will be looking at that, what are structures are but more importantly what our cultural view of that is and where the leadership is around that.

There is a number of other aspects to this disproportionality internally as well as externally. There is a lot of work going on around that at the minute, because it is linked to representativeness. It is all very well us talking about all the work we are doing – and we are doing considerable work – about reaching out to the community, because primarily it is around gender and race, about representativeness, but if the conversation that is taking place with our current members from those communities are not a positive one then that is going to have a major impact. We need to deal with those issues internally, because it is the right thing to do but also in terms of, again, building up our legitimacy within the community. That is a quick run-through of where we are.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you. I am afraid we are running out of time, and I think one of the issues from what you have just described is how that becomes transparent, how it becomes accountable, how the community know that and how they track the progress of that, because I do not doubt the absolute will, determination and commitment of yourself, the Commissioner and officers but it is how that translates into practice to actually change practice.

Also, just picking up on Professor Bradford's points around how we track progress and know what progress can be made, a lot of people have touched on some of the structural issues here, that however hard the police try to however much better they get there are still going to be some significant structural issues that are going to feed into disproportionality and feed into trust and confidence. The question is how we understand that, whilst also understanding that the police themselves are doing everything they can to make that difference.

**Mahamed Hashi (Lambeth Safer Neighbourhoods Board & Independent Advisory Group):** Sophie, just really quickly, I just wanted to say something, because I agree with you that at a certain level there is really good engagement, I could have good engagement with you,

Neil Jerome and you as a Commander, but the problem is that does not necessarily filter down to the officers on the ground and they are the ones that have the most impact. As the professor said, it is that impact of that legitimacy, when you feel like someone's saying something to you like, "I can distinctly smell cannabis", and all of a sudden they have grounds for a stop or, "Your eyes look glazed. You look like you have been taking drugs". These are subjective things, and to a person that does not smoke or does not associate themselves with that criminality what happens is that already creates that divide.

I am the Vice-Chair of the Independent Advisory Group, and when the matrix I have a good understanding of how it works etc, but then there is a confidentiality issue. At one side I am advising the police to make sure they are doing their job properly, but there is a barrier where I cannot then report back to the community to say to them, "This is what is happening", and, even as Mark was saying, when we talk about people that are affected by the matrix, how do they know they are affected by it when they do not know if they are on the matrix?

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** We will be picking that up as an action in our --

**Mahamed Hashi (Lambeth Safer Neighbourhoods Board & Independent Advisory Group):** Yes. What I am saying is-- I am just wrapping up there -- in terms of level of engagement for me it is how that filters down, our engagement here at Commander level, and how it filters down to the PCs that are doing the stops. That is the question, and that is really the solution we need to be looking to.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** I think that is actually crucial. When I am talking about action and progress I am talking about on the front line for officers, because there is a lot of will and determination here, there is, in a lot of places, but how is it consistently felt in the community and by officers, about what is right and how you do enact the enforcement powers.

I am afraid we have run out of time. Claire, did you just quickly want to --

**Claire Waxman (Victim's Commissioner):** You obviously covered quite a lot in detail about how you are going to restore that faith and confidence for victims in BAME communities to come forward and report. I just want to call Kris in very quickly from the CPS. Obviously, I hear a lot from victims that if they do get that support from the police it is not always followed through and it is reflected in charging decisions, and that is history of offending; that sort of discrimination is being seen reflected in charging decisions.

**Kris Venkatasami (Crown Prosecution Service):** Did you want me to respond to that?

**Claire Waxman (Victim's Commissioner):** Yes, just very quickly.

**Kris Venkatasami (Crown Prosecution Service):** Just a couple of things, if I may say; we have taken forward the Lammy recommendations in terms of the CPS, and there were specific issues that we were asked to look at. For example, you will recollect, Matthew, that in relation to gangs, for example, and also in relation to the joint enterprise that is one of the key issues that we are having to look at, but going specifically to your question we do look at a lot of cases

when we actually no further-action (NFA) them. There is a protocol between us, the Metropolitan Police Service and the CPS, in terms of the police. If they are not happy around decisions, they can appeal that. They are not often appealed, but that is a right that is available. We do have, as you know, a victims' right to review scheme, which is there, and we do write to victims to explain why a case may not proceed. That is in terms of the victim's perspective, but obviously from the defendant's side as well when people are charged we do have individual quality assessments where we look at prosecutors' decisions to look at whether there is any bias. Indeed, we look at the review process from that part of the process that we do capture.

There is a lot of work to be done as a result of the Lammy report, and I think we have set ourselves realistic timetables in the sense that we expect within the next 12 months or so to look at what needs to be changed, in terms of the legal guidance in terms of joint enterprise. We have already had a public consultation. That has been completed now, and lots of people have contributed to that. The director is now considering that, and that will be issued, I understand, later this year, we hope in the spring, but we obviously hope that nothing else overtakes that.

There is quite a lot of work that we need to look at, but one of the key issues for us in terms of charging is whether we can actually implement the recommendation made by Lammy in terms of whether you can actually have a blind prosecutorial decision and whether that is even relevant, whether we should be addressing who we are charging. That is one question, is it not. The second question is: can that actually be possible? There will be some cases where it will not be possible, for example where you are dealing with identification cases, but generally why should it really matter? That is a big question. What is the relevance of it? That is a key issue for us. Lammy puts that one in two specific areas. One was in relation to rape cases, and the other was in relation to domestic abuse. We have committed ourselves in terms of the service to look at that specifically, we are going to conduct our own exercise, and we will have the feedback once I come back or one of my colleagues reports back to your board later this year. Does that help?

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Matthew, do you want to --

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** If you can answer in one sentence, it would be helpful

**Kris Venkatasami (Crown Prosecution Service):** I will try.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Because we are out of time.

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** I was just going to say it is a contextual analysis not just an individual case analysis of your decisions; so, you are looking at them in the context of a number of cases rather than just each individual case, is that right?

**Kris Venkatasami (Crown Prosecution Service):** Yes.



**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** Okay. That is all I needed to know.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Can I just quickly bring in Commander Neil Jerome; there has been a lot of discussion around training and unconscious bias and stop and search.

**Commander Neil Jerome (Metropolitan Police Service):** Absolutely, but it was just to respond to Matthew's point earlier on. Clearly, you have heard lots that is going on. We are absolutely committed and completely open, and we are not complacent whatsoever. We want to deliver the very, very best to all Londoners, and if there is more that we can do then we are very, very open to looking at new ways to improve that level of trust and confidence. There is an absolute commitment from all of us to do that.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Thank you very much. That is turning that commitment into progress, is it not, and how we do that moving the dial on. Thank you very much. Just quickly, some of the issues that have come out in the second section, around data: I think it was you, Katrina, talking about not just lumping it all into a BAME category and how we actually look below the surface because of the differences in ethnicity within that. I think that is certainly something Paul touched on at the beginning of his presentation, and it is something that I do want to pursue to make sure that we have a much more granular understanding when we are talking about different communities and different ethnicities.

There has obviously been a long and important discussion around stop and search and trust and legitimacy and confidence, and I think that is a really important aspect around what Professor Bradford talked about about maximising good contact; and Janet also talked about maximising good contact and how that feeds into the work of neighbourhood policing community engagement, how we develop that and how we work with communities to develop that. I think that is an important action that we should take away from today, about that good contact, as well as ensuring that where there is enforcement. Of course there are many times that that enforcement is absolutely right, that that is done in the right way with that accountability and transparency and how that is improved, and the community monitoring groups do have a very important role to play in that.

Then there are the issues around disproportionality you were asking about the CPS; if we could take that forward as well.

Is there anything else you wanted to --

**Matthew Ryder (Deputy Mayor for Social Integration, Social Mobility and Community Engagement) (Co-Chair):** No, that is fine.

**Sophie Linden (Deputy Mayor for Policing and Crime) (Co-Chair):** Okay. Thank you very much. That is just the start of the discussion and in terms of actions, because this really was around policing and the criminal-justice system; we have touched on some of the structural issues around mental health, school exclusions, and that is certainly something we are looking at in relation to violence and the public-health approach, but it was not part of the discussion for

today. It is not that we do not recognise that; it is just that we had to focus down on what we needed to discuss for today. We will bring back the action points to the LCRB to actually check on progress on this as well. Thank you.