

Disproportionality Board

Meeting Notes of Monday January 16th, 2023, 3pm-City Hall and MS Teams

Board Co-Chairs

Sophie Linden Deputy Mayor for Policing and Crime, MOPAC

Debbie Weekes-Bernard Deputy Mayor for Communities & Social Justice, GLA

Board Members

Aba Abekah-Mensah, ERG (External Reference Group) MOPAC

Alison Aedy, Courts and Tribunals Judiciary

Ann-Marie Cowley, MPS (Metropolitan Police Service)

Bernie O'Reilly, College of Policing

Bipin Khanal, YPAG

Caroline Thwaites, LHOCS (London Heads of Community Safety)

Charles Ehikioya, Metropolitan Black Police Association

Claudia Sturt, Youth Justice Board

Clive Newsome, Crown Prosecution Service London

Cllr Darren Rodwell, London Councils

Cllr Gareth Roberts, London Councils

Cllr Jas Athwal, London Councils

Commander Helen Harper, MPS-CIPE

Commander Nick John, Criminal Justice

Dionne Usherwood, ERG MOPAC

Dominic Daley, Youth Justice Strategic System Leaders Network

Geeta Subramaniam-Mooney, VRU (Violence Reduction Unit) Consultant

Giulia Romani-Youth Justice Board

Inspector Ben Massink, MPS

Jane Connors, Deputy Assistant Commissioner Professionalism MPS

Kilvinder Vigurs, London Director, National Probation Service (Denise Butt-joined in her place)

Laks Mann, Equality, Diversity, and Inclusion Advisor to Mayor of London

Leona Smith, ERG MOPAC

Leonita Metaj YPAG

Liz Westlund, Youth Justice Strategic System Leaders Network

Lynn Ferguson, ERG MOPAC

Matt Parr, HM Inspector of Constabulary and Fire & Rescue Services
melanie.williams@npcc.police.uk

Paul Mundy-Castle, ERG Chair MOPAC

Sal Naseem, London Director, Independent Office for Police Conduct

Officers

Billie Hamilton, London Councils

Caroline Tredwell, MOPAC
Chloe Iliesa, MOPAC
Doug Flight, London Councils
Gwanwyn Mason, MOPAC
Joseph Foxwell, London Councils
Kenny Bowie, MOPAC
Mel Asare, MOPAC
Natasha Plummer, MOPAC
Paul Dawson, MOPAC
Ruth Bloomfield, MOPAC

Apologies

Caroline Thwaites, LHOCS
Claudia Sturt, Youth Justice Board
Dominic Daley, Youth Justice Strategic System Leaders Network
Henry Smithers, Youth Justice Strategic System Leaders Network
Jane Connors, Deputy Assistant Commissioner Professionalism MPS
Liz Westlund, Youth Justice Strategic System Leaders Network
Matt Parr, HM Inspector of Constabulary and Fire & Rescue Services
Billie Hamilton, London Councils
Doug Flight, London Councils

Agenda Item 1. Welcome and Introductions

The Chair opened the meeting and welcomed the new members to the meeting.

Agenda Item 2. Matters Arising from July Meeting

Outcomes Framework

Chair asked members if they have any feedback on the Disproportionality Outcomes- there is no further feedback and members have confirmed their endorsement and for this action to be noted as complete.

Agenda Item 3. Data Pack-

MOPAC shared the data pack. As requested at a previous board, two new questions were added to PAS (Public Attitude Survey) for Q2 22-23 (July 2022 onwards) to capture more information about **people's experiences of stop and search**. The results have been included in the data pack for the first time. Results for Q2 22-23 show most Londoners continue to support Stop and Search but that support has been showing a gradual decline. Longstanding inequalities continue in perceptions of stop and search; and many Londoners report negative impacts of being stopped and searched.

Findings of note include - of those who had been Stop and Searched - **around a quarter (26%) said they had been 'negatively impacted or traumatised'. For almost half of those stopped and searched it was their first in-person interaction with the police.**

At the last Board additional data was requested on overall volumes of stop and search so this could be compared to the **positive outcome rate**. This is all available and published on the Action Plan Dashboard and the MPS Stop and Search Dashboard

for attendees to explore in more detail by age and location, but volumes of stop and search have been added to the Pack this quarter. This shows that Positive Outcome rates and volumes are comparable across ethnic groups and therefore no disproportionality is evident. However, there does remain disproportionality in the way **stop and search powers** affect Black Londoners – as of the end of Q2 FY22-23 Black individuals were 3.5 times more likely to be Stopped and Searched.

Police workforce by rank and attrition have been added on request of the Board. This shows that the most diverse rank in the MPS is **Constable** (18% BAMEH). For attrition, the data shows that **voluntary resignation** in the FYTD (April 2022 - December 2022) is the highest it has ever been and represents almost half (47%) of leavers. The increase in voluntary resignation has been seen across all ethnicities, but the largest proportional increase has been for Black officers (+132%, or +22 FTEs (Full Time Equivalent)), as compared to BAMEH officers (+84%, or +86 FTEs) and White officers (+59%, or +253 FTEs). BAMEH officers account for **22% of all resignations** in the FYTD, and **Black officers account for 4.4% of all resignations** which is above the diversity profile of the MPS.

Members noted that Black officer recruitment is under target and the disproportionality of Black individuals is still 3.5 times more likely to be stopped and searched and this increases to 7.4 times more for weapons and 10.4 times more for section 60 stops. Members want to understand why this disparity, why less officers and more stop and searches? MOPAC noted that the Stop and Search Research commission exists for this purpose. Members want to understand more about Public Attitude survey design, how its conducted and who is surveyed. Members emphasised that a Black person living in Highgate for example, is going to have a distinct experience and opinion probably than someone living in Tottenham or Wood Green. Members also expressed it would be helpful to know whether a person who has been stopped and searched felt that the police gave a justifiable reason for suspecting them, as people may feel that they are being stopped for unreasonable suspicion. Members are also interested in drilling down into the recruitment grades more rather than grouping some together as currently the diversity grades are showing across several senior grades. Members would also like sight of the MPS organisational structure and an understanding of the exit interview process and the learnings coming from these with regards to voluntary leavers.

MOPAC noted that for the survey a Gold standard survey methodology is used, with approximately 19,200 participants (600 per borough). The survey is split by age 16-24 and 25 plus. Data shows that younger Londoners have less confidence and trust in the Police. There is also a separate survey that is run every three years focused on young Londoners.

Action: Send Gold Standard Methodology to Group-MOPAC

Action: Board rep for Met Gold group on attrition-MOPAC

Action: Circulate organisational structure-MPS

Action: More granular data on diversity across grades-MOPAC

Agenda Item 4. ERG Introduction and Quarterly Update

The ERG Chair introduced its members and provided an overview of their first quarterly meeting. They are looking forward to providing advice and additional oversight of the MAP actions. They are currently focusing on their training and induction and identifying the areas that they believe they can make the most impact. They will be in contact with board members as and when for further information on a particular area and will provide a quarterly update to this board.

Action Circulate ERG profiles more widely

Agenda Item 5. Stop and Search Task and Finish Group

The Mayor of London's Disproportionality Board, MOPAC and the MPS wish to understand the reasons for the various levels of stop and search disproportionality in London, and what the factors may be that explain (if it can be) the varying levels at which people are stopped and searched. Where no reasonable explanation can be found, it will need to consider the extent to which personal, professional, and societal biases are a factor. MOPAC are working with external and independent academics and related experts to take this work forward over the next 6 – 12 months. Issues of disproportionality in stop and search will take place in two phases – the first a collation of existing data and analysis to set the scene for a secondary wider suite of research analytics. The first stage will include analytics to establish the level of disproportionality in areas (Pan London but also a more local level, i.e., Borough) and start a wider data-based conversation. The second stage would be a more detailed set of projects that would seek to consider what may explain (if it can) these levels of disproportionality.

Member discussion focused on whether this approach will be value for money given that there is a general understanding already of why disproportionality exists. Some members question if this research is going to tell us anything different or would resources be better spent on doing something to try and address the issue rather than wait for more research and would qualitative research provide more useful data in terms of gaining a better understanding of people's lived experience of stop and search? It was noted that there does not have to be an either or and that parallel activities can be achieved. Discussions also focused on the need for evidence-based policing and policy making and that we are still in the early agencies of disproportionality research.

Agenda Item 6. Disproportionality in Youth Justice

MOPAC provided an update on the Action Fund to support disproportionality in Youth Justice. The MOPAC Disproportionality Challenge Fund was launched in June 2022 and grants have now been awarded to three projects covering six London boroughs in areas of high ethnic disproportionality within the youth justice cohort. All projects commenced work in October and will run for 12 months.

The fund is designed to support a needs-based approach to tackle local drivers of disproportionality in the Youth Justice System through collaboration by local authorities working together with local partners and each other. The fund is supporting innovative approaches and facilitating best practice sharing. An evidence base will also be developed to ensure sustainability.

The three funded projects include the following:

London Borough of Newham – *Inspiring Futures*

- The core programme will involve young people from over-represented ethnic minorities who are at risk or already involved in the Youth Justice services receiving interventions which provide a safe space to explore racial trauma as well as fostering empowerment.

London Borough of Brent – *Disproportionality project*

- Brent partnered with the Young Brent Foundation (YBF) on this project. The project will include cultural competency training from the YBF for professionals working with young people in Brent. The aim is that this training will facilitate systemic change amongst organisations working with children in Brent.

London Borough of Islington in partnership with Camden, Hackney, and Haringey – *North London Disproportionality Challenge Fund*

- An intensive leadership mentoring programme and research analysis for minority ethnic young people involved in the YJS at all stages across the four boroughs.

Funding has also been committed for the development and implementation of an app for children in police custody, cultural competency training for Youth Justice Management Boards and the development of a narrative explaining the effectiveness of Out of Court Disposals (OoCDs).

Board members raised questions about whether there is duplication in these funded projects in relation to previous or existing Youth Justice service provision and what the process is for monitoring their effectiveness. An outcomes framework is currently in development, and this will be shared with the Board for input.

Action-Share the outcomes framework with the Board-MOPAC

Agenda Item 7.-Mayor's Action Plan MPS Update

The MPS provided an update on the Croydon stop and search pilot where if a child is stopped an engagement approach is used where their legal guardian is contacted to inform them about the stop and search but also inform and offer diversion schemes. The Board expressed concern about the diversionary schemes on the basis that the young person has done nothing wrong so why a diversion. The MPS expressed that one of the pilot aims is to reduce young people being stopped and searched repeatedly and that information and signposting about different provision may help this. Croydon are trying where appropriate to divert the young person stopped, or just alert a carer or parent to say the young person has been stopped and have a general conversation about why this is happening to try and safeguard the individual from this in future.

The Board has expressed the importance of defining the terminology of diversion and would like clarification of the menu of options and confidence they are not

criminalising in anyway. The Board would like to note that just because someone is stopped, they should not be referred to statutory agencies and just because someone is stopped regularly is not a reason to stop them again. The Board has suggested an additional pilot that identifies officers that are completing the most stop and searches with no further action and identify their reasons for stopping people and offer further training. Additionally, when stopping young person, the Board would like confidence that a child first approach is being taken.

Action for the Croydon pilot team to come to the next meeting to provide a more detailed pilot update

Action Haringey pilot team to come to the next meeting to provide an update

Road Traffic Stops Pilot

The MPS provided an update on Phase 2 of the S.163 Road Traffic Act pilot which will be commenced as soon as possible in this new year. It is intended to run the same process as Phase 1 but using different departments across the MPS. These being the Territorial Support Group, Violent Crime Taskforce, and a Borough Command Unit (Phase 1 was conducted within Roads and Transport Police Command). Phase 2 will be monitored and reviewed to assess if any amendments are required for a full roll-out. Technology solutions are being sought to facilitate the ease of recording and analysis of data. It must be noted that the MPS carries out the most significant volume of S.163 stops of all forces in the UK so development of technology is essential for an MPS roll out to be effective. MPS is Leaning into Hampshire for best practice and data whilst starting phase 2. The biggest issue is the volumes, testing on a much broader scale, using a power app-will keep Board updated.

Stop and Search Handcuffing data-available on MOPAC dashboard when someone is non-compliant- 15 percent less in use of handcuffing since policy implemented. Early indicators that policy has landed.

Safer Schools Partnership

The MPS informed that they are introducing a Safer Schools Partnership Board (ToR circulated) and will send out invites to those they propose to be part of this Board. They asked for any comments or questions on the ToR. Then noted the National publication by the Runnymede Trust.

ERG Chair comment he would like to be part of this partnership as an education professional.

Board members commented that the adultification bias should be part of the training and -ensure this is addressed and part of the initiative. Also, that any wording reflects taking a trauma informed approach to this work.

Publication shared with the Board: Over-policed and under-protected: the road to Safer Schools.

Agenda Item 8. Community Engagement

Public Review Meeting was held on the 5th of December

The next meeting is on the 9th of March, focusing on complaints and conduct

Comment from the Board of whether Baroness Casey's report will be published in time and if not should the date shift. MOPAC to consider.

Question from the Board about Body Worn Video: Can we have some figures on this-how can there be proper community oversight if body worn videos are not being looked sufficiently? -how many videos per month are viewed by community and equally and same how many senior officers reviewing them?

Action-MPS Officers should be reviewing these every three months. MPS to take this away and come back.

Action MOPAC-To provide the amount of Body worn footage being scrutinised locally.

Action for the Board

What are member bodies doing to mark the 30th Anniversary of Stephen Lawrence

Next Meeting Dates

- Wednesday, 26th April 2023 11:00-1:00pm
- Tuesday 18th July 2023 10:00-12:00pm
- Wednesday 11th of Oct 2023 11:00-1:00pm