

Disproportionality Board-Mayor's Action Plan

Meeting Notes of Wednesday 10th October 2022, 3pm via 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

Bernie O'Reilly, College of Policing

Chris Excell, Metropolitan Black Police Association

Claudia Sturt, Chief Executive, Youth Justice Board

Clive Newsome, Crown Prosecution Service London

Cllr Gareth Roberts, London Councils

Cllr Darren Rodwell, London Councils

Geeta Subramaniam-Mooney, Youth Justice Strategic Leaders Network

Jane Connors, Deputy Assistant Commissioner Professionalism MPS

Joanne Towns, Courts and Tribunals Judiciary

Kilvinder Vigurs, London Director, National Probation Service

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

Lindsey Chiswick, Director of Intelligence

Liz Westlund, Youth Justice Board

Matt Parr, HM Inspector of Constabulary and Fire & Rescue Services

Paul Mundy Castle, External Reference Group MOPAC

Sal Naseem, London Director, Independent Office for Police Conduct

Officers in attendance

Billie Hamilton London Councils

Caroline Tredwell MOPAC

Chloe Iliesa MOPAC

Doug Flight London Councils

Gwanwyn Mason MOPAC

Kenny Bowie MOPAC

Mel Asare MOPAC

Natasha Plummer MOPAC

Paul Dawson MOPAC

Rangan Momen London Councils

Agenda Item 1. Welcome and Introductions

Sophie Linden opened the meeting and welcomed the newly appointed Chair of the External Reference Group, Paul Mundy-Castle who provided his introduction later in the meeting.

Agenda Item 2. Matters Arising from July Meeting

Co-chair referred to papers circulated in advance of the meeting.

Notes of the July 21st 2022 meeting were agreed.

Actions were noted.

Outcomes Framework

Members were reminded to feedback on the draft outcomes for the Disproportionality Board that had been presented to members at the July meeting. **Action** – outcomes to be resent to Board for final comments.

Stop and Search Task and Finish Group

There is a paper to be provided at the next Board about a range of research options to try and understand why there is disproportionality within stop and search. This ranges from conducting simple analysis to looking at street level populations and various other options. Analysts have been tasked to explore existing data and there will be a range of research that will be commissioned from this. Next steps will be to develop costings and a timeline.

Agenda Item 3. Data Pack-

MOPAC presented the Action Plan data pack, which covered public protection including public perceptions, police use of powers, stop and search, use of force and police workforce. Board members raised various points, including the need to consider the difference between trust and confidence; the impact of stop and searches where nothing is found and how people left feeling in those circumstances; the difference in impact and experience for children versus adults and for more data on officer attrition.

MOPAC advised that broader analysis of trust and confidence data shows that they are related, but distinct concepts. Both are driven in the main by effective community engagement and fair treatment. Those are two key drivers for confidence and trust, but when you look at them in more detail, confidence is much more related to local crime issues, local community perceptions, social cohesion in the local area and perceptions of safety, whereas trust is much more around police accountability and transparency.

The outcomes are broadly the same, but because we know there's greater numbers, the volumes will be different in terms of the dashboard. The Mopac data dashboard should be able to display volumes as well as by percentage, so we can look at the underlying numbers.

Of actual cases, we can start including this.

When talking about the positive outcome rates, it is important to have some understanding of the actual volume/number of people involved, because the percentage figures are close, but the numbers are not at all and that is important to consider.

We also need to understand beyond the numbers, having an understanding about what that means in terms of impact of policing given that it is so close in percentage terms but quite a significant difference in actual numbers.

Looking at the age bands on ethnicity and outcome rates against volume. In the age band between 14 and 2024, the MPS stopped significantly more Black than White young men within that age band. And although the outcome rate is the same for White and Black people, there are more young Black people stopped within that age group. So therefore, the impact is higher on that group.

New questions have been added to the public attitude survey related to stop and search. 'Have you perceived, or have you experienced any of the following things? And we have asked the question around if you shared a negative experience with family, did you feel negatively impacted or traumatised and so on. So going forward as of next month, this will give us new data based on individuals having been stopped and searched. This will inform the potentially negative influence of the encounter and if it was the first encounter they have had with the police. It does not answer the question completely, but that will be our first real useful data set around how the stops has impacted individuals directly.

In terms of ethnicity and rank, this will be included in the pack moving forwards. Attrition data is available and will be provided to the Board in future.

Agenda Item 4. Gangs Violence Matrix

The MOPAC Evidence and Insight Team presented highlights from the draft Annual Review of the Gangs Violence Matrix (GVM) due to be published later in the year.

This review is focussed on conducting a more detailed analysis into the disproportionality that was evident in the first review. The key points identified include:

- The Matrix population has been reducing, so there are far fewer individuals now on the Matrix. The overall population has almost halved from its peak in 2017.
- The analysis for this review went to the end of 2021. And at that point it was the smallest population ever recorded.
- But although the Matrix population has been reducing, the proportion of Black individuals remains unchanged, with Black males accounting for 80% of the Matrix cohort.

- When looking at some of the changes in the additions or removals from the Matrix there have been some changes in those that are being added, with the proportion of Black males added to the Matrix slightly lower compared to the last review. However, Black individuals still account for a higher proportion, accounting for 73% of new additions.
- There remains an over representation of young Black males on the Matrix as compared to the London population and compared to police recorded offending and victimisation cohorts. Black individuals aged under 25 account for 22% of the London under 25 population, but account for 76% of all those on the Matrix aged under 25.
- Disproportionality is lower when we compare with the violent offending cohorts, including robbery and murder, but the representation of young Black males is still higher than the population comparator. However, when we compare with offending cohorts, there is some variation across boroughs.
- A comparison analysis was completed with socio economic data, trying to understand if there were links between borough level disproportionality and measures of vulnerability and deprivation to see if this was driving any of the disparity. What was found was a negative correlation that was significant between borough level disproportionalities. Therefore, those boroughs with the highest disproportionality were those that had lower scores of vulnerabilities. They had lower crime rates and lower levels of child deprivation and lower average income. This indicates that disproportionality of the Matrix is most stark in affluent areas.
- A regression analysis was also conducted as part of this review. This was used to identify the main factors that predict whether you are going to be included on the Matrix. The regression analysis examined all violent offenders in London and then identified which factors are significantly associated with those individuals that have been placed on the Matrix compared to those that have not. It evidenced that the strongest variable predicting inclusion on the Matrix is offending history. I.e. if you are a suspected of a robbery offence, you are almost five times more likely to be placed on the Matrix. Some measures related to group offending, higher harm offending and being young and male also had a significant impact.
- Ethnicity was also found to be a significant factor when holding all the other predictor variables constant. Therefore, ethnicity is still influencing whether individuals are being placed on the Matrix, with Black individuals twice as likely to be placed on the matrix compared to other ethnic groups.

The MPS advised that they have taken a lot of learning from MOPAC's review work and that they recognised there is still more to do to improve our collective understanding as to why some of disproportionality exists. The GVM (Gangs Violence Matrix) is an evolving tool, and it continues to evolve, so insights from MOPAC and other partners is welcomed to help improve the GVM.

Members of the Board noted how interesting these insights are, but also concerning because it raises more questions than answers. While the research clearly indicates that one's ethnicity makes you more likely to be part of the Matrix, it is concerning that we still do not understand why.

MOPAC advised that vignette research is being undertaken to try and understand when officers are making decisions and how they are influenced. But it is extremely hard to pin that down. The next step is to try and understand how officers are influenced when making these decisions that create these differences. Similar work will be conducted as part of the task and finish group on stop and search, which we have discussed previously.

The Co-Chair asked for an update on the interventions pilot, which is intended to ascertain what types of interventions people on the Matrix receive and their impact. The MPS advised that there had been some delays and challenges in collecting the data.

Action: MPS to provide a further update to the Board at the next meeting

Agenda Item 5.-Mayor's Action Plan MPS Update

The MPS advised that they have delivered 21 of the 23 actions that were listed and the last two are still on track and in progress.

The Mayoral Action Plan has now been worked into the Met's inclusion, diversity and engagement action plan, Stride. Work is currently underway to ensure the actions in the National Race Action Plan are delivered and managed across the MPS and a steering group has been convened within the MPS to look delivery of the national Race Action Plan. As part of this work, we are also reviewing the Section 163 of road traffic stops recording pilot to ensure it aligns with the National Race Action Plan.

In terms of the data on pre-arrest handcuffing, there were some challenges initially because the stop and search database was not linked to the use of force database. That has been resolved and we are now looking at how that data has changed over time. There is still an issue in that we cannot yet disaggregate pre- and post-arrest handcuffing data or how that breaks down in terms of disproportionality. The data does indicate that the use of handcuffing overall has reduced, but this is not specific to stop and search. The Strategic Insight unit are looking into this and will be able to come back and say what has happened to handcuffing since the new policy was introduced in November.

Action: MPS SIU to present findings to the Board in April 2023

The MPS provided an update on the stop and search safeguarding pilot. In Haringey, the pilot means that when a child is stopped and searched, they are then referred to Children's Services, so that any safeguarding concerns can be identified and addressed. A second pilot is ongoing in Croydon where if a child is stopped an engagement approach is used where their legal guardian is contacted about

diversion schemes. Therefore, there are two different pilots across the MPS now in relation to how the MPS engages with youngsters when stopped and searched and how officers then try and divert them and go down a safeguarding route rather than just be put on police intelligence systems without any follow up with the individuals. The Haringey pilot is in its final phase and will be evaluated in late 2022.

The different impact that policing has on different individuals, particularly children is an area of focus for the MPS. There is some research and evidence that says the younger that somebody is engaged through policing rather than a diversionary approach, the greater the likelihood that they end up involved in criminality.

The Board expressed some concern regarding the referrals to Children's Services when in many cases there will have been no wrongdoing by the child. have done nothing wrong.

Action: MPS to present the pilot evaluation to a future meeting of the Board

The MPS also updated on work to further develop the work of the Safer Schools Officers (SSOs) and their curriculum offer, which is being refreshed to ensure there is some consistency across schools (whilst allowing SSOs to respond to the needs of different schools). In addition, the MPS is piloting some work to consider how the MPS can take a trauma informed approach to policing in schools and to also ensure parents and communities are more involved in the MPS' safer schools work.

The MPS provided an update on officer recruitment. Outreach officers are working in Black communities with a sole focus on attracting new recruits from those communities. This work is having a positive impact – better than had been expected - and the MPS are doing a full evaluation of that work.

In every BCU (Basic Command Unit), there is an officer dedicated to recruitment and retention and they are engaging with prospective candidates throughout the process to ensure we do not lose people through attrition. Some of the attrition rates are the same now for Black officers and White officers and we are keeping an eye on this.

There have been significant changes to the training and the involvement in the community in the training, with recruits, they have a week where they have immersion with members of the community, lived experience and focus on deescalation. Most officers in the organisation have community and lived experience as part of their training and the escalation, de-escalation in how you engage with people, including the use of handcuffing and stop and search.

At the Board meeting in April, we talked a lot about strip searching and intimate searches and the need for better data, better data collection and transparency. The MPS updated members that they have now published two new dashboards on more thorough searches, intimate parts exposed, and the custody dashboard also has strip searches on it as well. This is a significant step in progress in terms of transparency and accountability.

Agenda Item 5. Community Engagement-Natasha

Black Thrive are leading the engagement review and this has progressed well since the last meeting, and we are launching a raft of activity this week. There is a call for evidence which opens today, and we have a series of events that launch at the end of this week.

The Public Review meeting for September was cancelled due to the Queen's death; this is now rescheduled for the new year. This will focus on complaints and its shaping to be an excellent session. The next public meeting will be held on the 5th of December and will be in the context of two-year anniversary of the Mayor's Action Plan.

Action for the Board Feedback on Disproportionality Outcomes

1. Decreased disproportionality across the CJS (Criminal Justice System) [focus on ethnicity]
2. Looking at an outcome around increased fairness in CJS decision making - Further work on disproportionality indicators in the CJS is being examined so clear outcomes can be measured
3. Decreased disproportionality in the use of police tactics (including stop and search) by ethnicity
4. Decreased equality gap for trust in the CJS by ethnicity
5. Decreased victim satisfaction disproportionality in age*
6. Decreased victim and witness withdrawal disproportionality in ethnicity*
7. Decreased youth justice disproportionality in ethnicity*
8. Decreased equality gap for trust in MPS, "how good a job do you think the police are doing (local)?", "police treat everyone fairly," "MPS deals with things that matter to the community" by ethnicity*
9. Improved access and reach of specialist support services and spaces that meet the needs of London's diverse communities*
10. We understand how best to serve our diverse communities*(CPS measures only)