

Disproportionality Board Mayor's Action Plan

Meeting Notes of Wednesday 21 July 2022, 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 Darren Rodwell

London Councils

Cllr Gareth Roberts

London Councils

Geeta Subramaniam-Mooney

Youth Justice Strategic Leaders Network

Helen Harper

Commander, MPS

Joanne Towens

Courts and Tribunals Judiciary

Kilvinder Vigurs

London Director, National Probation Service

Laks Mann

Equality, Diversity, and Inclusion Advisor to Mayor of London

Liz Westlund

Youth Justice Board

Matt Parr

HM Inspector of Constabulary and Fire & Rescue Services

Sal Naseem

London Director, Independent Office for Police Conduct

Officers in attendance

Billie Hamilton

London Councils

Chloe Iliesa

MOPAC

Chris Benson

MOPAC

Doug Flight

London Councils

Kenny Bowie

MOPAC

Natasha Plummer

MOPAC

Paul Dawson

MOPAC

Rangan Momen

London Councils

Apologies received from Andy Marsh (College of Policing), Hector McKoy (NPCC), Liz Unwin (NPCC), Lionel Idan (CPS), Cllr Darren Rodwell (London Councils). Ken Marsh (Metropolitan Police Federation)

Agenda Item 1 - Welcome

Sophie Linden (SL) welcomed attendees to the meeting of the Disproportionality Board.

Agenda Item 2 – Notes of last meeting

Debbie Weekes-Bernard (DWB) referred to papers circulated in advance of the meeting.

Notes of meeting held on 6 April 2022 were agreed.

Actions were noted.

Agenda Item 3 – Partnership Outcomes Framework

Welcome looking at the measures and data gaps across the Criminal Justice System. The NHS approach should be checked to see what we might want to look at in addition.

Board noted that it is important to look at disproportionality across all Boards to ensure it is cross-cutting and to look at all protected characteristics.

It is also desirable to look at it across the CJS but recognised the issue with levers/direct accountability. In terms of looking at high level outcomes they should include an increase in fairness and making sure fairness in decision making (how would we measure that across CJS – have it for policing?).

IOPC focussed on racial because it's the foremost issue. If widened it can create challenges on the breadth of work and is a powerful argument to focus on race/ethnicity – one of the outcomes could aspire to create a racial disparity index across CJS.

A take away point about the how we deal with other characteristics as we know there are other gaps

Action-MOPAC to take forward with YJB and IOPC o/side of the meeting
Agreed that focus on race needs to consider themed areas for LCJB and intersectionality.

Agenda Item 4 – Data Pack- Highlights

- Noted the importance to track reasons for decline in trust & confidence. Black African Londoners confidence rating was average for the last two years and is now 17% below average. Further decline could lead to communities being less likely to be willing to obey instructions from police officers and report crime.

- The exact reasons for decline of trust must be identified and tracked to pick up the learning. The data should provide more than just the headlines, they should identify the levers to use to make changes.
- Noted that new questions have been added to improve understanding on the levels of willingness to report and victimisation.
- The data pack should contain a narrative of the impact of key high-profile incidents on trust and confidence that occurred in the quarter to which the data relates.
- Although publicly available the Youth Justice Board has identified a lack of data sharing on disproportionality with partnership boards.
Action. YJB to identify the specific data not being shared.
- A deeper insight into the young people attitude was required, beyond that available from the statistics. A conversation with the young people was needed, not necessary in a formal setting to get their views and insight directly
Action. YPAG to advise on improving engagement with young people.

Agenda Item 5 – MPS response to NPCC/College of Policing Race Action Plan

- Noted that the Mayor had welcomed the report that built on his own action plan.
- The Mayor's Action Plan had effectively given the MPS a head start over other Police services. Stride has been relaunched and will also look at intersectionality through rebuilding trust.
- London is leading the way. Duplication cannot be allowed to dilute the focus and effort of the MPS .

Action - It was requested everyone uses their networks to circulate links to the NPCC consultation plan and promote every opportunity to feed into the public consultation and national plan.

Action - MPS feedback to be circulated to all members of the board. .

Agenda Item 6 – MPS Mayor's Action Plan Update

(a) Safer Schools report

- The report highlights gaps and concerns regarding the role of the Safer School Officer (SSO)
- The assessment/monitoring data of SSO's was welcomed and it was agreed that it will be available to the public or placed on a dashboard.
- Greater clarity was required as to what is trying to be achieved through SSOs. What purpose do they serve and for who's benefit. What purpose do the schools think they should fulfil and what they achieve.

- Originally the SSOs was part of youth and community response and are part of community-based policing. Are we trying to make an existing model fit or should we rethink and pool resource to build a new public service. We need to know how this model supports reducing disproportionality, how SSO's are trained, the diversity of SSOs etc, before we do the data/partnership work.
- Noted that in some incidents police may not take any action but schools still exclude pupils.
- A conference will be held in October and will discuss these issues further.
- A child-centred approach to policing is relevant and should, with the early findings of the adultification work in LBH/TH be included in the training of SSOs. The MPS was asked to report back to the board on adultification vs. trauma-informed vs. child-centred approaches. A collective understanding of the use of the terms had to be agreed.
- It should be recognised that not every adverse reaction is a result of trauma – some is immaturity/adolescent behaviour. The police need more training on these issues and how it may impact on the individual youths behaviour.
- Members of the Board were invited to attend training sessions
Action – Members of the Board to attend SSO training
- Black Thrive/Kings College are conducting longitudinal research on stop/search and emotional/health impacts of stop/search on young people. It was asked if restorative justice can be infused into this research.
- Noted that Restorative justice was looking at the impact of interactions with the police, as part of a review of the complaints system, particularly around undoing any damage arising from the interactions.

Action - Agreed to share the assessment/monitoring data

Action – Board members to take up the offer of attending the training.

Action – the wider views reflected in the discussion to be feed into the October conference. Members of the Board to be invited to attend.

Action – MPS to report back to the board on adultification vs. trauma-informed vs. child-centred approaches

Action – next meeting on child centred approach and training – connect JD/Black Thrive work to this also. Also bring in other partners – YJB to lead and RJ. JD to connect.

(b) Road Traffic Stops Report

- The DMPC wanted a commitment to get the pilot moving as soon as possible.

- The reason the car has been stopped is the issue. If the driver cannot understand the reason for the stop or it is not given, trust and confidence will not be improved.
- Noted that the reason and outcome of the stops is being looked at and will inform the ongoing work.

(c) Police Officer Recruitment

- Noted the significant amount of recruitment in progress.
- It was noted that the required supervisor candidates had not been recruited. Given the pace and scale of the recruitment was the MPS confident that training is reaching people who need it and effective supervision etc will be improved.
- Noted that training would be scaled up at the back end to complete training
- Recruitment is reliant on recruitment agencies and LinkedIn networks etc. Some outreach work is happening with a 1/3 of recruits applying following conversation with police/police staff. The MPS was happy to work with partners to identify what can be done too wide.
- It had to be recognised how long it takes to recruit and train staff in and the time taken to gain promotion.
- Need to be cognisant of the need to be representative of community diversity.
- Work is being carried out across London on the diversity in senior leadership and talent management in Local Authorities. Are the MPS doing the same.
- Noted talent management is involved. Some candidates are behaving differently in terms of when they join etc. This impacts on training and supervision.

Action – Update on Training to be reported to a future meeting

Action – Attrition data to be re circulated.

Agenda Item 7 – MOPAC’s Action Plan Update Review of Community Engagement.

AM / DP – this was a randomised control trial – hit a trigger then randomly selected in - data indicated police more likely to complete an application for Black child than others. Where biggest issue is YPs being referred in first place – child more likely to be referred than an adult for all ethnicities. Can see where operating model in some areas was driving that disproportionality and met locally and that’s reduced the disproportionality gap.

Youth KCPO scrutiny panel mirror OOC model – randomly selected a volume of cases and scrutinised (MOJ/HMCTS/MOPAC/YJ) and learning about thresholds for referral, volume and type of conditions.

Have a date when the quantity is enough volume for the evaluation – qualitative data is difficult in terms of getting YPs willing to participate. Huge effort to make pilot happen – so until firm evidence of efficacy will scale back on it unless HO say have to do it.

DP – 52% KCPOs have positive interventions applied and monitoring it. And looking at age/ethnicity/geo locations. Need to understand whether more positive interventions versus punitive etc.

Action – get HO to present on the o/comes – UCL and Cambridge to present.

- Noted that Black Thrive was not conducting a simple survey but was undertaking a major reach into the community to build the terms and conditions for the survey.
- The work was critical to improve trust and confidence in the Police. The
- Brixton workshop was very helpful, providing an opportunity to hear the concerns and thoughts of the community directly from them. The high level of police and community representation from all ages present demonstrated the need for such meetings
- The survey would be co-produced in conjunction with the community, to reduce barriers to consultation to make it truly representative and to avoid listening to the loudest voices.
- People are time poor, consultation in person over weekend, online and at places where they meet including retail areas such as high street.
- Input for experts and major stakeholders is welcome, but it will not be dominated by them.

Agenda Item 8 – Action Plan for Tackling Ethnic Disproportionality in Youth Justice

(a) Knife Crime Prevention Orders

- Action plan tracker to come back
- Knife presentation, children more likely to be referred than an adult
- Identify the operation mode that introduced disproportionality
- Evaluation by the home office decision by the Home Office for roll out
- KCPO enough data to evaluate – not empirical but political.
- Home office to decide , no data reoffending rate
- Look at depro of age and ethnicity look at each part in a check box

(b) Adult Justice Disproportionality Action Plan

Agenda item 9 – Next Meeting

The following meeting in 2022 are to be held at City Hall, Royal Docks, with an option for attendees to join remotely via Teams.

- 10th October – 3pm to 5pm

MOPAC

MAYOR OF LONDON

OFFICE FOR POLICING AND CRIME