MOPAC | MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME

Disproportionality Board
Mayor's Action Plan

Meeting Notes of Tuesday 8th February 2022, 12noon 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

Alastair Macorkindale	London Heads of Community Safety
Bernie O'Reilly	Deputy Chief Executive Officer, College of Policing
Chris Excell	Metropolitan Black Police Association
Clive Newsome	Crown Prosecution Service London
Dominic Daley	Youth Justice Board
Elena East	Courts and Tribunals Judiciary
Geeta Subramaniam-Mooney	Youth Justice Strategic Leaders Network
Graham Robb	Youth Justice Strategic Leaders Network
Helen Harper	Commander, MPS
Jas Athwal	London Councils Executive Member for Crime and Public Protection
Kilvinder Vigurs	London Director, National Probation Service
Laks Mann	Equality, Diversity and Inclusion Advisor to Mayor of London
Liz Westlund	Youth Justice Board
Sal Naseem	London Director, Independent Office for Police Conduct

Not attended

Claudia Sturt	Chief Executive, Youth Justice Board
Cllr Gareth Roberts	London Councils Representative
Ken Marsh	Metropolitan Police Federation
Louise May	Uplift Programme Lead, National Police Chiefs Council
Matt Parr	HM Inspector of Constabulary and Fire & Rescue Services

Guest presenters

Dr Liz Ward	MPS
Odinaldo Rodrigues	Kings College
Rosanna Currenti	Home Office

Officers in attendance

Doug Flight	London Councils
Kenny Bowie	MOPAC
Natasha Plummer	MOPAC
Nina Dawson	MOPAC
Paul Dawson	MOPAC
Rangan Momen	London Councils
Tom Burnham	MOPAC

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

Agenda Item 1 - Welcome

The Chair welcomed attendees to the meeting of the Disproportionality Board.

Agenda Item 2 – Note of last meeting

Notes of meeting held on 15 October 2021 were agreed.

Actions were noted and are updated on the Actions Tracker attached.

Agenda Item 4 – Combined with Agenda Item 6

Agenda Item 5 – Action Plan for Tackling Ethnic Disproportionality in Youth Justice.

MOPAC talked attendees through the pre-circulated update paper.

Disproportionality in sentencing

The Youth Justice Strategic Leaders Network (YJSLN) shared good practice in Lewisham and North East London, where pre-sentencing reporting focuses on removing unintentional biases that are included in reports that might steer decision making. Instead, the emphasis is on the needs of the young person, their vulnerabilities as well as their offending behaviour. The Youth Justice Board Toolkit is a key resource to assist in this work.

The YJSLN emphasised the need for an evidence base. User voices are being heard in Youth Court User Groups, and asked how this meeting can further this work.

The Youth Justice Board raised a concern that Court User Group meetings have not been consistently maintained at a local level, and for consistency and improvement this needs to happen. Organisations are working together to progress this, including development work between YJB and the Magistrates Association, and HMCTS are working on rolling out Court User Groups across London.

The MPS lead offered to put relevant attendees in touch with the right arm of the Met.

Action: Bring back a status report to a future meeting to explore how the Board can push to progress YJAP recommendations, perhaps with Minister involvement.

Challenge Fund

MOPAC outlined the Challenge Fund, explaining that four London areas will be chosen to be invited into the Fund, overseen by a Youth Justice Management Board.

Fund to be launched in the next couple of months. The application process will ask bids to highlight how the funding will address disproportionality and how the work will contribute longer term system change. Actively encouraging co-production and collaborative bids, including how they intend to collaborate with the Voluntary and Community Sector and young Londoners.

Members noted that this needs local grip, national support and agreement of how the resources are allocated. There are examples of best practice and learning to share on the [Youth Justice Resource Hub](#). Scope for London Councils involvement to create a fair assessment tool.

The board suggested focussing on boroughs with greater disproportionality instead of liaising with 32 boroughs and potentially spreading the efforts and resources too thinly.

Recent YJB guidance for Chairs of Boards as a practical way to disseminate good practice. Agreed that this also required consistent input from HMCTS.

Action: YJSL to explore establishing a consortia to look at criteria for directing/targeting the Challenge Fund and agree base elements to include in the funding criteria.

Agenda Item 6 – Disproportionality in Stop & Search

Following an Action from the Disproportionality Board in October 2021, guests presented data findings on how to explain or account for disproportionality in Stop & Search.

The **Home Office** presented work on understanding disproportionality, using suspect population of police recorded crime rather than total population to understand the rate.

The rationale for this approach builds upon the Risk-Adjusted Disparity Index which has been developed by Cambridge University which posits that the

likelihood of someone being stopped and searched should be proportionate to their likelihood of them being a victim of serious violent crime.

The calculations use the same stop and search data but dividing it by the number of suspects of violent crime rather than dividing by the number of people living in that area.

Using these approaches, the disproportionality is reduced across all boroughs but not removed.

Kings College presented results of a recent Hackathon, a multi-day event with MOPAC and university data students analysing Stop and Search data. A key aim was to look beyond policing data and incorporate socio-economic indicators including education, borough affluence and the ethnicity of the geographical areas as key predictors of Stop & Search and disproportionality.

While none of their results justified disproportionality, using socio-economic indicators can help to understand why disproportionality is high. For instance, analysis showed that disproportionality was higher in affluent areas.

The MPS presented an introduction to the Met's Strategic Insight Unit (SIU) and their forthcoming work to understand unexplained disproportionality. Part of this work will include improving conversations with Londoners to explain what the data is showing.

The presentations prompted discussion between Board Members and their concerns about some of the rationales for calculating Stop and Search disproportionality, for instance when comparing rationales to non-positive outcomes. RC clarified that the Home Office data presented does not include outcome rates. Concerns also raised about the optics of explaining rationales to communities impacted by this policing tactics, and of explaining away disproportionality as a means to possibly accept that disproportionality will occur. Several Board members shared concerns about using suspect population as this is data already built on bias. Members also noted that the Stop & Search data does not include all factors, such as training that officers have undertaken.

Action: MOPAC to establish a Task & Finish Group to examine this in more detail.

Action: MPS to provide an update on progress towards these recommendations at the next Board.

Agenda Item 7 – Mayor's Action Plan delivery summary

Update papers included in the pre-reading materials were noted.

The MPS lead outlined her new role and updated the board on the implementation of the new handcuffing policy published last autumn. She offered to update the Board at the next meeting on the following areas:

- MPS update on the IOPC recommendations
- Results of the Haringey pilot reviewing the safeguarding response to young people who are subject to Stop and Search with no positive outcomes.
- Safer Schools Officers review
- Stop & Search outcomes data

HH also offered the opportunity for Board Members to join a Ride Along to witness Stop and Searches first hand, and to observe community-led training.

Agenda Item 8 - Any Other Business

- Final comments included the repeated concerns about the adultification of children and the response by the MPS with Stop and Search and Dispersal Orders
- Members also discussed the reliance on data which may not provide the whole picture, e.g., awareness that complaints data is not a reliable indicator as some of London's communities tend not to complain formally, and this can also be impacted by wider trust and confidence issues.