

**Action Plan - Transparency,  
accountability and trust in policing**

**Working together to provide a police service that has the  
confidence of all Black Londoners**

**EQUALITY IMPACT  
ASSESSMENT**

# 1. Introduction

The Mayor's Office for Policing and Crime (MOPAC), headed by the Mayor of London (as Police and Crime Commissioner), sets the direction and the budget for the Metropolitan Police Service (MPS). The Mayor is required by law to produce a Police and Crime Plan (PCP) that explains how the police, community safety partners and other criminal justice agencies will work together to reduce crime.

The PCP for London, which sets out the Mayor's ambitions for the safety of our capital, identifies five top priorities in London:

- A better police service for London
- A better criminal justice service for London
- Keeping children and young people safe
- Tackling Violence Against Women and Girls
- Standing together against hatred and intolerance.

As public authorities, MOPAC and the MPS must comply with Section 149 of the Equality Act, 2010, which sets out legal obligations for Public Sector Organisations known as the Public Sector Equality Duty. MOPAC must, in exercising its functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

The Act explains that this involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

This Equality Impact Assessment (EIA) (see section 5) takes account of the output of prior community engagement, consultation and research activities and of feedback from

communities and stakeholders involved in the development of the Action Plan and assesses its impact on characteristics protected by equalities legislation.

## **2. The aims of the Trust, Confidence, Transparency and Accountability Action Plan**

The Trust, Confidence, Transparency and Accountability Action Plan (The Plan) is a cross-City Hall initiative involving the Mayor's Office for Policing and Crime (MOPAC), the Greater London Authority (GLA) and London's Violence Reduction Unit (VRU), working together with communities and the Metropolitan Police Service. The Plan builds upon the objectives of the PCP and has been developed to address the differential experiences and outcomes of policing for Black communities.

The Plan is set out under four key themes:

- Better use of police powers
- Working together to make Black communities safer
- A police service that better represents and understands Black Londoners
- Holding the police to account for what they do.

The strategic outcomes are to deliver:

- Improved perceptions towards the police across Black men and women, young people and communities.
- More proportionate police tactics, challenging the inequalities in their use and improved public perceptions in these areas.
- More representative workforce (more proportionate representation of Black communities)
- Improved accountability of the police through greater oversight, transparency and scrutiny of police tactics

## **3. Policies and evidence of impact**

The Plan is focussed on addressing the impact and outcomes of policing for Black communities, who are disproportionately affected by crime and victimisation, and for whom there have been longstanding differences in experiences, outcome and perceptions of policing.

This is in spite of considerable progress within UK policing and in London with numerous changes in legislation and practice over the last 40 years, including the Scarman (1981) and McPherson (1999) Inquiries, the Police and Criminal Evidence Act (1984), and the Domestic Violence, Crime and Victims Act 2004, which enacted the Victims' Code of Practice.

Communities continue to have different experiences of crime and victimisation:

- Black people are 12% of London's population but made up 46% of homicide victims (2019). In 2018/19, 30% of racist hate crime victims and 20% of domestic abuse victims were Black. They make up 10% of faith hate crime victims.
- Based on 2018/19 data, Asian people are 18% of London's population, and are 10% of homicide victims (2019). In 2018/19 Asian people represented 23% of racist hate crime victims and 15% of domestic abuse victims. They make up 34% of faith hate crime victims.
- Based on 2018/19 data, white people are 59% of London's population and make up 41% of homicide victims. In 2018/19 26% of racist hate crime victims and 51% of domestic abuse victims were white. They make up 31% of faith hate crime victims.
- In the 12 months to March 2020, 59% of Black victims of crime were satisfied with the overall service they received from the MPS, compared to 68% of white victims of crime.<sup>1</sup>

Less than one per cent of all young Black Londoners are involved in serious youth violence, either as victims or perpetrators<sup>2</sup>, and yet Black Londoners experience real disproportionalities in the way they are policed:

- The volume of stop and search has increased 51 per cent in the twelve months to June 2020 when compared to the twelve months to June 2019 (107,959 more stops). In the twelve months to June 2020 Black individuals were 3.7 times more likely to be stopped and searched compared to white individuals for any reason. However, this rises to 6.9 times more likely for stops related to weapons, points and blades and Section 60.
- In London, from April to July 2020, Black Londoners made up 44% of those subjected to Taser use compared to 37% for white counterparts. This translates to our Black residents being over 3 times more likely to have a Taser used against them and, of even greater concern, nearly 5 times more likely for a Taser to be fired. Young Black men aged 18-34 made up 28% of all incidents involving Taser use – including drawn, aimed or fired.
- In the financial year 2019-20, Black Caribbean people were 28 percentage points less likely to feel the police use their stop and search powers fairly compared to the overall response to this question in the MOPAC Public Attitudes Survey.
- Young Black African-Caribbean men are disproportionately represented on the Gangs Matrix. The MOPAC Review of the Matrix found that they constituted 80 per

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<sup>1</sup> <https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/public-voice-dashboard>

<sup>2</sup> <https://data.london.gov.uk/dataset/a-public-health-approach-to-serious-youth-violence>

cent of those on the Matrix, and that this was disproportionate to their likelihood of being a perpetrator or a victim of gang violence. Nearly 400 names were subsequently removed.

- Under Covid-19 powers, Black individuals were 3 times and Asian individuals 1.1 times more likely to receive a Fixed Penalty Notice relative to population than white individuals between 27th March 2020 and 26th July 2020.
- For those arrested for both Covid-19 only offences and for other substantive offences where the arrestee was also in breach of the Covid-19 legislation, data shows that Black individuals were 4 times and Asian individuals 1.2 times more likely to be arrested.

Based on the data, evidence and feedback from stakeholders the Action Plan sets out the actions MOPAC and the MPS will take to address the differences in experience and outcomes with a specific focus on Black communities who are the most disproportionately affected. The full Plan can be found [here](#).

**The specific actions within the Plan are detailed below in Appendix A.**

## **4. How this Plan has been developed**

This Action Plan has been developed in consultation with communities, with the MPS and stakeholders at a local and London level over a period of four months from June to October 2020. This work has been informed by the collective experience of staff in these organisations; gathered through five internal MOPAC/GLA workshops, a review of previous reviews in the area of race, communities and policing (in particular) and the existing data and evidence base.

Prior to the engagement activity, the strategic intent and parameters for the Action Plan were discussed and agreed by the Deputy Mayor for Policing and Crime and the Deputy Mayor for Communities, which set the framework for engagement and development of the Plan.

The development process involved three sessions bringing together community groups and Met Police officers, a session bringing together young people, the Violence Reduction Unit and operational MPS officers and a final workshop bringing together all of these groups of stakeholders to review and comment on the emerging draft. The final step in the public engagement process provided an opportunity for communities and stakeholders to review the key themes and headline actions and to provide final feedback and comments during a virtual meeting or in writing. Briefing and engagement sessions were also held with the Police and Crime Committee (two) and London Councils (three).

Over 400 community organisations and individuals were engaged in the process (as outlined in Appendix B). The initial stakeholder list was compiled based on MOPAC/GLA's existing networks to include those most disproportionately affected by policing and crime and those groups and individuals with knowledge and/ or expertise in relevant issues, either through their work or lived experience. This included, for example, community organisations and groups like StopWatch, the Criminal Justice Alliance, serving and former police officers and community groups working directly in community safety, through MOPAC's scrutiny and oversight mechanisms or with the Violence Reduction Unit. Additional stakeholders were added to the list and engaged in the process as the Plan developed and to ensure different communities of interest and emerging areas of enquiry were followed up. This also included seeking out the voices of those who are less well represented in our established engagement structures.

The Action Plan has been published on the MOPAC website along with a suite of related documents, which includes this equality impact assessment document, a document describing the engagement process that informed the development of the Plan and a video representation of the contents of the Plan.

**A list of the organisations involved in the development of this Plan is provided in Appendix B.**

## 5. Equality Impact Assessment

The following assessment is based on the actions within the Plan and assesses the potential impact, whether positive, negative, neutral or unknown and should be read in conjunction with the full Plan document.

The Plan has a specific focus on the experience of Black communities and is organised along four themes – (i) better use of police powers; (ii) working together to make Black communities safer; (iii) a police service that represents and respects Black Londoners; and (iv) holding the police to account for what they do. The actions have been aligned to each theme and seek to address the identified issues/impacts identified in the context. The policy mitigations have been cross-referenced with the list of actions included at Appendix A. In conducting the assessment, and in line with the intentions of the Action Plan, the potential impact has been assessed as generally positive across all protected characteristics. There are some areas that have been identified for further engagement, specifically in relation to the consideration of specific actions that might be needed to address the concerns of disabled people, LGBT+ people, those who have undergone gender reassignment and those of different faiths. Further consideration also needs to be given as to the impact of intersectionality and whether/how this might necessitate specific actions to further improve outcomes for Black communities.

Protected Characteristic	Context	Policy	Impact
Age	Throughout the development of the Plan we engaged with 25 young people in a bespoke workshop and over 40 youth organisations. We heard of young people’s concerns about stop and search, use of force and the treatment of Black people more generally by the police, and that they want to have better relationships with the police.	The Plan contains a number of actions that aim to specifically address the needs/concerns of young people (although all of the actions will have a positive effect).  Relevant mitigating actions under section one - Better use of Police Powers  A; b; c; d; e; f	Positive

	<p>Studies and research show that young people who are Black or from other minority ethnic groups are more likely to have negative experiences and views about policing.</p> <p><b>Youth Voice Survey results (2018)</b></p> <p><b>Safety:</b> Across all ethnic groups, <b>the majority of young people feel safe</b> in their local area and at school. <b>However, young people from a Black background were significantly less likely to feel safe at school</b> (76%, 941 of 1,232) compared with young people from a White background (89%, 1,885 of 2,113).</p> <p><b>Perceptions of the Police:</b> in general, <b>perceptions of the police tend to be more negative amongst young people from Black, Mixed or ‘Other’ ethnic backgrounds</b> compared with young people from White or Asian backgrounds. In particular, agreement that the police <i>‘treat everyone fairly regardless of their skin colour or religion’</i> is significantly higher amongst those from a White ethnic background (50%, 1,061 of 2,104) than those from a Black ethnic background (20%, 241 of 1,216).</p> <p><b>Crime Reporting:</b> <b>Young BAME victims are significantly less likely to report their crime to the police</b> (39%, 141 of 365) than young White victims (51%, 113 of 221), while <b>results suggest that poor perceptions of the police may also play a bigger part in influencing this decision not to report amongst young BAME victims.</b> BAME young people are significantly more likely than White young people to say they did not report their crime because they <i>‘don’t like the police’</i> 26% (54 of 210)</p>	<p>Relevant mitigating actions under section two - working together to make Black communities safer a; b; c; f</p> <p>Relevant mitigating actions under section three – police service that represents and understands Black Londoners a; b; c;</p> <p>Relevant mitigating actions under section four – holding the police to account for what they do a; c; d; e; h; j; k</p> <p>Relevant mitigating actions under section five – Delivering this Plan b; c; d</p>	
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compared with 14% (14 of 102), because they've 'had a bad experience with the police before' (17% (36 of 210) compared with 8%, (8 of 102) and because they 'didn't think the police would help' (37% (78 of 210) compared with 25% (26 of 102).

**Experiences of Stop and Search: Young people from a BAME background** are more likely to say they have been Stopped and Searched by the police (11%, 417 of 3805) than young people from a White background (7%, 141 of 2115), but **are less likely to report positive interactions** during this encounter. For example, 62% of young White people who had been Stopped and Searched felt the police treated them with respect during this interaction (83 of 134), compared with 38% of young BAME people (151 of 397).

Results from the Youth Voice Survey 2018 suggest that Safer Schools Officers can also help to shape young people's wider 'overall opinions' of the police, with the *quality of the relationship* (whether a young person feels confident speaking to their officer) critical to this. However, although young people from Black (63%) and Mixed (59%) backgrounds are more likely to say their school has a Safer Schools Officer than those from a White background (52%), these groups are also less likely to say they would feel confident speaking to this officer (Black, 50%; Mixed, 49%; White, 60%), once again highlighting potential disproportionalities in the relationships between young people and Safer Schools Officers.

	<p>The Public Attitude Survey (which surveys people aged 16 and over) indicates that there are gaps in young people’s perceptions of the police (see below). 16-24- and 24-35-year olds are much less likely to ‘feel well informed’ or know how to contact their local ward policing team. They are also less likely to feel the police listen to the concerns of local people and (for 16-24) treat everyone fairly. People aged 45-54 and 54-65 are much less likely to feel the ‘police can be relied upon to be there when needed’.</p> <p>Those aged <b>16 to 24 have a more negative view of stop and search</b> (64% agree the police should conduct stop and search). Less than half (46%) of this group feel the police use these powers fairly. This is more pronounced for Black and Minority Ethnic young people. Approximately half of <i>young Black adults</i> (aged 16 to 24) agree the police should conduct Stop and Search (54%) and a third are confident that the power is used fairly (35%).</p> <p>Data from the Public Attitude survey indicates that people aged 65 and over report more positive views than all other agree group other than in relation to <i>‘agree the police can be relied upon to be there when needed’</i>, where only 69% agree compared to c74% for those aged 35 and under.</p>		
Disability	There is no available data of specific impact on Black people living with disabilities. However, the existing data indicates that disabled people have lower levels of trust in the police and differential experiences of policing.	There are no actions within the Plan specifically addressing the concerns/needs of Deaf and disabled Black people. However, there is nothing to indicate that the actions	Positive

	<p>Based on Public Attitude Survey data from the 12 months to June 2020, they are less likely than non-disabled people to agree that the police do a good job in their local area (57% vs. 59%) or can be relied upon to be there when needed (64% vs. 70%). For trust, 79% of people with a disability say they trust the MPS, versus 84% for those reporting no disabilities.</p> <p>As measured by the User Satisfaction Survey, victims of crime with a disability are less satisfied with the service provided by the police, with 60% reporting being satisfied, than victims without a disability, at 73% (rolling 12-months to June 2020).</p>	<p>within the Plan would have a detrimental impact on people with this protected characteristic and some would have a direct positive impact on the relevant issues for these communities (as described in the context).</p> <p>Several of the actions within the plan will be implemented as projects or research projects in their own right, and as such will be subject to further impact assessments This will likely include, for example, community-led training and the review of community engagement and community monitoring structures. This will provide an opportunity to gather more data to inform delivery of the Plan.</p> <p>We have assessed the impact as positive because the AP is focussed on improving the outcomes for Black Londoners, which will include Deaf and disabled people, but further work is required to tailor actions further to benefit this group.</p>	
Gender reassignment	<p>There is no available evidence of specific impact on gender reassignment. However, there is cross over with other protected characteristics, which have been assessed elsewhere in this document.</p>	<p>There is nothing to indicate that the actions within the Plan would have a detrimental impact on people with this protected characteristic. However, more data is needed to fully consider the impact of the Plan and</p>	Positive

		<p>whether any specific actions would be needed to ensure better service to this community.</p> <p>Several of the actions within the plan will be implemented as projects or research projects in their own right, and as such will be subject to further impact assessments This will likely include, for example, community-led training and the review of community engagement and community monitoring structures. This will provide an opportunity to gather more data to inform delivery of the Plan.</p> <p>Impact is assessed as positive as part of the overall impact intended for Black Londoners, including those who have undergone gender reassignment, but further work is required to tailor actions further to benefit this group.</p>	
Marriage and civil partnership	There is no available evidence of specific impact on marriage and civil partnerships. However, there is cross over with other protected characteristics, e.g. women, children/families in particular, which has been assessed elsewhere in this document.	There is nothing to indicate that the actions within the Plan would have a detrimental impact on people with this protected characteristic. However, more data is needed to fully consider the impact of the Plan and whether any specific actions would be needed to ensure better service to this community. Implementation of the actions within the Plan will be subject to further impact assessment	Positive

		and that should include specific consideration of the impact on this community.	
Pregnancy and maternity	Black women have differential experiences of policing and there may therefore be an associated impact on pregnancy/maternity. See below for data on the impact/experiences of Black women and policing.	See below actions related to Black women	Positive
Race	<p>Throughout the development of the Plan we engaged with over 400 people with professional and lived experience and from organisations working with and within Black communities. Research and data indicate that Black people are more likely to have negative experiences and views of policing.</p> <p>Black people are 12% of London's population but make up 46% of homicide victims (2019). In 2018/19, 30% of racist hate crime victims and 20% of domestic abuse victims were Black. They make up 10% of faith hate crime victims.</p> <p>Based on 2018/19 data, Asian people are 18% of London's population, and are 10% of homicide victims (2019). In 2018/19 Asian people represented 23% of racist hate crime victims and 15% of domestic abuse victims. They make up 34% of faith hate crime victims.</p> <p>Based on 2018/19 data, white people are 59% of London's population and make up 41% of homicide victims. In 2018/19 26% of</p>	<p>The Plan is specifically focussed on policing and Black communities. All the actions address differential impact of policing on Black people or under-representation of Black people in the MPS workforce.</p> <p>Although it has not been explored as part of this work, it is likely that other marginalised communities will have similar experiences of policing as those from Black communities. As the actions are implemented further consideration will be given to the equality impacts of different aspects of the Plan across different characteristics.</p> <p>The impact is therefore assessed as positive.</p>	Positive

	<p>racist hate crime victims and 51% of domestic abuse victims were white. They make up 31% of faith hate crime victims.</p> <p>In the 12 months to March 2020, 59% of Black victims of crime were satisfied with the overall service they received from the MPS, compared to 68% of white victims of crime.<sup>1</sup></p> <p>The volume of stop and search has increased 51 per cent in the twelve months to June 2020 when compared to the twelve months to June 2019 (107,959 more stops). In the twelve months to June 2020 Black individuals were 3.7 times more likely to be stopped and searched compared to white individuals for any reason. However, this rises to 6.9 times more likely for stops related to weapons, points &amp; blades and Section 60. For black subjects of stop and search similar proportions of stop and searches resulted in a positive outcome compared to white subjects over the most recent twelve months (21 per cent vs. 24 per cent).</p> <p>In the financial year 2019-20, Black Caribbean people were 28 percentage points less likely to feel the police use their stop and search powers fairly compared to the overall response to this question in the MOPAC Public Attitude Survey.</p> <p>Young Black African-Caribbean men are disproportionately represented on the Gangs Matrix. The Review of the Matrix found that they constituted 80 per cent of those on the Matrix, and that this was disproportionate to their likelihood of being perpetrator or</p>		
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	<p>a victim of gang violence. Nearly 400 names were subsequently removed.</p> <p>Under Covid-19 powers, Black individuals were 3 times and Asian individuals 1.1 times more likely to receive a Fixed Penalty Notice relative to population than white individuals between 27th March 2020 and 26th July 2020.</p> <p>For those arrested for both Covid-19 only offences and for other substantive offences where the arrestee was also in breach of the Covid-19 legislation shows that Black individuals were 4 times and Asian individuals 1.2 times more likely to be arrested.</p> <p>Currently 84% of Londoners agree that the MPS is an organisation they can trust. Generally tracking at a higher level compared to confidence. However, there are differences in levels of trust also, with for example, Black Caribbean respondents <b>28 percentage points</b> below the London average in terms of Trust in the MPS.</p>		
Religion and belief	<p>Based on the respondents to the Public Attitude Survey (PAS), those who state 'no religion' are more negative across a number of key PAS measures.</p> <p>In the rolling 12 months to June 2020, respondents who report they have 'no religion' are less likely to:</p> <ul style="list-style-type: none"> <li>• Trust the MPS (80% vs. 85% for those reporting a religion)</li> </ul>	<p>There are no actions within the Plan specifically addressing the concerns/needs of Black people of different faiths. However, there is nothing to indicate that the actions within the Plan would have a detrimental impact on people with this protected characteristic and some would have a direct</p>	Positive

	<ul style="list-style-type: none"> <li>• Think the police do a good job in the local area (54% vs. 59%)</li> <li>• Think the police are dealing with issues that matter (56% vs. 67%)</li> <li>• Think the police can be relied on to be there (66% vs. 71%)</li> <li>• Think that the police listen to concerns (61% vs. 71%)</li> <li>• Think the police treat everyone fairly (68% vs. 80%)</li> </ul>	<p>positive impact on the relevant issues for these communities (as described in the context).</p> <p>Relevant mitigating actions under section one - Better use of Police Powers a; d; e; f</p> <p>Relevant mitigating actions under section two - working together to make Black communities safer d; f</p> <p>Relevant mitigating actions under section four – holding the police to account for what they do a; c; g; h; l</p> <p>Relevant mitigating actions under section five – Delivering this Plan b; c; d</p> <p>More data is needed to fully consider the impact of the Plan and whether any specific actions would be needed to ensure better service/experience for particular faith groups,</p>	
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		<p>such as Black Muslim Londoners, whose experiences may be different from some of the broader issues affecting Black Londoners captured in the Action Plan.</p> <p>Several of the actions within the plan will be implemented as projects or research projects in their own right, and as such will be subject to further impact assessments This will likely include, for example, community-led training and the review of community engagement and community monitoring structures. This will provide an opportunity to gather more data to inform delivery of the Plan.</p>	
Sex	<p>Throughout the development of the Plan we engaged with over 400 people (approximately 60/40 representation of men to women across the workshops) with professional and lived experience and from organisations working with and within Black communities.</p> <p>The data indicates that Black men and boys are disproportionately affected by crime and policing. We have also heard the concerns of Black women whose knowledge of the unfair treatment by the police of Black men and their own experiences of how racial stereotyping and assumptions prevent allegations being taken seriously, has made them more reluctant to call for help and report crime. Immigration</p>	<p>The Plan contains a number of actions that aim to specifically address the needs/concerns of Black women (although all of the actions will have a positive effect).</p> <p>Relevant mitigating actions under section one - Better use of Police Powers b; c; d; e; f; g; h</p>	Positive

	<p>status has also been raised as a key issue impacting the relationship between Black women and the police and as a further deterrent to report crime and seek help from the police.</p> <p>Some MARACs allow Home Office officials to sit in on meetings, which has led to concerns about the recording of immigration cases, and the risk of detention and deportation.</p>	<p>Relevant mitigating actions under section two - working together to make Black communities safer a; b; c; f</p> <p>Relevant mitigating actions under section three – police service that represents and respects Black Londoners a; b; c;</p> <p>Relevant mitigating actions under section four – holding the police to account for what they do a; c; d; e; h; l; j</p> <p>Relevant mitigating actions under section five – Delivering this Plan b; d</p>	
Sexual orientation	<p>Through the development of the Plan we did not gather any specific data related to the experiences of Black LGBT+ communities. However, we heard some evidence of increased policing of LGBT+ communities and the areas in which they might choose to congregate during the period of lockdown. The quantitative data shows that there is a perception gap between LGB and heterosexual Londoners, with the LGB group reporting being less positive towards the police than the heterosexual group.</p>	<p>There are no actions within the Plan specifically addressing the concerns/needs of Black people amongst the LGBTQI communities. However, there is nothing to indicate that the actions within the Plan would have a detrimental impact on people with this protected characteristic and some would have a direct positive impact on the relevant issues</p>	Positive

	<p>The Public Attitude Survey data indicates that LGB communities are less positive in:</p> <ul style="list-style-type: none"> <li>- Confident fair Stop and Search (-19pp)</li> <li>- MPS reflect their community (-16pp).</li> </ul> <p>Based on the Unser Satisfaction Survey, there are no differences in levels of victim satisfaction between LGB and heterosexual communities.</p> <p>There is limited data in relation to the Black LGBT+ communities' experiences of policing. There is also insufficient data within the survey samples to conduct any meaningful analysis beyond the LGB communities.</p> <p>However, after controlling for socio-demographic differences, the LGB group are still more likely to report more negative feelings than heterosexual respondents as follows:</p> <ul style="list-style-type: none"> <li>• The police in your local area are sufficiently held to account</li> <li>• Police have a different sense of right and wrong to me</li> <li>• The police treat <u>everyone</u> fairly</li> <li>• I am confident S&amp;S is used fairly.</li> </ul> <p>Whereas the views of LGB and heterosexual respondents become the same for these questions:</p> <ul style="list-style-type: none"> <li>• The police would treat <u>me</u> fairly</li> <li>• The MPS reflects the community it serves</li> <li>• The police deal with the things that matter to this community</li> </ul>	<p>for these communities (as described in the context).</p> <p>Relevant mitigating actions under section one - Better use of Police Powers d; e; f</p> <p>Relevant mitigating actions under section two - working together to make Black communities safer d; e; f</p> <p>Relevant mitigating actions under section four – holding the police to account for what they do a; c; d; e; g; h; j; l</p> <p>Relevant mitigating actions under section five – Delivering this Plan a; b; c; e</p> <p>More data is needed to fully consider the impact of the Plan and whether any specific actions would be needed to ensure better service to these communities (particularly for Transgender+ communities).</p>	
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	<ul style="list-style-type: none"> <li>• The police can be relied on to be there</li> <li>• The police listen to the concerns of local people</li> <li>• The MPS are an organisation I can trust</li> <li>• The police can be relied on to deal with minor crimes</li> </ul> <p>There is insufficient data on TQI communities to ascertain any differential experiences/views.</p>	<p>Several of the actions within the plan will be implemented as projects or research projects in their own right, and as such will be subject to further impact assessments This will likely include, for example, community-led training and the review of community engagement and community monitoring structures. This will provide an opportunity to gather more data to inform delivery of the Plan.</p>	
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## List of Actions from the Plan

<b>1. Better use of police powers</b>	
a.	The Mayor has asked the MPS to launch a new pilot project to review samples of vehicle stops conducted under Section 163 of the Road Traffic Act to identify any disproportionality relating to ethnicity. This pilot will be informed by the learning from previous studies into this issue and will enable a better understanding of how these powers are being used, and if they are being used disproportionately, to identify appropriate actions to tackle this.
b.	The Mayor has written to the Prime Minister to ask him to use national Government powers to compel police services to collect and publish data on ethnicity of vehicle drivers stopped under the Road Traffic Act, as part of the Home Office Annual Data Requirement. In addition, the Mayor has asked that the Codes of Practice supporting the PACE Act be extended to cover road traffic stops to more clearly define the limits of the powers.
c.	<p>The Mayor has welcomed the Commissioner's review of the use of handcuffing in the MPS. Maintaining a clear focus on officers' safety as well as that of members of the public, the review is considering:</p> <ul style="list-style-type: none"> <li>○ the legal and policy basis for pre-arrest handcuffing;</li> <li>○ the training officers receive in how and when to use handcuffs;</li> <li>○ improving the data on the extent of handcuff use;</li> <li>○ accountability and recording of the use of handcuffs; and</li> <li>○ looking for digital solutions for improving the accountability, supervision and transparency of handcuffing.</li> </ul> <p>A number of community representatives are involved in the working group for the review, alongside a representative of the Metropolitan Police Black Police Association. This review will be brought forward quickly, with an update published before the end of 2020.</p>
d.	MOPAC will scrutinise the MPS to ensure that Authorised Professional Practice is followed around searches based on multiple objective factors, and that officers ensure that where searches are based only on the smell of cannabis that their grounds and rationale are clear and fully documented.
a.	MOPAC will commission independent academic research, using open-source data, to assess the effectiveness of cannabis enforcement in relation to tackling violence in London. This research will be begin before the end of 2020.
a.	Haringey police are working with Haringey Council safeguarding leads to review the safeguarding response to under-18s who are repeatedly stopped and searched. This work will identify how best to ensure that contextual safeguarding is at the centre of those interactions and where there are wider concerns these young people can benefit from timely support and interventions.

<b>2. Working together to make Black communities safer</b>	
a.	The MPS will continue to ensure that the work of the Safer Schools Officers is monitored and assessed to ensure the positive work they do can continue and that there are no disproportionate impacts for Black children.
b.	MOPAC will regularly consult parents in London about their views on Safer Schools Officers via its Public Attitudes Survey. MOPAC will analyse the findings by ethnicity, to help identify differences in perceptions between different communities and to inform action to address any disproportionality.
c.	MOPAC will continue to incorporate questions about Safer Schools Officers in its regular Youth Voice survey of children and young people in London. Run every three years and reaching more than 7,000 young Londoners, the survey provides a detailed snapshot of how young people in London feel about policing, crime and safety in their city.
d.	MOPAC will launch a review of MARACs in London by the end of 2020. This will establish the facts around attendance at MARACs and consider whether and how concerns about immigration status and perceptions of policing deter women from reporting crimes committed against them, even when their life is in danger.
e.	London's Independent Victims' Commissioner, Claire Waxman, will launch a new consultation with Black women and the End Violence Against Women (EVAW) coalition to understand their specific needs and experiences. Out of this, any recommendations directed at the wider criminal justice organisations in London will be pursued. This work will begin in November 2020 and will report in early 2021.
f.	MOPAC and the MPS will continue working with communities to review all of their existing community engagement mechanisms, to make them more transparent and to identify accessible opportunities for Black communities to be engaged. Work on this review will begin immediately.
g.	The MPS is working to develop a 'Handbook of Engagement' which will be shared with communities, enabling better joint-working to identify further opportunities for how the Service can listen and serve its communities, and in particular Black and ethnic minority communities.
<b>3. A police service that better represents and understands Black communities</b>	
a.	Building on significant improvements over many years, the MPS is aiming for 16% of its officers to be BAME by 2022, 21% by 2024 and 28% by 2030. To support this new, challenging aim for the diversity of the MPS, new aims on recruitment of officers have been agreed. The MPS want to see as many as 40% of new recruits from BAME communities from 22/23.

b.	The MPS will set specific aims for the recruitment and promotion of Black officers.
c.	The MPS will imminently re-introduce the London residency criteria for most new recruits. This will help contribute towards recruits having the skills and knowledge to police our diverse global city. This will be supported by targeted investment of £300,000 for new outreach work on recruitment to encourage young Black Londoners to consider a career in policing.
d.	The Mayor will lobby the Government to review the legislative framework for police officer recruitment to ensure it is fit for purpose and supports efforts to maximise the number of Black recruits.
e.	The MPS will ensure communities are more closely involved in the design of new police learning and development by default and a new Learning and Development Community Reference Group will be established to facilitate this.
f.	In support of broadening the conversations with communities on the use of stop and search, the MPS will mobilise a local pilot in the Central South BCU (Lambeth and Southwark). Over a six-month period, this will bring together a mix of 500 front line operational officers (new recruits and established officers) within community led workshops on cultural equality with the aim of developing a deeper understanding of real-life experiences of stop and search and its impact on both individuals' and the wider communities' trust and confidence in the MPS.
g.	<p>The MPS will incorporate direct community input into specific aspects of the training given to new recruits across the service. This community-led training will centre on the following areas and be made possible by an additional investment of c£1m per year for three years.</p> <ul style="list-style-type: none"> <li>• <b>Local Community Familiarisation</b> – new recruits will spend a proportion of their initial learning understanding the history of the local area they will police, including learning the cultural history, lived experiences and the challenges the communities have faced. This will be supplemented by a bespoke local Community Immersion Project.</li> <li>• <b>Refreshed Safety Training</b> – the officer safety training that new recruits receive will be enhanced with a planned extra 3 days centred on how the MPS equip recruits with additional skills to deal with and de-escalate potential conflict situations to improve safety for the public and for those on the frontline.</li> <li>• <b>Refreshed Stop and Search Training</b> – during their initial learning new recruits will spend time understanding the importance of cultural awareness and the impact of issues such as unconscious bias and disproportionality on communities across London, specifically Black communities. This includes scenario-based role plays such as 'trading</li> </ul>

	places' exercises, where officers will be put in the shoes of the people they stop.
h.	The MPS has committed to continue involving communities in the design of refreshed safety training, undertaken annually by all officers, including strengthened procedural justice learning outcomes. Work to engage external community stakeholders within the design process will take place between October 2020 and March 2021, with a wider roll-out planned from April 2021.
i.	The MPS has commissioned Middlesex University to develop a cultural awareness toolkit and a two-part training video, which will include an explanation and demonstration of the principles behind procedural justice – giving people assurance that they are being treated in a fair and just way by authorities – a vital concept for the legitimacy of policing. Once completed the toolkit will be made available to officers and staff through the MPS intranet.
j.	The MPS will set challenging aims to increase the number of Sergeants and Inspectors from BAME groups and will set a specific aim for Black officers. This will be supported by MOPAC committing £400,000 per annum, ring-fenced additional funding to the MPS from City Hall over and above core police funding, to build on the positive progress already made by the MPS in eradicating disproportionality within its Promotions Framework. The MPS will publish details of this scheme at the end of January 2021, following consultation with staff associations.
k.	The Mayor has welcomed the MPS' commitment to continue to significantly reduce disproportionality within the grievance and misconduct processes by 2024. The MPS has put in place a checks and balances process to review internal referrals into the misconduct process, to ensure opportunities for learning have been fully explored. The Mayor will hold the Commissioner to account for ensuring that this happens.
l.	The MPS is expanding the support provided via Operation Hampshire to support officers and staff who are victims of all hate crime while on duty. This is to ensure that every officer or member of staff who is assaulted, or subjected to a hate crime or both, is treated as a victim and that they have meaningful support.
<b>4. Holding the police to account for what they do</b>	
a.	MOPAC will create a new group to actively involve communities in its scrutiny of the MPS' citywide activities and pan-London teams such as the TSG, RTPC and the VCTF, and in the way that complaints about the use of intrusive tactics are handled. In November 2020 MOPAC will start a new, three-month project with communities to co-design and launch a new Disproportionality Scrutiny Group, to increase confidence that these powers are being used fairly and proportionately.



b.	MOPAC will produce a quarterly race equality audit, reporting on the MPS' use of its powers, including for example, the use of Tasers and strip-searching, publishing this data and holding the Commissioner to account for it. MOPAC will consult communities on what information they would like to see and on how to ensure it is accessible and easy to use. The first of these audits will be published in the first quarter of 2021.
c.	MOPAC will overhaul its community monitoring structures to ensure that London's diverse communities are better represented, can have a role in monitoring a wider range of police powers, including stop and search and the use of Tasers, and complaints. MOPAC will work with communities to ensure that the new arrangements reflect what local people think is needed in their area, with proposals brought forward by February 2021.
d.	The MPS has put in place the necessary safeguards and has reinstated Body Worn Video reviews by Community Monitoring Groups from October 2020. MOPAC will also lobby the Home Office to revise the current Code of Practice to make the review of BWV footage a mandatory requirement for community scrutiny.
e.	MOPAC and the MPS will start work shortly to jointly research a sample of body worn video footage, to: <ul style="list-style-type: none"> <li>○ examine the nature of stop and search interactions, particularly when there is escalation or de-escalation in the behaviour of officers or the individual(s) being stopped; and</li> <li>○ understand how different groups of people experience and interpret stop and search interactions.</li> </ul>
f.	MOPAC will further expand the role of Independent Custody Visitors in London through a new process enabling ICVs to look through complete custody records. These records detail the detainee's full journey through custody, helping to reveal issues and challenges that previously were not identified. This pilot will begin in January 2021
g.	MOPAC will review and refresh its Justice Matters and Policing Matters meetings, at which the Commissioner and members of her senior team will answer questions on the work of the MPS. These quarterly meetings will be open to the public through online broadcast and, when the Covid-19 situation allows, in-person.
h.	MOPAC will set up a group including communities and partner organisations to develop a communications plan to ensure that information about people's rights when stopped and searched - and about how to complain - is more widely available, including via digital channels. In addition, MOPAC will work with the IOPC to publicise information on the complaints process more widely and support local initiatives that seek to assist communities in exercising their right to complain.

i.	MOPAC and the MPS will run a new Complainants Survey asking about people's experiences of the complaints process. This will enable a better understanding of how the journey can be improved. This is important not only for those that have taken the steps to share their thoughts, but also for some individuals that feel there are barriers to doing so. MOPAC will include a question speaking to this in the Public Attitudes Survey and take forward the learning from these surveys to ensure that the complaints process is more accessible.
j.	Anyone who is stopped and searched is entitled to a record of the incident. In London, these are currently only available by visiting a police station. It is vital that it is as easy as possible for people to access this information and the MPS is working with other forces to find a comprehensive solution. In the interim, the Mayor has asked the MPS to make stop and search records available by email to anyone who would wish to receive the information in that way.
k.	MOPAC will continue to publish updates on progress against the Gangs Violence Matrix Review to ensure that there is continued transparency and scrutiny around the way it is used and managed, the proportionality of the Matrix population and the Equality Impact Assessments of the Gangs Violence Matrix.
l.	MOPAC, the MPS and the GLA will review how data sharing between organisations is working and make recommendations on how more data can be made accessible, in line with work with other London public services. In addition, the MPS will sign up to the Voluntary Code of Practice for Statistics in line with MOPAC and the GLA, ensuring that data is used to a consistent and high standard by all parties.
<b>5. Next Steps</b>	
a.	The London Policing Ethics Panel has also reflected on the issues raised by the Black Lives Matter movement, particularly in the context of the continuing challenges of policing public health during the coronavirus pandemic and is to publish two papers addressing the issues of moral repair and ethical community engagement. The MPS and MOPAC will use these reflections to support and inform their response as the Action Plan is delivered.
b.	To maintain transparency and accountability, the delivery of the Plan will be overseen by a Board co-chaired by the Deputy Mayor for Policing and Crime alongside an independent co-chair, bringing in community voices and expertise.
c.	MOPAC will ensure this Plan is subject to an Equality Impact Assessment to document how any differential impact on Black communities has been considered and mitigated.
d.	MOPAC will involve communities in regular meetings reviewing the progress made towards the Action Plan's objectives, what work is underway, what has been completed, identifying barriers to further progress and considering any additional

	steps required. The first of these meetings will take place in February 2021, with further meetings in July 2021 and December 2021.
e.	To ensure that there is transparency in the delivery of the Actions in this Plan, MOPAC will publish on its website a quarterly update, listing all of the Actions and what has happened over the period towards delivering them.
f.	Following the Mayoral election in May 2021, a new Police and Crime Plan – the statutory document in which the Mayor sets the priorities for the Metropolitan Police Service – will be produced and published. MOPAC will conduct specific consultation with Black Londoners to ensure that their views are reflected across all of the Mayor’s priorities for policing, crime and justice in London.

## Appendix B

### Organisations involved in the development of the Plan

MOPAC worked with the GLA's Communities and Social Policy (CSP) team to ensure that Black-led organisations and organisations with Black leadership were at the core of these discussions. In total, 400 people have been engaged throughout the development of the Plan through the workshops (approximately 60/40 representation of men to women), one-to-one meetings with the Deputy Mayor for Policing and Crime and bespoke presentations to various groups.

The organisations that have been involved in this process are listed below. In addition, we spoke to many individuals from different communities across London. Their names have not been included for privacy reasons.

Organisation name	Where they work	What they work on
Another Night of Sisterhood	London	Families, community
Art Against Knives	London	Knife crime
Att10tive	Bedfordshire	Education, community
Black Men for Change	London	Community
Black Training and Enterprise Group	London	Education
Brent Stop and Search Community Monitoring Group	London	Stop and search
Charter School	London	Education
Coca Cola European Partners	London/ National	Funding, private sector
Criminal Justice Alliance	National	Criminal justice, community
Croydon Community Leaders	London	Community
Croydon Stop and Search Community Monitoring Group	London	Stop and Search
Croydon Youth Voice	London	Youth
Dope Black Women	London	Women, community
Ealing Stop and Search Community Monitoring Group	London	Stop and Search
East London Advanced Technology Training	London	Education
Former Senior Metropolitan Police Officers	London	Policing
Four Square People Services	London	Community
Hackney Account	London	Community
Hackney CVS	London	CommunityF
Hackney Quest	London	(Youth)

Hackney Stop and Search Community Monitoring Group	London	Stop and Search
Hammersmith & Fulham Stop and Search Community Monitoring Group	London	Stop and Search
Haringey Council	London	Local council
Haringey Stop and Search Community Monitoring Group	London	Stop and search
Havering Safer Neighbourhood Board	London	Community
Havering Stop and Search Community Monitoring Group	London	Stop and Search
Hodge Jones & Allen	National	Legal services
HR sports academy	London	Youth workers
Independent Office for Police Conduct	National	Police oversight
Independent Office for Police Conduct (IOPC) Youth Representatives	National	Police oversight, youth
Inspire!	London	Education
Jill Dando Institute for Security and Crime, UCL	National/ International	Academia
Justice for Black Lives	National	Campaigning, anti-racism
Juvenis	London	Youth, education
Kensington and Chelsea Council	London	Local council
Kensington and Chelsea Safer Neighbourhood Board	London	Community
Legacy Onside youthZone	London	Youth workers
Lifeline Projects	London	Youth workers
Ligali	London	Human rights
London Assembly	London	Political
London Councils	London	Local Authority/Community
Mentivity	London	Youth workers/community
Merton Stop and Search Community Monitoring Group	London	Stop and Search
Metropolitan Police Officers	London	Policing
Metropolitan Police Staff	London	Policing
Metropolitan Police Staff and Officers	London	Policing
MPS Black Police Association	London	Policing

MPS Race IAG	London	Policing
Newham Council	London	Local council
Newham Stop and Search Community Monitoring Group	London	Stop and Search
Notre Dame School	London	Education
Nubian Life	London	Older people
Operation Shutdown	London	Youth, knife crime
Peer Outreach Workers (GLA)	London	Youth, GLA
Police and Crime Committee	London	Political
Positive Role Models CIC	London	Youth workers
Project 10/10	London	Youth
Raw Media	London	Youth workers
Richmond Stop and Search Community Monitoring Group	London	Stop and Search
Rise Projects	London	Youth workers
Safer London	London	Youth
Safezone Initiative	London	Youth, local businesses
Shoreditch Trust	London	Community, education
Southwark Young Advisors	London	Youth
Spark2Life	London	Youth, education
Spiral Skills	London	Youth
Sport Steering Group	London	Youth
Stop & Search Youth Reference Group	London	Youth, stop and search
SYDRC	London	Youth workers
The Crib	London	Youth, community
Tower Hamlets Stop and Search Community Monitoring Group	London	Stop and Search
Waltham Forest Stop and Search Community Monitoring Group	London	Stop and Search
Waltham Forest Young Advisor	London	Youth, Local council
We Are Excellent Youth Inspiring Services	London	Youth, education

## Appendix C

### Research and data sources:

In addition to the engagement and co-production activity described above, the Plan has also taken account of the existing evidence base, drawing information from the research and data sets listed below.

- Police and Crime Committee (2014) "[Stop and search: An investigation of the Met's new approach to stop and search](#)"
- Police and Crime Committee (2014) "[Diversity in the Met Police](#)"
- Police and Crime Committee (Feb 2019) "[Improving the Met's Response to Mental Health](#)"
- Family Kids & Youth (April 2020) "Attitude to Police in Schools: Young People's Attitude towards Youth Oversight Function"
- Criminal Justice Alliance (June 2020) "The Macpherson Report: Twenty one years on"
- Dr Adam Elliot Cooper (2<sup>nd</sup> Jul 2020) "['Defund the police' is not nonsense. Here's what it really means](#)" *The Guardian*
- No Police in Schools (2020) "[Decriminalise the Classroom: a community response to police in Greater Manchester's Schools](#)".
- Leaders Unlocked (July 2020) "[Policing the Pandemic](#)"
- David Lammy (2017) "[The Lammy Review](#)"
- Lord Leslie Scarman (1981) "[The Scarman Report](#)"
- Dame Elish Angiolini (2015) "[Report on the Independent review of deaths and serious incidents in police custody](#)"
- William MacPherson (1999) "[Report of the Stephen Lawrence Inquiry](#)"
- Sir William Morris (2003) "[The Report of the Morris Inquiry](#)"
- Metropolitan Police Authority (2010) "[Race and Faith Inquiry](#)"
- Lord Victor Adebowale (2013) "[Independent Commission on Mental Health and Policing Report](#)"
- College of policing APP on stop and search <https://www.app.college.police.uk/app-content/stop-and-search/>

We used the following MOPAC/ Metropolitan Police Data:

- MOPAC Performance Framework – key performance measures  
<https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/mopac-performance-framework>
- Metropolitan Police Stop and Search Data  
<https://www.met.police.uk/sd/stats-and-data/met/stop-and-search-dashboard/>
- Metropolitan Police Use of Force Data  
<https://www.met.police.uk/sd/stats-and-data/met/use-of-force-dashboard/>
- Metropolitan Police COVID-19 Dashboard  
<https://www.met.police.uk/sd/stats-and-data/met/covid-19-dashboard/>
- Weapon-Enabled [Knife and Gun] Crime Data  
<https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/weapon-enabled-crime-dashboard>

- Domestic and Sexual Violence Data  
<https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/domestic-and-sexual-violence-dashboard>
- Hate Crime Data  
<https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/hate-crime-dashboard>
- Local Crime Data  
<https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/crime-dashboard>
- London demographic projections <https://data.london.gov.uk/demography/>