

Mayor of London's Action Plan Transparency, Accountability and Trust in Policing

Stakeholder Update March 2021

On 13th November 2020, the Mayor of London published an [Action Plan](#) which aims to improve trust and confidence in the Metropolitan Police Service and to address community concerns about disproportionality in the use of certain police powers affecting Black Londoners. It was co-produced with London's communities, and in particular with Black Londoners and those working with and within Black communities.

The work was undertaken in response to concerns raised about the disproportionate use of police powers, including stop and search, the use of force and Taser. Communities told the Met and City Hall that they wanted to see increased transparency in police actions, decisions and communications; a police service that better reflects the city it serves; and improved community monitoring and involvement in reviewing the disproportionate use of police powers and complaints.

A key part of the Action Plan is ensuring that communities are kept up to date on the delivery of the plan and have regular opportunities to engage with this work.

Mayor's Action Plan Public Review Meeting - 25 February 2021

On 25th February the Deputy Mayor for Policing and Crime, Sophie Linden, hosted a virtual Public Review engagement event with over 120 stakeholders and community representatives to provide an update on work to deliver the plan so far. The Deputy Mayor thanked stakeholders and community representatives for their tireless work and ongoing engagement in this critical work and acknowledged that although progress has been made to address disproportionality in policing in recent years, there is still a long way to go.

In particular there was a focus on the Met's work to improve recruitment, retention and progression of Black officers led by Assistant Commissioner Helen Ball; and a close look at the new MOPAC Race Equality Data Dashboard led by MOPAC's Head of Evidence and Insight, Dr Paul Dawson. The event provided an opportunity for some challenging, and insightful discussion, and has provided useful feedback for both MOPAC and the Met. In particular attendees said they would have liked more time to discuss the broader work and issues covered within the action plan, and this will be accommodated in meetings going forwards. These events will evolve based on our ongoing work with communities to shape delivery of the plan. Further feedback from this initial event is being gathered and will inform how future engagement events and opportunities for community dialogue are designed and delivered going forwards.

Public Review engagement events will be held quarterly, providing a regular opportunity for community input into this work. The next event is being planned for

June 2021. If you would like to receive notifications about future events concerning this work, please email: communityengagement@mopac.london.gov.uk and we will add your details to our stakeholder list.

Progress against key priority areas:

A significant amount of progress has already been made in the three months since the plan was published. To drive delivery and assure communities of the Mayor's continued commitment to this work, particular activities were decided as a priority for delivery, and an update on these areas can be found below. A further, more detailed update on progress against all the actions can be found at **Appendix 1**.

Overhaul of Community Engagement

A key element of the action plan is for the Mayor's Office for Policing and Crime to review and redesign existing community engagement, scrutiny and monitoring structures which are currently not representative of communities most affected by the issues they examine, and do not currently scrutinise some of the issues of most concern to communities.

The tendering process is under-way and this work will begin in Spring 2021. The chosen organisation will work closely with communities and stakeholders to review existing engagement mechanisms and co-design a new framework which is more reflective of and responsive to the needs of London's diverse communities.

In addition, a pilot project is underway in Haringey and Enfield to develop and improve how the police engage with the communities they serve. The pilot will provide the police with a better understanding of community demographics, needs and concerns. This information will be used to develop a local community engagement strategy, helping to improve working with Black Londoners to improve community confidence and safety.

Race Equality Audit and Dashboard

MOPAC's Evidence and Insight team is developing a new dashboard bringing together a range of data to provide a better understanding of disproportionality in policing, including for example from the Public Attitudes Survey and use of force and stop and search data. This will enable the public to access this vital information more readily and will provide a more robust evidence base to support community involvement in scrutiny and monitoring of the Met Police.

Body Worn Video Review

The process for reviewing BWV was reinstated in late October 2020. Review sessions have now been undertaken by 13 Community Monitoring Groups (CMGs) across London looking at dip-sampled footage, and feedback on the sessions has been provided to the Met as well as communities. This process will be rolled out across London more widely as part of the review and refresh of community monitoring structures.

In addition, MOPAC and the MPS will start work shortly to jointly research a sample of Body Worn Video footage, to: - 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 - understand how different groups of people experience and interpret stop and search interactions. Discussions between MOPAC and the MPS on the scope of the research are ongoing.

Handcuffing Review

The MPS [handcuffing review](#) was published in early January and was developed alongside a steering group including a range of community members from different groups across London. MPS colleagues and staff support associations were also consulted.

In parallel each BCU conducted consultation with their local partners and IAGs for each of the 32 boroughs. Two engagement “sprints” led by Commander Dr Alison Heydari, the MPS’s most senior female black officer, were conducted at North West and South Area BCUs focussing on engagement with young black men aged 16-25 years old. Nearly 200 participants gave their feedback on how the Met could better work together with them, and this feedback was incorporated into the final recommendations.

The new MPS handcuffing policy is currently being drafted and the final draft will be shared again with key community representatives including the Deputy Commissioner’s External Reference Group and the central use of force oversight group

Road Traffic Stops

The MPS have launched a new pilot which is intended to improve the quality of data collected around road traffic stops. This pilot was launched on 18 January 2021 and involves officers recording the location, time, age, gender, ethnic background of the driver as well as the make and model of the vehicle.

Annual Gangs Matrix Review

MOPAC committed to conducting annual reviews of the implementation of the recommendations from the [Gangs Matrix Review](#). Over 1000 Black Londoners were removed from the matrix in February 2021 as a result of the new decision-making processes implemented as part of the review.

Community-led Training

The MPS has committed to incorporating direct community input into specific aspects of the training given to new recruits across the service and work has begun to deliver this commitment. A Learning and Development Reference Group has been established and Mentivity, and other community organisations, have been engaged to conduct the pilot which is now underway in the Central South BCU. The MPS are planning for the roll out of training for 500 officers during the Spring and Summer of 2021.

Complainants Survey

The Mayor committed to delivering a new Police Complainants Survey asking people’s views on the complaints process to enable a better understanding of how

the journey can be improved. The survey has been launched with the first results currently being analysed and the survey will be completed annually. Work is also underway to increase the number of Black respondents to the quarterly public attitude survey (PAS), and to also include new questions in the PAS and the Youth Voice survey, which will be re-run later this year, to better capture the experiences and opinions of Black Londoners and young people.

End Violence Against Women (EVAW)

A roundtable was held by London's Victims' Commissioner on 21st January, which included hearing from speakers and survivors themselves, and focused on the different stages of a victim's journey – from reporting to long-term support. Following this roundtable, a detailed note was written alongside a paper which pulls together the emerging themes present in discussions. This paper is currently being finalised and will shortly be sent to attendees, colleagues in MOPAC, the GLA, and others for consideration.

The themes from this roundtable will be picked up in a number of different pieces of work. Some of the issues identified go beyond the criminal justice system and London's Victims' Commissioner will be meeting with the Deputy Mayor for Social Integration, Social Mobility and Community Engagement; as well as others in the GLA, to support work to tackle racism, misogyny, and under-representation of Black people in health professions. Claire Waxman will also continue to work with the Ministry of Justice and lobby Government on these issues, including through the Government Commission on Race and Inequalities, in order to inform their work at a national level across policy areas. Further plans are also underway to hold a workshop with Black survivors in coming months.

Governance and Community Scrutiny of the Action Plan

Delivery of this work will be overseen by a number of inter-related mechanisms within both MOPAC and the MPS and we will work together to further integrate our approach. Critically, the Mayor has committed to ensuring that communities play a significant and meaningful part in this oversight.

Public Review Meetings

These meetings will be held quarterly following the initial meeting in February 2021. If you would like to be notified about these meetings in advance please email us at: communityengagement@mopac.london.gov.uk with your full name and the organisation / community you are representing and we will add you to our stakeholder database.

In compliance with Data Protection law we will not share your details with anyone else.

London-wide Community Scrutiny Mechanism

As part of the action plan the Mayor has committed to creating a London-Wide scrutiny mechanism involving communities and stakeholders across the Capital. This is being considered as part of the commissioned work to review and overhaul our community engagement mechanisms and further updates will be shared as soon as possible.

Disproportionality Board

This new board will be co-chaired by the Deputy Mayor for Policing and Crime and Deputy Mayor for Social Integration, Social Mobility and Community Engagement and will meet Quarterly to review key work relating to disproportionality in policing. The Disproportionality board will report into the London Crime Reduction Board which is chaired by the Mayor of London. The first board is due to meet in June 2021.

The Disproportionality board will be attended by senior MPS officers and staff and will include expert community representation – a recruitment process for which will begin shortly.

Standing agenda items will include:

- [The Mayor's action plan to build trust and confidence](#)
- The Youth Justice Action Plan
- The [Gangs Matrix Review](#).

A full list of all 40 actions included in the plan with brief progress updates is available [here](#).