

## MAYOR'S ACTION PLAN FOR IMPROVING TRANSPARENCY, ACCOUNTABILITY AND TRUST IN POLICING

### 2021/22 Quarter 2 Update

Chapter	Commitment	Status Update
<b>1 Better use of Police Powers</b>		
<b>1.1 Better use of Police Powers</b>	<ul style="list-style-type: none"> <li>• Mayor has asked the MPS to launch a <b>new pilot project to review samples of vehicle stops</b> conducted under Section 163 of the Road Traffic Act to identify any disproportionality relating to ethnicity.</li> <li>• Mayor asked government to use its powers to compel police services to collect and <b>publish data on ethnicity of vehicle drivers stopped under the Road Traffic Act</b>; The Mayor will <b>lobby the Home Office to revise the current Code of Practice</b> to make the review of Body Worn Video footage a mandatory requirement for community scrutiny.</li> </ul>	<p>The extended 6-month pilot is complete. Learning and recommendations have been drawn up into a final report awaiting approval. This will be published in the autumn.</p> <p>The Deputy Mayor for Policing and Crime continues to raise this issue with the Home Office and Policing Minister.</p>

Chapter	Commitment	Status Update
<p><b>1.2 Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>Commissioner's <b>review of the use of Handcuffing</b> in the MPS, considering: the legal and policy and basis for pre-arrest handcuffing; training officers receive; improving data on the extent of handcuff use; digital solutions for accountability.</li> </ul>	<p>The implementation of review recommendations is underway. This includes an updated training package for all officers which will begin in October 2021. Upskilling of Public and Personal Safety trainers has already begun to ensure that all elements of the review are fully prepared to incorporate the recommendations into the mandatory training package. MPS Policy is being updated and is due to be launched in Winter 2021.</p> <p>The full list of recommendations can be reviewed here: <a href="#">Review of Pre-Arrest Handcuffing in the Metropolitan Police Service January 2021</a></p>
<p><b>1.3 Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>Scrutinise the MPS to ensure that <b>Authorised Professional Practice is followed</b> and searches based on "smell of cannabis" alone are fully documented.</li> </ul>	<p>Senior officers in each borough monitor performance locally. A monthly Gold Group, chaired by the MPS lead for stop and search, provides strategic direction and governance for those leads and key stakeholders.</p> <p>The MPS central Stop &amp; Search Team are reviewing their approach and consulting with the National Police Chiefs Council (NPCC).</p> <p>Reviews are undertaken by the Community Monitoring Groups at the local level and further work will be undertaken to build this into the wider overhaul of local scrutiny mechanisms.</p>
	<ul style="list-style-type: none"> <li>MOPAC will <b>commission independent academic research</b>, using open-source data, to assess the effectiveness of cannabis enforcement in relation to tackling violence in London. This research will begin before the end of 2020.</li> </ul>	<p>The University of the West London is conducting the research, which has four main components:</p> <ul style="list-style-type: none"> <li>• Review of literature and research</li> <li>• Collection and analysis of official and other data</li> <li>• Collection of feedback from young people</li> <li>• Focused discussions with key experts</li> </ul> <p>The literature review and research began earlier in the summer and the field research began in September.</p>

Chapter	Commitment	Status Update
<p><b>1.4 Better use of Police Powers</b></p>	<ul style="list-style-type: none"> <li>The MPS in Haringey are working with Haringey Council safeguarding leads to <b>review the safeguarding response to under-18s who are repeatedly stopped and searched</b>. 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.</li> </ul>	<p>The review is complete and recommendations agreed including:</p> <ul style="list-style-type: none"> <li>Focusing on violence hotspots to better target searches</li> <li>Enhancing availability and application of relevant data</li> <li>Seeking learning from similar work in other operational areas of London.</li> </ul> <p>This will be managed as part of local policing oversight.</p> <p>Work continues with North Area Basic Command Unit (covering Haringey and Enfield) and Haringey Council Children's Services. This includes further data analysis of stop and search with focused parameters (e.g., in areas of higher violence 'hotspots').</p> <p>This work and the wider community engagement project, which has been underway in Haringey, will feature in the October Action Plan Public Review meeting, which will be focussed on young people and will to explore the ways in which communities, police and partners can work together on the key issues.</p>

2 Working Together		
2.1 Working Together	<ul style="list-style-type: none"> <li>The MPS will continue to ensure that the work of the <b>Safer Schools Officers is monitored and assessed</b> to ensure the positive work they do can continue and that there are no disproportionate impacts for Black children.</li> </ul>	<p>The MPS undertook an internal review to identify and understand if there is any disproportionality in the activity of Safer Schools Officers. An interim report has been produced and is currently being shared and refined within the MPS. The final report and proposed recommendations are being completed and a report remains expected in Autumn 2021.</p>
	<ul style="list-style-type: none"> <li>MOPAC will regularly <b>consult parents in London about their views on Safer Schools Officers</b> via its Public Attitudes Survey. MOPAC will analyse the findings by ethnicity, to help identify differences in perceptions.</li> </ul>	<p>New questions were added to the MOPAC Public Attitude Survey and results indicate that Public support for Safer Schools Officers is very high: 91% of Londoners say that they support the use of Safer Schools Officers in schools (Q1 2021/22).</p> <ul style="list-style-type: none"> <li>In the most recent quarter, those from Black Ethnic Backgrounds are less likely to support Safer Schools Officers. However, support still remains high at 87%.</li> <li>For white respondents this was 92% and other ethnicities 93%.</li> <li>Previous analysis indicates that younger Londoners are also less likely to say they support Safer Schools Officers.</li> <li>Those holding positive views of the police more widely are also more likely to support Safer Schools Officers - with Trust in the MPS particularly important.</li> </ul> <p>Note: Black Londoners include those from Black African, Black Caribbean or Other Black Backgrounds, including those who identify as Mixed Black Ethnicity.</p>
	<ul style="list-style-type: none"> <li>MOPAC will continue to <b>incorporate questions about Safer Schools Officers in</b></li> </ul>	<p>The survey questions have been finalised and preparations are being made to launch the survey in schools after the half term holiday.</p>

2 Working Together		
	<p><b>its regular Youth Voice survey</b> of children and young people in London.</p>	<p>The MPS Deputy Commissioner's Delivery Group have been supporting the development of this survey, as part of their work in considering the impact of schools' officers on Black children and young people.</p>
2.2 Working Together	<ul style="list-style-type: none"> <li>MOPAC will launch a <b>review of MARACs</b> 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</li> </ul>	<p>The Pan London MARACs Review started in June and will end in December 2021, with the publication of the final report. Interim findings will be available in October.</p>
	<ul style="list-style-type: none"> <li>London's Independent Victims' Commissioner will <b>launch a new consultation with Black women</b> and the End Violence Against Women (EVAW) coalition to understand their specific needs and experiences.</li> </ul>	<p>Building on from the roundtable convened by London's Victims' Commissioner in January 2020, two consultation workshops took place in September 2020. The results of these conversations will inform the development of the Mayor's refreshed Violence Against Women and Girls (VAWG) Strategy, MOPAC's wider commissioning and policy development, as well as the London's Victims' Commissioner's work to lobby Government on these issues and inform practice at the national level.</p>
2.3 Working Together	<ul style="list-style-type: none"> <li>MOPAC and the MPS have committed to work with communities to <b>review all of their existing community engagement mechanisms</b>, to make them more transparent and to identify accessible opportunities for Black communities to be engaged.</li> </ul>	<p>MOPAC is actively consulting and engaging with communities for their input into this review, including reaching out to additional community and youth groups, with a view to co-producing a new framework for involving and engaging communities in policing and priority setting locally. Community groups who are not yet involved in this work are encouraged to contact <a href="mailto:communityengagement@mopac.london.gov.uk">communityengagement@mopac.london.gov.uk</a> to be part of this conversation. This work will continue with market testing and consultation events in early October and additional capacity for delivery coming into place in early 2022 to fully develop the new framework and approach by summer 2022.</p>

2

## Working Together

- The MPS is working to develop a '**Handbook of Engagement**' which will be shared with communities.

Following guidance workshops, the MPS have been developing an interactive online tool to assist local communities in understanding engagement activities in their area. The finalised Handbook of Engagement will be available this Autumn.

3 Represents and understands		
<p>3.1 Represents and understands</p>	<ul style="list-style-type: none"> <li>MPS is aiming for 16% of its officers to be <b>BAME (Black and Minority Ethnic) by 2022</b>, 21% by 2024 and 28% by 2030; The MPS will set specific aims for the recruitment and promotion of Black officers.</li> </ul>	<p>The recruitment targets have been set, and a significant programme of attraction and recruitment activity has been implemented. This is including the progression of the 'Outreach' programme, which includes additional resource investment to mobilise bespoke and targeted recruitment in communities who are less well represented in the MPS. In addition, the 'Everyone is a recruiter' awareness package is being developed to encourage recruitment activity across all business groups.</p> <ul style="list-style-type: none"> <li>MOPAC has made £1.2m available over 3 years for a specific Career Development Service proposal for the progression and promotion of Black officers and the selection of Career Development Officers at Chief Inspector level.</li> <li>The MPS ended 20/21 at 32,531 officers of which 15.6% (5,086) were Black, Asian and Minority Ethnic, 3.6% (1,160) were Black, and 28.5% (9,265) were female.</li> <li>As of end of August 21, the MPS has 32,920 officers of which 16.0% are Black, Asian and Minority Ethnic (5,268), 3.6% are Black (1,182), and 28.9% are female (9,511).</li> <li>August 21 saw the recruitment of 329 new officers of which 49.2% were female (162), 21.9% were BAME (72) and 3.6% were Black officers (12)."</li> </ul>
	<ul style="list-style-type: none"> <li>MPS will imminently <b>re-introduce the London residency criteria</b> for most new recruits.</li> </ul>	<p>The London residency requirement, which means Police Constables need to have lived in London for a minimum of three years, within the last six, has been re-introduced as of November 2020. The recruitment campaigns are delivering a high volume of applicants with currently 8000 candidates in the recruitment process. However, the targets for the number of new recruits from diverse backgrounds are proving to be challenging and this is being addressed through the MPS Community Outreach Programme, which aims to reach those from diverse</p>

3 Represents and understands		
		<p>communities, who are not actively considering, or have understandable reservations about working for the Met.</p> <p>You can find out more about this the Community Outreach Programme here: <a href="https://www.met.police.uk/police-forces/metropolitan-police/areas/campaigns/2020/black-history-month/officer-stories/daniel-bair/">https://www.met.police.uk/police-forces/metropolitan-police/areas/campaigns/2020/black-history-month/officer-stories/daniel-bair/</a></p>
	<ul style="list-style-type: none"> <li>Mayor will <b>lobby the Government to review the legislative framework</b> for police officer recruitment to ensure it is fit for purpose and supports efforts to maximise the number of Black recruits.</li> </ul>	<p>Following the letter the Mayor sent to the Prime Minister, the MPS are working with the Home Office to build the case for change. This is being reiterated in the Deputy Mayor for Policing and Crime's meetings with the Policing Minister.</p>
3.2 Represents and understands	<ul style="list-style-type: none"> <li>MPS will ensure communities are more closely involved in the design of new police learning and development by default and a new <b>Learning and Development Community Reference Group</b> will be established</li> </ul>	<p>The Reference Group has been established and commenced a regular rhythm of meetings.</p> <p>The National Police Chiefs Council (NPCC) and College of Policing will be attending future meetings to assess the benefits of this approach for national roll out.</p>
	<ul style="list-style-type: none"> <li>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 <b>community led workshops on cultural equality</b>.</li> </ul>	<p>Mentivity training has now started in Central South BCU, with confirmed training slots until the end of 2021. Following its completion, the MPS will review and consider the suitability and adaptability for wider roll out across the MPS.</p> <p>Mentivity will be attending the next MOPAC Action Plan Public Review Meeting in early October within a workshop looking at Community-Led training of officer, in which they will share early outcomes.</p>



3

## Represents and understands

- The MPS will **incorporate direct community input into specific aspects of the training** given to new recruits across the service.

Communities have been involved in the development of the new recruit pathway, which commenced January 2021. Community members are involved in the provision of training and awareness to support new recruits in the policing of London, including cultural awareness across London's communities. The recruit training process also includes a bespoke 'Local Community Immersion' element, where recruits learn and provide presentations with regards to the local history, cultures and communities with whom they will be working on their BCUs.

Lived experience is now incorporated into the Policing Education Qualifications Framework (PEQF) recruit training at several points but specifically around stop and search. This also includes a familiarisation week on BCUs where recruits have the opportunity to meet local community members. Individual BCUs are also piloting lived experience stop and search training with experienced officers.

To enhance the work already undertaken, a new role within the MPS has been established and is due to begin this Autumn. The role is focused specifically on the development of community involvement in training. A key aim is to build relationships with a wider variety of grassroots organisations, to ensure learning remains fresh and where possible, relevant and tailored to the local policing context.

MOPAC have provided £700,000 funding to the MPS to help deliver this work.

3 Represents and understands		
<p><b>3.3 Represents and understands</b></p>	<ul style="list-style-type: none"> <li>MPS will set <b>challenging aims to increase the number of Sergeants and Inspectors from BAME groups</b> 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.</li> </ul>	<p>The MPS remains active in seeking to ensure the aims for increasing sergeant and inspector promotion. The selection of Career Development Officers, at chief inspector level, has been completed. The MPS is aiming for 3% Sergeants and 3% Inspectors to be Black by 2024 and subsequently 7% Sergeants and 7% Inspectors by 2030.</p> <p>In support of this MOPAC has made available £1.2m for a specific Career Development Service proposal for Black officers.</p> <p>As at the end of June 2021:</p> <ul style="list-style-type: none"> <li>Sergeants were 10.8% BAME, 2.6% Black and 21.8% female</li> <li>Inspectors were 9% BAME, 1.9% Black and 21.6% female</li> </ul>
<p><b>3.4 Represents and understands</b></p>	<ul style="list-style-type: none"> <li>The MPS has put in place a checks and balances process to <b>review internal referrals into the misconduct process</b>, to ensure opportunities for learning have been fully explored. The Mayor will hold the Commissioner to account for ensuring that this happens. MPS' commitment to continue to significantly reduce disproportionality within the grievance and misconduct processes by 2024.</li> </ul>	<p>The MPS are developing several processes to review, identify and improve learning.</p> <p>For instance, the MPS Grievance Management Team is pursuing enhanced understanding of mediation services as a method to reduce grievances. This includes using local mediation advocates.</p> <p>Line managers are being supported to record informal development which aims to reduce referrals into the misconduct process and reduce grievances by focussing on professional development.</p> <p>A pilot of recording new line management interventions called 'Learning Through Reflections' is beginning this Autumn.</p>
<p><b>3.5 Represents and understands</b></p>	<ul style="list-style-type: none"> <li>MPS is expanding the support provided via Operation Hampshire to support officers and staff who are <b>victims of hate crime while on duty</b>.</li> </ul>	<p>New Hate Crime Units were piloted and are being rolled out across all London Borough Command Units (BCUs). These units will undertake all Operation Hampshire investigations to support the MPS response to offences against its staff.</p>

**3** **Represents and understands**



Support for officers is being highlighted in a video developed with the Deputy Commissioners Delivery Group, the Hate Crime Unit and Operation Hampshire team as part of National Inclusion week.

4 Holding to account		
4.1 Holding to account	<ul style="list-style-type: none"> <li>MOPAC will <b>create a new group to actively involve communities in its scrutiny of the MPS' citywide activities and pan-London teams</b> such as the TSG, RTPC and the VCTF, and in the way that complaints about the use of intrusive tactics are handled.</li> <li>MOPAC will produce a <b>quarterly race equality audit</b>, 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</li> </ul>	<p>More detailed work on developing new city-wide scrutiny mechanisms, specifically looking at stop/search, use of force etc., has begun exploring good practice.</p> <p>Recruitment for voluntary members of a new Action Plan External Reference Group made up of community representatives with a range of lived and professional experience will begin later this year. Once recruited this group will be actively involved in these scrutiny functions.</p> <p>The Action Plan data dashboard was first published in March 2021 and can be accessed here: <a href="#">Action Plan Dashboard   London City Hall</a></p> <p>Since publication the dashboard has had over 650 unique page views and MOPAC continues to listen to feedback from communities on what they would like to see in the dashboard.</p> <p>MOPAC are also working with London Councils to explore their disproportionality data streams which include mental health and education with a view to including these in the Mayoral Action Plan dashboard.</p> <p>In addition, the MPS are working on publication of arrest, custody and strip search data which MOPAC will look to incorporate into the dashboard.</p>
4.2 Holding to account	<ul style="list-style-type: none"> <li><b>Work together with IOPC</b> to challenge issues that concern Black Londoners so that communities feel the impact of this oversight</li> </ul>	<p>The IOPC (Independent Office for Police Conduct) will sit on the Disproportionality Board, which will oversee delivery of the Action Plan and will consider other matters related to reducing disproportionality.</p> <p>To complement this high-level forum, IOPC and MOPAC officers are</p>

4 Holding to account		
		planning additional opportunities for joint working, e.g., presentations to communities to raise awareness about the MPS complaints process.
4.3 Holding to account	<ul style="list-style-type: none"> <li>MOPAC will <b>overhaul its community monitoring structures</b> 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.</li> </ul>	Following engagement events with stakeholders in June and July, MOPAC have developed a detailed plan for reviewing and redesigning the process for involving communities in scrutinising MPS stop and search activity in every borough to make it more representative, accountable, consistent and effective. This is being done in consultation with existing community monitoring group chairs and communities and will be specifically discussed with young people at the Public Review meeting in October.
4.4 Holding to account	<ul style="list-style-type: none"> <li>MPS has reinstated <b>Body Worn Video reviews</b> by Community Monitoring Groups from October 2020.</li> </ul>	To date 50 Body Worn Video review sessions have been undertaken by Community Monitoring Groups, providing feedback to the MPS and to their communities on the quality of the encounters and adherence to the required process. This learning is fed back at the individual, local police area and London-wide level to inform practice.
	<ul style="list-style-type: none"> <li>MOPAC and the MPS will start work shortly to jointly <b>research a sample of body worn video footage, to examine the nature of stop and search interactions</b>, 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.</li> </ul>	<p>The scope and methodology for the joint project to review 500 samples of video footage has been finalised. Both language and behaviours will be analysed to assist in defining good practice in terms of escalation and de-escalation points. This will inform wider stop and search learning and practice.</p> <p>Training for MPS officers to code interactions is being delivered over September and October as a pilot, with a view to scaling up the review in early 2022.</p>

4 Holding to account		
<p>4.5 Holding to account</p>	<ul style="list-style-type: none"> <li>MOPAC will further <b>expand the role of Independent Custody Visitors (ICVs)</b> in London through a new process enabling ICVs to look through complete custody records.</li> </ul>	<p>The review process has been designed and recruitment is underway for existing Independent Custody Visitors (ICVs) to apply to take part in the Custody Record Review (CRR) pilot. Successful applicants will undergo training in October with the first Custody Record Review session in late November 2021.</p> <p>Information on the programme initiated by the Independent Custody Visiting Association can be found here: <a href="#">Evaluation of the Independent Custody Observation Pilot</a></p> <p>In addition to the CRR pilot, MOPAC is piloting two new roles – 6-month placements for criminology students from the University of Greenwich and ICV Outreach Leads to help attract and recruit new ICVs to ensure the Scheme is more representative of London’s diverse communities.</p>
<p>4.6 Holding to account</p>	<ul style="list-style-type: none"> <li>MOPAC will <b>review and refresh its Justice Matters and Policing Matters meetings</b>, at which the Commissioner and members of her senior team will answer questions on the work of the MPS.</li> </ul>	<p>There are four mechanisms within MOPAC’s overarching governance framework through which the MPS is held to account:</p> <ul style="list-style-type: none"> <li>Public Review meetings (Quarterly - third meeting in October 2021)</li> <li>Pan London scrutiny panels</li> <li>Disproportionality Board (Quarterly - first meeting in October 2021)</li> <li>Expert Reference Group to review delivery of Mayor’s Action Plan</li> </ul> <p>The review of Justice and Policing Matters is part of a broader oversight and governance review within MOPAC that is underway.</p>

4 Holding to account		
4.7 Holding to account	<ul style="list-style-type: none"> <li>MOPAC will set up a group including communities and partner organisations to <b>develop a communications plan</b> to ensure that information about people's rights when stopped and searched - and about how to complain - is more widely available.</li> </ul>	<p>A Stop &amp; Search Know Your Rights Guide was produced and is available on the <a href="#">MOPAC website</a> and is also printed in fold-up credit card size format. Community groups, youth groups and individuals are encouraged to contact MOPAC at <a href="mailto:communityengagement@mopac.london.gov.uk">communityengagement@mopac.london.gov.uk</a> for supplies of this helpful resource to help share with Londoners.</p> <p>Communications development is currently focussed on extending the reach of news and updates on the delivery of the Action Plan. MOPAC has been actively reaching out to community and youth groups and, as part of this, the next Action Plan Public Review meeting on 7<sup>th</sup> October includes sessions on how to increase engagement with young people and how to empower community groups to inform local policing priorities.</p> <p>A step-by-step guide on how to complain to the MPS, including how to appeal is now available on the MOPAC website: <a href="#">MOPAC complaints</a></p>
Holding to account	<ul style="list-style-type: none"> <li>MOPAC will <b>work with the IOPC to publicise information on the complaints process</b> more widely and support local initiatives that seek to assist communities in exercising their right to complain.</li> </ul>	<p>MOPAC continue to support IOPC Stakeholder meetings to explain MOPAC's review role in the complaints process. Discussions continue with IOPC and MPS to make more information publicly available, including complaints data, in line with forthcoming Government requirements.</p> <p>MOPAC officers are meeting with the IOPC to plan joint work and ensure this is fed into the Action Plan Communications Plan, which includes making information and guides on rights and processes clearly available on the MOPAC website. This includes the guide linked above on the complaints process: <a href="#">MOPAC complaints</a></p>

4 Holding to account		
<p><b>Holding to account</b></p>	<ul style="list-style-type: none"> <li>MOPAC and the MPS will run a new <b>Complainants Survey</b> asking about people's experiences of the complaints process.</li> </ul>	<p>The survey has been delivered and resulted in recommendations for the improvement of the complaints process. The MPS have also developed data dashboards that will support MPS/MOPAC scrutiny &amp; oversight of complaints.</p> <p>More information is available on the MOPAC website: <a href="#">Survey of MPS complainants 2020/21</a></p>
<p><b>Holding to account</b></p>	<ul style="list-style-type: none"> <li>The <b>Public Attitude Survey</b> will also include questions on complaints.</li> </ul>	<p>Two complaint related questions were added to the Public Attitudes Survey from Q4 2020/21. Headlines for Q1 2021/22 are:</p> <ul style="list-style-type: none"> <li>53% of Londoners feel confident that they would know how to make a complaint about the MPS if they needed to (unchanged from the previous quarter)</li> <li>59% of Londoners feel confident that the MPS deals fairly with complaints made about them (a decrease of 3 pp. from last quarter)</li> <li>Londoners from a Black (43%) or Mixed (34%) ethnic background are less likely to feel confident that the MPS deals fairly with complaints made about them compared with other groups (e.g. White, 66%).</li> <li>Younger Londoners are also less likely to feel the MPS deals with complaints fairly; 35% of 16-24 year olds compared with 69% of those aged 55 or older.</li> </ul> <p>The MPS and MOPAC are collaborating to address specific concerns of the public identified in survey responses. Q2 data (July to September) will be available in mid-October.</p>



4 Holding to account		
Holding to account	<ul style="list-style-type: none"> <li>The Mayor has asked the MPS to <b>make stop and search records available by email</b> to anyone who would wish to receive the information.</li> </ul>	<p>The necessary IT changes to enable this additional function are being put in place and is expected to be launched in Winter 2021.</p> <p>These changes are being introduced in tandem with changes to ensure cross referencing of stop and search forms with the use of force.</p>
4.8 Holding to account	<ul style="list-style-type: none"> <li>MOPAC will continue to publish updates on <b>progress against the Gangs Violence Matrix Review</b> to ensure that there is continued transparency and scrutiny around the way it is used and managed.</li> </ul>	<p>A paper describing the Met's progress against the recommendations made by the MOPAC review, and a "12 months on" paper written by MOPAC's Evidence and Insight team (E&amp;I) was published in February 2021. You can find out more about it here: <a href="https://www.london.gov.uk/mopac-publications-0/review-mps-gangs-violence-matrix-update">https://www.london.gov.uk/mopac-publications-0/review-mps-gangs-violence-matrix-update</a></p> <p>MOPAC's Evidence and Insight Team are conducting the second annual review of the Matrix. Ongoing oversight of the Matrix will be provided through the new Disproportionality Board and will be considered at the second meeting of the Board in February 2022.</p>
4.9 Holding to account	<ul style="list-style-type: none"> <li>MOPAC, the MPS and the GLA will <b>review how data sharing between organisations is working</b> 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.</li> </ul>	<p>MOPAC and MPS have a signed Data Sharing Agreement and improved the process by which MOPAC can commission research on MPS Data.</p> <p>MOPAC, GLA and MPS now have a regular meeting to agree principles of Data Sharing and are seeking to operate on the same technology platform.</p>

## Next Steps

<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>The <b>London Policing Ethics Panel</b> has also reflected on the issues raised by the Black Lives Matter movement; The MPS and MOPAC will use these reflections to support and inform their response as the Action Plan is delivered.</li> </ul>	<p>The London Policing Ethics Panel report recommendations were incorporated in the consultation and development of the Mayor's Action Plan in 2020. The insights continue to inform MPS and MOPAC's delivery of the Action Plan commitments.</p>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>To maintain transparency and accountability, the <b>delivery of the Plan will be overseen by a Board</b> co-chaired by the Deputy Mayor for Policing and Crime alongside an independent co-chair, bringing in community voices and expertise</li> </ul>	<p>The first meeting of the new Disproportionality Board will take place on 15 October 2021. The Board will meet quarterly and include regular standing agenda items on:</p> <ul style="list-style-type: none"> <li>Mayor's Action Plan</li> <li>The Gangs Matrix Review (every 6 months)</li> <li>The Action Plan to Tackle Ethnic Disproportionality in Youth Justice (every 6 months)</li> <li>The Race Equality Dashboard data</li> </ul>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>MOPAC will ensure this Plan is subject to an <b>Equality Impact Assessment</b> to document how any differential impact on Black communities has been considered and mitigated.</li> </ul>	<p>An Equality Impact Assessment (EIA) was conducted and published alongside the Plan.</p> <p>The EIA is due to be reviewed in October 2021 and further work will be undertaken to ensure this feeds into communications and engagement plans going forwards.</p>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>Involve communities in regular meetings <b>reviewing the progress</b> made towards the Action Plan's objectives.</li> </ul>	<p>Public Review meetings take place quarterly, and have taken place on 25 February, 7 July and the third meeting is scheduled for 7th October.</p> <p>This mechanism provides an opportunity to update communities on progress and to engage them further in the development of specific aspects of the Plan, e.g., the race equality audit. Feedback on events is continually sought to inform planning and delivery of future events. The</p>

## Next Steps

		<p>October meeting has an agenda focussed around young people to hear their concerns and encourage more engagement in oversight of the Action Plan. It has also been scheduled in the evening in response to stakeholder feedback.</p> <p>MOPAC are taking forward proposals for community involvement in the Disproportionality Board and are also developing a model for a city-wide scrutiny framework.</p>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>MOPAC will publish on its website a <b>quarterly update, listing all of the Actions</b> and what has happened over the period towards delivering them.</li> </ul>	<p>The first quarterly update was published in March along with the Mayor's Action Plan Data Dashboard. This update will be published early October 2021.</p>
<p><b>Next steps</b></p>	<ul style="list-style-type: none"> <li>Consultation of the <b>new Police and Crime Plan will include specific consultation with Black communities.</b></li> </ul>	<p>Preparatory work for the development of the next Police and Crime Plan is underway through a cross-City Hall group. We will be reaching out to communities to ensure we get views on the plan from all Londoners. Where we know there are discrepancies in participation in consultation engagement, we have looked to rectify with engagement initiatives aimed at those communities. Bespoke Workshops and targeted online surveying have been put in place.</p>