

ACTION PLAN:
TACKLING ETHNIC
DISPROPORTIONALITY
IN YOUTH JUSTICE

A multi-agency response to the overrepresentation of children from Black, Asian and Minority Ethnic backgrounds in London's youth justice service

ACKNOWLEDGEMENTS

This action plan is a product of collaboration between London's youth justice partners. The action plan would also not have been possible without the young people, community representatives and Voluntary and Community Sector organisations whose vital insight and challenge shaped the actions. The following agencies have contributed actions or supported the action plan's development:



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Introduction

It is a fundamental tenet of our legal system that everyone is equal in the eyes of the law. However, the fact remains that for a range of reasons, that isn't always the case. In particular, research demonstrates that the criminal justice service treats individuals from Black and Minority Ethnic (BAME) groups differently. In 2017, the Lammy Review was the latest in a long line of work which investigated this in more detail and shone a spotlight on ethnic disproportionality in the criminal justice service. This followed landmark reviews such as the Macpherson Inquiry, but it was the first to have such a wide-ranging focus throughout the whole justice process, looking at the role of the Crown Prosecution Service, courts, prisons and probation and considering the experiences of men, women and children. The Lammy Review exposed the extent of disproportionality in the criminal justice service, prompting agencies to respond to the review's findings.

Since then, the Mayor has published a specific [Action Plan for Transparency, Trust and Accountability in Policing](#), which was developed in collaboration with communities, young people and police. It aims to improve Black communities' trust and confidence in policing and address community concerns about disproportionate use of certain police powers. As the first point of contact between citizens and the justice service, policing has a critical and influential role in reducing ethnic disproportionality. However, disproportionality exists at each stage of the criminal justice system and each agency has a role to play in ensuring minority ethnic individuals receive fair and equal treatment.

This document complements the Mayor's Action Plan for Transparency, Trust and Accountability in Policing and will sit alongside the wider City Hall work, led by London's Violence Reduction Unit, which identifies young people as a priority in London's post-covid recovery. It builds on the existing work of justice agencies to tackle BAME over-representation in youth justice, by providing a set of actions from youth justice partners.

Young BAME people in the justice service

BAME children are over-represented at every stage of the criminal justice service – from first contact with policing via stop and search to detention in the secure estate. While the overall number of children offending, reoffending and being sent to custody has decreased over the past ten years, the proportion of children from ethnic minority backgrounds has risen significantly in each of these areas. The proportion of BAME children offending for the first time rose from 49% in the year ending March 2009 to 55% in the year ending March 2019¹. In 2019, the proportion of minority ethnic children in Young Offender Institutions across England and Wales reached 51%. The figure was 25% in 2009².

These figures are alarming. For the children, their families and communities, they represent wasted potential and lives derailed. For services, they represent missed opportunities to intervene in a young person's life before crisis point. The consequences of entering the criminal justice service as a child can be long-lasting. Criminal records obtained during childhood often limit job prospects later in life, not to mention

the impact on a young person's mental health and self-image.

The drivers for disproportionality in youth justice are complex, and many lie outside of the criminal justice service. We know that London contains engrained inequality built up over decades, and that this is often reinforced through the way society operates. The youth justice system alone cannot solve the problem, but the policy-makers and practitioners within it have a responsibility to do everything they can to tackle disproportionality and ensure all children are treated equally, no matter their background. This action plan is intended to focus minds and drive improvement across the criminal justice service in London. A key theme within the action plan is scrutiny, in line with Lammy's conclusion that "subjecting decision-making to scrutiny is the best way to deliver fair outcomes". There is also an overarching principle which underpins all actions to centre the voice of young people in how these actions are taken forward.

How the action plan was developed

Work on this action plan began when the Mayor's Office for Policing and Crime (MOPAC) supported an event organised by a group of Youth Offending Teams who had come together to address ethnic disproportionality³. This event brought together partners from across the youth justice service and was the first of its kind in London. MOPAC facilitated a series of roundtables focused on actions criminal justice agencies could take to reduce ethnic disproportionality, with the intention of developing an action plan. It was clear from these discussions that people had many ideas of how their

agencies and others could tackle ethnic disproportionality, but there was a need to distil these ideas into a set of clear, deliverable and measurable actions.

Young BAME people with lived experience of the criminal justice service have been involved in the development of the action plan since its inception, sharing their experiences and ideas at the initial event organised by Youth Offending Teams from which the action plan evolved. Further focus groups were held to consult young people in the community and within the secure estate. These focus groups were dominated by discussion of policing. Young people told us that they felt unsupported while in police custody, while those in custody told us they felt they received unequal treatment compared to their White peers.

MOPAC convened a working group to develop the action plan, which brought together partners from across the criminal justice service, including the Metropolitan Police Service (MPS), Youth Offending Teams, courts and Young Offender Institutions, as well as the Ministry of Justice and Youth Justice Board, London Councils and Heads of Community Safety and the voluntary sector.

The working group met four times to agree actions which would cover the full spectrum of a young person's interaction with the criminal justice system. The Mayor's Violence Reduction Unit (VRU) and GLA Communities team were also involved in the development of the action plan to ensure it aligns with the GLA's wider approach to disproportionality.

Publication of this plan was delayed due to the Covid-19 pandemic, but the additional time has given further opportunities for reflection and engagement, as the policing and treatment of Black people were brought into the spotlight by the shocking killing of George Floyd while being detained by police officers in Minnesota. Seizing the renewed focus and energy behind changing policing and justice for the better, the Mayor asked partners on the London Crime Reduction Board to revisit this action plan, and that further engagement with practitioners, VCS, race equality experts, communities and young people be undertaken over the summer of 2020.

London Councils, Youth Justice Strategic Leaders and the YJB have supported the development of this action plan through their engagement with local authorities and Youth Offending Teams. London Councils has also led the development of a tracker which brings together work already underway across the criminal justice system and local authorities to tackle disproportionality, while signalling emerging projects and longer-term ambitions.

Terminology

The term Black, Asian and Minority Ethnic (BAME) is commonly used by the criminal justice service, government departments and the media to refer to people from ethnic minority communities. There is huge diversity within the ethnic minority category, which no single term can easily encapsulate. We recognise the limitations of the term BAME and that using it can conflate the experiences of different ethnic groups and obscure significant variations in how different minority ethnic people experience the criminal justice system. In this document, the term BAME is used to refer to minority ethnic communities, but specific ethnicities are referenced where possible. The over-representation of people from minority ethnic communities in the youth justice system is referred to as ethnic disproportionality.

1. Criminal Justice System statistics quarterly: March 2019

2. Youth justice statistics: 2018 to 2019 – GOV.UK

3. Camden, Islington, Enfield, Haringey, Westminster, Kensington & Chelsea and Hammersmith & Fulham Youth Offending Teams (Highbury Court User Group)

Actions

POLICE CUSTODY

Being arrested and coming into police custody can in itself be a teachable moment at which children can be deterred from future offending. However, during the development process of this document, young people with lived experience told us they didn't understand their options, rights or the process within police custody. Parents of children who had been arrested spoke of not knowing what to do to best support their child through that experience, including acting as an appropriate adult. Parents also spoke of a lack of information and advice on what to do once their child had been released to prevent further offending or support them through the court process.

To address this:

- The MPS will develop support materials for parents, guardians and appropriate adults of children who have been arrested, in close consultation with the parents, guardians and appropriate adults. These materials will support parents, guardians and appropriate adults to provide informed advice on supporting their arrested child post-release. This will build upon the Met's recent Guardian Briefing project, whereby parents whose children have been arrested were shown a film aimed at raising awareness of exploitation.
- The MPS will work with MOPAC, YJB and youth justice partners to finalise the information pack given to children in police custody. A check-in brochure has been drafted in partnership with

The Children's Society, Autism UK and The Royal Society of Speech and Language Therapists. This brochure conveys information on the custody process in a child-friendly manner and attempts to myth-bust common misconceptions about police custody. MOPAC and youth justice partners will support the development of this brochure by arranging consultation with young people with lived experience of police custody.

- The MPS and MOPAC will support the development of an app which informs children in police custody of their rights, options and the criminal justice process. Once finalised, the app will be trialled in custody suites. This responds to feedback from young people that the information given to them while in police custody should be provided in a more accessible format.
- Every young person is entitled to free legal advice when arrested, but many children do not take up the offer, potentially because of a lack of trust in the system. The MPS, the Ministry of Justice and the Law Society will discuss how to better present the option to obtain legal advice to children.
- Overnight stays for children in custody for minor offences can be traumatic and children should only be kept overnight when absolutely necessary. The MPS will consider how this can be achieved working with partners and internal stakeholders.

CASE STUDY: *Project Engage*

Engage is a partnership project involving local authorities in Camden, Haringey, Enfield and Kingston. Engage uses embedded youth workers in custody to reach out to all children, to explore/understand their personal circumstances, their home environment and personal aspirations, hopes and fears. The youth worker seeks to understand more the driver for any criminal behaviour with a view to meeting them outside of custody to offer local support in seeking alternatives to crime such as education, health, apprentices and establishing a reconnection with family/

support networks and mentoring. This project seeks to understand the complex needs of children and in particular those early offenders who through positive interaction can be redirected back to positive and creative lifestyles. This is a joint partnership with the police and the message delivered to the children is one that the police are trying to understand more the complexity of issues such as gang culture but use custody time and space in a way which is supportive rather than punitive.

KNIFE CRIME PREVENTION ORDERS

Knife crime continues to take a tragic and unacceptable toll in London, with BAME and particularly Black communities disproportionately represented in terms of victimisation and offending. Knife Crime Prevention Orders (KCPOs) were created by the Government in the 2019 Offensive Weapons Act, providing an additional option to police and justice agencies to address knife crime at an early stage, ensuring that early diversion and intervention is available to those on the fringes of knife crime. If a KCPO is breached, then the person may be subject to further criminal sanctions.

The Metropolitan Police Service was selected to pilot KCPOs. The launch of the pilot has been delayed due to Covid-19. During our consultation, communities raised concerns that BAME – and particularly Black – children may be

given KCPOs more often and therefore be at risk of receiving further criminal sanctions if their KCPO is breached.

Recognising and addressing these concerns:

- The MPS has completed an Equalities Impact Assessment on the pilot and will ensure interventions acting as KCPO conditions are culturally competent and will meet the needs of BAME children. The intention of the programme is to make sure that each intervention is bespoke to the person concerned. The programme will take into account the individual needs of each person, including their cultural needs where appropriate.
- Data on the use of KCPOs, including by ethnicity, will be reported to MOPAC on a regular basis to enable scrutiny of KCPO usage.

OUT OF COURT DISPOSALS

For some offences, an out of court disposal is an option available to police officers and Youth Offending Teams, one which can divert a young person towards support services and away from going further into the justice process, avoiding criminalising young people unnecessarily. Evidence shows that out of court disposals are effective at reducing reoffending, leading to lower levels of crime and safer communities and reducing costs.

To ensure that unjustified ethnic disproportionality does not occur in the decision-making process for out of court disposals:

- The MPS will include an agenda item on ethnicity at out of court disposal decision-making panels. These panels are where the Met and Youth Offending Services decide which out of court disposal a young person should be given and the interventions/support they should receive to

prevent further offending. This action will see panel members discuss the young person's ethnicity, any cultural needs and how these will be met.

- The MPS will ensure that disproportionality is an area of focus in Out of Court Disposal scrutiny panels, which take place twice a year in each borough to review and quality assure out of court disposals. The focus on disproportionality will enable the MPS and YOTs to consider trends in decision-making related to ethnicity.
- MOPAC, Youth Justice Strategic Leaders and London Councils will convene a meeting with relevant agencies to create two documents – a narrative which explains the effect of out of court disposals, aimed at raising awareness and encouraging uptake, and a best practice document for all agencies involved in deciding upon and delivering out of court disposals.

CASE STUDY: *Turning Point*

Turning Point, a deferred prosecution scheme operating in North West London since 2018, focuses on first-time and/or low-level offenders. Individuals who pass strict eligibility criteria voluntarily enter into a bespoke conditional contract as a means to avoid incurring a criminal record. The trial is a replication of the Birmingham Turning Point trial (2011-2014) which evidenced a meaningful reduction in harmful reoffending. Contracts seek to address the root causes of offending behaviour and overwhelmingly focus on rehabilitative and reparative conditions; however, where appropriate

restrictive conditions can be imposed. If the individual complies with the contract in its entirety, they are decriminalised receiving no further action for the offence, the case is closed under Outcome 22. Turning Point base-line requirement is that the offence meets the full code test; as such, it can accept no comment interviews. The Lammy Review observed that plea bargaining disproportionality negatively impacted BAME communities, by testing this within Turning Point we can obtain further evidence as to the impact of this within Out of Court Disposals.

YOUTH OFFENDING SERVICES

The Youth Offending Services in each borough are the cornerstone of London's youth justice system, with the statutory aim of preventing offending by children and young people. Youth Offending Teams (YOTs) are multi-agency partnerships accountable to local authority Chief Executives that deliver youth justice services locally. The partnerships run local crime prevention programmes for children at risk of getting involved in crime and support children throughout their journey through the criminal justice service, including those convicted of crime, to address the root causes of their offending behaviour.

The volumes and rate per 1,000 population of first time entrants (FTEs) into the justice process have shown continued falls of FTEs across all ethnic groups. The rate for Black children, however, is more than double than that for white children (4.8 black FTEs per 1,000 population as compared to 2.2 white FTEs per 1,000 population).

There are 31 Youth Offending Teams in London, serving different local communities, each overseen by a Management Board made up of statutory partners – police, probation, health and local authority services, including education. The National Standards require each YOT to undertake data analysis to understand the issue of disproportionality locally in order to develop a response which is responsive to the local picture.

- London Youth Justice Management Boards will complete the self-assessment tool on disproportionality to understand the issue of disproportionality locally and will produce action plans to address any disproportionality, as per the YJB's National Standards. Actions may include:
 - a. *Scrutiny exercises on areas of disproportionality, for example case audits to scrutinise assessments on risk or safety and wellbeing;*
 - b. *Implementing a section on disproportionality/diversity in case management supervision meetings to compel staff to pause and reflect on assessments;*
 - c. *A recruitment campaign to recruit representative Referral Order panels.*
- London Youth Offending Teams will share effective practice in tackling disproportionality on the YJB's Effective Practice Hub. London Youth Justice Management Boards will review the Hub on a regular basis for ideas of initiatives to implement in their YOTs.

Youth Justice Strategic Leaders, London Councils and YJB will ensure that guidance to local Youth Justice Management Boards on disproportionality promotes a model for youth engagement which informs both practice and strategy.

CASE STUDY: *Levelling the playing field*

Evidence indicates that ethnically diverse children are less likely to take part in physical activity, and more likely to be involved with the criminal justice service. Levelling the Playing Field (LtPF) uses the power of sport and physical activity to engage and improve health and life outcomes for children who are more likely to enter, or are already involved in, the CJS.

At the heart of the project is a 'Health Promotion, Public Health' approach which operates at three tiers:

- 'Reducing harm' (Tier 3) by developing and delivering bespoke mentoring programmes, training trauma-responsive mentors and strengthening partnerships between delivery partners and the Criminal Justice System.
- 'Reversing harm' (Tier 2) by delivering weekly sport and physical activity sessions in communities and the secure estate. These are the main platform to engage the voice of the child and to drive co-action towards our common goals. LtPF will also equip Local Delivery Partners with the knowledge, skills and support they need to increase their impact on participants.

- 'Preventing harm' (Tier 1) by showcasing what works, championing local delivery partners and by amplifying the voice of the child to address racial disparity in sport and criminal justice.

The project is building a community of practice spread across five cities, two nations and three London Boroughs (Lambeth, Croydon and Lewisham), inside five Youth Justice YOIs, two Secure Training Centres and one Secure Children's Home.

The project will engage up to 11,200 participants across London, the West Midlands, Gwent and South Yorkshire.

LtPF is managed by the Alliance of Sport in Criminal Justice alongside the Youth Justice Board and powered by a £1m grant from the London Marathon Charitable Trust.

MOPAC and London Sport are among the project's local strategic partners in the capital, with London Local Delivery Partners including Gloves Not Gunz, Urban Yogis, Street Soccer London, Palace For Life, Centre of Change, London Thunder Basketball Club, Fight 4 Change and Platform Cricket.

CHARGING

The decision to charge a young person for an offence is taken either by the Crown Prosecution Service (CPS) or the police. The CPS is responsible for decision-making on serious youth offences or cases where the plea is anticipated by the police as not guilty. The police are responsible for the decision to charge on most cases where a guilty plea is anticipated.

In respect of the CPS, the Lammy Review was broadly positive about the work of the CPS in relation to proportionality, stating that "Independent analysis commissioned by this review, corroborates the picture of broadly proportionate CPS decision-making."

However, the data submitted by the CPS to the Lammy Review related only to adult cases, and there is less clarity around decisions relating to children and young people. Transparency is key to maintaining proportionality, and in recognition of this gap:

- The CPS will collect data on charging decisions broken down by ethnicity and age. This will enable the CPS to understand if there is any ethnic disproportionality in CPS charging decisions for children and to explain or develop a response that appropriately addresses any disproportionality uncovered.
- The MPS will collate data on police charging decisions broken down by ethnicity and age, which will establish if disproportionality exists in police charging. The MPS will develop a response to any disproportionality uncovered.

PROSECUTION AND SENTENCING

Decisions taken by the courts can change the whole trajectory of someone's life. The jury system is one of the ways in which greater balance is brought into the process. Lammy recognises the success of this system in rooting out discrimination. However, 95% of criminal cases are dealt with by Magistrates in specialist Youth Courts⁴, not by juries in Crown Court.

Sentencing statistics demonstrate disproportionalities:

- Black children are less likely to receive a community sentence (66% compared to 73% of white and 75% of Asian children)⁵.
- Of all juvenile offenders sentenced, only 12% of sentences were for immediate custody. Black (15%) children are more likely to be sentenced to immediate custody than Asian (8%) and White children (10%)⁶.
- Black and mixed-race children have the lowest conviction rate of children remanded into custody. 75% and 67% respectively, compared to 83% of White children⁷.

In light of these statistics, the Youth Justice Board and Magistrates Association have been working together to develop a National Protocol and checklist to reduce disproportionality in sentencing. In addition:

- The Sentencing Council has been invited to explore the potential to conduct suitable analytical research into disproportionality in youth sentencing as part of its role in monitoring the use and effect of sentencing guidelines.

- London Youth Court User Groups, attended by local magistrates (being representatives selected by the Chief Magistrate or his nominee) and YOTs, will ensure disproportionality is a standing agenda item at each meeting to monitor local data. Discussions will not encroach on judicial independence or involve individual cases.
- London Youth Court User Groups can, on occasions where considered necessary and appropriate, involve local community representatives in awareness raising sessions for members of the youth court user group. These will aim to strengthen magistrates' and YOS' connections with the local communities they serve and to build their understanding of these communities but must not encroach on judicial independence or involve individual cases.
- London local authorities will work with the YJB to develop a programme of breakfast briefings for local magistrates' courts focused on issues relating to youth disproportionality.
- London Youth Justice partners will convene a further roundtable, building on the positive discussions at the roundtable on 22 February, to review recommendations in the Ministry of Justice's Remand Review and develop a London-specific response to disproportionality in youth remand to ensure that YOTs provide robust information for all remand options. Magistrates selected by the Chief Magistrate or his nominee will attend as observers only to ensure their independence is preserved and protected.
- MOJ are delivering a programme of work aimed at recruiting more – and more diverse – magistrates, which includes reviewing the recruitment process from a national perspective. MOJ have agreed that they will consider, as part of this review, whether there are any opportunities to include cultural competency within it.
- As part of the independent judiciary's ongoing commitment to ensuring fair treatment and the context in which people live is reflected and embedded in training, the Judicial College will explore whether cultural competency is already reflected within, or should be reflected within, its training modules for magistrates.

4. Youth Courts are intended to provide an environment more suitable for young people. Many cases are passed by Youth Courts to Young Offender Panels to oversee Referral Orders - the community sentence most often used by the courts when dealing with 10 to 17-year olds, particularly for first time offenders who plead guilty. These panels, like the Magistracy, are made up of trained volunteers from local communities.

5. Criminal History table MoJ Quarterly Criminal Justice Statistics Quarterly

6. Criminal History table MoJ Quarterly Criminal Justice Statistics Quarterly

7. <https://www.gov.uk/government/statistics/criminal-justice-system-statistics-quarterly-december-2019>

THE SECURE ESTATE

Children in the secure estate are either serving a sentence or are on remand - detained in a secure setting until a later date when a trial or sentencing hearing will take place. BAME children, in particular Black and mixed-heritage, are significantly over-represented in the secure estate.

In London, young Black people make up the over half of the custody population (58% of the average monthly youth custody population for FY18-19). These proportions are not in line with the London population, in which young Black people account for just under a quarter (24%) of 10-17-year olds.

How many people are currently in of Young Offenders' Institutions (YOIs) is a product of decisions made by the courts. However, there are disparities in how BAME and white children are treated in YOIs, across areas such as adjudications, separation and Incentives and Earned Privileges. YOIs have already taken steps to address these issues, developing bespoke Equality Action Plans.

Going further:

- The Youth Custody Service (YCS) has recently undertaken a review of placement decisions, and specific recommendations are being developed with partner agencies to address the issues raised.

According to the Lammy Review, "subjecting decision-making to scrutiny is the best way to deliver fair outcomes". In response to data which revealed disparities:

- HMYOI Feltham will introduce external scrutiny on Incentives and Earned Privileges, bringing in VCS providers and/or local authority support, to review their application. This is a scheme used in YOIs to reward good behaviour and sanction bad behaviour and dictates the privileges children have access to.
- HMYOI Cookham Wood will introduce external scrutiny on the use of Rule 49, which enables separation of children, bringing in VCS providers and/or local authority support, to review the use of Rule 49.

RESETTLEMENT

Resettlement refers to the process of reintegrating children from custody into the community, many of them with profound needs for support and follow-up care. Effective resettlement work is crucial to supporting the young person to reintegrate into the community and take a positive path.

However, it is clear that current provision falls short of meeting the need. Of children released from custody in the year ending March 2018, 69.3% reoffended. Those who were given sentences of less than six months had the highest reoffending rate (77.4%) in the latest year⁸.

Recognising the need for improvement, a three-year London Resettlement Partnership has been established by the Association of London Directors of Children's Services (ALDCS), the Youth Justice Board, MOPAC, the Youth Custody Service and NHS England to improve outcomes of resettlement for remanded and sentenced young people. Young people on remand make up a significant proportion of the youth custody population and BAME, in particularly Black, young people are significantly over-represented in youth remands.

The Partnership began work in December 2020. To tackle disproportionality, the London Resettlement Partnership (LRP) will:

- Improve community partnerships which provide specific support for BAME children and support the custodial settings in identifying appropriate community services to support interventions and resettlement pathways.
- Work with faith leaders in custody and the community to bridge the gap for children wishing to access support and faith groups.
- Design a training framework for frontline staff to equip them with the skills and competencies to ask questions sensitively and work confidently to ask children about their background.
- The Resettlement Pathfinder will engage with the YJB Youth Network to consult with children directly to obtain their views, experiences and advice to inform strategic and operational work addressing disproportionality.

8. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/862078/youth-justice-statistics-bulletin-march-2019.pdf

TRANSITIONS TO ADULT SERVICES

Many children in the youth justice system will turn 18 before their order ends and will be eligible to transfer to adult probation. Upon turning 18, young people often face a cliff-edge in the support they receive, with many support services which acted as protective factors dropping away as they transition into the adult justice system.

MOPAC is working with the Ministry of Justice, the National Probation Service and the Community Rehabilitation Company to pilot a new Transitions to Adulthood Hub for young adults on probation in one London borough and 17-year olds due to transition from the Youth Offending Service to adult probation. The pilot will commission services to meet young adults' distinct needs and create a trauma-informed, welcoming environment for young adults to access probation and services.

BAME young people are over-represented in transitions cases and in the young adult group on probation. In recognition of this:

- MOPAC will ensure all services commissioned as part of the Transitions to Adulthood hub are culturally competent and can meet the needs of BAME young people.
- MOPAC will commission a BAME-specialist intervention for young BAME adults as part of the Transitions to Adulthood Hub pilot.

COMMISSIONING

An understanding of disproportionality should underpin all work with children and young people. Organisations that commission services working with BAME children are able to tackle disproportionality more effectively if their commissioned providers are also working towards the same goal. The Mayor's Responsible Procurement Policy sets out how organisations within the GLA group should encourage diversity and inclusion through their procurement processes.

The voluntary sector plays a vital role in engaging young people in the criminal justice service and providing services that improve their outcomes. We recognise the importance of engaging with the voluntary sector in delivering this Action Plan, particularly specialist voluntary groups led by and for BAME young people.

In support of the ambitions of this action plan:

- MOPAC will actively consider disproportionality and work to eradicate it. This will include asking bidders, as part of the evaluation process, to demonstrate how their service design responds to disproportionality.
- MOPAC will also require providers to provide data on any disproportionality within their service through the quarterly grant and contract management process. This will be rolled out by June 2021.

Next steps and governance

Delivery of this action plan will be overseen by MOPAC's Disproportionality Board, which was set up as a result of the Mayor's Action Plan. This board reports into the London Crime Reduction Board, which is chaired by the Mayor of London. Partners will commence delivery of these actions with publication of this plan, with outcomes expected to be delivered by the end of the year. Partners will be expected to provide regular implementation progress updates to MOPAC through the Disproportionality Board.

Throughout the development of this action plan, it has become clear that significant investment is required to tackle this issue. MOPAC is therefore launching a Challenge Fund to invite bids for ambitious and innovative responses to disproportionality. The Fund will open for bids in Summer 2021 and will enable partners to bring forward further ambitious responses to disproportionality.

The young people and community representatives involved in the development of the action plan will be invited to provide scrutiny on the delivery of these actions and to shape the upcoming Challenge Fund.

MAYOR OF LONDON

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