

MPA Direct: September 2009



Full Authority: 24 September

Boris Johnson, Chair of the MPA, opened the meeting by congratulating both Bob Atkins, appointed as the MPA's new Treasurer, and Julie Norgrove, appointed to the post of Director of Internal Audit, whilst wishing Peter Tickner, the outgoing Director of Internal Audit a happy retirement. He also praised the Commissioner, MPS officers and staff for the policing of Notting Hill Carnival and the Climate Camp which had both helped to affirm public confidence after the events of G20.

The Authority Chair went on to remind all members that it was currently London Peace Week, which he described as being a public commitment to ridding our capital of gun violence. Vice Chair Kit Malthouse informed the Authority that he had been busy in August with visits to the MPS Air Support and Dangerous Dogs units, as well as to the Mounted Branch.

Next on the agenda was the Commissioner's monthly performance report. He touched on several issues including homicide, which now stands at its lowest level for nine years,

youth violence, which also continues to fall thanks to strategies such as Operation Blunt, and burglary, which he said "continues to be a challenge." There are several policies being put in place to tackle this, but perhaps the most significant is the revival of Operation Bumblebee, the anti-burglary campaign that was so successful in the 1990s. Although homicides have fallen, gun crime is up, the rise in shootings being put down to a worrying trend in gang violence and issues of 'respect'.

The Commissioner then went on to talk about Operation Overt, known as the 'airlines bomb plot', for which three men have been given a total of 130 years imprisonment. Sir Paul said this had been a meticulous and highly successful operation and paid tribute to all those officers involved. He stressed that there is still much work to be done with London's communities as it is through working with people at ground roots level that the police will defeat terrorism. The Commissioner also thanked his officers and staff for the policing of Notting Hill Carnival and paid tribute to the hard work of MPA member Chris Boothman in his role as Chair of the NHC committee. The Commissioner then thanked Superintendent Julia Pendry and Commander Ian Thomas for their policing strategy for the Climate Camp.

In conclusion, Sir Paul re-affirmed that he intends to publish the Blair Peach report by the end of December when the material has been reviewed, interested parties informed and any submissions and challenges made.

Following this report, members questioned the Commissioner rigorously on subjects ranging from the Met's £1 million hotel bill, Form 696, and the establishment of a central command directorate to oversee the investigation of rapes and serious sexual offences. Members agreed that the policing of the demonstration outside a Harrow mosque had been 'exemplary' under very provocative circumstances. The Commissioner confirmed that everyone has the right to protest whatever their views and that police officers have a duty to facilitate that right to protest. He explained that officers in Harrow had carried out community impact assessments prior to this protest. Local police had worked together with the council and the mosque to allay community tensions and this approach had been highly successful and an example of best practice.

Two issues provoked lengthy debate: the magistrates court system and the IPCC report on complaints against police which was published that morning. The Commissioner outlined his

support for a virtual court system as a means of instant justice, whilst he firmly believes that fixed penalty notices are an unsatisfactory way of dealing with offenders. Pilots are due to start in January. The IPCC report on complaints showed a rise in complaints recorded against the Met. Although this may in some part be due to people having more confidence in the complaints system, the Commissioner assured members that this will be monitored closely by the Professional Standards Directorate and research will be carried out in the boroughs.

MPA Race and Faith Inquiry

Chair Boris Johnson then introduced the MPA's Race and Faith Inquiry's emerging findings, thanking Cindy Butts, chair of the inquiry panel, for all the hard work undertaken by her team. He said the preliminary findings were very balanced, and whilst they acknowledged the successes already achieved by the Met, they also pointed to the work yet to be done. Cindy Butts confirmed the panel had heard from contributors that the Met has already done innovative and creative work to encourage BME recruitment and retention. However, this sits alongside individual reports of frustration relating to promotion for both BME and non BME staff.

Overall, the panel found that the Met needs to find a clear

vision and direction on which to focus and deliver further improvements against. The panel also addressed issues within the MPA, citing the need for an officer at senior level to oversee equality and diversity issues. Kit Malthouse confirmed this will be addressed in the MPA restructuring plans. Members congratulated Cindy and her team and looked forward to the final report.

The MPA issued the following press statements about the Race and Faith Inquiry:

Metropolitan Police Authority welcomes Race and Faith Inquiry emerging findings

Responding to the MPA's Race and Faith Inquiry emerging findings Kit Malthouse, Vice Chair of the MPA said:
"We thank the Panel for its constructive and encouraging emerging findings and welcome the identification of areas where joint working can lead to even more improvement."

"We look forward to the final report but in the meantime we will continue to build on the successful initiatives identified by the Panel as already in place and will work determinedly with the Met to continue to improve equality and diversity issues within the service."

"The panel acknowledges the MPS' and MPA's rigorous co-operation with the Inquiry and the firm Commitment of both organisations to the importance of getting equalities and diversity issues right."

The Race and Faith Inquiry Panel, established by Mayor Boris Johnson, found that over the last ten years since the Stephen Lawrence report the Met, supported by the Authority, has made significant progress in making sure the Met workforce is more representative of all Londoners.

The MPA in particular has played a pivotal role in implementing the recommendations from the Stephen Lawrence report.

The panel acknowledged the hard work and success of the Met in this area and highlighted the following initiatives for Commendation

- rise in BME PCSO recruitment innovative recruitment
- innovative recruitment methods such as those used in Operation Trident
- the adjustments made to welcome and accommodate various faiths, for example adjustments to uniform, inclusion of certain dietary needs and facilities for prayer rooms.

In conclusion the Panel recognises that it is imperative that the Met and the MPA meet the 'post-Lawrence era' challenge with urgency in order that the gains of the past are not lost, and congratulated the leadership of the MPA in establishing the Inquiry to promote renewed impetus in this important area of work.

Metropolitan Police Authority: Statement by Race and Faith Inquiry Panel Chair Cindy Butts

The Chair of the Race and Faith Inquiry panel, Cindy Butts, will present emerging findings from the Inquiry, to the full Authority on 24 September 2009.

Cindy Butts said:

"We believe that the importance and complexity of the issues demand a report of significant quality and depth. Race and faith are sensitive areas and the two combined proved very complex issues, which together have not been subject to an inquiry before. This proved a challenge for all involved and the Panel would like to thank everyone who contributed to our work.

"The Panel have highlighted through their emerging findings certain areas where the Met have made significant advances, for example in recruitment of BME staff. However, we also identified a number of areas within the MPS that require further attention. These include promotion, recruitment specific to specialist units and the need for a clear vision to develop policies for the future."

The Inquiry focussed in the main on the MPS, but also sought views on the effectiveness of the MPA's oversight. They have been assured that the Authority will not shy away from making recommendations about the internal structures and culture of the MPA if they are necessary to make the MPA and the MPS more effective and would move both organisations forward.

Cindy Butts concluded:

"The panel remains committed to completing the task with which we were entrusted. We are united in our desire to secure the appropriate level of resources to produce a report which represents the importance of this task, and one that will have a meaningful and lasting impact on the Equality and Diversity agenda within the MPS."

September statement

MPA Statement in response to Vice Chair Kit Malthouse's Guardian interview 4 September

As vice chair of the Police Authority and deputy mayor for policing Kit Malthouse gives regular informal briefings to journalists.

He is - as are all members of the MPA - quite clear as to the respective roles of the Authority and the Commissioner and has never sought to exercise improper influence over operational policing in London, which is plainly the responsibility of the Commissioner and his senior colleagues in the Met.

It is right though that the Met is held to account for its performance in reducing crime and making London safer and this is where the Authority sets priorities and monitors achievements. Ultimately the Met is accountable, through the Mayor and the MPA, to Londoners.

In his interview Kit Malthouse stressed the importance of the positive, constructive and professional relationship he has with Sir Paul and the senior team at the Met and consistently paid tribute to the quality of the leadership and the Met's achievements in delivering against the priorities set out in Met Forward.

His views have been distorted - he works closely with the Commissioner and will continue to do so in the best interests of London and Londoners.

**MPA Civil Liberties Panel
September meeting:
Civil Liberties Panel
questions senior Met
public order officers
18 September**

The MPA Civil Liberties Panel met on 17 September to question three senior Met officers, with responsibility for public order policing, about the tactics used in recent events, and specifically G20. Assistant Commissioner Chris Allison, Commander Bob Broadhurst and Chief Superintendent Ian Thomas, were asked to explain why they had used certain tactics such as ‘kettling’, and how the Met intends to ensure lessons learnt and public expectations are fed into future public order planning.

Victoria Borwick, MPA member and chair of the panel said:

“Londoners are very concerned about events and media images that resulted from the G20 policing. It is essential that lessons learnt from this and other recent protests are embedded quickly into the whole organisation as the way forward needs to rebuild trust between police and public.

“The Panel examined how public order policing is planned and how quickly those plans are able to adapt to rapidly changing situations. We discussed the importance of communications – between officers, from the senior officer

in overall control to the PCs on the front line, as well as with the organisers before and protestors during an event. The contentious issue of police officer identification through their number badges, and consequent discipline if officers neglected this responsibility, was also looked at.

“We intend to gather as many Londoners’ views as possible and on the 5 November we will be holding a special meeting in London’s ‘Living Room’ at City Hall. We will be inviting people from all sides of the issue - protestors, police, business groups and people caught up in protests as they go about their daily business - to ask them what they want from their police service during a public order event.”

If you are interested in attending the event on 5 November 2009, or wish to submit a question, details will be on the MPA website by the beginning of October. The Civil Liberties panel was established in the MPA’s strategic plan Met Forward, which sets out the MPA’s vision for the policing of London over the coming years.

**Forthcoming event
Civil Liberties Panel public
meeting 5 November**

The MPA’s Civil Liberties Panel, as part of its review of public order policing post G20, will be holding a public meeting in London’s Living Room at City Hall on Thursday 5 November 2009 09:00–12:30 to discuss the issue of how we police protest. The session will be chaired by Victoria Borwick, MPA

member and chair of the panel, and senior MPS officers will be available to answer questions.

The Authority is inviting protest/ interest groups, partners, civil liberties groups, businesses, disability groups and others to hear their views on the issues.

We are also keen to receive questions in advance, some of which we will be able to answer at the meeting. However, we will endeavour for all questions submitted by the deadline of 25 October to be answered in writing by the MPS.

Because of the venue spaces are limited in number and consequently will be assigned on a ‘first come first served’ basis.

Should you wish to attend or submit a question please do so by sending an email to ppo@mpa.gov.uk by 25 October. Please cite any special access or facility needs you may require in your email and include your full name and the area of interest you represent e.g. Climate Camp, Liberty, Business general, Independent Advisory Group, etc. (NB this information is for administrative purposes only and will not be shared with anyone).

The MPA will notify successful applicants after this date.

The Authority will also be posting a public order questionnaire on our website to gather as many opinions and responses as possible to inform this important debate.

Changes to the MPA Senior Management team

Internal Audit

The MPA Director of Internal Audit, Peter Tickner, has retired. Peter's last day with the Authority was 30 September. Below is the commemorative column soon to be published in the MPS's journal, **The JOB**, outlining some of the highlights of his years with the Authority and before that the MPS.



The front page of The Job on 27 October 1995 carried my appointment from HM Treasury as Director of Internal Audit for the Met. Five years later my staff and I were transferred to the MPA on its formation in July 2000. Instead of reporting to the Receiver and the Commissioner we now answered to the Treasurer and the Chief Executive of the MPA, although my work remained the same and, as before, was carried out across all parts of the Met. I am now hanging up my boots and retiring after 38 years as a public servant (do I hear collective sighs of relief out there!). In all seriousness I have greatly enjoyed my fourteen years as the Met's chief internal auditor, regardless of whom I've had to answer along the way. I can't think of many audit jobs where the work can range from basic financial systems and multi-million pound procurements through to operational activities as diverse as how ammunition is stored in armouries, checking weapons awaiting destruction, crime property systems, covert police accounts and the maintenance of police vehicles, let alone our investigations into fraudulent linguists, misuse of corporate credit cards and thefts of crime property. And I have every admiration for those officers who work on the front line day in day out and also for all the unsung heroes, whether specialists in technical or scientific activities that support police activity or simply part of the back-up that ensures front line policing can deliver.

Peter has been succeeded by Julie Norgrove (pictured right), formerly Deputy Director of the Authority's internal audit function.

Internal Audit helps to improve the way the MPS runs its internal business. It provide an independent and objective evaluation, aiming to improve the efficiency and effectiveness of the MPS. It contribute to the Commissioner's objective of ensuring that the systems are secure and safe against corruption while supporting the MPA in its mission to secure an effective, efficient and fair police service.



MPA treasury

The Authority's new Treasurer is Bob Atkins who currently holds the same position with Thames Police Authority.

Bringing a wealth of experience to the post, Bob has already been acquainting himself with the MPA's infinitely more complex financial remit and we look forward to him joining us on 4 January.

MPA Committee Meetings

Full Authority meetings are held at City Hall, all other meetings at 10 Dean Farrar Street, London SW1H 0NY

October committee meetings**6 October: 09:00**

Domestic and Sexual Violence Board

8 October: 10:00

Resources Sub-committee

12 October: 10:00

Professional Standards Cases Sub-committee

15 October: 10:00

Olympics/Paralympics Sub-committee

15 October: 14:00

Strategic and Operational Policing Committee

19 October: 10:00

Human Resources and Remuneration Sub-committee

22 October: 10:00

Equality and diversity Sub-committee

22 October: 14:00

Jnt. Meeting Strategic and Operational Policing and Finance and Resources Committees

22 October: 15:00

Finance and Resources Committee

29 October: 10:00**FULL AUTHORITY****29 October : 14:00**

Committee Engagement and Citizen Focus Sub-committee

The following information is on our website:

The MPA structure:

www.mpa.gov.uk/about/

Committees:

www.mpa.gov.uk/work/

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Keep right up to date: sign up to our News Feeds to be alerted when a new committee agenda or press release is added to the MPA website: www.mpa.gov.uk/news/rss.htm



And finally.....

A Local Policing Summaries for every London borough, outlining police performance over the past year and priorities for the next year in your area , has been published on the MPA website. They are available to view at www.mpa.gov.uk/partnerships/lps

As ever, we would appreciate your feedback

Please contact us by email at

communications@mpa.gov.uk

or by telephone on 020 7202 0216