



## Metropolitan Police Authority

### Met Forward Projects

#### Summary Progress Report (March 2010)

Met Forward Strand	PID Name	MPA Unit lead	MPA Committee Lead	Progress to date
<b>MET Streets</b>	Visibility Programme	Jane Harwood	SOP	Project plan in process of development.
	Safer Neighbourhoods	Siobhan Coldwell	SOP	<p><b>Progress made over the last month:</b> Project plan presented and agreed at Business Management Group (BMG) on the 5 March. Four boroughs identified -Hackney, Harrow, Hammersmith and Fulham and Croydon- and field work is underway. Six / seven interviews per borough and are also engaging with CPEG and safer neighbourhood chairs and officers. A number of interviews arranged centrally within the MPS.</p> <p><b>Deliverables planned in the next period:</b></p> <ul style="list-style-type: none"> <li>• To complete field work by the 9 April.</li> <li>• EIA to be completed by the 31 March.</li> <li>• Analysis to be completed in April by the planning and performance team.</li> <li>• Report to be presented to SOP on 1 July.</li> </ul>
	Safer Transport Teams	Jane Owen	SOP	<b>Deliverables planned in the next period:</b> Meeting arranged with the MPS to review the current performance monitoring framework.
	Gangs Panel (to be subsumed into the MPS's anti violence strategy board).	Siobhan Coldwell	SOP	<p><b>Progress made over the last month:</b> The Gangs Panel met in February. It was agreed at that meeting that in order to engage partners on the issue of gangs its remit needed to be broader. The MPS tabled a report at that meeting in response to the stock take with two overarching recommendations:</p> <ul style="list-style-type: none"> <li>• MPS to have an overarching violent crime strategy of which gang related violence would be one strand; and</li> <li>• MPS to set up an internal strategic anti violence board.</li> </ul> <p><b>Deliverables planned in the next period:</b> Panel due to meet in June 2010. At that meeting the MPS will present a draft terms of reference and work plan for the board. The MPA are currently looking at the funding secured by the MPS, London Councils and probation to tackle violence. Information on this new way of working is to be included in the commissioners' brief at Full Authority in April.</p>

	Town Centre Police Teams	Jane Owen	SOP	<b>Progress made over the last month:</b> Draft performance framework developed by the central MPS town centre policing team. MPA to review the suggested framework to ensure it is robust.
	Dogs as Weapons	Jane Owen	SOP	<b>Progress made over the last month:</b> MPA now receives data on monthly bases from the status dogs unit. 1,074 dogs seized in the performance year 02/03/09 to 02/03/10. <b>Deliverables planned in the next period:</b> Meeting in April with the status dogs unit to develop upon the performance monitoring framework.
	Specials and Volunteers	Alan Johnson	CEP	<b>Progress made over the last month:</b> MSC Strategy Board met in March. Internal audit completed a review of the step change programme of which the recruitment and retention of specials was one aspect. Draft recommendations currently with AC McPherson for review and action. <b>Deliverables planned in the next period:</b> <ul style="list-style-type: none"> <li>• Substantive report on proposed changes to May CEP.</li> <li>• MPS briefing to be distributed to all members.</li> <li>• The MPA will continue to reflect concerns through the MSC strategy board and meetings with the MPS senior management team.</li> <li>• Requested that an equality impact assessment is completed and presented at May's CEP for member's attention.</li> </ul>
	Knife Crime (Blunt 2)	Jane Owen/ Julie Norgrove	SOP	<b>Progress made over the last month:</b>
<b>MET Specialist</b>	Counter Terrorism	Siobhan Coldwell	SOP (parent committee) CT and protective services sub committee	<b>Deliverables planned for April:</b> Scoping work underway to determine focus and direction.
	Organised Crime	Siobhan Coldwell (with Annabel Adams)	SOP	<b>Deliverables planned in the next period:</b> Negotiations to take place with MPS to agree parameters.
	Civil Liberties and Public Order (& Tasers)	Siobhan Coldwell	SOP	<b>Deliverables planned in the next period:</b> The MPA Civil Liberties Panel has released its response to G20. The Panel will begin its review of the DNA database on the 26 March 2010. This will inform the direction and focus of the panel and the production of a project plan.
	Firearms Capability	Siobhan Coldwell (with Annabel	SOP but linked to Olympics / Paralympics	This is a new piece of work. Linked MPS business case going to Olympics / Paralympics Sub-committee for consideration in June, which will help inform the direction of the project. The MPA is undertaking a review of firearms capability supported by the Deputy Chief Executive.

		Adams)	Sub-committee	
	Talking to Each Other	Jane Owen (with Natasha Plummer)	CEP	This is a new area of work to be developed. Project to be scoped and presented to BMG in April.
	Monitoring and Scrutiny of Public Protection Arrangements	Lynne Abrams	SOP	<p><b>Progress made over the last month:</b> Equality Impact Assessment completed and awaiting sign off before it goes to Senior Management Team for approval. Report presented to Business Management Group outlining the proposed work plan / approach to ensure that public protection is integrated into the committee structure.</p> <p><b>Deliverables planned in the next period:</b></p> <ul style="list-style-type: none"> <li>• Project manager to scope each of the committee work plans to ensure all strands of public protection are included (1 February to 31 March)</li> <li>• Project manager will produce a report to go to all the relevant committees to recommend, if necessary, the need to address any gaps in the oversight of public protection issues. This may require a change in each committees terms of reference (April to June)</li> <li>• Project manager to work with the planning and performance team and MPS to develop a robust performance management framework (March to April)</li> <li>• Project manager to work with MPS to ensure that they fully understand what is expected of them in light of any changes to the way the Authority oversees and scrutinises public protection issues (April)</li> <li>• MPS to report on the development of Multi Agency Public Protection Arrangement (MAPPA) and civil injunctions to the April SOP meeting. (Strategic and Operational Police committee)</li> </ul>
<b>MET Partners</b>	London Crime Reduction Board	Jude Sequeira	CEP (parent committee) / SOP	<p><b>Progress made over the last month:</b> London Crime Reduction Board consultation document drafted and circulated to stakeholders for comment.</p> <p><b>Deliverables planned in the next period:</b> Meeting with the London Community Safety Partnership (LSCP) on the 16 March to further develop the proposals. Further consultation on the proposals will take place with other stakeholders. Mapping exercise will start looking at the relationship the new board will have with other pan London boards including Congress and the City Charter to ensure the board adds value and avoids overlap / duplication. Begin the process of consulting with internal stakeholders to ensure key departments are aware and supportive of proposals.</p>
	JEMs	Sarah Easey	SOP	<p><b>Progress made over the last month:</b> Specialist Crime Directorate 3 (SCD 3) has drafted a toolkit for practitioners to deal with gang related violence using good practise gained through JEMs.</p> <p><b>Deliverables planned in the next period:</b> To continue planning and developing the slide pack for the next round of JEMs, with a focus on violent crime (including domestic and sexual violence, hate crime and response to the night time economy). Five boroughs will be slotted in between June and July. Need to ensure that actions from the previous round of JEMs meetings are collated and reviewed. To prepare a report on the outcome of the first round of JEMs for May SOP committee.</p>
	Hate Crime	Bennett Obong	CEP	<p><b>Progress made over the last month:</b> Clearer understanding of the direction and focus of the hate crime forum which will be communicated and hopefully agreed at the next forum meeting on the 22 March. MPS hate crime 'standard operating procedures' agreed at the forum meeting in January. A review report will be presented to the forum (date to be confirmed).</p> <p><b>Deliverables planned in the next period:</b> To obtain agreement on the vision, direction and work plan of the HCF from the chair and vice chair at the hate crime forum on the 22 March. Feedback from boroughs (local authority hate crime coordinators and</p>

				MPS) regarding the provision of third party reporting sites across London. Deadline for responses is the 31 March. Report going to the hate crime forum on the 22 June.
	Violence Against Women and Rape	Lynne Abrams	CEP	<b>Progress made over the last month:</b> Equality Impact Assessment completed and awaiting sign off before it goes to Senior Management Team for approval. Preparation for the Domestic and Sexual Violence Board in April.  <b>Deliverables planned in the next period:</b> Domestic and Sexual Violence Board meets on the 13 April – Area commanders will be involved in discussion around approaches to domestic and sexual violence. Lewisham will also present what it's doing to work in partnership to respond to domestic and sexual violence.
	Criminal Justice	Siobhan Coldwell	SOP	Project plan will be developed to reflect future direction of this area of work.
	Serious Youth Violence	Siobhan Coldwell	SOP	A decision will be made on the direction of this work based on the new terms of reference for the MPS anti violence board.
<b>MET Connect</b>	Confidence	Jane Owen	SOP/CEP	<b>Progress made over the last month:</b> Report to SOP on the 4 March regarding the satisfaction gap between white and BME victims of crime. The MPS are developing a 'customer strategy' and business units looking at ways of improving service provision. The MPS victims and witnesses group had commissioned additional research to look at drivers of satisfaction. <ul style="list-style-type: none"> <li>• The 51.2% for confidence in the police and local council dealing with local issues is almost hitting the MPS target for 2009/10. It is the third successive rise and as such an encouraging sign that the MPS is on course to meet its Home Office target of a 55.4% rate by March 2011.</li> <li>• User satisfaction (victims of violent crime, burglary, vehicle crime and road accidents) with the service provided by the police stands at 77.8% for the FYTD missing the 80% target. However the 79.1% satisfaction rate for quarter 3 (Oct - Dec '09) is the best quarterly performance for over 3 years.</li> <li>• The gap for the satisfaction of white and BME victim is unlikely to hit the 3.8% pts target. A report on this topic went to SOP Committee in March and was well received by Members in anticipation of further research into the underlying causes behind the gap.</li> <li>• The percentage of people who think that the police would treat them with respect is derived from the MPS's survey of the public in London (PAS). Performance has been at a similar level for the last 3 quarters at 77-78%.</li> </ul>
	Policing Pledge	Jane Owen	SOP	<b>Progress made over the last month:</b> Report to SOP on the 4 March regarding MPS's plans around the delivery of the pledge. MPA continue to be represented at the newly formed monthly MPS 'Pledge Delivery Group'. Weekly 'grip' meeting held.  Pledge measures – The MPS is scoring red in two areas; (1) have you heard about your local safer neighbourhood team (34% against a target of 45%) (2) letters sent to road traffic accidents within 10 working days (90% compared to the target of 100%).  <b>Deliverables planned in the next period:</b> The MPA has commissioned a report to see how this area of work will be taken forward in light of the changes to the MPS Citizen Focus Team, to ensure momentum remains.
	Standardisation of Community Engagement Structures – CPEG Review	Natasha Plummer	CEP	<b>Progress made over the last month:</b> 2010/11 service level arrangements are currently being negotiated. The approach adopted is more robust looking at the value added through CPEGs and this will result in some cost savings to the Authority that will be recycled into developing new engagement techniques/models.  <b>Deliverables planned in the next period:</b> The integrated communications working group will next meet in April 2010 to begin the work programme to review engagement models in two boroughs to inform discussions on the development of a common engagement model.  The draft new MPS / MPA Community Engagement Commitment is now out for consultation until 31 March 2010 and a

				members' briefing has been arranged for 7 April 2010 to consider relevant issues that will feed into the strategy/action plans (and which may impact upon the CPEG standardisation project).
	Crime Mapping and Crime statistics	Jane Owen	SOP	<b>Progress made over the last month:</b> MPS has agreed to set up a meeting to review their crime mapping web site.
	Borough Commanders	Alan Johnson	Oversight via the Human resources and remuneration subcommittee	<b>Progress made in the previous month:</b> Borough commander job description now drafted and will be presented to members for comment and tabled at committee on the 26 April. The career development programme and selection process in place.
	Race and Faith / Equalities	Siobhan Coldwell	CEP	Draft report to be presented to Full Authority. Date to be agreed.
<b>MET People</b>	Leadership	Alan Johnson	CEP (parent committee) Oversight via Human resources and remuneration subcommittee	<p><b>Progress made in the previous month:</b> Concerns raised at the MPS HR Board regarding the potential impact for the MPS with the launch of the National Police Improvement Agency (NPIA) strategy. DAC Jarman is looking to pull together all the strands of the MPS leadership training into one cohesive programme.</p> <p><b>Deliverables planned in the next period:</b></p> <ul style="list-style-type: none"> <li>• Release of the NPIA leadership strategy in April will inform next steps.</li> <li>• MPA will continue to work with the MPS to potentially develop an MPS specific leadership programme to meet service demands.</li> <li>• Report to committee in June outlining the key messages and implications of the NPIA leadership strategy.</li> </ul>
	Workforce Development	Alan Johnson	CEP (parent committee) Oversight via the HRR subcommittee	<p><b>Progress made in the previous month:</b> MPS have agreed to hold a one day symposium involving key stakeholders –including ACPO, army and police federation- to discuss the merits of multi point entry.</p> <p><b>Deliverables planned in the next period:</b></p> <ul style="list-style-type: none"> <li>• A paper is due to come to April's Human Resources and Remuneration Sub Committee on MPS's workforce modernisation programme.</li> <li>• Deloitte's were commissioned to do a national assessment of the national workforce development pilots. The report is due to be released in April and a report will go to committee in June. One of the key themes from the report will be the potential of replacing police officers with police staff.</li> </ul> <p>The Institute of Employment was commissioned by the Home Office to complete a study regarding the recruitment and retention of female and BME officers. One of the recommendations from the report will be the benefits of a multi point entry model. The Home Office are expected to develop an action plan for forces.</p>
	Benefits	Alan Johnson	CEP (parent committee) Oversight via the HRR subcommittee	<p><b>Progress made in the previous month:</b> Meeting held in March between MPA, MPS procurement and HR to agree the division of tasks to develop MET benefits strand. MPS currently scoping options.</p> <p><b>Deliverables planned in the next period:</b> A further meeting is planned to draft some proposals for Members consideration.</p>
	Family	Alan	CEP (parent	<b>Progress made in the previous month:</b> Meeting of the GLA heads of HR meeting on the 25 February was cancelled. Due to

	Support	Johnson	committee) Oversight via the HRR subcommittee	meet again in May.
	Blue Lights Courage Awards	Alan Johnson	CEP (parent committee) Oversight via the HRR subcommittee	<b>Progress made in the previous month:</b> The MPS HR Board has developed a recognition awards scheme. MPA liaising with the MPA in relation to this area of work.  <b>Deliverables planned in the next period:</b> MPA to continue to work with the MPS to ensure the model proposed in Met Forward is taken forward.
	ACPO Review	Alan Johnson	CEP (parent committee) Oversight via the HRR subcommittee	<b>Progress made in the previous month:</b> February's meeting of the Human Resources and Remuneration Sub Committee was cancelled. Paper to be presented to April's meeting highlighting the proposed amendments to ACPO pay and conditions including car allowance. Member's recommendations made at April's committee meeting will determine next steps.
	Training Review	Alan Johnson	CEP (parent committee) Oversight via the HRR subcommittee	<b>Progress made in the previous month:</b> February's meeting of the Human Resources and Remuneration Sub Committee was cancelled. Paper to be presented at April's meeting.  <b>Deliverables planned in the next period:</b> Member's recommendations made at April's committee meeting will determine next steps. Future report to go to the resources subcommittee on the training strand of the Service Improvement Programme in June.
	Ensuring a Representative Workforce	Alan Johnson	CEP (parent committee) Oversight via the HRR subcommittee	<b>Progress made in the previous month:</b> A report on proposed recruitment targets came to CEP in March. A BME recruitment target of 9.6% was agreed by CEP.  The Institute of Employment was commissioned by the Home Office to complete a study regarding the recruitment and retention of female and BME officers. The Home Office are expected to develop an action plan for forces, possibly including progression and retention targets.
<b>MET Olympics</b>	MET Olympics and Paralympics	Siobhan Coldwell	SOP (parent committee) Olympics / Paralympics Sub- committee	<b>Progress made in the previous month:</b> The Olympic and Paralympic Sub-Committee met on the 11 March.  <b>Deliverables planned in the next period:</b> The next Olympic and Paralympics subcommittee is scheduled for 19 April 2010. Ten action items need to be addressed by either the MPS or MPA following the 11 March meeting. Draft work plan will be presented in May to Olympics / Paralympics Sub Committee. Currently achieving against the committees work plan.
<b>MET Support</b>	Finance and Budgets	Annabel Adams	Finance and resources committee	<b>Deliverables planned in the next period:</b> There will be a review of the budget scrutiny process to ensure it is more robust in time for the annual budget scrutiny process in September. A schedule of members briefing on strands of the Service Improvement Plan has been organised and the first one on the ICT programme will take place in April.
	Estates Programme	Annabel Adams	Finance and resources committee	<b>Progress made in the previous month:</b> The estates communications strategy was agreed at the Finance and Resources committee in February.  <b>Deliverables planned in the next period:</b> Developing the estates strategy for sign off at the June's Finance and Resources committee.

	Procurement	Annabel Adams	Finance and resources committee	<b>Deliverables planned in the next period:</b> Progressing the development of the procurement re-let strategy to ensure that we are securing efficiency savings and value for money. This is due to go to committee in May.
	IS IT	Annabel Adams	Finance and resources committee	<b>Progress made in the previous month:</b> A consultant has been commissioned to review the ISIT strategy, The revision is due to come to April's Resources and Productivity Committee.
<b>MET Standards</b>	Standards	Jane Owen and Julie Norgrove	SOP/Corp Gov	<p><b>Progress made in the previous month:</b> Outline project plan developed.</p> <p><b>Deliverables planned in the next period:</b> Project plan to be agreed.</p>