

MPA Race and Faith Inquiry

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Chair: Cindy Butts

Panel Members: Bob Purkiss, and Margaret Blankson

This interview has been proof read and names have been inserted only where the speaker 's identify is certain.

(inaudible), Looking at the sort of ten areas you signalled out. One is about what happens in relation to inspection and, and these issues, if anything. A second issue is where does this sit, in, in terms of strategy in the Met game plan? The third, looking slightly forward, would be the work force inspection, Police Authority inspection, because if you were making recommendations or you wanted to do something, you would know a little bit about the direction of travel there. And you may already and if you do, you can cut me short on, on both of those issues, but they are two vehicles for the future,

Mm

So I'm going to be quite brief, 'cause it's late and from your point of view I could probably say it as well quickly as I could rather than spending a lot of time. First, really, on the inspection process, we used to do a kind of across the board inspection looking at twenty odd topics from handling calls all the way through to issues around diversity and fairness. We did that until about 2006 and I've got the results of what we looked at, but just to just give you an idea, in 2005 the Met was graded Fair, because it didn't have a diversity strategy when Inquiry was made at that time, but by 2006 it certainly had something and you will have looked at the no doubt (inaudible)

Mm

Since then, we've been looking at, by agreement with lots of stakeholders, the highest spends and highest risk issues that are around. This area was not regarded as being a highest risk, highest spend issue. I'll give you an example of what was in there: counter-terrorism, serious and organised crime was in there, so it tended to be those kind of issues. We've also looked at neighbourhood policing. Where, where an awful lot of money was spent and there was a lot at stake at that particular moment in time. However, we didn't give up on inspection. On diversity issues Robin will be able to talk to you tomorrow about a

little bit of work he did in six forces entitled *Duty Calls*; and you can probe him on some of the patterns which you will probably recognise from that piece of work. I think however, that, whether it's counter-terrorism or in this, for example professional standards, we do take account of the diversity dimension. As important or more important, when we do Borough Inspections we look at things in the totality The Borough Inspections which have been going on – and these are Boroughs that are identified by the Met – we've recently looked at Westminster, just about to go into Greenwich and we do about three or four of these a year. We notice some patterns there and the pattern in relation to diversity. Some have diversity strategies in preparation, some haven't, during this time, where they've got a plan of some sort, their action plans, by and large, have been very weak and to help you with that and not to burden you with all the detail of it, I've brought along as a little pack and in the pack it says a bit about the BCU inspections. I thought it might be quite interesting for you to see, it gives you a feel of what's actually happening down on the boroughs and it gives you a little outline, Westminster, Redbridge, Islington, Hillingdon, (inaudible), Greenwich, Hammersmith, Fulham. I thought that these would be useful to you.

Mm hm

So that's going to be in this little pack I'll leave with you. If you can just see the pattern. I'm also leaving there for you what we picked up when we looked at professional standards.

Mm

When we looked at professional standards, in 2007, we picked out a series of issues around diversity and diversity related – from training of the investigators onwards. We've made that available for you as well. Now switching forward, I guess where we normally start is, when we're looking at a subject, whether it is Neighbourhood (inaudible) policing, or (inaudible) Citizen Focus, is what's the game plan? We work our way down, from the game plan and strategy. It's interesting that on the BCUs (the boroughs), it doesn't seem to have that strong resonance on the BCUs.

Mm

You have to ask people to find out about the diversity strategy, I wonder how salient it is in the organisation.

Mm

When we look at strategy, we check whether the issue has a clear objective, clear scope and the advantage of what's been achieved out of it. In general terms it's got some of that but specifically, I think it's – it would suffer a bit if you used those kind of tests, you know, clarity of objective, scope, and the particular (inaudible) advantage that this course of action offers. I wonder, is there a benefit in re-framing or framing these issues? I think there is a huge benefit in framing them, ten years on, looking forward. We've had a frame and I kind of know a bit about that, as to one or two colleagues here, from ten years ago. But we're not quite in the same place. Lots of things have happened since then. I think it would be useful if the new frame dealt with issues about confidence and satisfaction, for the forty per cent plus BME population, even if you were to take such a narrow view of things, of people in London who get London services. Do they get the same, do they have the same level of satisfaction? No. They don't. Although there have been some improvements. Do they have the same level of confidence about risk? Probably no, they don't. I guess what I am suggesting is that, as well as having a general strategy, it would be useful if there was some specific direction around business deliverables for the community as a whole, which tracked back into internal changes that were required to deliver that and so if I go the next layer down, (inaudible) roughly speaking you're looking at about forty per cent, depending how you count this in London, your FLOs, I'm going to get quite tactical here about 11 per cent are BME.

Mm

If anybody needs to understand a lot about culture and, sensitivities and all of that, it would be FLOs, so

Mm

..I would, It would be nice to see something that went, as it were, from the high level business deliverables, back through the business. That would be good. That would be specific, that could be helpful. And then finally, where are we going? Work force inspection has lots of issues queuing to be on the list to so somebody can ask questions about it. We have developed a one-pager which talks about confidence and then talks about the specific aims of the work force inspection program next year. The two high level develop— deliverables there, they really are about questioning whether, as a result of all the investment in work force, is anything different happening about customer service, the public

– are they getting more, or better niche services or whatever else and, in terms of equality and diversity, do they feel it's a fair, equal thing? That's been reduced to a single page. Now, you might wish to consider whether that might be a useful vehicle for anything you wanted to follow up on, on the other side of this. And the other one is, in relation to Police Authority inspections, I – there is a kind of a long winded way of talking about this, but the short winded way is, really, we will be looking to see – and we've been piloting it in three Police Authorities - (inaudible) did start on a fourth, we'll be seeing, to see what effect the Police Authority has on this issue, ..taking account of public needs, concerns, so on. Are the fingerprints on the direction? Can we candidly see that things have shifted, in order to meet some shortfall or some sort of community opportunity? So I thought those are three sort of areas – you may have your own territory, as well but that gives you a broad outline of background material.

Mm

Dennis, that's really, really useful.

(inaudible)

... beat you into submission here, Cindy

CB No, I know that

(inaudible) do that!

CB That's a-- actually a really useful sort of canned history of some of the issues;

Yeah

CB .. I was particularly interested to hear about your, your understanding of the Met's strategy is and how that kind of gets put into practice and how it's understood

Yes

CB ..at a local level, which I think we'll certainly want to examine more. We—were there specific questions, based on what Dennis has said, that anyone wants to ask?

(inaudible) fingerprints at the MPS (inaudible)

Can you move your ---

Oh, sorry. (inaudible) just, sorry, just talk a little bit. You talked about the fingerprints of the MPA on the, on the MPS for example and I just wanted to hear a little bit about that.

DO Yes, well, it's not just the MPA, it's Police Authorities across the country

No, across the country.

DO Yes. Well,— if you're a Police Authority, you've got certain points of influence

Mm

DO You've got a point of influence around the appointment of the key leaders. You've got a point of influence about agreeing the resourcing of what's to be done. And you've got a point of influence around the plan, in the short term and the medium term. And (inaudible) the opportunity really is to see how those points of influence are reflected in the direction of the

(inaudible)

DO ... organisation

Are you saying there's been three pilots in Authorities undertaken already?

DO Yes, there's been three pilots, which – you know, Derbyshire and-- Derbyshire, Kent – I should remember all of these – and we're about to do Staffordshire.

Mm

Listen, could we have access to one of your reports (inaudible) as to (inaudible)

DO Well, i-- if I can just say, I mean, they have been reports really about trialling a methodology to try and work the thing up

Mm

DO It's about putting a frame around governance which is reasonable, you know, in the, in the circumstances

Mm

DO ..given they're of significance.

It's just, given some of the conversations (inaudible) had this morning, (inaudible) something that I'd be interested in looking at. I mean you, are you

Yes.

..saying it's available, or are you saying it's not (inaudible)?

DO Well, I'm saying that what they have done, because the Authority's volunteered to do the pilots.

Mm

DO (It's West Yorkshire as well as the others). They have ag-- agreed to do it on the basis that it was a report for those Authorities. What I could do, if it was helpful to you and (inaudible) would be happy to share with you, is the current framework that's come out of that

Mm

Do .. (inaudible) or the sort of territory of interest, because they're going to take all of those pilots

Yes

DO ..plus this thing they're just trialling at the moment

That'd be helpful. That's fine.

DO Yes?

Yep

DO Give you the frame

Yeah

DO I'll send you that, as soon as – as long as you know it's draft.

Mm

BP Can I just ask a quick question on *Duty Calls*, Dennis?

Yup

BP I don't know, I, I just remembered, I was a reader on this. Ha—has this been published?

DO It was circulated by involvement by agreement with, with, with a letter from Ronnie and ci--circulated last year. And they, they were, there were some issues with it, Bob

(inaudible)

DO .. (inaudible) be absolutely honest with you and the issues were about how well grounded it was in evidential

Mm

DO ..terms and we have a kind of, I suppose a discipline we put ourselves under about triangulating what we do, in terms of document interviews and so on. And there was some concerns about how well grounded that was, given the

Mm

DO .. signi—potential significance of it. but

Mm

DO ..., it was taken as far as it could be and then eventually circulated in a letter by Ronnie last year.



BP To whom?

DO To Chiefs and Chairs.

Okay.

DO That's fine, (inaudible) understand.

Okay, thanks.

(inaudible) just briefly on this point. On *Duty Calls*. How are we able to decipher which bits of *Duty Calls* relates to the Met?

DO You, you're not, because it didn't, it wasn't done in the Met; it was done in a number of Forces outside the Met, but two of them are a Metropolitan issue in character; one's South Yorkshire, and the other's West Yorkshire.

I see.

DO (inaudible) outside.

Okay. Right.

DO And it, it, they had resourcing issues, there's a – it was a bit of a sad tale, in some ways; they had resourcing and other issues which meant it was strung out over a period of time

I see

DO ... and there was an evidential issue as well, about the test.

Okay.

DO Nevertheless, it's got some headlines that I think are interesting, in terms

Okay

DO ..of what you're looking at.

CB Okay. If there's nothing else, what, what we'll do is get some questions to you. There'll be some questions that will be based, I think on what you've said 'cause I'd be interested to hear about what are the potential risks in relation to the way in which you're going to do inspection and the fact that you're not going to do a, a specific one on the equalities and diversities, rather interwoven into other sort of areas and, and just really what, what the risks are, but also what the implications are for governance and scrutiny around those areas and

Mm

CB ..potentially more pressure

Mm

CB ..upon Police Authorities and I'd just be interested to get your reflections on that, as well as some other bits and bobs so – so we'll make sure we send those to you.

DO Sure

And

DO And, and the Police Authority's (inaudible) will, will be bit more than interwoven, because they will be asked about their targets

Mm

DO ..and what fingerprints there are on that.

CB Yes. Great.

DO Okay.

CB Thank you very much.

DO All right (inaudible)

CB And apologies once again,

DO It's all right.

CB ..and to your colleague as well.