



Metropolitan Police Authority

## Appendix 1

# Communities Equalities and People Committee **Draft 3** Business Plan 2009/10

### **MPA Corporate Priorities**

- 1) Hold the Commissioner rigorously to account for improving the operational performance of the MPS
- 2) Transform community engagement to help Londoners secure more responsive policing
- 3) Work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing
- 4) Drive the MPS to make the most effective, efficient and cost conscious use of all of its resources
- 5) Deliver a fit for purpose, efficient and effective MPA

### **Committee Responsibilities:**

To be the lead committee for:

- The MPS/MPA citizen focus, consultation and community engagement work and responsibilities
- Matters related to the MPA's statutory duties in crime and disorder reduction partnerships
- Matters related to the MPA's statutory duties for the management of the Independent Custody Visiting Scheme and the monitoring of the MPS delivery of Stop and Search
- Matters related to the effective delivery of shared MPS/MPA priorities, such as the hate crime and domestic violence
- Equality and diversity work matters within the MPS/MPA service areas
- MPS/MPA Human Resources policy and strategy.

To initiate, receive and commission work and reports from the reporting sub committees.

To commission and approve the annual work plans of its subcommittees.

To consider and take any necessary decisions on matters relating to:

- MPS, MPA and national resource and workforce issues;
- National Human Resources issues, including any national negotiations and agreements.

To provide guidance, advice and leadership by liaising closely with the Authority and MPS staff in developing and managing the community engagement, equality and diversity and human resources work streams to ensure that the vision is embedded in the ethos and practices of both the MPS and MPA.

To monitor the MPS' response to its statutory responsibilities under all relevant anti-discrimination legislation and its policies around equality and diversity.

To ensure that the MPA meets its own statutory responsibilities under all relevant anti-discrimination legislation and its policies around equality and diversity

The Communities, Equality and People Committee (and its sub committees) will have due regard to the requirements of relevant equality legislation, in particular the general duties of the Race Relations (Amendment) Act 2000, Disability Discrimination Act 2005 and the Equality Act 2006.

### **Sub Committees:**

Equalities and Diversity Sub Committee, Community Engagement and Citizen Focus Sub Committee, Human Resources and REMCO Sub Committee.

Other Reports: Domestic Violence Board, Hate Crime Forum (and linked services)

**Objective 1:**

**To ensure the MPA is meeting its statutory duties and responsibilities to ensure there is effective community engagement and partnership working through Crime and Disorder Reduction Partnerships and Community and Police Engagement Groups and Independent Custody Visitor services.**

**Link to MPA priority:** *State which (if any) of the MPA's priorities this team objective supports*

- 1) Hold the Commissioner rigorously to account for improving the operational performance of the MPS  
 3) Work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing  
 4) Drive the MPS to make the most effective, efficient and cost conscious use of all of its resources

<b>Key actions:</b> <i>One row per action – add extra rows as appropriate</i>	<b>Proposed Committee</b>	<b>Performance measure</b>	<b>Deadline/date</b>
1. CDRPs – To review and monitor the MPA's discharge of its duties as a responsible authority of the Crime and Disorder Reduction Partnerships of London (as per VB's paper) to ensure the Authority effectively fulfils its statutory duties.	<i>CECF Sub-Comm</i>	<i>Complete a mini – review of CDRP work</i>	<i>TBC</i>
2. ICVs – to report on the delivery of the independent custody visitor scheme and the implementation of the MPA ICV improvement plan.	<i>CECF Sub-Comm</i>	<i>TBC</i>	<i>TBC</i>
3. To ensure the effective development and delivery of Policing Plan consultation (linked to shared committee responsibilities).	<i>CECF Sub-Comm</i>	<i>TBC</i>	<i>TBC</i>
4. To oversee the development and delivery of MPS local policing summaries.	<i>CEP</i>	<i>TBC</i>	<i>TBC</i>
5. Community Engagement - to manage the development and delivery of the Community and Police Engagement Groups and to seek their improvement to achieve a standard outlined in the 2008 MPA CPEG Guidelines.	<i>CECF Sub-Comm</i>	<i>TBC</i>	<i>TBC</i>
6. To review and monitor funding processes for partnership work to ensure it adds value to the Authority's statutory role on CDRPs.	<i>CECF Sub-Comm</i>	<i>TBC</i>	<i>TBC</i>
7. To appoint ACPO rank police officers.	<i>HR/REMCO Sub</i>	<i>TBC</i>	<i>TBC</i>

<b>Objective 2:</b> <b>To oversee the establishment and delivery of key Human Resources (HR) strategies including workforce planning, modernisation and training and development. This will be a key strand in the MPA's strategic plan (MetForward), due to be published by April 2009.</b>			
<b>Link to MPA priority:</b> <i>State which (if any) of the MPA's priorities this team objective supports</i>			
<b>2) Transform community engagement to help Londoners secure more responsive policing</b> <b>3) Work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing</b> <b>4) Drive the MPS to make the most effective, efficient and cost conscious use of all of its resources</b> <b>5) Deliver a fit for purpose, efficient and effective MPA</b>			
<b>Key actions/events:</b> <i>One row per action – add extra rows as appropriate</i>	<b>Proposed Committee</b>	<b>Performance measure</b>	<b>Deadline/date</b>
1. To scrutinise HR policy and practice through membership of national (Police Negotiating Board and Police Advisory Board) and MPS-specific (Transforming HR, Strategic Health and Safety Committee, Workforce Modernisation Strategy Board) fora, including any proposals as a result of the Green Paper.	<i>HR/REMCO Sub</i>	<i>TBC</i>	<i>TBC</i>
2. To hold a series of 'Open Sessions' with MPS HR Board members Open session with MPS HR Board members to discuss plans and priorities (including purpose, vision and values) for the next twelve months. This should include some 'thematic' issues such as "the MPS policing family" (i.e. the impact of the MPS and MPS issues/policies/practices on its staff and their families) and "issues affecting MPA staff, including policies and practices." These sessions should also include how plans and priorities are agreed and reviewed	<i>HR/REMCO Sub</i>	<i>TBC</i>	<i>December 2009</i>
3. To commission a programme of reports for CEP meetings to review key aspects of HR policy including Workforce Modernisation, MPS response to talent management, etc.	<i>CEP Comm</i>	<i>TBC</i>	<i>TBC</i>
4. To review the Borough Commander and ACPO Selection Processes (including temporary and acting promotions)	<i>HR/REMCO Sub</i>	<i>TBC</i>	<i>TBC</i>

5. To undertake other review and development work according to an agreed programme including leadership, including pay and benefits, employee relations, secondments, health and well being, recruitment, workforce planning, organisational development, etc.	<i>HR/REMCO Sub</i>	<i>TBC</i>	<i>TBC</i>
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**Objective 3:**

**To scrutinise how the MPS is mainstreaming equality and diversity into the delivery of policing so that all Londoners receive a fair policing service.**

**Link to MPA priority:** *State which (if any) of the MPA's priorities this team objective supports*

- 2) Transform community engagement to help Londoners secure more responsive policing**
- 3) Work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing**
- 4) Drive the MPS to make the most effective, efficient and cost conscious use of all of its resources**
- 5) Deliver a fit for purpose, efficient and effective MPA**

<b>Key actions/events:</b> <i>One row per action – add extra rows as appropriate</i>	<b>Proposed Committee</b>	<b>Performance measure</b>	<b>Deadline/date</b>
1. To undertake a 'Race and Faith Enquiry'.	<i>CEP Comm</i>	<i>TBC</i>	<i>TBC</i>
2. To undertake work to revise the MPS Diversity Strategy	<i>Equalities and Diversity Sub</i>	<i>TBC</i>	<i>TBC</i>
3. To oversee the work of the Violence Against Women Board and the Hate Crime Forum and to seek improvements in the MPS work related to these areas.	<i>Equalities and Diversity Sub</i>	<i>TBC</i>	<i>TBC</i>
4. To oversee the effective integration of equality and diversity work within the MPS Olympic programme and Counter Terrorism activity, including ensuring that the MPS meets its statutory responsibilities under anti-discrimination legislation.	<i>CEP Comm</i>	<i>TBC</i>	<i>TBC</i>

**Objective 4:**

- 1) To ensure that community engagement activity undertaken by the MPA and MPS adds value to and improves the delivery of policing services in London – this will include overseeing the development and implementation of the MPA/S community engagement strategy and monitoring performance against agreed outcomes
- 2) To oversee the development and implementation of the MPS citizen focus policing programme.

**Link to MPA priority:** *State which (if any) of the MPA's priorities this team objective supports*

- 2) Transform community engagement to help Londoners secure more responsive policing
- 3) Work with the MPS to achieve cultural change throughout the service so that everyone in London can gain and retain confidence in policing
- 5) Deliver a fit for purpose, efficient and effective MPA

<b>Key actions/events:</b> <i>One row per action – add extra rows as appropriate</i>	<b>Proposed Committee</b>	<b>Performance measure</b>	<b>Deadline/date</b>
1. To review the current MPA/MPS Community Engagement Strategy and develop an MPA/MPS Community Engagement Strategy 2009/11	<i>CEP Committee</i>	<i>TBC</i>	<i>TBC</i>
2. To undertake a mini review of MPS Citizen Focused work by focusing on the things that will make a difference for example the impact of victim focus desks, the delivery of the policing pledge, the work to redesign front counters to make the more user friendly	<i>CECF Sub</i>	<i>TBC</i>	<i>TBC</i>
3. To oversee and seek improvements in the MPS Stop and Search activities.	<i>CECF Sub</i>	<i>TBC</i>	<i>TBC</i>
4. To advise and support various committees and Sub Committees of the MPA in order to enhance community engagement activity and ensure that Equality and Diversity matters are fully understood and consistently applied within all of the Authority's decision making processes.	<i>CEP Committee</i>	<i>TBC</i>	<i>TBC</i>

5. To review the Safer Neighbourhood engagement mechanisms, oversee the Independent Advisory Group Mechanisms and monitor progress against the reforms.	<i>CEP Committee</i>	<i>TBC</i>	<i>TBC</i>
6. To review the how the MPA promotes its work and how it communicates with Londoners.	<i>CEP Committee</i>	<i>TBC</i>	<i>TBC</i>