



Metropolitan Police Authority

**Metropolitan Police Authority – 28
September 2006**

**Committee Annual Reports
(Agenda item 12)**

CORPORATE GOVERNANCE COMMITTEE – ANNUAL REPORT

Report by the Treasurer

Introduction

1. The Authority requires each committee to produce an annual report on its activities. The reports are intended to give a general indication of member performance. They will also provide material for incorporation into the Authority's published annual report.

Meetings and membership

2. The Committee has met on four occasions during the year at appropriate points in the annual audit cycle.
3. The Panel comprised four members. Jennette Arnold has been Chair of the Committee for the year. Other members have been Rachel Whittaker (Deputy Chair), Toby Harris and Elizabeth Howlett.

Responsibilities

4. The Authority at its annual meeting on 8 July 2004 established the Corporate Governance Committee as a new committee. The Committee fulfils the Authority's duties in relation to internal and external audit and scrutinises the draft accounts on behalf of the Authority. In both cases, the Committee approves the annual audit programme. It has general oversight of the effectiveness of the control systems in operation. The Committee has a remit to keep the MPA risk management strategy under review and endorse an annual programme of risk management activity for the MPS, receiving progress reports and an assessment of achievement after the end of the year. The Committee also satisfies itself on an annual basis, that the MPA and MPS health and safety plans are sufficient to discharge the Authority's Health and Safety responsibilities, that the plans are being implemented, that targets in relation to health and safety performance are being achieved and any topical issues are brought to notice.

Accounts

5. The Committee reviewed the draft final accounts for 2004/05 and agreed drafting amendments. The Committee recommended their approval by the full Authority.

External audit

6. The Committee received the external auditor's annual audit letter on conclusion of the 2004/05 audit. The external auditor was again able to provide an unqualified audit opinion on the accounts. He stated that 'The timeliness of the draft accounts improved again this year'. Whilst recognising that the quality of working papers and the application of Statement of Recommended Practice guidance were maintained from last year, he commented that further improvements were necessary to achieve the standards that the MPA and MPS aspire to.

7. Under the general heading of 'Performance', the auditor noted that the Authority is committed to addressing the issues identified in the initial performance assessment (IPA), and that a comprehensive organisational development programme is being established and key internal processes strengthened. The Auditor also undertook a tailored use of resources assessment to gauge progress on last years IPA. No score was provided, however the Auditor noted "the MPA and MPS have responded positively to our initial assessment and are committed to improving arrangements."
8. The Auditor noted that the HMIC, as part of his baseline assessment of the operational effectiveness of the MPS, has concluded that its performance was good or better in most areas.
9. The Auditor noted he had issued an unqualified report on the Best Value Performance Plan (BVPP), which was recognised as being a significant achievement for the MPA and MPS. It was recognised that there were improvements in the quality of performance information contained within the BVPP, with opinion being reserved on only one performance indicator.

Internal audit

10. The Committee has received progress reports on the Internal Audit programme for 2005/06 and has considered the Director of Internal Audit's annual report. The annual report showed a slight improvement in the overall control assessment with good progress in areas that have previously been the subject of internal audit review. In particular, high-risk systems reviewed during the year were found to have adequate controls. While major outsourcing programmes were well managed, some concern was noted around procurement control failures in a range of business areas across the MPS. The Director of Internal Audit's assurance score was based on a wider range of work than previously, taking into account internal audit advisory work and investigations, as well as work by other review agencies.
11. The Committee has approved the Internal Audit plan for 2006/07 based on an updated audit needs assessment and risk analysis for five years ahead. The plan includes a continuing programme of BOCU and OCU reviews, advisory work, audits of business and financial systems and follow-up reviews of areas subject to audit in 2005/6. Internal Audit will continue to provide further risk and control awareness training to the MPS.

Risk Management

12. Throughout the year, the Committee has received regular corporate risk update reports from the MPS. These provide updates on the three areas where the Business Risk Management Team (BRMT) provides the MPS with a professional lead i.e. corporate governance, business risk management and insurance management.

13. At the request of Corporate Governance Committee, a review was undertaken of the joint risk management strategy. An updated and enhanced document was then presented to Committee for approval.
14. In the Annual Audit Letter the Auditor reported back on his follow up to the 2003 review of risk management, overall he felt that progress is positive and that risk management arrangements have been enhanced in 2005. However, he highlighted areas where improvements were still needed to install a culture of risk awareness across the MPS.
15. The Committee received an interim report on statement of internal control (SIC). The report provided an update on progress in addressing significant issues identified in the 2004/05 SIC and outlined the process for completing the SIC for 2005/06.

Health and Safety

16. To ensure the discharge of the Authority's statutory responsibilities, the Committee has overseen the safety, health and welfare of police officers and police staff, people in the care and custody of the MPS, and all members of the public on police premises or property, by
 - agreeing the priorities for health and safety in the MPS
 - approving the revised joint policy on health and safety
 - approving the policy on health and safety within the Authority itself and the plans to audit performance.
 - monitoring all contact the MPS has had with the Health and Safety Executive.
 - scrutinising, on a quarterly basis, MPS health and safety performance data in relation to fatalities, major incidents, near misses and other specific key performance indicators.
 - reviewing the response of Health and Safety Branch to the July terrorist attacks
 - reviewing the response of Health and Safety Branch to the deployment of MPS staff in areas affected by the tsunami
 - overseeing the management of MPS swimming pools
 - approving the code of Practice for MPA employees participating in operational police duties
 - reviewing information relating to assaults on MPS staff.
17. In reviewing performance, the Committee has noted a general improvement in all areas.
18. To strengthen the oversight mechanism, the Authority is represented on the MPS Strategic Health and Safety Committee and members are all provided with copies of the minutes. In a reciprocal arrangement, the MPA Committee provides a conduit for the expression of concerns and all staff associations are invited to meetings of the Committee so that, if necessary, any issues can be raised direct.

Next year

19. In the forthcoming year, the Committee will continue to oversee the internal and external audit programmes. The Committee will be looking for continuing improvement in the Director of Internal Audit's rating of the adequacy of internal control in the MPS. The Statement of Internal Control will be considered as a separate report to the accounts and in future quarterly updates are to be provided on progress in addressing significant issues identified in the statement. The Committee will continue to take a lead on behalf of the Authority in overseeing risk management arrangements in the corporate governance structures of both the MPA and the MPS and in particular monitoring the progress of the MPS risk management programme and the internal control actions detailed in the Annual Statement. It is anticipated that further progress will be made in the assurance that MPS and MPA Health and Safety plans are sufficient to discharge the Authority's responsibilities and in particular that the plans are being implemented.

RACE AND EQUALITY IMPACT

The Committee addresses equalities aspects if and when they arise in relation to its business.

FINANCIAL IMPLICATIONS

The cost of the Committee's activities is met within the MPA's directly managed budget.

Report author: Ken Hunt, Treasurer.

**EQUAL OPPORTUNITIES AND DIVERSITY BOARD
ANNUAL REPORT 2005 - 2006**

Report by the Chief Executive and Clerk

Introduction

The annual report is attached as **Appendix 1**.

RACE AND EQUALITY IMPACT

The appendix is a factual report on the work of the Equal Opportunities and Diversity Board during 2005-2006.

FINANCIAL IMPLICATIONS

There are no direct financial implications arising from this report.

Report author: Laurence Gouldbourne, MPA Race and Diversity Unit

Background papers: MPA Annual Report 2004 - 2005
EODB Workplan 2004 - 2005

**EQUAL OPPORTUNITIES AND DIVERSITY BOARD
ANNUAL REPORT 2005 - 2006**

Foreword by the Chair

This Annual Report is merely a snapshot of all the hard work carried out by MPA members of Equal Opportunities and Diversity Board (EODB). Supported by staff in the Race & Diversity Unit and the MPA, this again has truly been a team effort and I would like to take this opportunity to thank everyone for their time and commitment in delivering work on behalf of the Authority.

First of all: I'd like to thank my wonderfully energetic and dynamic deputy chair John Roberts for his support, persistence and enthusiasm over so much: his sterling work as Chair of the Stop & Search Review Board (SSRB), including borough visits in relation to stop and search and his work with key stakeholders such as (but not limited to) the Home Office and the Independent Police Complaints Commission (IPCC).

I'd like to thank all the members who have served on the Board: Cindy Butts, Peter Herbert, Damian Hockney and Aneeta Prem. Cindy has led the MPA Domestic Violence Board (DVB) in a way that will assist the Authority maintain its scrutiny on domestic violence performance – thus making the lives of women, men and children safer. Aneeta has led the work on forced marriages and (dis)honour crimes for the Authority and this again is having an impact on key policy and decision-makers outside the MPA. Thanks also to Peter Herbert for his continued leadership of the London-wide Race Hate Crime Forum, which held its first Conference in November 2005. I would also like to thank Lee Jasper of the Greater London Authority for his continued participation at EODB as a co-opted member.

In my foreword last year, I said, "*EODB's purpose is to act as critical friend, a mirror, a rotweiler and a cheerleader to the MPS in delivery of policing services to meet the needs of London's diverse community. My vision for success is a police service, which reflects the community, which knows the community and which treats the community fairly whether encountering them as victims, witnesses or suspects/perpetrators of crime. The EODB agenda has reflected all these issues in the past year.*"

We were considering our Annual Report for 2004-2005 when the bombs went off on that fateful morning of 7 July 2005. It was a challenging meeting to chair: trying to keep focused on the business at hand, whilst simultaneously trying to find out what exactly was occurring.

The words I stated last year still ring true – but now have a poignancy that we could never have imagined. EODB's role is manifold, but primarily is to enable the police handle and manage day-to-day encounters, especially those with marginalised groups in a way that is fair, appropriate, responsive and relevant. It is also to empower the MPS to deliver a first class service to all Londoners and, in doing so, ensure that the MPS have the right people in place to deliver those

services.

EODB's role is also to help clearly explain the role of the police to London; to this end, the Board is committed to working with other MPA members in articulating the police's role and other key issues. The work of EODB is not for 'the minority': when one adds up all the women, Black, Asian and minority ethnic people, disabled people and lesbians, gay men, bisexual and transgender people, 'the minority' actually adds up to 'the majority'.

Yet the role of EODB is not only about scrutiny: it is also about oversight. EODB members are keen to ensure that equality and diversity is an integral part of every day policing performance. And, in terms of the MPA's role in accountability, we are keen to continue to create a space whereby the people of London have an opportunity to speak to the people responsible for delivering the policing of London.

Finally, thanks to John Crompton for all his hard work in supporting EODB. And many thanks to all the staff of the Race & Diversity Unit who are a marvellous lot: energetic, committed and great fun to work with! My vision for EODB still holds true: between the work of the MPA and the support of London's communities, I am convinced that we can make this a reality.

Kirsten Hearn
Chair of the Equal Opportunities and Diversity Board
July 2006

Foreword by the Deputy Chair

Welcome to our fourth Equal Opportunities and Diversity Board Annual Report.

The Board for me is the overarching delivery committee and I am proud to report that we have continued to provide a comprehensive scrutiny over the work of the MPS. This has been maintained through us continuing with holding themed meetings throughout the year, which have looked at professional standards, the MPS Modernisation Programme, age and race equality, and how we are monitoring for equality. Over 200 members of the public have been involved in some interesting and dynamic debates by being able to personally ask questions of the MPA and the MPS. A personal highlight for me was a short role-play looking at issues facing members of our older communities and what concerns they had around policing. These debates inform us here at the MPA and ensure that we have a safe space where real decisions are taken that have a real impact on the every day lives of Londoners, and I would like to extend my thanks to all of you who have attended.

This year also saw the MPA appointing a new Deputy Assistant Commissioner. I would like to welcome on board Rose Fitzpatrick who is now leading the new MPS Diversity and Citizen Focus Directorate. Together the work that is carried out in our race and diversity teams will not stand alone but will be fully embedded in all the work the MPA and MPS carry out in achieving a high quality policing service that understands the importance of valuing its citizens.

The next year will continue under the leadership and superb chairing of Kirsten Hearn. Along with the other members of the Authority and our talented race and diversity team, we will be delivering our work plan, which this year includes the MPA Disability Oversight Group, the Domestic Violence Board, the Generic Equality Scheme and the Disability Equality Scheme. We will continue with the Stop and Search Review Board and to deliver and monitor the recommendations from the Morris Inquiry (the independent inquiry into professional standards and employment matters in the MPS).

Unfolding and grasping the opportunities to engage with Londoners is key for me and for the policing of London. The real challenge is for all of us to get involved and I extend a warm welcome for you to get involved with us and the challenges ahead.

John Roberts
Deputy Chair of the Equal Opportunities and Diversity Board
July 2006

Introduction

1. The MPA Equal Opportunities and Diversity Board (EODB) was set up in 2002 directly in response to the new statutory requirements placed on the MPA by the Race Relations (Amendment) Act 2000 [RR(A)A 2000] and other legislative, statutory and regulatory obligations.
2. This report summarises some of the key achievements and work areas progressed by EODB during the last 12 months. The report is designed against the backdrop of a range of significant 'drivers' that have impacted on both the MPA and the MPS. These include (but are not limited to):
 - the events of July 2005;
 - the MPS Modernisation Programme;
 - the rollout of the Safer Neighbourhood programme;
 - London being awarded the Olympic and Paralympic Games in 2012;
 - legislative duties to develop an Equality Scheme that covers all the equalities strands (age, disability, gender, race, religion or belief and sexual orientation); and
 - Progress against key reports such as the Morris Inquiry, Assistant Commissioner Ghaffur's Thematic Inspection on Race & Diversity, the Commission for Racial Equality (CRE) Formal Investigation into the Police Service in England & Wales and the Taylor Review of Police Disciplinary Arrangements.

Significant Achievements

3. In December 2005, MPA members agreed to restructure and streamline some of the Authority's committees in order to assist its oversight and scrutiny functions. This process led to a strengthening of EODB's role as the Authority's flagship committee in relation to equality and diversity across employment, service delivery and community engagement.
4. Through its use of themed meetings and suspending Standing Orders, which allows members of the public to participate in the discussion along with members, EODB not only provides a direct voice for Londoners to the MPS and MPA, but it also can act as an 'early warning system' for the Authority on a range of issues.
5. Organising committee business in this way has proved popular with members of the public. Not only have these meetings been well attended with on average over 30 members of different London communities present, in addition to Board members and officers, but also attracted a level of questioning, engagement and dynamism with police officers and interest from the media.
6. This model of good practice has been positively commented upon by other parts of the Authority and the Greater London Authority; other MPA committees are considering using this approach strategically as a way of engaging with Londoners.

Objectives 2005 - 2006

7. EODB had five key objectives for EODB last year:
 - a) In conjunction with Human Resources (HR) Committee and the Morris Steering Group to listen to staff associations concerns about the Morris Report and to agree recommendations which move towards meeting the needs of associations by December 2005.
 - b) To conduct scrutinies of Project Umbra, Child Protection and the Specialist Crime Directorate by June 2006.
 - c) To maintain oversight and ensure that the MPS delivers key outcomes on the Greater London Action on Disability (GLAD) Action Plan by June 2006.
 - d) To monitor the MPS' revision and actioning of its Race Equality Scheme (RES) to take into account its outward-facing functions by December 2005.
 - e) To support the development of an MPA-led forum which focuses on MPS domestic violence performance by March 2006.

8. In relation to a), MPA members heard staff associations concerns at both the professional standards meeting in October 2005 and the MPS Modernisation Programme meeting in December 2005. These concerns have been voiced throughout other themed discussions and in meetings with the Race & Diversity Unit. The 'scrutinies' of Project Umbra, Child Protection and Specialist Crime Directorate were not undertaken, but they are planned to be reviewed during 2006-2007. Work has progressed in relation to c) and this is summarised in paragraphs 12 & 14 of this report. EODB considered the actioning of the MPS RES in July 2005 (see paragraph 9a); and the MPA Domestic Violence Board was formally launched in April 2006.

Equality Strands

9. Over the past business year, EODB has discussed as themed items race equality, professional standards, the MPS Modernisation Programme, age equality and monitoring for equality. Out of these discussions, several key committee decisions have been made by members which have impacted on both MPA and MPS business:
 - a) **Race equality:** a key decision made by EODB Members in July 2005 was to recommend that the MPS take positive steps to ensure it had 'buy-in' from both the Borough Operational Command Units (BOCUs) and Operational Command Units (OCUs) when designing their future Equality Scheme. This would counter the perception that race equality was the sole responsibility of Command Units operating out of New Scotland Yard and Empress State Building – and thus, did not impact on other areas of policing. This decision has had an impact on how the MPS designed, consulted and produced its Race & Diversity (Trust and Confidence) Strategy (about which EODB was consulted in September 2005 and which was formally agreed by Full Authority in February 2006), the rollout of Equality Action Plans in BOCUs, as well as its current Equality Scheme work.

- b) **Professional standards:** one of the outcomes from the joint EODB-Professional Standards & Conduct Committee (PSCC) in October 2005 was strengthening the equality and diversity aspects of the Directorate of Professional Standards (DPS) response to the Morris Inquiry. DPS' Fundamental Review has started to address one of Members and Morris' concerns: that of evidence of learning from previous cases. The new Prevention & Organisational Learning Command within DPS seeks to address this concern and progress this area of work, ultimately enabling boroughs and supervisors to resolve cases at an early stage.
- c) **The MPS Modernisation Programme** was considered by EODB in December 2005. At this meeting, the Service Review and the Together programme were also considered. Eight 'hardy perennials'¹ were identified as areas for improvement for the MPS in its proposed programme. Members noted that an initial equality impact assessment had been conducted in relation to the Programme but this had not been updated. Members agreed that this assessment should be updated as soon as possible and that the Programme should work towards outcomes across employment, service delivery and community engagement (i.e. *"there should be no significant disparity in the experiences of people based on their identity"*).
- d) In February 2006, the themed discussion was **on age equality** – but from the perspective of older people. Coinciding with the start of Lesbian, Gay, Bisexual & Transgender (LGBT) History Month, presentations were made by Age Concern and Polari², with a short drama sketch performed by AGLOW³ (Association Of Greater London Older Women).
- e) **Monitoring for equality** was considered by EODB in April 2006. An outcome from this EODB meeting was the realisation that around 25 – 30% of ethnicity data gathered by the MPS is either blank or not recorded. This lack of data has an impact on being able to successfully monitor performance in employment, service delivery and community engagement. Members of both EODB and Planning, Performance and Resources Committee (PPRC) have agreed to receive a report from the MPS as to the remedial steps that will be taken to address this problem. This is one of the main issues, which has been picked up by the MPA Domestic Violence Board (see paragraph 13).

¹ Issues that have historically troubled and negatively affected the MPS' ability to successfully deliver on employment, service delivery and community engagement fronts. These 'hardy perennials' are leadership, effective management, handling complaints, representation, active communication, hidden voices of existing, new and emerging communities, key encounters and accountability.

² Polari raises awareness about older lesbians and gay men, and works nationally to get their voices heard by services used by older people including housing, social care, health and community safety.

³ Support group for older women of different backgrounds and cultures including older African & ethnic minority women and older lesbian women.

Mini-Reviews

10. One of EODB's achievements has been the conducting of 'mini-reviews' of Operational Command Units (OCUs). Equality and diversity as functions of both Procurement (in December 2005) and Traffic OCU (in April 2006) have been considered by Members. It is planned that these mini-reviews will continue at EODB, especially in relation to the MPS Race and Diversity (Trust & Confidence) Strategy and the MPS Race and Diversity Learning & Development Programme.

Performance Management Information

11. Another aspect of EODB work has been the use of performance management information to inform debates on key issues. Performance management information is data that is used to see how the MPS is doing against certain targets, whether it is the numbers of stops and searches it has conducted, number of arrests made or numbers of cases of burglary it has solved. The use of this data was invaluable in the 'Monitoring For Equality' debate, which occurred in April 2006. At this meeting, it was discovered that between 25 – 30% of data recorded by the MPS is either 'blank' or 'not recorded'. This has an impact on interpreting data, shaping services and targeting resources towards specific needs and communities.

EODB Sub-groups

12. Over the business year, EODB has been supported by six sub-groups:
 - the Disability Oversight Group
 - the MPA Domestic Violence Board
 - the Generic Equalities Scheme Working Group
 - the Disability Equality Scheme Working Group
 - the Stop & Search Review Board
 - the Stop and Search Community Monitoring Network

In addition, the London Race Hate Crime Forum, an independent multi-agency forum led by the MPA has also reported its work to EODB.

Disability Oversight Group

13. Led by Kirsten Hearn, Chair of EODB, and supported by Lord Toby Harris, the APA Spokesperson on diversity and the GLA's senior policy officer for disability, this sub-group meets regularly to monitor MPS progress on the Greater London Action on Disability (GLAD) report: "*Disabled people and the police – a new relationship?*" and the resulting 12 recommendations and 48 underlying key action points of the MPA Disability Agenda. To date 32 of the action points are in the process of being implemented by the MPS. In December 2006, the Oversight Group will be facilitating a 'wash-up' event to which deaf and disabled community members will be invited, to hear about progress made and how the work of the Oversight Group is to be mainstreamed within the MPS Single Equality Scheme. It is planned that the outcomes from this Group will report back to EODB in March 2007.

MPA Domestic Violence Board

14. The MPA Domestic Violence Board held its first meeting in April 2006. The Board is co-chaired by Cindy Butts, Deputy Chair of the Authority and EODB Member and is charged with monitoring, scrutinising and supporting the MPS in its performance and response to domestic violence at a borough and corporate level. The first Borough Operational Command Units (BOCUs) to attend the Board meeting in April were Havering and Croydon. The next meeting will be held in September 2006 with Brent and Tower Hamlets being invited to report to the Board and the proposed EODB in November 2006 will consider gender as its themed discussion.
15. Whilst, at the time of writing, it is too early to determine major outcomes, several areas for further examination are emerging, such as striking the balance between women's safety in relation to civil and criminal remedies; supporting police officers and staff who may be experiencing domestic violence; training given to police officers and staff; the lack of data gathered by the MPS around certain equality categories and the impact this has on monitoring in relation to performance in employment, service delivery and community engagement.

Generic Equality Scheme and Disability Equality Scheme Working Groups

16. Both the Generic Equality Scheme & Disability Equality Scheme Working Groups have key roles in assisting the production of both the MPA's Generic Equality and Disability Equality Schemes. Several key outcomes have already emerged:
 - The development, through user involvement, of a single Equality Scheme, which has distinct strands, rather than producing separate strand Schemes;
 - The arrangement of five focus groups events to consult on both Schemes, for young people, deaf and hearing impaired communities, older people, LGBT communities and a gender specific focus group / an event focussing specifically on women's issues;
 - Using GLA-led festivals and events to consult Londoners on the proposed Schemes;
 - Hosting the London Emergency Planning Seminar in March 2007 with over 150 Deaf and Disabled delegates in attendance; and
 - Working with the MPS in the production of their Equality Scheme.

MPA Stop & Search Review Board

17. The MPA Stop and Search Review Board (SSRB), formerly the Stop & Search Scrutiny Implementation Panel (SSSIP), was re-launched in September 2005 and is chaired by John Roberts, the MPA lead on stop and search and EODB Member. Over 60,000 'Know Your Rights' leaflets, audio-tapes and CDs have been distributed to local monitoring groups across London, borough Youth Offending Teams, Safer Schools Partnerships and at a range of GLA-led festivals events such as the Pride, Rise and Liberty festivals.

18. This work has been supported by a series of borough visits to find out what is occurring 'on the ground' in relation to stop and search. Visits in the past year have included Royal Parks, Lewisham, Enfield, Barnet and Hammersmith & Fulham. Future planned visits include Heathrow Airport.
19. Other notable achievements include:
- In December 2005, the SSRB produced the 'One Year On' report, which outlined the progress made by the MPA, MPS and other key stakeholders to date against the 55 recommendations. 13 of the recommendations have been achieved, with another 25 recommendations being addressed through on-going work.
 - Agreement was reached with the MPS to publish section 44⁴ data monthly on a London-wide basis.
 - In May 2006, the Home Office rolled out a publicity campaign across eight forces, including the MPS. Although the MPA's Stop & Search Lead Member intervened in the publicity campaign and made significant improvements, the change of target audience for the campaign by the Home Office from all young people to specifically Black, Asian and minority ethnic young people caused concern.
 - In June 2006, the MPS Monitoring Mechanism was made available on the MPS website. At the click of a button, members of the public can see how their borough is performing in relation to stop and search *and* compare this against the performance of other boroughs.
 - MPA members agreed to support the on-going work of the SSRB. The Board was given 18 months to 'sign off' the outstanding Scrutiny Report recommendations.

Stop and Search Community Network

20. In September 2005, the (Stop & Search) Community Monitoring Network was created. The Network is where local monitoring groups meet regularly to question the police on stop and search practice, share information and disseminate best practice. Eight local stop & search monitoring groups had been established across London by September 2005. As of July 2006, there are now 26 local stop and search groups working across London.
21. The Network has made a number of interventions in MPA & MPS stop and search work such as comments on the Standard Operational Procedures (SOPs) on stops and searches, lobbying for information on s44 stops and advice on publicity information, including videos and press campaigns.

⁴ Section 44 of the Terrorism Act 2000 permits police officers to stop and search individuals without having 'reasonable grounds for suspicion'. It has to be authorised by the Assistant Commissioner, and the Home Secretary within 48 hours, and should be used within a designated area. Currently, London is deemed to be a designated area.

London Race Hate Crime Forum

22. The London Race Hate Crime Forum (LRHCF) held its first conference in November 2005. With a distinctive international flavour, over 150 delegates attended this event to exchange information and share best practice in how to tackle race and faith hate crime. A report of the conference will be considered by EODB in September 2006.
23. The LRHCF has continued its work of facilitating and examining the work of BOCUs and local authorities in relation to tackling race, faith and homophobic crimes. The LRHCF has received nine borough presentations since July 2005, including representations from Brent, Lewisham, Islington, Camden, Hackney, Lambeth, Barnet, Enfield and Ealing. One of the main outcomes of these interventions has been for BOCUs and local authorities to focus on and further develop action plans to tackle these crimes. In addition, these meetings have led to renewed and re-invigorated partnerships with the voluntary sector.
24. One of the new developments that will strengthen the work of the Forum is the creation of the Hate Crime Co-ordinators' meetings. Starting in February 2006, these are meetings facilitated by the MPA but attended by local council Hate Crime Co-ordinators to support actions at a local level to tackle race, faith and homophobic hate crime.

The Morris Inquiry

25. Over the past year, the MPA and the MPS has continued its response to The Morris Inquiry, as well as a number of key documents including (but not limited to):
 - AC Ghaffur's Thematic Inspection on Race & Diversity
 - CRE Formal Investigation Into The Police Service in England & Wales; and
 - The Taylor Review of Police Disciplinary Arrangements
26. Through EODB's focus items, MPA members and community representatives are able to track and see how Morris, as well as the other key documents are being 'embedded' within both MPA and MPS business.

MPA/MPS Joint Equality Statement

27. Another significant achievement for EODB was the production of an MPA/MPS Joint Equality Statement. Recommended by the GLA, this Statement was agreed by Members in July 2005, agreed at Full Authority in December 2005 and jointly signed by the Chair of the Authority, the Chief Executive & Clerk to the MPA and the Commissioner of the Metropolis.

Future Areas of EODB Activity

28. EODB's Workplan for 2006-2007 is attached as item 10 of this agenda. There will be a focus on MPS performance throughout the EODB Workplan and on key enablers for equality and diversity to be successfully

mainstreamed. These include the MPS Race and Diversity Learning & Development Programme and the MPS Race and Diversity (Trust & Confidence) Strategy. In addition, progress will be monitored against the three-year Corporate Equality Objectives, which come to an end in 2007.

Conclusion

29. There are challenges ahead for EODB, the MPA and the MPS as a whole. At the time of writing this Annual Report, community engagement, especially the stop and search aspect, remains a significant issue for communities, particularly post 7/7. The scrutiny and oversight of hate crime performance still remains a priority and this work will be supported by the various EODB sub-groups. The production of inclusive Equality Schemes by the end of the calendar year will be the major priority for staff in the MPA's Race & Diversity Unit and the MPS' Diversity & Citizen Focus Directorate. The Schemes should be significant landmarks in ensuring that what is delivered by both the MPS and MPA considers the needs of London's diverse communities. The aim of producing the scheme is to ensure that we tackle inequalities in regards to the 6 equality & diversity strands. Amongst other things, the Generic Equality Scheme helps us to review our services against an understanding of the complex needs of the communities we serve and assist us to identify and implement best practice in our dual role of employer and service provider.
30. The MPS Modernisation Programme is still rolling out and it remains too early to evaluate the impact of the Together Programme on MPS business. However, it will be through the monitoring of key enablers that EODB will make its impact over the forthcoming year. EODB will also continue to nurture a positive relationship of constructive support, innovation and scrutiny with the MPS.
31. Through its themed discussion items, EODB will continue to provide a platform for London's diverse communities to speak directly to police officers and Members on key policing matters.

Report Author: Laurence Gouldbourne, Head of Race & Diversity Unit

Background Papers: EODB Annual Report 2004 – 2005
MPA Annual Report 2005-2006
GLA Budget & Equalities Report 2005-2006

FINANCE COMMITTEE ANNUAL REPORT

Report by the Treasurer

Introduction

1. The Authority requires each committee to produce an annual report on its activities. The reports are intended to give a general indication of member performance. They will also provide material for incorporation into the Authority's published annual report.

Meetings and membership

2. The Committee has met nine times during the year. There are nine members of the Committee. Graham Tope has been Chair for the year and Richard Sumray Deputy Chair. Other members have been Reshard Auladin, Richard Barnes, Elizabeth Howlett, Bob Neill, Murad Qureshi and Rachel Whittaker.

Responsibilities

3. The Finance Committee oversees the preparation and management of the revenue and capital forward plans and annual budget, making recommendations to the Authority as appropriate. The Committee also discharges the Authority's responsibilities in relation to treasury management, insurances, the efficiency and effectiveness review programme and any other significant non-audit financial matters. In addition, the Committee considers strategic issues in respect of the estate and other resource functions, financial and strategic issues relating to the provision of information systems and technology, and major contract matters as required by the Authority's contract regulations.

Budgets

4. The Committee has considered financial plans, budgets, expenditure and outturn as appropriate in the annual cycle as follows:
 - 2004/05. The final revenue and capital outturns were reviewed and final adjustments agreed. The resulting final accounts again received an unqualified opinion from the external auditor for the third time since the Authority's inception.
 - 2005/06. The Committee has received regular monitoring reports on both revenue and capital budgets and has considered provisional outturns. The Budget and Police Overtime Group also carried out a detailed scrutiny of the monthly monitoring reports.
 - 2006/07. The Committee has considered the draft budget, including at a special meeting in October, and made recommendations to the Authority with regard to the submission to the Mayor. The 2006/07 revenue budget was approved as submitted and allows for implementation of the third phase of the Safer Neighbourhood programme with the full implementation of the programme. Medium term financial projections to 2008/09 and a five year capital programme have also been approved.

Other financial matters

5. The Committee has dealt with a number of significant financial matters in addition to budgets, including:
- **Efficiency plan.** The Committee has monitored the successful delivery of the efficiency plan for 2005/06 and approved the 2006/07 plan.
 - **Police overtime.** The Committee has raised issues around the management of police overtime as part of the monitoring of expenditure against budget. A member-led review (under the auspice of the Budget and Police Overtime Group) into the subject has continued to scrutinise overtime against an agreed MPS Action Plan. This is being carefully monitored.
 - **Treasury management.** The Committee has received monitoring reports and a strategy report for 2006/07.
 - **Prudential Code for capital finance.** The Authority has approved prudential indicators for 2006/07 in accordance with the requirements of the Code. The Committee has agreed arrangements for monitoring the indicators during the year.
 - **Insurances.** Revised insurance arrangements were agreed during the year, which provide substantially improved catastrophe cover.
 - **Annual Review of Fees and Charges.** The Committee has kept under review the arrangements for special service agreements including agreeing updated rates.
 - **Activity based costing.** The Committee has received update on progress in implementing activity based costing in the MPS.
 - **Financing Operation Theseus.** The Committee received a report on the difficulties associated with financing the substantial additional costs arising from the July 7 bombings and the attempted bombings on the 21 July and agreed appropriate action.
 - **Cost Implications of Public Order Events.** The Committee has kept under review the policing costs associated with major public order events that occurred during 2005.
 - **Police Property Act Fund.** The Committee considered the PPAF 2004-05 annual accounts, grants made in 2005-06 (to March 2006) and considered arrangements for the disbursements from the fund in accordance with agreed criteria in 2006-07.
 - **Financial Management Strategic Programme (FMSP).** The Committee reviewed the FMSP which is designed to secure continual improvement in the financial management in the MPS.
 - **Personal Insurance Indemnity Policy.** The Committee agreed to continue MPS personnel being indemnified by the Authority in certain tightly defined situations where their own personal life and accident insurances do not provide an indemnity. This included situations where life and accident insurances are invalidated through non disclosure of material information relating to high risk duties that cannot be disclosed to their insurers for operational security reasons.
 - **Capital Strategy.** The Committee approved the second capital strategy which will become an integral part of the strategic financial

and service planning that will in turn become part of the annual budget setting process and support decisions on the Authority's capital investment under the prudential system.

- **Formula Grant Consultation.** The Committee received a report on the consultation paper on formula grant changes and agreed an appropriate response to government.
- **New Financial Framework.** The Committee agreed the approach to the new financial planning framework for 2007/08 and future years and received a report setting out the financial envelope.
- **Police Pensions Consultation.** The Committee received a report on the new police pensions financial arrangements and agreed a response to the Home Office.
- **Revenue Reserves.** The Committee reviewed revenue reserves and took decisions to create a new Emergencies Contingency Fund as well as other adjustments.

Estate

6. The Committee has received regular update reports from the MPS Director of Property Services on a range of current estate issues. It has also considered reports relating to specific property transactions and proposals, approving action as appropriate. The Committee has approved proposals for siting mobile telecoms aerials on police property, all subject to local planning approval. Approval was given to a number of new custody centres. The Committee has agreed revised rents and charges for residential accommodation. During the year the Committee received regular updates on the progress of the Central London Estate and agreed proposals concerning the future of the residential estate. The Committee also agreed the contract award for the Facilities Management Information Centre contract

IT/IS

7. The Committee has approved various contracts in pursuance of the MPS information strategy. The Committee also received a report on benefit realisation policies and processes in the MPS. Members noted a report on MPS compliance with the National Information Systems Strategy for the Police Service. The Committee also agreed investment in the development of data warehousing to improve internal access to information and facilitate compliance with the IMPACT programme responsible for a number of recommendations from the Bichard Inquiry. There is also a sub-group of members which is chaired by Reshard Auladin which examines these issues.

Procurement

8. The Committee approved a procurement transformation programme in 2003 and received an update report on progress. It has monitored progress on the outsourced contracts retendering programme and has approved contract action in support of that programme. It has also received information on the routine forward contracts programme.

9. **Transport.** The Committee has agreed an outsourced services transport contract award. The Committee also agreed to a second site for vehicle examination and forensic analysis.

10. **Environment and Sustainable Development.** The Committee has approved an Environment and Sustainable Development Return to the GLA.

Next year

11. In the forthcoming year the committee will be developing work around the new planning framework and working to the Mayor's timetable around his budget guidance. The Finance Committee will monitor expenditure against budget in 2006/07 and develop the budget submission for 2007/08. Consultation with stakeholders on the 2007/08 budget will be undertaken. Revenue and capital plans will both need to take account of the continuing implications of public expenditure plans under SR2007 and Mayoral priorities. Work will be progressed on reviewing the capital strategy and asset management planning in order to provide a strategic framework for decisions about capital investment, in accordance with good practice endorsed by the Prudential Code. The Efficiency Plan will continue to be monitored carefully.

12. The output from the current Met Modernisation Review will need to be carefully considered. Key decisions will need to be taken to enable a balanced budget to be presented to the Mayor in the extremely tight timescale required.

13. The Committee will be asked to consider progress on the financial improvement programme. Specific areas of development in which the Committee will continue to take an active interest include budget devolution and activity based costing.

14. Proposals relating to property will be assessed in the context of the estate strategy and the residential estate strategy. The portfolio members for estates, Aneeta Prem has joined the Committee. The Committee will continue to monitor and facilitate the MPS information strategy. The implementation of the procurement strategy should see continuing improvement in the quality of the procurement process and improved value for money in contracts the Committee is asked to approve. Major decisions will be required in the next year on the retendering of the remaining outsourced contracts.

RACE AND EQUALITY IMPACT

The Committee addresses equalities aspects if and when they arise in relation to its business.

D. FINANCIAL IMPLICATIONS

The cost of the Committee's activities is met within the MPA's directly managed budget.

PLANNING, PERFORMANCE AND REVIEW COMMITTEE ANNUAL REPORT

Report by the Clerk and Chief Executive

Introduction

1. The Planning, Performance and Review Committee (PPRC) responsibilities include: monitoring performance against targets; overseeing the development of annual and corporate plans, including the setting of targets; advising the Authority on targets to be set in annual and corporate plans; scrutinising areas of performance; discharging the Authority's responsibilities as a best value authority (including the overseeing of best value or service improvement projects) and monitoring MPS performance in the context of the criminal justice system as a whole.
2. These duties are carried out in accordance with equal opportunities and equalities legislation. The PPRC positively promotes the Authority's commitment to equalities and diversity.
3. Detailed below are the main achievements and areas of work for the PPRC from July 2005 to March 2006. These are detailed in four main sections: planning, performance, review and criminal justice issues.

Overview of performance

4. Overall, there has been a significant improvement in the sanction detection rates across the majority of crime types during 2005-06. This has been achieved while reducing total notifiable offences for the third consecutive year. The MPS should be congratulated for this achievement.
5. Total notifiable offences dropped by 3.1%. This is the third consecutive year showing a reduction. For the first time in five years, the total number of offences is below one million. The number of murders has dropped by 10.2% (20 offences). This is in spite of the deaths caused by the atrocities of July 7.
6. It is, however, important that the MPS maintain the focus on performance, as beneath this top-level achievement there are increases in robbery, vehicle crime although the offence of theft of a motor has decreased by 9.5%. Gun enabled crime and for the first time in four years burglary dwelling has increased, by 1.7%.

Performance details

7. The data released shows the following related targets have not been met:
 - Robbery: target of 2% reduction in crime, actual 16% increase.
 - Violent crime: target of 2% reduction in crime, actual 0.4% increase. Target of 25% Sanction Detection rate, actual 23.4%.
 - Burglary Dwelling: target of 4% reduction in crime, actual 1.7%

increase.

- Rape: target of 38% Detection rate, actual 36%.
- Homophobic SD rate: target 22%, actual 21.6%.
- Gun enabled crime: target of 4% reduction in crime, actual 4.2% increase in crime.

8. Of the related targets it is only violent crime where two targets were not met (Detection and Sanction Detection).

Crime Category	2005-06	Detection rate	Sanction det rate	Target	Target met
Total Notifiable Crime	-3.1%	24%	18%	SD Rate 16.6%	Yes
Robbery	+16.1%	14%	13.1%	2% reduction in crime SD Rate 12%	No Yes
Violent Crime	+0.4%	39%	23.4%	2% reduction in crime SD Rate 25%	No No
VAP	-2.3%	45.1%	25.5%	No Targets	
Sexual Offences	-5.3%	34.6%	28.4%	No Targets	
Knife Enabled Crime	+3.4%	27.8%	21.1%	No Targets	
Burglary Dwelling	+1.7%	17%	16.8%	4% reduction in crime SD Rate 14%	No Yes
Robbery of business property	+27.1%	24.8%	24.3%	No Targets	
Criminal Damage	-9.8%	15.1%	10%	No Targets	
Vehicle Crime	+1.2%	7%	6.9%	SD Rate 6%	Yes
Rape	-2.0%	36%	31.2%	Detection Rate 38% SD Rate 27%	No Yes
Racist Offences	-11.7%	40%	23.5%	Detection Rate 36% SD Rate 21%	Yes Yes

Homophobic Offences	-3.9%	39%	21.6%	Detection Rate 37%	Yes
				SD Rate 22%	No
Domestic Violence	-3.6%	61%	27.7%	Detection Rate 60%	Yes
				SD Rate 27%	Yes
Gun Enabled Crime	+4.2%	25%	21.2%	4% reduction in crime	No
				SD Rate 20%	Yes

Issues behind the targets

9. The increase of 16.1% for robbery offences is of some concern. The MPS must ensure that the reasons for the increase are communicated to the MPA and that strategies to reduce robbery are discussed with the Authority. The MPS needs to reassure members and Londoners that all possible action is being taken. This paper proposes that the Planning, Performance and Review Committee should place particular emphasis on their monitoring of trends and patterns in the robbery figures.
10. The level of robbery is the key driver behind the rise in total Violent Crime (+0.4%). since violence against the person has decreased by 2.3%, sexual offences by 5.3% and rape by 2 %.
11. The MPS missed the violent crime sanction detection rate by 1.6%, but the end of year rate of 23.4% is 2.7% higher than last year.
12. While it is disappointing that the detection rate for rape has missed the target by 2%, the sanction detection rate target of 27% was exceeded at 31.2% - The MPA hopes that this considerable improvement continues into 2006-07.
13. A 4% reduction target for Gun Enabled Crime was set, but 2005-06 saw a 4.2% increase in this area. Performance in the last four months has improved considerably compared to the previous eight months. Members will look for this level of performance to continue.
14. 82% of people polled by MORI has seen more or the same level of policing in London – that is ten per cent from last year. 62% feel safe walking in their neighbourhood in the evening - a rise of 3%. Overall, the figures have been rising steadily since they began to be collated. 53% in the MORI were satisfied or very satisfied with local policing – up by 13%. Victim satisfaction with their ease of contact with the police has increased from 82% to 86%. Victims' satisfaction with the actions

taken by police has increased from 64% to 78% in one year. Victim satisfaction with being kept informed of developments rose from 48% to 59% and finally, victim satisfaction with their treatment has gone up from 86% to 92% and with the overall service they received from 68% to 79%.

Reporting

15. The performance reports presented to PPRC have continued to improve. In addition to regular TP, SCD and SO reports the committee now receives reports from CO.

Planning

16. The Planning process was very challenging and there was a major restructure of the MPS planning team involved part way through the year.
17. However, March saw the successful production of the 2006 – 2007 Policing Plan. The document also incorporated the three-year strategy, a major piece of work that also involved widespread consultation both internally and externally. The 2006 – 2007 Policing Plan focuses on a smaller number of key targets that compliment the PPAF system. Reaching this situation took considerable effort on the part of both the MPA and the MPS.
18. Work on better integrating the financial and policing plan began during the year but more work needs to be done to develop the links between the two processes.
19. A debrief session has taken place and the MPS will be reporting on the results to the MPA.
<http://www.mpa.gov.uk/downloads/reports/policingplan2006-07.pdf>

NCRS

20. Work has continued to improve NCRS compliance at the MPS. The poor results of the previous audit resulted in an action plan being put into place. The Audit Commission has recently completed another audit. We are hopeful that the results will be considerably more positive.

Review and scrutiny

21. During 2005/06, the committee continued its role in respect of service improvement reviews (best value).
22. The committee approved the final report and implementation plan from the service improvement review of security guarding of the MPS estate. This review identified concerns about the cost efficiency of some or the outsourced guarding arrangements, the guarding solutions being employed across the estate and the means of optimising the cost effectiveness of guarding arrangements. The recommendations also

included:

- Developing a building security strategy and ensuring a statement of requirements for the security of all MPS buildings is maintained and kept up-to-date.
 - Optimising investment in building security by using a combination of guards, security processes and technology
 - Improving the management and control of guards.
23. An implementation plan was drawn up to address the problems identified in the report. It is envisaged that implementation of this plan will enable the MPS to minimise the risk to the MPS estate of criminal activity, including terrorism. The committee raised some concerns about the potential cost implications arising out of the review, which are now being monitored by the MPS and this committee.
24. PPRC continued to monitor the implementation of service improvement and best value reviews of *Custody Capacity*, *Security Clearances* and *Managing Demand*. It also received confirmation that the implementation of the recommendations of the *Operational Support Policing* service improvement review is complete.
25. The committee received a report on the findings of Her Majesty's Inspectorate of Constabulary (HMIC) best value inspection, *Operational Support Policing*. The inspectors judged that the service was good and had promising prospects for improvement with the implementation plans that had been developed. The committee was pleased with this finding and felt that it reflected that the MPS had learnt from the previous best value/service improvement reviews it had undertaken.
26. PPRC has continued to monitor the implementation of the recommendations made to the MPA and the MPS by its scrutinies. The committee felt that sufficient progress had been made in embedding the recommendations of the CDRP scrutiny and that there was no longer a need to monitor progress. The committee received reports updating us on the progress made by the MPS in implementing the Rape Scrutiny. Whilst excellent progress has been made, there are still concerns particularly about rates of attrition. The committee will continue to this monitor progress in this area.
27. During 2005/06, the committee received a report on the overall benefits that have been delivered by the HMIC 'Going Local' programme. There were three consistent themes arising out of borough inspection – the absence of a demand management strategy, the need to further develop performance management and the need to fully implement the national intelligence model. These are now being addressed by the MPS. The committee was also informed about how the MPS is changing its internal inspection processes in order to reflect the changing external environment. The committee welcomed the

principles laid out by the MPS particularly recognising the need to avoid duplication between internal and external inspection and that intervention needs to be specifically targeted.

RACE AND EQUALITY IMPACT

There continues to be differences in the satisfaction rates of victims of hate crime. Although there has been an improvement in this area, the committee will continue to monitor the differential detection rates and satisfaction rates of victims of hate crime through its reporting structure.

FINANCIAL IMPLICATIONS

None

Report Authors: Jane Owen and Siobhan Coldwell, MPA

**PROFESSIONAL STANDARDS AND COMPLAINTS COMMITTEE –
ANNUAL REPORT 2005- 06**

Report by the Chief Executive and Clerk

Introduction

The Morris Inquiry – Implementation of recommendations

Fundamental Review of the Directorate of Professional Standards

1. There has been a continuing focus on the implementation of the Morris Inquiry recommendations, with PSCC taking the lead (initially co-ordinated by the Morris Steering Group) in driving through improvements in professional standards matters.
2. In relation to the professional standards function, one of Morris' key recommendations was that the Commissioner should carry out a fundamental review of the Directorate of Professional Standards (DPS). The fundamental review has taken place and the focus has moved to implementation of the New Way Model and the restructuring of DPS core activities. Throughout the year, PSCC has maintained its involvement in the review and implementation programme. DPS' reports to the Committee have demonstrated a readiness on the part of DPS to be scrutinised and held to account.
3. The remaining programme of work will continue to be reported to PSCC as part of the 2006/07 work programme. Bringing the Review Implementation programme to an effective conclusion is perhaps the most significant challenge facing the Directorate and the Committee in the year ahead.

Dip sampling of public complaints

4. The arrangement for the MPA to scrutinise closed complaints files, in line with the recommendations made by Morris, has in the last year developed in to a more systematic process. The recently formed Prevention Command has since April 2006 taken the lead in ensuring that the findings and recommendations from MPA file reviews are absorbed into organisational learning. In the following year, the dip-sampling protocol will be kept under review to ensure that it retains its effectiveness in influencing MPS' complaints handling practices and procedures.

Case Management Model

5. A Case Management model has been agreed with DPS, which is designed to give effect to the Morris recommendations in this regard. The purpose of the model is to provide a review mechanism under which the MPA has oversight of DPS' complaints and conduct investigations that have exceeded the target time frame for completion. Full implementation of the protocol has been delayed due to problems with DPS case management data. Although those problems have now been addressed, effective operation of the MPA's monitoring role,

within the 2005/06 work programme, has not been achieved.

Oversight of police complaints and discipline

6. PSCC has continued to consider a report at every meeting outlining the key changes or exceptions within the data relevant to public complaints and conduct matters. The introduction of data relating to variations in performance of each of the groups of (B)OCUs has been welcomed.
7. In the year to May 2006, the number of public complaints recorded increased by 23%. A 4% increase in the number of conduct matters recorded was also reported. PSCC continues to view the increase positively in that it may reflect a growth in confidence in the complaints procedures, following the creation of the IPCC in 2004, and as a result of improvements in MPS' recording practices.
8. The timeliness of investigations into public complaints has reduced by 25% from 106 days in June 2005 to 80 in May 2006. The number of days taken to complete an investigation into a conduct matter has undergone an even more significant reduction from 117 days in June 2005 to 82 days in May 2006; this amounts to a 30% reduction.
9. Revision of performance indicators relevant to complaints handling has become a repeated topic for discussion. Whilst recommendations have been made for a reduction in the 120 days target (for completion of investigations), a decision on the specific changes to performance indicators remains to be taken. This is therefore one of the issues that will be picked up by PSCC as part of its 2006/07 work programme.

Local Resolution

10. As in 2004/05, the Committee has continued to encourage the MPS to improve effectiveness in complaints handling, in particular to make greater use of local resolution. Notwithstanding, public complaints finalised under the local resolution procedures remain considerably below the target of 50%. It is however pleasing to report that DPS are in the process of effecting changes to the local resolution process and it is anticipated that this will make local resolution work better and jointly will lead to an increase in the number of locally resolved complaints.

The Independent Police Complaints Commission

11. Deborah Glass, IPCC Commissioner has attended each of the Committee meetings. PSCC Members value the constructive part that she has played in discussions and the contributions that she has made to assist the MPA fulfil its statutory duty to monitor MPS complaints. The provision of IPCC data on appeals, referrals, dispensations and discontinuances, for a number of forces including the MPS, has also been helpful.
12. The close working relationship with the IPCC extends beyond the

context of PSCC meetings. PSCC Members will continue to meet with the Commission to share information and to work together on areas of common interest.

Cambridge University research into disproportionality

13. In October 2004, the MPS commissioned Dr Matravers from the Institute of Criminology to conduct research into (i) disproportionality in relation to black and minority ethnic police officers who are the subjects of alleged misconduct (internal disproportionality) and (ii) disproportionality in relation to the ethnicity of members of the public who make complaints (external disproportionality).
14. The key aims of the research is the provision of quantitative and qualitative data which will assist in the generation of solutions to address issues of disproportionality; particularly in relation to the handling of complaints and investigations within the MPS.
15. An overview of the research findings was provided at the PSCC meeting in May 2006, and the final report with a MPS response to it, will fall to be considered at a future meeting.
16. Irrespective of the delayed delivery of the research findings, PSCC will ensure that DPS continue to take steps to eliminate discriminatory practices.

Professional Standards Strategy

17. In the course of the year, the Professional Standards Strategy (“a corporate high-level plan designed to protect the integrity and reputation of the MPS and manage the professional standards risks inherent in day-to-day policing”) has undergone review. The review has taken account of the MPS Modernisation Programme, Morris, Taylor, CRE etc.
18. The draft revised Strategy was considered at a PSCC meeting in March 2006. In the year ahead, PSCC will continue to review progress on individual strand activities and strategic outcomes. PSCC will continue to be highly supportive of work that is being undertaken to prevent misconduct and unprofessional behaviour.

HMIC – Thematic Inspection

19. HM Inspectorate of Constabulary undertook a focused inspection of Professional Standards Departments during October and November 2005. The purpose of the inspection was to assess police service delivery in relation to complaints handling and discipline matters. The findings were published on 16 January 2006 and a report was presented at a PSCC meeting in March 2006. MPS Directorate of Professional Standards was graded as good, which the MPA was pleased to see, with Anti-Corruption Command described as a “*beacon of excellence*”.

20. The report acknowledged that the inspection was conducted against a backdrop of the DPS Review and the MPS Service Review. There were nine recommendations together with 32 areas of possible improvement.
21. The MPA is determined to improve professional standards. Morris showed that there was much to be done to reform the police discipline system and build confidence in professional standards across the MPS workforce and London's diverse communities. PSCC will therefore continue to monitor the work that DPS is undertaking in response to the HMIC recommendations and proposes to review progress as part of its 2006/07 work programme.

Assistant Commissioner Reviews

22. In order to secure the integrity of the discipline process as a whole, PSCC has continued to review Assistant Commissioner Review (ACR) decisions, particularly in cases involving drink driving where it appears that the decisions have been inconsistent or have resulted in reductions in sanction contrary to MPS and Home Office policy. PSCC is pleased to report that, in the course of the year, DPS arranged a training programme for Assistant Commissioners and accordingly revised MPS procedures.
23. PSCC will continue to monitor the outcome of discipline cases involving drink drive convictions and will review ACR decisions.

Suspensions

24. PSCC Members have continued to receive regular updates on officers who have been suspended from duty. DPS has been willing to supply the information to enable the Authority to consider whether the MPS' use of suspension is proportionate taking account of the nature of the allegation and level of risk. Information relating to officers suspended from duty will continue to be received in 2006/07.

Senior Officers Conduct Sub-Committee

25. In the last twelve months, the ACPO Conduct Sub-Committee (now replaced by the Professional Standards Cases Sub-Committee) met on four occasions to consider a variety of complaints, allegations and investigations concerning the conduct of senior officers of the MPS.
26. In April 2005, Members agreed to give delegated authority to the Chief Executive and Deputy Chief Executive, to take decisions in consultation with the PSCC Chair, as to whether to record a complaint. The revised procedure has been implemented and this has had the effect of reducing the number of cases that are brought to a Committee for decision. The revised procedure has increased timeliness in the initial handling of complaints and conduct matters.
27. A total of 14 public complaints have been concluded since 9 June 2005. The outcomes are as follows: -

Investigated (allegations not proven): 1
Local resolution: 1
Not recorded: 5
Direction and Control: 4
Dispensation: 2
Withdrawn:1

28. There have been a total of three appeals by complainants against non-recording decisions, two of which have been dismissed. An IPCC decision is awaited in respect of the one remaining application.

RACE AND EQUALITY IMPACT

The fairness, responsiveness and proportionality of the Service are core to the work of this Committee. We intend to develop further our monitoring methods, and the level of stakeholder consultation, in the year ahead to ensure that the MPA's commitments in relation to equality and diversity are taken forward in all the work that we do.

FINANCIAL IMPLICATIONS

None

Report author: Claire Lister