

**Proposed priorities for Londoners**

**Proposed Revised Objectives**

- Priority A      In partnership, to promote safer communities for Londoners**
- Objective 1**      To increase visible police presence
- Objective 2**      To reduce the incidence of street crime
- Objective 3**      To reduce the incidence of burglary
- Objective 4**      *To reduce the incidence of autocrime*
- Objective 5**      *To improve the investigation & prevention of murder*
- Objective 6**      To disrupt the trafficking of Class A drugs, firearms and humans
- Objective 7**      To disrupt the criminal use of firearms
- Objective 8**      To reduce the number of road casualties
- 
- Priority B      Securing the Capital against terrorism**
- Objective 9**      To prevent and disrupt terrorist activity
- Objective 10**      To maintain an effective response to suspected and actual terrorist incidents
- 
- Priority C      To improve the quality of service to vulnerable victim groups**
- Objective 11**      To improve victim care and investigation in cases of rape
- Objective 12**      To improve victim care and investigation in cases of domestic violence
- Objective 13**      To improve victim care and investigation in cases of hate crime
- Objective 14**      To improve the protection and safety of children including victim care, investigation and partnership working
- 
- Priority D      In partnership, to revitalise the criminal justice system**
- Objective 15**      To bring more offences to justice
- Objective 16**      To improve the service to victims and witnesses

**Proposed Priorities for Excellence 2003/04**

**Proposed revised priorities & objectives**

- Priority A      To expand our approach to include all aspects of diversity**
- Objective 1**    To achieve an increased representation of all the diverse groups of London within the extended police family of the MPS *i.e. police officers, civil staff, Community Support officers, Traffic Wardens and the Metropolitan Police Special Constabulary*
- Objective 2**    To enhance community reassurance programmes to all vulnerable communities
- Priority B      To manage the demands on the MPS more effectively and responsively**
- Objective 3**    *To improve accessibility through enabling the public to obtain the service they need*
- Objective 4**    *To improve the quality of response to public requests for assistance*
- Priority C      To make best use of our staff and resources**
- Objective 5**    *To develop a professional and effective workforce with the appropriate numbers and skills to deliver the priorities of the MPS*
- Objective 6**    ~~*To develop a dynamic HR function that supports the delivery of the policing priorities of the MPS*~~
- Objective 7**    To establish a strategy to manage all issues relating to the increased numbers of police staff
- Objective 8**    To extend the programme of devolution of resources thereby enabling local managers to improve service delivery
- Objective 9**    To maximise MPS resources and their most effective use
- Objective 10**    To protect and enhance the integrity of the MPS
- Objective 11**    To communicate more effectively with Londoners and our staff
- Priority D      To develop a strategic analytical capability in the MPS**
- Objective 12**    To implement the National Intelligence Model (NIM) in accordance with the National Policing Plan

**Policing Plan 2003/04 – Proposed Objectives, Targets & Measures in Phase 1**

<b>To reduce the incidence of street crime – Objective 2</b>	
The number of recorded street crime offences (street crime includes robbery of personal property & snatch theft)	To reduce street crime in 2003/04 to 10% below the level in 2002/03 <b>Zero %</b>
<b>To reduce the incidence of burglary – Objective 3</b>	
The number of recorded burglary offences	To reduce burglary in 2003/04 to 4% below the level in 2002/03 <b>1% reduction</b>
<b>To reduce the incidence of autocrime – Objective 4</b>	
The number of recorded autocrime offences	To reduce autocrime in 2003/04 to 7% below the level in 2002/03 <b>0% growth</b>
<b>To reduce the number of road casualties – Objective 8</b>	
The number of traffic collisions involving death or serious injury per 1,000 population	To reduce the number of fatal or serious collisions to 0.72 per 1,000 population <b>0.73 per 1,000</b>
<b>To prevent and disrupt terrorist activity – Objective 9</b>	
Number of quality intelligence reports submitted	To increase the number of quality intelligence reports submitted <b>No specific target</b>
<b>To maintain an effective response to suspected and actual terrorist incidents – Objective 10</b>	
The number of scenes managed to a 'good' or 'very good' standard	90% <b>80% to a very good standard, 100% to satisfactory standard</b>
<b>To improve victim care and investigation in cases of rape – Objective 11</b>	
The judicial disposal rate for rape offences	25% judicial disposal rate <b>25% JD rate</b>
<b>To improve victim care and investigation in cases of domestic violence – Objective 12</b>	
The judicial disposal rate for domestic violence	17% judicial disposal rate <b>16% JD rate</b>
The implementation of a partnership agreement with local domestic violence agencies whereby non-police staff work within the CSU to deliver enhanced victim care	All CSUs to have an identified partnership worker within the unit who is able to provide victims with support & appropriate referrals to other domestic violence agencies by 31/3/04 <b>No specific target</b>

<b>To improve victim care and investigation in cases of hate crime – Objective 13</b>	
The judicial disposal rate for racist crime	18% judicial disposal rate <b>18% JD rate</b>
The percentage of victims of racist crime who are satisfied or very satisfied with police performance	70% of victims of racist crime satisfied/very satisfied <b>No equivalent target (target currently - same victim satisfaction as for all crime)</b>
The judicial disposal rate for homophobic crime	17% judicial disposal rate <b>16% JD rate</b>
<b>To improve the protection and safety of children including victim care, investigation and partnership working – Objective 14</b>	
Implementation of action plan	To implement the action plan following the outcome of the Climbié Inquiry <b>Same target</b>
<b>To achieve an increased representation of all diverse groups of London within the extended police family of the MPS, ie police officers, civil staff, police community support officers, traffic wardens and the Metropolitan Police Special Constabulary – ‘Excellence’ Objective 1</b>	
The number of minority ethnic officers as a percentage of total police strength	6.6% by March 2004 <b>7.9%</b>
Minority ethnic PCSOs as a percentage of total PCSO strength	24% by March 2004 <b>n/a</b>
Minority ethnic civil staff as a percentage of total civil staff strength	21% by March 2004 <b>No target set</b>
Women officers as a percentage of total police strength	19.5% by March 2004 <b>No comparable target (only recruits measured for current target of 22.5%)</b>
Women PCSOs as a percentage of total PCSO strength	26% by March 2004 <b>n/a</b>
<b>To enhance community reassurance programmes to all vulnerable communities ‘Excellence’ Objective 2</b>	
Develop in partnership an approach to community reassurance involving local identification of vulnerable groups	Pilot on four sites and evaluate during 2003/04 (will include DCC4 activity) <b>n/a</b>
<b>To implement the National intelligence Model in accordance with the National Policing Plan ‘Excellence’ Objective 12</b>	
Achievement of the minimum standards set out for the police service nationally for the implementation of NIM	Implement 100% of standards to national timescales <b>n/a</b>

***Bold Italic refers to target for 2002/03***

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

PRIORITY FOR LONDONERS: A	IN PARTNERSHIP, TO PROMOTE SAFER COMMUNITIES FOR LONDONERS														
<b>Proposed objective</b>	2. To reduce the incidence of street crime														
<b>Measure</b>	The number of recorded street crime offences (street crime includes robbery of personal property and snatch theft)														
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>To reduce street crime in 2003-04 to 10% below the level in 2002-03.</b>														
<b>Current performance</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">2000/01</th> <th style="text-align: center;">2001/02</th> <th style="text-align: center;">2002/03 (YTD*)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Offences</td> <td style="text-align: center;">50607</td> <td style="text-align: center;">69987</td> <td style="text-align: center;">43377</td> </tr> <tr> <td style="text-align: center;">% change on previous year</td> <td style="text-align: center;">+18.0%</td> <td style="text-align: center;">+38.3%</td> <td style="text-align: center;">-17.6%</td> </tr> </tbody> </table> <p style="text-align: center;">*Apr – Dec 2002 (compared with Apr – Dec 2001)</p>				2000/01	2001/02	2002/03 (YTD*)	Offences	50607	69987	43377	% change on previous year	+18.0%	+38.3%	-17.6%
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<b>MPS lead</b>		<b>Business Group lead</b>													
<b>Key activities in support of objective</b>															
<b>Further information (background or context)</b>	<p style="text-align: center;"><b>Five year target</b></p> <ul style="list-style-type: none"> <li>• Street crime five-year target: 15% decrease on 1999/00 to be achieved by 2004/05.</li> <li>• Between 1999/00 and 2001/02 there has been an increase of <b>63.1%</b>.</li> <li>• Assuming that street crime levels remain stable (ie. at c. 4,800 offences / month) for the remainder of 2002/3, this increase will have been reduced to 35.5%. A decrease of <b>37.3%</b> would be required over the remaining two years.</li> </ul> <p>The MPA are keen to see links between the Operation Safer Streets boroughs and bespoke targets.</p>														

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

PRIORITY FOR LONDONERS: A	IN PARTNERSHIP, TO PROMOTE SAFER COMMUNITIES FOR LONDONERS														
<b>Proposed objective</b>	3. To reduce the incidence of burglary														
<b>Measure</b>	The number of recorded burglary offences														
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>To reduce burglary in 2003-04 to 4% below the level in 2002-03.</b>														
<b>Current performance</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">2000/01</th> <th style="text-align: center;">2001/02</th> <th style="text-align: center;">2002/03 (YTD*)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Offences</td> <td style="text-align: center;">112376</td> <td style="text-align: center;">116027</td> <td style="text-align: center;">86153</td> </tr> <tr> <td style="text-align: center;">% change on previous year</td> <td style="text-align: center;">-9.5%</td> <td style="text-align: center;">+3.2%</td> <td style="text-align: center;">+0.1%</td> </tr> </tbody> </table> <p style="text-align: center;">*Apr – Dec 2002 (compared with Apr – Dec 2001)</p>				2000/01	2001/02	2002/03 (YTD*)	Offences	112376	116027	86153	% change on previous year	-9.5%	+3.2%	+0.1%
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<b>MPS lead</b>		<b>Business Group lead</b>													
<b>Key activities in support of objective</b>															
<b>Further information (background or context)</b>	<p style="text-align: center;"><b>Five year target</b></p> <ul style="list-style-type: none"> <li>• Burglary five-year target: 10% decrease on 1999/00 to be achieved by 2004/05</li> <li>• Between 1999/00 and the 2001/02 there was been a reduction in burglary offences of <b>6.5%</b>.</li> <li>• Assuming that the 1% reduction target for 2002/3 is reached, a decrease of <b>2.7%</b> will be required over the remaining two years. This target remains achievable.</li> </ul> <p>The MPA are keen to see links between the bespoke targets and boroughs included in the Safer Homes initiatives.</p>														

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

PRIORITY FOR LONDONERS: A	IN PARTNERSHIP, TO PROMOTE SAFER COMMUNITIES FOR LONDONERS														
<b>Proposed objective</b>	4. To reduce the incidence of autocrime														
<b>Measure</b>	The number of recorded autocrime offences (autocrime includes theft of motor vehicles, theft from motor vehicles, criminal damage to motor vehicles and vehicle interference and tampering)														
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>To reduce autocrime in 2003-4 to 7% below the level in 2002-3</b>														
<b>Current performance</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 20%;">2000/01</th> <th style="width: 20%;">2001/02</th> <th style="width: 30%;">2002/03 (YTD*)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Offences</td> <td style="text-align: center;">238492</td> <td style="text-align: center;">245688</td> <td style="text-align: center;">184538</td> </tr> <tr> <td style="text-align: center;">% change on previous year</td> <td style="text-align: center;">-0.2%</td> <td style="text-align: center;">+3.0%</td> <td style="text-align: center;">-0.2%</td> </tr> </tbody> </table> <p style="margin-top: 10px;">*Apr – Dec 2002 (compared with Apr – Dec 2001)</p>				2000/01	2001/02	2002/03 (YTD*)	Offences	238492	245688	184538	% change on previous year	-0.2%	+3.0%	-0.2%
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Offences	238492	245688	184538												
% change on previous year	-0.2%	+3.0%	-0.2%												
<b>MPS lead</b>		<b>Business Group lead</b>													
<b>Key activities in support of objective</b>															
<b>Further information (background or context)</b>	<p><b>Five year targets</b></p> <ul style="list-style-type: none"> <li>• Autocrime five-year target. 31% decrease on 1998/99 to be achieved by 2004/05.</li> <li>• Between 1998/9 and 2001/2 there has been an increase of <b>10.8%</b>.</li> <li>• Assuming that there is no further increase in 2002/3 (current decrease 0.2% Apr-Dec) a decrease of <b>37.8%</b> would be required over the remaining two years.</li> </ul>														

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

PRIORITY FOR LONDONERS: A	IN PARTNERSHIP, TO PROMOTE SAFER COMMUNITIES FOR LONDONERS														
Proposed objective	8. To reduce the number of road casualties														
Measure	The number of road traffic collisions involving death or serious injury per 1,000 population														
Targets (improvement in performance or benefits for the MPS)	<b>0.72 collisions per 1,000 population</b>														
Current performance	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th style="text-align: center;">2000/01</th> <th style="text-align: center;">2001/02</th> <th style="text-align: center;">2002/03 (YTD*)</th> </tr> </thead> <tbody> <tr> <td>Collisions**</td> <td style="text-align: center;">5568</td> <td style="text-align: center;">5428</td> <td style="text-align: center;">2992</td> </tr> <tr> <td>Per 1,000 population</td> <td style="text-align: center;">0.76</td> <td style="text-align: center;">0.75</td> <td style="text-align: center;">0.71</td> </tr> </tbody> </table> <p>* Apr – Oct 2002 – per 1,000 shown as annual equivalent ** involving death or serious injury</p>				2000/01	2001/02	2002/03 (YTD*)	Collisions**	5568	5428	2992	Per 1,000 population	0.76	0.75	0.71
	2000/01	2001/02	2002/03 (YTD*)												
Collisions**	5568	5428	2992												
Per 1,000 population	0.76	0.75	0.71												
MPS lead		Business Group lead													
Key activities in support of objective															
Further information (background or context)	<p>There is a ten-year target to reduce the number of people killed or seriously injured by 40% by 2010.</p> <p>The 0.71 figure shown for 2002/3 is subject to slight upwards revision as there are some outstanding accident reports for the period shown. There is likely to be a seasonal influence on the 2002/03 figures with the winter months to follow.</p>														



**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR LONDONERS: B</b>		<b>SECURING THE CAPITAL AGAINST TERRORISM</b>										
<b>Proposed objective</b>	9. To prevent and disrupt terrorist activity											
<b>Measure</b>	Number of quality intelligence reports submitted											
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>To increase the number of quality intelligence reports submitted</b>											
<b>Current performance</b>	<table border="1"> <thead> <tr> <th></th> <th><b>April - June 02</b></th> <th><b>July – September 02</b></th> <th><b>October – December 02</b></th> </tr> </thead> <tbody> <tr> <td>Total quality intelligence reports</td> <td>781</td> <td>2469</td> <td>2055</td> </tr> </tbody> </table>					<b>April - June 02</b>	<b>July – September 02</b>	<b>October – December 02</b>	Total quality intelligence reports	781	2469	2055
	<b>April - June 02</b>	<b>July – September 02</b>	<b>October – December 02</b>									
Total quality intelligence reports	781	2469	2055									
<b>MPS lead</b>		<b>Business Group lead</b>										
<b>Key activities in support of objective</b>												
<b>Further information (background or context)</b>	This measure is a count of relevant CRIMINT reports collated within Specialist Operations.											

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR LONDONERS: B</b>		<b>SECURING THE CAPITAL AGAINST TERRORISM</b>														
<b>Proposed objective</b>	10. To maintain an effective response to suspected and actual terrorist incidents															
<b>Measure</b>	The number of scenes managed to a 'good' or 'very good' standard															
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>90%</b>															
<b>Current performance</b>	<table border="1"> <thead> <tr> <th></th> <th><b>2000/01</b></th> <th><b>2001/02</b></th> <th><b>2002/03 (YTD*)</b></th> </tr> </thead> <tbody> <tr> <td>Suspected and actual incidents</td> <td>491</td> <td>546</td> <td>228</td> </tr> <tr> <td>% managed to good or very good standard</td> <td>94.7%</td> <td>94.3%</td> <td>90.8%</td> </tr> </tbody> </table>					<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>	Suspected and actual incidents	491	546	228	% managed to good or very good standard	94.7%	94.3%	90.8%
	<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>													
Suspected and actual incidents	491	546	228													
% managed to good or very good standard	94.7%	94.3%	90.8%													
<b>MPS lead</b>		<b>Business Group lead</b>														
<b>Key activities in support of objective</b>																
<b>Further information (background or context)</b>	The current target is 80% of scenes managed to a 'very good' standard. The change to a broader 'good' and 'very good' reflects the fact that 'good' scene management ensures the safety of Londoners.															

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY: C</b>	<b>TO IMPROVE THE QUALITY OF SERVICE TO VULNERABLE VICTIM GROUPS</b>														
<b>Proposed objective</b>	11. To improve victim care and investigation in cases of rape														
<b>Measure</b>	The judicial disposal rate for rape offences														
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>25% judicial disposal rate</b>														
<b>Current performance</b>	<table border="1"> <thead> <tr> <th></th> <th>2000/01</th> <th>2001/02</th> <th>2002/03 (YTD*)</th> </tr> </thead> <tbody> <tr> <td>Offences</td> <td>2189</td> <td>2498</td> <td>2153</td> </tr> <tr> <td>JD rate</td> <td>18.6%</td> <td>22.5%</td> <td>22.9%</td> </tr> </tbody> </table> <p>*Apr – Dec 2002</p>				2000/01	2001/02	2002/03 (YTD*)	Offences	2189	2498	2153	JD rate	18.6%	22.5%	22.9%
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<b>MPS lead</b>		<b>Business Group lead</b>													
<b>Key activities in support of objective</b>															
<b>Further information (background or context)</b>	<p>Key activities will reflect the victim care element of this objective e.g.</p> <p>The opening of two new Sexual Offence Referral Centres</p> <p>The development of survivor questionnaires to better understand victim needs and hence improve our response</p>														

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR LONDONERS: C</b>		<b>TO IMPROVE THE QUALITY OF SERVICE TO VULNERABLE VICTIM GROUPS</b>														
<b>Proposed objective</b>	12. To improve victim care and investigation in cases of domestic violence															
<b>Measure</b>	The judicial disposal rate for domestic violence															
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>17% judicial disposal rate</b>															
<b>Current performance</b>	<table border="1"> <thead> <tr> <th></th> <th><b>2000/01</b></th> <th><b>2001/02</b></th> <th><b>2002/03 (YTD*)</b></th> </tr> </thead> <tbody> <tr> <td>Offences</td> <td>57981</td> <td>56253</td> <td>46784</td> </tr> <tr> <td>JD rate</td> <td>13.7%</td> <td>15.0%</td> <td>16.4%</td> </tr> </tbody> </table> <p>*Apr – Dec 2002</p>					<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>	Offences	57981	56253	46784	JD rate	13.7%	15.0%	16.4%
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<b>MPS lead</b>		<b>Business Group lead</b>														
<b>Key activities in support of objective</b>																
<b>Further information (background or context)</b>	Current and previous JD targets for domestic violence are: 2002/03 16% 2001/02 14%															

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR LONDONERS: C</b>		<b>TO IMPROVE THE QUALITY OF SERVICE TO VULNERABLE VICTIM GROUPS</b>	
<b>Proposed objective</b>	12. To improve victim care and investigation in cases of domestic violence		
<b>Measure</b>	The implementation of a partnership agreement with local domestic violence agencies whereby non-police staff work within the CSU to deliver enhanced victim care		
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>All CSUs to have an identified partnership worker within the unit who is able to provide victims with support and appropriate referrals to other domestic violence agencies by 31<sup>st</sup> March 2004</b>		
<b>Current performance</b>	New measure		
<b>MPS lead</b>		<b>Business Group lead</b>	
<b>Key activities in support of objective</b>			
<b>Further information (background or context)</b>	<p>In order to reduce the level of repeat victimisation which is high in cases of DV and to ensure the needs of the victim are met, police must look to other agencies to provide long term support for victims. This can only be delivered in partnership with other support agencies. To ensure victims receive the most appropriate support and referrals these partnerships need to operate from within the CSU.</p> <p>It is anticipated that the role of this person can be one of either full or part time either on a voluntary basis, through joint funding or even funding from the many government initiatives. All of these are currently being utilised by CSUs to fulfil this role. DCC4 will be in a position to assist and advise CSUs to achieve this target.</p>		

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR LONDONERS: C</b>		<b>TO IMPROVE THE QUALITY OF SERVICE TO VULNERABLE VICTIM GROUPS</b>														
<b>Proposed objective</b>	13. To improve victim care and investigation in cases of hate crime															
<b>Measure</b>	The judicial disposal rate for racist crime															
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>18% judicial disposal rate</b>															
<b>Current performance</b>	<table border="1"> <thead> <tr> <th></th> <th><b>2000/01</b></th> <th><b>2001/02</b></th> <th><b>2002/03 (YTD*)</b></th> </tr> </thead> <tbody> <tr> <td>Offences</td> <td>16981</td> <td>15610</td> <td>10609</td> </tr> <tr> <td>JD rate</td> <td>16.8%</td> <td>17.0%</td> <td>18.1%</td> </tr> </tbody> </table> <p>*Apr – Dec 2002</p>					<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>	Offences	16981	15610	10609	JD rate	16.8%	17.0%	18.1%
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<b>Key activities in support of objective</b>																
<b>Further information (background or context)</b>	<p>Current / previous JD targets for racist crime are:            2002/03 18%            2001/02 17%</p> <p>The target for racist crime has remained the same at 18%, this still remains a challenging target in light of the additional work being placed on CSUs when the vulnerable adults policy is introduced.</p>															

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR LONDONERS: C</b>		<b>TO IMPROVE THE QUALITY OF SERVICE TO VULNERABLE VICTIM GROUPS</b>		
<b>Proposed objective</b>	13. To improve victim care and investigation in cases of hate crime			
<b>Measure</b>	The percentage of victims of racist crime who are satisfied or very satisfied with police performance			
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>70% of victims of racist crime satisfied / very satisfied with police performance</b>			
<b>Current performance</b>		<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>
	% satisfied / very satisfied	73.0%	69.7%	66.6%
	*Apr – Sep 2002			
<b>MPS lead</b>		<b>Business Group lead</b>		
<b>Key activities in support of objective</b>				
<b>Further information (background or context)</b>				

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR LONDONERS: C</b>		<b>TO IMPROVE THE QUALITY OF SERVICE TO VULNERABLE VICTIM GROUPS</b>														
<b>Proposed objective</b>	13. To improve victim care and investigation in cases of hate crime															
<b>Measure</b>	The judicial disposal rate for homophobic crime															
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>17% judicial disposal rate</b>															
<b>Current performance</b>	<table border="1"> <thead> <tr> <th></th> <th><b>2000/01</b></th> <th><b>2001/02</b></th> <th><b>2002/03 (YTD*)</b></th> </tr> </thead> <tbody> <tr> <td>Offences</td> <td>1344</td> <td>1239</td> <td>852</td> </tr> <tr> <td>JD rate</td> <td>11.2%</td> <td>15.3%</td> <td>18.7%</td> </tr> </tbody> </table> <p>*Apr – Dec 2002</p>					<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>	Offences	1344	1239	852	JD rate	11.2%	15.3%	18.7%
	<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>													
Offences	1344	1239	852													
JD rate	11.2%	15.3%	18.7%													
<b>MPS lead</b>		<b>Business Group lead</b>														
<b>Key activities in support of objective</b>																
<b>Further information (background or context)</b>	<p>Current / previous JD targets for homophobic crime are: 2002/03 16% 2001/02 14%</p> <p>The 17% target proposed is lower than the current performance level however homophobic JD rates are subject to considerable fluctuation due to small numbers and a further % increase on this year's target is felt to be challenging.</p> <p>It is intended that regular surveying of victims of homophobic crime commences in 2003/04 however there is no base data to set a target.</p>															



**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR LONDONERS: C</b>		<b>TO IMPROVE THE QUALITY OF SERVICE TO VULNERABLE VICTIM GROUPS</b>	
<b>Proposed objective</b>	14 To improve the protection and safety of children including victim care, investigation and partnership working		
<b>Measure</b>	Implementation of action plan		
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>To implement the action plan following the outcome of the Climbie Inquiry</b>		
<b>Current performance</b>	This measure and target was in the 2002/03 plan however the inquiry report is still awaited, hence the target is carried over.		
<b>MPS lead</b>		<b>Business Group lead</b>	
<b>Key activities in support of objective</b>			
<b>Further information (background or context)</b>			

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR EXCELLENCE:</b> A	<b>TO EXPAND OUR APPROACH TO INCLUDE ALL ASPECTS OF DIVERSITY</b>										
<b>Proposed objective</b>	1. To achieve an increased representation of all the diverse groups of London within the extended police family of the MPS i.e. police officers, civil staff, police community support officers (PCSOs), traffic wardens, and the Metropolitan Police Special Constabulary.										
<b>Measure</b>	The number of minority ethnic officers as a percentage of total police strength										
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>6.6% by March 2004</b>										
<b>Current performance</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 20%;">2000/01</th> <th style="width: 20%;">2001/02</th> <th style="width: 30%;">2002/03 (YTD*)</th> </tr> </thead> <tbody> <tr> <td>Minority ethnic officers as % of police strength</td> <td style="text-align: center;">4.1%</td> <td style="text-align: center;">4.8%</td> <td style="text-align: center;">5.3%</td> </tr> </tbody> </table> <p>*Dec 2002</p>				2000/01	2001/02	2002/03 (YTD*)	Minority ethnic officers as % of police strength	4.1%	4.8%	5.3%
	2000/01	2001/02	2002/03 (YTD*)								
Minority ethnic officers as % of police strength	4.1%	4.8%	5.3%								
<b>MPS lead</b>		<b>Business Group lead</b>									
<b>Key activities in support of objective</b>											
<b>Further information (background or context)</b>	<p>This target is proposed based on 15% of recruits being ethnic minority. This is an increase on this year's percentage, 11%.</p> <p>There is a ten-year target to increase the proportion of ethnic minority officers in the MPS to 25%.</p>										

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR EXCELLENCE:</b> A		<b>TO EXPAND OUR APPROACH TO INCLUDE ALL ASPECTS OF DIVERSITY</b>	
<b>Proposed objective</b>	1. To achieve an increased representation of all the diverse groups of London within the extended police family of the MPS i.e. police officers, civil staff, police community support officers (PCSOs), traffic wardens, and the Metropolitan Police Special Constabulary.		
<b>Measure</b>	Minority ethnic PCSOs as a percentage of total PCSO strength		
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>25% by March 2004</b>		
<b>Current performance</b>	New measure: 22.9% as at end Dec-02		
<b>MPS lead</b>		<b>Business Group lead</b>	
<b>Key activities in support of objective</b>			
<b>Further information (background or context)</b>			

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR EXCELLENCE:</b> A	<b>TO EXPAND OUR APPROACH TO INCLUDE ALL ASPECTS OF DIVERSITY</b>										
<b>Proposed objective</b>	1. To achieve an increased representation of all the diverse groups of London within the extended police family of the MPS i.e. police officers, civil staff, police community support officers (PCSOs), traffic wardens, and the Metropolitan Police Special Constabulary.										
<b>Measure</b>	Minority ethnic civil staff as a percentage of total civil staff strength										
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>21% by March 2004</b>										
<b>Current performance</b>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 15%;">2000/01</th> <th style="width: 15%;">2001/02</th> <th style="width: 15%;">2002/03 (YTD*)</th> </tr> </thead> <tbody> <tr> <td>Minority ethnic civil staff as % of civil staff strength</td> <td style="text-align: center;">15.6%</td> <td style="text-align: center;">18.5%</td> <td style="text-align: center;">18.9%</td> </tr> </tbody> </table> <p>*Dec 2002</p>				2000/01	2001/02	2002/03 (YTD*)	Minority ethnic civil staff as % of civil staff strength	15.6%	18.5%	18.9%
	2000/01	2001/02	2002/03 (YTD*)								
Minority ethnic civil staff as % of civil staff strength	15.6%	18.5%	18.9%								
<b>MPS lead</b>		<b>Business Group lead</b>									
<b>Key activities in support of objective</b>											
<b>Further information (background or context)</b>											

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR EXCELLENCE:</b> A	<b>TO EXPAND OUR APPROACH TO INCLUDE ALL ASPECTS OF DIVERSITY</b>										
<b>Proposed objective</b>	1. To achieve an increased representation of all the diverse groups of London within the extended police family of the MPS i.e. police officers, civil staff, police community support officers (PCSOs), traffic wardens, and the Metropolitan Police Special Constabulary.										
<b>Measure</b>	Women officers as a percentage of total police strength										
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>19.5% by March 2004</b>										
<b>Current performance</b>	<table border="1"> <thead> <tr> <th></th> <th><b>2000/01</b></th> <th><b>2001/02</b></th> <th><b>2002/03 (YTD*)</b></th> </tr> </thead> <tbody> <tr> <td>Women officers as % of police strength</td> <td>15.8%</td> <td>16.1%</td> <td>16.5%</td> </tr> </tbody> </table> <p>*Dec 2002</p>				<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>	Women officers as % of police strength	15.8%	16.1%	16.5%
	<b>2000/01</b>	<b>2001/02</b>	<b>2002/03 (YTD*)</b>								
Women officers as % of police strength	15.8%	16.1%	16.5%								
<b>MPS lead</b>		<b>Business Group lead</b>									
<b>Key activities in support of objective</b>											
<b>Further information (background or context)</b>											

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR EXCELLENCE:</b> A	<b>TO EXPAND OUR APPROACH TO INCLUDE ALL ASPECTS OF DIVERSITY</b>		
<b>Proposed objective</b>	1. To achieve an increased representation of all the diverse groups of London within the extended police family of the MPS i.e. police officers, civil staff, police community support officers (PCSOs), traffic wardens, and the Metropolitan Police Special Constabulary.		
<b>Measure</b>	Women PCSOs as a percentage of total PCSO strength		
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>26% by March 2004</b>		
<b>Current performance</b>	New measure: 23.6% as at end Dec-02		
<b>MPS lead</b>		<b>Business Group lead</b>	
<b>Key activities in support of objective</b>			
<b>Further information (background or context)</b>			

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR EXCELLENCE:</b> A		<b>TO EXPAND OUR APPROACH TO INCLUDE ALL ASPECTS OF DIVERSITY</b>	
<b>Proposed objective</b>	2. To enhance community reassurance programmes to all vulnerable communities		
<b>Measure</b>	Develop in partnership an approach to community reassurance involving local identification of vulnerable groups		
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>Pilot on four sites and evaluate during 2003-04</b>		
<b>Current performance</b>	No current measure		
<b>MPS lead</b>		<b>Business Group lead</b>	
<b>Key activities in support of objective</b>			
<b>Further information (background or context)</b>	<p>In partnership with Surrey Police the MPS is undertaking a 'Restoring Reassurance' project. The definition of reassurance used is 'making people feel safer'. The approach is to:</p> <p>Plan / engage partners / prepare structure and identify resources;          Undertake research and analysis including public perception survey, environmental audit, focus groups;          Deliver / evaluate.</p> <p>The analysis should identify local groups who are vulnerable and in this way the unique nature of each area's problems is accounted for. The first four projects and evaluation would inform possible further roll-out of a further developed model.</p>		

**POLICING PLAN 2003/04 DEVELOPMENT OF MEASURES AND TARGETS**

<b>PRIORITY FOR EXCELLENCE: D</b>		<b>TO DEVELOP A STRATEGIC ANALYTICAL CAPABILITY IN THE MPS</b>	
<b>Proposed objective</b>	12. To implement the National Intelligence Model (NIM) in accordance with the National Policing Plan		
<b>Measure</b>	Achievement of the minimum standards set for the police service nationally for the implementation of NIM		
<b>Targets</b> (improvement in performance or benefits for the MPS)	<b>Implement 100% of standards to national timescales</b>		
<b>Current performance</b>	No current measure		
<b>MPS lead</b>		<b>Business Group lead</b>	
<b>Key activities in support of objective</b>			
<b>Further information (background or context)</b>			