



**Metropolitan Police Authority**

**Section E1**

**Draft Budget and Equalities  
Submission 2005 – 08**

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# **1 ORGANISATIONAL DEVELOPMENT AND STRATEGIC DELIVERY**

## **MPA Equality and Diversity Priorities: Overview 2005-08**

### **1.1 Introduction**

- 1.1.1 The MPA's budget and equalities submission outlines the strategic direction of the equality and diversity dimension of the Authority's work for the medium term period 2005/6 – 2007/8.
- 1.1.2 The budget submission 2004/05 – 2006/7 gave a detailed overview of the structures that are in place to ensure that the Authority is able to scrutinise the diversity performance of the MPS effectively in addition to meeting its own equality legislative requirements and promoting best practice.
- 1.1.3 The Equal Opportunities and Diversity Board (EODB), the committee with strategic overview of the Authority's equality and diversity performance, has considered the recommendations made by the GLA in their 2004/5 Review of Progress in the development of its budget.

### **1.2 Understanding the context of delivering policing in London**

- 1.2.1 The work of EODB must be understood in the context of the negative perception of significant sections of communities about the policing service they experience. Negative experiences of staff also contribute to this reduction in confidence. Equality and diversity excellence must link employment practice to its service delivery in order to begin to reverse these experiences.
- 1.2.2 Almost half of all black and minority ethnic Britons live in London. The city's black and minority ethnic population is the largest of any European city (29%). The British Crime Survey shows that black and minority ethnic people are more likely to be a victim of racist crime, and of any crime. Statistics under section 95 of the Criminal Justice Act 1991 show that black people were six times more likely to be stopped and searched than white people and a 71% rise in the number of Asian people stopped and searched. (Home Office, 2004). Consequently the British Crime Survey, supported by a raft of research, shows clearly that black and minority ethnic people are more likely to lack confidence in the police.
- 1.2.3 Domestic violence accounts for 25% of all violent crime and one in four women will experience domestic violence in their lifetime. Two women are killed each week by their partner or ex-partner in England and Wales. We know that although attitudes and the police response have changed, the sanction detection rate remains low, and that the court process continues to fail women and children living in fear.
- 1.2.4 1.7million Londoners are disabled people. The Disability Discrimination Act applies to the Metropolitan Police Service for the first time nearly 10 years after the legislation was passed. We know from research and consultation with disabled Londoners that their access to, and quality of, policing services is more likely to be poor. Discrimination against disabled people in access to

employment perpetuates barriers to decision-making roles within the public and private sectors.

1.2.5 Hate crime against lesbian, gay, bisexual people, or against trans people, is heavily under reported. Countless research studies indicate that victims of, or witnesses to, homophobic and transphobic incidents have very little confidence in the police. The victim or witness often believes either that they may become the subject of a police investigation themselves or that they will be treated disrespectfully because of their sexual orientation or gender. The National Advisory Group research *Policing Lesbian and Gay Communities*, 1999 estimated that 38% of the LGBT community experience homophobic abuse.

1.2.6 Religious discrimination is now protected under the anti-terrorism legislation. However, concerns remain around anti-semitism, islamophobia and, within Muslim communities in particular, that the counter terrorism response is negatively affecting Muslim community members in London disproportionately.

### **1.3 Equality and Diversity Health within the MPA and MPS**

1.3.1 The MPA has been highly supportive of the drive to improve the diversity performance of the MPS, which is considered to be a national leader in progressing equality within its policies and embedding equality within its processes.

1.3.2 However, the MPA is acutely aware of the challenges for the MPS:

- The Commission for Racial Equality's Formal Investigation into Police Services in England and Wales prompted by the BBC film *The Secret Policeman* is in its second stage, having published interim findings. The initial MPS response was to commission internal research led by Assistant Commissioner Tarique Ghaffur: *Thematic Review of Race and Diversity in the MPS*.
- The independent Morris Inquiry, commissioned by the MPA in response to a series of high profile cases of discrimination in employment practices against police officers and police staff. The inquiry has focused on the resolution of workplace conflicts, internal complaints and cases going to employment tribunal.
- *MPA Scrutiny on MPS Stop and Search Practice*
- Recruitment, retention and representation of black and minority ethnic and female police officers – improving their experience

### **1.4 MPA Internal Structure**

1.4.1 The Authority has improved structures to undertake its duties in relation to MPS equality and diversity performance. EODB has progressed a range of activities and has maintained a good level of scrutiny in its second year. Their second annual report is attached in Appendix 2.

1.4.2 During 2004-5 the MPA has restructured its staff resources around equality, diversity and community engagement. Two new units have been established:

- Race and Diversity Unit
- Community Engagement Unit.

The Race and Diversity Unit currently has eight members of staff progressing a number of projects. This presents a hugely improved infrastructure to sustain a strengthened scrutiny role both of MPS and MPA equality and diversity related performance. However, the unit continues to experience temporary uncertainty without a team leader. However, once a team leader is in post, the unit's work can move beyond consolidation towards further achievement.

## **1.5 Embedding Equalities and Diversity Priorities within the MPA**

1.5.1 EODB will progress a focused approach to embed the equality and diversity priorities within the Authority's corporate strategy (attached at Appendix 3). This will involve a sustainable programme of scrutiny and oversight of the MPS' equality and diversity performance, in addition to its own. Much of this work is set out in the:

- MPA's Race Equality Scheme,
- Equality Standard for Local Government
- *Equalities for All* Service Improvement Plan
- Internal Audit report *Diversity Application and Monitoring*

1.5.2 The equality and diversity implications of the MPA's responsibilities as a policymaker, an employer, an opinion leader, a contractor, a service planner and a provider, must be central to all aspects of the performance of the MPS (and MPA). Accountability for equality and diversity cannot be successfully addressed in isolation.

## **1.6 MPA Equality and Diversity Strategy**

1.6.1 The aims of the MPA equality and diversity strategy are to:

- Establish structures and processes to scrutinise, monitor and review all aspects of MPS equality and diversity performance
- Secure a climate and organisational structure which works positively to eliminate unlawful discrimination, promote equality of opportunity and good relations, respect and trust amongst police, non-police staff and communities.
- Secure the trust and confidence of London's diverse communities in the performance and accountability of the MPA
- Monitor and review progress to meet the MPA's legislative responsibilities in relation to equality and diversity.

1.6.2 The ten major areas of work are outlined below:

- **Priority One: Race Equality Scheme** – to achieve progress against all arrangements and measures outlined in the Scheme, and to review for publication by 31<sup>st</sup> May 2005.
- **Priority Two: Best Value Review of Equalities Service Improvement Plan** – to establish structures and processes necessary to deliver progress and continually monitor achievement against each of the recommendations.
- **Priority Three: Equalities budget and performance monitoring** – to oversee and monitor the equalities budget spend and performance of both the MPA and MPS.
- **Priority Four: MPA/MPS internal Diversity Application and Monitoring** - to monitor progress against each recommendation in Internal Audit's *Diversity Application and Monitoring Report*
- **Priority Five: Equality Standard for Local Government** – to work towards the GLA group objective to achieve Level 5 of the Equalities Standard by 2005.
- **Priority Six: MPS Diversity Strategy development and implementation** - to play a key role in positively influencing the development of the new MPS Diversity Strategy in the context of the MPS' Diversity Directorate restructuring, and monitor performance with a specific focus on borough level implementation.
- **Priority Seven: Women's Safety** - work will progress in partnership with the MPS and the GLA and will focus on women as staff members, stakeholders and members of the community.
- **Priority Eight: Community and Police Consultative Groups and Crime and Disorder Reduction Partnerships** – this area of work will focus primarily on ensuring that these groups, which work through the MPA, meet their obligations through equality legislation.
- **Priority Nine: Implementation of Stop and Search and Recommendation 61 of the Stephen Lawrence Inquiry Report** – work to improve the recording of 'stop and account' through consultation with local communities will link with improvements recommended by the MPA Scrutiny on MPS Stop and Search Practice published in May 2004.
- **Priority Ten: MPA corporate equality and diversity performance** – this work centres on the internal culture of the MPA improving its ability to embed equality and diversity within its practices.

## 2 SELECTED PRIORITIES

### 2.1 Priority One - Race Equality Scheme

2.1.1 The MPA Race Equality Scheme (RES) contains a number of actions to meet the requirements of the Race Relations (Amendment) Act 2000. The Scheme has specified five indicators for measuring success:

- Staff feel that they are being fairly treated by MPA members, managers and colleagues in terms of race and equal opportunities
- Management structures and processes are in place to give staff the confidence to make complaints and voice grievances
- London's minority ethnic communities have greater trust and confidence in their police service
- The MPA is working in partnership with other organisations on issues of race and equality
- Mechanisms for communicating and engaging with young people, in particular, are established by the MPA.

2.1.2 The MPA Race Equality Scheme also lists measures used to monitor MPS progress:

- The public lifting of the label 'institutional racism', placed upon the MPS by the Stephen Lawrence Inquiry;
- Management structures and processes are in place to give all staff confidence in making complaints and voicing grievances;
- The MPS workforce is representative of London's diverse communities at all levels;
- The alleviation of the public's perception that there is unjustified racial disproportionality in sensitive areas such as deaths in custody and stop and search;
- The effectiveness of diversity training provided to all in the MPS;
- 'Fair Practice' measurement is implemented across all boroughs and occupational command units (BOCU and OCU) and is used to keep the MPA link members and committees informed about local equality issues in service delivery

2.1.3 These measures are overseen by both the Human Resource Committee and Professional Standards and Complaints Committee. Consequently a formal reporting line exists to ensure that both committees provide EODB with six monthly reports on the key race equality issues they have addressed to progress against the Race Equality Scheme.

#### Lifting the label of 'institutional racism' from the MPS

2.1.4 Recent high profile cases, the independent evaluation of the MPS Community and Race Relations training, the BBC film *The Secret Policeman*, the CRE Formal Investigation, the Morris Inquiry and the findings of the MPA scrutiny on stop and search reinforce the significance and relevance of this performance measure.

- 2.1.5 In its 2004/5 Review of Progress, the GLA made recommendations to amend this and one other of these performance measures. The MPA is keen to review these with members and communities through its consultative mechanisms in preparation of the MPA's second RES 2005-08.

### Race Equality Impact Assessment

- 2.1.6 A central part of the specific duty under the RR (A) A 2000 is to assess the impact of race equality on all new and existing policies. The CRE definition of a policy includes the requirement to assess custom, practice, informal policy and decision-making.
- 2.1.7 MPA race equality impact assessment has been conducted throughout the lifecycle of the RES and is currently under review. It has also involved external advice from a range of stakeholders.

## **2.2 Priority Two - MPA Best Value Review Of Equalities Service Improvement Plan (SIP)**

- 2.2.1 The GLA Group Best Value Review *Equalities for All* Service Improvement Plan is updated and considered by EODB twice each year. Progress will be published on the MPA website and form part of the MPA annual equality and diversity report, which will be published and distributed to the MPA's key stakeholders and local communities. An up to date review of MPA progress is attached at Appendix 4.

## **2.3 Priority Three – Budget and equalities performance monitoring**

- 2.3.1 The Authority and the Service have worked together to ensure that the MPS budget and equalities submission provides the Authority with a clear overview of their equalities expenditure. The MPA notes the MPS' priorities and will continue to take steps to continuously monitor its progress against the areas outlined in the budget submission. EODB is clear that overview of MPS Diversity performance is a core priority.

## **2.4 Priority Four - MPA Internal Audit Systems Review of Diversity Application Monitoring**

- 2.4.1 The *Diversity Application and Monitoring* report by MPA Internal Audit was the first system review of diversity. It concluded that in order to improve diversity management, both organisations must work beyond meeting 'equal opportunities' requirements and instead, need to demonstrate commitment to valuing the unique contribution and needs of individuals within the organisation. The recommendations are directed at harnessing the strength of a diverse workforce as a tool to continuously improve service provision.

## **2.5 Priority Five - Equality Standard for Local Government – Level 5 Achievement**

- 2.5.1 Work to achieve against the Equality Standard for Local Government will enable the MPA to pursue equality and diversity excellence in all aspects of its organisational service delivery, community engagement and employment



practice. However a considerable amount of work is required to achieve Level 5 by March 2005 and although this will not be possible for the MPA, the organisation hopes to reach level 3 by March 2005.

2.5.2 This is a standing item on EODB's agenda. The chair is the lead member for the authority on progress against the ESLG.

2.5.3 As recommended by the GLA in the Review of Progress, the MPA has begun the process of conducting an equal pay review within the MPS. Discussions have started with the Director of HR, the Chair of the HR committee, the Clerk of the Authority and the Head of HR in the MPA. A report will go through HR Committee regarding how it would like to seek to conduct the review. Clearly this is a large piece of work but further progress will be reported through the review process.

## **2.6 Priority Six – MPS Diversity Strategy Development and implementation**

2.6.1 The development of a new MPS Diversity Strategy and the simultaneous restructure of how diversity is organised within the MPS is a central priority area for EODB. It is crucial that members are able to continuously review MPS restructure and strategy development within the context of progress against:

- Stephen Lawrence Inquiry Report
- *Equalities for All* Best Value Review (MPS Implementation)
- MPS Race Equality Scheme
- Disability Discrimination Act
- *Thematic Review of Race and Diversity within the MPS*
- Morris Inquiry
- Employment Equality Regulations (Sexual Orientation)
- Employment Equality Regulations (Religion and Belief)
- MPA Scrutiny of MPS Stop and Search Practice
- Criminal Justice Act, 2003 – disability and sexual orientation as an aggravated feature
- Disability Discrimination Bill
- Police Reform Act 2003

2.6.2 The GLA's Review of Progress 2004/05 recommended a joint equality and diversity strategy between the MPA and the MPS. The MPS is currently developing a new Diversity Strategy which poses an opportunity towards this end. However, the Authority has concerns around having a joint strategy and maintaining an appropriate level of independence. It may be possible to have a joint statement signifying a joint understanding of equality and diversity to support the MPA's scrutiny function. This will be explored further.

2.6.3 The GLA Review of Progress also recommended a formal joint officer led committee to support the scrutiny and oversight function. Currently the Race and Diversity Unit are working to maintain and build on the 'informal' meeting arrangement. However, the authority sees value in a formal structure. This will also be investigated further.

## **2.7 Priority Seven – Women’s Safety**

2.7.1 EODB will monitor the effectiveness of the MPS response to domestic violence and rape through existing committee structures. It already receives updates on work of the MPS Women and Policing Group but will also commission small-scale reviews of MPS work in this area in order to access a more detailed picture of the service women experience, and success in terms of detection. The Community Engagement Committee will complement this work through their programme of developing a detailed policing agenda for women in London empowering women’s community organisations to campaign for change.

## **2.8 Priority Eight – Community and Police Consultative Groups and Crime and Disorder Reduction Partnerships**

2.8.1 The Community Engagement and Policing Policy and Partnerships Units are working this year to focus on issues around representative community involvement in both CPCGs and CDRPs. They are building on processes to identify how both these structures are working to promote equality at borough level. Further detail in section 3.

## **2.9 Priority Nine – Implementation of Stop and Search Scrutiny and Recommendation 61 of the Stephen Lawrence Inquiry Report**

2.9.1 Publication of the MPA Scrutiny of MPS Stop and Search Practice was a significant achievement for EODB in its second year. The Board will build on this by working to monitor the MPS response to the recommendations, and to lead on the multi-agency work recommended by the scrutiny.

2.9.2 Work will continue to implement Recommendation 61 of the Stephen Lawrence Inquiry report ahead of the national deadline of April 2005. The MPA will continue to work with the MPS in ensuring that all stops are recorded, monitored by ethnicity and handed to the individual. The MPA are also working to support community engagement across London around how stops and stop and search is managed, policed and conducted at borough level.

2.9.3 The MPA has continued its information campaign to Londoners about their rights under stop and account and stop and search through a mobile trailer enabling MPA and MPS staff to engage with people on the issue. The trailer has travelled to the London Mela, O2 Shopping Centre in Finchley, East Street Market, Brick Lane, Broad Walk Shopping Centre in Edgware, the Peace Festival at Alexandra Palace, Wood Green and Bromley College.

## **2.10 Priority Ten – MPA Corporate Equality and Diversity Performance**

2.10.1 This includes work to progress the Equality Standard for Local Government, the Service Improvement Plan, the equality impact assessment process and to improve the internal culture of the organisation. Work over the coming year will include exploring the viability of staff support mechanisms either through

MPA specific networks or linking in to larger organisational networks to support staff, and investigating staff access to development.

## **2.11 Overview of scrutiny plans**

2.11.1 The MPA Scrutiny on MPS Stop and Search Practice was concluded during 2004-05 and published in May 2004. Work to follow MPS progress against the 55 recommendations is taking place. The MPS has established a number of mechanisms to advance their response to the recommendations led by DAC Carole Howlett. EODB have established a sub-group, led by Lynne Featherstone, which will scrutinise this response and lead on the MPA response to the multi-agency work recommended by the scrutiny report.

2.11.2 Two further scrutiny reviews will be concluded during 2004-05:

- *Joint Review (NHS) on Policing and Mental Health*
- *Service Improvement Review of the Security Clearance Process*

Both these reviews will have significant equality and diversity implications. Although there is no specific budget allocation made to these reviews and they will be completed during 2004-05, work through MPA committees will be committed to monitoring the MPS response. The terms of reference of the *Joint Review on Policing and Mental Health* are attached at Appendix 5.

## **2.12 Independent Custody Visiting**

2.12.1 The Independent Custody Visiting Panel (ICVP) system is currently being reviewed by the Independent Custody Visiting Association (ICVA) who are due to report in December.

2.12.2 The introduction of the ICV scheme was one of the first significant race and community relations initiatives aimed at developing public trust and confidence in the police following publication of the Scarman Report.

2.12.3 A core objective of the research is to assess, from an equalities perspective, whether the current level of provision meets its objectives of reassurance, identify gaps in the scheme's configuration and offer guidance on how to ensure a greater representation of local communities among participants in ICV panels across London.

2.12.4 The MPA is keen to respond to the recommendations identified by the ICVA. Initial feedback indicates that improvements to the system can be met within the current budget of £288K currently spent on ICVPs across the city.

### **3 ANALYSIS OF SERVICE EXPENDITURE SPECIFICALLY TARGETED AT EQUALITY AND SOCIAL INCLUSION TARGET GROUPS**

#### **3.1 Race Hate Crime Forum**

3.1.1 The Race Hate Crime Forum was launched in May 2003 to achieve substantial improvements in the services provided to victims of race hate crimes and a reduction in racially motivated crimes in London. It is the only pan-London forum scrutinising policy, practice and performance by key statutory (and voluntary) organisations with responsibilities under the Crime and Disorder Act 1998.

3.1.2 The Forum has prioritised the eight boroughs with the highest volume of racist incidents. The forum works with community organisations supporting people experiencing racism and senior managers in the local authority and MPS, holding them to account in order to effect change in performance and promote best practice.

3.1.3 A Project Co-ordinator and Project Assistant manage the work of the Race Hate Crime Forum, and are now based within the newly constituted Race and Diversity Unit at the MPA's offices in Dean Farrar Street.

3.1.4 An up to date project plan which outlines the work the Forum plan to complete up to April 2005 is attached at Appendix 6 and includes details of work led by sub-groups to the forum. The RHCF is an area of focus for EODB to enable the Forum to consolidate and to build beyond April 2005.

#### Budget expenditure

<b>Initiative</b>	<b>2005-06 Budget £000</b>	<b>2004-05 Budget £000</b>	<b>2003-04 Actual £000</b>
Staffing & support costs	58	55	39
GOL grant	-14	-14	-18
Total	44	41	21

#### **3.2 Community and Police Consultative Groups**

3.2.1 Each year the Metropolitan Police Authority (MPA) allocates a budget for Community Engagement in boroughs. Community and Police Consultative Groups (CPCGs) are traditionally funded to enable strengthening of community involvement in policing in London. The MPA is committed to providing every borough in London with a community engagement forum and in 28 boroughs across the city the forum is the CPCG. Developmental work and pilots are being trialled in the remaining boroughs.

3.2.2 A major component of the work of the new Community Engagement Unit has been to encourage improvements in how CPCGs integrate equality and diversity in the way they work. The process used for their budget allocation for 2004/05 was more detailed than in previous years. For the first time, CPCGs were assessed on their equalities performance within a detailed framework

used to determine their funding. All CPCGs were assessed according to their equal opportunities policy statement, membership, decision making arrangements and an assessment of their inclusivity of community engagement.

- 3.2.3 Developments in the performance assessment framework of CPCGs and pilots in boroughs will form a key focus for the Community Engagement Unit during the next three years. Specifically this year, funding is dependant upon performance assessment of equalities performance throughout the group's workplan. For example, in addition to the questions asked in 2004-05, groups will be required to report the equality and diversity implications of each stream of their work plan.

### **3.3 Participation in local Crime and Disorder Reduction Partnerships**

- 3.3.1 The Policing Policy and Partnerships Team works to support the MPA and its members in playing a visible and active role within Crime and Disorder Reduction Partnerships (CDRPs) as a statutory partner.
- 3.3.2 The MPA distributes a fund of £50K to each CDRP as its contribution to CDRP work. The £50k is given through the MPS towards local solutions/needs identified by partnerships. A high degree of flexibility is built into the system to keep the bureaucracy low and localism high. MPS data on how this money has been spent indicates that £155,600 has been spent on 'diversity' related projects. So in order to enable CDRPs to respond dynamically to the locality, there is no formal criteria set on use of this fund by the MPA. However, there is an acknowledgement of the tension between trying to encourage partnerships to promote equality in locally responsive ways, with ensuring a minimum standard of equalities work occurs across all London's CDRPs.
- 3.3.3 The Policing Policy and Partnerships Team will be looking at develop guidance on this over the next year, exploring how to maintain local autonomy in addition to utilising the MPA's responsibility to promote equality and other strategic objectives.
- 3.3.4 Members have also agreed that a major focus for work with CDRPs will be community engagement. Work by the Policing Policy and Partnerships Team during this year (2004/05) with the London Black and Minority Ethnic Cracking Crime Project, examined the composition of partnerships by ethnicity across London and the extent of consultation on partnership work with black and minority ethnic communities. This report made 4 recommendations one of which is owned by the MPA to develop new local consultation models linking in to CDRPs.

## Budget expenditure

<b>Initiative</b>	<b>2005-06 Budget £000</b>	<b>2004-05 Budget £000</b>	<b>2003-04 Actual £000</b>
MPA funding to the 32 CDRPs	Data received at year end	Data received at year end	156

### **3.4 Disability Discrimination Act Implementation**

- 3.4.1 A key aspect of the MPA's Community Engagement Strategy is to develop clear and detailed policing agendas according to particular sections of the community in order to empower those communities to effect change in the police service.
- 3.4.2 Work this year began with engagement with the disability community. The MPA commissioned Greater London Action on Disability (GLAD) to conduct research to develop a policing agenda determined by disabled people through consultation. The MPA / GLAD conference on 7<sup>th</sup> October 2004 also contributed to this research. Once developed, this agenda will empower communities, and the MPA to use its decision making powers, to continue to challenge the MPS on its implementation of the DDA in terms of its service delivery, community engagement and employment practice.
- 3.4.3 The MPA Joint Review of Policing and Mental Health, which will be complete by the end of March 2005, will contribute to tackling disability discrimination, focusing on examples of hidden disability.
- 3.4.4 EODB will ensure that implementation of the DDA by the MPS will be followed closely, including through committee reports and public questioning. During 2005-6 EODB is particularly keen to focus beyond corporate policy, on implementation at Operational Command Unit and Borough Occupational Command Unit level. Officers within the Race and Diversity Unit will support members' priorities and continue to work with and challenge the MPS through their structures including Disability Programme Board, Diversity Forum, Diversity Board and the newly established Disability Independent Advisory Group.
- 3.4.5 Work continuing to achieve against the Equality Standard for Local Government will ensure continuous improvement in the way the MPA continues to implement the DDA in relation to its own service delivery, community engagement and employment practice. The organisation will work in anticipation of the expected positive duty to promote disability equality.

### Budget expenditure

<b>Initiative</b>	<b>2005-06 Budget £000</b>	<b>2004-05 Budget £000</b>	<b>2003-04 Actual £000</b>
Disabled People and the Police – a new relationship?	20	20	0
Joint Review of Policing Mental Health	Opportunity costs / HR costs	Opportunity costs / HR costs	0
<b>Total</b>	<b>20</b>	<b>20</b>	<b>0</b>

### **3.5 Consultation costs**

#### Safer London Panel

3.5.1 This year the Community Engagement Unit have worked with Office of Public Management (OPM), in partnership with NOC and Agroni, to develop and compile a Safer London Panel made up of 3,000 Londoners who can give their views about policing in London while reflecting its diversity. Panel members were selected at random but the final membership has been screened to ensure that it represents the profile of London as a whole according to ethnicity, age, gender, disability sexual orientation and location within London. The panel provides a new mechanism to engage with communities we have traditionally failed to reach. The panel is sufficiently 'representative' that views within individual sections of the community can be disaggregated and present statistically significant data. The panel can also be used to gather qualitative data.

3.5.2 The Community Engagement Unit will commission a minimum of 3 questionnaires over the year and arrange a minimum of 2 events with specific interest and identity sections of the panel.

#### Engaging with communities we have traditionally failed to reach - Developing Policing Agendas

3.5.3 During 2005-06, the Community Engagement Unit will be looking to develop the work currently progressing with the disability community through collaboration with GLAD in order to create a range of policing agendas with other sections of London's communities.

3.5.4 The Community Engagement Unit will conduct similar work with women's groups, faith based community organisations and lesbian, gay, bisexual and trans community organisations to develop detailed and clear policing agendas to enable those to challenge the MPS to deliver a policing service which serves all Londoners appropriately and proportionately.

### Budget expenditure

<b>Initiative</b>	<b>2005-06 Budget £000</b>	<b>2004-05 Budget £000</b>	<b>2003-04 Actual £000</b>
OPM – recruiting Safer London Panel	85	127	0
Developing policing agendas	70	20	0
<b>Total</b>	<b>155</b>	<b>147</b>	<b>0</b>

### **3.6 MPA Sponsorship Strategy**

- 3.6.1 During 2003-04 and 2004-05, the MPA has sought to support and sponsor a range of community work and organisations as part of its commitment to promote equality. During 2004-5 this work has included representation at London Pride, supporting work to promote *Peace on the Streets* with Choice FM and the MPS, and Black History Month.
- 3.6.2 However, the organisation is conscious that historically decisions to fund initiatives have been ad hoc and in order to ensure a cohesive and proactive approach, a sponsorship strategy has been proposed to the Senior Management Team. Once approved, the Communications Unit will lead on its planning and implementation.

### Budget expenditure

<b>Initiative</b>	<b>2005-06 Budget £000</b>	<b>2004-05 Budget £000</b>	<b>2003-04 Actual £000</b>
GLA events	Funding will be allocated according to the MPA's Sponsorship Strategy	9	16
Choice FM	"	40	29
MYA Media	"		4
African Caribbean Positive Image Foundation	"	5	10
Stephen Lawrence Charitable Trust	"	0	10
MPS Gender Agenda	"	0	20
London Pride	"	7	0
<b>Total</b>	<b>40</b>	<b>61</b>	<b>89</b>



### 3.7 Translation / interpretation / different format costs

3.7.1 The MPA will continue to respond to the access requirements of Londoners in relation to information provided through the authority.

#### Budget expenditure

<b>Initiative</b>	<b>2005-06 Budget £000</b>	<b>2004-05 Budget £000</b>	<b>2003-04 Actual £000</b>
Leaflet translations	18	15	13
Total	18	15	13

## 4 BUDGET AND EQUALITIES RETURN 2005/06

Organisation - The Metropolitan Police Authority

### Part 1 Human Resources and Internal Expenditure

#### Staff Costs

The MPA now has a Race and Diversity Unit made up of 8 full-time equivalent staff working specifically on equality and diversity. This is a dramatic improvement on last year and gives the Authority a firm basis for progressing some of the key equalities and diversity challenges. The establishment of these posts is evidence of the commitment of the Authority to see that this most important work area is well resourced

Numbers	Post	2005-06 Budget £000	2004-05 Budget £000	2003-04 Actual £000
1	Head of Race and Diversity	68	65	59
2	Policy Development Officer	70	67	15
3	Project Assistant	73	71	38
1	Race Hate Crime Forum – Co-ordinator	35	34	0
1	Race Hate Crime Forum - Administrator	21	20	12
<b>8</b>	<b>TOTAL</b>	<b>267</b>	<b>257</b>	<b>124</b>

#### Training

#### Expenditure on training which specifically addresses equalities issues or contains a distinctive and significant equalities element (Note 4)

The MPA has a budget of £90,000 for training. It is proposed that £25,000 is committed for corporate equalities training requirements to:

- Corporate equalities training
- Impact assessment, consultation and project work training.

The MPA are also keen to participate in GLA group positive action schemes to address under-representation within the MPA, for example a secondment scheme discussed at a recent Equality Network meeting.

Description of training	No of staff trained	2005-06 Budget £000	2004-05 Budget £000	2003- 04 Actual £000
Disability Discrimination Act	0	5	5	0
Corporate Equalities	30	5	5	5
Cultural Awareness for SMT	4	0	10	10
Performance Management	30	5	5	5
Managing Diversity Issues	40	10	6	6
<b>TOTAL</b>		<b>25</b>	<b>31</b>	<b>26</b>

## Recruitment

### Amount spent on targeted recruitment (Note 5)

In its Review of Progress, the GLA recommended that the MPA have a full involvement in the development of the MPS' Recruitment Strategy. HR committee participated in a seminar organised by MPS HR Directorate to enable members to give their views on the draft strategy. The Chair of EODB is also a member of HR Committee.

	<b>2004-06 Budget</b>	<b>2004-05 Budget</b>	<b>2003- 04 Actual</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
Staff Recruitment	20	20	20
Members Recruitment	0	0	20
Positive Action Recruitment for Senior Posts (top 20%)	0	35	0
<b>TOTAL</b>	<b>20</b>	<b>55</b>	<b>40</b>

### Expenditure on self organised staff groups (Note 6)

The MPA has recently established a Staff Equality Forum. This is not a equality group specific network but a space for staff to discuss issues around equality and diversity and communicate to senior management through this mechanism.

The MPA will also be holding its second Diwali celebration on November 10<sup>th</sup> 2004.

There are no formal self-organised staff networks according to equality group groups within the MPA. However, this will be explored further as part of our work towards achievement against the Equality Standard for Local Government. The MPA would be keen to consider supporting joint initiatives across the GLA group. Membership of the MPS and SAUMRAI group of staff networks is open to all MPA staff.

<b>Group</b>	<b>2005-06 Budget</b>	<b>2004-05 Budget</b>	<b>2003- 04 Actual</b>
	<b>£000</b>	<b>£000</b>	<b>£000</b>
Diwali Event – agreed	0.25	0.25	0
SMT Commitment to supporting any event which promotes equality and diversity	2	0	0
<b>TOTAL</b>	<b>2.25</b>	<b>0.25</b>	<b>0</b>

## Part 2 Human Resources Data (Note 8)

### Staffing analysis At 31 March 2004

Note: On 3 July 2000, 26 staff from the Metropolitan Police Service (MPS) Internal Audit Directorate (IAD) were 'TUPE' transferred to the direction and control of the Treasurer of the MPA. Of these, 19 (73%) were men and 7 (27%) were women. Three of these women comprised the support staff of IAD; all the remaining staff in IAD are Auditors. As at 31 March 2003 there are 33 staff in IAD, 26 are men (79%) and 7 are women (21%). Two of the three support staff are women; all the remaining staff in IAD are Auditors. Within the Audit function, the proportion of women is generally low, although there do not appear to be any reliable benchmark figures.

In relation to top earners it is suggested that, given the small workforce, a more realistic percentage should be adopted rather than the 5% suggested. It is suggested a figure of 20% is used, which would provide a 'pool' of 14 staff (instead of four if the figure were 5%). This would provide the following breakdown.

	Men	Men	Women	Women	Disabled People
	Top 20% of earners	Total Organisation	Top 20% of earners	Total Organisation	Total
White	11	29	4	24	6
Mixed	0	0	0	0	0
Asian or Asian British	1	9	0	3	1
Black or Black British	0	7	1	10	1
Chinese or other	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>45</b>	<b>5</b>	<b>37</b>	<b>8</b>

### Joiners in 2003-04

	Men	Women	Disabled People
White	1	8	0
Mixed	0	0	0
Asian or Asian British	2	2	0
Black or Black British	0	2	0
Chinese or other	0	0	0
<b>Total</b>	<b>3</b>	<b>12</b>	<b>0</b>

## Leavers in 2003-04

	Men	Women	Disabled People
White	1	4	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	0	1	0
Chinese or other	0	0	0
<b>Total</b>	<b>1</b>	<b>5</b>	<b>0</b>

## Ethnic and gender analyses of grievance taken out during 2004-05

	Men	Women	Disabled People
White	6	2	2
Mixed	0	0	0
Asian or Asian British	1	0	0
Black or Black British	4	2	0
Chinese or other	0	0	0
<b>Total</b>	<b>11</b>	<b>4</b>	<b>2</b>

## Disciplinary actions started in 2003-04

	Men	Women	Disabled People
White	0	0	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	0	0	0
Chinese or other	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

## Permanent promotions made in 2003-04

	Men	Women	Disabled People
White	0	0	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	0	0	0
Chinese or other	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

### Temporary promotions made in 2003-04

	<b>Men</b>	<b>Women</b>	<b>Disabled People</b>
White	1	2	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	0	1	0
Chinese or other	0	0	0
<b>Total</b>	<b>1</b>	<b>3</b>	<b>0</b>

### Employment tribunal cases taken out 2003-04

	<b>Men</b>	<b>Women</b>	<b>Disabled People</b>
White	0		0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	1	1	0
Chinese or other	0	0	0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>0</b>

### Outcomes of employment tribunals

Not finalised at end of the financial year.

Await hearing date

One case concluded after end of financial year.

## Staffing analysis at 30 September 2004

As suggested in respect of the figures to March 2003, a 20% figures has been used to identify "top earners".

	Men	Men	Women	Women	Disabled People
	Top 20% of earners	Total Organisation	Top 20% of earners	Total Organisation	Total
White	11	29	5	22	6
Mixed	0	0	0	0	0
Asian or Asian British	1	9	0	4	1
Black or Black British	0	7	0	9	1
Chinese or other	0	0	0	0	0
<b>Total</b>	<b>12</b>	<b>45</b>	<b>5</b>	<b>35</b>	<b>8</b>

## Joiners 1 April 2004 - 30 September 2004

	Men	Women	Disabled People
White	3	2	0
Mixed	0	0	0
Asian or Asian British	0	1	0
Black or Black British	0	0	0
Chinese or other	0	0	0
<b>Total</b>	<b>3</b>	<b>3</b>	<b>0</b>

## Leavers 1 April 2003 - 30 September 2004

	Men	Women	Disabled People
White	3	4	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	0	1	0
Chinese or other	0	0	0
<b>Total</b>	<b>3</b>	<b>5</b>	<b>0</b>

**Ethnic and gender analyses of grievances taken out 1 April 2004 - 30 September 2004**

	<b>Men</b>	<b>Women</b>	<b>Disabled People</b>
White	2	0	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	0	0	0
Chinese or other	0	0	0
<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>

**Disciplinary actions started 1 April - 30 September 2004**

	<b>Men</b>	<b>Women</b>	<b>Disabled People</b>
White	1	0	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	1	0	0
Chinese or other	0	0	0
<b>Total</b>	<b>2</b>	<b>0</b>	<b>0</b>

**Permanent promotions 1 April - 30 September 2004**

	<b>Men</b>	<b>Women</b>	<b>Disabled People</b>
White	0	0	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	0	0	0
Chinese or other	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>

**Temporary promotions 1 April - 30 September 2004**

	<b>Men</b>	<b>Women</b>	<b>Disabled People</b>
White	0	0	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	0	0	0
Chinese or other	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>



## Employment tribunal cases taken out 1 April - 30 September 2004

	Men	Women	Disabled People
White	0	0	0
Mixed	0	0	0
Asian or Asian British	0	0	0
Black or Black British	1	0	0
Chinese or other	0	0	0
<b>Total</b>	<b>1</b>	<b>0</b>	<b>0</b>

## Outcomes of employment tribunals

No hearing date

## Age Analysis of Staff at 30 September 2004

Age Range	No. of Staff
Under 20	0
21 – 29	12
30 – 39	17
40 – 49	27
50 – 59	23
60+	2

The age profile shows that younger staff are unrepresented because of the high level of professionally qualified staff and/or requirements for relevant experience.

## Human resource targets (Note 11)

	31/3/06 Target	31/3/05 Target	31/3/04 Actual
% of black and ethnic minority staff	35%	30%	35%
% of women staff	52%	52%	45%
% of black and ethnic minority staff in top 20% of earners	8%	5%	2%
% of women in top20% of earners	12%	9%	6%
% of women joiners	80%	80%	80%
% of black and ethnic minority joiners	35%	30%	40%
% of staff who are disabled	10%	10%	10%
<b>Other (Please Specify)</b>			

## Part 3 Buildings and Facilities

Type of expenditure	2005-06 Budget	2004-05 Budget	2003-04 Budget	2002-03 Actual
	£000	£000	£000	£000
Expenditure to makes buildings accessible to disabled staff	1	1	0.600	0
Expenditure to make facilities available to women staff	0	0	1.695	0
Expenditure to make buildings accessible to disabled people	8	0	0	0
Expenditure to ensure facilities are available for women	0.800	0	0.300	0
<b>Other (Please Specify)</b>				
Induction loop	0	1.200	0.909	0
Ramps	0	0	1.310	0
Website	0	0	0	4.000
Car Park	7	7	7	0
The MPA moved into new leasehold accommodation in July 2002; as part of the refurbishment £21,000 was spent on works to make the building more accessible to staff and visitors with disabilities.				

### Targets

Targets	31/3/06 Target	31/3/05 Target	31/3/04 Target	31/3/03 Actual
% of buildings fully accessible to disabled staff	98%	98%	98%	95%
% of buildings fully accessible to disabled members of the public	100%	100%	100%	100%
% of buildings providing full facilities for women staff	100%	100%	100%	100%
% of buildings providing full facilities for women members of the public.	100%	100%	100%	100%
<b>Other (please specify)</b>				

## Appendix 1

### Summary of equality and diversity expenditure 2005-06

Race Equality Scheme	£30,000
Race Hate Crime Forum	£58,000
Best Value Service Improvement Plan	£20,000
Equalities budget and performance monitoring	Opportunity cost
MPA/MPS Internal Audit Systems Review	Opportunity cost
Equality Standard for Local Government	£30,000
MPS Diversity Strategy Development and Implementation	Met by MPS cost
Women's Safety	£20,000
Implementation of Stop and Search Scrutiny and Recommendation 61, Stephen Lawrence Inquiry Report	£50,000
Translation, interpretation and alternative format costs	£18,000
Sponsorship	£40,000
Contingencies	£30,000
Race and Diversity Unit Staffing	£223,000
Developing a policing agenda with Disabled Londoners	£20,000
Developing policing agendas with lesbian, gay, bisexual and Trans communities, faith communities and women	£70,000
Training	£20,000
Targeted Recruitment	£25,000
Staff Events	£2,250
Buildings and Facilities	£2,600
<b>Total</b>	<b>£658,850</b>



## **EQUAL OPPORTUNITIES AND DIVERSITY BOARD ANNUAL REPORT 2003/2004**

### **Foreword by the Chair**

As I approach the end of my time as a Member of the MPA and Chair of the EODB, I look back with pride in the work of the committee. At our achievement I wish to thank members of the committee for their support and commitment in the work we have done on behalf of the Authority.

To the MPS I thank Sir John Stevens and Sir Ian Blair, the DCC4 Team past and present, Bob Broadhurst and team and all other MPS Departments whose commitment and support made the EODB such a high achieving committee.

The EODB has challenged the MPS on a number of policies and practice and as Chair I have felt supported by members and officers. We have achieved a lot over 2 years and as we come to the end of this authority I am proud of our achievement. None of this would have been possible without the guidance and support of the Clerk to the Authority and Julia Smith and her team in particular. My thanks also to Simon Vile and his team and all MPA officers with whom I have worked. A special thank you to John Crompton, EODB's Committee Clerk for his guidance and support to the members of the EODB and myself.

I feel personal satisfaction in the work that the committee has done and hope that the Authority will continue with EODB as so much still needs to be done. I do not believe the Authority is in a position to mainstream Race & Diversity as is being suggested.

Highlights of the EODB include:

- The Stop and Search Scrutiny
- Progress on Recommendation 61 implementation
- The IT Trial in Tower Hamlet
- The Race Hate Crime Forum
- The CRR Evaluation
- MPA Race Equality Scheme
- Impact Assessments
- Securing Funding for the EODB

All of the above have been challenging but I believe the Authority should be proud of the work EODB has done on its behalf, most of which has a direct benefit for Londoners and the BME communities in particular.

**Cecile Wright**

Chair of the MPA Equal Opportunities and Diversity Board

May 2004

## Introduction

The MPA's Equal Opportunities and Diversity Board was set up in 2002 directly in response to the new statutory requirements placed on the MPA by the Race Relations Act 2000, and the other legislative, statutory and regulatory obligations.

The report summarises the key achievements and areas of work that have been progressed by the Equal Opportunities and Diversity Board during the last 12 months. Whilst the first years report focused on the range of projects that the Board involved itself in, as a newly established committee of the MPA, during the second year, the Board have concentrated more on achieving and influencing change at organisational and strategic levels, both within the MPA and the delivery of its governance and scrutiny responsibilities toward the Metropolitan Police Service (MPS).

The report is designed in the context of significant equality and diversity progress and achievements by the MPS:

- The establishment of the Cultural Resource Unit.
- The work and progress of the Development and Organisational Team (DOIT) in aspects of the internal culture of the MPS.
- The establishment of the Disability Team in the Diversity Directorate.
- Significant progress to issues pertaining to women, lesbians, gay, bisexual and transgender people as well as work on age and age discrimination.

The outcome of the case of Chief Inspector Ali Dezai and the BBC television programme 'The Secret Policeman' which highlighted significant racism in the police service, prompted the MPS to take a fundamental review of its diversity performance.

The MPA established the Morris Inquiry to investigate the MPS handling of grievances. The service and the MPS also initiated an internal review of its diversity performance conducted by Assistant Commissioner Tarique Ghaffur.

The Significant achievements for the Equal Opportunities and Diversity Board include:

### Development and agreement of the MPA Corporate Equalities Objectives for 2004-2007:

This was outlined in the annual budget submission to the Mayor's office. The high level objectives set a clear equalities agenda for the Agenda and has informed and shaped the focus of the Authority in the current year.

### The ten key objectives are:

Priority One:

Race Equality Scheme: to achieve progress against all the arrangements and measures outlined in the scheme and to review and update the publication by May 2005.

Priority Two:

Best Value of Equalities Service Improvement Plan – to progress and continually monitor the achievement of each of the recommendations, and where necessary, to establish those structures and processes that would achieve the success specified.

Priority Three:

Equalities Budget and performance monitoring – this board has a specific term of reference to overview and monitor the equalities budget spend and performance of the MPA and the MPS.

Priority Four:

MPA/MPS internal Diversity Application and Monitoring This Board will wish to closely monitor all aspects of this internal Audit report and progress against each recommendation. It provides sound basis by which the Board can hold the MPS to account for its internal diversity structures and performance.

Priority Five:

The Equality Standard for Local Government – As part of the sign up to the “Equalities for All” Best Value Review, the MPA signed up to working to achieve Level 5 of the Equalities Standard by 2005. In July 2003, members confirmed this commitment and set an initial target to achieve Level 3 of the standard by 2004.

Priority Six:

MPS Diversity Strategy and Key Strategic - This responsibilities will be covered in other areas, however it is proposed that a separate objective be set specifically to monitor the MPS performance and practices as set out in the Diversity Strategy, and the supporting action plans, including the local diversity plans.

Priority Seven:

Women’s Safety – This w area of work will be progressed in partnership with the MPS and the GLA and will extend the promotion of information to women on safety issues. This will focus both on the needs of our female staff and stakeholders as well as to the public.

Priority Eight:

Community and Police Consultative Groups and Crime and Disorder reduction Partnerships – This area of work will focus on primarily scrutinising and over viewing the work of the Community and Engagement Unit and the Policing and partnership Unit in order to ensure that these groups and organisations through whom the MPA does its work achieves compliance with the appropriate equality legislation and specifically the race Relation’s Amendment Act 2000.

Priority Nine:

Implementation of Stop and Search and Recommendation 61 - This area of work will become a higher priority following the publication of the MPA Stop and Search scrutiny. The proposed MPS implementation of Recommendation 61 of the Stephen Lawrence Inquiry Report will also for a key plank of the work to be achieved by the R&D Unit and the MPA,

Priority Ten:

MPA Internal Equalities and Diversity Performance - This area of work will be primarily concerned with the internal culture of the MPA thus informing and assisting in its ability to translate this into equalities practices and performance which be reflected in all aspects of its work.

### The MPA Scrutiny into the MPS policy and practice in Stop and Search:

Undertaking this scrutiny has been a significant achievement for the Equal Opportunity and Diversity Board. It has been challenging, given that the police use of stop and search has historically been one of the most contentious policing issues for the black and minority ethnic communities.

The MPS were extremely helpful and open throughout the scrutiny and the Chair wishes to acknowledge the level of support that she has received from the Commissioner, Deputy Commissioner and other senior MPS officers.

### Race Hate Crime Forum:

The Race Hate Crime Forum is the only Pan London forum scrutinising the policy, performance and practice by key statutory and voluntary organisations with responsibility for performance under the Crime and Disorder Act.

The Forum benefits from the support of a wide membership including the Old Bailey, The Crown Prosecution Service, Victim Support and the Greater London Authority. Borough representation is provided by the Association for London Government and community and voluntary representatives including Hounslow Association, Race on the Agenda and Searchlight among others.

The Forum has embarked on a range of visits to these boroughs with the highest hate crime figures and will be continuing to hold high level meetings with senior officers in the local authority and police in order to affect change to their performance where this is needed or to promote good practice where this is identified.

### Lesbian, Gay, Bisexual and Transgender (GBT) Issues:

In the last year the board has taken particular focus on the LGBT issues. Reverend David Penrose, the LGBT community representative on the Board, in consultation with the Chair brought a number issues to the committee. The MPA chair and Cecile Wright have continued to hold meetings with the Chair of the LGBT Independent Advisory Group (IAG). Steve Penrose was particularly influential in amending the MPS HIV Policy.



## Independent Evaluation of the MPS Community & Race Relations Training:

This report was published in October 2003 and made a number of recommendations to the MPS for improving the race and diversity strategy. The MPS similarly undertook its own internal evaluation, which supported much of the recommendations in the MPA report.

The report directly influenced the MPS decision to suspend the roll-out of the next phase of the training to all MPS staff to allow full consideration to be given to the recommendations. The Authority and the MPS are continuing to work together in the developments for the next stage of the training.

## Race Relations Amendment Act:

As one of the core equalities objectives, the MPA has done a great deal to progress towards obligations published in its Race Equality Scheme. It has established a process for impact assessing the functions and policies of the Authority. It has been, for many organisations, challenging but extremely useful for the organisation. As a way of reinforcing its strong commitment to the process, the MPA held a consultation event inviting community, voluntary and statutory organisations to give comments on the process in place. This has informed revisions and amendments to the process.

A further area of good practice has been that of involving external individuals to quality assure the impact assessments in order to verify they are 'fit for purpose'. To date representatives from the MPS, Race Equality Councils, City of London Police, Association for London Government and a member from Norfolk Police Authority have taken part in the quality assurance process.

## Equality Standard for Local Government:

Good progress has been made towards being assessed for its achievement of levels one and two of the Standard. To underpin this, the Authority has had to develop a comprehensive set of equalities policies. It has also drafted its Corporate Equality Plan, which will form the basis for the equalities targets that will need to be established for each department in the MPA.

## Community Engagement:

The Chair and Members of the Stop and Search Scrutiny Panel had a public meeting in Brixton to seek views on the aims of the scrutiny and to learn from their experience. The meeting was well attended and it was quickly evident that those in attendance had extremely hostile views about Stop and Search and the police use of the power. This has informed the outcome of the scrutiny report.

## Award:

In October as Chair of the EODB, I presented an award to the Boyhood to Manhood Foundation at the Black Plus Award Ceremony, for the tremendous work that the foundation does with disaffected young man and boys.

### National 'Know your rights' Information Campaign:

During the Stop and Search Scrutiny, the MPA ran two information newspaper campaigns to inform members of the public about their rights when stopped and searched by the police. There was a high response to the campaign including from individuals and organisations from places including Bradford, Manchester and Portsmouth. The success of the campaign can be evidenced by the range of individuals who contacted the MPA for copies of the 'Know Your Leaflets'. At 08:15 am one morning a woman telephoned to ask for two of the 'know your rights' cards. She had seen the advert in the press and wanted the information for her sons, 14 and 10 years old.

### Implementation of Recommendation 61:

The EODB continued to overview the implementation of Recommendation 61 in the borough of Hackney and latterly in Tower Hamlets where the Board was instrumental in influencing the MPS to trial a computer-based data-recording device. This proved to be extremely successful with officers in the borough and appeared to have led to significant decreases in the length of time that an individual stopped had to wait for their stop form.

The Board has been concerned that issues remain with the implementation and will be working with the MPS as it prepares for the London-wide roll-out of the implementation.

The hard work put in by MPA officers in progressing the implementation was recognised by the Minister Hazel Blaize in the most recent Home Office Report:

- David R Muir, Deputy Chair of the Authority, represents the MPA on the Home Secretary Lawrence Steering Group
- Julia Smith, Head of Race & Diversity, sits on the Lawrence Stop & Search Sub Group.

Both regularly report the outcomes from meetings attended to the EODB.

**Appendix 3 is the Draft Corporate Strategy included elsewhere on this agenda.**

See <http://www.mpa.gov.uk/committees/mpa/2004/041028/08.htm>

## MPA EQUALITY BEST VALUE SERVICE IMPROVEMENT PLAN 2003

ACTION/MEASURE	KEY INDICATORS	CURRENT POSITION	DIRECTORATE/POLICY LEAD	TIMESCALE
<p><b>1. The GLA Group adopt a commonly shared vision in respect of equalities to ensure mainstreaming within the organisation.</b>  <b>GLA Rec No 1,23,24,36</b></p>	<p>1. Development and adoption of Equalities policy and strategy, reflecting the GLA Group Equalities vision. Outlined in BV equalities report.</p>	<p><i>Policy agreed by EODB, subject to minor amendments. Decision to be ratified by the full Authority</i></p>	<p><i>SMT/RDU Doug Lewins</i></p>	<p><i>Dec 04</i></p>
	<p>2. <i>Publication of joint MPA/MPS corporate equalities policy and statement in demonstration of responsibility under the Race Relations Amendment Act, equal opportunities legislation and European directives.</i></p>	<p><i>No progress to date.</i></p>	<p><i>RDU Hamida Al &amp; Doug Lewins SMT/Catherine Crawford Comms/Philip Powell</i></p>	<p><i>Dec 03</i></p>
	<p>3. Establishment of performance management systems, structures and processes to reflect and monitor the organisational commitment to equalities.</p>	<p><i>Impact assessment has begun and is being reviewed. Plans underway to progress to level 5 of the Equality Standard for Local Government.</i></p>	<p><i>SMT/Catherine Crawford/RDU/Doug Lewins</i></p>	<p><i>April 04</i></p>
	<p>4. Adherence to the GLA Budget Equalities process to ensure that equalities is integrated into MPA/MPS strategic budget setting process.</p>	<p><i>Process adhered to.</i></p>	<p><i>SMT/RDU Hamida Ali</i></p>	<p><i>Sep 04</i></p>
	<p>5. <i>Monitor and review all aspects of MPS equalities performance &amp; policies + practices at policy + strategic level.</i></p>	<p><i>Work in progress</i></p>	<p><i>EODB/Hamida Ali</i></p>	<p><i>Oct 04</i></p>

ACTION/MEASURE	KEY INDICATORS	CURRENT POSITION	DIRECTORATE/POLICY LEAD	TIMESCALE
<p><b>2. The GLA adopt six high level equalities categories for service and employment purposes [Gender, race, sexuality, disability, age and faith]</b>            Group Recommendations            GLA 2,14,15</p>	<p>2.1 Definitions and categories outlined in the review publications adopted and updated as further learning becomes apparent.</p>	<p>Policy covering high level equalities categories agreed by EODB, subject to minor amendments. Decision to be ratified by the full Authority</p>	<p>RDU/Doug Lewins</p>	<p>Dec 04</p>
	<p>Adoption of categories publicised internally &amp; externally</p>	<p>Work in progress</p>	<p>RDU/Doug Lewins</p>	<p>Mar 05</p>
	<p>2.2 All major consultation and community engagement activities to reflect consideration of priority groups.</p>	<p>No action to date</p>	<p>Communications/ Phillip Powell CE/Tim Rees</p>	<p>March 05</p>
	<p>2.3 MPA commitment and priorities to be publicised with key stakeholders partners.</p>	<p>In progress</p>	<p>Communications Philip Powell RDU/Doug Lewins</p>	<p>Dec 04</p>
	<p>2.4 Annual funding allocation to community and police consultative groups to be assessed against performance in engaging the key priorities Groups.</p>	<p>In progress</p>	<p>CE/Tim Rees</p>	<p>?</p>
	<p>2.5 The performance of independent custody visiting panels be monitored against the priority groups.</p>	<p>Work in Progress</p>	<p>CE/Tim Rees</p>	<p>March 04</p>
	<p>2.6 MPA Committee performance and work programmes to integrate performance of past qualities targets.</p>	<p>No progress to date</p>	<p>SMT/Catherine Crawford</p>	<p>June 04</p>
	<p>2.7 Performance reports submitted to mayor's office and GLA ensure that all equalities targets are highlighted.</p>	<p>Work in progress</p>	<p>Planning &amp; Performance</p>	<p>Continuing and ongoing</p>
	<p>2.8 Process for reviewing and updating equalities performance targets are regularly brought to the attention of the MPA EODB.</p>	<p>On going progress</p>	<p>Planning &amp; Performance</p>	<p>Dec 03</p>
<p>2.9 Where appropriate and inline with the requirements of the RRA and level 5 equalities standards xxx reports are commissioned from the MPS on its function and services delivery in respect of the 6....</p>	<p>No progress to date</p>	<p>Planning &amp; Performance</p>	<p>Dec 03</p>	

ACTION/MEASURE	KEY INDICATORS	CURRENT POSITION	DIRECTORATE/POLICY LEAD	TIMESCALE
<p><b>3. The MPA review and identify the appropriate target groups for its own as well as have an overview of the MPS target groups for its service delivery</b></p>	<p>The services and functions of the GLA Group address the multiple levels of discrimination experienced by socially excluded groups.</p> <p>Services and functions will be responsive, flexible and accessible.</p> <p>3.1 Key target groups for the MPA services to be identified primarily through the MPA consultation and community engagement activities.</p> <p>3.2 Equalities Impact Assessment to be carried out to assess for adverse impact on key groups and communities for all MPA key decision making.</p> <p>3.3 Monitoring and review processes be put in place to secure equalities impact assessment reports from the MPS Directorates on key policy decisions and service delivery.</p> <p>3.4 6 monthly report to equal opportunities and diversity board on key services and equalities impact assessments conducted by MPA + MPS.</p>	<p>Work in progress</p> <p>Equality Impact system devised and put into operation. Currently under review.</p> <p>Quality Assurance system set up but all policies not yet covered</p> <p>Work in progress</p>	<p>CE/Tim Rees</p> <p>RDU/Doug Lewins</p> <p>RDU/Doug Lewins</p> <p>RDU/Doug Lewins</p>	<p>September 2002 and ongoing</p> <p>Achieved 2004 To be reviewed annually</p> <p>Mar 2005</p> <p>Ongoing 6 monthly reports to EODB March 05 Sep 05</p>

<b>ACTION/MEASURE</b>	<b>KEY INDICATORS</b>	<b>CURRENT POSITION</b>	<b>DIRECTORATE/POLICY LEAD</b>	<b>TIMESCALE</b>
<b>4. The MPA commit to achieving Level 5 of the Equalities Standard by 31 December 2005</b>	4.1 The EODB confirms commitment to achieve this target.	Completed	SMT/RDU Doug Lewins	July 2003
	4.2 Clear objectives, timescales are put in place to work to achieve level 3 of the standard	Work in progress	RDU/Doug Lewins	Nov 2004
	4.3 All staff (MPA/MPS) briefed on requirements of the standard.	To be progressed ?	RDU/Karina Horsham Maynard	Dec 2003
	4.4 Detailed and comprehensive independently assessed review be undertaken of all aspects of the MPA, performance and equalities policies, practices to identify the potential risks that could impede achievement of the level 5 standard by 2005.	Work acknowledged as a priority and gap analysis undertaken	SMT/RDU Catherine Crawford and Doug Lewins	Sep 04
	4.4 Progress all actions to achieve level 1 of the Equalities Standard (see 1,2)	Actions progressed and verification to be obtained of Level 1 achievement	RDU/Doug Lewins/Karina Horsham Maynard	Dec 2004
	4.5 Progress all actions outlined in Equalities standards to develop supporting evidence to achieve level 2 of the standard on target setting action planning.	Evidence gathered and verification to be obtained of Level 2 achievement	RDU/Doug Lewins/Karina Horsham Maynard Comms/ Jacqui Jones IT manager Sudhen Swami. Performance Review	Dec 2004
	4.6 All staff and members briefed on progress and targets to be achieved.	On going work in progress	SMT/RDU Catherine Crawford/Doug Lewins	Dec 2004
	4.7 Development and review of communication strategy to keep staff and stakeholders informed of progress.	Work under progress	RDU/Doug Lewins	Dec 2004
	4.8 Progress in all actions outlined in equalities standards to ensure achievement of level 3 on information systems and monitoring.	Work under progress	RDU/ Doug Lewins	Dec 2004
	4.9 Monitor and review of progress towards achieving level 5 standard by end 2005 and develop detailed action plan in EODB annual report 2004.	Not progressed work to be commenced	RDU/Doug Lewins	Dec2004
	4.10 Progress all actions and publish progress towards achieving level 5 of equalities standards	Work under progress	RDU/Doug Lewins	Dec 2004
<b>4.11 The MPA agree to a programme of management and culture change and investigate their existing policies and legislation governing their services to identify and remedy issues that impede the</b>	Some progress made – Require SMT sign-up	RDU/Doug Lewins SMT Catherine Crawford	Dec 2004	

<b><i>ACTION/MEASURE</i></b>	<b><i>KEY INDICATORS</i></b>	<b><i>CURRENT POSITION</i></b>	<b><i>DIRECTORATE/POLICY LEAD</i></b>	<b><i>TIMESCALE</i></b>
<b>5. The MPA Group adopt the social model of disability</b>	<p><i>The GLA Group proactively supports and promotes the civil rights of disabled people.</i></p> <p><i>5.1 Proactive support and promotion of civil rights of disabled people.</i></p> <p><i>5.2 Representation of disabled people on core MPA committees (EODB or Consultation) to inform and influence policy decision making.</i></p> <p><i>5.3 Review and Publish commitment on adoption of social model of disability in line with other MPS and GLA group.</i></p> <p><i>5.3 Assess all polices and functions for adverse impact as core requirement of L5 Equality Standard.</i></p> <p><i>5.4 Monitor and review its own progress on implementing the requirements of the DDA on basic requirement to achieving level 5 standard.</i></p> <p><i>5.6 Increase the number of disabled employees in the MPA (and MPS) in line with the GLA Employment targets.</i></p>	<p><i>Adopted by Authority</i></p> <p><i>Completed</i></p> <p><i>To be completed</i></p> <p><i>EIA process ongoing</i></p> <p><i>To be completed</i></p> <p><i>Some progress</i></p>	<p><i>RDU</i></p> <p><i>RDU/Time Rees</i></p> <p><i>RDU/Communications Phillip Powel</i></p> <p><i>RDU/SMT Doug Lewins</i></p> <p><i>RDU/HR/SMT</i></p> <p><i>HR Alan Johnson</i></p>	<p><i>2002</i></p> <p><i>July 2003</i></p> <p><i>Dec 04</i></p> <p><i>Apr 05</i></p> <p><i>2005</i></p> <p><i>Ongoing</i></p>
<b>6. A London Standard for Equalities be developed and promoted</b>	<p>The London Standard will address the gaps and flaws in the CRE/Equality Standard and be tailored to the needs of the GLA Group and the social demographics of London</p> <p>Leadership benchmark with equalities indicated produced and promoted by GLA Group</p>	<p><i>Awaiting GLA Actions</i></p> <p>No progress by GLA HR network. Standard will be achieved as part of level 5 achievement</p>	<p><i>RDU/SMT</i></p> <p>HR/Alan Johnson as part of GLA Group HR network</p>	<p><i>April 2005</i></p> <p>Dec 2005</p>



ACTION/MEASURE	KEY INDICATORS	CURRENT POSITION	DIRECTORATE/POLICY LEAD	TIMESCALE
<p>7. The GLA Group adopt the definition of “Exemplary Employer”</p> <p>The MPA adopts and works towards being an ‘Exemplary Employer’ and implement the benchmark template to ensure continuous improvement demonstrated through a GLA Group HR network. (GLA 7,8,9,11)</p>	<p>All five organisations will be committed to developing policies, procedures and practice which are underpinned by the definition of an “Exemplary Employer”. This process will enable the group to realise its aspiration.</p>	<p>Completed</p>		<p>June 2002</p>
	<p>7.1 MPA adopts the GLA Group definition of an Exemplary Employer.</p>	<p>Completed</p>	<p>SMT</p>	<p>2002</p>
	<p>7.2 MPA Implement positive action initiatives that will assist members from the 6 priority groups to be better represented at senior management levels in the MPA.</p>	<p>Principle agreed. Pilot to be implemented as part of GLA Group Action</p>	<p>HR Alan Johnson</p>	<p>Jan2005</p>
	<p>7.3 Review of suite of HR policies and procedures to ensure compliance and consistency with exemplary employer performance to contribute to level 2 equality standards.</p>	<p>Work in progress</p>	<p>HR Alan Johnson</p>	<p>May 2004</p>
	<p>7.4 Staffing targets for MPA and Met and specific targets set for the MPS to achieve the Home Office ‘Dismantling Barriers’ targets.</p>	<p>Work in progress</p>	<p>HR Alan Johnson</p>	<p>Sept 2005</p>
	<p>7.5 Pilot alternative recruitment processes to achieve and maintain staffing targets in line with recent census data and London’s population in MPA.</p>	<p>No progress</p>	<p>HR Alan Johnson</p>	<p>Sept 2004</p>
	<p>7.6 Equalities performance is monitored as an integral aspect of staff performance appraisal + the results published in annual EODB report.</p>	<p>No progress</p>	<p>HR Alan Johnson/RDU/EODB</p>	<p>2004/05</p>
	<p>Guidance and training to CPCGs, ICVPs and other groups and organisations allocated MPA funding to ensure that they are addressing the principles and practices of Authority as an exemplary employer.</p>	<p>No progress</p>	<p>HR Alan Johnson/SMT/RDU/CE</p>	

<b>ACTION/MEASURE</b>	<b>KEY INDICATORS</b>	<b>CURRENT POSITION</b>	<b>DIRECTORATE/POLICY LEAD</b>	<b>TIMESCALE</b>
<b>8. The MPA adopt a GLA Group Exit interview process and framework. (GLA rec No12)</b>	<p>8.1 Systems framework in place for all staff leaving the organisation</p> <p>8.2 Annual analysis of the trends/patterns in order to inform the development of professional/managerial performance and structures.</p> <p>8.3 Systemic framework in place for monitoring the MPS analysis of its exit interviews for staff at all levels in the organisation.</p>	<p>Work in progress</p> <p>To be developed</p> <p>Work in progress</p>	<p>HR Alan Johnson</p> <p>HR Alan Johnson</p> <p>HR /RDU Hamida Ali</p>	
<b>9. The MPA as part of the GLA Group research, analyse, report and disseminate information on services in a coordinated way [internally/externally]. The information should be produced in accessible formats for key equality target groups. (GLA Rec No13,27)</b>	<p>Open, transparent information sharing to become part of the GLA Group culture.</p> <p>Annual budget equalities submission and GLA assessment report on information provided.</p> <p>GLA representation on MPA Equal opportunities + diversity board and other committees and working groups.</p> <p>MPA representation on numerous GLA group committees, working groups and involvement in strategic planning processes including Equalities Network</p> <p>The dissemination of key decisions and actions in accessible formats to key equality target groups.</p>	<p>In progress</p> <p>Work in progress</p> <p>Work in progress</p> <p>Work in progress</p> <p>Work in progress</p>	<p>Treasury Ken Hunt</p> <p>SMT Catherine Crawford to coordinate/monitor outcomes Hamida Ali/Doug Lewins</p> <p>MPA secretariat RDU to coordinate. Monitor outcome Doug Lewins/Hamida Ali</p> <p>RDU/Communications Philip Powell</p>	<p>December 2005</p> <p>October 03</p> <p>December 04</p> <p>December 04</p> <p>Ongoing</p>

<b>ACTION/MEASURE</b>	<b>KEY INDICATORS</b>	<b>CURRENT POSITION</b>	<b>DIRECTORATE/POLICY LEAD</b>	<b>TIMESCALE</b>
<p><b>10. The MPA undertake a review of existing methods of community liaison and make recommendations on how best to deliver a more joined up approach to community liaison including improvements in sharing information. (GLA Gp rec No10)</b></p>	<p>10.1 Information regarding the needs of equality groups to be shared with other GLA Group organisations.</p>	<p>Completed</p>	<p>RDU/Hamida Ali/Doug Lewins</p>	<p>September 2002</p>
	<p>10.2 Establish network for community liaison/link officers to share knowledge and best practice.</p>	<p>Completed. GLA consultation network in place</p>		<p>Sept 2003</p>
	<p>10.3 Undertake independent review to establish level of support and information required to ensure that CPCGs are equalities compliant and enabled to assist the authority in achieving its equalities targets with community liaisons.</p>	<p>Work in progress</p>	<p>CE/Tim Rees</p>	<p>March 04</p>
	<p>Implementation of recommendation and learning from the GLA cracking crimes project in relation to CDRPs and their equalities performance.</p>		<p>SMT/David Riddle</p>	<p>Dec 03</p>
	<p>Annual monitoring and review of the service delivery performance of CPCGs to inform the MPA core service delivery performance.</p>		<p>CE/Tim Rees</p>	<p>Apr 04</p>
	<p>Undertaken RRA impact assessment of service provision and funding of CPCGs achievement to inform extent to which MPA is engaging with priority equality groups.</p>		<p>CE/Tim Rees</p>	<p>Apr 04</p>

ACTION/MEASURE	KEY INDICATORS	CURRENT POSITION	DIRECTORATE/POLICY LEAD	TIMESCALE
<p><b>11. The GLA Group undertake a review of the existing methods of conducting equalities impact assessments across the GLA Group and develop appropriate support and training for staff to ensure that the outcomes are implemented.</b> (GLA Group rec. No 17)</p>	<p>11.1 Staff [engaged in managing/conducting equality impact assessments] are briefed and equipped to carry out equality impact assessments effectively</p> <p>Guidance information and MPA specific proforma developed.</p> <p>Year one progress on RES published</p> <p>Internal monitoring process established to ensure continuous progress</p> <p>Process established for ensuring all committees and MPA committee reports integrate equalities assessments.</p> <p>Progress key actions outlined in the scheme to assist achievement of level 5 equality award.</p>	<p>In progress</p> <p>Completed &amp; now under review</p> <p>Completed</p> <p>In progress</p> <p>In progress,</p> <p>On going</p>	<p>RDU/Doug Lewins</p> <p>RDU/Doug Lewins</p> <p>RDU/Julia Smith</p> <p>SMT/Catherine Crawford</p> <p>RDU/Doug Lewins</p> <p>CDO Julia Smith</p>	<p>September 2003</p> <p>Jul 03</p> <p>Sep 03</p> <p>Oct 03</p> <p>Nov 03</p> <p>Dec 04</p>
<p><b>12. Establish a Complaints and compliments procedure</b></p>	<p>Officers responsible for dealing with complaints are aware of equalities best practice.</p> <p>Review of MPA complaints guidance published in accessible formats and in different languages.</p> <p>People from the equality target groups are able to access the complaints procedures with ease.</p>	<p>Completed and ongoing review</p> <p>Completed and ongoing review</p> <p>In progress</p>	<p>Clams/Simon Vile</p>	<p>September 2002</p> <p>December 2002</p>
<p><b>13. The MPA contribute to the review and strengthen of the terms of reference for the GLA Group Consultation Network [CN]</b> (GLA Rec No 20)</p>	<p>The Consultation Network will have an overview of consultation exercises undertaken across the GLA Group – this will avoid duplication, ensure co ordination and sharing of information. The Network will also ensure that strategic development of consultation processes is properly informed by the perspectives of equality groups.</p>	<p>Members of CN</p> <p>No action to date.</p>	<p>CE/Tim Rees</p>	<p>September 2002</p>

<b>ACTION/MEASURE</b>	<b>KEY INDICATORS</b>	<b>CURRENT POSITION</b>	<b>DIRECTORATE/POLICY LEAD</b>	<b>TIMESCALE</b>
<p><b>14. The MPA contribute to and participate in the reconstituted Equalities Commission. (GLA Rec No20)</b></p>	<p>Working with the Equalities Commission will ensure that strategic equalities developments across London are informed by a clear equalities perspective.</p> <p>The Commission can advise on policy development and play a key role in the monitoring and evaluation of equalities initiatives across the GLA Group.</p> <p>Guidance on the level 5 achievement and frameworks and processes put in place by the GLA group to ensure consistency across London.</p>	<p>This is a GLA initiated action and they are leading in coordinating this. The Commission is not currently operational.</p> <p>The Commission is not currently operational.</p> <p>Contributory and participant role. The Commission is not currently operational.</p>	<p>RDU/Doug Lewins</p> <p>RDU/ Doug Lewins EODB member when commission established.</p>	<p>Dec 2004</p> <p>Dec 2005</p>
<p><b>15. The GLA Group use the Equalities Commission to:</b></p> <ul style="list-style-type: none"> <li>• <b>Advise on the consultation undertaken and planned and advise on the impact on strategic planning;</b></li> <li>• <b>Play a role in reviewing consultation undertaken and assisting with the dissemination of the results of consultation;</b> (GLA rec No 21)</li> <li>• <b>Advise on the performance of the GLA Group in respect of equalities issues.</b></li> </ul>	<p>The joint work of these two groups will ensure that work within the GLA Group is targeting the needs of equality groups across London. This will be enabled by the Equalities Commission as it is comprised of representatives from pan London equality target groups</p> <p>GLA Action</p> <p>GLA Action</p>	<p>No action to date. MPA Contributory role. The Commission is not currently operational.</p> <p>GLA Action</p> <p>GLA Action</p>	<p>CDO/ Doug Lewins EODB Member when commission established</p> <p>TBD</p> <p>TBD</p>	<p>Dec 2004</p> <p>TBD</p> <p>TBD</p>
<p><b>16.. The “Equalities for All” Review recommends that the “Listening to Londoners” Review address some key issues</b></p>	<p>The findings and recommendations from both reviews will be properly fed in to the structures and performance management systems of each organisation.</p>	<p>completed</p>	<p>RDU/EODB</p>	<p>March 2002</p>

ACTION/MEASURE	KEY INDICATORS	CURRENT POSITION	DIRECTORATE/POLICY LEAD	TIMESCALE
<p><b>17. The MPA Develops an Equalities Communication Strategy to use the communications strategy to ensure information flows through the different levels of each organisation to all MPA members, staff, stakeholders organisations &amp; partners and communities.</b></p>	<p>17.1 Equalities Communication Strategy is published &amp; publicised including indifferent language formats.</p> <p>17.2 Managers and all staff are made fully aware. Staff are properly briefed on the requirements of anti discriminatory legislation and relevant codes of practice.</p> <p>17.3 Established process to monitor the MPS internal and external communication strategy, especially to the six points groups.</p>	<p>Some progress made but need for focused target on 6 priority areas.</p> <p>Some progress through reports to EODB. Need for more refined reporting and update training.</p> <p>Work relatively well developed</p>	<p>Communications/ Philip Powel</p> <p>RDU/Doug Lewins</p> <p>RDU/Hamida Ali CE/Tim Rees</p>	<p>December 2003</p> <p>Ongoing 2003</p> <p>Feb 03 Ongoing</p>
<p><b>18. The MPA develop, in partnership with the functional bodies, a set of equality indicators to complement the corporate health indicators currently monitored and reported on.</b></p>	<p>18.1 The GLA Group will monitor and report against a comprehensive set of targets.</p>	<p>Under Development</p>	<p>Review</p>	<p>April 2004</p>
<p><b>19. The MPA adapt the CRE's toolkit for auditing race equality to address the areas of race, gender and disability</b></p>	<p>19.1 Adapt and reproduce GLA toolkit for auditing race, gender and disabilities, where this will assist with achievement of level 5 standards.</p>	<p>None to date</p>	<p>RDU/Doug Lewins</p>	<p>March 05</p>
<p><b>20. A procurement officers network should be established</b></p>	<p>20.1 Procurement officers able to address equality matters in a meaningful way through the procurement procedures.</p> <p>20.2 Equalities contract procurement procedure developed and being implemented.</p> <p>20.3 Staff briefed and provided with information</p> <p>20.4 Development of procedure for monitoring MPS implementation of procedure established and considered by EODB at least twice per year.</p>	<p>Completed and in progress</p> <p>Completed and being reviewed</p> <p>Under development</p> <p>In progress</p>	<p>Treasury /Deputy Treasurer/ Ken Hunt</p> <p>Treasury /Deputy treasurer/ Ken Hunt</p> <p>Treasury /Deputy treasurer/ Ken Hunt</p> <p>Treasury /Deputy treasurer/ Ken Hunt</p>	<p>To start in October 2002 - ongoing</p>

<i><b>ACTION/MEASURE</b></i>	<i><b>KEY INDICATORS</b></i>	<i><b>CURRENT POSITION</b></i>	<i><b>DIRECTORATE/POLICY LEAD</b></i>	<i><b>TIMESCALE</b></i>
<i><b>21. The Chief Executive of the MPA to be responsible for implementation of Service Improvement Plan</b></i>	Visible commitment of GLA Group to delivery on equalities issues.	Incorporated into Recommendation 1		



# **MENTAL HEALTH JOINT REVIEW TERMS OF REFERENCE**

V5.0 (final draft)



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**VERSION HISTORY****PREPARED BY / DATE****APPROVED BY / DATE**

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Sally Palmer 30/07/04  
Sally Palmer 3/9/04



## MENTAL HEALTH JOINT REVIEW: TERMS OF REFERENCE

### INTRODUCTION

In May 2004 the MPA's Co-ordination and Policing Committee considered a paper on mental health and policing in informal session. The committee felt that the scope of the issue to be addressed was too broad to be managed within the MPA's usual scrutiny process and would require the commitment of organisations outside the policing arena in order to make most impact. Members decided to commission a joint review of mental health and policing to be chaired by the MPA and NHS with the involvement of key stakeholders. The purpose of the joint review will be to consider the policies, processes, management structures and services provided by organisations involved in policing mental health. The objective of the joint review will be to identify gaps and inconsistencies in service provision, to agree a way to address the issues and to produce an action plan for improvement to be implemented by the key stakeholders.

### BACKGROUND

#### The problem

The recent report *Mental Health and Social Exclusion* published by the Social Exclusion Unit in the Office of the Deputy Prime Minister found that '*Depression, anxiety and phobias can affect up to one in six of the population at any one time*<sup>1</sup> although serious mental health problems such as schizophrenia only affect one in two hundred adults each year. The key piece of legislation in this area is the Mental Health Act 1983, which sets out four categories of mental disorder – mental illness, mental impairment, severe mental impairment and psychopathic disorder. The vast majority of people with mental disorders receive treatment voluntarily. Only around 10% are admitted to hospital on a compulsory basis under a 'section' of the Mental Health Act.<sup>2</sup> In London the rate of admissions is twice that of the rest of the country. There are a wide variety of mental health disorders ranging from mild depression, through learning difficulties to illnesses like bi-polar disorder and acute behavioral disorder which are more likely to lead to violence or contact with the police if left untreated.

A recent report completed by the Greater London Authority around the *Availability of Mental Health Services in London* published in 2003 found that the level of service provided to treat people with mental health disorders varied greatly across London:

*'The patient mix in London's mental health services includes much higher numbers of patients from more deprived areas than the rest of England. It has higher proportions of patients with psychotic illness and alcohol related problems... Standardised admission levels vary considerably between boroughs.... There is*

<sup>1</sup> Page 9 Mental Health and Social Exclusion report, ODPM, published 2004

<sup>2</sup> From 'The Mental Health Act' at [www.rethink.org](http://www.rethink.org)

*significant variation in the level of resources put into mental health in different boroughs*.<sup>3</sup>

Some sections of the community experience particular difficulties in accessing mental health services. The report *Inside Outside*, found that '*There are significant barriers to minority ethnic groups seeking and successfully accessing services...There is greater involvement of the criminal justice system, and in particular the police*'.<sup>4</sup> Refugees are also over represented in the number of people using mental health services. In Ealing it was estimated that refugees make up 6-10% of service users compared to 3.9 – 4.5% of the population.<sup>5</sup> Language and translation services are seen as a key weakness within the health service.<sup>6</sup>

In addition, there is some evidence to suggest that drug and/or alcohol abuse may be related to underlying mental health problems and may play a role in triggering mental health disorder.<sup>7</sup> A study managed by the NHS Executive stated that '*Approximately half of the people who are treated for drug and alcohol problems have a complicating mental health problem*'.<sup>8</sup> A study carried out for the Home Office showed that people who are brought into police custody with alcohol related offences spent considerably longer in cells than other detainees<sup>9</sup>. This dual diagnosis potentially presents police with a situation in which people with alcohol related mental disorders are spending extended periods of time within police custody, rather than in a treatment facility.

Many different public sector bodies are involved in the care and treatment of mentally ill people including social services, primary and secondary care providers, charities and voluntary sector groups. Recent cases, such as the case of Anthony Hardy have highlighted problems with information sharing between agencies, particularly around the release of potentially high-risk patients into the community. Research by SANE showed that of 69 cases in which homicides were committed by people in contact with mental health services breakdowns in communication had occurred in 90% of cases, with particular issues around record keeping and information sharing between agencies.

## **The response - London**

The front line response to people in distress is often provided by General Practitioners, local authorities and the public. The NHS is frequently engaged later on in the treatment process. There are five Strategic Health Authorities (SHA) in London which develop strategies and manage the Primary Care Trusts (PCT). PCTs are given funding directly by the Department of Health to commission health services; PCTs also develop primary care services and are tasked to deal with public health. Secondary services are provided by Mental Health Trusts (MHT). These trusts in the main cover more than one PCT area and provide the services commissioned by the PCT, which may include community mental health teams. Social services provide social care for patients with mental health disorders. Key stakeholders for this review will be senior representatives from MHTs and the Chief Executives of the London SHAs, as well as leading members and staff from the MPA and MPS to ensure the project has commitment from all relevant organisations.

<sup>3</sup> Page 1 Availability of Mental Health Services in London, Greater London Authority August 2003

<sup>4</sup> Page 13 Inside Outside Improving mental health services for Black and Minority Ethnic Communities in England. National Institute for Mental Health in England, March 2003

<sup>5</sup> Page 10 Page 1 Availability of Mental Health Services in London, Greater London Authority August 2003

<sup>6</sup> Page 58 *ibid* note 3

<sup>7</sup> See SANE website factsheet: Alcohol, drugs and mental illness

<sup>8</sup> Page 19 Mental Health in London: A Strategy for Action, distributed by the NHS Executive

<sup>9</sup> Home Office report 178 Dealing with alcohol-related detainees in the custody suite, published 2002

The police may be involved in dealing with people with a mental health disorder in a number of ways. Officers may be called by the Approved Social Worker (ASW) during a risk assessment, when deciding whether to undertake a Mental Health Act Assessment on private premises. In this case the police role will be to assist in entering premises with a warrant or where consent has been given and to assist other agencies in transporting the person to hospital, using police vehicles where violence is anticipated. The police may also be involved in locating and returning patients to hospital. Police officers also have a role in dealing with mentally ill people when they are in need of care in a public place including possibly transporting them to a place of safety.

### **The response – international**

Not all countries treat people with mental health disorders in the same way. A specialised police response to people in mental health distress based on the creation of Crisis Intervention Teams was devised in Memphis, and developed elsewhere in the USA. The Memphis model was evaluated by the MPS restraint review project team, set up to consider restraint and mental health issues in the MPS. The police CIT programme relies on a five day training course for volunteer officers including specific training in de-escalation techniques, awareness training in the different types of disorder and the medication taken to treat each one and some time spent with the mentally ill. Around 200 of the 2000 Memphis officers are CIT trained and all CAD staff have also received a two day training course covering mental health issues. One of the key innovations has been access to a mental health treatment facility known as 'The Med'. This is a general hospital open continuously, which provides a psychiatric triage facility. No patient can be refused by the facility and police officers are able to commit patients to the care of 'The Med' and return to duty within around 15 minutes. The police CIT model has been adapted to fit local circumstances and has been credited with a reduction in the number of officer and civilian injuries as well as better services for users and greater partnership with mental health service providers. The MPS restraint review team has recommended that an adapted form of CIT is evaluated for use in a pilot site in London.

### **MPS action**

The MPS currently has no overall lead for mental health. Responsibility for MPS policy around mental health rests with the Diversity Directorate (DCC4 (6)) although the Territorial Policing Directorate is responsible for offenders with mental disorders and the Specialist Crime units also have some involvement. Each borough has a Mental Health Liaison Officer but the time they have available to devote to mental health varies according to other duties, inclination and training. The MPS is currently reviewing the way it deals with people with a mental disorder. Although the formal MPS policy has not been amended since 1994 a set of partnership protocols have recently been developed by the London Mental Health Partnership Group and are currently being rolled out across London. The review of restraint, initiated following the death of Roger Sylvester, has recently explored the subject of mental health in detail. The review has identified the handover of patients from police to medical staff as an area of tension, as well as the involvement of police in restraining individuals while in hospitals. For example, anecdotal evidence suggests that police are routinely called to deal with disturbances on psychiatric wards, particularly where medical staff wish to sedate patients.

The MPS is committed to training officers to deal with the mentally disordered, as well as prosecuting only when in the public interest. Many boroughs are currently agreeing protocols with local hospitals and social services for dealing with mentally ill people. The MPS' current policy also undertakes to inform social services about people who may be a

danger to others. The MPS has also jointly produced a booklet with the London Ambulance Service called '*Admitting Mentally Ill Patients to Hospital*'.

Other relevant policy documents include the advice to police and custody officers provided by the Independent Police Complaints Commission around the treatment of people with acute behavioral disorders. These people are thought to be most at risk of sudden death during restraint. Such people are to be treated as medical emergencies and are to be contained rather than restrained until an ambulance arrives to transport them to hospital. A number of MPS Notices have been produced to give guidance to officers in this area.

## OBJECTIVES AND SCOPE

The joint review will seek to add value to the MPS and NHS response to mental health and will develop closer links with partners working in this area. There will be a need to clarify the existing pattern of services across London and the relevant working arrangements in place before deciding which areas to focus on for improvement. In agreeing these objectives all members of the joint review panel commit their organisations to share information for the purposes of the review and to progress the recommendations of the final report. The initial objectives of the joint review will be as follows:

1. using the findings of the MPS and mental health services mapping exercises, describe the policies, working arrangements and operational procedures used by the MPS, NHS, social services and other agencies in London in relation to policing mental health;
2. consult with key partners, communities and individuals in London to generate suggestions for improvement in the areas identified to inform the approach that should be taken by the MPA, MPS, NHS and other stakeholders;
3. explore lessons learned from recent cases which have not been handled appropriately as well as examples of innovative practice from across the MPS and elsewhere to develop recommendations for improvement;
4. identify areas in which changes in process or policy would benefit service users, such as young black men;
5. create an action plan to address the issues identified, using the suggestions for improvement developed through consultation, including identified leads, deadlines and completion measurements and a monitoring system to track improvements.

The review will take a flexible approach to the subject areas which need to be considered in more detail. The initial list of issues the joint review will pay attention to are listed below, although these may change during the life of the project:

### Desired outcomes

6. identification of improvements in current services and facilities delivered by the MPS, NHS and other stakeholders to improve the safety, security and quality of care provided to people with mental disorders including potential funding streams, best practice protocols and tools for local people;
7. specification of methods of information gathering and exchange including joint protocols, expected levels of service and multi agency working arrangements;

8. clarification of mental health and human rights – public protection and the rights of the individual in a legislative context;
9. exploration of myths and reality around the predictability of behaviour;
10. elimination of discrimination in the delivery of services across all organisations, recognising that young black men may be experiencing more problems accessing mental health services particularly where dual diagnosis is an issue;
11. description of the experience and treatment of people with mental health disorders throughout the criminal justice system and clarification of pathways in and out of the system for these people including the process of liaison with other services through handover, custody and transportation;

#### Methods of achievement

12. MPS policy for responding to mental illness including training for staff, involvement in risk assessments, coping with people with a dual diagnosis, particularly in relation to cell availability;
13. health and safety issues including the provision of protection for NHS staff by the MPS and the role and powers of police in responding to violence in a health setting;
14. implementation of the recommendations from the MPS review of restraint including the specific recommendation to complete a detailed review of the demands mental health issues place on the MPS.

The joint review panel acknowledges that prejudice towards people with mental health disorders, particularly where these people are from minority ethnic groups continues to be an issue for all the service providers involved, as well as for the public at large. While equality and diversity implications will be assessed as an integral part of the review, the panel will take steps to ensure that prejudice is not perpetuated in the work of the review. Recommendations arising from the review will concentrate on short, medium and long term solutions.

#### Key exclusions

The availability of mental health services in London will not be covered, as it has recently been the subject of a review by the GLA called *Availability of Mental Health Services in London*. In addition, the subject of housing and mental health was explored by the GLA in July 2003 in a report published as *Getting a Move on - Addressing the housing and support issues facing Londoners with mental health needs*. The protocols in place between the relevant stakeholders involved will be part of the scope of the review.

The subject of restraint will not be covered in depth as it has already been explored by an internal MPS review of restraint practices. The joint review will consider how the recommendations from the review in relation to mental health can best be implemented where these recommendations relate to the overall operation of services.

#### Key interfaces

The joint review will need to understand work currently underway in the mental health arena including the outcome of the MPS mapping exercise and similar work underway in

the mental health field as well as ongoing in central government and agencies such as the London Development Centre for Mental Health, the Kings Fund, the Social Exclusion Unit and the Sainsbury Centre for Mental Health. Current work to develop a mental health strategy for London will be crucial, as well as Government proposals for the reform of the Mental Health Act.

## STRUCTURE

<b>Body / Post (MPA only)</b>	<b>Role and responsibilities</b>	<b>Individual(s)</b>
COP Committee	To agree overall scope, expenditure, membership and timescales on behalf of the MPA.	<i>Members of COP Committee</i>
Joint review panel	To provide direction and resources for the scrutiny and to: <ul style="list-style-type: none"> <li>• approve terms of reference (ToR) and plan for submission to MPA/NHS Committees;</li> <li>• undertake the joint review in line with agreed ToR and to approve minor amendments to the ToR;</li> <li>• approve the final report and recommendations for submission to MPA/NHS Committees;</li> <li>• ensure the scrutiny reflects the overarching role and responsibilities of the MPA.</li> </ul>	<i>Joint review panel members</i>
Reference group	To review and comment on the scope and direction of the review and provide advice and guidance for the joint review panel.	<i>To be confirmed but likely to include – MPS officers, academics, accident and emergency professionals, representatives from the Crown Prosecution Service, Social Services, Memphis, the 1990 Trust, Mental Health Act Commission, Royal College of Psychiatry etc.</i>
Scrutiny Manager	Day-to-day management of the scrutiny and team members on behalf of the joint review panel.	<i>Head of Scrutiny and Review MPA (to be confirmed)</i>
Scrutiny Team	Undertake tasks and actions in line with agreed plan and as requested by the Scrutiny Manager.	<i>To be decided but may involve MPS/London Development Centre for Mental Health/SHAs</i>
Liaison points	Liaison points to be established as appropriate for MPS, NHS, Social Services, GLA, SHAs, PCTs, MHTs, GOL, ALG, MIND, SANE, NACRO etc.	<i>To be decided</i>

## APPROACH

The approach will follow elements of best practice as developed in previous MPA scrutinies in relation to consultation and gathering statements from witnesses. The joint

review will include elements of the select panel process with the option of inviting witnesses from external organisations to set out their perspective. It is anticipated that the resources to carry out the joint review will be provided primarily by the MPA, with assistance from the MPS, the London Strategic Health Authorities and the London Development Centre for Mental Health. The joint review will be chaired by both the MPA and NHS on a rotating basis, with the remainder of the panel made up of key stakeholder and MPA members. Experience suggests that a panel of around six people would be most effective.

The review will use a mix of research, written consultation and statement gathering from witnesses. Other methods, including commissioning academic research may be used if considered appropriate by the panel. The review will engage and consult with service users who have had both positive and negative experiences of mental health services.

The handling of media relations will be carried out on a joint basis with public relations units of all groups represented on the joint panel consulted during the publication of press releases and around the handling of the final report. A communications strategy will be prepared to support this terms of reference and will be approved by the joint review panel at the first meeting.

### **Panel meetings and statement gathering**

Statements will be gathered from witnesses following research and written consultation and will be used to explore key issues in depth. ODPM guidelines and MPA experience suggests that meetings should reflect a number of principles:

- meetings can be confirmed and will be quorate if either of the chairs can attend plus three other panel members;
- statement gathering sessions would not be open to the public and press as a matter of course;
- members of the public and press may apply to attend statement gathering sessions and the panel will give consideration to allowing them to attend on a case by case basis;
- consideration would be given to (eg) using a smaller panel for specific sessions if the attendance of all members would be prejudicial to an effective hearing;
- witnesses would be provided with advance sight of the main areas of questions, protocols of member behaviour plus a written briefing on what to expect;
- witnesses would be provided with a summary of the hearing to ensure accuracy.

### **PLAN**

An outline plan for the joint review is attached at Appendix 1. The plan is based on current MPA resource availability and committee structures and will need to be amended to take into account the requirements of other bodies. The plan assumes that a draft report will be produced by the end of March 2005 with a final report to be approved by June 2005. Panel meetings will be held on a monthly basis with no panel meetings will be scheduled for August 2004.



## Deliverables

The joint review will deliver a written report setting out:

- what was reviewed and why;
- how the review was undertaken (including witness list);
- findings;
- conclusions;
- options (where applicable);
- recommendations for the MPS, NHS and/or others with rationale;
- next steps.

## CONSTRAINTS, ASSUMPTIONS AND RISKS

### Constraints

The completion of the review to time, budget and quality will be constrained by the availability of adequate resources within the MPA and the provision of additional resources from other organisations.

The size of the panel will need to be limited to a manageable number, despite the large number of stakeholders likely to be encompassed by the scope of the review.

Implementation of the review may be constrained by the co-operation of organisations not involved on the panel – for example, changes in legislation which can only be achieved with Government intervention.

### Assumptions

COP Committee and the NHS decision making body will delegate authority to the joint review panel to approve minor amendments to the terms of reference and plan.

Where members of the panel hold critical differences of opinion the chairs' views will be decisive.

### Risks

The Government will be publishing a revised draft of the Mental Health Bill in the autumn, which will have a direct impact on the work of the review. The review will mitigate this risk by analysing the potential impact of the Bill on the areas covered by the scope of the project and will take steps to influence the new legislation as it passes through the relevant stages. The review will not be delayed pending the content of the Bill.

This is the first joint review carried out by the MPA. There are a large number of organisations with an interest in the scope of the review and there is potential for the scope to grow beyond the capacity of the resources available to deliver it. The decision of the joint chairs in terms of variations to the scope will be based on an appreciation of the impact on timetable, budget and quality and will be final.

There is a risk to the implementation of the joint review if the recommendations developed fall outside the remit of the MPA to deliver or monitor. A new mechanism to report back on delivery will need to be created when considering implementation as part of the final report.

## COSTS AND BENEFITS

### Costs

The cost of the joint review, in terms of MPA officer support, approximates to around one third of a full-time equivalent for one year. In line with practice developed in scrutinies it is proposed to offer reasonable travel expenses to witnesses. Other funding requests will be presented to the chairs of the panel for approval prior to formally requesting funding from the relevant bodies.

### Benefits

It is envisaged that the joint review will directly influence NHS, MPS and other stakeholder policies and procedures in dealing with people with a mental illness. The review will map the overlaps between the different agencies involved for the first time and will put an action plan in place to improve processes and develop and revise protocols. The joint review should also highlight other areas where change, although beyond the direct control of the organisations involved in the review, should be made to secure improvement.

## APPENDIX 1: Scrutiny plan

Ref	Activity / product	Deadline
1	a. Principle of joint review agreed by COP Committee	May 2004
2	a. Basic fact-finding via research and initial meetings	May - June
	b. Prepare draft terms of reference (ToR) and plan	30 June
	c. Initial round table meeting held with key players to agree draft ToR, resources and process	9 July
	d. First full scrutiny panel meeting approves ToR	September
	e. COP Committee endorses ToR and plan on behalf of MPA	October
	f. Publicise formal start of scrutiny	October
3	a. Continued desktop research	July - October
	Preparation and completion of written consultation and collation of responses	End October
	b. Identification of key issues for statement sessions	Mid November
4	a. Prepare questions for witnesses	End November
	b. Prepare briefing material for witnesses	
	c. Arrange statement sessions and/or other scrutiny methods	
	d. Invite witnesses; provide briefing and questions	
	e. Advertise hearings and agree public / press observation	
5	a. Hold statement sessions and/or other scrutiny activity.	December -
	b. Summarise evidence and report back.	March
6	a. Prepare draft report and recommendations.	April
	b. Panel approves draft report and recommendations.	
	c. Draft report / recommendations circulated for feedback	End April
7	a. Feedback from NHS/MPS and key partners.	End May
8	a. Propose amendments to draft based on feedback.	June
	b. Panel approves final report and recommendations	
9	a. COP Committee endorses report / requests action plan.	
	b. Final report / recommendations published formally.	End June



**Metropolitan Police Authority**

**Equal Opportunities and Diversity Board – 2 September 2004**

**London-Wide Race Hate Crime Forum  
Overview and Progress Update**

**Briefing Paper by the RHCF Administrator**

**Summary**

This report provides an introduction to the London-Wide Race Hate Crime Forum, summarises the current work of the Forum & its Subgroups and outlines recent meetings as well as a proposed timescale for future meetings.

**1. Briefing**

**1.1 Purpose**

The London-wide Race Hate Crimes Forum aims to improve the co-ordination between the key agencies responsible for dealing with victims of race hate crime and to improve the effectiveness with which perpetrators of race hate crimes are brought to justice. Its overall purpose is to help reduce and prevent race hate crimes, improve the confidence and satisfaction of victims in reporting crimes, and to promote consistent service across London.

The Terms of Reference for the London-Wide Race Hate Crime Forum are attached at appendix 1.

**1.2 Background**

The Stephen Lawrence Inquiry Report referred to the gaps in co-operation, the sharing of information and learning between agencies. It recommended developing a multi-agency response to race hate crimes. Many years on from Stephen's murder, London has responded with a capital-wide forum, to build upon the many local responses and the priority which race hate crimes are increasingly given by individual agencies.

Two years ago the Metropolitan Police Authority set up a working group to consider the Lawrence Report's recommendation. Representatives from over thirty agencies encompassing the statutory and voluntary sectors, local and London-wide, attended working group meetings to discuss London's multi-agency response. It also carried out some initial analysis of arrangements, strategies and practice in London, which confirmed the need for closer co-operation, information sharing protocols, and the spreading of best practice between

agencies. From this, the working group has recommended a membership structure and terms of reference for a permanent forum. Most importantly, the working group, in establishing a new forum, wants to ensure London has a publicised, mutually agreed, jointly-run forum to provide leadership and guidance on race hate crimes. To disseminate its work, the Forum aims to establish a close working relationship with London's Crime and Disorder Reduction Partnerships.

The chair of the working group and member of the MPA, Peter Herbert, states, 'the legacy of Stephen Lawrence will remain with many of us for years to come in many positive ways. I'm confident the London-wide Race Hate Crimes Forum will positively contribute to ridding London's streets of acts and attitudes of racism, by making sure responsible agencies no longer ignore, isolate and only involuntarily deal with cases of race hate crime'.

### **1.3 Structure**

The Forum was officially launched at the House of Commons on 13 May 2003. A Project Manager was appointed on 27<sup>th</sup> April 2004 to support the Forum's meetings and carry out developmental work on behalf of the forum.

The Forum currently has a varied membership including the Metropolitan Police Service and Metropolitan Police Authority, the Greater London Authority, the Crown Prosecution Service, as well as local authority and central government representatives. This is in addition to organisations involved with victims, the criminal justice system, housing services, relevant research, and black and minority ethnic communities. The Forum is open to new members and welcomes the participation of all interested parties.

The project has been based at the office of Victim Support London, as part of the early agreement reached with the key partners in the Forum. Following the establishment of a Management Group to oversee the progress and delivery of the Forum's work, it has been decided to relocate the Forum to the offices of the MPA. The decision was made on the basis that the Forum would benefit from greater management, the increased support the MPA is able to provide and the lack of space at Victim Support London due to the expansion of other projects.

As of the 2<sup>nd</sup> August the Forum Project Manager and Administrator have been moved to MPA offices at 10 Dean Farrar Street.

### **1.4 Project Management and Funding**

A project Management Group has been set up to give closer guidance to the recently appointed Forum Project Manager and to ensure that the work programme is progressed to timescale. The main contributing organisations, the Metropolitan Police Authority, Crown Prosecution

Service, and the Government Office for London will provide the project steering.

Regular project management meetings have been planned for the remainder of the year and the Forum Project Manager will be responsible to this Management Group for the delivery of the project's objectives and work programme.

All costs are contained in the project budget. Arrangements have been made in the MPA Equalities budget for continued funding of the Forum in 2004/05 and the indication of further funding from the Government Office for London will ensure that the work of the Forum can be progressed.

## **2. Forum Major Works**

### **2.1 Priority Boroughs**

The Forum is in the process of investigating 8 'priority' boroughs - those with the highest levels of reported racial incidents - to see what programmes are in place for tackling race hate crime. The priority boroughs are Hounslow, Greenwich, Newham, Tower Hamlets, Westminster, Barnet, Southwark and Croydon

Initial work progressed by the Forum appears to indicate that the statutory agencies may not be using the full range of legal powers at their disposal to vigorously combat racially motivated crime, which they are required to do under the current legislation. In particular, the Forum will examine the number of evictions and injunction proceedings taken against council tenants as well as the implementation of ASBOS and ABCs.

Boroughs investigated so far would appear to suggest a correlation between those Boroughs with an ineffectual legal response to racist tenants and with a low rate of Antisocial Behaviour Orders and Antisocial Behaviour Contracts as having the highest number of race hate crimes.

The Forum has recently held a scrutiny meeting with the Hounslow Partnership and this has resulted in the production of the Hounslow Action Plan, which clearly outlines a series of actions and timescales to improve the Boroughs response to dealing with hate crime.

The Home Office estimate of under reporting is that this represents only 10% of the total, which could mean that there is a huge problem with this crime in London. The use and implementation of 3<sup>rd</sup> party reporting centres and how to improve their effectiveness has been an issue of debate at the latest Forum meetings. It is hoped that the broad partnership represented in the membership of the Forum will be able to

provide solutions and spread good practice on the best use of 3<sup>rd</sup> party reporting sites.

Letters have been distributed to the priority boroughs requesting information on:

- The number of ABCs or ASBOS obtained during the reporting year.
- The number of injunctions applied for against council tenants alleging inter alia race hate nuisance (successful/unsuccessful)
- The number of possession actions taken against council tenants alleging racist conduct as part of the grounds.
- The number of council tenants/residents provided with panic alarms CCTV etc to protect against racial harassment.
- The number of council tenants that have requested a move alleging racial harassment as a reason for the move.
- The number of council tenants moved due in whole or in part due to race hate.
- Any recorded time scales by which victims received responses from the relevant agency involved.
- Any community satisfaction surveys conducted over the three-year period.

Accompanying this letter was a proposed timescale for these priority boroughs to attend a Forum meeting and present data, information and action plans with regard to the above questions so that a detailed picture can be developed to assess the extent to which the key statutory and criminal justice organisations are addressing racially motivated crimes.

- Hounslow  
May 24<sup>th</sup> 2004, 15:30-18:00  
10 Dean Farrar Street, SW1H 0NY  
Meeting Room 1
- Hackney, presentation by CSU\*  
The monitoring Group  
July 20<sup>th</sup> 2004, 15:30-18:00  
10 Dean Farrar Street, SW1H 0NY  
Meeting Room 1
- Newham  
21<sup>st</sup> September 2004, 15:30-18:00  
10 Dean Farrar Street, SW1H 0NY  
Meeting Room 1
- Greenwich  
Tower Hamlets  
22<sup>nd</sup> November 2004, 15:30-18:00

10 Dean Farrar Street, SW1H 0NY  
Meeting Room 1

- Barnet  
Southwark  
24<sup>th</sup> January 2005, 15:30-18:00  
10 Dean Farrar Street, SW1H 0NY  
Meeting Room 1
- Croydon  
Westminster  
21<sup>st</sup> March 2005, 15:30-18:00  
10 Dean Farrar Street, SW1H 0NY  
Meeting Room 1

\*This presentation was arranged prior to Forums decision to scrutinise the 'top 8'

Meetings are in the process of being arranged between Council chief Executives, Borough Commanders and the Forum Project Manager to discuss the issues at hand before they are presented to the Forum.

Though work is to be concentrated on these boroughs, other boroughs have been liaised and worked with as and when the opportunity has arisen. The Forum has contacts in each borough and minutes, reports, presentations and updates on the Forum are circulated to these contacts via email. Several meetings have also taken place between members of local hate crime forums and the Project Manager of the London-Wide Race Hate Crime Forum.

## **2.2 Recent Meetings, Include:**

### **Greenwich**

Meeting with Walati Singh (Racial Harassment Project Officer). There appears to be an established and good working relationship between the community and support from the statutory bodies. An establish forum for sharing information on race hate crime appears to be in existence.

Currently seeking information from Head of Community Safety – Jenny Rennard.

### **Hackney**

Hackney has recently given a presentation to the Forum at its last meeting on the 20<sup>th</sup> July. The Forum Project Manager has attended meetings of MARIF (Hackney Multi-agency Racial Incidence Forum), and given advice on the development of the action plan. One of the areas of concern is the measurement of outcomes of the action plans. The Forum Project Manager is in the process of advising the MARIF on

other ways of identifying positive outcomes rather than just % increase/decrease in incidences of hate crime.

### **Harrow**

Forum Project Manager has attended Harrow Race Hate Forum meeting. Many hate crime issues seem apparent in this area. Greater support and integration of services is required to press forward on the strategy. The Forum Project Manager has been invited to attend and give a presentation of work of the London-Wide Race Hate Crime Forum in the coming months. As a high multi-cultural area, there needs to be improved liaison with community groups and local agencies.

### **Hillingdon**

Forum has met with Lynette Ametewee (Hillingdon Performance and Equality Manager). The local Hate Crime Forum is interested in exploring good practice projects and guidelines and the development of strategies to respond to race hate crime.

Forum Project Manager will be attending Hillingdon Racial Harassment Forum on 25<sup>th</sup> August 2004.

### **Hounslow**

The Hounslow Partnership has attended a Forum scrutiny meeting. The challenges made from the initial RHCF meeting look to have been given consideration in the production of the Community Safety Partnership Action Plan. A positive meeting with encouraging feedback from the Hounslow Partnership.

### **Newham**

Meeting arranged to see Marin Lewis (Assistant Chief Exec) on the 25<sup>th</sup> August. The meeting will be to explore data collection on race hate crime and discuss the proposed presentation from Newham on the 21<sup>st</sup> September.

Bennett Obong has also met with Angela Mpofu of Race Equality in Newham and presented at the initial meeting of the new Newham Race Equality Alliance. There seems a great deal of concern in the area about the lack of support, which appears to be given to incidences of race crime in Newham. The work of the Community Action Trust highlights a number of areas of concern. Questions have been asked of the local council to respond to but little other than rhetorical responses have been received to date. There appears to be a suggestion of desire to very much play down the impact and numbers of incidences of hate crimes and little evidence of appropriately dealing with them since the Alert project has come to an end. The Alert project was specifically established in conjunction with housing. The project was responsible for responding to identified incidences of racial harassment and discrimination on a case-by-case basis.



### **2.3 London Protocols document**

The London Protocols document is being finalised and this will set out clear guidelines on how the Forum will function and carry its work forward. This work will contribute significantly to the efforts of the forum in ensuring that approaches to tackling race hate crime are consistent, measurable and are inclusive of London's diverse communities.

### **2.4 Stage 2 Full Impact Assessment**

On the 12<sup>th</sup> July the Forum Project Manager completed a stage 2 Full Impact Assessment. A full copy of this assessment proforma is available from the Forum Administrator.

### **2.5 Library & Database Construction**

The Forum Administrator is in the process of establishing a library of information on race hate crime – a process that has been considerably contributed to by the Forums recent membership to the Race Action Net - an action network of hundreds of organisations, including local government and housing associations, police services and criminal justice agencies, community and voluntary organisations.

In addition to this library a database is being constructed listing organisations and their contacts that may be able to provide information or data on race hate crime, the scope for this database is potentially enormous and work on it is being forwarded by collaboration with colleagues of the Race & Diversity Unit. It is also hoped that databases and contacts from other MPA units (community engagement / CDRP) will be incorporated into this database forming a user friendly, up-to-date contacts list for all involved.

## **3. Forum Subgroups**

The Forum currently has 3 subgroups working under it; these are responsible for progressing much of the Forums work with each focussing on a specific aspect of the Forum's work. The Terms of Reference for each of the Subgroups is attached at Appendix 2.

A summary of their current work is provided below.

### **3.1 Good Practice Subgroup**

The Good Practice sub group is researching projects in London that have been set up to tackle race hate crime with a view to hearing presentations from individuals on these projects.

At a recent subgroup meeting Kushminder Chahal presented his research projects funded by the Joseph Roundtree Foundation "We

can't all be white! - Racist victimisation in the UK" (1999) and "Racial Harassment Support Projects - their role, impact and potential" (2003).

The subgroup is also formulating a scoping paper on the state of race hate crime projects across London. Initial Internet research has been completed and a list of race projects funded by GOL is due to be submitted imminently. The assistance of the Black Londoners Forum, who have a representative on the Subgroup, has also been invaluable in providing example projects and contacts for the Forum to seek additional information for the content of this Scoping paper.

### **3.2 Information Civil Side Subgroup**

The Information: Civil Side Subgroup, concerned with gathering information before cases enter the criminal justice system, has been contacting local authority Chief Executives, through the ALG, to find out what processes are in place to record race hate crime, what data is available from such processes (particularly on perpetrators) and what the numbers are of unreported incidents over the last 12 months.

Reminder letters have been sent to encourage a response from those councils who have not yet replied to the original letter. 16 responses have been received to date with varying degrees of information provided. Some fairly comprehensive responses have been received but in the main fairly general.

These responses have been entered into a summary document and submitted to the wider Forum. Those councils that have responded are being consulted with the anticipation of devising systems and protocol so that useful data might more easily be disseminated to the Forum and improve responses to similar exercises in the future.

The subgroup is also reviewing figures collected from the Audit Commission specifically Performance indicators 174 & 175 (The number of racial incidents recorded by the authority per 100,000 population & The percentage of racial incidents that resulted in further action, respectively). It has been suggested by the Subgroup that such definitions provide data with not nearly enough breakdown and could be improved. In addition performance indicators on victim satisfaction would be very useful. The Subgroup is now looking into these suggestions.

### **3.3 Information: Criminal Side Subgroup**

This Subgroup is concerned with the gathering of information in the criminal justice system, MPS, CPS and Criminal Courts. The Subgroup have developed a questionnaire for use by Crown Court Judges to gather information about the way in which they monitor and deal with racially motivated cases that come before them. The correspondence

to the judges was sent out in the name of Judge Roberts and this has generated a good level of responses.

Dale Simon, Chair of the Subgroup, is at present conducting a review of local CPS branches in the 'top 5' boroughs (those with highest levels of reported racial incidents). The review aims to evaluate whether systems are in place to accurately identify racist elements in crimes and to see if such crimes are being dealt with in an appropriate way by the CPS.

Preliminary results have been mostly encouraging, however, the review has highlighted some areas of concern in one or two of the boroughs around the reduction of charges without reason and the accepting of non-aggravated offences without challenge.

The MPS representative from the Subgroup, Rob Harper, is also conducting a review of MPS procedures within the boroughs and will inform the subgroup, and the wider forum, of his findings when the work is completed.

A reoccurring theme in this Subgroup is a desire to record an individual's background and character, and improve communication between agencies to ensure that background information and knowledge of previous incidents are recorded and submitted with case files, rather than each case being investigated in isolation and important information being lost.

The idea of recording peoples 'history' rather than just their criminal record is currently being discussed. An isolated incident may make a weak case in court, but evidence of a series of 'single' incidents could be used to support a course of conduct in respect of a harassment prosecution. Such records would be immensely useful in many fields and the Subgroup will investigate this further.

## Appendix 1

### Terms of Reference for the London-Wide Race Hate Crime Forum

1. Effect policies, protocols and processes that will contribute to the effective and efficient implementation and monitoring of performance of the Race Hate Crimes “aspect” of the Crime and Disorder Audits and strategies by the local partnerships at a pan-London level.
2. Engage with key central government departments and pan-London agencies to secure agreement to a pan-London Protocol for responding to and dealing with Race (and other) Hate Crimes at local partnerships.
3. Secure the agreement among key agencies, pan-London and locally, for the sharing of personalised and depersonalised information in order to satisfy agency responsibility under section 17 of the Crime and Disorder Act 1988.
4. Co-ordinate and disseminate good practice examples in dealing with Race (and other) Hate Crimes across the key statutory and voluntary agencies in London.
5. Provide Policy and guidance to local Crime and Disorder partnerships in their dealings with Race (and other) Hate Crimes.
6. Continuously monitor and review the learning gained from developments on Race Hate, to inform the development of policies, protocols and practices on other Hate crime areas.
7. Proactively establish relationships with other stakeholders, central government departments and pan-London agencies.
8. In consultation with ministers, central government departments, the Association for London Government (ALG), Government Office for London (GOL) and other key agencies, develop protocols and agreements that would hold the partnerships accountable for the delivery.
9. In addition to the above, it is proposed that, due to the range of key organisations that will be members of the Forum, that it could act ‘as a one-stop-shop’ to local authorities, the police and other partner organisations, that require the provision of expertise and coordination in the event of critical race hate incidents.

## **Appendix 2**

### Terms of Reference for London Wide Race Hate Crime Forum Subgroups

#### **Good Practice Subgroup**

**Chair:** Claudia Webbe, GLA

#### **Terms of Reference**

1. To ensure that the work of the group reflects the diverse communities of London.
2. To gather existing current activity across London and further a-field on how race hate crime is being tackled.
3. Represent best practise initiatives of the diverse interests of various community groups and agencies relevant to tackling race hate crime across London
4. To consider the findings, identify best practise and share this information to all interested partners across London.
5. Draw on new and emerging tools and frameworks for dealing with race hate crime.
6. Identify gaps in provision and address issues and problems of common interest relating to tackling race hate crime across the London region and nationally.
7. To enable a broad range of presentations of best practise through a combination of specialised meetings, training, workshops, seminars, conferences and guest speakers.
8. Enhance service delivery of agencies by sharing best practice between statutory, voluntary and local community stakeholders to contribute to safety, community confidence and diversity across the Capital.
9. Increase the stature and influence of the London Race Hate Forum through promoting best practise and excellence across London and the UK.

#### **Information: Civil Side Sub Group**

**Chair:** Henry Velleman, VSL

#### **Terms of Reference**

1. To establish the nature of the information currently collated by bodies outside the criminal justice system such as Crime and Disorder Reduction Partnerships, Housing Association, faith groups, local authority, BME groups.

2. To consider the processes through which information on racial incidents is gathered across London and the structures in place to promote and disseminate information.
3. To consider any trends within the data collected with a view to identifying common problems and establishing best practice.

**Information: Criminal Side Subgroup**

**Chair:** Dale Simon, CPS

**Terms of Reference**

1. To establish the nature of the information currently collated by Criminal Justice Agencies (CJS)
2. To consider the processes through which information on racial incidents is gathered across London and the structures in place to promote the information internally and across local CJS agencies. In order to establish whether the processes have any impact on performance.
3. To consider any trends within the data collected with a view to identifying common problems and establishing best practice.