

**EQUAL OPPORTUNITIES AND DIVERSITY BOARD
ANNUAL REPORT 2005 - 2006****Foreword by the Chair**

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

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

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

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

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

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

services.

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

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

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

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

Foreword by the Deputy Chair

Welcome to our 4th Equal Opportunities and Diversity Board Annual Report!

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

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

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

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

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

Introduction

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

Significant Achievements

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

Objectives 2005 - 2006

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

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

Equality Strands

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

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

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

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

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

Mini-Reviews

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

Performance Management Information

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

EODB Sub-groups

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

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

Disability Oversight Group

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

MPA Domestic Violence Board

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

Generic Equality Scheme and Disability Equality Scheme Working Groups

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

MPA Stop & Search Review Board

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

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

Stop and Search Community Network

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

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

London Race Hate Crime Forum

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

The Morris Inquiry

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

MPA/MPS Joint Equality Statement

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

Future Areas of EODB Activity

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

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

Conclusion

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

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