



**Metropolitan Police Authority**

## **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.