

Appendix 1

CDO Performance Sub-Group – Draft Terms of Reference

Following a review by the MPA Senior Analyst of all performance information provided to MPA committees, it was recommended that lead committees become responsible to dealing with performance information by topic area rather than by individual performance indicators. It was also recommended that lead committees for performance would be tasked to deal with queries from other committees or the Full Authority on those topics.

The remit of the CDO performance sub-group will be:

- To review and interrogate MPS performance data on diversity issues in greater depth than could be achieved at a full CDO meeting, including trends and performance against policing plan objectives, particularly with regard to:
 - Stop and search data
 - Hate crimes (race, homophobic, rape, domestic violence, child abuse)
 - Street crimes
 - Possession of knives/weapons
 - CRR training
- Although concentrating on the above areas, to consider other areas of performance which has an impact on diversity issues, as advised by officers
- To propose development of performance indicators and target setting in areas of diversity issues
- To consider areas of diversity where new or improved performance monitoring is required
- To explore issues affecting performance, limitations of data and data quality
- To report back and take decisions to the CDO main committee
- To seek further support from the MPS in analysing and interpretation diversity performance information (including invitations to attend sub-group meetings) as required.