



Metropolitan Police Authority

Met Forward Projects

Summary Progress Report (February)

Met Forward Strand	PID Name	MPA Unit lead	MPA Committee Lead	Progress to date
MET Streets	Visibility programme	Jane Harwood	SOP	Project plan in process of development.
	Safer Neighbourhoods	Siobhan Coldwell	SOP	<p>Progress to date: Project plan developed to reflect the scope of the work to be undertaken. Initially anticipated that the scrutiny would be run over a longer period but timeframe amended and the project team are ready to proceed. Discussions with the MPS on the development of the scrutiny and the benefits this piece of work will bring.</p> <p>Deliverables in the next reporting period: To organise and undertake fieldwork; to undertake qualitative analysis; to produce report drawing on both qualitative and quantitative analysis to be presented to Full Authority on the 22 July 2010.</p>
	Safer transport teams	Jane Owen	SOP	<p>Progress to date: MPS Safer Transport Teams are now in place. The MPS has produced a monthly report on crime reports which are passed to the MPA's planning and performance team. MPA currently working with the MPS Strategic and Operational Performance Unit to formally review the current performance framework.</p> <p>Deliverables in the next reporting period: Project plans to be amended and presented to the Business Management Group on 19 February to reflect the value the MPA will bring to this agenda. This will include the development of a clear performance framework that can be reported to BMG and other interested stakeholders.</p>
	London Gangs Tactic Board	Siobhan Coldwell	SOP	<p>Progress to date: Gangs Tactics Board met in November. Members of the panel received a report on the current picture of gangs in London.</p> <p>Deliverables in the next reporting period: Panel due to meet in February. Assistant Commissioner Ian McPherson is due to attend and following that meeting it is hoped that a tangible work plan with key deliverables will be produced.</p>

	Town centre police teams	Jane Owen	SOP	<p>Progress to date: Focusing on the delivery of additional hours worked and on crime reduction. Additional hours are being provided across the boroughs and a plan is in place to continue to increase. Though there is some evidence of crime reduction this is not universal. There is however a reduction in robbery and most serious violence.</p> <p>Deliverables in the next reporting period: Project plan to be amended and presented at the BMG in February to reflect the value the MPA will bring to this agenda. This will include the development of a clear performance framework that can be reported to BMG and other interested stakeholders. The MPS are commencing a series of compliance and support visits to all Boroughs and will be developing a more holistic reporting regime.</p>
	Dogs as weapons	Jane Owen	SOP	<p>Progress to date: Status dogs unit in place. Funding has now been found for an inspector to deal with the strategic policy and budget management of the dangerous dogs unit and is due to start on 5 April. The MPS has delivered training to magistrates on the impact of dangerous dogs. Current reporting is limited to the number of dogs seized and kennelled.</p> <p>The MPS are now working with Battersea dogs home and RSPCA to focus on strategies to reduce offending. They have flowcharted the process followed when a member of the public complains about a dog. The unit has written a letter to Local Authorities asking for a central contact to help with their work. Status dogs unit are currently working in eight boroughs - Ealing, Haringey, Lewisham, Tower Hamlets, Southwark, Hackney, Waltham Forest and Lambeth.</p> <p>Deliverables in the next reporting period: Project plan to be presented at BMG in February to reflect the value the MPA will bring to this agenda. Work will begin to establish a more holistic performance framework once the Inspector is in post.</p>
	Specials and volunteers	Alan Johnson	CEP	<p>Progress to date: Report presented to Human Resources and Remuneration Sub Committee on the 14 December 2009; recommending the Authority discuss and agree with Territorial Policing & HR Directorate colleagues an approach to the issues around specials and volunteers, with a view to bringing a formal paper to the Communities, Equalities and People (CEP) committee by March 2010. MPA now represented on the Metropolitan Special Constabulary (MSC) Strategy Board.</p> <p>Deliverables in the next reporting period: Summary report to CEP in March and substantive report on proposed changes in May. The MPA will reflect concerns through the MSC strategy board.</p>
	Knife crime (Blunt 2)	Jane Owen	SOP	<p>Operation Blunt 2 was introduced in May 2008 to deal with the increasing level of serious youth violence. This project is concerned with developing a robust performance framework and to review the operational strategy of the MPS to ensure the MPA that resources are been used effectively.</p> <p>Progress to date: Initial draft project plan produced to scope the project. Ad hoc reports produced have been produced on the development of Blunt 2 in the absence of a performance framework. The ability to distinguish between Blunt and non – blunt stops adds an additional layer of complexity when reviewing the impact of stops made.</p> <p>Deliverables in the next reporting period: Scope the terms of reference for a full review of operation Blunt 2.</p>
MET Specialist	Counter terrorism	Siobhan Coldwell	SOP (parent committee) CT and protective services sub committee	Scoping work underway to determine focus and direction. However members and MPS fully engaged.
	Organised crime	Siobhan Coldwell	SOP	Negotiations to take place with MPS to agree parameters

		(with Annabel Adams)		
	Civil liberties and public order (& Tazers)	Siobhan Coldwell	SOP	<p>Progress to date: Panel is functioning well. Draft civil liberties panel report produced which will inform the direction and focus of the panel.</p> <p>Deliverables in the next reporting period: Project plan produced highlighting the focus and direction of the panel.</p>
	Firearms capability	Siobhan Coldwell (with Annabel Adams)	SOP but linked to Olympics / Paralympics Sub-committee	This is a new piece of work. Linked MPS business case going to Olympics / Paralympics Sub-committee for consideration in June, which will help inform the direction of the project.
	Talking to each other	Jane Owen (with Natasha Plummer)	CEP	This is a new area of work to be developed. Project to be scoped and presented to BMG.
	Monitoring and scrutiny of public protection arrangements	Siobhan Coldwell	SOP (parent committee)/ CT and protective services sub committee	<p>Progress to date: This is a new area of work. Project plan developed, clearly outlining how the public protection agenda will be embedded into the MPAs committee structure and work to develop links to pan London organisations on this issue.</p> <p>Deliverables in the next reporting period: There are many different strands to the public protection agenda. This stage, which will run from February to April will assess which committees currently look at which aspects and if there are any gaps in oversight and scrutiny function that needs to be addressed. The following tasks will be undertaken to progress this stage;</p> <ul style="list-style-type: none"> • Project manager to scope each of the committee work plans to ensure all strands of public protection are included (1 February to 31 March) • Project manager will produce a report to go to all the relevant committees to recommend, if necessary, the need to address any gaps in the oversight of public protection issues. This may require a change in terms of reference (April to June) • Project manager to work with the planning and performance team and MPS to develop a robust performance management framework (March to April) • Project manager to work with MPS to ensure that they fully understand what is expected of them in light of any changes to the way the Authority oversees and scrutinises public protection issues (April) <p>MILESTONE – From May all the relevant committees will be actively reviewing public protection arrangement through an assessment of a rigorous performance framework to ensure the MPS are:</p> <ul style="list-style-type: none"> • reducing crime and repeat victimisation: • improving user/ victim satisfaction and public confidence; and • providing real value for money through effective and efficient delivery of public protection services. <p>The project manager will commission reports from the MPS to assist members to oversee and scrutinise performance. MPS to report on the development of MAPPAs and civil injunctions to SOP on the 1 April.</p>
MET Partners	London Crime Reduction Board	Natasha Plummer	CEP (parent committee) / SOP	<p>Progress to date: London Crime Reduction Board consultation document drafted and related project initiation document. Currently in the process of meeting with key stakeholders to negotiate involvement.</p> <p>Deliverables in the next reporting period: Consultation and scoping period due to finish in March. Formal proposals disseminated</p>

				and feedback and endorsement sought (April to June 2010).
	JEMs	Jane Owen	SOP	<p>Progress to date: All 32 boroughs have now gone through the JEM's process, choosing either serious youth violence or asb and drivers of public confidence. Action plans were developed at each meeting and disseminated to boroughs to agree actions and timeframe for delivery (six months). Specialist Crime Directorate 3 is reviewing areas of good practice identified at those meetings to develop a toolkit to guide boroughs approach to serious youth violence / gangs.</p> <p>Deliverables in the next reporting period: Planning underway for the next round of JEMs. This round of JEMs will start in June focusing on violent crime (including domestic and sexual violence, hate crime and response to the night time economy). A new slide pack will be developed to guide and prompt discussion. Will develop relationships with the pan London asb board to progress pan London ASB issues raised through the JEMs meetings.</p>
	Hate crime	Natasha Plummer	CEP	<p>Progress to date: There have been two Hate Crime Forum (HCF) meetings (5 of January 2010 and September 2009). These meetings have been closed to the public, until a unanimous vision for the HCF is agreed on. The meetings have been used to explore disability hate crime, the learning's from the Pilkington case and the forum have received reports from the MPS pertaining to victims of disability hate crime.</p> <p>Deliverables in the next reporting period: To obtain agreement on the vision, direction and work plan of the HCF from the chair and vice chair. To carry out a review on the membership of the HCF with a view to making the membership more robust, specifically with a view to securing regular attendance from the Crown Prosecution Service.</p>
	Violence against women	Siobhan Coldwell	CEP	<p>Progress to date: The annual review of the Domestic and Sexual Violence Board was presented to CEP on the 14 January. Board is working well. Disseminating 'critical success factors' to boroughs. Examples included disseminating good practise in relation to partnership working and developing work with primary care trusts.</p> <p>Deliverables in the next reporting period: Domestic and Sexual Violence Board meets on the 13 April –Area commanders will be involved in discussion around approaches to DV and sexual violence. Lewisham will also present at that meeting what it's doing in partnership to respond to domestic and sexual violence.</p>
	Criminal justice	Siobhan Coldwell	SOP	Project plan will be developed to reflect future direction of this area of work.
	Serious youth violence	Siobhan Coldwell	SOP	This piece of work needs to be scoped to see how our approach, in partnership with other key stakeholders, can bring added value both to the MPA / MPS.
MET Connect	Confidence	Jane Owen	SOP/CEP	
	Policing pledge	Jane Owen	SOP	<p>Progress to date: The MPS piloted a scheme, initially in three boroughs looking to improve its appointments process with victims and witnesses of crime (Brent, Harrow and Ealing). This has been well received and is being rolled out. MPS has developed an action plan outlining how it will oversee the delivery and improvements needed to ensure the policing pledge is firmly embedded, both to raise community confidence but also to ensure the MPS is prepared for the HMIC inspection in September 2010. This was to be overseen by the Pledge Delivery Group. The MPA has introduced a web based mystery shopper scheme to access the effectiveness of SNT response to requests and information on panel web pages. It is anticipated that all 32 boroughs will be reviewed using this approach.</p> <p>Deliverables in the next reporting period: Project plan will be reviewed to clearly outline how the MPA will take this agenda forward and will be presented to BMG on the 19 March, including developing links with the Engagement and Partnership Unit at the MPA to pass on information from mystery shopping and to explore the possibility of the MPAs Engagement and Partnership team carrying out some form of audit on behalf of the planning and performance team.</p>
	Standardisatio	Natasha	CEP	Progress to date: Good progress being made. The new minimum standards and grant bidding processes have been introduced and

	n of community engagement structures – CPEG Review	Plummer		<p>discussions on 2010/11 service level arrangement process are progressing. The approach adopted is more robust looking at the value added through CPEGs.</p> <p>Deliverables in the next reporting period: Developing shared definitions and approaches to community engagement will continue through the integrated communications working group. The new community engagement strategy is due to be presented to CEP in March 2010 and this may dictate further refinements to the CPEG standardisation project, which would then be pursued over the coming 3-6 months.</p>
	Crime mapping and crime statistics	Jane Owen	SOP	<p>Progress to date: MPS has its own public facing crime mapping web site with added functionality in terms of crime prevention advice and updates. The MPA also has its own web page to report back on a selection of crime types. This project is concerned with ensuring those resources are effective and where required improvements are made.</p> <p>Deliverables in the next reporting period: Project plan to be reviewed and presented to BMG in March. MPA will commission a review of the MPS crime mapping function in terms of usage and feedback, promotion and developing functionality of the site.</p>
	Borough Commanders	Alan Johnson	Oversight via the Human resources and remuneration subcommittee	<p>Progress to date: Members agreed at Human Resources and Remuneration Sub Committee in December 2009 that job descriptions are provided for the role of Borough Commander and Area Commander. MPS have subsequently been reminded of member's decision. All boroughs commanders appointed into post from July 2009 will be expected to stay in their borough for three years.</p> <p>Deliverables in the next reporting period: Job descriptions are available.</p>
	Race and faith	Siobhan Coldwell	CEP	Draft report to be presented to Full Authority. Date to be agreed.
MET People	Leadership	Alan Johnson	CEP (parent committee) Oversight via Human resources and remuneration subcommittee	<p>NPIA have been commissioned to run a mandatory leadership programme for all police forces in England and Wales with a budget of £550m. Completing the course is a mandatory requirement for all supervisory ranks seeking promotion. Currently leadership training is not a mandatory condition of promotion.</p> <p>Progress to date: Paper presented at January's CEP (2010) regarding the MPS response to the talent management and succession planning scrutiny. At Human Resources and Remuneration Sub Committee in December it was agreed that members welcomed the opportunity to discuss the leadership programme, specifically for ACPO officers.</p> <p>Deliverables in the next reporting period: The release of the NPIA leadership strategy in April will inform next steps. MPA will be working with the MPS to potentially develop an MPS specific leadership programme to meet service demands. Recommendations from the race and faith inquiry to inform future progress.</p>
	Workforce development	Alan Johnson	CEP (parent committee) Oversight via the Human resources and remuneration	<p>Progress to date: Members agreed at human resources and remuneration subcommittee on the 14 December 2009 to scope options for multi-point entry at higher ranks (up to and including APCO level) or at a higher point in any given pay scale to reflect accredited skills and experience.</p> <p>Deliverables in the next reporting period: A paper is due to come to April's Human Resources and Remuneration Sub Committee on MPS's workforce modernisation programme.</p>

			subcommittee	
	Benefits	Alan Johnson	CEP (parent committee) Oversight via the Human resources and remuneration subcommittee	<p>Progress to date: Report presented to the Human Resources and Remuneration Sub Committee on the 14 December 2009. It was agreed that the MPS will explore a shadow internet site for Met Benefits and Metropolitan Police Trading Service.</p> <p>Deliverables in the next reporting period: A working group is being set up to scope the intrinsic benefits that could be provided as part of the 'benefits' strand.</p>
	Family support	Alan Johnson	CEP (parent committee) Oversight via the Human resources and remuneration subcommittee	<p>Deliverables in the next reporting period: Due to be discussed at the GLA heads of HR meeting on the 25 February. This will inform future development.</p>
	Blue Lights Courage Awards	Alan Johnson	CEP (parent committee) Oversight via the Human resources and remuneration subcommittee	<p>Progress to date: Report presented to the Human Resources and Remuneration Subcommittee on the 14 December 2009. It was agreed that a future report be provided on the development of the awards with a view to a presentation event in 2010 / 2011</p> <p>Deliverables in the next reporting period: Due to be discussed at the GLA heads of HR meeting on the 25 February. This will inform future development.</p>
	ACPO review	Alan Johnson	CEP (parent committee) Oversight via the Human resources and remuneration subcommittee	<p>Progress to date: Paper presented at Human Resources and Remuneration Sub Committee on the 18 February 2010 regarding ACPO pay and conditions.</p> <p>Deliverables in the next reporting period: A further paper to Human Resources and Remuneration Sub Committee in April 2010 regarding car allowance.</p>

	Training review	Alan Johnson	CEP (parent committee) Oversight via the Human resources and remuneration subcommittee	<p>Progress to date: Update sent to the Human Resources and Remuneration Sub Committee on the 14 December 2009 and the 18 February meeting.</p> <p>Deliverables in the next reporting period: Future report to go to the Human Resources and Remuneration Sub Committee in on the training strand of the service Improvement programme in June.</p>
	Ensuring a representative workforce	Alan Johnson	CEP (parent committee) Oversight via the Human resources and remuneration subcommittee	<p>Deliverables in the next reporting period: A report on proposed recruitment targets is coming to CEP in March.</p>
MET Olympics		Siobhan Coldwell	SOP (parent committee) Olympics / Paralympics Sub-committee	Draft work plan will be presented in May to Olympics / Paralympics Sub-committee. Currently achieving against the committees work plan.
MET Support	Finance and budgets	Annabel Adams	Finance and resources committee	
	Estates programme	Annabel Adams	Finance and resources committee	Estates strategy presented to the estates panel on the 11 February. To be presented for sign off at the finance and resources committee in March 2010.
	Procurement	Annabel Adams	Finance and resources committee	

	IS IT	Annabel Adams	Finance and resources committee	
MET Standards	Standards	Jane Owen and Julie Norgrove	SOP/Corp Gov	Project plan to be developed.