

Title: Baroness Casey Review- (Update on Council's Response)

Report authorised by: Eubert Malcolm, Assistant Director for Stronger and Safer Communities

Lead Officers: Joe Benmore, Community Safety and Offender Management Strategic Lead

Ward(s) affected: Key crime wards

**Report for Key/
Non Key Decision:** Non key decision

1. Describe the issue under consideration

1.1 This report should be read in conjunction with the presentation attached. The presentation outlines the Council's response to the Baroness Casey Review into the standards of behaviour and internal culture of the Metropolitan Police Service, the subsequent response from the Metropolitan Police Service (MPS) "A New Met for London" and the Council's engagement with the police to date.

1.2 The Baroness Casey Review was commissioned following the murder of Sarah Everard by a serving police officer in 2021. The report outlined in detail a series of significant concerns about the standards and culture of the MPS, both of which are critical elements that underpin trust confidence and consent to police.

1.3 The Key findings include.

1.4 A culture of institutional racism, misogyny and homophobia

- The review found widespread bullying, with a fifth (22%) of staff and officers with protected characteristics experiencing bullying, and a third (33%) of those with a long-standing illness, disability or infirmity.
- **Predatory and unacceptable behaviour has 'been allowed to flourish'**
 - Concerns raised through the disciplinary process are "not well recorded", with complaints "more likely dismissed than acted upon". Patterns of behaviour and escalating incidents which are hallmarks of predatory behaviour are not identified.
- **The Met has a culture of denial**
 - There is a "strong tendency to look for a positive spin", seeking to put problems in the past and "blame individual bad apples rather than

pausing for genuine reflection on systemic issues”. The Met takes a “tick box approach” to critical findings.

- **There are ‘systemic and fundamental problems’ in how the Met is run**
 - The force has “inadequate management”, and recruitment and vetting are “poor and fail to guard against those who seek power in order to abuse it”.
- **Londoners have ‘been put last’, with women and children left behind**
 - The capital “no longer has a functioning neighbourhood policing service” and the “de-prioritisation and de-specialisation of public protection has put women and children at greater risk than necessary”.
- **There is a lack of diversity in the Met**
 - Since the Macpherson report was published in 1999, the Met has “remained largely white and largely male”.

1.5 **MPS Response to the Casey Review**

1.5.1 In response to the Casey Review, Sir Mark Rowley described the findings as *very worrying* and whilst fully accepting “*the diagnosis*” of the findings he was not prepared to accept the term “*institutionally racist*” to describe the force.

1.5.2 The Commissioner went onto to say that the recommendations from Baroness Casey “*will massively influence thinking and the plans we have ahead to reform the policing in London as we strengthen our work in neighbourhoods, as we improve the response to victims and as we tackle the toxic individuals in the organisation*”.

1.5.3 Haringey’s Borough Commander, Caroline Haines, also responded to the Review by pledging her full acceptance of the findings, and Haringey Council released a press statement recognising and supporting the review as a milestone for the Met Police in terms of the changes that will need to happen, if it is to win back the trust and confidence of communities and stakeholders.

1.6 In response to the Casey Report MPS published a consultation document on a suggested improvement plan and began a series of engagement sessions with communities across London, on an organisational *Turnaround Plan*. This was welcomed by the Council and broadly covered the right areas. However it was also suggested that the eventual Plan would need to be much more explicit especially regarding diversity, inclusion, and violence against women and girls.

1.7 **A New Met for London, July 2023**

- 1.7.1** This plan has been shaped by the findings of the Baroness Casey report, as well as significant internal and external consultation.
- 1.7.2** With regard to some of the initial concerns the identification in the Casey report that Haringey/Enfield BCU is the lowest staffed in London and the limitations in being able to have a meaningful impact on reducing violent crime.
- 1.7.3** There will be a need to have demonstratable commitment from the MPS that they will increase staffing levels in Haringey and ensure that they have the resources available to meet the objectives under the improvement plan to have the strongest ever neighbourhoods focus.

1.7.4 Focus on three areas of reform:

- 1.7.4.1 Community crime-fighting** is how we cut crime, rebuild trust and restore our bond with communities. We'll put more officers and Police Community Support Officers (PCSOs) into local neighbourhoods and make sure they're delivering against the priorities of Londoners. We'll work with them to fight crime and anti-social behaviour, bringing all the specialist resources of the Met together to make a difference in the highest crime, lowest trust communities.
- 1.7.4.2 Culture change** will be delivered across the Met to embed the values of policing by consent and build a strong culture focused on delivering for London, maintaining high standards and learning from others. We'll become a police service that does not discriminate – tackling racism, misogyny and homophobia – and better reflects the diversity of the city we serve.
- 1.7.4.3 Fixing our foundations** is how we'll set up our people to succeed. We'll organise and deploy our people better, and give them the training, equipment and tools they need to cut crime. We'll equip them with the data and technology they need to use their powers precisely while maintaining trust and upholding high standards.

1.8 Community Engagement Events:

- 1.8.1** Following publication of the New Met for London improvement plan the MPS held the first community event, in Haringey on 21st July 2023.
- 1.8.2** The objective of the event was to formally launch the plan and get community views on how MPS can best apply it locally.
- 1.8.3** The MPS has confirmed that this event will be the first of many – and have stated their commitment to hold two, open-to-all community events in every borough by the end of 2023, and four by the end of 2024.
- 1.8.4** It is envisaged that these events will create space for communities and local police leaders to collaborate and develop shared ways to reduce crime and anti-social behaviour.

2. Recommendations

- 2.1 That the Panel notes the contents of the report and accompanying presentation for information.

3. Reasons for decision

n/a

4. Alternative options considered

n/a

5. Background information

- 5.1 Haringey has a signed agreement with the Mayor's Office for Policing and Crime to contribute to tackling the Mayor's priority crimes. The agreement is accompanied by a grant of £553K per year for 2022-2025. This is allocated across seven areas: Drug treatment intervention to reduce reoffending; an integrated Gang Exit Programme; Hate crime prevention; Advocacy and support to victims of domestic violence; Cross-borough support to ASB victims and witnesses (Haringey and Enfield); A dedicated Pentonville Prison worker; Gangs outreach training.
- 5.2 Quarterly returns are required which give considerable detail about our expenditure and performance to date. Haringey has an excellent reputation for compliance on both fronts.
- 5.3 Performance monitoring occurs in between Community Safety Partnership board meetings and attendance includes the holders of KPIs, the budget holders and statutory partners such as the police.

6. Contribution to strategic outcomes

- 6.1 This work contributes to the Mayor of London's Policing and Crime Plan and the Haringey Community Safety Strategy. It will also help to deliver Haringey's Borough Plan, Young People at Risk strategy, as well as the North Area Violence Reduction Group (NAVRG), Violent Crime Action Plan and the Community Safety Strategy.
- 6.2 Officers and partners work strategically across related work areas and boards such as Youth Offending, Safeguarding Children and Adults, Health and Wellbeing, Tottenham Regeneration, Early Help and the Community Strategy.

7. Statutory Officers comments (Chief Finance Officer (including procurement), Assistant Director of Corporate Governance, Equalities)

n/a

Finance and Procurement

The LCPF funding supports existing Community Safety workstreams. Quarterly returns are required which give considerable detail about our expenditure and performance to date. Haringey has an excellent reputation for compliance on both fronts.

Legal

n/a

Equality

There is an inherent impact on equalities of much of our community safety work and this is presented and discussed at the Community Safety Partnership meetings. This includes the peak age of offending being between 16 and 24; a very high percentage of young black males (mostly of African-Caribbean origin) involved in street-based violence (approx. 80%); the impact of domestic and sexual violence on women and girls; high concentrations of crime occurring in areas of deprivation; and vulnerable individuals and communities becoming victims of hate crime.

This report considers the areas of challenge in direct correlation with the impact on victims, especially vulnerable victims. In this respect, significant attention is being given to the disproportionate impact.

8. Use of Appendices

Appendix A – Haringey Response to Casey Review and New Met for London Plan Sept 2023 pack

9. Local Government (Access to Information) Act 1985