

Response to the Baroness Casey Review and the “New Met for London” Plan

September 2023

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.

The Key findings include:

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”.

- 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.
- 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”.
- 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.
- 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.

- The “New Met for London” (July 2023) plan has been shaped by the findings of the Baroness Casey report, as well as significant internal and external consultation.
- 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 our the limitations in being able to have a meaningful impact on reducing violent crime.
- 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.

The Met’s three areas of reform:

- 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.
- 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.
- 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.

- Following publication of the New Met for London improvement plan the MPS held the first community event, in Haringey on 21st July 2023.
- The objective of the event was to formally launch the plan and get community views on how MPS can best apply it locally.
- 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.
- 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.

- Haringey Council continues to develop its response to the ‘New Met for London’ plan and conversations will need to continue with our police colleagues, as to how they plan implement this locally, and moreover, how they plan to win back the trust of our communities.
- We continue to have concerns around the staffing numbers for the borough that are in place and that have been promised under the new plans.
- We will continue to engage with the local policing team and with Chief Supt Caroline Hanes to ensure a joined-up approach can be developed to have a positive impact on our local communities.