

Police and Crime Committee – 22 October 2015
Transcript of Agenda Item 5 – Question and Answer Session with the Mayor’s Office
for Policing and Crime and Metropolitan Police Service

Joanne McCartney AM (Chair): Can I welcome our guests this morning. We have Helen Bailey, Chief Operating Officer from the Mayor’s Office for Policing and Crime (MOPAC).

Helen Bailey (Chief Operating Officer, Mayor’s Office for Policing and Crime): I think you have had an apology from Stephen [Greenhalgh, Deputy Mayor for Policing and Crime]?

Joanne McCartney AM (Chair): We have, thank you. Yes, he was kind enough to contact us.

Also, welcome to Craig Mackey QPM, Deputy Commissioner of the Metropolitan Police Service (MPS). Thank you both for attending today. We have a range of topics to discuss with you. The first we are going to start with is about the finances of the MPS. It is an extremely topical issue and one on which the Commissioner has been quite vocal in the past two weeks.

Perhaps I can start with you, Deputy Commissioner. The MPS’s funding is obviously made up of various streams. One is the Police National Grant which is determined by the Police Funding Formula. You have already been before us and said that you expect in the Comprehensive Spending Review (CSR) to have approximately £800 million taken out of the budget. I believe that is now probably the best case scenario. At the same time we have had this consultation on the Home Office wanting to change the Police Funding Formula. We talked about this on the last occasion. It looks like that figure is now going to hit at the same time and could be approximately £184 million. Can I just ask, if that does go ahead what impact will it have on forthcoming budgets?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Thank you, Chair. When we last met you remember we talked about how there are a number of moving parts that assemble the budget. Obviously we all await the CSR announcement later in the year. When we last met we talked about the first round of consultation on the funding formula. We talked about some of the detailed observations we had around some of the mechanics of the formula and how we did not think it was right. Since then a different iteration has been released which, on the projections at the moment, shows London losing £184 million. That is clearly a considerable sum of money on top of whatever comes out of the CSR. What we have done is obviously look at the work that has gone behind that formula. We have made a number of detailed observations and - to save time for Members - I am sure we would be happy to share the submission we put in in terms of the detail around why the particular indicators do not work.

Joanne McCartney AM (Chair): We had your original response. If you have a later one that would be very helpful.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We are more than happy to share that. There are a couple of quite technical things in there. One of the particular challenges for London - that is recognised as unique in the letter but which does not offer us a satisfactory solution at the moment to solve that - is that the central grant drops by £184 million. There is a recognition in the letter that the NICC [National, International Capital City] money - of which at present we get about £170 million - is currently being reviewed and will need to move.

Joanne McCartney AM (Chair): Hopefully upwards.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We absolutely hope upwards. The challenge for an incoming Mayor is that those two processes are running in parallel but not at the same time. You have got to comment on the completeness of the funding formula for London without knowing the NICC settlement. I do not in any way say there is bad faith in this or anything like that all. However, that is an extremely difficult judgement to make if you do not know the totality of the settlement.

Joanne McCartney AM (Chair): You cannot plan.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You cannot plan but also, of course, it means there is a challenge each year of getting a separate ring-fenced part of the budget that is effectively assessed each year going forward. The document that came back out and the commentary does recognise - and Members who have worked with local authorities will know the same - that on all the indicators London is at the extreme [end], ie the demographics and those sorts of issues. It notices that and then moves on. Part of our suggestion and feedback is that we have got a formula that - it is for others to argue whether it works outside London - for a large part of British policing does not appear to work and we all recognise that. That is a very difficult position for us as professionals, for the Mayor, for oversight bodies and for London as a whole to respond to.

Underneath there are then some detailed comments and observations we have made around some of the indicators. In the first tranche you remember we had a conversation about something called Band D Council Tax. Council Tax has come out of this new formula completely. You are in a scenario now where for Band D Council Tax in London the police element is about £200 a year. For West Midlands it is half of that and for Greater Manchester it is slightly more. There is no recognition of the difference in Council Tax. Our suggestion is that we are looking at the formula through a particular lens but at the moment we struggle to see how it works for London.

We are meeting this afternoon with colleagues and the Home Secretary around this. The £184 million if you do nothing else - and I am not suggesting you would do this - would take another 3,000 officers off the baseline of the MPS. It is a considerable movement of money.

Joanne McCartney AM (Chair): Of course, for City of London Police the Home Office has accepted that you cannot apply the national funding formula to that force. They have taken that out of the funding formula and you are saying that perhaps something similar should happen with the MPS.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Far be it from me to suggest to Home Office and Treasury colleagues how to do it but there are a number of options, of which that would be one. I recognise the challenges for anyone who has got to do this at a national level in terms of getting something that works. I am fairly unique in British police. I have probably worked at the two extremes. I have worked in Cumbria where the sparsity and rural challenges present particular problems for developing a sustainable funding formula. We see that in the outcome in relation to Cumbria. I have also worked in London where, if you just take a snapshot of what we have been involved in over the last eight to ten days, about 1,500 officers have been involved in the State visit. As I always say to people, they do not come out of a separate box. All the numerals on their shoulders indicate they are from Islington, Camden, Bexley and Bromley. They all come into central London. There will be another march at the Israeli Embassy at the weekend. It is very hard to build a funding formula that addresses that at the same time as addressing

Cumbria, West Midlands and wherever. There are a number of potential solutions and we now have to try to work with the Home Office to get more clarity and a better deal for London.

Joanne McCartney AM (Chair): Yes, we would be happy to support you and we have done to date. Obviously with the NICC grant you have to bid for that on an annual basis.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Joanne McCartney AM (Chair): Is that something that the Home Office are receptive to, putting that to a multi-year settlement?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We do not know, is the honest answer. At the moment all the letter refers to is fixing 2016/17. They are my simplistic words, it is written better than that. It recognises that during 2017/18 there needs to be the development of a funding model for London that is substantial, robust and something that survives scrutiny. It is not a political point at all but that is clearly a risk for anyone as we approach the impact of that coupled with the CSR. That is an incredibly difficult number of dials moving all at once to manage.

Joanne McCartney AM (Chair): OK. I have noted that Her Majesty's Inspector of Constabulary [HMI] Stephen Otter QPM [Her Majesty's Inspectorate of Constabulary (HMIC)] is attending our meeting. Very welcome, Stephen.

I am just wondering, Craig, whether HMIC did have a role in advising the Home Office as well or putting forward your position?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): In fairness to the HMIC they have just published a report this week that talks about efficiency. It is nice to see that the work that MOPAC, the MPS and many others across London have done over the years has been recognised in terms of getting a good position. This is not for want of trying and working around it. I probably cannot quote what the HMIC position is exactly but I think if they were here they would probably say they do not give individual positions on whether the funding formula is right, fair and proper. I am sure as part of the next round of Police effectiveness, efficiency and legitimacy (PEEL) assessments they will pick up any differential issues around funding which will emerge with a moving funding formula.

Joanne McCartney AM (Chair): Hopefully the Home Office will heed those before that comes out.

Can I turn to you, Helen? We have obviously had to have debates about future funding which is causing all of us concern. The Deputy Mayor for Policing and Crime has stated in an interview that he has taken legal advice on whether to judicially review the Home Office. This was a threat that other Police and Crime Commissioners (PCCs) were making across the country prior to the recent change. I notice West Midlands, for example, was very vocal in saying they would judicially review. Given under the revised funding formula their budget actually goes up, I suspect that has dropped. Is that something that you are actively considering?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): We are considering all avenues to get the Home Office to understand this, as Craig has just illustrated. The lack of certainty due to the NICC being on a year-on-year grant and us being more heavily dependent upon it than ever before, combined with the MPS and London forces being taken out of some elements of the funding formula and suffering this disproportional loss and with the consequent lack of ability to plan for the MPS - which is a greater lack of ability to plan a greater sum of money than any other force - has the result that *prima facie* -

and this is what we have taken some advice about - there is a disproportionate unfairness on the MPS if things continue as they are now. There is a long way between taking legal advice and actually issuing proceedings and we hope never to have to do that. However, clearly we would have been negligent not consider whether or not that was a possibility.

Joanne McCartney AM (Chair): Agreed. What are the next steps as far as you are concerned about making the case to the Home Office, and how do you think they are responding to date?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): So far - as Craig Mackey has said - we have made the points at each individual stage to the Home Office. There has been a protracted set of correspondence which is of the sort that is drafted by officials and signed by politicians, individual conversations and lots of working level contact with Home Office and Treasury officials. We are doing everything we can. This afternoon we have a meeting of the Mayor and the Home Secretary - which both Mr Mackey and I will be at - where we hope to make the points to her directly about the disproportionate impact on London of the current state of play.

We are very conscious that the conversation about the funding formula is not actually due to drive itself to a close until 30 October 2015 so there is still time for the Home Office to take our point of view on board and change what they are doing and we very much hope they will. We need them to do that so that by the time we get into the rest of the conversations about the funding formula - which are happening in parallel - we have some certainty about at least one of the various moving elements in all of this.

Joanne McCartney AM (Chair): Thank you.

Len Duvall AM: It is an issue you have raised previously in other places, it is about what options are open for Government to recognise the special nature of London in terms of its capacity. As this discussion and conversation moves into practical reality about what is given to London's Police Service it is quite clear that if the Government says, "Thank you very much, we are cutting you back on your main policing grant but we will look at the Police Capital Grant" that would not be in the interests of policing in the long-term in this capital. Are we clear about that and is that factored into your conversations with officials? Clearly they would look at that as an option.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): Yes. The rhetoric has been from the beginning - I paraphrase, I hope not unhelpfully - "Do not worry too much about the formula. NICC is an opportunity to make that up in particular for 2016/17". Our response to that has been, "Well, we cannot plan when there is no certainty about the quantum. We cannot plan if you just give us a fix for 2016/17." The history of NICC is that it is scrutinised to such a degree and ring-fenced that makes it very difficult to do the kinds of overall planning around resource allocation that we would like to do. We have been very clear that there is a policy inconsistency there. If you are creating Police and Crime Commissioners and there is greater independence and greater self-reliance then to have a greater proportion of the funding reliant upon individual grants does not seem logical. We have made those points very strongly at both an official and political level.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You are absolutely right to raise the long-term [funding issue] around policing. The NICC is a very tactical assessment. We have teams of people going through line-by-line what we do with horses, dogs, how much time is spent on it. It is not a strategic funding model. It is an incredibly tactical assessment. I do not knock people who have done this in the past but that is not a long-term way to plan when the main grant is falling as well. That potentially compounds things. It does transfer more control of money from a Mayor to a Home Secretary.

Len Duvall AM: There are constitutional issues but it also weakens our grant base and would not add on, which is clearly the issue.

Caroline Pidgeon MBE AM (Deputy Chair): Clearly we hope your negotiations are successful. We really do because this could have such dire consequences for policing across London. I questioned the Mayor about this yesterday and he confirmed he will be looking at Council Tax as part of this. If you do not get what you want and the funding you want, have you been instructed by the Mayor, or have you indeed been potentially urging the Mayor, to look at either freezing or slightly increasing Council Tax in order to make up some of this shortfall in funding for the MPS?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): The situation on Council Tax is that the Mayor is going to have to look at that in the round. We have merely responded, at this stage, to the funding proposals and illustrated the consequences of them in the context in which we are at the moment. We have not jumped ahead to where we will be at the end of this.

Caroline Pidgeon MBE AM (Deputy Chair): OK. In the letter - which I am sure you drafted - that went to the Home Secretary from the Mayor¹ he did say that one of the consequences could be that he would not be able to meet his manifesto commitment to cut Council Tax. Yesterday he did say he would be reviewing his Council Tax position if it got to that stage. Has he asked you to do any work on that yet?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): No. Work on Council Tax would typically be done by his other advisors elsewhere in the Greater London Authority (GLA) rather than in MOPAC.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): One of the challenges - I saw the figures quoted yesterday and sadly over the summer I have become a bit of an 'anorak' on these numbers. One per cent of the police element of Council Tax will raise £5.2 million. There is a 2% ceiling. In the modelling we have done over the summer, if you run it over the whole of the CSR and assuming the requirement to go to a precept if you exceed 2% - and clearly at GLA level a decision could be made about whether to increase the police element - at the moment the way the gearing works it delivers between £5 million and £6 million depending on the Council Tax base.

Caroline Pidgeon MBE AM (Deputy Chair): It is clearly a political decision for the Mayor to make. If the Mayor was so minded and felt actually, "I need to keep police numbers up and I am committed to Neighbourhood Policing" - which he reaffirmed yesterday to me - then actually he could allocate all of it. GLA officers came and gave me a slightly lower figure than I gave but it was about £155 million over two years if the whole element went to policing.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I saw that. I am not disputing the figures. However, I am not sure because of the way the legislation is worked with Police and Crime Commissioners as freestanding bodies - although it does not trigger the total 2% ceiling on the Council Tax for Londoners - whether the element of it that is subscribed to the police would trigger it because, of course, the Mayor is a separate precepting body in the purest sense. We are certainly looking at all those imaginative ideas. Is there other money you can use? Are there different ways of doing things? Clearly we are exploring all of those ideas and those debates take place quite regularly.

¹ Letter from the Mayor to the Home Secretary, dated 15 September 2015.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): It is probably worth just being clear with the Committee that the paragraph in the letter - which is the Mayor's letter to the Home Secretary of 15 September - is quite a complicated paragraph drafted - and I claim no credit for this - largely in the subjunctive. It says if certain things were to happen certain other things might follow. There is no absolute commitment or bit of work implied in that, merely an illustration of what the consequences would be.

Caroline Pidgeon MBE AM (Deputy Chair): Absolutely. However, he did yesterday confirm to me he may well look at this if he does not get what he wants. Very clearly the battle is to get the funding you need for London which we all agree with.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): Absolutely. We are absolutely focused on trying to sort out the problem we have got at the moment.

Caroline Pidgeon MBE AM (Deputy Chair): Thank you.

Andrew Dismore AM: I would like to look at what some of these cuts in funding might mean. The Commissioner last week was talking about losing 5,000 and 8,000 officers. Do you think that is a realistic projection?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is entirely dependent on what comes out of the CSR in November. We have been really clear on the work we have done - we have certainly been quoted on it - that in the MPS's budget at the moment there is probably somewhere between £150 million to £220 or £230 million that over a four-year period you could realistically continue to take out and keep officer numbers at or about 30,000. Beyond that you have got to start at some point looking at the officer number line. The way the budgets are constructed is you build the budget from the base up. At the moment police officer pay is close to £2 billion of the budget. The budget is only £3.1 billion at the moment. Of course, you can construct a model that in 2020 still has that £2 billion in but you do not have any buildings and you do not have any vehicles. You can reach ridiculous extremes. At some point you are going to have to go into that number, and once you start that becomes quite quick. There are a number of 'ifs' and caveats to all of this. The crucial one will be the phasing. If the CSR comes equal across the four years that is an easier way to manage it than if it is frontloaded or if there is a deep trough in the middle, then it becomes really, really challenging in terms of the ability to deliver it. It is linked to your first line of questioning. That becomes all the more complex if you imagine the £800 million which we are talking about at the moment - which just to remind people is at the low end of the Treasury modelling - and then you add £184 million that makes that even steeper. You would then have to go to the officer line in larger numbers. That does not mean the world comes to an end and London disappears. Clearly you can build a model around a much lower number of police officers in London. There are then some much more difficult choices about what the Service looks like and what we do.

Andrew Dismore AM: I am going to ask you about that in a minute. If we look at the range of 5,000 to 8,000 [cuts to police officers] that the Commissioner gave, is that taking into account the sort of things you are talking about and the phasing of the cuts?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. At the low end, if we have a really good run and this all goes away, you might get down to 2,000, something like that. At the high end if you talk about phasing it is not likely to happen immediately. As budgets move at these sorts of levels at the moment our projected budget gap to bridge for next year is £250 million. That is a challenge in terms of the sum. If you look at some of the real successes we have had over the last four years in terms of taking costs out, we have not yet had a year we have been able to do £250 million.

Andrew Dismore AM: If we are looking at cuts of the scale the Commissioner is talking about the impact on Territorial Policing would be maybe 100 officers a borough or thereabouts.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It certainly could be considerable in terms of the impact. That assumes they come from Territorial Policing. The Commissioner used the phrase, "There are no easy options when you get to some of these" and that is absolutely true.

Andrew Dismore AM: Does the Deputy Mayor concur with the Commissioner's assessment?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): We would say we want to press the MPS to do all of the internal things that we have set out in the Police and Crime Plan - reduce, reform, release - and we are not letting up on that. We understand that the Commissioner is using police numbers partly to illustrate the scale of the challenge and he has got a number of important audiences, not just Londoners but also people within the organisation.

As Craig says, there is still all to play for on the funding, on the NICC and on the phasing. I completely agree with what Craig says about phasing. The more that it is back-loaded the easier it will be to realise the benefits of our investment in information technology (IT) and other things to make the police force more efficient. Therefore that illustration of how many police officers worth of money you are losing may hopefully not result in losing quite so many police officers. These are all projections based on figures that have not been firmed up.

Andrew Dismore AM: So when the Mayor says the Commissioner is not right and the cuts will not be anything like of the order the Commissioner has been talking about, what would you say to that, Craig?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): At the moment everybody has got a range of views on what the cuts are going to be. I spend most of my working day talking to people who seem to have the latest inside picture. I get different figures from every one of those. People will explore and explain a range of options. What we have to do as policing professionals is talk about a model to the projections we have been asked to model to. Until we know and see that black ink on the paper and someone standing up in the House this is all 'ifs' and 'buts'.

Andrew Dismore AM: The projections that the Commissioner has come out with are ones you concur with based on what you know now?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: The options that are being talked about are taking longer to get to non-emergency calls where life is not at risk, cuts to dedicated officers in schools, more police station closures, an end to 32 borough policing commands, potentially cuts to the Police Community Support Officers (PCSOs) and reduction in senior ranks. Which of those ideas are the ones you would support?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The reality is - as we talked about last time - you probably have to do a mix of all of them. When I talk about £150 million to £200 million still to come out of the organisation that is based on trying to reduce our back office costs where we have already made huge progress. I know some Members absolutely do not agree with it but we are the first Police Service in the country to move jobs and services out of our force area and deliver them back to take some costs out. It is not popular, I absolutely get that, but it saves some real money. If you look at some of the other

things we have done around releasing estate and where the transformations have gone it is absolutely the right way to go. The £150 million to £200 million that I talk about involves more difficult choices like that. If you can do those then you have to look at things around operational service delivery and different service standards. When you look at the quantum of £800 million - plus potentially another £184 million - I would not want to leave you with the impression that those options are a 'pick and mix' list.

Andrew Dismore AM: The list I gave you is that the £200 million range or is that beyond?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, that is beyond £200 million.

This is probably the most complex bit of modelling we have certainly ever been involved in as an organisation. It is absolutely understandable that people double-count money so you need rigour and discipline behind it. Some of the estate stuff will be in the £200 million.

Andrew Dismore AM: If we are talking about - in round terms - a £1 billion cut, when the Commissioner talks of 5,000 to 8,000 officers that is on top of those things, is it?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It would be on top of those. If you get to £1 billion it is when and how you look at officer numbers. I have to put a *caveat*, all the things we are talking about are based on the modelling and assumptions of how we deliver our service at the moment. We know from the four years of experience that we have got of delivering major change that things four years ago that people thought looked impossible we can now do. There will always be some movement in this. Any of you would rightly say to us we ought to be able to drive somewhere between 2% and 5% efficiency a year into the Service. It gets harder as you get thinner and thinner in terms of where you are around core budgets but there is still money to drive out.

Andrew Dismore AM: The scale of cuts here is ten times that, isn't it?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: The last issue I want to raise is looking at public order. The Commissioner has talked about there being less flexibility in response to riots. Let us hope there are not going to be any but history tells us that from time to time there are going to be large-scale public disorder issues. Are you concerned about the impacts of these cuts on the flexibility to respond to those?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): As you get out to 2018/19 and 2019/20 and if you are at the high end of those projections then, yes, you have less flexibility. One of the challenges - as you know - that consistently comes from London leaders is that image that appears every day across London where vans in the backyards of Bromley, Croydon and wherever are filling with officers that Londoners expect to see in their borough and they are coming up into central London for whatever the latest issues or challenge is. What we have been able to do by having the numbers we have got at the moment is that we can flex some of that. That will not be possible if you take these sorts of numbers out.

Andrew Dismore AM: Certainly abstraction has been a big issue that I have been going on about. In Camden we have been losing 100 officer shifts or so a week into central London abstraction. If you have got 100 fewer to start with that is a much bigger impact.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): There is a lot of talk about officer numbers. People will get into, "There is a science", or "There is not a science". The reality is that for a city of this size and scale that is growing fast - and when you look at the global comparators like New York which is going the other way in terms of increasing officers out and available on the street - you do need a flexibility for those things where you just need 1,000 officers. We can all say it should not happen like that. The reality is that is how demand comes.

Andrew Dismore AM: One last point, a number of the boroughs have got 'buy-one-get-one-free' type arrangements. Will they be able to continue?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I do not know to that level of micro detail. Clearly what we have done is look at every conceivable budget line. We have to look at all of those sorts of offers. I am aware of many of the public debates around crowd-source funding officers and those sorts of things. Yes, we have to look at all of those things. However, at the moment the size of the challenge around preparing for the CSR is such that to some extent you are focused on the macro numbers. There is a danger with a change programme of this size and scale that we get drawn into debates around, sadly, the odd £1 million or £50,000 here and there. The reality is that is not going to fix a £900 million hole.

Jennette Arnold OBE AM: A quick query for the Deputy Commissioner. You talked about the breakdown and talked about £2 billion for police pay. Does that include police staff and PCSOs?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No.

Jennette Arnold OBE AM: They then are funded from the remaining £1.1 billion?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, I should have been clearer about that. It is a good challenge. The £1.97 billion is police officers' pay. There is then a lump of police staff and PCSO pay, estates, technology, vehicles and that all builds up to the £3.1 billion. At a very big level we are looking at what flex we can do in all of those. We have reported here - and I believe it is covered later in some of the reporting - the reductions we made around overtime and driving some of those costs out will absolutely continue. We have talked quite openly about whether you could delay, take particular ranks out and looked at whether you need every rank in a structure. That is done on the basis we have already moved on the HMIC benchmarking. In 2010/11 we were one of those forces that in were at the wrong end of the scale, certainly around Superintendents. I know many of you picked this up about the Chief Superintendents. We are now at the other end of the scale. We have taken ten chief officer ranks out. More chief officer ranks will disappear from the organisation. It is no one thing that will solve that so it looks quite complex as we build it up.

Jennette Arnold OBE AM: When the Mayor and the Commissioner make statements about warranted staff being at the forefront and the priority that is the thing that gives many of us concern. You are going to look for your cuts in that other pocket that is not, if you like, ring-fenced in the way that the police warranted pay packet is.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I am sorry if I gave that impression. It is not intended to say that that £1.9 billion is ring-fenced. It is to say that when you look at size and scale you reach a point, by any logical conclusion, where you have to go into that line if they are at that high end. About £509 million is police staff pay and the PCSO pay at the moment is running at about £70 million. Then you go into other issues around estates and fleet. That is how you build up the total of the budget.

Jennette Arnold OBE AM: That is fine, thank you.

Joanne McCartney AM (Chair): Of the £70 million for PCSOs, is part of that reimbursed from Transport for London (TfL)?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I would have to look at how we account for it. I think we account for the TfL one on the income line.

Joanne McCartney AM (Chair): That is about £20 million odd?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, there is about £90 million in the TfL one that comes in. That, in pure accounting terms, is shown on our income line.

Len Duvall AM: I want to go back to the wider budget issue. One of the options we talked about was could you increase Council Tax. In the Mayor's budget guidance to you and other GLA services he indicates the Chancellor and the Home Secretary's – although I don't think he mentions the Home Secretary but he implies it – the Government's position on spending cuts may jeopardise his manifesto commitments. Putting up the Council Tax is just one option. There is another option and I would like to know whether MOPAC or the MPS has asked for it. You could ask for the Mayor to consider you gaining access to the Olympic precept which would come to an end, one of his proposals that would have been about his Council Tax. The Olympic precept has no raising of Council Tax. It is a substantial amount of money that would allow you to develop and change your service in terms of meeting some of the requirements from central Government. Have you made that representation for that block of money? It can be used; it is not designated legally just to be used for the Olympics and it can be used for GLA services. Do you not think that in the situation we find ourselves in, as colleagues have said, both MOPAC and the MPS should at least be making representations to the Mayor for consideration of that? He has opened that door himself by the advice he has given to you. I do not get the feeling you have asked for that money or consideration of that money in the circumstances you face.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): At the moment we are very focused on this conversation about funding. We would not want to open any other conversation within this building until we were sure we had exhausted all attempts to win the conversation with the Home Office. I do not think that would be appropriate or right. At the moment we are very, very focused on that conversation with Government.

Len Duvall AM: You accept that there is that sum of money that could help or support you, in part or in full, in terms of the potential financial situation you face in policing in the future, as it is the policing formula you are dealing with now not in terms of just your current financial settlement?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): I would say you probably have a greater understanding of exactly how that works than I do sitting here in front of you. I understand the point you are making but there is also a wider point for the Mayor to consider in relation to all of his mayoral priorities and how he wants to use that money. I do not think I can comment on that at this meeting today.

Len Duvall AM: But you are aware that it is possible? Thank you.

Kemi Badenoch AM: I have not heard very much about collaboration. That is something I am interested to know more about and what scope there is for us to work for other police forces that are closer to outer

London. Have you had any conversations with forces in Essex, Hertfordshire, Kent and those sorts of areas to see if they can take some of the load in those outer London areas off you?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The challenge at the moment is they are looking at a similar scenario with their CSR. It is in the public domain and people who watch BBC London will have seen it. Our colleagues in Essex announced a 70% reduction in their PCSOs, coming down to ten stations, policing in hubs and building a model that looks very similar to some of the things we have all done. That is one of the challenges.

Where collaboration offers some real opportunities - I have spoken about the service deal we have done with our human resources (HR), finance and procurement services which are now in a process of transition. Next year they will be delivered back into London from South Wales. There are a number of forces that want to look at the opportunities around that. Where we have tended to use our collaboration influence is much more in trying to work with colleagues across the GLA group. There is - it is a very technical one - an integrator deal around how we deliver services and maintain buildings. It has delivered some real savings for us. Our colleagues in the Fire Service are joining that. We are leading a number of the national procurements. One of the frustrations that has rightly been around policing for a number of years is why do we have 43 types of shirt and those sorts of things. There is a National Uniform Managed Service contract that the MPS has led on behalf of policing. There is a big fleet deal that we are doing at the moment. Those are the sorts of area we see collaboration as working.

There is an interesting debate at both a practical and real level around Emergency Service co-operation in London. We are talking with our colleagues in both the fire and ambulance services around what would one 'blue light' control room look like and all those sorts of ideas where there is, importantly, both money - so there is real efficiency - and real improvement in service for Londoners.

Kemi Badenoch AM: You would say that collaboration works better with other forces in terms of back office functions and that frontline it tends to be more within the GLA group itself?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It does. At the moment that is the case. Candidly, there has also been a culture in the past where some of our colleagues probably look at us as the MPS. If I turned up on the doorstep of a surrounding force and said, "I am here to help" they would probably look at me a bit aghast. I think that will change. We do help and we are a net donor of what we call mutual aid. One of the things we have as the MPS - with the exception of Specialist Protection where we import mutual aid - is search and public order capabilities that our other colleagues do not have in numbers. When the shout goes out for that we do provide that at the very practical level.

Kemi Badenoch AM: This is a question more for MOPAC, how are you making sure that the mutual aid we are doing is not leaving us out of pocket?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): In terms of mutual aid around operational policing in the first instance we have to very much leave that to our policing colleagues. There is a real fine balance there, is there not? I do not think it would be right or appropriate for the MPS to say to a surrounding force, "We cannot come and help you". Last year with floods and things in outer London, MPS officers were there with their boats and stuff helping colleagues. There is a formula and process by which we seek to recover the costs of that. Our job is to make sure that we do that. Equally, as the Deputy Commissioner has said, there are times when we need assistance from other forces when things happen in London for which we need support and assistance. Making sure that police of the country works well, in a world in which we have got 43 forces, is one of those subliminal responsibilities.

I would add to what the Deputy Commissioner has said that we have just done a big outsourcing deal for a lot of back office services which started this month. That is another form of collaboration. We are piggybacking onto a Cabinet Office deal which has allowed us to get access much more speedily than if we had advertised and gone through the Official Journal of the European Union process, and access to new processes and more efficient ways of doing things that we were doing that were not frontline operations. What MOPAC brings to this party - as it were - is to make sure that every avenue to do the things that are about the efficiency and support of the force are done as efficiently as we can get them to be done and there is as much change as the MPS can tolerate at one time.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You raise a good point of how do you ensure you get that. To give you some reassurance one of the regular reports to Assurance Board - a monthly board of our Management Board, which MOPAC colleagues sit on - is on mutual aid. Some months there is very little mutual aid gone out or there is a pop concert in Thames Valley or something we have been asked to support. It absolutely gives you that visibility to be able to see and check it is appropriate and that - in the nicest way - it is staying within tolerances. One of the challenges that we will need to wrestle with as professionals leading the Police Service for the future is that as the CSR changes happen across the country they will happen - because of the way the funding formula works - in a very uneven way. There is a danger that you and I are neighbours and I make a decision to cut my services on the basis I hope you are going to keep yours. That is probably not a very strategic way to approach it.

Tony Arbour AM: Initially on that point you did say, Deputy Commissioner, that we are a net donor. Then you went on to say that there are tolerances. Obviously there has to be give and take. Are you able to quantify "net donor"? Are we net donating £5 million or £10 million?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Sorry, net donor in terms of numbers. I would be guessing if I quoted them. In terms of the mutual aid in and out of the organisation, State visits and the Olympics are real examples where the MPS takes in Specialist Protection Officers from around the country. The more routine stuff is a complex search in in Essex or a G8 conference where we would donate out. I will get you the exact figure.

Tony Arbour AM: I accept your assurance that that is the way to make things work and is the oil to keep the machine going. You also talked in response to my colleague of these things in the GLA group. For the past 15 years we have been talking about and it still has not happened.

Caroline Pidgeon MBE AM (Deputy Chair): It has.

Tony Arbour AM: I am not saying it is any lack of will on your part but there are people who like to fight their own corner and it is our job to knock their heads together. I rephrase that, it is the Mayor's job to knock their heads together and successive Mayors have failed. I say that as an aside.

This is in relation to frontline services which relate to neighbouring authorities where we could be sharing the burden. Let me give you a simple example. Kingston has a joint custody suite. The Kingston joint custody suite may be 500 yards away from the Elmbridge border in Surrey. Have we thought of saying, "Why don't you fellows come in and share the costs?"

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Absolutely. One of the pieces of work that is going on at the moment is around custody provision in London and to look at whether there are different models of delivering it and some of those sorts of things. It is not just in south west

London, it features right around. If you go in most of the custody units in outer London boroughs it is not a rare occurrence to see an officer from a surrounding force with a prisoner, in the same way as it is not a rare occurrence to see a MPS officer at times taking a prisoner outside of the boundaries. Absolutely, you can do that and you can shape a Service that is quite different around it.

Can I go back to your comments about collaboration? I absolutely understand the frustration of Members from being promised, "It is coming, it is coming, please wait". You highlight some of the reasons for it. Some of the reasons why collaboration struggles are structural. The other reason is when you do the detail underneath it there is not the money there there to justify doing all the work behind it. I would suggest as we go - and it is probably a wider public policy point - we are going to start talking more about how you integrate service delivery rather than collaborate.

Tony Arbour AM: More specifically - this again relates to what Len was saying - things that we do for central Government where we are not doing particularly well.

I wonder if we can concentrate - I think this is the appropriate point - on the Assange² case which was enormously expensive. Our understanding is the Government has not paid for that and they expect the MPS to pay. Probably none of us think it is reasonable that our ratepayers should be paying for this. Does the MPS have a view on that?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I should point out that the rules around what you can claim from the Home Office in terms of policing changed a number of years ago, not long after the funeral of Baroness [Margaret] Thatcher [former Prime Minister]. Unless we expend 1% of our budget we cannot go to the Home Office and claim money. For us that is a large sum of money.

Tony Arbour AM: It certainly is.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That is the rule. We all now know those rules. I can say they are not right but that is where it sits. I have to say - having worked in other parts of the country - I could make a similar argument in other places around the 1%. However, until it trips over that 1% they will not entertain looking at a special grant.

Tony Arbour AM: I have sat here from the beginning and I do not think I have ever heard that spelled out in that way. What single thing has there been - outside of the Olympics - which has tripped the 1%?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Certainly in my time I cannot think of anything.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): Nor can I, I am sorry.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I must be careful in answering that. I can think of particular investigations such as - I think it is in the public domain - the Madeleine McCann investigation which comes with a separate stream of money. In terms of our bids back I would have to check the records but nothing sticks in my mind as to having tripped the 1%.

Tony Arbour AM: I would have thought, Chair, that this is something we really ought to be having a go at. It would be absolutely extraordinary for an event to break the 1% threshold for the MPS.

² Julian Assange is the Wikileaks founder who sought asylum in the Ecuadorian Embassy in London.

Again in relation to the Assange case, since it transpires we knew we were paying for it why did we take so long to pull the plug?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): There are a number of things around the decision in relation to Assange and the work around the Embassy. There was a range of pieces of work ongoing with the Swedish and United Kingdom (UK) governments, and others, trying to bring this to a resolution. At the point we looked and reviewed it and said the resolution - if there is one - in a practical sense for the various countries involved is some considerable way off and we said, on balance, we should come away. There were still, and have been, things going on. It is in the public domain, the Swedish prosecutor came over to the UK. There have been a number of things that may have brought this to a conclusion.

Tony Arbour AM: To a layperson, like myself, in the 21st century one wonders why there were real policemen outside the Embassy looking to see if he was going to come out. I would have thought there were modern methods of surveillance which were a lot cheaper than real policeman. Is there any sense that we had real policemen standing outside the Embassy as a kind of gesture to show that we were taking it seriously?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No.

Tony Arbour AM: That really was the only way you could survey what was happening?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have got to be really careful here. I cannot talk about what we are now doing or might do.

Tony Arbour AM: Of course.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The premise behind your question needs a little bit of unpicking, if I may. These are diplomatic premises. It is actually extremely difficult - I would suggest - under international law to do some of the things you infer or suggest in the way you asked the question. That is probably as far as I could go.

Tony Arbour AM: All right.

Joanne McCartney AM (Chair): Thank you. Before we leave this topic of finances we notice from the MOPAC monthly report that you are now forecasting to overspend by £40 million in 2015/16. We are wondering how you are intending to address this.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): To be fair, Chair, we are quite early in the year and that represents something under 2% of the budget so it is not hugely different from previous years. A lot of that is cash flow. We have not yet recovered some money. For example, you referred to TfL paying for PCSOs and such like. We are reasonably confident that most of that - as is typical at this time of the year - will come back into balance before we get to the end of the year.

Joanne McCartney AM (Chair): A couple of things we have raised before. One is overtime due to work providing specialist crime operations. The other is increased agency staff costs. We have had the explanation that that is because of the change programme and having to get agencies to fill vacancies when you have to lose staff. Is that still intended to come down?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. We have talked a number of times this morning about the signing of the deal in relation to services in finance, HR and procurement. A number of the posts in there have been transferred across under the Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE). As we have discussed before we have not filled some posts for obvious reasons in one of those programmes. I expect to see that one come down. The latest quarter I looked at last night is showing us down to about £34 million already. Some of the controls we have put in place have started to do that.

We are also starting to see some movement in the police use of resources (PURE) budget. As the age profile of the organisation changes people leave on a more expensive rate. It is very hard to get the median right. From the numbers we have looked at there is some movement coming in that budget. The legal provision budget - which sits in supplies and services - has to be addressed as a budget pressure. There is more demand on that budget. As we have running, potentially, concurrently two public inquiries there will be more cost going into that particular budget. I am happy the Assistant Commissioners have stated to bring the overtime ones back into line. Some of the things colleagues in Territorial Policing have done around trying to bring their overtime back into line are truly impressive.

Joanne McCartney AM (Chair): OK. Thank you for that. Over the next few months of the budget process our Budget Committee will be delving into that.

We are going to move now to another topical subject in the news today which is stop and search.

Jenny Jones AM (Deputy Chair): To mop up the Assange stuff, I have been arguing for years that you should not have police officers outside the Embassy so, of course, I am pleased about that. However, it does not sound as if I would be happy about the covert surveillance either.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Just to be really sure, I am not saying we are doing that.

Jenny Jones AM (Deputy Chair): I want to ask this, are you going to be more careful about undertaking such jobs from the Home Office in future and have you made that clear? If they start asking you to do things that are going to accrue costs are you going to be clear that you cannot do it?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Taking it away from this particular case and putting that to one side, absolutely the challenge going forward will be around those things that are 'different and special' and people being asked to do them. If there is not a funding stream and it is not supported we will not always do those.

Jenny Jones AM (Deputy Chair): Good.

On to stop and search, did you have a review over the summer? The Commissioner has made various statements about the link between rising knife crime and the reduction in stop and search. Did you do a review of that over the summer?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We looked at a number of areas around stop and search. You will remember as a Committee you have looked in some detail at stop and search and the work we have done over the last three or four years on this. We have looked particularly at the issue around knife injuries and knife crime. We have discussed on a number of occasions how some of the issues of what is going on with knife crime have been masked in these movements in recorded crime statistics

and the general background noise around violent crime. We have also done some work with the Gangs Command about how often those people who are key targets and nominals on the gangs matrix are being stopped and searched and looked at.

What we have done are some proposals around a refocusing of stop and search. This is not growing the activity hugely. It is not going back to blanket stop and search, absolutely not. However, are we getting the balance right in terms of those areas where there is a risk and the proportion we are doing around knife crime? Since May the proportion of stop and search around knife crime – virtually of the same total for stop and search, which has not moved much – but the proportion that is focused around knife crime has started to move and grow.

Jenny Jones AM (Deputy Chair): You feel you have got evidence for the fact that fewer stops means an increase in knife crime? You have got evidence?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Having previously been the national lead, there is not a great deal of empirical evidence around stop and search one way or the other. That is in relation to pure academic research. Most of the academic and numerical stop regarding stop and search is around legitimacy and a whole range of other issues. What we do have is information from both Gangs Command and elsewhere that says there is a perception that some of the language and talk around stop and search is whether it is having impact on people feeling more emboldened to carry knives. Could I give you a piece of written research that says that? No, I could not.

Jenny Jones AM (Deputy Chair): I am not disputing your perception based on 30 years of policing and so on but the Home Secretary does not agree with you.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have seen some of the comments this morning. There is a danger with using statistics in the way they have done and it is a challenge, particularly for officials in the Home Office. Quoting – as I think the press release does – two boroughs like Hounslow and Lambeth without understanding the gangs context there is probably not the most helpful way of doing it. However, I do understand why people do this. The Commissioner has probably been stronger than anyone – certainly than any previous Commissioner – in terms of the messages around stop and search being done inappropriately, done wrong or done to excess and the impact it has on communities. We are constantly having that conversation with our officers and, where we can, with communities.

Jenny Jones AM (Deputy Chair): Did you consult communities?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I do not think we did a consultation *per se*. We relied on the feedback from particular areas.

Jenny Jones AM (Deputy Chair): Going back to the Home Secretary and her statements, apparently she was wrong about the Durham Constabulary. They have got a long-serving black member of the police force there so she could be wrong on this, I guess.

However, statistics on stop and search in London suggest it is still very low for actually finding weapons whereas it is pretty high for finding drugs. I wonder if this really is the answer to your problems. Is it 10% for weapons and 60% for drugs?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No. We have actually decreased the proportion of drug searches we do. However, our arrest rate is still running at about 20% on

searches and also for positive outcomes which will include cannabis warnings. We have grown that proportion around knife and weapon searches. If that is your 100% pot the three main areas that stop and search is used in are that it gives you power around offensive weapons, power around drugs and power around stolen property. There is more minor stuff at the edges but those are the three big pots. What we have said is we want more of that 100% done targeting around weapons and targeting in those areas where we know we have had a challenge. We have seen some of that over the summer where some people have tragically lost their lives due to knife crime. Some of the things we are increasingly tweeting and putting out is where we are recovering things which are like military bayonets or machetes. As part of the response to that stop and search has a role to play.

Jenny Jones AM (Deputy Chair): You intend to increase Section 60 stops?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, this is Section 1. Our Section 60s still remain very low. There is a debate to have around Section 60. We are not there yet. You remember the work we did around the Stop It Strategy which we led for the country, and has now been adopted predominately as the Home Office practice, where we reduced by over 90% the use of Section 60.

Jenny Jones AM (Deputy Chair): That is because you were overdoing it.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I agree. It does not detract from the fact that we recognised that and did something about it.

Caroline Pidgeon MBE AM (Deputy Chair): Exactly.

Jenny Jones AM (Deputy Chair): About time too, about a decade late. Anyway, let me go back to community disputes. You have acknowledged that too much stop and search increases community anxiety and anger with the police. This is a time when you need the community more than ever when you have fewer officers. There is less interaction between officers and the community anyway because there are fewer officers, fewer PCSOs and so on. Is increasing the stops not going to be counter-productive?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is not increasing the overall number. We have seen some fluctuations in the overall number. I do not think I could prove this evidentially but can I have a try at taking you through it anecdotally. A lot of that angst is predominately around minority communities and searching for drugs. There is much more community willingness to look at how we deal with the challenge of knives in London. We do not have many policy levers. You could say we could get much better intelligence on who is carrying knives and all of that. Absolutely, but that is not easy to do, it is very hard to get and requires some very high end use of powers to do that. When you see some of the things that we have all seen and where you can buy a knife of that length from one of these delivery services - and if you pay enough money will be delivered to you, if you pay enough money, almost the same day in a plain box - we have got something wrong.

Jenny Jones AM (Deputy Chair): That has always been the problem though. There is an endless supply of knives whereas there is a limited supply of guns and so on.

How do you target people for weapons? What criteria is used that is different than for drugs, for example?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It depends on a variety of things. There might be intelligence about people who carry weapons for particular gangs and groups. It might be as simple as people going through a knife arch and activating that.

Jenny Jones AM (Deputy Chair): A knife arch is not the same as a stop and search, is it?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, but you have to use the powers to stop and search afterwards. You cannot just say, "You pinged the knife arch, on your way".

One of the challenges around stop and search - and I led on this nationally for many years - is that it is the first time the police had a power to search on the streets. You can take stop and search away by all means if that is what people genuinely say they want to do. What that does is you either have to arrest more people because it is the same threshold or you accept that you cannot search people in a public place, even a tap down. It is very hard to see how you would build a model that kept London safe and not have some use of that. It is absolutely right that is receiving the level of scrutiny it is receiving. It is absolute right that we are looking at different and more imaginative ways to use it. I think we are as one in relation to the limited community freedom around the use of that power.

Jenny Jones AM (Deputy Chair): How are you going to involve communities in monitoring the more targeted use of stop and search?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Part of the work is with the Stop and Search Reference Groups and the Oversight Groups.

Jenny Jones AM (Deputy Chair): They are a bit patchy.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): Not that patchy, if I may just interject.

Jenny Jones AM (Deputy Chair): Good.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): I checked before this morning - and I know you are going to ask me the next question which I cannot answer - which is where do we not have them. We have got them in 31 - the last time we counted - of the 32 boroughs. You are right to say there is some variation in enthusiasm and participation. I am obliged to say - by my sponsors as it were - that encouragement to people, particularly young people, to get engaged in that is really important. They are doing a good job. We had a meeting for those Stop and Search Reference Groups here two or three weeks ago actually. I met some very impressive young people who were getting engaged in that, coming to the meetings here and making their views felt.

In addition to that, of course, there is all the data we publish on our dashboards. We did an intrusive tactics MOPAC Challenge the other week. What that generates is quite a lot of data from the information we got about stops, about the purpose of those stops and about the arrest rate from stops. That is all public. It is on the dashboards. We encourage people to use it as part of their engagement through either Safer Neighbourhood Boards (SNBs) or directly with the police.

Jenny Jones AM (Deputy Chair): It is good you publish that. It is not the same though as having groups who actually do try to hold the police to account in individual boroughs. How often do those groups meet? Have you done that sort of research on them? It is all very well having them if they do not actually do anything.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): I believe they do meet. I am sure it is variable by group so I do not have a comprehensive answer for you.

Jenny Jones AM (Deputy Chair): I am sure constituency members will know a bit more about that.

Can I just move on to the issue of training? Every time we talk about stop and search somebody says, "It is all to do with how it is done. If it is done politely then people do not object as much and there is not as much damage" and all that sort of thing. You have now got an awful lot of new police officers. Are you going to make sure that the training is as good as it should be?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We have done one change on the training already. Another one rolls out at the end of October which again - picking up your point - is about the process of stop and search and also positioning it in that wider piece around community confidence. What we have traditionally done - certainly if I look back at my own experience over many years - is trained around legislation. You are absolutely right, it is wider than that. I do agree with the premise you suggest that this is not as simple as being nice to people. That is not what we are talking about here. It is absolutely fundamentally one of those things that drives people's notions of us as a legitimate service in London.

There is also some evidence that part of that legitimacy is also about protecting people. There are communities now talking about - particularly with some of the stuff we have seen in regard to knives - "What are you doing?"

Jenny Jones AM (Deputy Chair): I went to see the training for stop and search and I was impressed. I thought it was very good. Somehow that good training does not survive in motion in a borough quite often. There is a culture of almost irritation amongst officers. That is what I have seen. I stop every time I see anybody being stopped by the police. There does seem to be an impatience and an irritation amongst police officers when they are doing these stops that does not foster good relations.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have not personally seen that irritation. I have heard it described. Also we have to remember this notion that people pop out of Hendon [Police College] into something where everyone has got 20 years' experience and they, "Do not worry. Forget everything you have learnt. This is how we do it." I discussed this with a couple of Members beforehand. If you look at the age profile now in some of the boroughs they are predominately young in-service officers. It is people who have come through the new training and have come through many of the new approaches and understanding. Whilst I accept the premise of what you are saying, I am not sure it is as clear cut as that.

Jenny Jones AM (Deputy Chair): OK. Thank you I was going to ask you about the role of SNBs in the whole thing about holding to account. Do you have anything to say about that?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): Going back to what I was saying about monitoring groups, we expect those to report into and have a relationship with the SNBs and that to be a source of mutual integration and information exchange. That is what we would expect and that is what is happening with the best of them. It is probably not happening uniformly across London yet.

Jenny Jones AM (Deputy Chair): OK. Thank you.

Kemi Badenoch AM: Thank you. I was quite interested to hear that you were the lead on stop and search previously. Does it worry you that stop and search has become so politicised that a policing tool is now seen as something that should be avoided at all costs and as leading to a spike in violence?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I am not sure I agree with every premise of the question. I should point out I am no longer the lead. Please do not read anything into that. It is just the ability in a rather busy day job to give the space and time a subject so important needs.

A critique that could rightly be levelled at the Service around stop and search is in the past we have not listened. When people have raised concerns in relation to stop and search we have all had this rather strange debate around the numbers of which – and I can say from the personal experience of doing this – the stop and search numbers are probably some of the most complex data sets we produce. There is still something called the Section 95 data of the Criminal Justice Act that is published each year. If I paraphrase the debate when I was first involved in this, if the number went down the Police Service said it was progress. If the number went up our critics and observers said it was going wrong. Actually, to be able to understand what was driving that data underneath was far more complex.

There is a risk around politicising the particular tactics. I do not think we are there yet and most officers would look at it and say they know what they are doing and they know they approach in terms of where they go. There is always a risk. The challenge, and where I think we should be framing the debate, is showing the progress that the Service has made, showing where it has listened and recognition by the Service of where it still needs to do more.

Kemi Badenoch AM: On a point that was raised earlier about knife arches and looking at a range of solutions in conjunction with stop and search, are we considering putting these knife arches in transport interchanges and areas which are well-known for having individuals.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): That is where they are used. I am sure some Members have seen both us and colleagues from the British Transport Police using them at major interchanges of transport and Underground stations. Absolutely, those are where they are used. Some clubs now use them in a hand-based form. You might see a member of door staff with what looks like a wand. Some of those are metal detector type devices. There is an increasing ability to use some of that technology to help in this area.

Kemi Badenoch AM: I have only come to professional politics very recently. I have been a layman on this up until recently. It somehow strikes me as if the police are having to do a lot of this with one arm tied behind their back. On one level there is, “Do not use stop and search. Do not use these tactics.” On the other hand when they do not do them there is criticism that numbers are going up. There are solutions such as engaging with the community but the specifics of that are quite vague and it means different things to different people. Is there actually something we are missing, that the police are trying to communicate that is being lost in all the noise in terms of how you are trying to solve the problem and people are not getting it because they are focused on their particular bees in their bonnets?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is a really helpful question. The point that is probably being lost in the noise is how do we collectively get the balance right with communities. If you live in a community in any part of the country that does not see the challenge around gangs and does not see the challenge of young people stabbing each other multiple times of an evening, you probably have a very different view of what you want your Police Service to be doing. I suspect – and I know from some of the conversations, although it is very difficult to extrapolate that to an evidence base – that if

you live in a community like that and if you are a mother, a parent or a family member who is worried that your young person has not come home by 10.00pm, 11.00pm or 1.00am, whatever the timeframe is, you might have a different view around how people are protected and looked after in that community.

Len Duvall AM: It is quite clear in my history that I am a supporter of stop and search if it is done properly and appropriately. It is an important tool for policing. Sometimes we need to make that clear, whether it is individually or collectively, but this is about a continuous debate and about getting the balance right. However, it is only one tool. I am surprised it is being used today in the context it is being used today by the Home Secretary. It is an important tool but only one tool.

I want to raise an issue I have raised with you and that I raised with Mayor in his MOPAC role as well as the Commissioner of Police; Operation Omega. There were various things said. The Chair raised some questions back on 9 July 2015 about the purpose of it. If stop and search is one important tool in terms of reducing potential violence in our community then there are obviously a number of operations that can add to that.

Chair, when you asked the Commissioner what the purpose was of Operation Omega you said that you thought it was to drive down the MOPAC 7 crimes. That is what you believed it to be. The Commissioner answered you and said, "No". Just to be helpful because you might want to follow this up, this appears in the transcript on page 4 on 9 July 2015 Police and Crime Committee. On page 5 is an interaction between myself and the Commissioner around, again, Omega and what the reasons are. I say to him, "Sorry, I am still no clearer about what Operation Omega is and what the main purpose is. Is it about tackling all crimes?" Blah, blah, blah. We then get a letter from the Commissioner about Operation Omega.

I was given assurances both by the Mayor and by the Commissioner that we were going to be focusing down on the rates of stabbings and woundings that we have amongst our young people in London. I was given assurances that Operation Omega would deal with some of that violence in our communities along with some of the issues of stop and search. In fact, I think it was at that meeting where the Commissioner raised the issue of stop and search. Recently the Chair has had a letter from the Commissioner - no doubt drafted for him - that tells me, "Operation Omega is an MPS response to reduce the MOPAC 7 offences". Of course, that is limited in a sense. I mean no disrespect to the MOPAC 7 offences but they do not deal with the primary issue about violence in young people and how you reduce it - which stop and search could be part of - in terms of operations.

What is going on here? Why do I feel like I have been misled by both the Mayor and the Commissioner in terms of Operation Omega? Why do I feel, that when we ask questions in good faith, should there be the answers back that we are raising? I really would like some response from both of you about this.

I suppose there is some additional information we should ask, Chair, arising from this. In terms of violence, what is the contribution that Operation Omega - which is still ongoing - has made, whether it is extra stop and search, to reduce violence? What was the outcome?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Shall I begin? I do not have that data for you. I will get you that data in terms of the detail. Absolutely Operation Omega would pick up violent crime. As the Commissioner said, it is all crime. You have caught me unawares and I do not have that letter so I will have a look at it for you in terms of the answer around it.

You also have to look at this in the context of - as I think we have spoken before - Operation Teal which has been the high-end work around the gangs. The Teal work - which has been both led at a borough level and co-ordinated from the Gangs Command - has done the work around the high-end stabbings.

It also picks up on a point that you have raised a number of times here and which is part of the challenge of some of the media reporting I have seen this morning - I hasten to add I have not seen anyone say it yet - about the rise in violent crime being down to an increased compliance with national crime reporting standards. Absolutely that is the case but - as you and the Committee have pointed out - there is also a subset of it that is a real rise in London. That is around knife injuries. That is the work that both Omega and Teal will and do pick up.

Len Duvall AM: Very quick follow-ups. Do you not think the mixed messages by those not accepting - and I include the police in that as well as politicians - that subsection of the rise in violent crime are stopping us getting to grips with it?

Secondly, in terms of Operations Teal and Omega, they are not knee-jerk reactions. They might be knee-jerk reactions in the way MOPAC 7 crimes are being recorded, but they are not knee-jerk reactions in the sense that I would see or expect to see a rise of stop and search that should deliver some results. There would not be a correlation between the two?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No. They are absolutely not knee-jerk reactions.

Len Duvall AM: No. Sorry, I know that. That is what I was saying.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. They are around a focus. I think we had this conversation. In policing, we do have this habit of giving things operation names and then putting the focus around them. We made huge progress with the gangs work when we first launched the Gangs Command and we started to look at things like people under judicial control, which meant there was some form of order or requirement from the court to control their behaviour. We thought we had to get more sophisticated and we saw some of these rises around it.

I would agree with the point you make around crime statistics and the data hiding, not 'hiding' in a negative sense but limiting the ability to see below what is a rather large bucket of data.

Len Duvall AM: Chair, I think we need to follow up after this meeting with a further set of questions.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): You asked for a MOPAC response to this. We have been tracking the violence with injury and the knife crime statistics with particular concern for most of this year. In the spring we did a series of meetings led by the Deputy Mayor for Policing and Crime [Stephen Greenhalgh] with boroughs where there had been a particular spike. We said, "Some of this you can deal with through police operations but what else is going on? Are there issues around licensing? Are there issues around other kinds of behaviour? Are there issues around where young people travel, hotspots around transport after school and things like that, that cause friction and that prompt this?" We had half a dozen of those meetings and they prompted some very positive multi-agency action asking, "Do we have particular sites, particular hotspots or particular places where we can do things?" Some of those may be shifting bus stops or other things, as well as policing operations. We plan to go back to those. We continue to track the statistics - you see them and we see them - and we plan to go back to those. We are having ongoing conversations with some of them.

The other thing that sits with the violence with injury stuff is teasing out - not because it is less serious but because you deal with it in a different way - the domestic violence from the other violence which is more

street-based and tending to be around young people. We are trying. I appreciate this is not wholly uncontroversial. We are also trying, with Shield and other initiatives, to tackle the gang problem in different ways and in a complementary way as well.

Joanne McCartney AM (Chair): Thank you.

Tony Arbour AM: A very brief question. I want to revert back, please, to the Home Secretary's statement about the effect of stop and search. She is absolutely definitive. She says it is simply not true that there is a link between stop and search and incidents involving knives. I really want to ask, have you provided the Home Secretary with information that you have not provided us with that leads to that conclusion?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Other than the information that is in the public domain, ie the stuff that is on our website, we have not been asked to provide any additional information.

Tony Arbour AM: I see. You have been very circumspect in the matter because we have asked you about this. Would it be a fair summation of your view of the link between stop and search and knife crime that there could be a connection?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I hope I was fairly clear to you that there is not a wealth and body of empirical evidence to support the range of views that sometimes people express.

Tony Arbour AM: I see. It would not be wrong of us to say there could be a link?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is for you to make your own conclusions on that.

Tony Arbour AM: All right. Of course, it is a serious point. The Home Secretary has not provided any evidence but she says there is evidence and it clearly has not come from the MPS.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I have only seen a media line before I came in. I genuinely do not know what has been said this morning. I feel somewhat disadvantaged to comment on that. I will always give you a try at an answer but it would only be a try.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): From our point of view, all I can say is we have not been asked specifically for evidence on that, that I am aware of. The Home Secretary has the same access to the evidence on our website that you do.

Joanne McCartney AM (Chair): You have made a comment, Craig, that the bare figures do not tell us what level of activity is going on in particular boroughs.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No. The challenge in the dynamic with London's figures is the issue around gangs. I think that all of you who work in boroughs, who have your locus in local areas, will know that. Unless you apply what is quite a complex matrix across this it is difficult to make interpretations from just one set of data.

Joanne McCartney AM (Chair): Thank you.

Jennette Arnold OBE AM: May I just say to Craig, eventually we are going to have to bottom this out, are we not? It just causes more concerns around the whole operation of stop and search. For instance - and bear with me if I get it wrong - if we look at individual boroughs and their ability to determine a local priority. I understand that if they are going to determine a priority that then requires the use of stop and search it could not be argued against, could it, because it is based on the intelligence of that borough?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): As a premise, your point is absolutely right. If one of the tactics in response to a particular problem in an area is to consider the use of stop and search then absolutely they could consider that. There is no central idea that, "You cannot do that" or, "Please get on and do it". It is absolutely part of the considerations around that. One of the things Borough Commanders would consider - and I know you have a good relationship with your Borough Commander - is the impact on the community and also just how successful it might be.

Jennette Arnold OBE AM: What I am trying to get at is that it is not the case that they are going to sit and think, "We are going out because the issue is knife crime or carrying knives". They are going to be going out and looking at what is relevant to that area, whether it is theft or whatever is happening, and then they are going to then say, "Our strategy is stop and search".

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Jennette Arnold OBE AM: Right.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You are absolutely right. It will depend on the individual tasking. You could quite conceivably have officers who are tasked in borough A with the challenge - I will make it up - that there have been two stabbings, there have been two reports that people are carrying knives, or, "This is the profile of the people we have been told are bringing knives onto a scene where gang members meet or collide". That would be entirely appropriate. You are absolutely right. In many parts of London it will be completely different taskings.

Jennette Arnold OBE AM: To get an understanding and not get confused about communities' responses to stop and search, which is never to stop police activity. It is about ensuring fair, informed behaviour by their police whom they regard. That regard jumps out of the window whenever they, in that community, are aware that something is wrong and so it is right for them to then raise that concern.

The other thing that concerns me is that when we talk about stop and search is it the case that we are using the total numbers? Some people can be just be stopped.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Stop and account, yes.

Jennette Arnold OBE AM: Stop and account. Then some people can quite rightly be searched.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Jennette Arnold OBE AM: The other day I was on Kingsland High Street and this woman was shouting to this policeman to say, "Stop him. He is a thief. He has my wallet." It seems to me appropriate that the police stop that person, because of that evidence, and search. In that instance that is a search, isn't it?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Jennette Arnold OBE AM: The total figure in terms of stop and search, as you have said, is so complicated you cannot get a sense of it until you go down to that borough level and see its application and whether that application is appropriate. That is one of the problems we have, is it not, when the great and the good from on high make these generalised statements. That statement does not have much meaning at your particular level because you have known, because of the monitoring evidence, that stop and search was relevant in that particular circumstance when you are sitting there looking at the evidence.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): No, you are right. Take England and Wales wide statistics, those sorts of things - it is very difficult to draw conclusions at a macro level around that. Your description of what is a police/community-member interaction is entirely right. From me walking past you in the street and saying, "Good morning", or whatever we say to each other, through to a stop and account - which of course we still record and which is not the same as everywhere else in the country so you have different figures already - through to the various ranges of search powers, from the things we predominantly talk about in that area all the way through to Terrorism Act searches and some other very infrequently used search powers.

Jennette Arnold OBE AM: Yes. There is one other thing I wanted to talk about. We have heard about community advice, consultation and all that, and it seems to me we are in a better place because we do now - through the monitoring group - get genuine conversations and consultations with residents. For me, that is where it stops and starts. However, you still get input from advisers, do you not? I understand that Duwayne Brooks OBE is still an adviser, is it to MOPAC?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): To MOPAC.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): To MOPAC, yes.

Jennette Arnold OBE AM: The last time that Duwayne was in front of us, some time back, he was supportive of the reforms in terms of the fact that it was going better and intelligence-led stop and search. However, from my recollection he was clearly saying that you needed stop and search in order to deal with issues like knife crime, like - at that point - gun crime and like drugs. Is that still the advice from Duwayne Brooks to the Deputy Mayor for Policing and Crime?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): I am not aware he has changed his position. This is the conversation we have been having. It is complex in communities because you need to search the right people in the right way in order to keep people safe. Clearly there is concern about how you do that, where you do it and when you do it. However, there is no dispute that, done well, it can contribute to policing.

Jennette Arnold OBE AM: Yes. Just a last point, Chair. Again, I asked Duwayne [Brooks] and I did get a point where he actually had reference groups around the place. He was giving his time as a volunteer to go around and sit in on reference groups. His advice had been sought and was well-received because of the wealth of information and knowledge that he had built up. It is reasonable, in some instances, to go with the advice from somebody like Duwayne on this complex issue.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): That is why he is an adviser, he has experience and contacts and his advice is very much listened to.

Jennette Arnold OBE AM: Thank you.

Andrew Dismore AM: It is a relatively small point. We know the relationship between the number of stop and searches and the number of arrests that flow from that. One thing I have never been able to get to the bottom of is the extent to which those arrests are related to the stop and search itself, rather than someone being found with drugs or a knife or whatever. In other words, the extent to which the arrest is a result of a reaction to the way the officer has approached the person who is being searched. There are no statistics kept on that, are there?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We have tried a number of times to track that. Given the complexities of those individual interactions, it is quite difficult to track it to that level of granularity. What we can do is show the stop and searches in the arrests around drugs, as a pure number, and around weapons. Then it tends to get grouped into "Other". No, I agree with you. One of the challenges that has often been put to us is, when an individual interaction deteriorates and someone is arrested for a public order offence or something like that is that a positive outcome of stop and search? Not in the way we currently collect the figures.

Andrew Dismore AM: That is the point I am making. If somebody is arrested and they are arrested for a public order offence then surely it ought to be possible to determine whether that was because there was a punch-up in the street and the officers went to intervene, or whether it is because the officer approached it in the wrong way and somebody reacted badly.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Absolutely you can do it, but you have to go to the level of every individual record. That is one of the challenges. Much of the data we report is collected at a system level so it comes out automatically.

Andrew Dismore AM: You record the number of knife arrests.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We record the number of knives.

Andrew Dismore AM: You record the number of drug arrests.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Andrew Dismore AM: Why can you not record the number of arrests when it has been a reaction to the officer?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): For a whole range of reasons. You would have to go into every individual search record and every individual custody record. Let us take a real, practical example. You stop me in the street because you suspect I am carrying a knife. You find drugs and I am wanted on a warrant in another police force area. Is that a positive outcome?

Andrew Dismore AM: Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): On some people's reckoning that is not because you have not captured the bit that was originally searched for.

Andrew Dismore AM: That is not the point. That is a bit of a smokescreen. Suppose I stop you, I am rude to you and you give me a shove. I say, "Do not do that". You do it again and I arrest you for pushing me simply because of the fact I have stopped you. That ought to be separately recorded.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): It is separate, but what we cannot do at the moment is find that in the pots of data we have. We can say it is in the “Other” pot. Say you stop me for something and you find I am wanted but I have nothing on me.

Len Duvall AM: Forget about the “wanted” bit.

Andrew Dismore AM: Forget all that. There is a perfectly innocent person who happens to be minding their own business. For some reason the officer stops them. Let us assume it is on good grounds. Let us suppose there is an operation going or something like that and they fit the profile but it just so happens they are completely innocent of anything altogether. The officer stops them. They react badly to the fact that they have been stopped because they have not done anything wrong. Then the officer arrests them because of the way they react. Why can that not be separately recorded? There is nothing else in the incident.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We record it as “Other” at the moment. It is captured on the stop and search form.

Andrew Dismore AM: Why do you not have a separate box on the form for that then? Granulate, granulise, or whatever the word is, the “Other” into, “I am arresting this person because of the way they have reacted to me”.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): When we get better technology I will be able to present it in all sorts of ways, cut it by different times of day and so on. It is really important. I do not disagree with your point, I am just explaining to you the technical problem at the moment with presenting that level of granularity.

Helen Bailey (Chief Operating Officer, Mayor’s Office for Policing and Crime): Is it helpful if I cut across and intervene here? I am trying to be helpful. What we are saying is it is the “Other” box. It is narrative in the “Other” box on a computer screen. In order for us to be able to find it and make some analysis of it we would have to manually search the records because it does not do a keyword search at the moment. It is caught but it is not accessible.

Andrew Dismore AM: I understand that, but how many boxes of options are there to tick?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I cannot remember. I will get you a copy of the form.

Andrew Dismore AM: Why can there not be one more box?

Helen Bailey (Chief Operating Officer, Mayor’s Office for Policing and Crime): We are now into a level of IT design that I do not think either Craig or I are competent to answer. I am sorry.

Joanne McCartney AM (Chair): We have had debates in the past about how long the form should be.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I just put the challenge back as well, how important is that against the other choices you have to make around budget?

Andrew Dismore AM: It would make stop and search a bit clearer.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): You would prioritise that over your front counter, your PCSOs?

Andrew Dismore AM: No, it is not that. You have to tick a box.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Those are the choices, I agree with you. However, it is a challenge.

Andrew Dismore AM: Let me make the point.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): The money is not there.

Andrew Dismore AM: It is trying to make the extent of stop and search more transparent and more justifiable to the public.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I absolutely get that, but the choice of doing that is going to be seen against the choice of all those other lists.

Joanne McCartney AM (Chair): We had notified you we were going to follow up on our online crime report but, because of the time, I am going to write to you with some of those issues. We are going to move to Caroline, who is going to lead us on our follow-up to custody healthcare arrangements.

Caroline Pidgeon MBE AM (Deputy Chair): Thank you very much. We have had a lot of evidence submitted to us recently about how inadequate these arrangements still are in the custody suites and how they are putting the safety of detainees at risk. Some very serious concerns have been raised with us by healthcare professionals. Craig, could you tell us how many custody suites are regularly without cover from a healthcare professional? Perhaps you could also advise me how many nurses are currently in post?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): By all means, yes. There are no sites that are regularly without a healthcare professional. Fifteen of the 32 sites have an embedded nursing service. I am just looking for the nurse numbers. We have 42 currently in post, on the April figure.

Caroline Pidgeon MBE AM (Deputy Chair): OK. In April you are saying there were 42 nurses in post. You are budgeted for 139 nurses and when we last had someone before us we were told at that point there were 49. The number of nurses you have is absolutely reducing.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Caroline Pidgeon MBE AM (Deputy Chair): When you say there are no sites regularly without healthcare cover what are you defining by that? Are you able to explain and also give us some of the background figures around this, please?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Fifteen have the embedded nursing service. The others will have their healthcare cover from the Forensic Medical Examiners (FMEs) and the doctor service. That will be part of their healthcare provision around it. We have 15 that are covered by the custody nurse practitioners (CNPs). Seventeen are covered by FMEs.

Caroline Pidgeon MBE AM (Deputy Chair): The evidence we have had - and we have seen correspondence from FMEs to the MPS about this, to the manager - is that they have divided up the custody suites into areas

that they think are safe to manage. The example we were given was that someone was asked to cover one area who was already covering another, and was told there was just no one else covering them. You are looking at stretching these medical resources even further. Technically you might have cover but it may not be the appropriate level of healthcare cover. Have you considered closing a custody suite if there is not the appropriate level of healthcare cover?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I do not have that level of detail in the brief. That would obviously be an assessment. Part of the reason of putting it under the Custody Command is to try to be able to flex that cover. There is a challenge, as you well know from the work you did, around both CNP provision and FME provision for us going forward, particularly with the work around transferring commissioning next year. Some of those things will be playing into this.

Caroline Pidgeon MBE AM (Deputy Chair): It is really worrying that you only have 42 nurses at the moment. The FMEs are hugely stretched. We have been told by them that there is a huge lack of nurses so proper triaging is not happening, and when they turn up they are given even more to do. They cannot even get through the list of work to do, detainees to see and so on. Do you think there is a huge risk here to the MPS in terms of how you are managing this area?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): There is always a risk with detainees coming into a custody unit. We deal with some of the most vulnerable people in society coming through the back doors of our custody unit. That is why the work around transferring commissioning to the National Health Service (NHS) has to be the long-term answer. There is anecdotal evidence and you will have heard it. If you look across the rest of the health service, our colleagues in the London Ambulance Service have challenge getting paramedics. These are not unique challenges. This is how they manifest themselves for us on a daily basis.

I hope that the work we are doing with the April transition - and that is not a straightforward piece of work - will lead to a much more long-term solution. Some things, like nurse practitioners being able to have a career structure, being able to do this for a period of time, continuing professional development and having the opportunity to access other roles in the health service will start to address that.

Caroline Pidgeon MBE AM (Deputy Chair): Is the management and safety of the custody suite still rated amber on your risk register?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, it is still rated amber on our risk register.

Caroline Pidgeon MBE AM (Deputy Chair): You have not thought about moving it to red given that there are serious issues we have had raised?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We have cover with health practitioners. I know we would all like it to be better but we have cover. We are talking about a world where, when many of us started, the FME service was the only thing we had. CNPs are a step forward. Many of us will have managed large custody units where all you had was a roving, rural doctor. This is not an unusual scenario. Yes, we would like it to be better but it is important we do not overplay the risks around it.

Tragically, the health of detainees is something that, of course, we worry about. We have done a huge amount of work over the years, looking at everything from life sign monitoring all the way through to how we do constant monitoring of people and around making sure people stay safe in our custody. I am sadly a

pragmatist. Experience has taught me we deal with some of the most vulnerable people with multiple complexities, and even in scenarios where we have had healthcare practitioners we have had things go wrong.

Caroline Pidgeon MBE AM (Deputy Chair): OK. Do you keep a record of the complaints that come in about the health service that is provided?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I think we do. I do not have them here. Would it be helpful if I wrote to you?

Caroline Pidgeon MBE AM (Deputy Chair): Would it be possible to share that with us, to give us an insight into that?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes, I would be happy to.

Caroline Pidgeon MBE AM (Deputy Chair): You are still intending to transfer the services next year?

Joanne McCartney AM (Chair): Can I just ask, is next year still definite? We have heard rumours that it could be 2017 now.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): We are anticipating 1 April 2016, yes.

Caroline Pidgeon MBE AM (Deputy Chair): 1 April 2016. Are there any issues, because of your financial position, around that and around what level the commissioning will be at in terms of cover?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): Negotiations are ongoing. At the moment, we are looking at a straight financial transfer to the NHS of what we have in our budget for this service and they will provide service equivalent. There is a lot of negotiating about that.

I would also support the points Craig makes about nurses. A lot of the feedback we have had, given that is difficult to retain experienced nurses in London anyway, and that it is particularly difficult to do so outside the framework of the NHS. I have statistics here that tell me we have a few people in recruitment and we are hoping that there is a positive incentive to people to join us and to stay with us in the new world, in which they will be working for the NHS. We are at the moment in active negotiation about exactly what that means.

Caroline Pidgeon MBE AM (Deputy Chair): When you say you are transferring, are you transferring what the actual budget is, so for 139 nurses, or is it what you are spending at the moment when you are down to 42 nurses?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): We are transferring a budget that is certainly a lot greater than 42 nurses.

Caroline Pidgeon MBE AM (Deputy Chair): It is not necessarily the full 139?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): No, because the 139 cover a range of other things, as well as directly nursing. It is not as much as that but it is considerably greater than 42. I have a figure in my head of £12 million and something, nearly £13 million.

Caroline Pidgeon MBE AM (Deputy Chair): We would be really interested to see that detail there, particularly given the huge issues that have been raised with us. We are very concerned that basically you are driving down costs and potentially the standard of care, and we are concerned that what is transferred is a fully functioning budget and service.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): I understand that. I share your concern. I would like to share that with you at a point when we have got a little further with our negotiations, if I may.

Caroline Pidgeon MBE AM (Deputy Chair): OK. When can we expect the findings from the pilot we saw in West London around mental health liaison and diversion?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): We are very much at the mercy of the NHS on this one. They are looking to do some reviewing about the end of the year or the early part of next year, and when they release the findings to us we are happy to share them.

Caroline Pidgeon MBE AM (Deputy Chair): You do not have a date?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): I am trying not to mislead you by being over-optimistic. What they are telling us is that they will do their review around about the turn of the year and they will let us have it when they have done their review. I do not know exactly what that means.

Caroline Pidgeon MBE AM (Deputy Chair): In reality it will be next summer because of purdah and elections.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): Possibly. Hopefully before then, but you may well be right with all those things coming up. I cannot 100% promise you.

Caroline Pidgeon MBE AM (Deputy Chair): OK. We have other questions because we have had so much representation around this issue. We will probably put those in writing if that is OK. Thank you.

Jennette Arnold OBE AM: Can I just go back to the MPS's position on this, Craig? Is it that the service is in-house currently? Did you not contract it out a while ago, or am I confused?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We have some private provision of FME services. This is a transfer of commissioning. It is a completely different approach in terms of saying to the NHS, in my simple language, "Here is a sum of money. This is the service we would like. Please provide it back to us."

Jennette Arnold OBE AM: That then speaks to the question that Caroline has just raised. You are only going to get a service based on the template that you put out.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes.

Jennette Arnold OBE AM: Can we be assured that template - if I use the word "template" you will understand what I mean - will be the best practice? That is a real concern, having spent some time recently at a conference with the fabulous CNPs. One of the fears they have, coming from the MPS and other areas, was that the service is now at such a low base that if it is commissioned on this basis there are going to be real, real

problems. Can we have your assurance, and MOPAC's assurance if need be, that the commissioning will be at the level of service that is deemed appropriate to deliver quality care to those in custody? That is the main question.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Yes. I can answer that simply for you: yes.

Jennette Arnold OBE AM: Right.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): As Helen covered, there is no intention to commission the service at the current level of CNP cover we have.

Jennette Arnold OBE AM: That assurance will be nice and people will have heard that. The last time we spoke about this we understood and acknowledged the issue about recruitment of staff. Helen, I understand now that the overseas nurses' restriction will be lifted shortly or has been lifted recently. Do you have any information on this?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): That is a wider issue about health service recruitment rather than specifically around CNPs and it is not one on which I am an expert. I am in danger merely of saying what I have heard on the news. In terms of CNPs, I know that we are succeeding in recruiting. We have some who have accepted posts and not yet started and others who are due to be interviewed.

I am also conscious that in any service when you have a period of uncertainty - everyone knows that this is due for transfer next spring - people are always reluctant to commit themselves until they know exactly what it looks like. I am expecting it - whatever the overseas restrictions are or are not - to be quite tough to recruit until we get that certainty and the contract signed, which hopefully will be early in the New Year. Then we can tell the world what the future looks like. That makes a lot easier to say to people, "Come and join us. There is a future here and it looks a bit like this."

Jennette Arnold OBE AM: It is more than that, is it not? It is about the appropriate grade, it is about working conditions and it is about time out to liaise with colleagues.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): It is all of those things.

Jennette Arnold OBE AM: It is the whole package. We have heard evidence in this Chamber from practitioners whom say a lot of work is needed. I am seeking an assurance that it is not going to be just a paper transfer --

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): No.

Jennette Arnold OBE AM: -- but will be about appreciating the importance of this service. For instance, Craig, can you tell us, of the 17 people who died in custody in 2014 to 2015, which is coming from the Independent Police Complaints Commission's (IPCC) report --

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): That is nationally, not a London figure.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): Right.

Jennette Arnold OBE AM: Nationally. How many of that number relate to the MPS?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I think there was one. Was there one?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): I can remember one or maybe two.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I think one was in 2013. One.

Jennette Arnold OBE AM: It just shows that this is a dangerous area and an area that requires priority.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): We completely understand that. At the moment what we have are CNPs, who are individuals working on their own without much professional support, surrounded by people whose professional background is different - police officers, namely, and detention officers - who often feel their particular issues and needs for support are not recognised. We hope that once we have done the transfer they will be in a line management structure that comprises other health professionals, they will get external support, they will get somewhere to raise their concerns, and they will be able to manage much better. I think most of those issues that you raise with us, rightly so, will be dealt with by this as long as we get that transfer right.

Jennette Arnold OBE AM: You are part of the specification. You are setting that specification?

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): Absolutely.

Jennette Arnold OBE AM: You will be specifying that there will be training time and there will be a grade appropriate to the job? That is what we want you to say.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): I am only using the words "I think" because we are in the middle of a negotiation, not because I think it will be any other way. However, it is never wise to promise anything absolutely until it is signed on the dotted line.

Jennette Arnold OBE AM: OK. Thank you.

Andrew Dismore AM: I am just going to ask particularly about the position of young people in custody in these circumstances. A lot of young people are kept in custody over the weekend when they ought to be in the local authority's care but there is nowhere to put them. To what extent are they particularly affected by this problem?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I am not aware of any detail of a subset. Could you give me a feel for what you would be looking for? Numbers?

Andrew Dismore AM: Yes.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I can get you that detail. By borough?

Andrew Dismore AM: Yes.

Kemi Badenoch AM: This is related to costs again. What scope is there for the NHS to potentially cover elements of the funding in relation to custody and healthcare? Their budget is completely ring-fenced in the CSR and their taking over some of this will reduce costs overall.

Helen Bailey (Chief Operating Officer, Mayor's Office for Policing and Crime): You share our perspective and our optimism on this. When I talk to colleagues in the NHS with whom I am negotiating on this they tell me their budget may be ring-fenced but it is totally inadequate to the demands placed upon it. They are as unwilling to subsidise our costs on this as we might be to subsidise theirs which is why we are looking at a budget transfer. All support would be gratefully received but that is the position they give us.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): I do think you raise a really fundamental issue that is important going forward. If we look at total system cost there ought to be an ability to make savings out of this, collectively, because - and I think you have heard the Commissioner say this before - when you get to the gold standard there is better service in a custody unit, potentially, than there is for someone trying to ring or get in to their GP. We cannot arrive at that scenario.

Joanne McCartney AM (Chair): Thank you. I am just going to ask one further question. You may or may not be able to answer it, Craig. We are about to go into a session with some community groups, think tanks and faith organisations about the Prevent investigation we are doing, and, of course, we have had the Prime Minister and Home Secretary talking about a crackdown on extremism in the past week. Sir Peter Fahy, the Chief Constable of Greater Manchester, who speaks for the police on the Prevent strategy nationally, has said,

"There is a concern that efforts to control extremist narratives will limit free speech and backfire if we don't get the balance right. The efforts to control extremism and limit protest by those caught by too wide a definition may undermine the very rights and British values you seek to protect."

He talks about the police being wary about getting into this very grey area. I was wondering whether that was something the MPS has come to a view on yet. Will you be making representations?

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): We have not come to a view on that yet. Mark Rowley QPM [Assistant Commissioner, MPS] and the team in the Specialist Operations world are looking at the work and the proposals. The general principle about policing stepping into those spaces is always challenging. It is that notion of getting the balance right, about getting those things right. We have spoken here before about the challenge of having what people call a strong counter-narrative that we all use collectively against extremism and what that might look like. It is a difficult and challenging area. It is an area we have to have a proper, grown-up conversation about because it is real and it is with us. However, we have not come up with a firm view that says, "This is the position of the MPS on this, this and this".

Joanne McCartney AM (Chair): OK. Perhaps we will return to that in further months.

Craig Mackey QPM (Deputy Commissioner, Metropolitan Police Service): By all means.

Joanne McCartney AM (Chair): Thank you. Can I thank you for your attendance today as well. It has been very useful.