

LONDON BOROUGH OF CAMDEN	WARDS: All
REPORT TITLE New Met for London and Camden's Local Action Plan	
REPORT OF The Metropolitan Police Service – Camden Borough Command Unit	
FOR SUBMISSION TO Culture and Environment Scrutiny Committee	DATE 7 October 2024
<p>SUMMARY OF REPORT The report outlines the Met's efforts to enhance policing and public safety under the "A New Met for London" plan, with specific reference to Camden's Local Action Plan.</p> <p>Local Government Act 1972 – Access to Information</p> <p>No documents that require listing have been used in the preparation of this report</p> <p>Contact Officer: Patrick Coulson Head of Community Safety Safer Communities 5 Pancras Square London N1C 4AG Telephone: 0207 974 5325 Email: patrick.coulson2@camden.gov.uk</p>	
RECOMMENDATIONS The Committee is asked to note and comment on the contents of the report.	

Signed: 
 Jamie Akinola
 Director of Public Safety

Date: 17th September 2024

1. Introduction

- 1.1. The Metropolitan Police Service (Met) is focused on creating a police force where local communities know their officers, help shape policing priorities, and work collaboratively to reduce crime and anti-social behaviour (ASB). The goal is to ensure that when victims reach out for help, they are satisfied with the response.
- 1.2. Key priorities include:
 - Maintaining low levels of serious violence and enhancing efforts to solve cases related to rape, domestic violence, child abuse, and other forms of predatory offending.
 - Targeting and removing the most dangerous offenders from the streets before they can cause further harm.
 - Reducing disproportionality in how crime and the use of police powers impact different communities across London.
- 1.3. The Met is committed to ensuring that officers and staff who fail to meet high standards are dealt with swiftly and effectively. Officers, staff, and volunteers will be well-trained, equipped, and led to ensure they can meet these expectations.
- 1.4. The report outlines the Met's efforts to enhance policing and public safety under the "A New Met for London" plan, with specific reference to Camden's Local Action Plan.

2. Building A New Met for London

- 2.1. "A New Met for London" is the result of more than 10,000 interactions with Londoners and partners across the city, reflecting their concerns and priorities. While progress has been made over the past nine months, there is still much work to be done to fully realise the goals set out in the plan and the success of this strategy will be measured over the next two years. The plan focuses on the following areas:
- 2.2. Community Crime-Fighting
- 2.3. Increasing the presence of officers and Police Community Support Officers (PCSOs) in local neighbourhoods to align with the priorities of Londoners.
- 2.4. Enhancing the fight against crime and ASB by bringing together specialist resources to support communities with high crime rates and low trust levels.
- 2.5. Resetting how the Met serves Londoners by:
 - Transforming public protection, including combatting violence against women and girls and safeguarding children.
 - Delivering the best results for victims of crime.
 - Preventing crime through proactive and precise interventions.

2.6. Cultural Transformation

2.7. Embedding the values of policing by consent and building a service focused culture aimed at delivering for London.

2.8. Committing to becoming a police service that is free from discrimination, specifically tackling racism, misogyny, and homophobia, and ensuring the force reflects the diversity of the city it serves.

2.9. Key objectives include:

- Embedding the principles of policing by consent in all activities.
- Creating a more diverse and inclusive organisation.
- Eradicating discrimination and raising standards across the Met.

2.10. Strengthening Operational Foundations

2.11. Improving the organisation and deployment of officers, ensuring they have the necessary training, tools, and equipment to cut crime effectively.

2.12. Enhancing data and technology use to enable precision decision making while maintaining public trust and high standards.

2.13. Core goals include:

- Creating a well-run organisation that supports officers in performing their roles effectively.
- Transforming leadership and learning to develop future leaders and equip staff with the skills required to succeed.

3. **Progress to Date**

3.1. The Met is seeing tangible progress on key issues that matter most to the public:

- Residential burglary has decreased by 6% over the last 12 months, with nearly all calls being attended.
- Faster response times for public calls have been achieved.
- Homicide rates remain lower than pre-pandemic levels.
- Rape and serious sexual offences: over 500 cases have been charged in the past year, as the Met increasingly targets the most dangerous offenders.
- The backlog of online child abuse cases has been cleared.
- There has been a 10% reduction in calls related to ASB.
- The Met is undertaking its strongest push in 50 years to improve standards, tackling corruption and discrimination in all forms.

4. **Camden's Local Action Plan**

4.1. To support the delivery of the "A New Met for London" plan, a localised action plan has been developed specific to Camden with tailored interventions. Ten key actions were identified:

4.2. Action 1: Strengthening Neighbourhood Policing

4.3. The Met will deliver a programme to enhance neighbourhood policing, increasing visibility, problem-solving and community engagement.

- Ward priorities will be governed using Proactive Management Plans (PMPs) to monitor progress and impact.
- Resources will target high-crime areas, utilising initiatives like Clear, Hold, Build (CHB) and Operation Nightingale to strengthen community safety.
- Camden's Ward priorities will be community-driven, with Neighbourhood Ward Team Supervisors attending Ward Panels for accountability.

4.4. Action 2: Enhancing Professionalism

4.5. The Met is committed to promoting professionalism, raising standards, and supporting Culture, Diversity and Inclusion across Camden.

- A Professionalism Board, chaired by the Borough Command Unit (BCU) Commander, oversees complaints and cultural issues with input from Independent Advisory Boards (IADs) and Local Authority Staff.
- Supervisors conduct regular professionalism health checks with all staff.

4.6. Action 3: Greater Involvement of Citizens in Policing

4.7. The Met will implement the Citizens in Policing Strategy to harness the concerns, tensions, sentiments and viewpoints of all Camden's communities and partner agencies to develop and shape local policing.

- A Ward Panel Improvement Plan will ensure advisory forums have diverse representation and include a Camden Youth Advisory Forum.
- Dedicated Camden Community Liaison Officers will manage relationships with community partners to foster sustainable partnerships.

4.8. Action 4: Delivering Coordinated Crime Fighting

4.9. The Met will work with internal and external partners to deliver a coordinated crime-fighting plan across Camden:

- Problem-Solving Crime Fighting Plans will be developed to each cluster, monitored through a monthly Partnership Performance Forum.
- Focus on the Nighttime Economy through initiatives like Project Vigilant to combat Violence Against Women and Girls.

- Deliver the first CHB in Somerstown in a multi-agency approach to reduce crime and improve the area. Secured additional Home Office funding to support hotspot patrols and deployments.
- Cross-border operations with neighbouring boroughs and police services aim for long-term impacts on crime reduction.

4.10. Action 5: Developing and Supporting Staff

4.11. The Met will invest in developing its officers and staff to ensure Camden has the best officers and staff who are equipped to deliver More Trust, Less Crime, and High Standards:

- A Culture, Diversity, and Inclusion Board will focus on recruitment and retention, especially from under-represented communities.
- Regular career planning conversations with line managers will support staff development and promotions.

4.12. Action 6: Improving Communication.

4.13. The Met will enhance communication to ensure maximum reach across Camden's communities and partners:

- A critical incident checklist and Silver Groups have been introduced for managing serious incidents.
- A monthly newsletter and community meetings will keep the public informed and address concerns.
- Camden's Neighbourhood Ward Teams are mandated to attend community meetings to ensure face to face interaction to improve confidence – examples include with the Somali Community and Faith Forums.

4.14. Action 7: Taking a Trauma-Informed Approach

4.15. The Met will implement and deliver a Trauma-Informed approach to Policing that reflects the trauma of Camden's communities and its staff and officers:

- A Wellbeing Hub will provide compassionate support to staff dealing with traumatic incidents.
- Line managers will conduct regular health checks, and staff will receive training on community-based trauma to enhance cultural competency.

4.16. Action 8: Strengthening Public Protection

4.17. The Met will deliver a programme to strengthen public protection on Camden:

- A new Violence Against Women and Girls (VAWG) Action Plan for the BCU, aligned with the Mets Strategy, has been implemented. This is focused on cross-strand delivery of activity to target offenders and support victims. This is overseen by a new VAWG Board chaired by the BCU Commander driving delivery. The plan focuses on:
 - Building trust and confidence
 - Relentless pursuit of perpetrators
 - Safer spaces
- An uplift in staff in the Public Protection Unit will focus on Domestic Abuse and serious sexual offences.
- Camden Council VAWG Team delivering training to all Safer Neighbourhood Teams.
- Operation Dauntless and the 100 VAWG mechanisms has led to closer scrutiny and management of high risk wanted offenders and perpetrators.

4.18. Action 9: Protecting Vulnerable Communities

4.19. The Met will continue its efforts to protect vulnerable individuals, focusing on early intervention and safeguarding:

- The DIVERT App will engage 14 to 25-year-olds to prevent crime.
- Working with the Council and local schools to ensure Safer Schools Officers are deployed within local secondary schools, and actively engaged with primary schools, with ongoing work and commitment to early intervention and prevention.
- Expanded initiatives like Operation Pantera will safeguard vulnerable individuals, including those at risk of being “cuckooed”.
- Building stronger relationships with community organisations including Fitzrovia Youth in Action, Regents Park Guardians and Voluntary Action in Camden to engage, safeguard and support the most vulnerable in Camden’s communities.

4.20. Action 10: Delivering High-Quality Investigations

4.21. The Met will ensure high-quality and proportionate investigations:

- Increased numbers of Detective Sergeants will provide better guidance and support.
- A rotation scheme between the Criminal Investigation Department and Neighbourhoods will enhance investigative skills and local knowledge.

5. Conclusion

- 5.1. The Met has made significant progress in implementing the “A New Met for London” plan, aimed at improving community safety, reducing crime, and rebuilding public trust. Key priorities focus on enhancing community policing, targeting dangerous offenders, and ensuring a fair application of police powers across London’s diverse communities. Camden’s localised action plan has aligned with these objectives, offering tailored interventions to address specific needs.
- 5.2. Initiatives such as the Proactive Management Plans, Clear, Hold Build, and dedicated Community Liaison Officers are helping to strengthen community ties, improve safety, and reduce crime. The Met has also committed to enhancing professionalism delivery, and inclusion, while investing in the development of its own officers and staff to ensure they can meet high standards and deliver effective policing.
- 5.3. With a focus on trauma-informed policing, public protection, and protecting vulnerable communities, Camden’s policing efforts are designed to address both immediate risks and long-term issues, such as VAWG and safeguarding young people. Stronger internal and external collaboration through coordinated crime-fighting and community engagement is ensuring a holistic approach to tackling crime.
- 5.4. The Met’s commitment to transparent communication and continuous improvement, as well as the delivery of high-quality investigations, will be key to achieving the goals of “A New Met for London” and ensuring Camden remains a safe and trusting community for all residents. The progress to date is promising, but ongoing efforts will be crucial to fully realising the strategic vision set out over the next two years.

6. Legal comments of the Borough Solicitor

- 6.1 There are no legal comments arising from this report.

7. Finance Comments of the Executive Director Corporate Services

- 7.1 There are no finance comments arising from this report.

Report Ends