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Dear Chair,

I write to you following my recent oral evidence session on 20th April alongside Assistant Commissioner Louisa Rolfe, where I committed to providing the following further information in response to questions from Members that I was unable to answer during the session.

Stop and Search

In the Metropolitan Police we know that we are most effective when we police with the support of the public, working together to tackle those that cause us most harm.

Stop and search powers we know, when used appropriately, save lives and are an important tactic to keep Londoners safe, helping us identify criminality and take drugs and dangerous weapons off our streets. In my oral evidence to the Committee, I outlined the scale of this work and to reiterate again that every month the Met seizes around 400 weapons, and last year we saw 4,800 offensive weapons seized through stop and search alone.

However, we recognise that stop and search can be both problematic and traumatic for individuals and communities, particularly when we get things wrong. When this happens, we risk losing the trust, confidence and cooperation of Londoners. Those risks are higher in communities where stop and search powers are used most often, generally where violent crime, driven by a small minority, is highest.

The arrest rate is a measure of detecting crime, but alone, it does not give the whole picture. The most accurate measure is whether or not the stop and search detected criminality, which measures the, '**positive outcome rate**', taking into account the full range of stop and search outcomes based on proportionate and appropriate decisions by officers.

Therefore, as committed to during my evidence session with the Committee, I'd like to provide the following information:

- Between April 2021 and March 2022, the total number of stop and searches conducted by the Metropolitan Police was 206,787, and of that 76,775 amongst Black communities.
- The positive outcome rate between April 2021 and March 2022 was in total 27%, and for Black communities 26%.

In London, whilst the disproportionality is less than the national rate, we recognise that Black people are approximately 3 times more likely to be stopped and searched, compared to White people.

The reasons behind this are complex. It remains a tragic truth that knife crime and street violence in London disproportionately affects boys and young men, particularly of African-Caribbean heritage, both in terms of being victims and perpetrators. Our use of stop and search remains an important tactic in removing weapons and protecting these boys and young men.

The Metropolitan Police is committed to improving the effectiveness of and confidence in our use of stop and search. We want to be accountable and transparent. The use of stop and search powers is scrutinised both within the Metropolitan Police and externally through our Community Monitoring Groups and the Independent Office for Police Conduct.

We are taking steps to better listen and respond to the concerns of Londoners, improve training and transparency and work with all sections of society to police as professionally, respectfully, and sensitively as possible, so that we can protect all Londoners and maintain the trust and confidence of the people we serve.

Dr Konstancia Duff case

With regards to the case of Dr Duff, the initial stop and strip-search happened on 3 May 2013, whereby nothing was found during the search. Dr Duff made a complaint on 2 May 2014 and threatened action in regards to the civil claim, which was received on 7 September 2016.

The civil claim was then stayed until January 2019 whilst the complaint was investigated and a Gross Misconduct Board was held. This was a lengthy process and involved Dr Duff taking out a Judicial Review against the initial determination of the complaint. In February 2020 the claim was issued at court and the particulars of the claim were served by Dr Duff's legal team. As this was deemed a defendable claim, the Civil Procedure Rules were followed and all the necessary disclosures were made. This disclosure also included CCTV footage from custody.



The claim was proceeding to court. A further evidential review was conducted which subsequently identified a litigation risk resulting in the Met entering into settlement negotiations, which were ongoing, and on 21 September 2021 the claimant's solicitors highlighted the completely inappropriate comments that were captured on the CCTV.

The comments captured on the CCTV were made after the events that were in question for both the complaints and the Civil Action. As these comments were outside that timeframe, the footage had not been viewed by the Met, or by the Independent Office for Police Conduct during their investigations. Nonetheless, on 6 October 2021 a letter of apology for the sexist, derogatory and unacceptable language was forwarded to Dr Duff through her solicitors. In total, there was a period of 15 days between the comments coming to light and an apology being offered, and I would like to reiterate this apology once more, on behalf of the Met, for the unacceptable experience that Dr Duff sadly encountered on this occasion.

Promotion rates for Chief Inspector and above ranks for BAME officers

We have committed to bold steps to build a workforce that truly reflects all of London's diverse communities that we serve, and are seeing positive results. The Met is more diverse than we have ever been and we are proud to employ more than half of all police officers in England and Wales from under-represented ethnicity groups. However, we are not complacent and are determined to build on the progress we have made, including not just the overall representation of under-represented groups in our officer workforce, but also the progression of under-represented officers to our senior ranks.

In the last year, our positive action interventions have significantly improved the overall success rates for our officer candidates from under-represented ethnicities and we have removed almost all the disproportionality from our recruitment processes. Previously, a candidate from a non-underrepresented ethnic group was almost twice as likely to be successful than an under-represented ethnicity candidate, but now the variance is marginal (0.2% when comparing Black v non-ethnic minority candidates). We have also implemented an extensive programme of outreach work pan-London, and developed targeted recruitment marketing campaigns to increase our applications from diverse communities.

We remain committed to building on this further and supporting progression through the ranks. In line with the Equality Act 2010, we continue to deliver positive action (workshops, practice exercises and feedback) to under-represented groups during our promotion processes. Career Development Leads (CDLs) are embedded in local leadership teams to support the development and retention of under-represented groups, including support for the national examinations and Met promotion assessment centres. The CDLs also implement a culture of coaching and mentoring across local leadership teams, supporting pilot career development boards and career management plans. We are also preparing for the Met-wide roll out of two new positive action programmes - Inspiring Leadership (Black



constable progression to Sergeant) and Lead On (progression support for ethnic minority officers at Sgt and Insp level).

In the recent national fast-track Constable to Inspector selection process, the Met had 17 successful candidates, 18% of which were from under-represented groups (an increase from 11% in the 2021 cohort).

For our senior officers, we have made a number of commitments to support the development of senior talent from under-represented ethnic groups, which are reviewed via career inclusion meetings. These include each business group appointing a Chief Officer Sponsor, ensuring development plans and career conversations are in place and reviewed to ensure facilitation of development needs, and to raise the visibility of the group with senior leaders.

We are beginning to see the positive results from such initiatives, for example our promotion results for the 2021 Chief Inspector to Superintendent process and the 2022 Commander process both had 14% of successful candidates from under-represented ethnic groups. Our overall representation at senior ranks (above Chief Inspector) is 8.3% for under-represented ethnic groups and 3.2% Black officers (March 22). This is an increase in our representation at these ranks over the last 10 years, when in March 2012 5.2% were from under-represented ethnic groups and 1.2% were Black officers.

Whilst we are encouraged by progress, we know there remains more to do and we remain committed to building on this and ensuring the Met, at all levels of the organisation, truly reflects all of London's diverse communities that we serve.

Finally, I would like to reiterate once again that I hope mine and Assistant Commissioner Louisa Rolfe's evidence during the session was useful to the Committee. I would also of course be happy to meet to discuss any of the above further, should that be of use to you or other Committee members.

Yours sincerely,

A handwritten signature in black ink, consisting of a large, stylized 'S' and 'H' followed by a long horizontal line.

**Sir Steve House QPM
Acting Commissioner**