

# Independent Policing Oversight Board

## Terms of Reference

### 1. Background

- 1.1 Following a number of high profile incidents, Baroness Casey was appointed to lead an independent review into the standards of behaviour and internal culture of the Metropolitan Police Service. The final report was published in March 2023, identifying a number of failings and shortcomings by the Metropolitan Police and made the following recommendations:
- Cleaning up the Met to deal with widespread bullying, discrimination, institutional homophobia, misogyny and racism and other unacceptable behaviours which are a far cry from the standards the public expects.
  - A new offer to women and children to ensure that the prioritisation of violence against women and children is both strategic and operational
  - Building trust with London's communities to restore consent and public respect which has fallen to an all-time low – particularly amongst the black community – the Met has become untethered from the Peelian principle of policing by consent.
  - A new police deal for Londoners to rebuild trust, confidence and consent there should be a new deal for Londoners. Existing structures do not provide a clear way for local authorities and their residents to hold the Met to account.
  - New leadership and new management, there are systematic and fundamental problems in how the Met is run and its leadership needs to be strengthened further.
  - New oversight and accountability as the Met lacks accountability and transparency to Londoners.
  - Showing London that reform is working as the issues identified in the review cannot be allowed to continue.
- 1.2 The Mayor of London, Sadiq Khan, has published his plan for policing and keeping Londoners safe during this Mayoral term. The four key themes of the Mayor's Police and Crime Plan are:
- Reducing and preventing violence
  - Increasing trust and confidence
  - Better supporting victims
  - Protecting people from being exploited or harmed

## Appendix 1

- 1.3 The Policing Oversight Board has been established in response to the second priority – increasing trust and confidence – to increase public trust in our local Central South Borough Command Unit (BCU) and reduce gaps in confidence between different groups; ensure that the Central South BCU engages with Southwark residents and treats them fairly; and ensure that the Central South BCU, Southwark Council and all community safety partners respond to neighbourhood crimes such as burglary and anti-social behaviour.
- 1.4 The Mayor's Office for Policing And Crime (MOPAC) is overseeing the delivery of the Mayor's Police and Crime Plan by tracking a core set of measures of policing and crime activity. These measures reflect the Mayor's priorities and are published in a data dashboard. The Policing Oversight Board will utilise these measures, in addition with developing local feedback mechanisms, and a local performance outcome framework to capture trust and confidence levels locally.

## 2. Purpose

- 2.1 Central South BCU have developed a local Trust and Confidence Plan, that is aligned with the recommendations of the Casey report and tailored to Southwark. The Policing Oversight Board, which has been established in collaboration with the Police yet is fundamentally independent from them, will have oversight of the local Trust & Confidence Plan. The Trust and Confidence plan focuses on the following key themes;
  - **More Trust:** Communication, Victim Care, Community Engagement, Transparency.
  - **Less Crime:** Police Visibility, Targeting Repeat Offenders, Detection Rates for priority offending.
  - **Higher Standards:** Supervision and Training, Accountability.
- 2.2 The Trust and Confidence plan cuts across the different strands of policing. To ensure Southwark's communities feel listened to, are informed and are treated with respect and fairness, the Policing Oversight Board will initially focus on the following themes. Subsequently, it will formulate recommendations and monitor progress in these areas.
  - Inquiring into and challenging key areas of policing interaction and internal measures. For instance, Stop and search, Body worn cameras, Taser use, and impact of Right Care/Right Person.
  - Inquiring into and challenging local transparency and accountability.
  - Violence Against Women and Children – Performance and Local Delivery
  - Community Policing & Enhancing the visibility and impact of local policing teams, local problem solving, including local engagement structures with Southwark Communities.

## Appendix 1

- 2.3 The above is not an exhaustive list and other identified topics may be added as the board develops. It may include both thematic issues and more practical day to day issues which are seen to be affecting Trust & Confidence.
- 2.4 The board welcomes and encourages local residents to put forward areas of focus for potential discussion. A dedicated email address will be established to facilitate this. This is not a mechanism for individual queries or complaints, as there is a different process for this.

### 3. Membership

- 3.1 The Board will be chaired by:
  - Cllr Natasha Ennin, Cabinet Member for Community Safety
- 3.2 It will be attended by the following police and local authority officers as a minimum:
  - Supt James Brockway, Southwark Neighbourhood Policing Lead
  - CI Aaron Barnes, Southwark Neighbourhoods Lead
  - Toni Ainge, Acting Strategic Director of Environment, Neighbourhoods and Growth
  - Stephen Douglass, Director of Stronger Neighbourhoods
  - Caroline Thwaites, Assistant Director of Community Safety
- 3.3 Membership of the group will be independently appointed through a recruitment process. To ensure membership is representative of Southwark's population clear diversity goals will be established, based on demographic data. An inclusive recruitment process will utilise diverse channels and networks to advertise board positions, ensuring outreach to underrepresented communities. The Board will aim to recruit between 6-10 members, with an optimal target of 8 members. Experience will be sought from a number of sectors, which could include:
  - Specific Policing and Criminal Law
  - Legal Expertise
  - Media and communications
  - Applied ethics
  - Voluntary Community and Faith groups
  - Medical/NHS
  - Business/Commence
  - Accountability to the public
  - Professional or personal connection to Southwark through community and or civic leadership/partnership activity or voluntary work
- 3.3 Members will receive an allowance in line with Home Office guidance.
- 3.4 Length of the membership term will be 2 years from appointment.

## Appendix 1

- 3.5 To ensure independence, members will not participate in any other existing police oversight/interaction group in Southwark. This includes groups such as Southwark IAG, LGBT Community Reference Group, Stop and Search Scrutiny Panel and Police Encounter Panel, although this is not an exhaustive list. Self-declaration of membership to such groups will be required upon application. Membership of these groups will be cross-referenced against.
- 3.6 Other organisations and representatives will be invited to attend subject to the area being overseen by the Board.
- 3.7 Administrative and policy support for the Board will be provided by Southwark Council Community Safety and Partnerships Team. All papers for meeting to be submitted 10 working days in advance of the meetings. Papers will be circulated to members 5 working days in advance of the meetings and subject to the chairs approval.

### 4. Meetings

- 4.1 Board meetings will be held in public. There may be cases when sensitive information or areas are discussed. In these instances, the board reserves the right to hold those discussions privately. A communication plan underpinning the boards work will be produced and will be a key outcome of the work programme.
- 4.2 The board will be quarterly commencing in July 2024.
- 4.3 Agenda items will be agreed with the Chair in advance of each board and will include updates on progress against the Trust and Confidence plan.
- 4.4 A forward workplan will be agreed by the Board and renewed annually.
- 4.5 A dashboard covering key areas and measurements of Trust & Confidence in policing will be developed, agreed and monitored by this Board.

### 5. Governance

- 5.1 To help build trust and confidence in policing, the Southwark Policing Oversight Board will challenge, advise and make recommendations to the Police Borough Commander and the Leader of the Council on progress of the Trust & Confidence Plan and specific areas of focus agreed in the Boards workplan.
- 5.2 Detective Chief Superintendent Sebastian Adjei-Addoh responsible for policing in the borough has pledged his support for the Policing Oversight Board and in doing so is explicitly and publically committing to transparency and ethical policing in Southwark.

## Appendix 1

5.3 This board is independent in its role and business. It will operate similarly to the London Police Board, holding the Central South BCU accountable for delivering the policing commitments outlined in the Trust and Confidence Plan. Hence, the Poling Oversight Board may come to influence the work of the Community Safety Partnership.

5.4 All members of the board are expected to adhere to the seven principles of public life:

1. Selflessness
2. Integrity
3. Objectivity
4. Accountability
5. Openness
6. Honesty
7. Leaderships

<https://www.gov.uk/government/publications/the-7-principles-of-public-life/the-7-principles-of-public-life--2>

Date Agreed	
Date for review	