



## London Borough of Enfield

<b>Report Title</b>	Trust, confidence, and inequality in the justice system
<b>Report to</b>	London Borough of Enfield Equalities Board
<b>Date of Meeting</b>	29 January 2024
<b>Cabinet Member</b>	Cllr Gina Needs
<b>Executive Director / Director</b>	
<b>Report Author</b>	T/Superintendent - Chris Byrne
<b>Ward(s) affected</b>	ALL
<b>Key Decision Number</b>	Non Key
<b>Classification</b>	Part 1 Public

### Purpose of Report

To receive a presentation/update on:

1. Stop and search outcomes and tackling racism.
2. Local implementation of the Metropolitan Police [Turnaround Plan 2023](#).

### Main Considerations:

- Deliver positive interventions to reduce serious youth violence in Enfield
- Promote safer and stronger communities by encouraging the reporting of hate crime and reducing repeat incidents
- Keep people safe from domestic abuse

I. To Note

**Please see report attached**

---

**Report Author:** Chris Byrne]  
[T/Superintendent – Enfield Neighbourhood Policing Team]

## London Borough of Enfield Equalities Board

### Stop and Search Outcomes and Tackling Racism 2023

- Total number of stop and searches in Enfield – 3039
- Number of white people stopped and searched 4701
- Number of Black people stopped and searched 3070
- Number of Asian people stopped and searched 623
- Number of women stopped and searched 646
- Criminality detected (positive outcome) rate from stop and searches 911 - 30% (London average 21%)
- Arrest rate from stop and search 507 – 16.7%
- Total number of stop and searches in Enfield past 36 months - 9,026

### [MPS Stop and Search Monthly Report | Tableau Public](#)

- Disproportionality now part of stop and search training
- Community input in stop and search training
- Addressed specifically through London Race Action Plan

Enfield Community Monitoring Group for Stop and Search scrutinises through dip sampling of records of search and Body Worn Video

### Local Implementation of a New Met for London (formally Turnaround Plan)

- We are **actively consulting more with local communities across Enfield**, listening to their views to help shape how we prioritise our work. All BCU strands have been represented at community events with more to follow.
- We are running community led **engagement across wards to establish their priorities**
- We are **changing the way ward panel meetings happen**, ensuring greater awareness and attendance
- We are **increasing the neighbourhood resourcing** on every ward in Enfield and have used data to allocate resources effectively
- We have **reduced abstractions from Neighbourhoods and Local Investigation teams** by putting more officers in response. We review abstraction data constantly to ensure our plan is working
- We are **expanding the model of volunteers** to undertake community patrols, supporting and working alongside us in high crime areas
- We have implemented the **“Right Care, Right Person”** project this year, to ensure the right agency deal with certain calls e.g. concern for welfare and mental health calls
- We are **creating a central, proactive team** that can target specific crimes and help tackle local policing priorities

- NA BCU are working to develop a **new tasking and co-ordination team** which will provide support to the new proactive teams. Together they will deliver precise local crime-fighting
- The **North Area Violence Reduction Group** is into its fourth year with over 40 members across Health, Education, Local Business Partnerships, 3<sup>rd</sup> sector charities, bringing together vital support in helping us combat violent crime and support victims
- We have successfully launched a **new Acting Sergeant / Inspector process** providing NA officers with **fair and transparent** development opportunities
- We have a **dedicated Career Development Lead**, CI Tracy Wilkins, to support officer development and progression
- We have introduced a **new Performance and Development review system** for all staff
- We have invested **experienced Detective Constable Mentors** to support our new detective cohorts
- We are **strengthening the local public protection services**. We will have an additional 2 DIs, 8 DS's and 22 DCs as well as 7 additional police staff posts
- We have invested in a **wellbeing team to support all officers and staff**, including health checks, wellbeing rooms, open days, and enhanced support for officers subjected to hate crime or assaulted on duty. We have increased the number of Blue Light Champions and Mental Health First Aiders
- We have focussed on **redeployment and effective use of non-deployable officers** to perform support roles which has reduced demand on response team officers who are now more able to focus on emergency calls
- We have secured more **fit-for-purpose uniform** to support our officers over winter **and procured new life saving first aid** equipment

#### **Recruitment**

##### Greater representation in applications to join MPS

- 25% applicants for Enfield – Black Women
- 10% applicants for Enfield – Black Men
- 11% applicants for Enfield – Asian Women
- 18 % applicants for Enfield – Asian Men
- 17% applicants for Enfield – Women

Chris Byrne

T/Superintendent

Enfield Neighbourhood Policing Team