

**EQUALITY IMPACT ASSESSMENT**

Follow the [Equality Impact Assessment \(EIA\) policy](#) when completing this form.

Need some help? If you are unsure of any of the questions, click the 'GUIDANCE' button which provides key information about each step.

You can also contact the [Strategic Inclusion and Diversity Unit](#) for guidance and support.

FOIA INFORMATION						GUIDANCE
Protective Marking	Not Protectively Marked	Publication Scheme	Yes			
Title	Gang Violence Matrix					
Branch / OCU	Met Intelligence - MO2					
Date Created	15/11/2018	Review Date	01/05/2020	Version	4	
Author	Jon Mott					

STAFF INFORMATION						GUIDANCE	
Person Completing EIA	Jon Mott						
Signed					Date		
Person Supervising EIA/SLT Approval	DCI Phil Mills						
Signed					Date		
Quality Assurance Approval							
Name				Unit		Date	

Once quality assurance approval is granted, please send a copy of the EIA to the [Strategic Inclusion and Diversity Unit](#). (This form does not apply to corporate policy).

DECISION MAKING				GUIDANCE
Reject the proposal / policy			<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Implement the proposal / policy			<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Produce an alternate proposal / policy (if so, a new EIA must be completed)			<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
SLT (B)OCU / Management Board endorsing decision				
Name	Mark Morgan		Rank / Grade	Detective Chief Superintendent

Please note: The information on this page is retained, it is not published.

EQUALITY IMPACT ASSESSMENT

STEPS 1 TO 7

STEP 1. Aims and purpose of the proposal / policy

GUIDANCE

The Gang Violence Matrix (GVM) is an intelligence tool used to identify and risk assess gang members across London as victims and suspects. The overarching aim of the Matrix is to reduce gang related violence, safeguard those exploited or used by gangs and prevent young lives being lost.

This proposal is to identify and address existing concerns around disproportionately on the GVM as well as identify any other protected characteristics impacted.

STEP 2. Screening process for relevance to diversity and equality issues

GUIDANCE

Each “protected characteristic” in Section 5 has guidance as to what implications / issues you may need to consider.

Does this proposal / policy have any relevance to:		Internal, relevant to staff / or working practices	External, relevant to service delivery	Not relevant to either
A	Age	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
B	Deaf and disabled / Disability	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
C	Gender Reassignment	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
D	Marriage and Civil Partnership (employment only)	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
E	Pregnancy and Maternity	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
F	Race	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
G	Religion or Belief	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
H	Sex	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
I	Sexual Orientation	<input type="checkbox"/> Yes	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
J	Other Issues	<input checked="" type="checkbox"/> Yes	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

STEP 3. If you have ticked yes to any protected characteristic box in Step 3, a full impact assessment is required.

GUIDANCE

Full assessment required? (If Yes, a full EIA is required.)

Yes

No

STEP 4. Examination of available information

GUIDANCE

MOPAC completed an Equality Impact Assessment on Gangs - Strategic Ambitions for London in 2014. This EIA focused on gangs, with the GVM being a key component.

Violence is a priority in London both for MOPAC and the MPS. This follows an increase in violence, particularly knife and gun crime in the last two years. Gangs are a significant contributor to violence in London and their involvement in violence increases when looking at the most serious and harmful violence. The table below shows the gang proportion of specific violent crime types in the last three years. This table evidences the impact of gangs with a high percentage of firearm discharges linked to gangs, and shows Gang-related violence is significantly more likely to result in serious injury. Figure 1 (below) evidences the need for the Metropolitan Police Service (MPS) to tackle gangs to reduce violence in London.

Figure 1: Proportion of serious violence identified as gang related.

		2016	2017	2018	Total
Homicide	All Homicides	112	136	134	382
	Gang related	29%	27%	34%	30%
	Homicide (Non-DA & Non-CT)	95	115	105	315
	Gang related	35%	32%	44%	37%
Firearms	Lethal Barrelled Discharge	334	354	433	1121
	Gang related	50%	40%	49%	47%
	Lethal Barrelled Discharge - Victim Shot	136	144	142	422
	Gang related	62%	49%	63%	58%
Knives	Knife Injury under 25 (Non-DA)	1853	2138	1827	5818
	Gang related	26%	21%	19%	22%

The Gang violence Matrix (GVM) is an intelligence tool used to identify and risk-assess gang members across London as victims of gang violence and suspects. The aim of the Matrix is to reduce gang-related violence, safeguard those exploited by gangs and prevent young lives being lost.

The GVM measures the harm gang 'nominals' (people who are named on the Matrix) pose by scoring them for any violence and weapons offences and any police intelligence relating to them having access to weapons and being involved in violence.

The Matrix identifies the most violent gang members, whom pose a risk to others, and gang members who have been repeat victims of violence and may need support to safeguard them from being further victimised, and to divert them away from gangs.

Some of the key benefits of the Matrix are that it:

- identifies gang members in London and prioritises the current most violent gang subjects
- identifies gang members who have been victims of violence to identify the gang members most at risk of becoming further victims of violence
- allows comparisons to be made with individual gang subjects across London
- aids the prioritising of resource allocation and methods of intervention
- highlights possible gaps in activity or intelligence on violent gang subjects

Subjects are added to the Matrix when they meet the threshold of '*Someone who has been identified as being a member of a gang and this is corroborated by reliable intelligence from more than one source (e.g. police, partner agencies or community intelligence).*' They will only feature on the Matrix if they fit this definition. The definition of a gang used in the MPS is, A 'gang' is defined as a "...*relatively durable, predominantly street-based group of young people who (1) see themselves (and are seen by others) as a discernible group, and (2) engage in a range of criminal activity and violence. They may also have any or all of the following features, (3) Identify with or lay claim over territory, (4) Have some form of identifying structure feature and (5) Are in conflict with other, similar gangs.*

Those on the periphery of gangs, associates of gang members, victims or exploited by gangs or siblings of gang members do not meet the definition and therefore will not be added to the Matrix.

All local boroughs / Basic Command Units (BCUs) own and manage their own Gang Violence Matrix and will work with and share data with their partners to enable a multi-agency approach to tackling gangs in London. All local borough / BCU matrices are combined to produce a London wide Matrix which enables comparisons of all gang members in London.

Strategic governance of the Matrix is at Commander Level within Met Intelligence.

This GVM is distinct from and should not be confused with other criminal structures such as Organised Criminal Groups,

which merit a different policing approach.

To enhance transparency, the MPS has launched an external public facing website providing information on the GVM. Information on the website includes what the GVM is, how it works, how names are added and removed and who uses the GVM. The website also includes some key documents produced relating to the GVM including Data Protection Impact Assessment (DPIA), legal mandate, publication figures showing breakdowns of the GVM as well as the Information Commissioners (ICO) Enforcement Notice and the MOPAC review of the Gang Matrix.

The Gang Violence Matrix has been in operation for a number of years and from this data being managed over this period the three key protected characteristics identified are age, race and sex. The other characteristics have not been identified as being impacted on from processing the GVM and therefore resources are prioritised in monitoring the key characteristics identified.

Age - The majority of individuals on the MPS GVM are young people with those aged under 25 making up 68% of the Matrix cohort. This includes 137 (5%) who are children (aged 16 and under) and 284 (10%) who are under 18. Young people are also more likely to be victims or suspects of violent crime particularly knife injury offences as well as gang related violence. Due to this there is an impact to young people. To address this there are a large number of interventions available to those who are under 25. The MPS works closely with a number of statutory and non-statutory partners to assist in safeguarding these young people as well as working with them to remove them from being involved in gang related criminality. There are less interventions available to those over 25. Any housing relating issues will be supported via local YMCA or through local authority housing in particular circumstances.

Race - BAME people are disproportionately victims of violence in London. This disproportionality increases as the severity of the violence increases. Police data and Accident and Emergency data indicates that young, African Caribbean men are disproportionately represented as offenders and victims of serious violence. The GVM is reflective of this.

The GVM also draws on intelligence reporting linked to gangs and serious violence. There is some evidence of a link between GVM membership and deprived wards, where BME population is disproportionately higher than the London average. MOPAC Analysis has identified that serious violence offending rates are significantly higher in vulnerable wards of London than comparable higher income wards. Policing activity is more targeted toward these higher crime wards. As a GVM nominal, you are 10.6x more likely to live in the top 10% of vulnerable wards than the bottom 10% vulnerable wards¹. You are also far more likely to be a victim of knife or gun crime. The MPS is committed to working in partnership with MOPAC to better understand the link between serious violence, deprivation and the GVM.

Figures 2 and 3 show key violence offences and the proportion of victims and offenders that are African Caribbean. Currently 80% of the GVM population are African Caribbean.

Figure 2: Proportion of African Caribbean ethnicity as offenders by crime type²

Serious Violence Type	Proportion of Offenders African Caribbean
Knife Homicide - Victims under 25	71%
Lethal Barrelled Firearm Discharge	70%
Homicide - Victims Under 25	68%
Knife Injury Victim Under 25 (Non DA)	57%

Figure 3: Proportion of African Caribbean ethnicity as victims by crime type³

Serious Violence Type	Proportion of Victims African Caribbean
Knife Homicide - Victims under 25	69%
Lethal Barrelled Firearm Discharge	56%
Homicide - Victims Under 25	60%
Knife Injury Victim Under 25 (Non DA)	47%

This may place further strain on community police relations where confidence in the police for Black and Minority Ethnic Londoners' is already lower than that of white Londoners.

¹ Review of the Metropolitan Police Service Gangs Matrix, MOPAC 2018, p62

² Review of the Metropolitan Police Service Gangs Matrix, MOPAC 2018, p58

³ Review of the Metropolitan Police Service Gangs Matrix, MOPAC 2018, p58

The MPS have worked closely with MOPAC to develop a Community Engagement strategy for the GVM to improve understanding and seek feedback on the GVM across communities in London. We are also exploring how best to engage with those most affected by serious violence, including through the use of digital and social media. The MPS has also welcomed engagement with many voices in the fields of human rights and equality, including Amnesty International.

The prevention, intervention and support services opportunities for individuals on the GVM should result in more BAME people being offered interventions than those of white background. This could then result in fewer BAME people becoming victims of gang-related crime; more BAME people getting out of gangs and therefore fewer BAME people in the criminal justice system. These opportunities should therefore have a benefit for a proportion of people of BAME background.

Sex - Males are disproportionately affected both as gang-members and as victims. Women and girls are affected both through gang membership and exploitation including sexual exploitation. There are intelligence gaps around the number of females involved in gangs, the number of female gangs and their involvement in gangs and Gang-related violence. This is shown within the individuals on the Gang Violence Matrix with only 12 females which is 0.4% of the Matrix population. When looking at knife crime and gun crime in London the vast majority of victims and suspects are males. When females are victims of knife and gun crime it is sometimes when they are innocent bystanders during exchanges of violence between individuals or groups.

Any breakdown figures of the matrix shown above relate to the Gang Violence Matrix as of 04/07/2019.

If there is anything you are unsure of in this first section you can contact the [Strategic Inclusion and Diversity Unit](#) for further information and advice.

STEP 5. Full Impact Assessment Process

STEP 5a. Consultation Log

GUIDANCE

Where are the consultation records stored? (e.g. General Registry, S-Drives etc)

Consultation records are stored on the Shared Drive at the file path:

S:\All HQ Departments\Specialist Crime\Met Intelligence\04. SCO Intel Dev\ART\Team 2\Jon Mott\Matrix\ICO Enforcement Notice\GVM Consultation - EIA

This includes documents shared with Independent Advisory Groups (IAG) including Frequently Asked Questions (FAQs) and a briefing document. Minutes and agendas from some of these IAG meetings and various emails relating to these IAG emails and consultation documents.

Name of Business Group / Unit, Association, Stakeholder (External)	Why are you approaching / not approaching them?	Date and method of planned consultation	Outcome of consultation
Independent Advisory Group (IAG) chairs from across the MPS	IAGs are a key asset working with the MPS to help build confidence in policing in London and to provide feedback from communities about various aspects of policing.	07/03/2018 Briefing document emailed	Briefing document and Frequently asked questions was sent to Independent Advisory Group chairs. This was done to inform IAGs and for further dissemination to communities to provide a better understanding of the Gang Violence Matrix.
Territorial Policing (TP) Independent Advisory Group (IAG)	The TP IAG includes community members from all 32 boroughs so enables consultation across the whole of London.	23/04/2018 TP IAG meeting	A briefing about the GVM was presented at a TP IAG meeting to Inform the group about the GVM and to keep them updated on changes the MPS is looking to make to improve the Matrix moving forward to build confidence in communities that the Matrix is a valid policing intelligence tool and is being used in the right way. A number of questions were asked around aspects of the Matrix including disproportionately, process for removal and consistency. These were answered during the meeting and positive feedback was received.
Race Independent Advisory Group (IAG)	The Race IAG is a group with key community members from around London to discuss issues with	18/06/2018 Race IAG meeting	A briefing about the GVM was presented at a Race IAG meeting to Inform the group about the Gang Violence Matrix and to keep them

NOT PROTECTIVELY MARKED

	Policing and race which is particularly relevant to the Matrix due to BAME disproportionately.		<p>updated on changes the MPS is looking to make to improve the Matrix moving forward to build confidence in communities that the Matrix is a valid policing intelligence tool and is being used in the right way.</p> <p>A number of questions were asked including disproportionately, whether individuals are made aware of their inclusion, process for removal and inconsistencies. It was explained individuals are not made aware of their inclusion as this could in some circumstances impact on policing operations. Removal reasons were explained to the group and the MPS business change to Basic Command Units (BCU) which will help improve consistency in the Matrix. These were answered during the meeting with support for the Matrix shown by IAG members. There were also some comments about processes in terms of collating data on individuals put forward but not added to the Matrix.</p>
Trident Independent Advisory Group (IAG)	The Trident IAG includes community members who work with Trident around Gang crime and firearm offending.	<p>02/05/2018</p> <p>Trident IAG meeting</p>	The Gang Violence Matrix was discussed at the Trident IAG in May following the release of the Amnesty Report on the GVM and in November following the Information Commissioners Office (ICO) issuing the MPS with an enforcement notice.
MOPAC	The MPS have been working with MOPAC around the GVM since 2017 following a review of the Matrix by MOPAC which was specific commitment in the Mayors Police and Crime Plan and also in his 2016 election manifesto.	<p>Throughout 2018 and 2019</p> <p>Meetings, emails, phone calls</p>	The MPS have been working with MOPAC around the GVM since 2017 following a review of the Matrix by MOPAC which was published in December 2018. Analysis by MOPAC has identified a number of key successes of the Matrix and has also highlighted some areas of improvement.
Directorate of Legal Services (DLS)	DLS have provided the MPS with legal advice on the GVM as part of the MPS review of the Matrix.	<p>Throughout 2018 and 2019</p> <p>GVM Task and Finish Group meeting</p>	DLS have produced a legal mandate for the GVM and offered advice and support during a variety of meetings and consultations.

NOT PROTECTIVELY MARKED

<p>Specialist Crime (formerly Trident Gang Crime Command)</p>	<p>Specialist Crime are the most significant central proactive unit tackling gangs in London and previously started and had governance of the Matrix</p>	<p>Throughout 2018 and 2019 GVM Task and Finish Group meeting & Gang Crime Fighters meetings</p>	<p>Trident are refreshing the Gangs Operating Model (GOM) which is Policing manual on tackling gangs through enforcement and diversion which has been a discussion point at various Task and Finish Group meetings.</p>
<p>Information Shared Support Unit (ISSU)</p>	<p>The ISSU lead on data protection for the MPS as well information requests including subject access requests and Freedom of Information access (FOIA) requests.</p>	<p>Throughout 2018 and 2019 GVM Task and Finish Group meeting</p>	<p>Following discussions with the ISSU the MPS have produced a Data Protection Impact Assessment (DPIA) for the GVM.</p>
<p>Met Intelligence</p>	<p>Met Intelligence is a key stakeholder on the GVM and will now have governance of the Matrix.</p>	<p>Throughout 2018 and 2019 GVM Task and Finish Group meeting & Gang Crime Fighters meetings</p>	<p>Agreed to take on governance of the GVM and will work with TP to provide training for the Matrix to support meeting ICO recommendations locally.</p>
<p>Territorial Policing (TP)</p>	<p>Gang Violence Matrices are owned locally in TP boroughs where they have the responsibility to make sure individuals shown on their Gang Violence Matrices are current and relevant. They work with partners to tackle gangs locally in terms of enforcement and prevention.</p>	<p>Throughout 2018 and 2019 GVM Task and Finish Group meeting & Gang Crime Fighters meetings</p>	<p>TP have been involved in meetings relating to the GVM both at Gang Crime Fighters and Gang Violence Matrix Task and Finish Group meeting. Training will be provided and they will continue to own the Matrix locally in new Basic Command Units (BCUs).</p>
<p>Ealing Independent Advisory Group (IAG)</p>	<p>The Ealing IAG includes community members who live and work in the borough of Ealing.</p>	<p>12/07/2018 Ealing IAG meeting</p>	<p>The GVM was discussed at the Ealing IAG following a request from the group to have an update from the MPS on the GVM following various external interest in the Matrix. It was a useful and engaged meeting with several questions from IAG members relating to entry on the Matrix, the purpose and vulnerability side of gangs including county lines. The IAG were supportive of the use of the Matrix and understood why the MPS used the Matrix.</p>

NOT PROTECTIVELY MARKED

<p>Living in Hackney Scrutiny Commission. Partners in attendance included local Hackney councillors, Community Safety Managers, Integrated Gangs Unit Manager and Amnesty International</p>	<p>Hackney are a key gang borough in London and requested for the local DSU and a central representative to attend to brief on the GVM and the MPS response to the ICO Enforcement Notice. Partners include Amnesty International who are a key partner to consult with following criticism from Amnesty on the Matrix in their Report 'Trapped in the Matrix' which was released in October 2017.</p>	<p>24/01/2019 Meeting</p>	<p>Detective Chief Superintendent (DCS) Ivan Balhatchet and Detective Superintendent (DSU) Claire Crawley briefed the meeting around the GVM and the MPS response to both the ICO Enforcement Notice and the MOPAC GVM Review. This was well received by the group and led to a number of questions. Amnesty International raised concerns that were outlined in their Trapped in the Matrix report which was released in Oct-18 but were pleased to see the MPS making steps to make sure the Matrix was compliant with data protection.</p>
<p>Trident Independent Advisory Group (IAG)</p>	<p>The Trident IAG includes community members who work with Trident around Gang crime and firearm offending.</p>	<p>06/02/2019 Trident IAG meeting</p>	<p>Detective Chief Inspector (DCI) Phil Mills - Met Intel attended Trident IAG and briefed the group on the GVM. This included details of Equality Impact Assessment (EIA) being produced, concern hub pilot in Lewisham. A number of questions were asked including about training, review and removal process, police response to an offenders Red, Amber, Green risk score (RAG), how gang affiliation is justified and more. They were supportive and happy the MPS is producing an EIA and would like the MPS to do roadshows where the MPS alongside the IAG meet local communities and jointly explain the Matrix. This is being considered as part of the Community Stakeholder consultation work around the GVM.</p>
<p>Wandsworth Independent Advisory Group (IAG)</p>	<p>The Trident IAG includes community members who work with Trident around Gang crime and firearm offending.</p>	<p>19/02/2019 Wandsworth IAG meeting</p>	<p>General briefing given on the GVM with local BCU Gangs Detective Inspectors (DI) supporting from a local perspective in terms of partnership work locally. Briefing included details of new external website on the Matrix and changes being</p>

NOT PROTECTIVELY MARKED

			implemented to meet the actions set by the ICO. Q&A followed the briefing with a number of questions about the Matrix including age profiles, partnership working, diversion work and whether subjects are informed of their inclusion. IAG Chair was keen to know how the IAG can help the Police with the GVM locally. New website will be forwarded to IAG members.
Independent Advisory Group (IAG) Chairs across the MPS	IAGs are a key asset working with the MPS to help build confidence in policing in London and to provide feedback from communities about various aspects of policing.	20/02/2019 Email	The new website for the Matrix has been sent out to enhance knowledge of the GVM and the website through IAGs so these can be further passed out to local communities.
Tayo Prince – SNB Chair Lewisham	Bi monthly meeting	21/05/2019 Meeting	No concerns raised
Eileen Glover – SNB Chair Greenwich	Bi monthly meeting	21/05/2019 Meeting	No concerns raised
Lewisham Safer Stronger Scrutiny Committee	Presentation at meeting	22/05/2019 Presentation at Meeting	No concerns raised and reassured with steps taken
Gordon Glean – IAG Chair Lewisham	Bi monthly meeting	10/06/2019 Meeting	No concerns raised
Independent Advisory Group (IAG) chairs across the CW BCU (Covering Westminster, Hammersmith and Fulham and Kensington and Chelsea).	IAGs are a key asset working with the BCU to help build confidence in policing in London and to provide feedback from communities.	26/06/2019 Meeting	The role of the Integrated Gangs and Exploitation was highlighted. The benefit of the Gangs Violence Matrix was explained so that the communities understand how this reduces offending and crime.
Westminster Council IGU	To contextualise the working relationship and benefits they contribute to and to be transparent.	18/07/2019 Meeting	Context understood – no queries raised
Somali public forum.	The BCU has had two murders from the same direct Somali community. They criticised that they could not see what police	18/07/2019 Somali Public Forum meeting	No negative feedback received

NOT PROTECTIVELY MARKED

	work was happening. I saw this an opportunity for the community to understand how we reduce offending and victimisation.		
Westminster Council Youth Crime Prevention Partnership	To contextualise the working relationship and provide transparency on why the GVM is used.	23/07/2019 Personal briefing	Good feedback
Tower Hamlets - SNB Chair, deputy and panel members.	The SNB monitor police performance using data supplied by MOPAC so as to hold the local police to account as a 'critical friend'. The SNB also develops and encourages the engagement between police and the wider members of the community.	03/06/2019 Phone/email	The SNB were happy with the information provided to them and did not offer any comments or feedback re the context, findings or actions.
Tower Hamlets - IAG Chair & deputy.	The IAGs act as a 'critical friend' to scrutinise policing and policy decisions and debrief incidents and operations.	03/06/2019 Phone/email	The IAG stated that the information provided neatly summarised the context, findings and actions. The only suggestion put forward was that in the circulating email a link was given to the Met's glossary: https://www.met.police.uk/foi-ai/af/accessing-information/met/glossary/ . Ideally the specific terms would be extracted and included in a supporting documents that was sent to partners.
Hackney - SNB Chair & deputy.	The SNB monitor police performance using data supplied by MOPAC so as to hold the local police to account as a 'critical friend'. The SNB also develops and encourages the engagement between police and the wider members of the community.	03/06/2019 Email/follow up meeting to be held on Wednesday 12/06/19.	The SNB stated that they understand the information provided and offered no further comments or feedback.
Hackney - IAG Chair.	The IAGs act as a 'critical friend' to scrutinise policing and policy decisions and debrief incidents and operations.	03/06/2019 Email	The IAG did not offer any comments or feedback re the information provided to them.

NOT PROTECTIVELY MARKED

Independent Advisory Group (IAG) chairs across Central West BCU. (This covers Westminster, Kensington and Chelsea and Hammersmith and Fulham boroughs.)	IAGs are a key asset working with the BCU to help build confidence in policing in London and to provide feedback from communities.	26/06/2019 AW BCU IAG Meeting	The role of the Integrated Gangs and Exploitation was highlighted. The benefit of the Gangs Violence Matrix was explained so that the communities understand how this reduces offending and crime.
MOPAC Reference Group	This group was part of the MOPAC review of the GVM. The MPS were invited to attend the group's meeting and provide updates on the GCM.	24/06/2019 Attended meeting of group	Update given on MPS action plan to implement the recommendations from the ICO and the MOPAC review. Discussion of engagement strategy.
MOPAC Reference Group	This group was part of the MOPAC review of the GVM. The MPS were invited to attend the group's meeting and provide updates on the GCM.	08/11/2019 Attended meeting of group	Update provided on the status of the ICO recommendations and the MOPAC recommendations. I then asked for advice on our communications strategy and shared draft wording for a video explaining the GVM. Feedback received from attendees which will be incorporated into the video.
Merton S&SCMG	S&SCMGs assist to build confidence in the MPS S&S strategy and feedback to the community. They are critical partners	20/06/2019 Merton S&SCMG Meeting	General briefing given by Partnership Inspector followed by Q&A session. No concerns, happy with changes
Enfield YOU	The YOU work with young offenders locally looking at rehabilitation following offending behaviour, those individuals are often affected by the Matrix and were fully aware of its existence and this can influence how they are dealt with during rehabilitation	24/06/2019 Face to Face by Detective Sergeant	Brief summary of the changes and restrictions around ICO review and how info sharing can be completed in the interim to assist them in their risk assessments when dealing with young offenders associated with different and rival gangs.
AW BCU Proactive Gangs Unit	To contextualise the work that they are tasked with.	04/07/2019 Briefing sent via email, requesting staff are given time to read it.	Circulated - no queries raised.
AW BCU Detective Inspector for YOT/IOM/Jigsaw	To contextualise the work that they are tasked with.	04/07/2019 Briefing sent via email, requesting staff are given time to read it.	Circulated - no queries raised.
Wandsworth S&SCMG	S&SCMGs assist to build confidence in the MPS S&S strategy and feedback to the community. They are critical	23/07/2019 S&SCMG meeting	General briefing given by Partnership Inspector followed by Q&A session. No concerns, happy with changes

NOT PROTECTIVELY MARKED

	partners.		
Westminster Council Youth Crime Prevention Partnership	To contextualise the working relationship and provide transparency on why the GVM is used.	23/07/2019 Personal briefing	Good feedback
Ealing Borough Independent Advisory Group (IAG)	Monthly meeting between partners in Ealing borough- discussion about current gang tensions in Acton	01/08/2019 MAVES meeting	Members of SA gang who are on the matrix were discussed due to the heightened tensions between these youths and currently identified youths in North London.
Kingston Independent Advisory Group (IAG)	IAGs are a key asset working with the MPS to help build confidence in policing in London and to provide feedback from communities about various aspects of policing.	06/08/2019 Kingston IAG meeting	General briefing given by SNT Inspector followed by Q&A session. No concerns, happy with changes

STEP 5b. EIA Action Plan

From your consultation activities and available information explain within the appropriate Action Plan template the potential positive and / or negative impact of the proposal / policy, internally on members of your workforce and externally on your communities / service delivery:

Age	GUIDANCE	Race	GUIDANCE
Deaf and disabled / Disability	GUIDANCE	Religion or Belief	GUIDANCE
Gender Reassignment	GUIDANCE	Sex	GUIDANCE
Marriage and Civil Partnership (employment only)	GUIDANCE	Sexual Orientation	GUIDANCE
Pregnancy and Maternity	GUIDANCE	Other Issues	GUIDANCE

STEP 5c. Action Plan Template Workforce Impacts (Internal)				GUIDANCE
Potential positive / negative issues / impacts	Activity	Role Holder	Action By Date	Progress/Timescale/ Monitoring
The GVM has been used in the MPS for a number of years, going back to 2012. Since the inception of the Matrix, there have been many changes in both policing and how Gangs operate in London	The GVM is being reviewed and refreshed which will take in to account the differences in policing and Gangs since the Matrix was first designed. This includes more focus on gang members who have been victims of violence.	Met Intelligence	31/03/19 Ongoing yearly reviews	GVM Task and Finish Group meeting
Since the inception of the Matrix there has been a large turn over in officers and staff using the Matrix, with understanding of the Matrix passed down rather than corporate training refreshed on a large scale.	As part of the review of the GVM corporate training will be conducted as well as communications on the Intranet to enhance knowledge across the MPS. Training will initially be through local Basic Command Unit (BCU) Single point of Contacts (SPOCs) at Detective Superintendent (DSU) rank and Detective Inspector (DI) rank. Training will then be undertaken for other officers and staff in BCUs. Anyone not able to attend training can request for training by contacting Met Intelligence.	Met Intelligence	31/03/19 Ongoing yearly reviews	GVM Task and Finish Group meeting
A number of officers and staff in the MPS have access to the GVM.	Access to the Matrix is going to be stopped and started again. Access will need to be requested via a GVM access request form which highlights the requirements for access to be granted	Met Intelligence	30/04/19 Ongoing yearly reviews	GVM Task and Finish Group meeting

STEP 5d. EIA Action Plan Template Service Delivery Impacts (External)				GUIDANCE
Potential positive / negative issues / impacts	Activity	Role Holder	Action By Date	Progress/Timescale/ Monitoring
Age – A large proportion of individuals on the GVM are young people with 72% under 25.	This is justified by statistics that show young people's involvement as victims and suspects of violent crime such as knife	Met Police lead for Gangs	31/03/19 Ongoing yearly	GVM Task and Finish Group meeting / Met Police Safeguarding

NOT PROTECTIVELY MARKED

	crime.		reviews	Meeting
Age – Young people are particularly known to be impacted by gangs via being recruitment into gangs or exploited for criminal gains by gangs.	Work with external partners, including agencies with statutory responsibility for safeguarding, to explore and provide opportunities to remove and protect children from gangs and exploitation	Met Police lead for Gangs	31/03/19 Ongoing yearly reviews	GVM Task and Finish Group meeting / Gang Crime Fighters meetings
Age – Young people’s involvement in gangs must not prevent the police and partners undertaking necessary enforcement against those participating in criminality and particularly violence with the police having a duty of care towards victims, and potential victims, of crime.	Ensure that officers and staff are able to utilise criminal justice measures in order to protect the public and bring those involved in crime and in particular violence to justice.	Met Police lead for Gangs	31/03/19 Ongoing yearly reviews	GVM Task and Finish Group meeting / Gang Crime Fighters meetings
Race – the GVM contains a disproportionate amount of BAME subjects when compared with the population of London.	A number of violent crime types also show disproportion number of BAME being both victim and suspects. These include Knife Injury Victim under 25 excluding Domestic Abuse for the 12 month period Nov17 - Oct18 - 67% of victims are BAME and 69% of offenders proceeded against are BAME. Lethal Barrelled firearm discharges for the 12 month period Nov17 - Oct18 - 75% of Victims are BAME and 86% of offenders proceeded against are BAME. These are disproportionate although not as high as the GVM.	Met Intelligence – Detective Chief Superintendent (DCS)	31/03/19 Ongoing yearly reviews	GVM Task and Finish Group meeting / Trident IAG / Race IAG
Race – the Gangs Matrix categorises subjects based on criminal activity and intelligence. This allows for a tiered response in order to best target subjects who pose a risk to others, and themselves.	The Gangs Matrix policy will support local Gangs leads with identifying activities to seek to reduce violence and support subjects in moving away from gangs.	BCU Detective Superintendent - lead for gangs	31/03/19 Ongoing yearly reviews	GVM Task and Finish Group meeting / Gang Crime Fighter meetings
Sex – Males represent a much higher proportion of subjects on the Gangs Matrix.	This is justified by statistics that show a small number of females are victims and suspects of violent crime such as knife crime. There are also intelligence gaps on female’s involvement in gangs. A review to be completed of available support to	BCU Detective Superintendent - Safeguarding	31/03/19 Ongoing yearly reviews	Met Police Inclusion Forum(s) / Gang Crime Fighters meeting / Met Police Safeguarding Meeting

NOT PROTECTIVELY MARKED

	<p>females in gangs, understanding that strategies to target males may not be appropriate for female gang members. Some of this may form part of CSE or DA strategies. However, there are females on the Gangs Matrix and there must be responses tailored to support and, where appropriate, target them. This will include a number of local intervention programs, e.g. Abianda.</p>			
<p>Age / Race / Sex – Individuals on the GVM are more likely to be offered interventions and support from police and partners than those who are not on the Matrix</p>	<p>Individuals on the Matrix may be discussed at local partnership meetings where police and partners will consider a number of interventions to support these individuals and their families to move away from gangs.</p>	<p>BCU Detective Superintendent - lead for gangs</p>	<p>31/03/19 Ongoing yearly reviews</p>	<p>Local partnership meetings</p>

STEP 6. Ensure monitoring and review arrangements are put in place**GUIDANCE**

How will the implementation of the proposal / policy be monitored and by whom?

Met Intel now has governance of the MPS GVM. Task and Finish Group meetings relating to the GVM are currently taking place on a bi weekly basis chaired by a Detective Chief Superintendent of Met Intelligence. These are attended by a variety of key stakeholders from across the MPS. These will continue to take place to monitor compliance of the Matrix which includes making sure relevant individuals are on the Matrix, weeding, data protection and the equality act.

All Public Authorities such as the Metropolitan Police Service (MPS) have to comply with section 149 of the Equality Act 2010 more commonly known as the General Duty.

The Duty requires us to:

- **Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act.**
- **Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it.**
- **Foster good relations between people who share a relevant protected characteristic and those who do not share it.**

One of the ways we can demonstrate that we are complying with the General Duty is to document how decisions are reached and resulting activities including monitoring and review arrangements. In the MPS, the way we evidence this is by completing EIAs.

What is the timetable for monitoring, with dates?

Monitoring will be done monthly to ensure the action plans is met and any issues take forward to ensure compliance.

STEP 7. Public availability of reports / result. What are the arrangements of publishing, where and by whom?**GUIDANCE**

This document will be available on the MPS publication scheme website. The MPS GVM is also available for subject access and Freedom of Information Access Requests which regularly come into the MPS. All such requests are considered before a decision is made whether to release information as per guidelines.