

EIA Summary

Assessing Equalities

An Equality Impact Assessment (EIA) was carried out to help identify the focus for this Inclusion Strategy. This EIA helps the Met understand how different groups may be affected by our policies, decisions and services. It also helps us identify where action is needed to improve fairness, inclusion and outcomes.

What We Found

Trust in the Met is not experienced equally. While overall trust stands at 71%, it falls to 63% amongst Black Londoners and 57% amongst LGBT+ Londoners. Perceptions of fairness follow a similar pattern. When nearly four in ten Londoners do not believe police treat everyone fairly, we have a responsibility to ask why and to act on the answer. Some communities are also disproportionately affected by harm, victimisation and vulnerability, making it even more important that policing responses are effective, fair and trusted. Addressing those gaps is not politics, it is fundamental to policing by consent.

Our job is to protect the public and enforce the law fairly. The Equality Act 2010 and Public Sector Equality Duty require us to promote equality, eliminate discrimination and foster positive relations between communities.

Evidence clearly shows that organisations perform better when they are inclusive, fair and the whole workforce feels they can thrive. Building and equipping a modern police service that reflects London's diversity, and where talented people can contribute, develop and succeed, strengthens decision-making and is critical to our effectiveness. Fair policing is not delivered by a strategy or a single team, it is delivered through thousands of decisions made every day by officers and staff across London.

In summary, a more inclusive MPS will build greater trust and confidence, reduce crime and harm, promote higher standards of service and behaviour, improve workplace experiences for all, and ultimately deliver better organisational performance. Which in turn, enables fair policing for all.

Our approach

The EIA draws on a wide range of statistical data, academic research, and personal feedback to build a clear picture of people's experiences and outcomes.

To better understand the reasons behind the data, we also considered lived experience evidence. We listened to what colleagues, communities, partners and independent reviewers had been telling us. This included learning from the London Race Action Plan, the Casey Review, 30 Patterns of Harm, staff survey findings, community engagement, public confidence data and operational insight. This helped us identify barriers that may not be visible through data alone and highlighted opportunities to improve trust, confidence and inclusion.

We then followed the evidence. Increasingly, it pointed towards: scrutiny, leadership, data, people processes, victim experiences, decision-making and police powers, as the organisational systems most likely to influence outcomes. From this, we developed a set of priorities and interventions designed to address the areas of greatest harm, disproportionality and opportunity for improvement.

How This Has Informed the Strategy

The Inclusion Strategy has therefore been designed to provide a single organisational framework through which these issues can be understood and addressed collectively.

Rather than treating challenges as isolated problems affecting separate groups, it focuses on improving the organisational systems, decisions and conditions that shape experiences and outcomes across both workforce and community settings.

This approach also recognises that people do not experience policing or the workplace through a single aspect of their identity. Experiences are often shaped by the interaction of multiple characteristics, circumstances and life experiences. An inclusion approach provides a stronger foundation for understanding these experiences whilst retaining a clear focus on those groups experiencing the greatest disparities, harms or barriers. Adopting an inclusion approach does not reduce the focus on race, disability, sex, faith, sexual orientation or other protected characteristics. Rather, it provides a common framework through which these issues can be understood, connected and addressed, whilst maintaining targeted activity where evidence identifies specific harms, barriers or unequal outcomes.

This is a draft strategy and has been shaped based on what we have learnt from the lived experiences of our community partners and internal colleagues alongside data we currently capture. The consultation exists precisely because the final commitments and measures of success should be informed by all communities across London.