

Commissioner's Working Group on Diversity

Following recent events the Commissioner of the Metropolitan Police Service has set up a Working Group to map out current activity and to conduct a cross cutting and critical review of the MPS's approach to diversity, fairness at work and relevant related internal policies, procedures and systems.

The Terms of Reference are as follows:

1. Review of Hendon Training School, recruitment processes and systems, including integrity testing. This is the first and highest priority.
2. Mapping of current work being undertaken within the MPS around diversity, complaints, fairness at work and related issues.
3. Through consultation with the widest range of stakeholders to identify key themes for the new MPS Diversity strategy.
4. To maintain oversight, on behalf of the Commissioner, of the development and publication of the new MPS Diversity Strategy. The Diversity Board will develop the strategy by 1st April 2004.

The Working Group structure is as follows: -

Overall Lead - Assistant Commissioner Tarique Ghaffur

Lead Officer- Chief Superintendent Ian Carter supported by a small team

Steering Group - Martin Tiplady, Commander Shabir Hussain, Commander Steve Allen, DAC Steve Roberts, Denise Milani, David Hamilton, Alfred John, Cmdr Paddick and Representatives from SC, SO, MPA and IAG (meet weekly).

Strategic Advisory Group - Representatives from the MPA, IAG/LGBT AG and possibly the CRE (meet monthly)

Staff Association and Trade Union Advisory Group (meet every two weeks)

Priority Actions to be undertaken by the Working Group are:

1. Risk Assess and implement immediate actions at Hendon Training School including integrity testing (27.10.03)
2. Agree Working Group terms of reference with Management Board (28.10.03)
3. Prepare a draft statement of the Commissioner to be posted on the MPS intranet (31.10.03)
4. Map out current activity and submit action plan to Management Board (31.10.03)
5. Communicate Working Group terms of reference and work plan to MPS and key stakeholders (04.11.03)
6. Carry out consultation exercise and report findings to Management Board (07.11.03)
7. Set up Working Group support team (07.11.03)
8. To hold a focus session with MPA members and advisors (arrangements by 07.11.03)

Tarique Ghaffur
Assistant Commissioner
27.10.03