

COMMUNITY RESILIENCE PARTNERSHIP

Monday 7 October, 5pm - 7.15pm
In-person meeting, arrival and refreshments from 4.45pm
North Atrium, Hackney Town Hall

Chair: Cllr Susan Fajana-Thomas

Minutes

Attendees:

Cllr Susan Fajana-Thomas, LBH Cabinet Member for Community Safety and Business Regulations

Aku Adjei, PERM Inc and Active Revolution Coaching

Alison Arnaud, New City College

Bhupinder Virdee, Policy & Strategic Delivery, LBH

Diane Benjamin, Director of Children's Social Care, LBH

Chris Lovitt, Deputy Director of Public Health, City and Hackney

Emily Lewis, I Found Me Counselling, Haggerston Ward Panel

Euphemia Chukwu, Fame Star Youth, Woodberry Aid, Woodberry Ward Panel

Evette Dawkins, Hackney Foster Carers

Fatou Gassama, N'dey Holistic Support, Dalston Ward Panel

Gwanwyn Mason, MOPAC

Rabbi Herschel Gluck, Shomrim, Muslim and Jewish Forum, MPS IAG

Jacquie Burke, Group Director, Children and Education, LBH

James Conway, BCU Commander for Hackney and Tower Hamlets

Janette Collins, The Crib, PERM Inc

Jason Davis, Policy & Strategic Delivery, LBH

Joe Chown, Hackney Foster Carers' Council

Joycelyn Dankwa, Shepherd Fold Ministry

Joyclyn Buffong, Rise 365, Hackney Community Policing Scrutiny Panel

Judy Harris, Policy & Strategic Delivery, LBH

Kome Owuas, African Community School

Lisa-Raine Hunt, Policy & Strategic Delivery, LBH

Maurice Mason, Community Safety and Partnerships Manager, LBH

Natasha Grant, Hackney Foster Carers

Nicola Duncan, Policy & Strategic Delivery, LBH

Pauline Adams, Head of Service, Early Help and Prevention, Young Hackney, LBH

Tony Wong, Metro Charity, previously HCVS

1.	5:00pm (10 minutes)	Welcome The meeting started with a minute's silence remembering all lives that have been lost in the Middle East since 7 October 2023 and all residents in Hackney who have been impacted. The Chair welcomed partners to the Town Hall and set the scene for the meeting as a review of how far we have travelled in the past two years since our co-production of the Trust and Confidence in Policing Action Plan in 2022. There have been some significant achievements and progress made since that time, but we know that this crucial work is ongoing. Trust and Confidence in policing, and in wider statutory services, is still a significant challenge and there is more work for us to deliver together in partnership. The Chair explained that the meeting is focused on local policing in Hackney, but will also touch on wider developments in the Metropolitan Police Service MPS. In the past month, an update on the work of the MPS London Race Action Plan has been published and this was sent to partners, alongside the agenda for this meeting, for information. The Chair handed to Lisa-Raine Hunt to review the history of this partnership work and then to Jason Davis to speak about how the work aligns with the community resilience partnership.	Chair
2.	5.10pm (10 minutes)	Context for Trust and Confidence partnership, two years on Lisa-Raine presented slides 2-6 from the slide pack, reviewing the history and principles of partnership of the Trust and Confidence in Policing action plan; delivery of the plan in the first year; and handover to the Central East Basic Command Unit (CE BCU) one year ago. She highlighted the role of Hackney Community Partners in establishing and steering this crucial work.	Lisa-Raine Hunt Jason Davis

		Jason spoke to slide 7 - emphasising the continued Council commitment to increasing Trust and Confidence in policing and all statutory services, through the Community Safety Partnership.	
3.	5:20pm (20 minutes)	BCU Progress on Trust and Confidence Work The Chair handed to James Conway, Central East BCU Commander to present updates from the BCU Trust and Confidence Change Board and Shadow Board in the past year and priorities for the year ahead. James began by explaining that over the past year, the Trust and Confidence partnership work started in Hackney has expanded to operate across two boroughs, with Hackney leading the way for change. A critical challenge has been ensuring the police and council do not revert to 'old habits'. The Trust and Confidence Working Group proved instrumental here, transforming rightful community anger into a structured, actionable approach that held authorities accountable. One significant focus has been reassuring residents that an incident such as the strip searching of a child in a Hackney school by the police would not happen again. This led to changes in strip-searching policies in the MPS and additional changes in CE BCU, a shift in tone during police training and conversations, and a new openness to acknowledging past mistakes. The working group also identified the difference between community engagement and scrutiny, which were previously conflated. As a result, the BCU have separated these processes into distinct "advise" and "scrutinise" elements. A new Community Scrutiny Panel has been established supported by MOPAC, and the BCU have introduced an advisory Shadow Board of strong community voices to help guide projects, which has expanded to include Tower Hamlets partners. Key Updates from the Past Year: Cultural Shifts in Policing Efforts are underway to address internal police culture. Officers are collaborating to define the behaviors needed for meaningful change. The wider MPS is observing this	James Conway

		process to potentially adopt similar strategies. Stop and Search A pilot scrutiny model in Hackney has redesigned how the community holds police accountable for the use of policing powers, including stop and search. Progress includes: • Greater transparency in the use of handcuffs, tasers, and body cameras. • A restorative justice model for individuals dissatisfied with their stop-and-search experience. Officers trained in this approach meet with affected individuals to explain actions and foster understanding. • Reduced overall stop-and-search activity, leading to decreased disproportionality. Further training this autumn aims to reframe stop and search as a tool primarily for reducing weapons-related crime, with reduced focus on stops related to low-level drug use. Child-First Too many young people have been entering the criminal justice system for minor offenses. In the past 6-9 months, “Outcome 22” was introduced allowing the police to take no further action for certain offences and instead divert young people into support programs. The Deferred Prosecution Scheme also ensures quick decisions (within hours) to avoid unnecessary criminalising of young people. Initial resistance to these schemes has softened, and discussions are underway to expand this model across London. Mental Health In collaboration with the NHS, early-stage projects are in place exploring the deployment of mental health nurses alongside, or instead of, police officers when responding to mental health crises. This acknowledges that police are not the appropriate first responders for such incidents. Policing in Schools A new approach is being implemented to foster positive relationships between schools and the police. Key elements include: • Assigning officers to specific ward clusters, covering secondary schools, colleges, and primary	
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		schools. • Focusing on supporting students during school commutes and events like results day, based on feedback from young people who prefer less visible police presence in school settings and more support on their journeys to and from school • Continuous refinement through engagement with schools and young people. Communications and Engagement While progress has been made, there is room for improvement in public communications. The BCU are now on instagram and now have a small internal comms team. They are thinking about how they can better communicate policing successes happening behind the scenes, eg arrest of a major crime network last week. Skills and Training This autumn/winter, all MPS staff will take training on adultification bias, with further emphasis on addressing weapon-related crimes rather than low-level drug offenses. See slides 8-10 for a summary of these updates.	
4.	5:40pm (10 minutes)	Shadow Board Two members of the community shadow board provided reflections on the past year. Aku shared the board's satisfaction with the continuation of meetings and identified several areas for improvement: • Structure: Information shared during the meeting could be provided in advance, allowing the committee more time to prepare and engage in meaningful discussions. Currently, it feels like information is being reported, rather than fostering a sense of inclusion in decision-making. • Accountability: The community feels that they are not fully included in decision-making processes. Discussions seem to occur within the BCU and are then fed back to the community. A better collaboration loop is needed to ensure accountability. • Continuity: Concerns were raised about the long-term sustainability of progress, particularly	Aku Adjey Tony Wong

		regarding James Conway's possible departure (due to MPS practice of moving senior officers). The community wants to ensure the work continues effectively after his tenure. • Visibility: They would like James Conway to have a stronger presence within the community. • Deferred Prosecution: Questions were raised about whether the BCU is actively involving the community in the implementation of the deferred prosecution model. Tony reflected on January 2022, when James Conway joined the BCU, it was a challenging period due to heightened tensions and a lack of trust in the police. James' approach, characterised by humility and thoughtfulness, marked a positive shift that the community had not previously experienced. Additionally, the Council's involvement was acknowledged as pivotal in providing structure to the work. In addition to the points Aku raised above, the community raised the following points for future focus: • Long-term Change: There is concern that significant effort is being invested to create change, only for it to potentially be undone if leadership changes in the future. • Openness: The openness and transparency James Conway brings are highly valued, but the community wants assurance that this approach will be sustained. • Shadow Board: While the value of the Shadow Board is recognised, there is concern that its role has become passive, with meetings focused on receiving updates rather than fostering true dialogue. For example, Tony noted the lack of clarity on how the Shadow Board connects with the internal board. • Sustained Impact: The community emphasised the importance of ensuring that their energy, passion, and commitment lead to meaningful, lasting change.	
5.	5:50pm (10 minutes)	Q&A Q: Policing in Schools Is the program currently in place or still being developed? Will it be co-designed with communities and schools? Should youth organisations also be involved?	Chair and all speakers

		A: The pilot program began last academic year in a few wards to test its effectiveness in schools located near key footfall areas such as main roads and parks. This academic year, the program has been expanded across Hackney and Tower Hamlets, but it remains a work in progress. The decision was made to implement it quickly rather than delay further, and it is evolving as feedback is gathered. There is still an opportunity to shape and refine the model. Early engagement involved voices from teachers, young people, and organisations like Young Hackney and local colleges. One key insight from young people was, “We don’t want to see you in school every day because we’re studying,” but they expressed a desire to see officers outside during their journeys home. This feedback has prompted police to reconsider where their presence is most effective. As the design becomes more concrete, the police plan to re-engage with schools, young people, and communities to gather further feedback and make adjustments. Q: How will you ensure this improvement work continues if BCU leadership changes? A: James Conway shares these community concerns about the sustainability of the program and has raised with Central MPS. He has been reassured that senior leaders within the MPS are committed to supporting and continuing this work. Significant efforts have been made to position these changes as a foundation for broader reform across London, helping to embed them into long-term practice. Q: How will you ensure that the Shadow Board continue to be actively involved in this work? A: Initial Shadow Board meetings focused on bringing members up to speed, which made the process feel overly information-heavy. Moving forward, the aim is to create more interactive sessions, allowing members to raise questions, participate in open discussions, and provide feedback that can shape the work. Q: How will you ensure community engagement continues? A: James Conway acknowledged that he hasn’t spent as	
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		much time recently engaging directly with the borough. He plans to schedule visits in the near future to reconnect with the community and gather input.	
6.	6:00pm (10 minutes)	Hackney Community Policing Scrutiny Panel See a video about the scrutiny panel here: https://www.youtube.com/watch?v=P_OHLsSJF48&feature=youtu.be The partnership between the community, the council and MOPAC has been fundamental to the progress of the Scrutiny Panel made so far. Collaboration with the Council has enabled MOPAC access to networks and communities through the work of the Community Resilience Partnership (CRP), where much of this initiative began. This collaboration has also facilitated the recruitment of expert youth leaders, academics, and other professionals who bring diverse perspectives and skills. Their involvement has enabled the community to hold the police accountable in ways that wouldn't have been possible otherwise. An unexpected but positive outcome is that police supervisors and frontline staff are now actively seeking feedback from the community to inform their decisions. The BCU has also developed a matrix to track actions based on community input. For example, after reviewing community feedback on specific stop and search videos, the police can identify what the community expects and implement appropriate actions. Moving forward, frontline police officers will be invited to community scrutiny meetings to hear feedback and participate in conversations directly. This approach fosters greater understanding and dialogue. While there is strong passion for driving change and community input is valued, there is recognition that there is much more work to do. Communication, in particular, needs significant improvement to ensure all voices are heard and progress is effectively shared.	Gwanwyn Mason Joyclen Buffong

7.	6:15pm (20 minutes)	Break Out Groups 1. Opportunity to capture feedback on the work to date - Has anything been missed in the work to date? - What are the key priorities for our communities in the year ahead? 2. A focused question from each workstream on individual tables	Lisa-Raine Hunt
8.	6:35pm (10 minutes)	Feedback (Given time constraints feedback will be kept to a maximum of two key points) Group 1 - Facilitated by Emily Lewis with Nicola Duncan Group 2 - Facilitated by Euphemia Chukwu with Judy Harris Group 3 - Facilitated by Bhupinder Virdee with Yemi Odubade Group 4 - Facilitated by Jason Davis with Lisa-Raine Hunt	Chair and all
9.	6:45pm (30 minutes)	Trust and Confidence Working Group Commendation Members of the Trust and Confidence working group were recognised in a certificate presentation, with thanks from Cllr Susan-Fajana Thomas and James Conway.	Chair and all
10.	7:15pm	Close of meeting	