



## Response to Mayor's Office of Police and Crime, Police and Crime Plan 2022-2025

### 'Building a safer London'

We wrote about the Police and  
Crime plan when it first came out.



**The Mayor's Office of Policing  
and Crime** agreed to work more  
with **Deaf and Disabled People's  
Organisations**.

They agreed to work with more  
Disabled people.

This is a good start.

We have read the plan and talked  
about it with other Disabled  
people.



This is what we think about the plan.

This is what we think the Mayor's Office needs to do.

Deaf and Disabled People's Organisations are called **DDPOs** for short. We will use **DDPOs** from now on.

We will call the Mayor's Office of Policing and Crime **MOPAC** for short.

# Do more to improve low levels of community confidence



Disabled people in London **lack confidence** in the police. This means:

- They do not trust the police will help them.
- They do not think the police are reliable.
- They are not happy with how the police work.
- They do not feel safer because of the police.



MOPAC's plan said they would make it easier to find out what the police were doing.

The plan said MOPAC would explain their decisions and make changes when they were wrong.

MOPAC also agreed to work more with **marginalised groups of people**.

**Marginalised groups of people** are people treated as less important in society. This has happened for a long time.

Marginalised groups of people have less power. People often do not think about them when making plans.

Some marginalised groups of people in the UK are:

Disabled people

Black people

Jewish people

Gay people

Transgender people

There are other groups, too.

People can be in more than one group. For example, a Disabled trans man or a Black Disabled lesbian.







MOPAC wrote a list of the poor attitudes and behaviours it wants the police in London to get rid of.

We are disappointed they missed **ableism** out.

We have told MOPAC how important it is to get rid of ableist attitudes. We want them to add ableism to the list.

**Ableism** is when Disabled people are treated as less than or worse than non-Disabled people.



We want to talk to MOPAC more through the General London Assembly DDPO Stakeholder Group.

We want MOPAC to listen to how to make things better for Disabled people.

We want the General London Assembly to have a Disability Chief Officer. This would help make sure Disabled people are included.

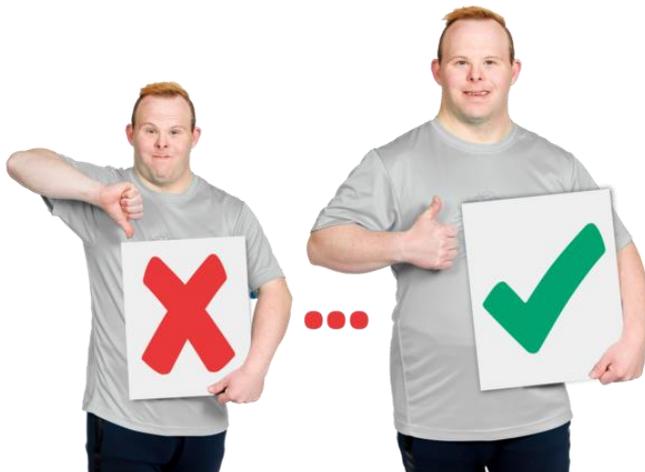


We think MOPAC needs to make their information easier to understand.

We think they need to make it easier to tell MOPAC when they have done something wrong or could do better.

If we improve Disabled people's lives, everyone's lives get better.

We want to know who will stand for Disabled Londoners on the London Recovery Board.



Every service should plan to include all the different people who will use it.

Everyone should have services which are accessible, work well, and continue to get better.

# Understanding our Disabled community

## Abandoned, forgotten and ignored

The impact of the coronavirus pandemic on Disabled people

Interim Report - June 2020



During the pandemic, we wrote a report called “Abandoned, Forgotten, Ignored”.

It was about how Disabled people were forgotten during the pandemic.

Disabled people often struggled more than non-Disabled people before COVID-19.

This is because there are lots of barriers.

Then COVID-19 made it worse.

MOPAC read this report and added it to their plan. We are pleased about this.



Language is important. People have different ideas about language.



Some people say they are a "Disabled person". Some say they are a "person with a disability". Some people use both.

All of these are okay.



How someone talks about themselves is up to them. We should respect this.

When people talk about Disabled people as a group, usually it is better to say, "Disabled people".



This is part of the **social model**. DDPOs follow the social model.

MOPAC should learn more about the social model.



MOPAC say they will work with groups of people.

When they work with DDPOs, they need to make sure DDPOs get the right support.

DDPOs are asked to do a lot of work but are not supported to do the work.

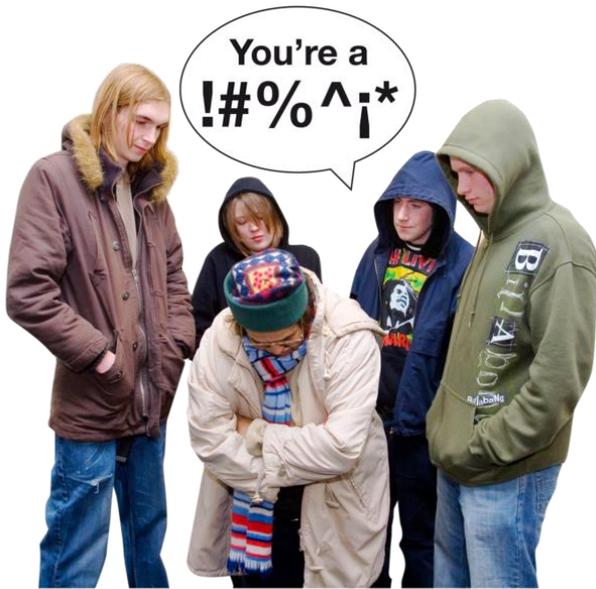


Disabled people have a lot of knowledge.

MOPAC must work in the best way to learn from Disabled people.

We think having a Disability Chief Officer would make this easier.





We want more work on **ableism** using the **public health approach**.

We can learn how ableism leads to violence against Disabled people.

Then we can improve plans to stop it.

We heard MOPAC have a **Behavioural Insights Team** they use.

We want to ask what they think about how to stop disability hate crime.

A **Behavioural Insights Team** uses research to understand why people do certain things.

Then they tell people how to make policies and plans better.

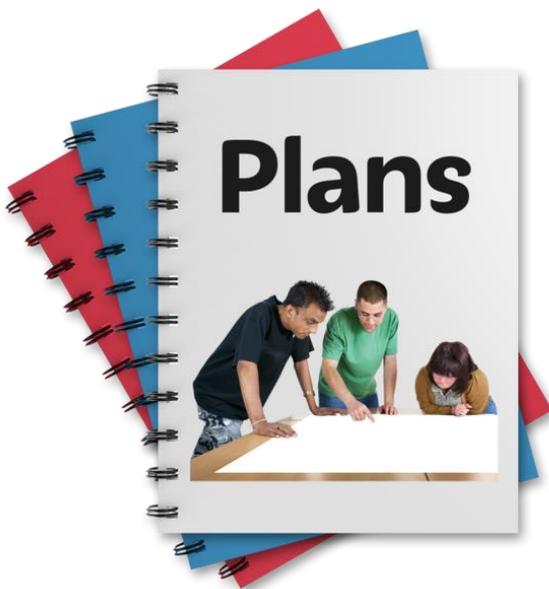


Some people treat Disabled people badly because they get Disability Benefits.

They might think the Disabled person is lying. Or that it is not fair that they get benefits.

Some people who think this hurt Disabled people. Other people try to take their money.

They think Disabled people are “easy targets”.



It would be helpful if the Behavioural Insight Team looked at this.

They could help MOPAC improve their plans to stop this.



There have been times the police have hurt or killed Disabled people.



The **Independent Office of Police Conduct** tries to find out what happened.

It is their job to look at what the police have done.

They decide if the police made mistakes. They say what should happen next.



Sometimes they write about this in reports called "Learning the Lessons".

Some people do not agree that they make the right decisions.



When the police hurt or kill Disabled people, it is reported in the news.

When Disabled people read about it, it can make them not trust the police.

It can make people scared of the police.

Some groups have looked at what the police do.

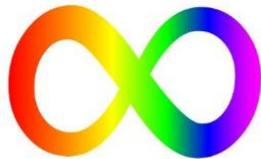
Some of the groups who looked at this are:



4Front Youth Empowerment



Research and action for fair and accountable policing



Autism Injustice

INQUEST

Stop Watch

Autism Injustice

There are other groups too.

They found out the police do not treat everyone the same.



They looked at how the police treated people from different races.

They found that people from Black, Asian and Minority Ethnic groups are often treated worse.



Other groups found that Disabled people are also treated worse.

People from other marginalised groups are treated worse too.



People from Black, Asian and Minority Ethnic groups are less likely to be diagnosed or identified as Disabled.

**Neurodivergence** is often missed.

This means lots of Black, Asian and Minority Ethnic Neurodivergent people do not get the right support.

Neurodivergence is when your brain works differently to many other people. Neurodivergence means a lot of things. For example:

ADHD

Autism

Depression

Schizophrenia

Dementia

Learning Disability

It means many other things too.



Neurodivergence is missed in a lot of people.

Many people in the criminal justice system are neurodivergent but no-one knows.

The criminal justice system does not work well for many Disabled people.

Their needs are not met.

In the "Learning the Lessons" reports, there are cases where police treated neurodivergent people badly.

Two boys and one man were forced to take their clothes off and searched by police.

There was no **appropriate adult** there when they did this.

## LEARNING THE LESSONS

An **appropriate adult** is someone who will support a 'vulnerable person'.

They make sure the person is treated fairly. They make sure the police respect them.



In the newest “Learning the Lessons” report, they wrote about police who harmed Disabled women.

The police they wrote about were meant to help the Disabled women.

But they started relationships with them instead.

This is not good **police conduct**.

Police have more power than many people.

The Disabled women had less power than the police.

Most were victims of crimes. Some were accused of crimes.

This means the relationships were inappropriate.

They should not have happened.





Some Disabled people have been killed by police.

People read about people like Jason Lennon, Richard Cottier, and Kevin Clarke in the news.

They read about how they were killed and worry.



Black Disabled men with mental distress have been killed **disproportionately**.

This means a bigger percentage (%) of Black Disabled men were killed compared to how many are in the UK.

Black Disabled men will read about this and not trust the police.

They may not want anything to do with the police.



The police do not know enough about disability.

This means they think things about Disabled people that are not true.

Sometimes they are ableist.

This can lead to violence and bad decisions.

This hurts Disabled people.

The police must have Disability Equality Training.

This training must be for everyone in the police.

They also need training on intersectionality.

These two trainings are important for change.

There must be more work after the training to make things better.



## Do more to engage with our community



MOPAC work with Independent Advisory Groups already.

We want them to work more with people who are experts in their community.

We want them to work with marginalised groups.

They also need to work with people who do not want to report crimes to the police.

Everyone should have ways to get support after a crime.

Even if they do not want the police to support them.





Disabled Londoners have been left out of society because of COVID-19.

Many Disabled people are really lonely.

They need extra support from the community.

MOPAC can help by making community support better.



Hate crimes against Disabled people often start as anti-social behaviour.

These crimes can be stopped early.

Community support can help stop hate crimes.



Disabled people have been victims of '**cuckooing**'.

**Cuckooing** is when people take over someone's house. Often these people are criminals or in a gang.

They move in. They force the person living there to let them stay.

Then they often commit crimes. Usually this is selling drugs.

The person living there often does not tell the police. They are worried they will get into trouble.



Sometimes the police, the council, and social care miss that cuckooing is happening.

When this happens, people get hurt or die because no-one helps them.



This is what happened with two people we will tell you about.

They are called **George** and **Michael** here. But these are not their real names.

We do not use their real names so they can stay private.

## George



George lived with his family after he left school.

There were often fights in his family. The police went to George's house multiple times.

George's brother, Andrew, went to jail for assault.

After Andrew got out of jail, their other brother, Michael, died.

The police came again.

Some people were worried about how Andrew treated George.

They said they thought Andrew was hurting George.





Later in the year, Andrew threatened to hurt George.

The police arrested him.

Many people were worried about George.

The police and social care saw George and his family many times.

But they did not put it all together.

So, George did not get the help he needed. He was not kept safe from Andrew.

In the end, Andrew set the house on fire with George inside.

A neighbour saved George's life. If she had not been looking out for George, he would have died.



## Michael



Michael's house was taken over by a criminal gang.

The gang used Michael's house to sell drugs.

Michael had been in trouble with the police before.

The police talked to Michael while he was being cuckooed. But this was about other things.

They did not notice Michael was being cuckooed.

In January 2020, Michael died.

Afterwards, the police found out he had been cuckooed. They found out this was involved in his death.





Sometimes the police think Disabled people who are cuckooed are criminals.

They do not see that they are victims.

Some Disabled people have been arrested because of cuckooing.

Some have been made homeless.

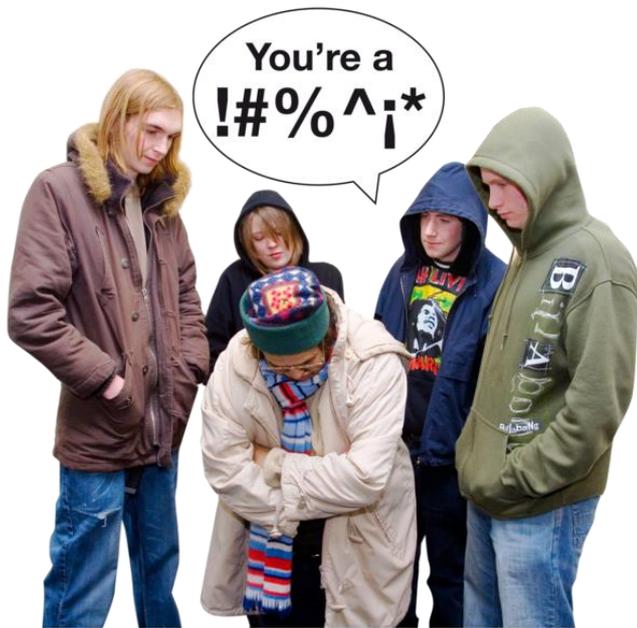
If there is better community safety and more community support, this will help.

If the police use their information better and work with other groups, this will help find cuckooing victims.

MOPAC said they would do more of this. We think this is a good thing.



## Do more to support repeat victims of hate crime



Sometimes people are victims of hate crime once.

Often people are victims of hate crime more than once.

We call this **repeat victims**.

Some Disabled people are victims of hate crime for years.

The crimes usually start small then get worse.

Sometimes these crimes end up very serious.

But MOPAC missed victims of hate crime out of their **repeat victims** plans.

This means they will not collect enough data. It also means victims of hate crime will not get enough support.



## Victim Care Hub to include specialist services



We think the Victim Care Hub is a good idea.

MOPAC say it will include expert support for marginalised people.

This is very important.

All these services need to be fully accessible.



Staff need to be trained so they understand disability.

Staff need to know how to work with care homes, residential homes, and schools.

It is very important the staff know how to support Disabled people with learning difficulties.

## How to contact Inclusion London



Louise Holden is the Manager of the Hate Crime Project.

If you want to talk about the Hate Crime Project, you can talk to Louise.

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