

MAYOR OF LONDON

Rt Hon Suella Braverman KC MP

Secretary of State for the Home Department
Home Office
2 Marsham Street
London, SW1P 4D
Via email

Date: 18 May 2023

Dear Home Secretary,

We write further to the Mayor's letter of 24 February 2023 which proposed a number of reforms to the police misconduct and performance legislation. Given the inaction from the Government on this important issue, we have undertaken extensive work in partnership to turn those proposals into legislation. Harriet will seek to introduce this Bill to Parliament and we would welcome your support.

As Mayor, I am doing everything in my power to support the Metropolitan Police Commissioner's mission to rebuild trust and confidence, and the processes for the dismissal of officers are key to delivering that aim. The current procedures are not fit for purpose and do not command public confidence. This has been highlighted by, amongst others, Baroness Casey of Blackstock, the College of Policing Chief Constable Andy Marsh and the Commissioner of the Metropolitan Police, Sir Mark Rowley.

We have heard warm words from this Government but are yet to see meaningful action on reform. We remain deeply concerned about the slow pace of reforms to the national regulations. Vital changes to the legislative framework are needed to empower police chiefs and give them the tools they need to take fair and effective action to remove anyone falling short of the high standards the public rightly expect.

In support of that aim, we have sought our own legal advice from a King's Counsel and have had amendments drafted by experienced legislative experts.

Harriet and I have done the hard work for you and are offering a package of legislative reforms which are ready to be introduced to Parliament. We would urge you to act on these vital measures immediately.

We have prepared the following reforms:

- Automatically dismiss a serving officer who is convicted of a serious criminal offence (all indictable and either-way offences + violence and Domestic Abuse if summary only)
- Automatically suspend an officer charged with a serious criminal offence (offences as above)
- Automatically dismiss a serving officer who fails vetting (strengthen and streamline current provisions – learning from MPS existing work)

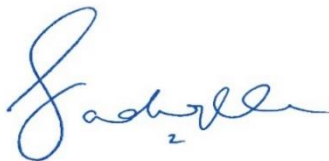
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- Give Chief Constables the power to reopen misconduct investigations
- Provide that Regulation 13 should be used to dismiss an officer whilst in their probation period (including for misconduct)
- Introduce a Duty of Candour, which would require an officer to proactively report any wrongdoing (by self or others)
- Provide Chief Constables the right of appeal to a Police Appeals Tribunal following a misconduct hearing when the sanction is inadequate
- Reduce the performance process to a two stage process, from the current three stage + three appeals
- Strengthen the pension forfeiture rules so that a criminal offence does not have to be committed 'in connection' with their service in order for an officer to lose their pension
- Create a 'duty to handover' to obtain relevant information from an officer's personal phone during a misconduct investigation

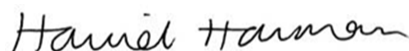
We have appended the relevant clauses and amendments for these proposals. We now call upon the Government to work with us to provide time for this legislation to be taken forward in both houses of Parliament. The necessity of restoring trust and confidence in our police service requires nothing less.

We are very happy to meet with you and/or ask my officials to brief your officials in more detail. We look forward to urgent action by the Government to address our concerns and fundamentally improve the police disciplinary and performance processes.

Yours sincerely,



Sadiq Khan
Mayor of London



Rt Hon Harriet Harman KC MP
Member for Camberwell and Peckham