# Met Police launches London Race Action Plan to tackle systemic racism and misogyny



The Metropolitan Police Service is undertaking a series of significant reforms aimed at rebuilding trust with London’s diverse communities, particularly women and ethnic minorities, who have expressed longstanding concerns over their treatment by the force. The Commissioner has openly acknowledged the reduced confidence among these groups, stating a commitment to addressing these issues through both support and challenge within the service.

These initiatives come amid heightened awareness and criticism of police conduct, especially following incidents that spotlighted systemic issues of violence and discrimination. Notably, the police response to the 2021 vigil for Sarah Everard in Clapham Common faced widespread backlash for the use of force against women, sparking national outrage and intensifying calls for institutional change. This episode underscored deep-rooted problems of misogyny and excessive force within the force, reinforcing the urgent need for comprehensive reform.

Central to these efforts is the introduction of the London Race Action Plan, launched in 2024 after extensive consultation with over 2,200 Londoners, including Black officers and community members. The plan aims to transform the Met into an explicitly anti-racist organisation, focusing on cultural change, enhanced leadership, and improved training. One key component is a newly developed stop and search charter designed in collaboration with Black communities, aiming to reduce disproportionality and discrimination. This reform follows troubling data revealing that Black individuals were more frequently subjected to stop and search compared to their white counterparts, a disparity that has persistently undermined trust.

Efforts to tackle misogyny and sexism within the force are also being prioritised. Since early 2021, the Met has mandated immersive training for new recruits that includes direct engagement with community stakeholders, allowing officers to hear firsthand the lived experiences of those affected by policing. Leadership development programmes further emphasise inclusive leadership to challenge and change entrenched cultural issues relating to sexism and misogyny.

Transparency and accountability remain crucial pillars underpinning these reforms. The Mayor of London and the Police Commissioner have jointly introduced measures such as increased publication of Body Worn Video analysis, better data collection on the experiences of Black communities, and the creation of partnership panels involving Safer Schools officers. These steps aim to address the disproportionality in policing powers used against Black Londoners and to enhance community confidence.

These reforms respond in part to a damning 2023 report by Dame Louise Casey, which categorised the Metropolitan Police as institutionally racist, misogynistic, and homophobic. The report presented alarming statistics, including that 12% of women within the Met had experienced harassment or assault and noted a public confidence level of only around 50% prior to recent scandals. It sharply criticised the force’s leadership and highlighted a broken social contract between the police and the communities they serve.

While the Metropolitan Police claims these new initiatives represent a turning point, rebuilding trust will require sustained effort and visible change across all levels of the organisation. The acceptance of past failings and a clear commitment to inclusivity and respect provide a foundation, but public confidence will ultimately be restored only through consistent and transparent action.

### 📌 Reference Map:

* Paragraph 1 – [[1]](https://www.standard.co.uk/news/crime/met-police-rapists-technology-violence-women-girls-london-b1235779.html)
* Paragraph 2 – [[3]](https://time.com/5947168/sarah-everard-police-response/), [[7]](https://www.theguardian.com/uk-news/2023/mar/21/metropolitan-police-institutionally-racist-misogynistic-homophobic-louise-casey-report)
* Paragraph 3 – [[4]](https://news.met.police.uk/pressreleases/met-announces-next-steps-to-rebuild-trust-with-black-londoners-3344287), [[2]](https://www.reuters.com/world/uk/uk-police-aim-fix-stop-search-where-black-people-most-affected-2025-02-27/)
* Paragraph 4 – [[5]](https://www.met.police.uk/foi-ai/metropolitan-police/disclosure-2023/may-2023/training-improve-internal-culture-sexism-misogyny/)
* Paragraph 5 – [[6]](https://www.london.gov.uk/publications/action-plan-transparency-accountability-and-trust-policing)
* Paragraph 6 – [[7]](https://www.theguardian.com/uk-news/2023/mar/21/metropolitan-police-institutionally-racist-misogynistic-homophobic-louise-casey-report)
* Paragraph 7 – [[1]](https://www.standard.co.uk/news/crime/met-police-rapists-technology-violence-women-girls-london-b1235779.html), [[4]](https://news.met.police.uk/pressreleases/met-announces-next-steps-to-rebuild-trust-with-black-londoners-3344287), [[7]](https://www.theguardian.com/uk-news/2023/mar/21/metropolitan-police-institutionally-racist-misogynistic-homophobic-louise-casey-report)

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## Bibliography

1. <https://www.standard.co.uk/news/crime/met-police-rapists-technology-violence-women-girls-london-b1235779.html> - Please view link - unable to able to access data
2. <https://www.reuters.com/world/uk/uk-police-aim-fix-stop-search-where-black-people-most-affected-2025-02-27/> - In February 2025, the UK's Metropolitan Police announced reforms to its 'stop and search' policy, which disproportionately affected Black individuals. A new charter aims to enhance professionalism, respect, training, and feedback mechanisms. This initiative follows criticism and data indicating that Black people are stopped more frequently than white individuals. The reforms are part of a broader effort to rebuild trust within Black communities, especially after a 2023 review highlighted various discriminatory behaviors within the force. The development of the charter included extensive community consultation, particularly with young people.
3. <https://time.com/5947168/sarah-everard-police-response/> - In March 2021, a vigil for Sarah Everard in Clapham Common, South London, was met with a controversial police response, leading to violence and arrests. Videos showed officers forcibly restraining women, sparking outrage and discussions about police behavior, systemic abuse, and legislation. The incident intensified calls for police reform and highlighted longstanding issues of police brutality, especially towards women and minority communities, underscoring the need for institutional change within the police force.
4. <https://news.met.police.uk/pressreleases/met-announces-next-steps-to-rebuild-trust-with-black-londoners-3344287> - In September 2024, the Metropolitan Police launched the London Race Action Plan, aiming to become an anti-racist organisation. The plan, co-created with Black officers, staff, and communities, includes over 2,200 Londoners' input. It focuses on improving the service's culture, training, and leadership to strengthen trust among Black Londoners. Key initiatives include a new stop and search charter co-authored with Black communities, enhanced recording and monitoring of ethnicity during vehicle stops, and an overhaul of policies on intimate searches of children.
5. <https://www.met.police.uk/foi-ai/metropolitan-police/disclosure-2023/may-2023/training-improve-internal-culture-sexism-misogyny/> - The Metropolitan Police has implemented training to address internal culture issues related to sexism and misogyny. This training, mandatory for all new recruits since January 2021, includes community-centred approaches where recruits hear directly from community stakeholders about their lived experiences. The training is designed to be immersive, enabling recruits to reflect on contemporary policing challenges and uphold the Met's values and standards. Leadership development programmes also focus on inclusive leadership, addressing issues of sexism and misogyny.
6. <https://www.london.gov.uk/publications/action-plan-transparency-accountability-and-trust-policing> - The Mayor of London and the Metropolitan Police Commissioner have announced actions to improve trust and confidence in the police, particularly among Black Londoners. Initiatives include developing a partnership panel for Safer Schools officers, publishing Body Worn Video analysis, collecting data on Black communities' experiences with police, and increasing the diversity of the police workforce. These steps aim to address disproportionality in the use of police powers affecting Black Londoners and enhance community confidence in policing.
7. <https://www.theguardian.com/uk-news/2023/mar/21/metropolitan-police-institutionally-racist-misogynistic-homophobic-louise-casey-report> - A 2023 report by Dame Louise Casey found that the Metropolitan Police is institutionally racist, misogynistic, and homophobic. The report highlighted disturbing accounts of sexual assaults, with 12% of women in the Met reporting harassment or attacks at work. It also noted that only 50% of the public expressed confidence in the force, even before recent scandals. The report criticized the Met's leadership and warned that public consent for policing had been broken, emphasizing the need for significant reforms within the organisation.