



Equality Impact Assessment

The Equality Impact Assessment Guidance **must** be used when completing this form.

Directorate/Department/Borough/OCU: Barking & Dagenham KG - EIA/01/2010

Name, type or title of proposal (If a corporate policy, a policy workbook must also be completed):

Management and use of stop and search/account powers by officers and PCSO's' on Barking and Dagenham Borough.

1. Aims and Purpose of Proposal - see Step 1 of the Guidance

Aim:

To ensure that the powers of stop and search and stop and account are delivered fairly to the people who live, work, visit, pass through or study in Barking and Dagenham Borough.

Purpose:

The Stop and Search/Account Standard Operating Procedures sets out the Metropolitan Police Service (MPS) position on how the powers should be used, supervised and managed. It reinforces the requirement to engage with local communities to gain the trust and confidence of people who live, work, visit, pass through or study in Barking and Dagenham in respect of these powers.

2. Examination of Available Information – see Step 2 of the Guidance.

Available data

- All stops and search/accounts are entered onto the CRIMINT + system which has replaced the MPS stops database. The Territorial Police Headquarters (TPHQ) Stops and Searches Team currently administer this. Locally the Performance and Review Unit (P&R) we have access to the main statistical data via Web based tools. The tool is STOPS REPORTING TOOL and all fields recorded on a stop and search forms are available for search apart from grounds.
- The only shortfall in data that would assist with this EIA would be the ability to capture disabilities, sexual orientation or faith. There is no legal requirement to record this information.
- The MPS produces a monthly monitoring mechanism for each borough and the MPS as a whole, which is published by The Performance Information Bureau (PIB). These reports outline headline data and rolling 13-month figures over a number of areas of stop and search/account. The data is presented in an easy to read format with graphs and commentary. A set of data public release is available directly to the public via www.met.police.uk
- KG has set up a Stop and Search sub-group of the local Police Community Police Engagement Group (CPEG). The S&S sub-group have had their first presentation of the S&S data and have given both verbal and written feed back which has been captured within this EIA. KG has also written a S&S lesson for 11-18 year olds that will be used in their 9 secondary schools. The lesson plan is designed to be delivered by the School Beat Officers and includes presentation of up to date data and a feedback proforma that can be e-mailed directly to P&R for collation.
- Locally the P&R Unit monitor both Team and individual stop performance of Borough staff.
- The P&R Unit also liaise with the Complaints Team at KG to ensure organisational learning is captured from ongoing/complete investigations.
- EPIC- census/population data

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- London Borough of Barking and Dagenham Council (LBBD) -additional population/local survey data.
- Quarterly PAS and USS in relation to police actions and confidence.

Limitations of Data

The Stops Database and now CRIMINT contain raw data, which is measured against the 2001 census data to measure issues such as disproportionality. As outlined above, the database has a number of limitations; however the census data raises further issues. The data is unreliable, it is now nine years out of date and cannot be used to measure performance against street population, suspect profiles or transient populations. These are pertinent issues in officers' use of stop and search/account, particularly in Barking and Dagenham due to the high levels of disproportionality between the resident population and the street population.

3. Screening Process for relevance to Diversity or Equality issues - see Step 3 of the Guidance

<p>(i) Will the proposal have significantly higher impact on a particular group, community or person the MPS serves or employs? Explain:</p> <p>Home Office and MPS data show that there is a disproportionate use of stop and search powers on members of black and ethnic minority communities. Barking and Dagenham has a ratio higher than average for stop and search and stop and account for Black and Asian males compared to the 2001 census data and the MPS average.</p> <p>The volume of young people subjected to stop and search/account is also higher in Barking and Dagenham than the MPS as a whole. This may be exacerbated by the use of search operations at transport hubs, schools and when intelligence indicates the imposition of Sec 60 as required by operation Blunt 2.</p>	<p>Yes</p>
<p>(ii) Will any part of the proposal directly or indirectly discriminate against people from any groups? Explain:</p> <p>Historically, more young men and in particular young Asian men are disproportionately stopped and searched in Barking and Dagenham based on the measure against the 2001 Census data. However, this has to be balanced against suspect profiles, age profiles, transient population and the need to use intelligence to target prolific criminals on the Borough.</p>	<p>Yes</p>
<p>(iii) Is the proposal likely to negatively affect equality of opportunity for any group or individual? Explain:</p> <p>The MPS stops database is not speculatively searched for enquiries such as vetting processes. The information is used for intelligence purposes and the production of 'raw' data for management information within the police service and provides the basis of the community monitoring reports prepared by the MPS and distributed via the Internet.</p>	<p>No</p>
<p>(iv) Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups? Explain:</p> <p>Barking and Dagenham does not have a strong community group that examines the police use of stop and search/account powers on an ongoing basis, we have just setup such a group. It's new as are many of our monitoring systems apart from P&R health checks and complaints feedback.</p> <p>There is strong perception amongst members of Asian and Black communities (particularly young males) that they are unfairly targeted. More recently, the same fears have developed from the Asian community in relation to police use of S&S powers under the Terrorism Act, albeit this should now reduce as the widespread use of Sec 44 has ceased under recent guidelines.</p> <p>This is likely to damage any relationships that exist between those groups and communities that have little or no contact with police using these powers and there is a danger that this perception and the disproportionality figures for Barking and Dagenham could adversely affect community relations.</p> <p>The increased use of powers in line with Blunt2 have as yet had no apparent negative impact but our mechanisms to capture and prevent this should be assessed.</p>	<p>Yes</p>
<p>(v) Are there any other community concerns, opportunities or risks to communities arising from the proposal? Explain:</p>	<p>No</p>

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<p>(vi) Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life? Explain: There is no evidence that police use of stop and search/account powers in Barking and Dagenham is having a detrimental effect on community cohesion.</p>	<p>No</p>
<p>(vii) Is the proposal a major one in terms of scale or significance? Explain</p> <ul style="list-style-type: none"> The activity is already ongoing having been EIA'd in 2007. There is no significant change in the activity per say, this EIA is to ensure that the activities within S&S are assessed as to their current and future impact. 	<p>No</p>

From the answers supplied, you must decide if the proposal impacts upon diversity or equality issues. If yes, a full impact assessment is required. If no, complete the following box and enter a review date at the end of the form.

<p>Full Impact Assessment Required Yes</p>	
<p>Signed: <i>Inspector Stephen Gray</i></p>	<p>Date: June 2010</p>
<p>Supervised: <i>CI Richard Goodwin</i></p>	<p>Date: June 2010</p>

4. Full Impact Assessment – see Step 4 of the Guidance

a) Explain the likely differential impact (whether intended or unintended, positive or negative) of the proposal on individual service users or citizens on account of:																															
Race, ethnicity, colour, nationality or national origins.																															
<p>Details: From the official MPS figures (using latest published April 2010)</p> <table border="1"> <thead> <tr> <th>Ethic App</th> <th>No of Searches per 1000 Population</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>2.07</td> </tr> <tr> <td>Black</td> <td>8.78</td> </tr> <tr> <td>Asian</td> <td>14.29</td> </tr> <tr> <td>Other</td> <td>0</td> </tr> <tr> <td></td> <td></td> </tr> </tbody> </table> <p>The figures above are fairly representative of the number of people searched. It is clear that we are searching four times as many Black or seven times as many Asian as White</p> <p>Our population demographics as at the 2001 Census are:</p> <table border="1"> <thead> <tr> <th>Ethic App</th> <th>No People</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>139670</td> <td>85.2</td> </tr> <tr> <td>Black</td> <td>13434</td> <td>8.2</td> </tr> <tr> <td>Asian</td> <td>8816</td> <td>5.4</td> </tr> <tr> <td>Other</td> <td>2028</td> <td>1.2</td> </tr> <tr> <td></td> <td></td> <td></td> </tr> </tbody> </table> <p>At this time we do not know the impact of this disparity. We do know that the limited feedback we have received and our complaints analysis that superficially there is no negative impact. We are also anecdotally aware that our street population demographics do not reflect the percentages above. Please see the action plan below as to how we intend to take this issue forward.</p> <p>We are also aware that the community representation of most Asian Groups on this Borough tend to focus on religion (Muslim) rather than national origins. Again we are unable to assess what impact this has, see the action plan below.</p>		Ethic App	No of Searches per 1000 Population	White	2.07	Black	8.78	Asian	14.29	Other	0			Ethic App	No People	%	White	139670	85.2	Black	13434	8.2	Asian	8816	5.4	Other	2028	1.2			
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Sex or marital status: women and men.																															
<p>Details: None perceived- there is no data capture system to measure this.</p>																															
Sexual orientation, transgender or transsexual issues.																															
<p>Details: At present no data is routinely captured in this area, and no specific research has yet been carried out. There have been no specific community concerns raised. The Borough does have a community LGBT meeting and the police have an equalities strategy incorporating a borough Equalities Working Group, with a designated officer assigned to act as liaison for LGBT issues and any issues raised will be fed back to the senior manager responsible for equalities and actioned as appropriate.</p>																															
Religion, faith or belief: those with a recognised belief system or no belief.																															
<p>Details: Data is not presently collected about a person's faith however the comments above.</p>																															
Disability in line with the Social Model.																															
<p>Details: Again, at present no data is collected about a person's disability when stopped by police. The MPS and Barking and Dagenham are aware of its duties under the Disability Discrimination Act. The central Stop and Searches Team will carry out consultation/involvement with different groups to identify issues and incorporate any subsequent changes in our Standard Operating Procedures.</p>																															
Age: older people, children and young people.																															

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Details:

The table below illustrates that we are stopping and searching a significantly higher proportion of people in the 10-17 and 18-24 than the MPS average. We are instigating a number of measures in the action plan below to obtain feedback in order to assess any impact of this disproportionality.

Proportion by Age Group							
	a: Under 10	b: 10 to 17	c: 18 to 24	d: 25 to 44	e: 45 to 64	f: 65+	g: Not Stated
Barking & Dagenham		27.3 %	40.7 %	21.0 %	2.3 %	0.1 %	8.6 %
MPS	0.0 %	26.3 %	36.4 %	25.3 %	3.9 %	0.2 %	8.0 %

Other issues, e.g. public transportation users, homeless people, asylum seekers, the economically disadvantaged, or other community groups not covered above.

Details:

Again, at present no data is collected. With no information collected we are unable to comment on disproportionality issues in this area

(b) Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement?

Details:

There is evidence through the data collected in Barking and Dagenham that there is a disproportionate use of stop and search/account powers amongst members of the young Black and Asian community.

Suspect profiling, street population and transient population impacts on those who are targeted on the BOCU. Examples of this are, intelligence-led operations in hotspot areas and the use of S60 Criminal Justice and Public Order Act 1991 power to prevent serious violence or to prevent persons carrying dangerous instruments following intelligence that suspects are from a particular race or gang. Consequently, officers are likely to use the power to search people from that race or gang.

The MPS have in place a monitoring mechanism, accessible by community groups, that is used to scrutinise data and hold local Borough Commands to account. (See action plan below). This should enhance the community engagement process and provides an opportunity for the data to be placed into a local context and have local community concerns answered.

(c) Explain how the proposal is intended to increase equality of opportunity by permitting positive action.

Details:

The message that stop and search powers, when used appropriately, have the potential to increase community confidence is stressed throughout the Standard Operating Procedures which also reinforce the potential impact of inappropriate use. See BLUNT webpage.

(d) Explain how the proposal is likely to promote good relations between different groups.

Details:

The visibility and transparency of the MPS stops data on the Internet aligned with scrutiny of the data by local community groups promotes dialogue with local police to resolve issues and other community concerns. The appropriate use of stop and search also seeks to prevent and detect offences, which is beneficial to the whole community.

(e) Explain how the proposal is likely to promote positive attitudes towards others and encourage their participation in public life.

Details:

Through consultation and developing an 'educate and inform' approach, by empowering and supporting youth groups and community panels to engage locally with police in a holistic partnership approach.

The MPA facilitate meetings with the community in relation to the monitoring of local stops and searches. The MPS attend this meeting and are held to account by community representatives.

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<p>The MPS Safer Schools initiative provides an effective conduit with Secondary Schools, especially around the promotion of a positive stop and search message.</p> <p>In drawing up the MPS Standard Operating Procedures for S&S the scope of consultation, review and forming local community scrutiny groups, has been inclusive and takes account of all the strands of diversity.</p>	
<p>(f) Explain how the proposal enables decisions and practices to adequately reflect the service user perspective.</p> <p>Details:</p> <p>Accountability has been reinforced throughout and clarification added around what is expected of staff. A clear statement as to standards expected of officers has been incorporated into the SOPs. A more positive message about the sanctions facing officers if they fail to adhere to the procedures has been made. The policy offers guidance on the monitoring of disproportionality and subsequent management action.</p> <p>Stop and search/account training for our officers, including Metropolitan Police Special Constabulary (MSC) and Police Community Support Officers (PCSO) is delivered during their initial training. Centrally, a review is to be made of what additional development training is required for constables, sergeants, MSC and PCSOs to deliver effective stop and search/account. As part of its borough based training, Barking and Dagenham delivered a S&S training package to its entire staff during the 2009/10 training round.</p> <p>The training for newly promoted sergeants and inspectors now includes specific training around supervisory requirements highlighted within the SOPS.</p>	

5. Modifications – see Step 5 of the Guidance

<p>Could the proposal be modified to reduce or eliminate any identified negative impacts, or create or increase positive impacts? What improvements have been made?</p> <p>The MPS is an interventionist police service that intends to use the full range of legislation and powers at its disposal to make London safer. The use of stop and search/account is a crucial element of these powers, and various partners, stakeholders and community groups highlighted their importance when the MPA conducted their review. However, the use of these powers is intrusive and can have an adverse affect on the community or various groups within the community, if they are not used appropriately. There is no proposal to reduce or eliminate the use of these powers, therefore, to ensure the appropriateness of their use and to build trust and confidence in the community, the following measures are being taken both at a local and corporate level:</p> <ul style="list-style-type: none"> • Responsibility of MPS and individuals under the RR(A)A 2000, DDA 2005 and the importance of impact assessment prior to authorisations are stated in the Standard Operating Procedures (SOPS). • The use of stop and search is linked with the MPS' use of the National Intelligence Model in prioritising and directing policing activity with the use of stop and search powers in geographical areas and making use of suspect profiles will impact on particular groups in London. Subsequently, suspect population groups for certain crimes will be targeted in Barking and Dagenham. • The use of S60 Criminal Justice and Public Order Act 1991, authorised to prevent serious violence or to prevent persons carrying dangerous instruments, may suggest suspects are of a particular race or gang. Therefore, depending on the intelligence available, officers are likely to use the power to search people from that race or gang, or in a particular age group. • The SOPs highlight the requirement to conduct Community Impact Assessments on the use of stop and search powers as part of any intelligence-led operation, and these will be conducted in Barking and Dagenham and discussed with the local S&S community group where applicable (see Action Plan). • The use of this power is interventionist, but a necessary option to prevent and detect crime. The effect on communities is in no way underestimated by the borough. As a result of the MPA scrutiny report on stop and search each Borough Commander has engaged with community scrutiny and accountability around stop and search. In turn the MPA supports these community groups with a regular meeting structure where the MPS attend and respond to issues raised by the community and the MPA. • Barking and Dagenham and MPS stop and search data is now published on the Internet on a monthly basis. This allows different community groups to challenge our local Borough Commander over stop and search activity, and
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have the information placed in a local context.

- The MPA review of stops and searches is being delivered through a formal accountability structure that oversees the progress of the recommendations. The meeting structure is set at a tactical and strategic level and community groups are represented at both of these forums. Updates and completed recommendations are presented to the MPA Stop and Search Review Board, chaired by the MPA lead on stop and search.
- TPHQ Stops and Searches team working with the MPS Leadership Academy have developed a training package for newly promoted sergeants and inspectors. This reinforces the supervisory responsibilities and key aspects from the SOPs.
- A recommendation from the MPA scrutiny on stop and search was for the Directorate of Professional Standards to develop a Single Point of Contact (SPOC) on Boroughs for making and registering a complaint, not necessarily around stop and search. This has now been completed and Barking and Dagenham has a single point of contact for complaints.

6. Further Research - see Step 6 of the Guidance

Given the analysis so far, what additional research or consultation is required to investigate the impacts of the proposal on the diversity strands?

See Action Plan.

7. Consultation/Involvement - see Step 7 of the Guidance

a. Who is responsible for managing this consultation/involvement?

Chief Inspector Community and Partnership.

b. Why is this consultation/involvement taking place?

In order to continue building on the trust and confidence Barking and Dagenham' community has in police use of stop and search/account powers.

c. Who is included within the consultation/involvement, including which group(s)? Consider beneficiaries, stakeholders and those who may be affected.

Community leaders, community groups, police officers, police staff and staff associations. Exclusively the following were consulted:

Externally:

Chair and all members of the Barking and Dagenham S&S CPEG.
Secondary School pupils.

Internally:

Senior Management Team
Federation

d. What methods of consultation/involvement are employed to ensure full information sharing and participation, e.g. surveys, interviews, community meetings?

Current Meetings /Structure:

- Barking and Dagenham CPEG Monitoring Group
- Barking and Dagenham School Stop and Search package.
- MPA Community Monitoring Mechanism
- MPS Link Commanders Meetings
- Operation Pennant

e. What are the results of the consultation/involvement? How are these fed back into the process?

See Action Plan - we are at the early stages of progressing this. The Action Plan will be owned by Chief Inspector Partnership and monitored on a quarterly basis. It is clear that we are in our infancy on this Borough with this process.

www.met.police.uk/stopandsearch/index.htm.

8. Decision-making - see Step 8 of the Guidance

<p>a. Name, rank or grade of decision maker</p> <p>, Chief Inspector Goodwin.</p>
<p>b. What is the Decision?</p> <p><input type="checkbox"/> Reject the proposal</p> <p><input checked="" type="checkbox"/> Introduce the proposal</p> <p><input type="checkbox"/> Amend the proposal (an impact assessment should be made of any amendments)</p>
<p>c. Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision</p> <p>Chief Superintendent Bell</p>

9. Monitoring and Review - see Step 9 of the Guidance

<p>a. How will the implementation of the proposal be monitored and by whom?</p> <p>Issues identified will be addressed by means of the following Action Plan:</p> <p>EIA</p> <p>STOP AND SEARCH ACTION PLAN KG</p>
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No.	Action	Risk	Owner	Outcomes
1	To set up a structured, regular S&S monitoring group on Borough with input from MPS/P+R/Complaints/public feedback being considered	Not realising that the signs of an adverse reaction to S&S were already present but had not been assessed.	CI Partnership	
2	Engagement with IC4 youths/representatives	Adverse reaction to apparent disproportionate no of IC4 males stopped in relation to 2001 Census.	CI Operations	
3	To observe and record Street Demographics Surveys on KG to give clearer picture of potential S&S universe.	Adverse reaction to % of persons S&S both by ethnic appearance and/or age	Insp P&R	
4	Engagement with Muslim Community leaders/representatives	Adverse reaction to apparent disproportionate no of IC4 males stopped in relation to 2001 Census being perceived as anti Muslim.	CI Operations	
5	To launch and make effective the Secondary Schools S&S involvement and feedback service.	Failure to understand impact of S&S on our youth community and act on their feedback	Insp Schools	
6	To train and make effective the new CPEG S&S subgroup. first meeting is on Thursday 5th August 2010	Failure to understand impact of S&S on our community and act on their feedback	CI Partnership	

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	To research and the propose a working standard for disproportionality of searching by ethnicity/sex/age	No meaningful framework to address issues of disproportionality with officers allows this risk to be unchecked	Insp P&R		
7	To think as to how we engage with groups that are being stopped because of their National Origins (not currently recorded by S&S), an example would be a local gang "The Hellbanians" made up of youths of Albanian origins.	Adverse reaction to perception that police are discriminating against a particular race/nationality.	CI Partnership		
8	S&S analysis to be included as part of Strategic Assessment.	Impact of S&S both as an intelligence led operational tool and day to day business should be considered to prevent an adverse outcome of any crime control strategy.	Higher Analyst		
9	Formalise the input of the DPS/Local complaints monitoring system into the Borough assessment of S&S see(1)above	Failure to have captured and used data already available will lead to adverse criticism should disproportionality occur.	Professional Standards Champion		
10	Develop a fast time mechanism for Community consultation where practicable before any local stop and search operation(excluding Operation BLUNT)	Risk of adverse reaction due to lack of effective fast time communication mechanism	CI Partnership		

Monitoring

Issues raised in the above action plan to be discussed and monitored initially at the proposed Borough Stop and Search Group (1).

The publishing of the monitoring mechanism allows Barking and Dagenham' community to scrutinise data and ask their BOCU Commanders to place activity into a local context.

The borough S&S Monitoring Group is in place to monitor local activity and provides a platform to raise and discuss issues.

Operation Pennant monitors borough performance from the centre.

Measurement at MPS level

- The MPS submits annual returns to the Home Office as part of a requirement under section 95 Criminal Justice Act 1991. This fulfils the Secretary of States requirement under the act: -"to facilitate the performance of such persons of their duty to avoid discriminating against any persons on grounds of Race Sex, or other improper ground. "
- The Home Office continue to publish data on comparisons of ratios of Black to White and Asian to White stops using power under S1 PACE 1984.
- Within the Police Performance Assessment Framework, PPAF, a specific measure exists around stop and

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search. This data is collected by the Police Standards Unit and used as part of the grading system within the Fairness and Equality framework of Baseline Assessment

b. How will the results of monitoring be used to develop this proposal and its practices?

Through scrutiny, and community consultation, the borough will strive to enhance community confidence in the use of stop and search/account powers by improving the effectiveness of the power. Also, to be able to fully explain and defend our disproportionality rate based on robust intelligence-led policing.

c. What is the timetable for monitoring, with dates?

Performance data is reviewed on a monthly basis and at community meetings. This EIA will be subject to a full review in April 2014

10. Public Availability of Report/Results - see Step 10 of the Guidance

What are the arrangements for publishing, where and by whom?
Barking & Dagenham website following release by S&S Monitoring Group.

Person completing EIA: Inspector Gray Signed:	Date: July 2010
Person supervising EIA: Signed: Chief Inspector Richard Goodwin	Date: July 2010
Review Due July 2013	Date: July2013