

Equality Impact Assessment

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

http://intranet.aware.mps/Corporate/Policy/Operational_Services/SOP/Equality_Impact_Assessment_SOPs.htm

Freedom of Information Act Document

Protective Marking: NPM

Publication (Y/N): Y

Title: Stop and Search/Op Blunt

Summary: Police use of stop and search to tackle knife and other crime

Branch / OCU: Barnet

Date created: 01/03/10

Review date: 01/03/2013

Version: V1

Author: CI Causer

Directorate/Department/Borough/OCU: Barnet

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

Use of Stop and Search/Stop and Account Powers

Section 1 Police and Criminal Evidence Act (PACE) 1984

Section 60 Criminal Justice and Public Order Act 1991

Section 44 Terrorism Act 2000

Recommendation 61 from the Stephen Lawrence Inquiry Report (Stop and Account)

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 or study in Barnet and London.

Purpose:

The Stop and Search / Stop and Account Standard Operating Procedures sets out the MPS position on how the powers should be used, supervised and managed - and reinforces the requirement to engage with local communities to gain the trust and confidence of people who live, work, visit or study in Barnet.

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

Scope of Information examined

This Equality Impact Assessment has been completed with reference to the corporate Equality Impact Assessment.

- **All MPS stops and searches/accounts are entered onto the MPS stops database. The TPHQ Stops and Searches Team currently administer this. The Stops Reporting Tool provides a flexible search facility for enquires and results.**
- **Currently, sufficient data capture fields are included on the database to meet Home Office and MPS corporate requirements.**
- **Barnet Borough produces a monthly and quarterly report concerning Stops proportionality. The information is disseminated across it's consultative group and any issues raised are challenged through the MPS reporting tool software.**
- **The MPS produces a monthly monitoring mechanism for Barnet and the MPS as a whole. These reports outline headline data and rolling 13-month figures over a number of areas of stop and search/account. Local community members have communication channels to ask for additional information from Barnet SMT. The Barnet Borough Performance Manager will then utilise the stops reporting tool to provide any**

additional information or provide a context for the published performance data.

- **Operation Blunt 2 aims to achieve a reduction in the carriage and use of weapons. Because of all the enforcement activity involved, such operations may have an impact on statistical analysis. All stops from such ops will be timely recorded onto the database to enable corporate analysis**

3. Consultation/Involvement - see Step 3 of the Guidance

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

**Barnet Review & Improvement Department.
Barnet Borough SMT Stop & Search lead, Detective Superintendent
Head of TPHQ Stops and Searches Team**

b. Why is this consultation/involvement taking place?

Through local consultation, and best value processes as above.

c. Who is included within the consultation/involvement, including which group(s)? Consider beneficiaries, stakeholders, service users or providers and those who may be affected.
See (d) below

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

The following methods of consultation/Involvement have taken/continue to take place by Barnet Borough:

- **MPA Stop and Search Review Board**
- **Barnet Borough BAG (Borough Advisory Group) meeting**
- **Barnet Borough Safer Neighbourhood CAP meetings**
- **Action for Youth/Schools**
- **CPCG (Community & Police Consultative Group)**

Barnet Internet/email forum

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

Role of Borough SMT Leads present and future

The role of the Barnet Borough Stop and Search lead is to drive and challenge performance in this area.

Reviews of use of powers are integrated into structures meetings and fed back through various community forums.

4. Screening Process for relevance to Diversity or Equality issues - see Step 4 of the Guidance

(i) Will the proposal have significantly higher impact on a particular group, community or person the MPS serves or employs?

Explain: Home Office, Barnet and MPS data show that there appears to be a disproportionate use of stop and search powers on members of BME communities. There is a strong link between continued disproportionality and a perception of discrimination. This is especially felt by Black, Asian and Minority Ethnic communities and some faith communities.

(ii) Will any part of the proposal be directly or indirectly discriminatory?

Explain: More young men and in particular more young black men are disproportionately stopped and searched under all stop search powers.

Disproportionality might be explained by legitimate factors and Barnet police senior management team give transparent and documented explanations for this as well as ensuring that such processes for recording data are accurate.

<p>(iii) Is the proposal likely to negatively affect equality of opportunity?</p> <p>Explain: The fair and effective use of stop and search powers enable police to detect crime and tackle criminality. When used fairly it is the key to the development of good relations between police and communities and increases opportunities for everyone. However, as there are elements of disproportionality in stops and searches, some communities are more likely to lose confidence and therefore will not perceive they have equality of access to the justice system.</p>
<p>(iv) Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups?</p> <p>Explain: There is evidence through the data collected from Barnet and other London Boroughs that there is a disproportionate use of stop and search powers depending on a person's race. As a result there is a strong perception amongst some members of black, Asian and minority ethnic communities that the MPS are unfairly targeting their communities. This is particularly true of young black and Asian males. This may affect relationships that exist between those groups and communities that have little or no contact with police using these powers. This is also the case with young people, as enforcement operations to reduce youth and violent crime may increase the risk of disproportionality.</p>
<p>(v) Are there any other community concerns, opportunities or risks to communities arising from the proposal?</p> <p>Explain: Since July 2005 there has been a growing perception within the Muslim community that the MPS is using stop and search powers to target muslims. Some argue that this is evidence of Islamophobia. Some members of the black community state the use of this policy unlawfully dicriminates against them.</p> <p>The MPS now releases data relating to use of search powers under the Terrorism Act 2000, broken down by Borough. This has addressed many community concerns.</p> <p>Barnet Borough have made use of the local media to promulgate the message across to all communities the use of STOPS powers and the impact that it may have upon the community for those that are unaware.</p>
<p>(vi) Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life?</p> <p>Explain The Stop and Search/Account is a standing agenda at the Barnet Advisory Group. This is the main forum for discussing tactics, statistics and seeking feedback through our communities. In this and many other areas such as CAP panels, there is a community engagement regarding the use of the powers.</p>
<p>(vii) Is the proposal a major one in terms of scale or significance?</p> <p>Explain: The MPS is an interventionist police service and Barnet intends to use the full range of legislation and powers at its disposal to make Barnet and London safer. However, in delivering this aim the use of stop and search powers may have an effect on our relationship with, for example, certain racial groups.</p> <p>In particular the use of the following are significant:</p> <ul style="list-style-type: none"> • The National Intelligence Model. The National Intelligence Model directs and prioritises police activity. The model identifies which crimes to target, the geographical 'hotspots' where these crimes are committed and makes use of suspect descriptions. This results in the direction of police activity, and stop and search in particular, in certain areas and on particular groups across London. • S60 Criminal Justice and Public Order Act 1991. In some circumstances the MPS will need to respond to specific intelligence or threats by making use of powers available under S60 Criminal Justice and Public Order Act 1991. For example, in relation to our duty to prevent serious violence or to prevent persons carrying dangerous instruments. The use of this Stop and Search power may affect members of a particular race or gang. <p>Terrorism Act 2000</p>

The threat from International Terrorism and other forms of domestic terrorism has the potential to affect all communities within London.

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.

Full Impact Assessment Required	Yes <i>(delete as applicable)</i>
Signed: CI Causer	Date:01/03/10
Supervised: Supt. Seabridge	Date: 02/03/10

5. Full Impact Assessment – see Step 5 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:
	Age: older people, children and young people.
	<p>Details: In Barnet, people aged under 24 represent a high proportion of all Stops using the S1 PACE power.</p> <p>Initiatives such as operation Blunt heighten the likelihood that young people will be stopped / searched. There are specific Barnet youth forums where issues, perceptions and innovative ideas to improve relationships are discussed.</p>
	Disability in line with the Social Model.
	Details:
	Faith, religion or belief: those with a recognised belief system or no belief.
	<p>Details: Data is not presently collected about a person’s faith. National research has been conducted by the Home Office that shows communities would be unwilling to disclose their faith at the point of contact. Further work continues on how this data could be captured in the future, particularly in relation to the introduction of new technology. However, at various meetings held with members of the Muslim community it is evident that some have a perception that stop and search powers, particularly those under the Terrorism Act, are being unfairly used against the Muslim community.</p> <p>With no information collected on religion/faith, Barnet is unable to comment on disproportionality issues in this area. We are aware of the potential for people from Muslim communities to feel that this power is used disproportionately and unfairly against people of this faith. However, our community groups have not raised any such unfairness issues and its powers on Barnet borough.</p>
	Gender or marital status: women and men.
	<p>Details: Although at present no data is captured on marital status, on a regular basis, considerably more males are stopped than females, this is explained by the fact that it is men, in the main, who commit the vast majority of crime</p>
	Race, ethnicity, colour, nationality or national origins.
	<p>Details: The community groups of Barnet have not raised any issue around perceptions of disproportionate use of stop and search.</p>

The Barnet data for Searches per 1000 population between November 2009 to January 2010 was:

Stop and Account ratio – Black: White 2.74 Asian: White 0.92

Stop and Search ratio (PACE) - Black: White 4.12 Asian: White 1.13

Within some BME communities the continued disproportionate use of stops and search may undermine levels of trust and confidence in the police

Sexual orientation, transgender or transsexual issues.

Details:

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

Details:

The Gypsy Traveller community have expressed concern over the use of stop and search powers directed at their community. They refer to the fact that there is no specific data collected about this community and therefore any problem maybe hidden. The Self Defined Ethnicity 16+1 system does not cater for recording interactions with the Gypsy Traveller community.

Some groups representing Asylum Seekers feel that the Police are disproportionate in the use of search powers, as people from these particular groups may not be aware of their rights.

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

Details:

In the MPS young Black and Asian Men are disproportionately stopped.

Analysis of the raw data in Barnet would suggest that a similar position. However the figures are based on the 2001 Census data and take no account of actual demographics or how the street population changes on daily, even hourly basis. Searches in Barnet are carried out accordance with offender and location analysis.

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

Details: On Barnet Borough, when the use of such powers produces good results and is justified, positive action is taken within the media and community engagement arena to publicise this.

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

Details: Barnet police consult as widely as possible on policing issues, of which stop / search is included. Our CAP and IAG panels have a diverse representation to promote debate and engender understanding.

See (e).

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

Details:

Barnet Borough provides statistical information during the Community & Police Consultative meetings, held regularly every few months. More detailed information is provided to the Barnet Borough Advisory Group and specifically to community stop & search representatives who attend a scrutiny panel.

Barnet action for youth has worked closely with the police to improve relations. Stop & search is one of the areas discussed with a view to promote better understanding.

During the Safer Neighbourhood CAP meetings, a variety of local issues are discussed including the use of Stops powers in the ward.

f) Explain how the proposal enables decisions and practices to adequately reflect the service users perspective.

Details: **Barnet holds a small number of community events at which police officers and community members have come together to discuss stop and search issues. Further work is taking place to establish what other methods for community engagement might be successful.**

6. Modifications – see Step 6 of the Guidance

Could the proposal be modified to reduce or eliminate any identified negative impacts, or create or increase positive impacts? What improvements have been made?

- **Responsibility of MPS and individuals under the RRAA 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.**
- **The increased use of the S60 Criminal Justice and Public Order Act 1991 authorised to prevent serious violence or to prevent persons carrying dangerous instruments, intelligence may suggest suspects are of a particular race or gang. This has highlighted that officers are likely to use the power to search people from that race or gang.**
- **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.**
- **Essentially the use of this power is seen as interventionist, but a necessary option to prevent and detect crime. The effect on communities is in no way underestimated by the MPS. As a result of the MPA scrutiny report on stop and search Barnet Police 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.**

Barnet and MPS stop and search data is now published on the Internet on a monthly basis. This allows different community groups to challenge the Barnet Borough Commander over stop and search activity, and have the information placed in a local context.

7. Further Research - see Step 7 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?

The Barnet review process of stop and search data will carry out consultation/involvement with different BOCU's to identify best practice in the analysis, review and action plans in this area.

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

a. Name, rank or grade of decision maker Supt Neil Seabridge

b. What is the Decision?

Reject the proposal	No <i>(delete as applicable)</i>
Introduce the proposal	Yes <i>(delete as applicable)</i>
Amend the proposal (an impact assessment should be made of any amendments)	No <i>(delete as applicable)</i>

c. Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision
Supt Seabridge

9. Monitoring - see Step 9 of the Guidance

a. How will the implementation of the proposal be monitored and by whom?

Monitoring

Barnet Borough Review & Improvement Department will monitor all issues associated with stop & search.

The publishing of the monitoring mechanism, allowing local communities to scrutinise data and ask the Barnet Commander to place activity into a local context, and the corporate meeting and accountability structure in place with the MPA allows monitoring and a facility to raise and discuss these issues.

The Equality Impact Assessment is set to be reviewed annually by the stop and search review and improvement team.

Measurement:

Barnet Borough Review and Improvement department will search the database upon the following criteria:

- The number of Stop and Search/account per month.
- The reason types by s1, s60, s44 and 'others' that do not fall into those categories.
- The age, sex, self defined ethnicity and ethnicity.
- The outcome of the stop and search/account.
- The number and type of person that is stopped per officer.

The borough is currently seeking to improve the process through best practise.

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

Meeting and accountability structure

- Barnet has a community panel or group that scrutinise local data on a regular basis. The MPA holds quarterly meetings for these groups to discuss and share their different issues.
- The Barnet Borough Advisory Group may scrutinise local data and issues are dealt with at the regular meetings. The group has a nominated representative for Stop & search issues and to attend the MPA CMN forum.

Key Internal Stakeholders: There is a monthly meeting with Chief Inspector Partnerships, RAID, Supt Ops and a key representative of Barnet to discuss any arising issues and to reinforce key messages

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

Barnet Community scrutiny groups meet with Borough Command teams on a regular basis, ranging from quarterly to six weekly to half yearly. For detailed information contact the CI Partnership.

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

What are the arrangements for publishing, where and by whom?

Internet BOCU page

Person completing EIA: Signed: Simon Causer	Date: 17/03/2010
Person supervising EIA: Signed: Neil Seabridge	Date: 17/03/2010
Quality Assurance Approval: Name and Unit: Neil Seabridge	Date: 17/03/2010
Date Review Due:	

Retention period: 7 years
MP 746/07