

Text highlighted in blue must not be changed

EQUALITY IMPACT ASSESSMENT

The Equality Impact Assessment Standard Operating Procedure/Guidance **must** be used when completing this form:

<http://intranet.aware.mps/TP/DCF/index.htm>

Protective Marking:	Not Protectively Marked	Publication	Yes		
Title:	Stop and Search Equality Impact Assessment				
Branch / OCU:	Bromley Borough, MPS				
Date Created	01/03/2010	Review Date:	01/03/2013	Version:	1
Author:	S. O'Brien, Band C, Quality Assurance Manager				

Person completing EIA: S. O'Brien, Band C, Quality Assurance Manager			
Signed:	_____	Date:	_____
Person supervising EIA: D. Prebble, Band B, Partnership Manager			
Signed:	_____	Date:	_____
Quality Assurance approval: Detective Superintendent M. Huxley			
Name:	_____	Unit	Bromley Borough
		Date	_____

Decision Making	
Decision Maker: Bromley Borough Commander, Chief Superintendent C. Griggs	
Name: Charles Griggs	Rank or Grade: Ch. Supt
What is the decision?	
Reject the proposal	Yes <input type="checkbox"/> No <input type="checkbox"/>
Implement the proposal	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Produce an alternate proposal (if so, a new impact assessment must be completed)	Yes <input type="checkbox"/> No <input type="checkbox"/>
SMT / (B)OCU/Management Board endorsing decision	
Name: Bromley Borough Commander C. Griggs	Rank or Grade: Ch. Supt.

1. Aims and Purpose of Proposal – see step 1 of the guidance

<http://intranet.aware.mps/TP/DCF/index.htm>

Aim:

The aim of the MPS Stop and Searches Policy is to ensure that all MPS officers, which includes Bromley Borough, comply with PACE, Sec 60 Criminal Justice and Public Order Act 1991 and Terrorism Act 2000, acting within their powers and that all Stop and Search/Account powers are used fairly, responsibly, without unlawful discrimination and with respect for people being searched. The encounters should be carried out as part of intelligence led policing and in a manner that is supported by the community.

Purpose:

The Stop and Search and Account Standard Operating Procedures set out the MPS position, which includes Bromley Borough, 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 London and specifically for this Equality Impact Assessment, Bromley Borough.

2. Examination of Available Information – see step 2 of the guidance

<http://intranet.aware.mps/TP/DCF/index.htm>

Scope of Information examined:

All Stops and Searches/Accounts that take place on Bromley Borough are entered onto the MPS Stops database. During 2010 the MPS is rolling out a new Stop and Search/Account database and Bromley Borough is planned to 'Go Live' in March 2010. Both databases provide flexible search facilities for enquiries and results.

Both databases include sufficient data capture fields on the database to meet Home Office and MPS requirements.

Throughout the year data is extracted to inform the review of Stop and Search/Account on Bromley Borough.

3. Screening Process for relevance to Diversity and Equality issues – see step 3 of guidance

<http://intranet.aware.mps/TP/DCF/index.htm>

Does this proposal have any relevance to:

a)	Age	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
b)	Disability	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
c)	Faith	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
d)	Gender	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
e)	Race	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
f)	Sexual Orientation	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
g)	Other Issues	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. From the answers supplied, you must decide if the proposal impacts upon diversity or equality issues. If yes, a full impact assessment is required.

<http://intranet.aware.mps/TP/DCF/index.htm>

Full Impact Assessment Required?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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5. Consultation / Involvement – see step 5 of the guidance

<http://intranet.aware.mps/TP/DCF/index.htm>

Who was consulted?

MPS consultation undertaken by the TPHQ Stop and Search Team.

<p>Bromley Borough consults and involves the community on Stop and Search/Account throughout the year.</p> <p>In late 2008 the Borough closed its Independent Advisory Group and introduced the Borough Community Advisory Group, BCAG.</p> <p>The BCAG is made up of community and other local representatives and Bromley Police. When the group was formed the members had a training day to introduce them to Stop and Search/Account and the wider community issues that can surround it.</p> <p>The BCAG meets formally each quarter and sub groups meet whenever it is necessary. That can be at the request of BCAG members or Bromley Police.</p> <p>The MPA Community Monitoring Network meets every quarter and it is made up of Borough Community representatives. This is an opportunity for Borough representatives to raise issues and give feedback on pre-agreed themes.</p> <p>These are then fed back to the TPHQ Stops and Search team for them to respond to any issues or concerns.</p> <p>Each quarter Bromley Boroughs BCAG reviews in detail the MPS produced, monthly borough based report. These reports outline headline data and rolling 13-month data over a number of areas of Stop and Search/Account.</p> <p>Each quarter the Borough reviews it's Stop and Search/Account interactions with its community. In the period 1st Oct - 31st Dec 09 the Borough participated in 163 community engagement events.</p>
<p>Date and method of consultation</p>
<p>Quarterly BCAG meetings. BCAG sub group meetings when necessary and community events throughout the year.</p>
<p>Where are the consultation records stored?</p>
<p>BCAG minutes are held by members and Bromley Police. When minuted BCAG sub groups are held by sub group members and Bromley Police. Borough review of community events undertaken quarterly and records held by Bromley Police.</p>
<p>Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?</p>
<p>Consultation with the Borough BCAG has developed and grown over time. Quarterly review enables members to see the deployment of Stop and Search/Account over time, rolling thirteen months, and to identify and question exceptional activity or performance. The BCAG asked for more detail about those members of the public who are being stopped on numerous occasions and the reasons for it. In response the Borough now produces a quarterly report to inform that discussion.</p> <p>Stop and Search/Account community engagement events provide Bromley Police with the opportunity to explain and discuss Stop and Search/Account and it provides an opportunity for the community to feedback its views.</p>

<p>6. Full Impact Assessment – see step 6 of the guidance http://intranet.aware.mps/TP/DCF/index.htm Explain the potential impact (whether intended or unintended, positive or negative) of the proposal on individuals or groups on account of:</p>
<p>Age</p>
<p>The chart below shows Searches by Age Group, data taken from MPS produced Monthly Stop and Search monitoring Report for December 2009, as a percentage of the total searches conducted in the Quarter to December 2009 in Bromley Borough. There are month on month variations in the total number of searches recorded.</p> <p>This data has not raised any community issues on Bromley Borough.</p>

Age Group	Oct-09	%	Nov-09	%	Dec-09	%	Total in Quarter	%
Under 10	0	0.0%	1	0.1%	0	0.0%	1	0.0%
10 to 17	666	40.1%	533	32.1%	422	25.5%	1621	32.6%
18 to 24	623	37.6%	689	41.4%	732	44.2%	2044	41.1%
25 to 44	311	18.7%	379	22.8%	425	25.7%	1115	22.4%
45 to 64	51	3.1%	53	3.2%	70	4.2%	174	3.5%
65+	3	0.2%	1	0.1%	2	0.1%	6	0.1%
Not Stated	5	0.3%	7	0.4%	5	0.3%	17	0.3%
Total in Quarter	1659	100%	1663	100%	1656	100%	4978	100%

Operation Blunt 2 is focused on knife crime amongst people so the increased use of Sec 60 powers to Stop and Search will substantially increase the percentage of young people being stopped.

Disability

At a meeting with the MPS and the Disability Independent Advisory Group concern was raised about the MPS's inability to record and store data on the number of disabled people who are stopped. The MPS is aware of its duties under the DDA legislation and actively involves disabled people in the consultation processes for these policies. This was done through the Disability IAG. Any differential impact will be monitored community consultative processes.

Religion and Belief

Data is not currently collected about a person's faith. The Home Office has carried out national research which shows communities would be unwilling to disclose their faith at the point of contact. With no information collected on religion/faith the MPS cannot comment on disproportionality issues in this area but it is considering solutions to this issue. If any differential impact were identified it would be addressed through the community consultative process. At MPS level the Stop and Search strategic committee meets quarterly to discuss Stop and Search activity including the use of Sec 60. Community representation within this group includes members from the Race IAG and the Muslim Safety Forum.

Gender

As can be seen, data taken from MPS produced Monthly Stop and Search monitoring Report for December 2009; considerably more males are stopped and searched than females. On average across the MPS over 90% of people stopped are male which is closely aligned to criminal statistics where over 80% of suspects are male.

Gender by 1000 Head of Population (SDE)		
October 2009 to December 2009		
2001 Census Population		
	Male	Female
Bromley Borough	32.64	2.28

This data has not raised any community issues on Bromley Borough.

Race

MPS and Bromley Borough Stop and Search/Account data suggests that there is evidence of a disproportionate use of the Stop and Search/Account powers on members of the BME communities. The database currently uses comparisons with the boroughs resident population as recorded by the 2001 census.

This is not a robust or representative measure. An assessment of street population, not currently possible, or even schools/colleges population would be a more representative figure but it has been agreed that the MPS will compare its figures against resident population.

Stop and Search Oct 09 to Dec 09 v 2001 Census Population.		
Ethnicity Ratio by 1000 Head of Population (SDE)		
	Searches per 1000 population: Ratio Black:White	Searches per 1000 population: Ratio Asian:White
Bromley Borough	6.67	1.36
MPS	3.77	1.89

Stop and Account Oct 09 to Dec 09 v 2001 Census Population.		
Ethnicity Ratio by 1000 Head of Population (SDE)		
	Stops per 1000 population: Ratio Black:White	Stops per 1000 population: Ratio Asian:White
Bromley Borough	3.90	1.09
MPS	1.81	1.65

Bromley Borough Resident Population 2001 Census		
White	270,666	91.6%
Black	8,607	2.9%
Asian	7,555	2.6%
Other	8,692	2.9%
Total	295,520	100%

There are no community issues with this data on Bromley Borough.

Sexual Orientation

At present no data is captured on sexual orientation, transgender or transsexual issues. There is no evidence of any disproportionality on Bromley Borough on these grounds.

Other issues

There is no evidence that other groups i.e. users of public transport, homeless people, asylum seekers, economically disadvantaged, or other community groups are disproportionality stopped, searched or held to account.

7. Monitoring – see step 7 of the guidance <http://intranet.aware.mps/TP/DCF/index.htm>

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

The MPS publishes, via its website, a monthly, thirteen rolling months, monitoring report. This informs the public and the borough BCAG and its content is discussed at the quarterly meetings. Ad hoc reports are produced as necessary.

The MPA Community Monitoring Network meets every quarter and it is made up of Borough Community representatives. This is an opportunity for Borough reps to raise issues and give feedback on pre-agreed themes.

These are then fed back to the TPHQ Stops and Search team for them to respond to any issues or concerns.

Each quarter the Borough reviews its Stop and Search/Account interactions with its community. In the period 1st Oct - 31st Dec 09 the Borough participated in 163 community engagement events.

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

Bromley Police meet with the full BCAG on a quarterly basis. Sub groups will meet when necessary and can be asked for by members of the BCAG or Bromley Police. As mentioned at a) above, Bromley Police discuss and explain Stop and Search/Account at hundreds of community events each year, measured quarterly, and they provide the opportunity for the public to give feedback and for us to explain and develop our publicity and deployment of this tactic.

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

Quarterly meetings with the full BCAG. Dates are agreed each quarter. Ad hoc meetings arranged when necessary. Police attendance at hundreds of community events throughout the year.

8. Public Availability of reports / result – see step 8 of guidance

<http://intranet.aware.mps/TP/DCF/index.htm>

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

Following a quality assurance process this document will be published on the MPS website.

MP 686/09