

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

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Protective Marking: Not Restricted

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Title: Equality Impact Assessment (EIA).

Summary: Use of Stop and Search/Stop and Account Powers in Croydon Borough

Branch / OCU: Croydon Borough / ZD

Date created: March 2010 Review Date March 2013 Version: 4

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Directorate/Department/Borough/OCU: Croydon Borough

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

Croydon Borough Police

Equality Impact Assessment - Stop and Search/Stop and Account Powers

Section 1 Police and Criminal Evidence Act (PACE) 1984 and other searches including sec 23 Misuse of Drugs Act & Sec 47 Firearms Act & Sec 139 Criminal Justice Act .

Section 60 Criminal Justice and Public Order Act 1991

Section 44 & 43 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/stop and account are applied fairly to the people who live, work, visit or study in the London Borough of Croydon.

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 London in respect of these powers.

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

Scope of Information examined

- All MPS stops and search/accounts are entered onto the MPS stops database. The TPHQ Stops and Searches Team currently administer this. The Stops Reporting Tool (SRT) provides a flexible search facility for enquiries and results.
- Currently, sufficient data capture fields are included on the database to meet Home Office and MPS corporate requirements.

- A BOCU monitoring mechanism provides headline data and rolling 13-month figures over a number of areas of stop and search/account. The presentation of this document was reviewed and revised following community consultation. The data is presented in an easy to read format with graphs and commentary. Community members have communication channels, through the CPCG and IAG, to ask for additional information from the Borough Commander. The Borough Commander will then utilise the stops reporting tool to provide any additional information or provide a context for the published performance data.
- The PPAF measure is shown as ‘the parity of arrests arising from stop and search between ethnic groups’. This includes areas such as :

% of PACE stop/searches of White, Black, Asian and Minority groups which lead to arrest.
Difference between PACE arrest rates.

- Data has been updated as part of this EIA review.

Total Stop & Search Activity

Stop and Search activity, Croydon OCU, with search reason, January 2009 - December 2009		
Search Reason	Total Searches	%
Pace and Other	19,392	81.8%
Sec 43	14	0.1%
Sec 44	577	2.4%
Sec 60	3,723	15.7%
Grand Total	23,706	100.0%

The current ethnic profile of Boroughs is based on residential population information obtained as a result of the 2001 UK Census. The 2001 UK census is the measure by which the Home Office gauges issues of disproportionality in Stop and Search / Account. It is important to remember that there are significant transient populations within certain areas of the MPS – persons who visit Boroughs to work, study, or to use transport links, shopping and entertainment facilities. The ethnic profile of the ‘street populations’ may vary significantly according to location and time of day. The census was taken nine years ago and, as mentioned above, it provides data on the residential population of Boroughs, rather than the ‘street’ population. It should also be noted that Croydon has a distinctive youth profile, with a large number of non-residents travelling to and from Schools and colleges on the Borough.

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

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

Superintendent Partnership

b. Why is this consultation/involvement taking place?

To monitor the impact of stop and search/account powers and ensure that they are applied fairly to the people who live, work, visit or study in the London Borough of Croydon.

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.

Through continued engagement involving ;

- Croydon Youth Parliament.
- Croydon BME Forum.
- LGBT Groups/representatives.
- Community members of Croydon Borough Police Diversity and Citizen Focus Group.
- Independent Advisory Group.
- CCPCG.
- Croydon Local Authority.
- Local community organisations and key community partners

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

- 1) Community and Diversity Meetings
- 2) Consultation through key community individuals.
- 3) Feedback from Community engagement in Croydon Borough.
- 4) Surveys of public opinion through local Ward Panels and KIN surveys by local SNT's.

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

Some key points are summarised;

- *Support for providing regular information to the community where possible before, but more importantly, after powers (Section 60) have been used.*
- *Encouragement to build longer-term relationship with BME communities. Including supporting Thematic Groups on Community safety. Engagement on a regular basis to help both intelligence and community relations.*
- *Greater accountability to the community to improve dialogue and debate.*
- *Sensitivities around stop and search highlighted particularly within the LGBT Community and for people with disabilities.*
- *Concerns around perceptions of stereotyping by police staff.*
- *General widespread support for stop and search provided it is carried out with respect and within the law.*
- *Use of reassurance leaflets when carrying out pre-planned Firearms Operations (Op Neon) to explain police action.*
- *The Borough has continued to record slightly raised tensions primarily as a result of serious violence and gang concerns. This focuses very much on the North of the Borough where there is concern within the black community, in particular, regarding violence. This was again highlighted after a double shooting and murder in the New Year.*

- *The Borough Commander chaired Gold Group to address gun crime concerns in Croydon. Local Media focus on guns, gangs and knives has been consistent for some time and this has also raised community fear of crime.*
- *The community feedback continues to show general support for proactive policing operations provided people are treated with respect and courtesy.*
- *There has been concern passed from the Muslim Community in Croydon regarding the stop and search of young Asian men under blanket Terrorism legislation.*
- *Further points are documented within the EIA (5.a-f & 4.5)*

Feedback mechanisms.

1. Croydon Borough has regular dialogue with community groups and organisations. The impact of local policing operations is monitored and collated weekly for dissemination to local senior management & stop/search leads.

CCPCG then monitors Police performance around stop and search.

2. The Borough completes a weekly community tension return and gathers intelligence and feedback from community groups. This is now a joint process with the local authority. Results are collated and fed back to Local Authority leads & Police Senior management at local and corporate level (CTSET).

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 and MPS data show that there is 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.

The use of the s.60 Criminal Justice & Public Order Act search power will be based upon intelligence about places where the risk of knife crime is high.

Feedback shows people want police to use stop and search powers so long as they are employed using intelligence led approach and that they are delivered with sensitivity and respect.

Since the events of 7 July 2005, members of the Muslim community feel that they are being unfairly targeted for searches under the Terrorism Act.

Young people are subject of the majority of searches on the Borough.

(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 certain categories police powers (Sec 60 & PACE Other). This has to be balanced against suspect profiles, age profiles, transient population and the need to target prolific criminals on Boroughs. See further comment below.

Gender

More males than females are impacted by its use.

Stop and Search activity, Croydon OCU January 2009 - December 2009					
Search Reason	MALE	%	FEMALE	%	Total Searches
Pace and Other	18,489	95.34%	898	4.63%	19,392
Sec 43	14	100.00%	0	0.00%	14
Sec 44	530	91.85%	46	7.97%	577
Sec 60	3,549	95.33%	169	4.54%	3,723
Grand Total	22,582	95.26%	1,113	4.70%	23,706

Age

Data locally shows that younger people are more likely to be impacted by its use.

School age demographic - Croydon has population of 340,000 with a significant proportion of 82000 who are under the age of 18.

There are 54,000 children in the Borough of school age (5-16). This high level of young people will impact the proportion of people stopped by police.

Stop and Search activity, Croydon OCU, with search reason and age groups, January 2009 - December 2009			
Search Reason	Age Groups	Total Searches	%
Pace and Other	Under 10	12	0.1%
	10 - 17	6,363	32.8%
	18 - 25	8,209	42.3%
	26 - 45	4,258	22.0%
	46 - 65	535	2.8%
	Over 65	15	0.1%
Pace and Other Total		19,392	100.0%
Sec 43	Under 21	4	28.6%
	21 - 40	7	50.0%
	Over 40	3	21.4%
Sec 43 Total		14	100.0%
Sec 44	Under 21	170	29.5%
	21 - 40	301	52.2%
	Over 40	106	18.4%
Sec 44 Total		577	100.0%
Sec 60	Under 10	2	0.1%
	10 - 17	1,992	53.5%
	18 - 25	1,337	35.9%
	26 - 45	356	9.6%
	46 - 65	33	0.9%
	Over 65	3	0.1%
Sec 60 Total		3,723	100.0%
Grand Total		23,706	100.0%

Race

Stop and Search activity, Croydon OCU, with search reason and self defined ethnicity (SDE), January 2009 - December 2009			
Search Reason	SDE	Total Searches	%
Pace and Other	a = White	7,704	39.7%
	b = Black	8,511	43.9%
	c = Asian	1,770	9.1%
	d = Other	516	2.7%
	e = N/R	891	4.6%
Pace and Other Total		19,392	100.0%
Sec 43	a = White	6	42.9%
	b = Black	2	14.3%
	c = Asian	4	28.6%
	d = Other	0	0.0%
	e = N/R	2	14.3%
Sec 43 Total		14	100.0%
Sec 44	a = White	278	48.2%
	b = Black	121	21.0%
	c = Asian	114	19.8%
	d = Other	34	5.9%
	e = N/R	30	5.2%
Sec 44 Total		577	100.0%
Sec 60	a = White	1,039	27.9%
	b = Black	1,830	49.2%
	c = Asian	465	12.5%
	d = Other	121	3.3%
	e = N/R	268	7.2%
Sec 60 Total		3,723	100.0%
Grand Total		23,706	100.0%

Stop and Account activity, Croydon OCU, with self defined ethnicity (SDE), January 2009 - December 2009		
SDE	Total Stop and Account	%
a = White	11,547	55.2%
b = Black	5,069	24.2%
c = Asian	1,865	8.9%
d = Other	619	3.0%
e = N/R	1,828	8.7%
Grand Total	20,928	100.0%

These figures indicate that statistically more white people are stopped and searched under Terrorism powers than any other group, however there are also higher percentages for Asian people. Other police powers including Sec 60 & PACE 'other' shows a higher percentage of black community being searched. Taking into account the 2001 census, the figures would indicate that stop and searches of black/Asian people are disproportionate for some police powers.

Due to demographic changes in recent years the 2001 census data is becoming inaccurate and we suspect disproportionality is less than it appears.

Stop and Account figures indicate a majority impacted are White. The Black community has the next highest figure of 24.2%.

Note-The policy and standard operating procedures are not discriminatory, however research has shown that people from BME groups and specifically men and young black men are disproportionately stopped and searched under some stop search powers. This disproportionality is viewed by some parts of the community as discriminatory. Disproportionality is not the same as discrimination but it may be an indicator. Disproportionality in stop and search refers to the extent to which police powers are used against different groups of people 'in proportion' to the demographic profile of the general population. In some cases such disproportionality can be explained by legitimate factors, However, it is essential that in cases where this occurs the police senior management team must give transparent and documented explanations for this as well as ensuring that such processes for recording data are accurate.

The main factors that might influence decisions to stop and search/account cover a whole range of factors including:

- >Appearance (e.g. clothing, being out of place),
- >Behavior (e.g. 'suspicious activity'),
- >Time and place (e.g. which affected expectations about what was normal behavior),
- >Information and intelligence (e.g. suspect descriptions)
- >Historical crime driven data (data published identifying particular hot spots for crime).

Only under very specific circumstances are the police granted powers to stop and search Without reasonable suspicion. Section 60 of the Criminal Justice and Public Order Act 1994 and section 44 of the Terrorism Act 2000 allow officers to use stop and search where there is a threat of public disorder or to prevent acts of terrorism, respectively. In both cases the powers have to be authorised before use.

As in all stops and searches, officers must not discriminate against black and minority ethnic (BME) communities.

(iii) Is the proposal likely to negatively affect equality of opportunity?

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.

The MPS Stops database is not speculatively searched for enquiries such as vetting processes.

(iv) Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups?

Explain:

There is evidence through the data collected from across 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 members of Asian and Black communities that the MPS are unfairly targeting their communities. This is particularly true of young black and Asian males. This is likely to affect relationships between those groups and communities and the police.

Because stop and search is a main tactic to tackle for example serious youth violence (Operation Blunt 2) there is an increase of in adversely affecting relations within those groups.

An effective communication strategy between police & community will serve to allay some concerns and reassure those people being stopped.

(v) Are there any other community concerns, opportunities or risks to communities arising from the proposal?

Some members of the black community state the use of this policy unlawfully discriminates against them. There is also however community concern in Croydon Borough regarding involvement of young BME members in gangs and use of weapons. It is recognised that police need to use stop and search powers, particularly section 60, to control the threat to young BME Youth.

Through strong community consultation and openness in sharing of data, there is an excellent opportunity to gain trust and confidence with the community through a greater understanding of the police use of stop and search/account powers

Review in February 2009

Local SMT directed a review of the impact of Operation Blunt and the subsequent use of stop and search tactics on Croydon Borough.

This involved dialogue with a number of key individuals & representative groups within the community. Included were young people, LGBT community, Faith and BME Representatives, CCPCG, MPA, Youth Parliament and others.

The key findings relating to stop and search & Operation Blunt can be summarised;

- Operation Blunt activities were clearly communicated from all groups and, although few saw them as being a resolution to the problem, none wished them to conclude or reduce. The following were recommendations or observations made throughout the process;
- Police officers must remain courteous and respectful when carrying out Stop and Search activities.
- Presentations to Schools are seen as extremely important, at both early ages and at 6th form age. These have notably declined in Croydon. The safer Schools project is universally supported but is perceived as being under-resourced and therefore less effective.
- Care must continue regarding the continual use of Section 60 authorisations. As seen in the local Press recently and from the CCPCG and MPA consultations, these powers must not be abused.
- The media is seen universally as being a problem in Croydon and Police are not seen as making good use of it.
- Greater visibility of Foot Patrol officers and in areas such as alleyways and open areas was perceived as needed. This was particularly true in hours of darkness.
- Greater opportunities for 3rd party reporting would be welcomed due to the perceived 'inapproachability' of Police or the stigma attached to contact by some communities. This was viewed as an opportunity to link with other authorities and services, which are seen as having an equal or greater share of responsibility to resolve the issues as Police.

- Greater focus should be made on Parenting skills and parent responsibility. Suggestions include a parent-focussed Knife amnesty, parenting skill opportunities around 3rd party reporting and greater contact with parents by Police interacting with their children.
- Croydon police should continue to invite and encourage Community representatives to attend and witness Operation Blunt operations. Although attendance has been poor to date, representatives are continuing to work to support these initiatives.
- A continued emphasis on Community Consultation is needed to move forward.

(vi) Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life?

Explain:

The disproportionate use of stop and search powers erodes the trust and confidence of people from Black and Minority Ethnic communities. The perception is not restricted to young people and stretches across age and gender. This can have an impact on levels of recruitment into the police service and also confidence and trust in the police as an institution, by members of BME communities.

Croydon Borough police will be robust in their supervision of stops in order to minimise disproportionality, thereby reducing the negative effects that this causes.

There is the need to demonstrate commitment to tackling disproportionate involvement of BME youth in gangs, which ultimately can harm life choices.

(vii) Is the proposal a major one in terms of scale or significance?

Explain: Yes.

To make Croydon Safer Croydon Police will use all the powers at its disposal. This may impact our relationship with, for example, certain racial groups.

Stop and Search/Account powers can have an impact on Croydon Communities and it can often be used in high profile areas such as town centres and other key community locations.

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:	A/Supt Willis	Date: 19th March 2010
Supervised:		Date:

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.

Details:

The impact of this police tactic will be predominantly on young people. Young people have indicated their view that these type of stop & search tactics can cause a range of results;

Positive impact;

Creating a safe environment.
Could result in fewer youths carrying weapons.
People feel safer.
Could deter mass brawls and organised fights.
Could disperse crowds easier.

Negative factors;

Perception of it targeting innocent people.
Potential of violation of Rights.
Hinder relationship between young people and the police.
Might cause police to stereotype and unfairly pick young people to search.

Disability in line with the Social Model.

Details:

Feedback has been provided by the community that people with learning difficulties may be targeted for searching due to their behaviour. Fears that they may not understand the reasons behind the encounter. There is particular concern around younger officers who are associated as being inexperienced in dealing with people with disabilities. Persons with a disability on medication would be worried it would be misinterpreted as illegal drug.

Faith, religion or belief: those with a recognised belief system or no belief.

Details:

With no information collected on religion/faith the MPS is unable to comment on disproportionality issues in this area, but is considering solutions to assist us to measure any disproportionality.

There have been views given that the Muslim Community feel targeted due to the increase use of stop and search powers since the London Bombings.

Feedback particularly from young Asian men has indicated that Police are considered to have a stereotypical view of what terrorists look like when using Terrorism search powers.

Review of Sec 44 on Croydon Borough.

In line with other London Boroughs Croydon has reviewed its current use of section 44 powers. The review will ensure its continued use is proportionate to counter the terrorism threat to the community living, working and visiting the London Borough of Croydon. It will also ensure that section 44 will not negatively impact any particular section of the local community.

The Borough liaises with partners and prioritises locations. Croydon Borough has identified crowded places and vulnerable sites where the power will be retained within the set geographic areas.

Other intelligence led patrols to prevent Terrorism will require authorization by the Borough Commander who will have to set parameters of times and locations.

This review of tactics has given an opportunity to negate any residual animosity from some sections of the community that previously may have felt more targeted by its use. It also ensures that key locations are prioritized to enable public reassurance of policing activity to tackle Terrorism locally.

This allows the Borough Commander- where he gives his authority for other intelligence led operations- to explain his rationale to existing police consultative groups. This will give the opportunity to gain continued support from the local community & partners in working together to tackle terrorism.

Gender or marital status: women and men.

Details:

Although at present no data is captured on marital status, on a regular basis, considerably more males are stopped than females.

Race, ethnicity, colour, nationality or national origin.

Details;

On a corporate level there has been extensive consultation with community groups conducted in respect of this work, there is a strong opinion that there is a disproportionate use of stop and search/stop and account powers on BME communities. This view is supported from examination of the available stops data, although the level of disproportionality is far less for stop and account than it is for stop and search.

Within some BME communities the continued disproportionate use of stops and search is undermining levels of trust and confidence in the police.

Negative Impacts- Feedback on Croydon Borough has enforced this view. The black community has indicated it feels picked upon and targeted by stop and search.

Positive Feedback- If used broadly and effectively the community will feel safer especially, if results indicate massive reduction in the use of guns and knives.

The value of regular community engagement in order to justify and explain its use is seen as very valuable.

Sexual orientation, transgender or transsexual issues.

Details:

Feedback has indicated that there are concerns around privacy especially within the transgender community where searching may involve concern around the opposite sex.

A perceived lack of understanding by police staff as to trans issues is a concern.

	<p>Other issues, e.g. public transportation users, homeless people, asylum seekers, the economically disadvantaged, or other community groups not covered above.</p>
	<p>Details: No data available on homeless /asylum seekers etc.</p> <p>Community engagement with the gypsy and traveller community in Croydon has indicated they do not feel particularly targeted but as with other groups the impact of the encounter is measured on the respect and courtesy provided by the individual officer involved in the process.</p>
<p>b) Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement?</p>	
	<p>Details: Young black and Asian men are disproportionately stopped & searched. There is some justification when officers are acting on intelligence led information particularly around gang activity.</p> <p>It is likely that suspect populations for certain crimes will be targeted. An example of this is, if S60 Criminal Justice and Public Order Act 1991 power is authorised, to prevent serious violence or to prevent persons carrying dangerous instruments, intelligence may suggest 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 use of this power is not routine and prior to every authorisation consideration is given regarding the likely impact on local communities</p> <p>Croydon Borough is an Operation Pennant Borough (one of five) and is subject to a number of intervention actions designed to help improve performance.</p>
<p>c) Explain how the proposal is intended to increase equality of opportunity by permitting positive action.</p>	
	<p>Details:</p> <p>Stop and search powers when used appropriately have the potential to increase community confidence. There is increasing concern over gang related activity on Croydon Borough and the effective use of stop and search, particularly Sec 60, will demonstrate positive police action to tackle serious crime e.g. gun and knife crime which disproportionately affects BME youth. This is a theme that is included in Standard Operating Procedures which reinforces the negative impact of its inappropriate use.</p>
<p>d) Explain how the proposal is likely to promote good relations between different groups.</p>	
	<p>Details:</p> <p>Effective use of this power reinforces community relations by showing positive action to tackle gang and violent crime.</p> <p>Explanation of its use through community partners and Consultative Group promotes dialogue with police and community to resolve any possible concerns.</p>
<p>e) Explain how the proposal is likely to promote positive attitudes towards others and encourage their participation in public life.</p>	
	<p>Details:</p> <p>Croydon Borough has a range of mechanisms for community engagement and offers the opportunity for local police to be held to account. The Borough Commander has continued to set up a series of public meetings to allow the community to challenge policing methods in the Borough</p>

Community involvement is vital in delivering community confidence.

Croydon Safer Schools initiative provides an effective conduit with Schools especially around the positive use of stop and search.

The MPS involves community consultation in drawing up Standard Operating Procedures and these are subject of review.

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

Details:

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.

Stop and search/ stop and account training for our officers, including Metropolitan Police Special Constabulary (MSC) and Police Community Support Officers (PCSO) is delivered during their initial training. A review is being made of what additional development training is required for constables/sergeants, MSC and PCSOs to deliver effective stop and search/stop and account.

The training for newly promoted sergeants and inspectors now includes specific training around supervisory requirements highlighted within the SOPS.

Operation Pennant actions in place at Croydon Borough aimed at improving performance around stop and search (see below).

See Modifications-Met-in-the-Middle & Youth Strategy

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?

- Development of Stop and Account /Search Working Group chaired by SMT Lead.
- Local Standard Operating Procedure now drafted for Section 60 authorisations to ensure appropriate supervision and accountability.
- Sec60 authorities reviewed to ensure review of performance and effectiveness.
- Dip sampling by stop/search lead and CCPCG being developed.
- Protocol for sec1 PACE strip-searching.
- Review of community engagement around stop and search thru SMT.
- Development of Stop and Search Champions to share good practise around street encounters.
- Stop and Search Champions to promote stop and search within Community Organisations and feedback community sensitivities through EIA.

- Responsibility of MPS and individuals under the RRAA 2000, DDA 2005 & published Standard Operating Procedures (SOP's) to complete impact assessment prior to authorisations
- 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.
- 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 each Borough Command 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.
- Borough and MPS stop and search data is now published on the Internet. This allows different community groups to challenge local Borough Commanders over stop and search activity, and have the information placed in a local context.
- In addition the MPA review of stops and searches is being delivered through a formal accountability structure that oversees the progress of the recommendations. Updates and completed recommendations are presented to the MPA Stop and Search Review Board, chaired by the MPA lead on stop and search.
- From the MPA scrutiny on stop and search the MPS formed an Independent Advisory Group to assist the MPS progress the scrutiny recommendations. The SOPs were compiled after internal and community consultation. The Independent Advisory Group reviewed the SOPs soon after their introduction. A process is in place to continuously review them through the MPA stop and search community-monitoring networks.
- 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 on Boroughs for making and registering a complaint, not necessarily around stop and search. This has now been completed and every Borough has a single point of contact (SPOC) for complaints.
- Key community reassurance messages to be prepared and used extensively during & post planned Operations involving stop and search.
- To involve IAG in appropriate stop and search operations.
- To monitor the impact of stop and search operations and collate for dissemination through SMT & TPHQ search leads.
- The Borough is to deliver enhanced opportunities for young people to build better relationships with police using stop and search as a theme. Croydon Borough has developed a scheme for front line officers to interact with young people in a non confrontational environment. This project called Met in the Middle is a joint youth service project where front line police staff practise reverse role play with young people. This allows officers to understand the impact of stop and search and also allows an

understanding by young people of the difficulties encountered by staff when dealing with a confrontational encounter.

- Youth engagement strategy for SMT. The Borough Commander has put into place a system of youth engagement. This involves visiting identified groups of young people & seeking feedback on policing. Community Feedback consistently points to the benefit of allowing young people to have access to the Borough Command Team in an environment where they can challenge and work constructively to ensure the needs and views of young people are being considered.

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 Borough will build upon its consultation /involvement processes to ensure that any highlighted concerns will be considered. Diversity leads for each strand are now in place and stop and search will be a priority when engaging with different community groups. Concerns raised by them will be constantly reviewed through the Borough EIA.

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

a. Name, rank or grade of decision maker
A/Supt Willis

b. What is the Decision?

Reject the proposal

No *(delete as applicable)*

Introduce the proposal

Yes *(delete as applicable)*

Amend the proposal (an impact assessment should be made of any amendments)

No *(delete as applicable)*

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

9. Monitoring - see Step 9 of the Guidance

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

The publishing of the monitoring mechanism, allowing local communities to scrutinise data and ask their BOCU Commanders 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.

Croydon Police have a framework of community engagement where the Borough Commander can be challenged on the Borough's Stop & Searches.

TPHQ Stops and Searches team have developed a measure whereby those BOCUs that fall into the agreed criteria will have the BOCU Commander invited to a meeting with a TP Commander to discuss the issues and agree on areas of improvement. This process will also involve members of the local Community Monitoring Groups and the MPA lead on stop and search.

The Standard Operating Procedures are to be reviewed by the MPA supported Community Monitoring Network (Meeting made up of community reps from the 32 London Boroughs)

The Equality Impact Assessment is set to be reviewed annually by a stop and search Strategic Committee that consists of senior MPS managers and community representatives.

The Croydon Borough EIA will be reviewed annually by the SMT lead.

Standard Operating Procedures (SOPs):

The use of Stop and Search, and Stop and Account in the MPS is directed by Policy and five Standard Operating Procedures (SOPs). The aim of the MPS Stops and Searches Policy is to ensure that officers comply with the law, acting within their powers and that all Stop and Account and Search powers are used fairly, responsibly, without unlawful discrimination and with respect for people being searched. This Policy and SOPs are published in the public domain and are subject to regular review by the Stops and Searches Team. All SOPs have recently been reviewed by the Stop and Search Community Consultative Committee (formerly IAG).

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

Meeting and accountability structure

- The MPS Strategic Committee chaired by Commander TP scrutinises stop and search activity. This committee feeds into the MPA Stop and Search Review Board chaired by the MPA lead on stop and search. This has resulted in review of procedure which are documented & fed back. This structure feeds into the MPA Stop and Search Review Board, chaired by the MPA lead on stop and search.
- Each BOCU 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 key beneficiaries will ultimately be the people who live, work, visit or study in London. The use of stop and account and stop and search by the MPS is regarded as an important tactic in preventing terrorism and making communities safer.
- The MPS are working closely with the MPA through the Stop and Search Steering Group in delivering the MPA Stop and Search Scrutiny Recommendations. The work against the recommendations is evidenced by the MPS in an action plan and presented to the MPA, through their Stop and Search Review Board (SSRB), for official sign off as completed.
- The SOPS have been reviewed and amended by the MPS Stop and Search IAG. As part of a rolling review programme the MPA Community Monitoring Groups will be asked to review and provide regular feedback on the SOPS.
- The MPS stops and searches team, who report to a Commander in TP, have responsibility to deliver against a number of initiatives and projects designed to make stop and search more effective, support the compliance with the SOPs and improve the trust and confidence of the

community;

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

Stops and Searches data is produced monthly on a Borough-by-Borough basis with the data broken-down over several elements. This data is available through the MPS Internet site: met.police.uk/stopandsearch

Community scrutiny groups meet with Borough Command teams on a regular basis, ranging from quarterly to six weekly to half yearly. The Croydon CCPCG Executive meet every six weeks and review stops data.

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

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

For publication through the Borough's website thru TPHQ Stop and Search team.

Person completing EIA:	
Signed: PS Guy Osland	Date: 18th February 2010
Person supervising EIA:	
Signed: A/ Supt Willis	Date: 19th February 2010
Quality Assurance Approval:	
Name and Unit: Superintendent Stringer	Date: 30th March 2010
Date Review Due: February 2011	