



# Equality Impact Assessment

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

<b>Borough/OCU: Brent</b>
<b>Name, type or title of proposal</b> (If a corporate policy, a policy workbook must also be completed):
<b><u>MPS Policy on the use of Stop and Search/Stop and Account Powers As Applied Within the London Borough of Brent</u></b>
<b>Section 1 Police and Criminal Evidence Act (PACE) 1984</b> <b>Section 60 Criminal Justice and Public Order Act 1991</b> <b>Recommendation 61 from the Stephen Lawrence Inquiry Report (Stop and Account)</b>

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

**The Stop and Search/ Stop and Account Standard Operating Procedures set out the position of the Metropolitan Police Service (MPS) on how the powers should be used, supervised and managed. These procedures are applied within the London Borough of Brent. They reinforce the requirement to engage with local communities in order to gain the trust and confidence of people who live, work, visit or study in Brent in respect of these powers.**

**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 Brent**

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

- Information relating to stop and search/ stop and account carried out within Brent is entered onto the Metropolitan Police Service (MPS) stops database. The TPHQ Stops and Searches Team currently administer this database. The Team initially inherited a system with limitations in its ability to deliver accurate searchable results. The introduction of a new software search facility will provide greater flexibility in search enquires and results.
- In recent weeks the responsibility for entering stop and searches and stop and accounts has become that of the searching officer. That officer has a responsibility for recording the stop on the intelligence system within the guideline 24 hours.
- Currently, sufficient data capture fields are included on the database to meet Home Office and MPS corporate requirements.
- The Management Information Unit (MIU) based at Wembley Station is responsible for monitoring statistics relating to Stop and Search / Account on the Borough. The Unit provides headline data within a performance report for uniform teams. This information includes high users and low arrest rate.
- Brent has a Stop and Search Monitoring Group that includes community members to monitor the use of stop and search on the borough. The Brent Independent Advisory Group (BIAG) has a wide membership from the community and maintains a strategic interest in the use of stop and search. The Monitoring Group scrutinises the Stop and Search / Account statistics with a view to challenging any issues relating to disproportionality and identifying any other areas of concern and the development of an action plan. Its members have communication channels through which they can request additional information via the Partnership team. Partnership officers will request that the Management Information Unit (MIU) utilises the stops reporting tool in order to provide any

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additional information or provide a context for the published performance data. In the last 12 months this group has supported youth visits to the Peel Centre Training School for police officers and the group has supported the design and provision of a group of young people that will be facilitators and that will train police officers on Brent regarding attitudinal issues surrounding the use of stop and search and the management of those encounters.

- The ethnic profile of the Borough is based on information obtained as a result of the 2001 UK Census. The total population of Brent according to the 2001 Census was 263,464 – broken down as follows:

Asian	73,062	28%
Black	52,337	20%
Chinese	8,985	3%
Mixed	9,802	4%
White	119,278	45%

It is important to bear in mind that the above figures reflect the Borough’s residential population. There is also a significant transient population – persons who have not completed the census such as illegal entrants to the UK, people visiting the Borough to work, study, or to use its transport links and shopping and entertainment facilities. The ethnic profile of the ‘street population’ may vary significantly according to location and time of day and in the crime hotspot areas. Wembley stadium and arena attract significant numbers of visitors to the Borough. As a consequence the ‘street population’ may vary from the residential population at any given time. The 2001 UK census is the measure by which the Home Office gauges issues of disproportionality in Stop and Search / Account. The census was taken almost six years ago and, as mentioned above, it provides data on the residential population of the Borough, rather than the ‘street’ population. The Monitoring Group have been presented alternative statistics through which issues of disproportionality in stop and search / account can be assessed. Examples include the ethnic profile of suspects for offences, as described by victims reporting crime on the Borough.

- The TPHQ Stops and Searches team uses a number of measures, including the Home Office Policing Performance Assessment Framework (PPAF) criteria in order to monitor the Borough’s performance. It is able to highlight any areas of particular concern and in appropriate cases the Borough may be called to account by a Territorial Policing Commander. Brent has not been subject to a development plan in the previous 12 months under Operation Pennant but our performance was closely monitored in respect of timeliness of submissions.
- The Police Performance Assessment Framework (PPAF) measure is shown as “The parity of arrests arising from stop and search between ethnic groups” This includes areas such as:
  - o % of PACE stop/searches of white persons that lead to arrest.
  - o % of PACE stop/searches of persons from BME groups which lead to arrest
  - o Difference between PACE arrest rates.

**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?</p> <p>Explain:</p> <p>Home Office and MPS data show that there is a disproportionate use of stop and search powers on members of BEM communities and this is reflected within the statistics for Brent. Members of the Muslim community feel that they are unfairly targeted for searches under the Terrorism Act; this has become a particular issue since the events of July 2005.</p> <p>Home Office and MPS data show that there is a disproportionate use of stop and search powers on members of BME communities.</p> <p>In Brent a disproportionately high number of black people are stop/search/accounted. The 2001 Census shows that 20% of Brent residents describe themselves as black. Current analysis shows that around 44% of people that are stop/searched describe themselves as black (36% is</p>	<p>Yes X No <input type="checkbox"/></p>
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<p>the stop/account figure).</p> <p><b><i>The stop ethnicity data matches the suspect population data taken from the Crime Reporting System (CRIS) using offences for which these powers may be used i.e. 50% of all described suspects on the CRIS system are described as black.</i></b></p>	
<p>(ii) Will any part of the proposal directly or indirectly discriminate against people from any groups?</p> <p>Explain:</p> <p>More young men and in particular more young Black men are disproportionately stopped and searched under all stop search powers and again this trend is reflected in the Brent figures. Men constituted 45/1000 population while woman constituted 1.09/1000 stop and searches (Sep-Nov 2009).</p>	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>(iii) Is the proposal likely to negatively affect equality of opportunity for any group or individual?</p> <p>Explain:</p> <p>The MPS stops database is not speculatively searched for 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>However, as there are elements of disproportionality in stops and searches, some communities could lose confidence and, therefore, will not perceive they have equality of access to the justice system.</p>	<p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></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:</p> <p>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 Metropolitan Police Service (MPS) is unfairly targeting their communities. This is particularly true of young black and Asian males. Their perception is likely to damage any relationships that exist between those groups and communities that have little or no contact with police using these powers.</p>	<p>Yes <input type="checkbox"/> No <input type="checkbox"/></p>
<p>(v) Are there any other community concerns, opportunities or risks to communities arising from the proposal?</p> <p>Explain:</p> <p>There is a growing perception within the Muslim community that the MPS is using stop and search powers to target Muslims, this perception has become stronger since the events of July 2005. Some argue that this is evidence of Islamophobia. Some members of the Black community state the use of this policy unlawfully discriminates against them.</p>	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>(vi) Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life?</p> <p>Explain:</p> <p>The continued disproportionate use of stop and search powers is eroding the trust and</p>	<p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>

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<p>confidence of increasing numbers of people from Black and Minority Ethnic (BME) communities. The perception is not restricted to young people and stretches across age and gender. This is having 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.</p> <p>At a meeting with the MPS Disability Independent Advisory Group, concerns were voiced about our lack of ability to record and store data about disabled people who are stopped under these powers. Disabled people must not be excluded from this area of police activity purely because of an impairment issue. Brent police have had recent dialogue (March 08) with Brent Association of Disabled People which raised a number of issues and not stop and search. Brent has developed a community engagement database to capture community feedback. Of the 330 entries 15 relate to stop and search. The policy continues to prompt community comment particularly in relation to proportionality for the black community, the 5090 being provided and the manner in which the search was conducted. The Stop and Search Monitoring Group are working with Brent Police to deliver sessions using local youth facilitators which primarily is intended to raise the matter with police officers themselves before running similar workshops within the community.</p>	
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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.

<b>Full Impact Assessment Required</b>	<b>X</b> Yes <input type="checkbox"/>	No <input type="checkbox"/>
<b>Signed: Ian Vincent CI</b>	<b>Date:</b> 13th August 2010	
<b>Supervised: Simon Corkill Supt</b>	<b>Date:</b> August 2010	

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

<p>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:</p>																			
<p>Race, ethnicity, colour, nationality or national origins</p>																			
<p>Details:</p> <p>Consultation with community groups suggests that they hold strong views on what they perceive to be a disproportionate use of stop and search/stop and account powers on Black and Minority Ethnic (BME) Communities. This view is supported from examination of the available stops data; although the level of disproportionality is less for stop and account (28%) than it is for stop and search (42%).</p> <p>The Metropolitan Police Service data for Searches Police Year 2009/10 was (where SDE declared):</p> <table border="1" style="margin-left: 20px;"> <thead> <tr> <th></th> <th><b>Stops</b></th> <th><b>STSH</b></th> </tr> </thead> <tbody> <tr> <td>Asian</td> <td>7980</td> <td>6243</td> </tr> <tr> <td>Black</td> <td>7815</td> <td>11263</td> </tr> <tr> <td>White</td> <td>10544</td> <td>7789</td> </tr> <tr> <td>Other</td> <td>1341</td> <td>1452</td> </tr> <tr> <td>Not Recorded etc</td> <td>2370</td> <td>1784</td> </tr> </tbody> </table> <p>In Brent the Stop and Search and Stop and Account ratios for the period:</p> <p>Stop and Account ratio - Black: White 0.74:1    Asian: White 0.76:1            Stop and Search ratio - Black: White 1.45:1    Asian: White 0.80:1</p> <p>The BME population for young people within Brent schools is white: black 1:1.65. In this period 25.1% of</p>			<b>Stops</b>	<b>STSH</b>	Asian	7980	6243	Black	7815	11263	White	10544	7789	Other	1341	1452	Not Recorded etc	2370	1784
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searches were in the age group 10 to 17 with black youths making up 12.3% of all searches in this age group.

	Under 10	10-17	18-25	26-45	46-65	Over 65
Asian	1	1356	3111	1525	104	6
Black	5	3214	4955	2458	356	15
White	1	1576	3028	2577	364	18
Other	0	410	680	310	26	4

Within some BME communities the continued disproportionate use of stops and search is undermining levels of trust and confidence in the police. This view is reflected within certain BME communities in Brent; however there is little fluctuation, year on year in levels of disproportionality. During 2009 complaints fell regarding stop and search and those regarding incivility and attitudinal issues also fell from the previous year.

Sex or marital status: women and men.

Details:

Provision is not made at present for collecting data on marital status therefore statistics are not available. Considerably more males are stopped than females – in Brent for the police year 2009/10 the breakdown was as follows:

	Stops
Male	93.80%
Female	6.20%

	STSH
Male	97.50%
Female	2.50%

Sexual orientation, transgender or transsexual issues.

Details:

There is no provision at the present time for collecting data on sexual orientation or transgender or transsexual issues. Community engagement does not identify this as a local issue.

Religion, faith or belief: those with a recognised belief system or no belief.

Details:

Data is not presently collected about a person's faith. The Home Office has conducted national research 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. Meetings have been held with members of the Muslim community within Brent. It is apparent that some sections of the Muslim community feel that Police have specifically targeted them in their use of stop and search powers, particularly those under the Terrorism Act. This view has been reinforced since the events of 7 July 2005 and the subsequent high profile police terrorism operations.

Community engagement does not identify this as a local issue. In the absence of information on religion/faith it is not possible to comment on any potential disproportionality issues within Brent.

As the lead previously for the Faith strand within the Diversity Model I can confidently say that stop and search was not raised as an issue within the Brent Multi Faith Forum in the previous 12 months.

Disability in line with the Social Model.

Details:

There is no provision at the present time for collecting information relating to disability – therefore no statistics are presently available. Community engagement does not identify this as a local issue.

Age: older people, children and young people.

Details:

Across the Metropolitan Police Service persons aged 10-17 represent some 37% of all stops using the S1 PACE power. In Brent for the period 31%(Dec 07) of those searched and in the 10-17 age while the population in the 6-

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18 is 16%.

Recent Home Office commissioned field studies around the country have highlighted a view amongst young people that there is disproportionality around age and not necessarily in respect of colour of skin or faith, when it comes to police use of stop and search powers.

Safer Schools Officers through their consultation identify the manner of stops and searches as an issue for young people.

The below tariff covers the reporting period of Oct 08 to Sep 09.

Age of Subject	Stop & Searches	%age	Ethnicity	Stop & Searches	%age
Under 10	39	0%	White	7251	26%
10 to 15	2920	10%	Dark European	1076	4%
16 to 20	10846	38%	Black	13236	47%
21 to 25	6239	22%	Asian	5847	21%
26 to 35	4868	17%	East Asian/Chinese	230	1%
36 to 45	2006	7%	North African	482	2%
46 to 55	746	3%	Not Recorded	121	0%
56 to 65	121	0%			
Over 65	40	0%			
Not Known	418	1%			
<b>Total</b>	<b>28243</b>				
			<b>Reason for Search</b>	<b>Total</b>	<b>%age</b>
			Stolen Property	4833	17%
			Drugs	11174	40%
			Firearms	221	1%
			Off Weap	3105	11%
			Going Equipped	1508	5%
			Other	324	1%
			Terrorism	372	1%
			Sec 60 Authority	6556	23%
			Crim Dam	150	1%
			<b>Total</b>	<b>28243</b>	

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

Details:

The OFSTED Nov 07 TellUs2 questionnaire for young people showed that 32% felt unsafe on public transport (27% nationally) and 20% going to and from school (13% nationally).

(b) Is the proposal directly discriminatory?

Details:

Black men and young people are disproportionately stopped in Brent.

There is evidence through the data collected from Stop and Search /Account within Brent that there is a disproportionate use of stop and search powers depending on a person's race and age. As a result there is a perception amongst these members of the community that the MPS is unfairly targeting their communities.

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.

(c) Is the proposal indirectly discriminatory? If yes, is it justifiable and proportionate?

Details:

Use of the power is justifiable and proportionate as the use of stop and search is one tactic that can be used directly to combat crime.

TPHQ Stop and Search Team use Operation Pennant to identify the five BOCUs that, in relation to the use of these powers, are of concern. These Borough Commands are subject to a number of intervention actions designed to help them improve performance. Brent has been part of this

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process and due to volume of stop and search completed on the borough, has often fallen below standard on entering the stops on the database. In this year Brent has improved on its submission rate so that it was not one of the worst performing boroughs. The introduction of the database on CRIMINT Plus has also assisted in reducing the delays.

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. This has enhanced the community engagement process and provides an opportunity for the data to be placed into a local context and have local community concerns answered.

Statistics are presented to the monitoring group on a 3 monthly basis and any scrutiny is discussed or actioned to police officers to report back at the next meeting.

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

Details:

Appropriate use of Stop and Search Powers has the potential to increase community confidence by increasing the number of arrests and detections for priority crimes and reducing levels of offending for these crimes. Efforts are made to communicate this message to Brent Communities via BIAG and the Stop and Search Monitoring Group.

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

Details:

Stop and Search / Account data should be readily available to local community groups. Its publication on the internet and scrutiny of the statistics by the Brent Stop and Search Monitoring Group should demonstrate willingness by Police to be open and transparent in their use of stop and search /account powers. If stop and search /account policy is seen to be applied fairly, then this should increase confidence in the Police Service in Brent. Increased confidence amongst community groups will promote dialogue with Police and this will help in resolving local issues and other community concerns.

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

Details:

Education is key to developing positive messages amongst Youth and Community Groups across Brent Borough. Knowledge and appropriate levels of support will empower such groups and enable them to engage locally with Police in constructive way.

The MPS Safer Schools initiative provides an effective conduit with secondary schools on the Borough. Safer Schools Officers have the ability to promote / deliver positive messages around stop and search.

Brent Borough has a Stop and Search Monitoring Group comprised of representatives from a cross-section of communities on the Borough and a Senior Management Team member as the lead. The officer provides any information or support that the group might request. Community involvement is vital to improving confidence in Police. The Monitoring Group is responsible for scrutinising statistics relating to stop and search / account and for highlighting any areas of concern. Brent must justify or take action to deal with any disproportionality identified.

Representatives from the Group attend Community Monitoring Network meetings organised by the Metropolitan Police Authority (MPA). Representatives of Stop and Search Groups from across London attend the meetings. They enable members to share knowledge, problems and experiences with members from other groups. Members of the Police Service attend these meetings and are held to account by community representatives. Representatives from the Brent Monitoring Group can also attend meetings of the MPA Stop and Search Steering Group.

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

Details:

The borough has recently briefed all operational officers on the user's perspective as part of a counter terrorism briefing. The borough rolled out a corporate stop and search briefing to all

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operational staff. Local community feedback was incorporated into this.

Stop and search/ stop and account training for officers, including Metropolitan Police Special Constabulary (MSC) and Police Community Support Officers (PCSO) is delivered during their initial training.

During the last 12 months Brent has commissioned a DVD which looks at attitudinal issues in the interaction between police and those that are stopped and searched. All operational staff were shown this DVD between July 2009 and December 2009 as the first part of Phase 1 of Officer Safety Training. This session was delivered by a member of the Senior Management Team to reinforce the commitment from the highest level to making Stop and Search a more acceptable tactic and behavioural issues that needed to be examined. This DVD has also been shown in some schools on the borough, at PREVENT presentations and youth clubs.

### 5. Modifications – see Step 5 of the Guidance

Could the proposal be modified to reduce or eliminate any identified negative impacts, or create or increase positive impacts?

- 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. In Brent the robbery hotspot areas are in the South of the Borough and in particular Harlesden. This area has a higher black population.
- 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. During 2009 Section 60 was utilised and the Supt Partnership routinely sent community members the reasoning behind its use and invited feedback. Brent compared favourably with other London boroughs in respect of the lesser frequency of use and Brent was also committed to limiting the power geographically rather than opting for borough wide on every occasion.
- 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 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 on a monthly basis. This allows different community groups to challenge local Borough Commanders over stop and search activity, and have the information placed in a local context. The borough has reviewed community engagement and developed a database to collate community feedback. This is used to inform the EIA and development work for example the importance the community place on receiving a copy of the 5090.
- 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

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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 Brent has a single point of contact (SPOC) for complaints.
- Brent borough has put in place procedures for performance management, intervention and a development plan.
- The Borough has recently set up a Youth Parliament and the police have offered to attend and discuss policing issues. A youth representatives now attends the Brent IAG. The monitoring group is attended by young people. Many Ward Panels have a young person on them.
- During 2009 Brent took local youth to the Metropolitan Police Training School at Hendon on two occasions to work alongside students in their Stop and Search legislation week. Students got involved in classroom discussions with local youths to understand the feelings caused by Stop and Search and how the encounter is conducted. Brent Youth played the part of those being searched, adding realism to previously sterile encounters and giving feedback to the recruit officer about their attitude and conversation skills. Brent youth also enjoyed sessions where the role was reversed and they played the part of the police officers and ran through scenarios where they had to stop and search somebody else. This complemented work going on by the local DPS Inspector and his staff and allowed a joined up approach to the perception of police to those living in Brent.
- In August 2009 Not Another Drop began a project, commissioned by Brent police, to train local young people to become facilitators who would be able to hold training sessions with Brent Police officers in regards to how a stop and search encounter is conducted and to look at the issues facing both parts of that interaction. Local youth were invited to apply for the role and went through a selection process. Those that were successful were provided with formal training held at a Surrey Conference Centre over a weekend. Police representatives from Brent were invited to join the group on Saturday afternoon to work through some scenarios and be questioned about the police perspective on stop and search. All parties then had dinner together to help cement those relationships and allow further discussion to take place.
- This project will be rolled out during 2010 with an intention to train all 700 operational staff at Brent. The young people who facilitate will be paid to do so and funding has been set aside in the Partnership budget to accommodate this. The intention will then be for the youth to continue to roll out sessions but this time in the community and in local schools.

### 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?

The Community Engagement Strategy will be utilised to gain feedback.

### 7. Consultation - see Step 7 of the Guidance

- a. Who is responsible for managing this consultation?

Borough Commander, Metropolitan Police Service, Brent

- b. Why is this consultation / involvement taking place?

Stop and Search is an essential tool for Police. It is important to build trust and confidence in its use amongst the Borough's diverse communities. The MPS, Brent must maintain local engagement and provide a forum in which issues can be raised. The Borough must work with local communities to address any concerns as they arise.

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

The Police Service within Brent will work with all local communities, as required, to address concerns and to provide a local context for Stop and Search / Account activity.  
Principle responsibility for Stop and Search monitoring rests with the Brent Stop and Search/ Account Monitoring Group.

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Consultation also takes place with as required with many other Groups – including the following:

The Local Authority for Brent – Community Safety Unit  
School panels supported by safer schools officers  
Brent Community Safety Board  
MPA Stop and Search Monitoring Group  
Brent Stop and Search Monitoring Group  
Ward Panels  
BME forum  
Community meetings  
Area forums

As part of the borough's community engagement plan.

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

Principle responsibility for scrutinising stop and search activity within Brent rests with the Stop and Search Monitoring Group. It is comprised of members from a cross-section of Brent's communities. This Group meets regularly therefore there are opportunities for members to raise concerns with its police contacts at meetings or by telephone contact between meetings. Members participate in meetings of the MPA Community Monitoring Network.

As mentioned above there is provision for consultation to take place with a variety of community groups as the need arises. Of particular note are the Ward Panels, which comprise representatives of persons who live or work within the respective Wards. The panels provide a forum through which localised concerns can be raised. Safer Neighbourhoods Officers are able to feed back those issues to the Borough Command and the Monitoring Group. A custom report may be provided on request. Information / statistics on stop and Search are freely available on the internet.

The Metropolitan Police Authority has produced a series of leaflets and cards, which explain Police Powers of stop and search, the rights of persons stopped and how to complain if there is a problem. The cards are available in a number of languages. Members of the monitoring Group have distributed these cards to youth clubs, schools, community Centres etc The Group are interested in researching whether the majority of those stopped are satisfied with their interaction with Police or whether and whether or not arrangements for making complaints to police are adequate and sufficiently well publicised.

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

Consultation has been used to inform the stop and search development plan.

The establishment of a Stop and Search Monitoring Group has been well received and it is seen as important that their work is supported. The Group have received presentations on the use of stop and search.

The Borough lead for Stop and Search is Superintendent Simon Corkill and his Deputy is now Chief Inspector Taff Thomas.

The MPA Community Monitoring Network comprises community representatives from London's Boroughs – including Brent. They meet on a quarterly basis. They raise issues and provide feedback on pre-agreed themes aligned to MPA recommendations. This, in turn is fed back to the TPHQ Stops and Searches Team who will respond to any issues or concerns.

Brent presented its Stop and Search DVD and other activities to the MPA in May 2010.

Key areas of feedback from young people:

- Majority support the use of Stop and Search
- Approach of officers most influential factor to successful interaction e.g. explain grounds, being discreet, respectful, **protects young people**
- People want the 5090
- YP expressed a power imbalance e.g. they feel uncertain of their rights, have experienced confrontations
- Therefore some YP feel 'over-policed and under-protected'
- Some communities feel stereotyped and targeted
- Create positive links between YP and frontline officers e.g. Officers can have a profound effect upon YP perception of the police
- YP acknowledged the difficulty of undertaking stops

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

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

a. How will the implementation of the proposal be monitored and by whom?  In addition to the MPS EIA Brent Borough: <ul style="list-style-type: none"><li>• Considers stop and search as an agenda item at the monthly senior management team (SMT) meetings</li><li>• Has a lead member of the SMT</li><li>• Hold regular Monitoring Group Meetings</li><li>• Work to implement a development plan and report back to the monitoring group</li><li>• Collect feedback through the Community Engagement Strategy</li><li>• Monitor Team and officer performance through performance management meetings</li></ul> <u>Standard Operating Procedures (SOPs):</u> <ul style="list-style-type: none"><li>• 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. The Stop and Search Community Consultative Committee has recently reviewed all SOPs.</li></ul>
b. How will the results of monitoring be used to develop this proposal and its practices?  See above
c. What is the timetable for monitoring, with dates?  Stop and Search / Account data is produced monthly within Brent Borough and is contained within the team reports.  The Stop and Search Monitoring Group meets quarterly and an update on stop and search issues are a standing item on the agenda.  Members of the Monitoring and Advisory Groups are available for consultation as circumstances arise. They have participated in Gold Group meetings.

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

What are the arrangements for publishing, where and by whom?  The TPHQ Stops and Searches Team have a consultancy role to assist Boroughs complete their individual Equality Impact Assessment and oversee the publication on the Borough's WebPages.  Brent Stop and Search Data and its Equality Impact Assessment will be available on the internet.
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**PROTECTIVE MARKING**

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<b>Person completing EIA:</b> <b>Signed: Ian Vincent CI</b>	<b>Date: 13.8.10</b>
<b>Person supervising EIA:</b> <b>Signed: Simon Corkill Supt</b>	<b>Date:</b>
<b>Review Due</b>	<b>Date:</b>