

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>

<b>Protective Marking:</b>	Not Protectively Marked	<b>Publication</b>	Yes
<b>Title:</b>	Greenwich Police Stop and Search Equality Impact Assessment		
<b>Branch / OCU:</b>	Greenwich Borough		
<b>Date Created</b>	25.03.2010	<b>Review Date:</b>	25.03.2013
		<b>Version:</b>	1
<b>Author:</b>	Inspector Jas Sandhu		

<b>Person completing EIA:</b> Inspector Jas Sandhu	
<b>Signed:</b> _____	<b>Date:</b> 25.03.2010
<b>Person supervising EIA:</b> Chief Inspector Andy Johnstone	
<b>Signed:</b> _____	<b>Date:</b> 25.03.2010
<b>Quality Assurance approval:</b> Superintendent Chris Hafford	
<b>Name:</b> _____	<b>Unit</b> _____
	<b>Date</b> 25.03.2010

<b>Decision Making</b>	
Decision Maker:	
<b>Name:</b> Superintendent Chris Hafford	<b>Rank or Grade:</b> 25.03.2010
<b>What is the decision?</b>	
Reject the proposal	Yes <input type="checkbox"/> No <input checked="" 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 checked="" type="checkbox"/>
<b>SMT / (B)OCU/Management Board endorsing decision</b>	
<b>Name:</b> Chief Superintendent Richard Wood	<b>Rank or Grade:</b>

**1. Aims and Purpose of Proposal – see step 1 of the guidance**  
<http://intranet.aware.mps/TP/DCF/index.htm>

The aim is that all Stop & Account and Search powers are used fairly, responsibly, without unlawful discrimination and with respect for people being searched. The encounters should be carried as part of intelligence led policing and in a manner that is supported by the community.

The Stop & Account and Search SOPs guide how the powers should be used supervised and managed on Greenwich Borough and reinforce the requirement to engage with local communities to gain the trust and confidence of people who live, work, visit or study in Greenwich, in respect of these powers.

Stop and Search on Greenwich Borough will be carried out in a way which has a positive impact on the confidence of all our communities and leaves the person with a positive impression of Greenwich Police.

**2. Examination of Available Information – see step 2 of the guidance**  
<http://intranet.aware.mps/TP/DCF/index.htm>

All Greenwich Stops and Searches/Accounts are entered onto the Stops Database. This Database is now located within Crimint Plus. The information is either input by the officer carrying out the stop or BIU when the stop is part of an operation.

The Borough Continuous Improvement Unit (CIU) produce monthly reports on Stop & Account and Search which are broken down so statistics are available according to age, sex, ethnicity and percentage of persons searched from an ethnic group searched in comparison with the borough profile for that group.

The MPS produces a monthly monitoring mechanism for each borough and the MPS as a whole, this is available to the general public and presented to Community Engagement Board (CEB) and IAG bimonthly. Stop and Search data for Greenwich is scrutinised at the CEB which meets Bimonthly. The BOCU Commander and Stop and Search Lead are held to account at the meeting for the boroughs Stop and Search performance. The CEB is comprised of Ward Panel members, Greenwich Council for Racial Equality, Local Residents and Local Community Leaders. The feedback from the CEB and IAG is that they support Stop and Search/Account as long as it is intelligence led and conducted in a respectful manner.

SNT and Schools officers have given talks at schools and youth groups across the borough. These generated a lot of discussion and the majority of young people support Stop and Search however some felt that officers can come across as being rude.

Search Arch operations have been carried out near schools and there was a positive response from young people who said it made them feel safer. At one school a group of young people thought the Search Arch tactic was an aggressive police tactic deployed against innocent kids.

At present the Stop and Search/Account scrutiny is carried out by the CEB however it is realised that setting up an Independent Monitoring Group (IMG) is more appropriate as often at the CEB there is not enough time to concentrate on Stop and Search/Account data. The borough is in the process of organising an IMG specifically for this purpose.

**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 type="checkbox"/>	No	<input checked="" type="checkbox"/>

c)	Faith	Yes	<input type="checkbox"/>	No	<input checked="" 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 type="checkbox"/>	No	<input checked="" type="checkbox"/>
g)	Other Issues	Yes	<input type="checkbox"/>	No	<input checked="" 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?**  
CEB, IAG, Greenwich Council for Racially Equality, Ward Panels, Community Safety Unit (Greenwich Council), Schools and Youth projects

**Date and method of consultation**  
2009 to 2010. Meetings, presentations, interviews.

**Where are the consultation records stored?**  
Minutes of CEB/IAG meetings

**Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?**  
The majority feedback was that there was general support for Stop and Search/Account and that it is seen as a tool for preventing and detecting crime. There were concerns from some young people about the way that some encounters are carried out in terms of the officers "attitude". There are also questions around disproportionality in relation to young people and BAME when compared to the residential population of the borough; this is due to intelligence led searches being carried out in areas where the 'street' population comprises of a higher percentage of young people and BAME.

**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:

**Age**  
The figures show that approx 70% of Stop & Searches on the borough were carried out on those aged between 10 and 24 years. This could be viewed as disproportionate and could have a negative impact however when the 'street' population is analysed in the areas where a majority of intelligence led Stop and Search is carried out it is found that it is made up of a large percentage of young people.

**Disability**  
No data available

**Religion and Belief**  
No data available

<b>Gender</b>
The data for stop and searches per 1,000 population for Nov 2009 to January 2010 is male 26.8 and female 1.54. On average over 90% of people stopped are males. There have not been any community issues raised regarding this data.
<b>Race</b>
There is the opinion from community groups that there is a disproportionate use of stop and search/account powers on BAME communities. This view is supported by examination of the available data.  Greenwich data for Searches per 1000 population between Nov 2009 and Jan 2010 was: Stop and Account ratio                      Black: White 2.06:1              Asian: White 1.11:1 Stop and Search ratio (PACE)              Black: White 3.23:1              Asian: White 1.39:1  The continued disproportionate use of stop and search is undermining trust and confidence in the police. However when the looking at the data it has to considered that most of the members of the boroughs three main gangs are black males and also the 'street' population in the crime hotspots comprises of higher numbers of BAME than does the residential population.
<b>Sexual Orientation</b>
No data available
<b>Other issues</b>

<b>7. Monitoring – see step 7 of the guidance <a href="http://intranet.aware.mps/TP/DCF/index.htm">http://intranet.aware.mps/TP/DCF/index.htm</a></b>
<b>a) How will the implementation of the proposal be monitored and by whom?</b>
Stop and Search/Account data is currently scrutinised by the CEB however an IMG is in the process being set up and this group will monitor the data as well as the CEB and IAG.
<b>b) How will the results of monitoring be used to develop this proposal and its practices?</b>
The feedback from the IMG/CEB/IAG and other consultations to be fed back to Stop Search borough lead to aid ongoing monitoring and training.
<b>c) What is the timetable for monitoring, with dates?</b>
The IMG to meet quarterly when the stop search figures are published. CEB meet bimonthly.

<b>8. Public Availability of reports / result – see step 8 of guidance <a href="http://intranet.aware.mps/TP/DCF/index.htm">http://intranet.aware.mps/TP/DCF/index.htm</a></b>
<b>What are the arrangements of publishing, where and by whom?</b>
Stop and Search/Account data published for the borough is available on the internet.