

EQUALITY IMPACT ASSESSMENT

Protective Marking:	Not Protectively Marked	Publication	Yes		
Title:	Hackney Borough - Stop and Search 3 year review				
Branch / OCU:	Hackney BCU				
Date Created	02/03/2011	Review Date:	31/03/2013	Version:	1
Author:	Robert Moore Insp 224960				

Person completing EIA: Robert Moore Inspector 224960			
Signed: _____			Date: 02/03/2011
Person supervising EIA: Chief Inspector Audrey Shannon 197324			
Signed: _____			Date: 03/03/2011
Quality Assurance approval: Chief Inspector Audrey Shannon 197324			
Name: C/I Audrey Shannon 197324	Unit	Ops	Date 03/03/2011

Decision Making			
Decision Maker:			
Name: Audrey Shannon 197324		Rank or Grade: C/I	
What is the decision?			
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"/>	
SMT / (B)OCU/Management Board endorsing decision			
Name: Audrey Shannon 197324		Rank or Grade: C/I Ops	

1. Aims and Purpose of Proposal
Purpose: The MPS Stop and Search/ Stop and Account Standard Operating Procedures sets out the Boroughs 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 Hackney 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 Hackney through an intelligence led targeted approach.

Aim

The aim of the MPS Stop & Searches policy is to ensure that officers comply with the Police & Criminal Evidence Act (1984), s60 Criminal Justice & Public Order Act 1994 and the Terrorism Act 2000, acting within their powers and that all Stop & Search and Stop & Account powers are used fairly, responsibly, without unlawful discrimination and with respect for people being searched. These encounters on Hackney (GD) BOCU should be carried out as part of intelligence led policing and in a manner that is supported by the community.

Purpose

The Stop & Search/Account Standard Operating Procedures set out the MPS position on how these powers should be used, supervised and managed. It reinforces the requirement for local police to engage with their local communities to gain the trust of people who live work, visit or study in Hackney, in respect of these powers.

Monitoring

Stop & Search performance data for the MPS, including Hackney (GD) is published on the MPS website, making Stop & Search data available to the general public of Hackney. The Hackney IAG Stop & Search Sub Group have access to this data for their meetings and can hold the Hackney BOCU Commander to account.

Hackney BOCU looks to develop and build community & public confidence by consulting with key stakeholders. Hackney police work with community groups to ensure participative information exchanges regarding independent monitoring of Stop & Search. Key stakeholders include;

- IAG Stop & Search Monitoring Sub Group
- Independent Advisory Group
- Independent Advisory Group Youth members
- SNT ward panels
- Youth organisations and Youth Facilities (i.e. Clubs and Mentoring)
- Local residents
- Local businesses

This monitoring is to ensure that Stop & Search/Account is exercised in a way which has a positive impact on the confidence of all Hackney communities and leaves individual persons with a positive impression of the MPS.

2. Examination of Available Information

All Hackney (GD) BOCU Stop & Search/Account are now entered on the CrimInt+ database and were previously entered on the Stops database. Both of these databases are administered by Hackney (GD) Intelligence Unit. The Hackney (GD) Performance Analysis Team at Stoke Newington Police Station (GN) also use the Stops Reporting Tool (SRT) to produce Stop & Search/Account data locally.

The MPS currently produces a monthly headline and rolling 13 month data for a number of Stop & Search/Account areas. It is noted that although this data complies with Home Office and MPS corporate requirements work must continue to make it more timely and relevant, particularly as the ethnic profile of Hackney is based on the 2001 census.

Hackney community members have communication channels with the BOCU Commander through the currently active IAG Stop & Search/Account Sub Group and have the opportunity to request additional information should they believe it to be required. This currently includes search related complaints data from the DPS and local Professional Standards Champion (currently the Partnership Chief Inspector).

3. Screening Process for relevance to Diversity and Equality issues

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 type="checkbox"/>	No	<input type="checkbox"/>
g)	Other Issues	Yes	<input 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.

Full Impact Assessment Required?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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5. Consultation / Involvement

Who was consulted?

Hackney (GD) IAG and IAG Stop & Search Sub Group

There is currently MPS/MPA wide consultation taking place on the future need for Boroughs to record details of stop and account encounters. As an original implementation site for the introduction of Recommendation 61 of the MacPherson Report (stop and account), Hackney Borough undertook a considerable amount of consultation and publicity with external bodies before, during and post implementation. A letter was circulated to approximately 900 opinion formers and community leaders across the Borough. From January 2003 the Borough has been involved in a monitoring group that was established to oversee the Recommendation 61 implementation. The Metropolitan Police Authority initially chaired the group. This group ceased to meet during 2006.

Date and method of consultation
Meetings during December 2010.
Where are the consultation records stored?
Minutes of relevant IAG meetings and minutes of IAG Stop & Search Sub Group meetings.
Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?
<p>The following are they key issues and points raised from the consultation process;</p> <ol style="list-style-type: none"> The need to improve local officer awareness of the work and concerns of the Independent Advisory Group, Stop & Search Sub Group and other local groups (i.e. SNT ward panels and "Trading Places" Youth groups) with whom Hackney police are regularly in contact. The need for the Hackney SMT stop and search lead to have awareness its own BME officers and staff associations understanding and any concerns. Raise the profile of the Stop & Search Sub Group within the local community through the Communications strategy. MPS stop and search theme reports provided to the Stop & Search Sub Group are not timely and affects the ability of consultative groups to analyse and scrutinise current data. Concerns around the accuracy of this data and other sources of population/demographic data. Other population data such as schools, youth and street population should be considered and used. Where community concerns are raised (i.e. complaints) then additional data (DPS) should be provided to Stop & Search Sub Group to demonstrate accountability and improve community confidence.

6. Full Impact Assessment –																																				
<p>Age It is noted from 2010 Stop & Search figures that those between 18 - 25 years of age are most likely to be stopped and searched and even to account for their actions/behaviour/presence by police in Hackney. 43% of all Stop & Searches fall within this age bracket in line with MPS figures. October to December 2010 has seen a fall in the 18-25 age group being searched with a corresponding increase in searches of 10-17 year olds.</p> <p>Table 1: Searches (excl s60 and s44 searches)</p> <table border="1"> <thead> <tr> <th>Age Group</th> <th>2010 Q01</th> <th>2010 Q02</th> <th>2010 Q03</th> <th>2010 Q04</th> <th>2010 Total</th> </tr> </thead> <tbody> <tr> <td>10-17</td> <td>29%</td> <td>29%</td> <td>28%</td> <td>32%</td> <td>30%</td> </tr> <tr> <td>18-25</td> <td>43%</td> <td>44%</td> <td>44%</td> <td>40%</td> <td>43%</td> </tr> <tr> <td>26-45</td> <td>25%</td> <td>23%</td> <td>24%</td> <td>24%</td> <td>24%</td> </tr> <tr> <td>46-65</td> <td>3%</td> <td>3%</td> <td>3%</td> <td>4%</td> <td>3%</td> </tr> <tr> <td>OVER 65</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> <td>0%</td> </tr> </tbody> </table> <p>Operation Blunt II is a MPS strategy to use various police tactics in order to combat knife</p>	Age Group	2010 Q01	2010 Q02	2010 Q03	2010 Q04	2010 Total	10-17	29%	29%	28%	32%	30%	18-25	43%	44%	44%	40%	43%	26-45	25%	23%	24%	24%	24%	46-65	3%	3%	3%	4%	3%	OVER 65	0%	0%	0%	0%	0%
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crime particularly amongst young people. Section 60 Criminal Justice & Public Order Act (1994) authorisations are one of these police tactics and have been granted in Hackney as part of an intelligence led effort to address knife crime and gang related issues. Due to the current age profile of known gang members and profile of those committing knife crime there is high levels of young people stopped and searched by police.

Table 2: S60 searches 6 months ending Dec2010 (shows age, ethnicity and gender)

Gender Description	SDE	0-17	18-25	26-45	46-65	OVER 65	Total
MALE	White	10%	14%	6%	1%	0%	31%
	Black	11%	15%	10%	2%	0%	39%
	Asian	4%	6%	4%	0%	0%	15%
	Other	3%	3%	2%	0%	0%	8%
MALE Total		28%	39%	22%	3%	0%	92%
FEMALE	White	1%	1%	1%	0%	0%	3%
	Black	2%	2%	1%	0%	0%	4%
	Asian	0%	0%	0%	0%	0%	0%
	Other	0%	0%	0%	0%	0%	0%
FEMALE Total		3%	3%	2%	0%	0%	8%
Grand Total		30%	42%	24%	4%	0%	100%

This situation is potentially damaging to relationships where certain youth groups and young communities however much work is taking place with front line officers and SNTs engaged in "Trading Place" activity providing understanding of police use of these powers.

Disability

There is no known specific impact on disability groups within Hackney. Having said this at present the MPS has no way of recording and storing data on the number of disabled people being stopped. Concerns have been voiced with the MPS Stop & Searches Team (TPHQ). At present there is nothing planned to record disability.

Religion and Belief

Currently there is no data collection around faith, religion or belief in relation to Stop & Search/Account. The Home Office and the MPS are looking at ways data could be captured in the future. In the meantime Hackney (GD) BOCU uses its IAG and Communities Together group to gauge differential impact on these groups within its community.

By comparison with other London Boroughs there is a sizeable Jewish community both orthodox and non-orthodox within Hackney, particularly to the North of the Borough. Data shows that very few of the Jewish community are stopped and searched.

Gender

Data is captured on gender (women and men). Although over 94% of people stopped and searched in Hackney are men these figures are aligned to criminal statistics for the Borough where over 88% of all suspects for acquisitive crime offences are male.

There is no data available on marital status as it is not asked or collected.
At present this is not considered an issue.

No particular community concerns have been raised in relation to gender.

Race

Within Hackney it is acknowledged that stop and search is disproportionate when compared to the ethnicity Census 2001 data. This does mirror the MPS ethnicity rates where a black person is over four times more likely to be stopped & searched by police in Hackney. Data in relation to Stop & Account is far less disproportional when compared with data for Stop & Search.

Table 3: Searches (excluding s60 and s44)

SDE	2010 Q01	2010 Q02	2010 Q03	2010 Q04	Year
White	36%	32%	31%	35%	33%
Black	44%	48%	49%	47%	47%
Asian	9%	9%	8%	7%	8%
Other	4%	5%	6%	6%	5%
Not recorded	7%	6%	6%	6%	7%

Although groups within Hackney accept factors such as socio-economic, street population and need for intelligence led activity it is still a cause for community concern and an issue that could undermine levels of trust and confidence in Hackney police.

Differential impact on other BME groups within Hackney is difficult to measure as traveller communities are not differentiated on the SDE 16+1 system.

There are no known concerns from the significant populations from eastern Europe that live, work, study and worship on Hackney Borough.

Sexual Orientation

No data is captured in respect of a person's sexual orientation. Through consultative groups, including LGBT forums, IAG and Stop & Search Monitoring Group issues can be raised.

The MPS has taken steps to minimise the impact through issuing guidance on the policing of PSE and this has been implemented in Hackney.

Other issues

Socio- economic

There is no data recorded to identify a person's socio-economic group or profession. At present employment status is recorded on arrest when taken to police custody but not during Stop & Search/Account procedures.

Use of s44 Terrorism Act 2000

This is not considered a significant issue within Hackney. Use of the power has ceased

since January 2011 in line with current MPS Policy on its use.

Use of s60 Criminal Justice & Public Order Act 1994

The above powers are used based on current intelligence. They should be geographically specific, time based and assessed in relation to the potential community impact. Hackney will continue to invite community leaders and advisors to observe Stop & Search operations. Number of authorisations and encounters under this power saw a fall in 2010 when compared to 2009. Equality data is shown in Table 2 above.

7. Monitoring

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

- The MPS will regularly publishing of the monitoring mechanism. This data will be made available to the Hackney Stop & Search Monitoring Group to promote accountability and provoke scrutiny and discussion.
- Hackney police will adhere to the Standard Operating Procedures in place.
- Hackney police have accountability in relation to performance through MPS Operation Pennant.
- Possible future attendance at the MPA supported Community Monitoring Network by the Stop & Search Lead for Hackney Borough and/or their deputy as well as the chair and/or his deputy for the Hackney IAG Stop & Search Sub Group.
- The EIA will be reviewed annually by the Stop & Search Lead in consultation with the IAG Stop & Search Sub Group.

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

- Hackney IAG Stop & Search Sub Group will hold regular meetings and scrutinise local data. These meetings will be recorded in minutes with actions and outcomes noted.
- Key issues will be fed back to the Stop & Search Team (TPHQ) and the MPA Stop & Search Community Monitoring Network.

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

- Stop & Search Sub Group meetings are still to be agreed for 2011.
- Stop & Search data is continually available through the MPS internet site www.met.police.uk/stop&search

8. Public Availability of reports / result

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

- Following a quality assurance process this document will be published under the Freedom of Information Act (FOIA).