

Equality Impact Assessment

The Equality Impact Assessment Guidance **must** be used when completing this form:
http://intranet.aware.mps/CS/Policy/Diversity/SOP/Equality_Impact_Assessment_SOPs.htm

Freedom of Information Act Document		
Protective Marking: Not Protected	Publication (Y/N): Y	
Title: Harrow Stop & Account/Search Equality Impact Assessment		
Summary: Equality impact assessment re stop and search on Harrow Borough		
Branch / OCU: Harrow		
Date created: 20/01/2011	Review date: 23.03.14	Version: 1
Author: Insp Russell Hughes		

Directorate/Department/Borough/OCU: Harrow BOCU
Name, type or title of proposal (If a corporate policy, a policy workbook must also be completed): Review of Harrow Police Stop and Search policy

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

<p>Purpose:</p> <p>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 Harrow Borough in respect of these powers.</p> <p>Aim:</p> <p>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 Harrow</p>
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2. Examination of Available Information – see Step 2 of the Guidance.

<ul style="list-style-type: none"> • All MPS stops and search/accounts are entered onto the MPS stops database. The TPHQ Stops and Searches Team currently administer this. • 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 data is presented in an easy to read format with graphs and commentary. Community members have communication channels to ask for additional information from Borough Commands. The Borough Commander can 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: <ul style="list-style-type: none"> ○ % of PACE stop/searches of white persons that lead to arrest. ○ % of PACE stop/searches of persons from BME groups which lead to arrest ○ Difference between PACE arrest rates
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3. Consultation/Involvement - see Step 3 of the Guidance

a.	Who is responsible for managing this consultation/involvement? Chief Inspector Nigel Crane leads on consultation and monitoring of Stop and Account/Search performance and maintains the link with community consultative/monitoring groups.
b.	Why is this consultation/involvement taking place? To maintain a transparent and open consultation process with the community of Harrow thereby explaining police use of these powers and increasing the confidence of the community in its police.
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. Externally: Stop and Search monitoring group, HPCCG; Youth Workers from different organisations; IAG. Internally: Staff diversity group.
d.	What methods of consultation/involvement are employed to ensure full information sharing and participation, e.g. surveys, interviews, community meetings? Regular scheduled meetings of the Community Monitoring Group; scheduled visits by that group to youth clubs; interviews/articles in local/national minority press; distribution of stop and search material to schools and Faith establishments.
e.	What are the results of the consultation/involvement? How are these fed back into the process? Regular scheduled meetings of the Stop and Search Monitoring Group; scheduled visits by that group to youth clubs; interviews/articles in local/national minority press; distribution of stop and search material to schools and Faith establishments.

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. 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. Stop and Account: Examination of the data available shows little disproportionality.
(ii)	Will any part of the proposal be directly or indirectly discriminatory? Explain: All examinations will be proportionate and in accordance with PACE. All data will be recorded for monitoring purposes and reviewed by independent monitors.
(iii)	Is the proposal likely to negatively affect equality of opportunity? Explain: The MPS stops database 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. 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.
(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 damage any relationships that exist between those groups and communities that have little or no contact with police using these powers.

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

Explain:

None to date have been raised by the Harrow stop and search monitoring group of HPCCG.

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

Explain:

All police action will be open and accountable and be in accordance with the law. Public can question police use of stop and search at public forums

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

Explain:

The MPS is an interventionist police service and intends to use the full range of legislation and powers at its disposal to make Harrow safer. However, in delivering this aim, the use of stop and search powers may have an effect on our relationship with, for example, certain racial groups.

In particular the use of the following are significant:

- The National Intelligence Model directs and prioritises police activity. The model identifies which crimes to target, the geographical 'hotspots' where these crimes are committed and makes use of suspect descriptions. This results in the direction of police activity, and stop and search in particular, in certain areas within Tower Hamlets.
- In some circumstances the MPS will need to respond to specific intelligence or threats by making use of powers available under S60 Criminal Justice and Public Order Act 1991. For example, in relation to our duty to prevent serious violence or to prevent persons carrying dangerous instruments. The use of this Stop and Search power may affect members of a particular race or gang.
- The threat from International Terrorism and other forms of domestic terrorism has the potential to affect all communities within Harrow. However, intelligence may focus Stop and Search activity on specific groups or communities.

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 / xx	(delete as applicable)
Signed:		Date:
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: Disproportionally on the basis of age will be monitored and reviewed by Harrow Borough
	Disability in line with the Social Model.
	Details: No details of disability are recorded on stop and account/search forms so information is not available.
	Faith, religion or belief: those with a recognised belief system or no belief.

	<p>Details:</p> <p>No details of faith are recorded on stop and account/search forms.</p>
	<p>Gender or marital status: women and men.</p>
	<p>Details:</p> <p>Although no information is collected about marital status, considerably more males are stopped than females.</p>
	<p>Race, ethnicity, colour, nationality or national origins,</p>
	<p>Details:</p> <p>Disproportionally is monitored within Harrow and discussed during the public Stop and Search forum. Data is provided to this forum for review and discussion.</p>
	<p>Sexual orientation, transgender or transsexual issues.</p>
	<p>Details:</p> <p>No details of sexuality are asked for or recorded. The recently formed Harrow LGBT Forum will allow this community's perception on Stop and Account/Search to be obtained and monitored.</p>
	<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:</p> <p>There are no economic issues within Harrow.</p>
b)	<p>Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement?</p>
	<p>Details:</p> <p>There is evidence through the data collected 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 the Black and Asian communities that the MPS is unfairly targeting their communities. This is particularly true of young Black and Asian males.</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.</p> <p>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.</p>
c)	<p>Explain how the proposal is intended to increase equality of opportunity by permitting positive action.</p>
	<p>Details:</p> <p>The message that stop and search powers, when used appropriately, have the potential to increase community confidence is stressed throughout the Standard Operating Procedures which also reinforce the potential impact of inappropriate use.</p>
d)	<p>Explain how the proposal is likely to promote good relations between different groups.</p>
	<p>Details:</p> <p>The visibility and transparency of the MPS stops data on the Internet aligned with scrutiny of the data by local</p>

community groups promotes dialogue with local police to resolve issues and other community concerns.

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

Details:

Through consultation and developing an 'educate and inform' approach, by empowering and supporting youth groups and community panels to engage locally with police in a holistic partnership approach.

Harrow Borough has a community scrutiny group which meets to examine stop and account/search information and question local practice. This group also visits local youth centres to listen to the views of young people and ensure that they are aware of their entitlements under stop and search legislation.

The MPS facilitate meetings with the community in relation to the monitoring of local stops and searches. The MPS attend this meeting and are held to account by community representatives.

Community involvement is vital in delivering community confidence. There are issues to be overcome around maintaining community involvement and supporting monitoring groups through the provision of meaningful data. Diversity and Citizen Focus Directorate have highlighted the responsibility of BOCUs to measure proportionality and then to justify or take remedial action in relation to any disproportionality identified.

The MPS Safer Schools initiative provides an effective conduit with Secondary Schools, especially around the promotion of a positive stop and search message.

- f) Explain how the proposal enables decisions and practices to adequately reflect the service users 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 to be 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.

In addition, The MPS are developing a training package for constables, supervisors, MSC and PCSOs to improve the quality of the street encounter and supervision of the process. This training, entitled 'Key Encounter Training' will be delivered to all Boroughs and pan London operational commands.

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?

- Responsibility of MPS and individuals under the Equality Act 2010 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.
- 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.

- 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.
- In addition the MPA review of stops and searches is being delivered through a formal accountability structure that oversees the progress of the recommendations. The meeting structure is set at a tactical and strategic level and community groups are represented at both of these forums. 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.

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 Harrow Stop and search Monitoring Group will continue to encourage active participation from all sections of the community encompassing all the diversity strands. It will also continue to look at innovative ways in which to reach the community as shown in the recent visits to youth clubs.

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

a.	Name, rank or grade of decision maker Inspector Russell Hughes								
b.	<table border="0"> <tr> <td>What is the Decision?</td> <td></td> </tr> <tr> <td>Reject the proposal</td> <td>Yes</td> </tr> <tr> <td>Introduce the proposal</td> <td>Yes</td> </tr> <tr> <td>Amend the proposal (an impact assessment should be made of any amendments)</td> <td>No</td> </tr> </table>	What is the Decision?		Reject the proposal	Yes	Introduce the proposal	Yes	Amend the proposal (an impact assessment should be made of any amendments)	No
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Reject the proposal	Yes								
Introduce the proposal	Yes								
Amend the proposal (an impact assessment should be made of any amendments)	No								
c.	Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision Chief Inspector Nigel Crane								

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 the BOCU Commander 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.

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

This Equality Impact Assessment will be reviewed annually.

Measurement:

- The MPS submits annual returns to the Home Office as part of a requirement under section 95 Criminal Justice Act 1991. This fulfils the Secretary of States requirement under the act: -“ to facilitate the performance of such persons of their duty to avoid discriminating against any persons on grounds of Race Sex, or other improper ground.”
- The Home Office continue to publish data on comparisons of ratios of Black to White and Asian to White stops using power under S1 PACE 1984.
- Within the Police Performance Assessment Framework, PPAF, a specific measure exists around stop and search. This data is collected by the Police Standards Unit and used as part of the grading system within the Fairness and Equality framework of Baseline Assessment
- The MPS in response to the MPA scrutiny into stops and search have developed and published a monitoring mechanism for MPS stop and search/account data. This document is published monthly in a Borough-by-Borough format with an aggregated MPS stand-alone document. As of June 2006 these documents have been available on the Internet.
- Local communities and scrutiny groups now have direct access to their Borough stop and search data and are in a position to ask the BOCU Commander to place the data into context. All MPS BOCUs now have a community group or committee that have the capacity to hold Borough Commanders to account over their stop and search/account data.
- The MPA has set up a forum and support mechanism for these groups, known as Community Monitoring Network. Quarterly meetings are held to bring members of local groups together to share experiences and discuss common issues.
- TPHQ Stops and Searches team are developing 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 Group and the MPA.
- Op Pennant is the performance framework for stop and search and measures performance in a number of specific areas including arrest rates, disproportionately, disparity in ethnic arrest rates and self defined ethnicity monitoring. Harrow Borough will support and contribute to this operation.

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 and MPA have a meeting structure whereby MPS development work and activity are scrutinised. The MPS led recommendations from the MPA scrutiny saw the formation of a working group and a strategic steering group. An officer of Commander rank currently chairs the working group and an officer of DAC rank with MPS lead on stop and search, chairs the Steering Group,
- 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.
- Key Internal Stakeholders: Formal meetings held twice a year to reinforce key messages and opportunity to access feedback from local managers.
- TPHQ Stops and Searches recently conducted a review of their work and engagement with key stakeholders. A list of stakeholders has been drawn up consisting of some 54 people or groups. The full list and a summary of findings can be found at Appendix A.
- 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 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

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

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

The corporate Equality Impact Assessment will be published on the MPS website by TPHQ Stops and Searches Team
Harrow Borough will publish its Equality Impact Assessment on the local webpage.

Person completing EIA: Signed: Insp Russell Hughes	Date: 20/01/2011
Person supervising EIA: Signed: C.Insp Crane	Date: 20/01/2011
Review Due:	Date: 20/01/2014

Retention period: 7 years
MP 1260/06