

**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>	Stop and Search/Account on Havering Borough				
<b>Branch / OCU:</b>	Havering				
<b>Date Created</b>	29.06.10	<b>Review Date:</b>	29.06.13	<b>Version:</b>	1
<b>Author:</b>	Insp. Colin White				

<b>Person completing EIA:</b> Insp. Colin White			
<b>Signed:</b> _____	<b>Date:</b> 29.06.10		
<b>Person supervising EIA:</b> C/Insp. John Harlow			
<b>Signed:</b> _____	<b>Date:</b> 30.06.10		
<b>Quality Assurance approval:</b>			
<b>Name:</b> C/Insp. John Harlow	<b>Unit</b>	Support Services	<b>Date</b> 30.06.10

<b>Decision Making</b>			
Decision Maker:			
Name: John Harlow		Rank or Grade: C/Insp.	
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"/>	
<b>SMT / (B)OCU/Management Board endorsing decision</b>			
Name: John Harlow		Rank or Grade: C/Insp.	

**1. Aims and Purpose of Proposal – see step 1 of the guidance**

<http://intranet.aware.mps/TP/DCF/index.htm>

The proposal is the current and ongoing exercise of Stop and Search/Account; and related issues on Havering Borough.

**2. Examination of Available Information – see step 2 of the guidance**

<http://intranet.aware.mps/TP/DCF/index.htm>

In addition to information published across the Metropolitan Police Service (MPS), local information is published on a regular basis as part of the ongoing monitoring of these issues. This information includes Stops arising from the following:

- S1 Police and Criminal Evidence Act 1984 - Stop and Search data
- Recommendation 61 Stephen Lawrence Inquiry Report - Stop and Account data
- S60 Criminal Justice and Public Order Act 1991. An internal borough-level review of the exercise of S60 Criminal Justice and Public Order Act 1991 authorisations (where serious violence is feared, or to prevent persons carrying dangerous instruments) identified that this area was not covered by the previous (2007) EIA on Stop and Search, but would be included within this three-year review.
- Operation Blunt, which tackles serious youth violence, particularly the carrying and use of knives. Stops arise from the above legislation, used to implement this ongoing operation.
- S44 Terrorism Act 2000 authorisations, which give a constable the authority to stop and search persons and vehicles, without the need for reasonable grounds, in order to prevent terrorism.

Examination of information includes consideration of the following issues, which are relevant to the assessment of equality: timeliness of completion and inputting of records; the accuracy of the information; and the data information itself. These are and have been discussed during the ongoing consultation on Stop and Search.

This EIA only refers to issues within Havering Borough. Corporate information and issues across the MPS are dealt with within the MPS Stop and Search EIA, which is available at: [http://www.met.police.uk/foi/pdfs/priorities\\_and\\_how\\_we\\_are\\_doing/corporate/mps\\_stop\\_and\\_search\\_impact.pdf](http://www.met.police.uk/foi/pdfs/priorities_and_how_we_are_doing/corporate/mps_stop_and_search_impact.pdf).

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

g)	Other Issues	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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**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?

A quarterly Community Engagement Return is submitted to the central Territorial Policing HQ Stop and Searches Team by each borough in relation to Stop and Search, which includes details of those who are regularly consulted: Local Monitoring Group; school and youth club liaison; Community Police Consultative Group; Independent Advisory Group; Black and Minority Ethnic (BME) or Interfaith Forum; Key Individual Network Surveys; Safer Neighbourhood Ward Panels; media releases (e.g. March 2010 - with a request that the newspaper makes an appeal for the public to contribute to this EIA); and community participation in Screening Arch operations. Further specific EIA consultation activities are detailed below.

Along with all boroughs, police and community representatives from Havering are invited to attend the Metropolitan Police Authority (MPA) Community Monitoring Network, which discusses local and pan-London Stop and Search issues.

**Date and method of consultation**

Specific Stop and Search issues have been discussed at the following:

- Quarterly Local Monitoring Group, chaired by a member of the borough's Senior Management team - the most recent meeting was on 14 April 2010, which looked at annual as well as quarterly figures
- Independent Advisory Group - the most recent meeting was on 28 April 2010
- BME or Interfaith Forum - the most recent meeting was on 27 May 2010
- Community Police Consultative Group (CPCG) Executive - the most recent meeting was on 22 April 2010
- A Policing Concerns Questionnaire, specifically for school children at Kingswood School during May 2010 yielded 96 responses; this included several Stop and Search issues
- A Blunt 2 Questionnaire during the autumn of 2009 yielded 150 responses from predominately local residents.
- Our Youth Engagement Programme includes presentations, which have reached approximately a third of children over 13 years of age. Representatives of years 7-10 are attending youth conferences with local Safer Neighbourhood Teams and Senior Management Team members. These will allow young people to express their views on local policing and in particular stop and search and act as a conduit between police and young people. This will have included all schools on the OCU by Oct 2010.

<p>Where are the consultation records stored?</p>
<p>Minutes and stored by the groups themselves or electronically or directly within this EIA.</p>
<p>Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?</p>
<p>The Executive Committee of the CPCG discussed the following:</p> <ul style="list-style-type: none"> <li>• The annual Stop and Search Ethical Health Check, particularly regarding the issue of potential disproportionately. This included the records of the three officers with the highest number of stops.</li> <li>• That many stops are associated with Romford Town Centre which attracts people from outside the Borough to the night time economy; and the pre-planned operations that take place there.</li> <li>• There are no issues of concern in the way Havering officers are conducting Stop and Search. One of the target groups for engagement is youth and although there has not been extensive research, anecdotally it appears that most young people recognise that Stop and Search/Account is necessary and keeps them safe.</li> <li>• Views on Stop and Search are often shaped by the attitude of the officer rather than the actual stop itself.</li> </ul> <p>A CPCG representative attends the quarterly Local Stop and Search Monitoring Group where this information is reviewed in greater detail. Any issues arising from the Local Monitoring Group are passed to the central Territorial Policing Headquarters (TPHQ) Stops and Searches Team; for example, in April 2010 concerns regarding the lack of a box on the forms which revealed the ward area for the location of the search, were forwarded. Consultation and openness about data are an excellent opportunity to gain and keep trust and confidence in the use of police tactics. From 2009 there have been youth members on the Local Monitoring Group.</p> <p>Havering Borough implemented a Stop and Search Action Plan in September 2009. Eight actions were put into practice, predominately dealing with additional learning and briefing on legislation, policies, tactics and community monitoring and consultation.</p> <p>Issues discussed at the Independent Advisory Group (in addition to comments elsewhere within this report) included:</p> <ul style="list-style-type: none"> <li>• Surprise at how busy the borough was in terms of Stop and Search - about 20 per day</li> <li>• Some members were unaware of the scope of tactics used, for example knife arches, but accepted that these were a less intrusive method of identifying who to search</li> <li>• It was felt that police were “doing the best you can at this moment in time” - acknowledging the positive benefits of Stop and Search in keeping Londoners safe</li> <li>• Changing a tactic was not necessarily the right thing.</li> </ul> <p>The BME or Interfaith Forum discussed the following additional issues:</p> <ul style="list-style-type: none"> <li>• The need to give reasons for a search; it was explained that this was a legal requirement</li> <li>• The arrest to search ratio was low, suggesting that the police had not got this issue right</li> <li>• There was a need to ask questions before a search, which might mitigate against a</li> </ul>

search; it was confirmed that usually questions would be asked first

- It was asked what previous assessments (EIAs) had taught the MPS; this was answered in terms of the need to recognise issues, problems and tensions and seek to resolve or minimise them - consultation being the main means of learning for the MPS
- The disproportionality of stops merely reflected the perceived or assumed racism by some communities and that it “unfairly affects us” and resulted in a loss of confidence in the MPS
- Stop and Search was still required as vital for protection and safety

The Policing Concerns Questionnaire revealed the following issues:

- 32% of responders were satisfied that police understand their issues; 25% were not
- 38% reported being stopped by police during the previous 12 months; 61% were not
- 64% were satisfied that if they were stopped, they would be treated fairly; 28% were not
- 41% strongly agreed that Stop and Search is necessary; 21% disagreed

Comments included support for and against Stop and Search and the way it was carried out, for example, “They think they can stop you for no reason”; “Foolish and too stereotypic”; “It makes our community a safer place”; “I think people need their privacy”; “It is wrong for people to be humiliated by Stop and Search”; “Police accuse all teens of crime so they check everyone”; “I was stopped and searched because I was near the traveller camp. I hadn’t done anything wrong”; and “I think it’s a good idea to stop knife crimes”.

The Blunt 2 questionnaire revealed that 13% of those responding had been stopped by police during the past 12 months; 83% supported Stop and Search tactics; 82% agreed with the use of screening arches; and over 96% felt safe on the borough.

## **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**

22% of Havering’s population is aged less than 18yrs, while 33% of Stops are of people under that age. Suspect ages as described on the Crime Reporting Information System indicate that 22% of suspects are apparently between 10 and 17 years of age, which matches the population age grouping.

Seven out of the twelve S60 authorisations during 2009 covered the regular crime and disorder hotspot of Romford Town Centre - a late night economy which attracts mainly young adults. Therefore S60 authorisations largely impact on this range of people, but is justified by the community and criminal intelligence which is required to support each authorisation and the national, MPS and local emphasis on tackling knife crime and youth violence. Intelligence so acquired is then fed back into the planning and briefing processes.

An issue across the MPS involving the recording and imputing of incorrect dates of birth of those stopped and/or searched, raises age-related issues. These are corrected once identified, but can in the short-term impact on data accuracy and monitoring.

The IAG discussed the need, particularly for young people, to feel comfortable when stopped by police, rather than interrogated. The positive role of Safer Neighbourhoods and officers in schools was highlighted as a means of youth engagement. Overlapping race and age, the BME Forum stated that first generation immigrants had had to tolerate Stop and Search, but that the next generation(s) did not do so. For youngsters growing up, there could be confusion regarding their place in society and in terms of community relations, which created tensions in respect of Stop and Search.

There was a common belief that police only stopped and searched people so that they could obtain their DNA through touch; this was refuted, but the BME Forum said this perception was a widely-held belief.

#### Disability

The MPS does not record disability within its Stop and Search processes; however issues are discussed through consultation.

#### Religion and Belief

Concerns have been raised across the MPS regarding the potential adverse impact on specific community groups of the Terrorism Act. Since July 2005 terrorism stops have increased significantly in light of the increased terrorist threat and within Havering Borough is the stated reason for 5% of all stop and searches (April 2009 - March 2010).

Locally, issues were raised by the IAG around the potential use of police dogs in identifying subjects to stop, with implications for adherents of some religions and beliefs, but this is not a tactic recently used in Havering and no actual examples were raised.

#### Gender

The borough population in terms of gender is 48% male and 52% female. The suspects described on the Crime Reporting Information System are 83% male and 17% female. The use of S60 authorisations described under 'Age' covering the regular hotspot of Romford Town Centre impacts on male subjects but is again justified by the community and criminal intelligence and the national, MPS and local emphasis on tackling knife crime and youth violence. The IAG emphasised the increased prominence of females within gangs and the valid use of Stop and Search to tackle this aspect of potential crime and violence.

The MPS does not record marital status within its Stop and Search processes.

#### Race

From April 2009 - March 2010, 23% of those stopped within Havering Borough are described as being non-white but that figure falls to 11% when sampled from those that have an RM (Romford - Havering) postcode. That compares to the population figure of 7.8% for the same group. The suspect profile on the Crime Reporting Information System where ethnicity is defined describes 20.5% as non-white. The IAG discussed disproportionality in London as a whole, but emphasised the lack of such issues on Havering borough.

Of the twelve S60 authorisations during 2009, only one related to a racial incident.

The BME Forum discussed what it felt like to be stopped. Some, but not all, felt that this was a humiliating or embarrassing experience, asking 'How would you feel if you were stopped?' The need for courtesy and respect were seen as part, but only part, of the solution. Some acknowledge that the need for Stop and Search was something that had to be lived with for community safety to be maintained. The racial breakdown of Stops conducted by BME officers was asked for, but this is an aspect which is not measured by the MPS.

It was accepted that the MPS had increased the percentage of Black and Minority Ethnic officers and that this could only have a positive effect on police culture and the promotion of good police and community relations.

Despite the mandatory requirement for race to be identified on each Stop Form 5090, there are occasions when these are omitted. This can adversely impact on the monitoring of data. Where a specific officer repeatedly fails in this area, this is dealt with by way of education or supervisory intervention. As an example, one member of staff in February 2010 completed 14 Form 5090s, but not one of them included the ethnicity of the person stopped. This specific lack of understanding of the requirement has been addressed on an individual level.

#### Sexual Orientation

The MPS does not record sexual orientation within its Stop and Search processes; however issues are discussed through consultation.

#### Other issues

The internal review on S60 searches recommended that the borough Standard Operating Procedure (SOP) be decommissioned as it merely duplicated or failed to complement the MPS SOP.

The prompt inputting of stops onto the database remains a challenge, as it does across the MPS, but is vital to effective monitoring and scrutiny of equality (and other) issues. This aspect is monitored and officers regularly reminded, where necessary on an individual level, of the requirement.

The nationally controversial issue regarding stopping people taking photographs is not one that has been raised in Havering. However, in line with corporate requirements, all front-line staff have been reminded of this issue, officers' powers and need to engage with people before automatically searching them under the Terrorism Act.

To ensure the learning from Stop and Search and the learning from related complaints are brought together, since November 2009 Havering's Head of Organisational Learning has responsibility for overseeing both aspects. A measure of the employment of Stop and Search is the level of complaints received from members of the public following such interactions. During 2009, no Stop and Search-related complaints for Havering were received.

<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>	
Specific monthly data on Havering ‘Stops’ can be found under the heading of ‘MPS Stop and Search Monitoring Reports’ at <a href="http://www.met.police.uk/foi/boroughs/havering.htm">http://www.met.police.uk/foi/boroughs/havering.htm</a>	
The Local Monitoring Group scrutinises Stop and Search on a quarterly and annual basis.	
<b>b) How will the results of monitoring be used to develop this proposal and its practices?</b>	
Issues arising from monthly, quarterly and annual monitoring are scrutinised and used to develop the borough’s use of Stop and search. Issues, teams and individuals are thereby tackled by supervisory action.	
<b>c) What is the timetable for monitoring, with dates?</b>	
As above: monthly, quarterly and annual monitoring.	

<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>	
This EIA, along with other related material, are published through the MPS Publication Scheme available at: <a href="http://www.met.police.uk/foi/boroughs/havering.htm">http://www.met.police.uk/foi/boroughs/havering.htm</a>	

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