

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 Equality Impact Assessment				
<b>Branch / OCU:</b>	TX / Hounslow				
<b>Date Created</b>	27/04/2010	<b>Review Date:</b>	01/04/2013	<b>Version:</b>	One
<b>Author:</b>	Will HOLLAND PS 26TX				

<b>Person completing EIA:</b>		
<b>Signed:</b> _____	<b>Date:</b> _____	
<b>Person supervising EIA:</b>		
<b>Signed:</b> _____	<b>Date:</b> _____	
<b>Quality Assurance approval:</b>		
<b>Name:</b> _____	<b>Unit</b> _____	<b>Date</b> _____

<b>Decision Making</b>		
Decision Maker:		
<b>Name:</b> _____	<b>Rank or Grade:</b> _____	
What is the decision?		
Reject the proposal	Yes <input type="checkbox"/>	No <input type="checkbox"/>
Implement the proposal	Yes <input 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 type="checkbox"/>
<b>SMT / (B)OCU/Management Board endorsing decision</b>		
<b>Name:</b> _____	<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>

We are committed to providing policing services that meet the needs of all communities. We want all communities to be confident that we will always treat them fairly, with dignity and respect, making sure that everyone has access to our services. This will be achieved by having four main strategic themes which are:

- 1) Fair and responsive policing services
- 2) Community engagement
- 3) Workforce and working culture
- 4) Governance and performance management

This strategy supports the delivery of our priorities in a way that upholds our five guiding principles of: Presence, Performance, Productivity, Professionalism and Pride. It outlines our commitment to listening and responding to the needs of all communities, treating people fairly and with respect, delivering services that meet peoples' needs and valuing and building pride in our workforce.

The aim of the MPS Stop and Searches Policy is to ensure that officers comply with PACE, Section 60 Criminal Justice and Public Order Act 1991 and Terrorism Act 2000, acting within their powers and 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 out as part of intelligence led policing and in a manner that is supported by the community.

### Key Messages:

- Stop & Search / Account prevent and detect crime - 'Making London Safer'.
- If used appropriately and effectively Stop & Search / Account will serve to reassure the people the people of London and in doing so install trust and confidence in the MPS.

### Purpose:

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

### Monitoring:

Hounslow Borough police has a Stop and Search / Account Focus Group which is responsible for the coordination of the monitoring of all stop and search within Hounslow Borough. All findings are reported to the Borough Commander. All the stop and search data for Hounslow Borough is published on the MPS website by the Territorial Policing Headquarters (TPHQ) Stops and Searches Team responsible for monitoring the MPS. This data is published on a monthly basis and it is available to the general public. Local stop and search community monitoring groups review this data during their meetings and hold the BOCU Commander to account during their Borough's stop and search

performance. All local monitoring groups come together each quarter at the MPA stop and search Community Monitoring Network meeting.

TPHQ Stops and Searches team are using the Home Office Police Performance Assessment Framework (PPAF) criteria and other additional measures within the data currently available to identify those BOCU's, whose performance in this field requires their management to be called to account by a TP Commander. This process is known as Operation Pennant.

There is a necessity to develop public confidence by consulting with stakeholders. Working with community groups and partnership agencies will ensure participative information exchanges regarding the independent monitoring stops and searches thus providing better information about stop and searches. Stakeholders include:

- Local Authority;
- Race Equality Council;
- Youth Councils;
- Consultative groups;
- Ward Panels;
- Local residents;
- Local businesses in the area.

Stop and Searches will be exercised in a way, which has a positive impact on the confidence of all our communities and leaves the person with a positive impression of the MPS.

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

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

### **Scope of Information examined**

- All Hounslow stops and search/accounts are entered onto the MPS stops database via CRIMINT plus.
- Currently, sufficient data capture fields are included on the database to meet Home Office and MPS corporate requirements.
- The MPS's monitoring mechanism provides headline data and rolling 3-month figures over a number of areas of stop and search/account. The data is presented in an easy to read format with pie-charts and data (attached).
- The PPAF measure is shown as "The parity of arrests arising from stop and search between ethnic group" This includes such areas as:

% of PACE stop/searches of white persons that leads to arrests.

% of PACE stop/searches of persons from Black, Asian and Minority Ethnic Groups (BAME) which lead to arrest.

Difference between PACE arrest rates.

The current ethnic profile of Hounslow Borough is based on residential population information obtained as a result of the 2001 UK Census. The 2001 UK census is the measure by which the Home Office gauges issues of disproportionality in Stop and Search / Account. It is important to remember that there are significant transient populations within Hounslow Borough, those who visit Hounslow to work, study, or to use transport links, shopping and entertainment facilities. The ethnic profile of the 'street' populations may vary significantly according to location and time of day. The census was taken over nine years ago and, as mentioned above, it provides data on the residential population of the Borough, rather than the 'street' population.

An alternative possibility for statistics to address the issue of disproportionality in stop and search / account can be assessed by following Hillingdon's example of including the ethnic profile of suspects arrested for offences within the Borough and the ethnic background of suspects for offences, as described by victims reporting crime on the Borough. This may or may not indicate whether the use of stop and search is disproportionate.

This EIA has been developed through internal and external consultation with service users.

**Internal**

SMT leads for monitoring stop and search / account, Internal performance meetings, Police Federation, stop and search internal website.

**External**

Independent Advisory Groups, Online Public Attitude Surveys, CPCG and other consultative groups.

**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 type="checkbox"/>	No	<input checked="" 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 type="checkbox"/>	No	<input checked="" type="checkbox"/>
e)	Race	Yes	<input type="checkbox"/>	No	<input checked="" 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 type="checkbox"/>	No	<input checked="" 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?

The MPS has a number of statutory duties under various equalities legislation, but to police London effectively we need to go beyond legislative compliance. We must eliminate discrimination and harassment; promote and protect human rights and provide equality of treatment between people, irrespective of age, disability, gender, race, faith or belief, sexual orientation or any other background. In addition, we seek to promote good relations between people of different groups, promote participation in public life, and promote positive attitudes towards others.

Consultation is necessary in order to provide information and reassurance to the community and build trust and confidence in the MPS. The reduction of crime cannot be achieved in isolation and requires the support and involvement of our communities and the commitment of partners.

Hounslow Borough Police held consultative groups regarding the use of stop and search / account on Hounslow and the effect on the community. The groups involved in the consultation were members of all faith groups, Race Equality Council, Youth Groups, Independent Advisory Groups, Local Authority, Housing Providers and other consultative groups.

Hounslow Borough was one of the five pilot sites for the Metropolitan Police Prevent and Engagement strategy against violent extremism. It ran on the Borough from July 2008 until April 2010 where it has more of a central steer from the Counter Terrorism Command (CTC).

The work will continue to be promoted by the Safer Neighbourhood Teams, Schools officers, officers based at Hounslow Borough as part of the CTC and Faiths officers.

### Date and method of consultation

The types of consultation involved were:

CPCG;  
Faith surgeries;  
Youth Councils,  
Ward Panels;  
Street surgeries;  
Public consultative meetings;  
Online Youth Public Attitude Surveys;  
'Operation Nicole' - A table top exercise with members of the Muslim Community;  
'Act now' - Consultative day designed for Muslim youths.

These types of engagements were a variety of presentations, online information, handouts and leaflets.

(All dates are not readily available for all consultative meetings held)

All meetings were advertised on the internet, posters and local promotion.
<b>Where are the consultation records stored?</b>
<p>Consultation records are stored on the:</p> <ul style="list-style-type: none"> <li>• Intranet:</li> <li>• Internet and</li> <li>• Shared databases</li> </ul>
<b>Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?</b>
<p>The use of stop and search / account has not been set as a performance indicator for officers on Hounslow Borough. It is solely down to the individual officer's discretion to exercise their powers. The officers are provided with information from the Borough Intelligence Unit regarding the current crime trends, the geographical 'hotspots' where these crimes are committed and make use of suspect descriptions. This will result in the direction of police activity especially the use of stop and search in particular.</p> <p>Stop and search policy and standard operating procedures are not discriminatory, however research has shown that people from BAME groups and specifically men and young black men are disproportionately stopped and searched under all stop search powers. However, this has to be balanced against suspect profiles, age profiles, transient population and the need to use intelligence to target prolific offenders on the Borough.</p> <p>This disproportionality is viewed by some parts of the community as discriminatory. Disproportionality is not the same as discrimination but it may be an indicator. Disproportionality in stop and search refers to the extent to which police powers are used against different groups of people 'in proportion' to the demographic profile of the general population. In some cases such disproportionality can be explained by legitimate factors. However, it is essential that in cases where this occurs the police senior management team must give transparent and documented explanations for this as well as ensuring that such processes for recording data are accurate.</p> <p>Each Borough's stop and search operational practice is scrutinised by a panel of local community members. This external community led scrutiny is essential in gaining an independent assessment of policing actions. They have the opportunity to raise concerns with boroughs that rise from their analysis of Borough's stop and search data.</p> <p>We will continue to work with our partners and the community to address any issues that may be raised from monitoring of the data.</p>

<p><b>6. Full Impact Assessment – see step 6 of the guidance</b>  <a href="http://intranet.aware.mps/TP/DCF/index.htm">http://intranet.aware.mps/TP/DCF/index.htm</a>          Explain the potential impact (whether intended or unintended, positive or negative) of the proposal on individuals or groups on account of:</p>
<b>Age</b>
The below chart that follows shows Searches by Age Group as a percentage of the total

searches conducted in Hounslow each month on month. It demonstrates the majority of the persons searched are between the ages of 18 to 44 years.

**Hounslow - Searches by Age Group (excluding sec44 and sec60)**

	Dec 2009		Jan 2010		Feb 2010	
	%	No.	%	No.	%	No.
<b>Under 10</b>	0.0%	0	0.0%	0	0.0%	0
<b>10 to 17</b>	27.5%	279	22.8%	290	22.7%	300
<b>18 to 24</b>	47.4%	482	46.5%	590	46.0%	609
<b>25 to 44</b>	21.6%	219	27.6%	351	28.6%	378
<b>45 to 64</b>	3.3%	34	2.8%	35	2.6%	35
<b>65+</b>	0.0%	0	0.1%	1	0.0%	0
<b>Not stated</b>	0.2%	2	0.2%	3	0.1%	1

**Disability**

The MPS is aware of its duty under the DDA legislation and actively involves disabled people in the consultation processes for developing policies. This was done through the Disability IAG. There is currently nothing planned to record disability for stop and search / account. Any differential impact will also be monitored through a community consultative process.

**Religion and Belief**

Data is not presently collected about a person's faith. The Home Office has carried out national research which shows communities would be unwilling to disclose their faith at the point of contact. Further work continues on how this data could be captured in the future, particularly in relation to the introduction of new technology.

With no information collected on religion/faith the MPS is unable to comment on disproportionality issues in this area, but is considering solutions to assist us measure any disproportionality.

Any differential impact will also be monitored through a community consultative process.

**Gender**

Although at present no data is captured on marital status, on a regular basis, considerably more males are stopped than females. Over 90% of people stopped are male which is more closely aligned to criminal statistics where over 80% of suspects are males. This data has not raised any community issues.

Cumulative data for Stops and Searches per 1,000 population from December 2009 - February 2010.

	Male	Female	Total
Hounslow	33.18	1.37	17.00

**Hounslow - PACE and Other Stop and Search - Last Three Months vs. 2001 Census Population Data  
December 2009 to February 2010**

## Race

The Stops and Searches Monitoring Mechanism report covering the period of December 2009 to February 2010 show a disproportionate use of stop and search / account. To ensure that all searches are intelligence led it will require search records to be supervised and any development needs highlighted for initial searching officers to address.

### Hounslow - Ethnic Appearance of People Searched per 1000 population (2001 Census Data) excluding sec44 and sec60

	Dec 2009	Jan 2010	Feb 2010
<b>White</b>	3.19 (440)	3.93 (541)	3.76 (518)
<b>Black</b>	20.51 (235)	23.56 (270)	23.48 (269)
<b>Asian</b>	5.70 (313)	7.77 (427)	9.19 (504)
<b>Other</b>	3.41 (27)	3.66 (30)	3.66 (30)
% of searches with no Ethnicity recorded	0	0.2% (2)	0.2% (2)

## Sexual Orientation

At present no data is captured on sexual orientation, transgender or transsexual issues.

## Other issues

None

## 7. Monitoring – see step 7 of the guidance <http://intranet.aware.mps/TP/DCF/index.htm>

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

The TPHQ Stops and Searches team will use the Home Office Police Performance Assessment Framework (PPAF) will have the overview of the MPS use of stop and search / account. They will monitor the data and the performance in this field as part of Operation Pennant. This will enable individual Borough Commanders to be accountable.

Hounslow Borough stop and searches / account will be published on the MPS website by the Monitoring mechanism for the general public to access to. This will enable local stop and search community monitoring groups to scrutinise and discuss with the Hounslow Borough Commander.

The data will also be reviewed and monitored on the Borough by the local SMT lead and the Hounslow Focus Group.

Hounslow Borough police are introducing Partnership Boards which have representatives from the Local authority, police and the community to have a consultative approach to issues / concerns raised by the community. They are designed to be in place for 2010 / 2011.

There will also be the necessity to maintain confidence by consulting with stakeholders. Working with community groups and partnership agencies will ensure participative

information exchanges regarding independent monitoring of stops and search /account.

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

The continual process of reviewing current practices and use of search powers will ensure the proportional and effective use of them, which will in turn lead to increased public confidence in police actions with the use of stop and search / account.

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

- The Hounslow Borough use of stop and search / account will be reviewed every three months at the CPCG. The next meeting will be 14th June 2010.
- Hounslow SMT lead will hold a Focus Group meeting every two months to evaluate current usage of stop and search / account. The next meeting is 29th April 2010.
- Stop and Searches Monitoring mechanism every three months.

**8. Public Availability of reports / result – see step 8 of guidance**

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

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