

## Equality Impact Assessment

The Equality Impact Assessment Guidance **must** be used when completing this form:

[http://intranet.aware.mps/Corporate/Policy/Operational\\_Services/SOP/Equality\\_Impact\\_Assessment\\_SOPs.htm](http://intranet.aware.mps/Corporate/Policy/Operational_Services/SOP/Equality_Impact_Assessment_SOPs.htm)

### Freedom of Information Act Document

**Protective Marking:** Not Protected

**Publication (Y/N):** Y

**Title:** E.I.A – Stop and Search Use

**Summary:** Impact on the community as a result of our use of stop and search tactics.

**Branch / OCU:** NI -Islington

**Date created:** 21/06/2010

**Review date:** 21/06/2013

**Version:** One

**Author:** J. Halder Insp NI

**Directorate/Department/Borough/OCU:** NI - Islington

**Name, type or title of proposal** (If a corporate policy, a policy workbook must also be completed):

### **MPS Policy on the use of Stop and Search/Stop and Account Powers**

**Section 1 Police and Criminal Evidence Act (PACE) 1984**

**Section 60 Criminal Justice and Public Order Act 1991**

**Section 43 / 44 Terrorism Act 2000**

**Recommendation 61 from the Stephen Lawrence Inquiry Report (Stop and Account)**

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

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 London 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 Islington.**

### 2. Examination of Available Information – see Step 2 of the Guidance.

#### Scope of Information examined

- All Islington stops and search/accounts are entered onto the MPS stops database.
- Currently, sufficient data capture fields are included on the database to meet Home Office and MPS corporate requirements.
- Our 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.

### 3. Consultation/Involvement - see Step 3 of the Guidance

#### a. **Who is responsible for managing this consultation/involvement?**

Inspector Joy Halder volunteered to complete an updated consultation process, as Islington Stop and Search lead. Stop and Search has been discussed with partners in the Local authority, IAG, Islington Community Monitoring Group, and Islington Safer partnership (ISP) by BOCU Commander, Mr WISE and C/Inspector Steve Marshall (Partnership). Local youth and faith organisations have also been consulted.

Ongoing meetings throughout the remainder of 2010 are planned, to review progress under Operation Blunt and identify any changes necessary in tactics.

Since October 2009 C/I Partnership and Superintendent Partnership have raised stop and search/account at all public and partnership meetings to canvas views on how the powers are used locally. Islington has a well established Stop and Search Monitoring Group who have met up several times this year. The most recent round of meetings included members from Islington IAG, ISP and sector groups.

The consensus is still totally supportive of the balanced and measured use of powers on Islington Borough.

#### b. **Why is this consultation/involvement taking place?**

Growing concern amongst London communities as a result of murders of teenagers in gun and knife incidents has brought close scrutiny on police tactics to deal with violent offenders who carry weapons. There has been much political and community discussion on the use of Stop and Search tactics to deter the carrying of weapons.

Additionally, the ever present fear of further terrorist attacks on the street of London and CT activity to detect preparation and reconnaissance has resulted in wider and sustained use of Sec. 44 powers throughout all London boroughs. Islington borough has refined the areas in which TX305 and patrolling officers will conduct stop and account/search activity. This list contains identified crowded places, vulnerable sites and sectors. Tasking in Rainbow updates from SRC is also adopted as directed.

The wider use of powers especially sec.60 search power as a tactic within Operation Blunt 2 has lead to a significant rise in the number of stop and search/accounts carried out on the borough. The carrying of knives and rise in serious violence offences across London have been mainly in younger age groups. Therefore our activity will have disproportionately affected younger persons who are more likely to be present at the venues and times when violence offences have increased.

To ensure community support for policing activity, to invite critical comment and to avoid the

likelihood of any overt or inadvertent discriminatory or disproportionate activity. Use of the available statutory powers will be closely scrutinised to ensure challenge is present and supports what our Communities want from their police.

National media reporting highlights a fear specifically within the black community that police may return to insensitive and in-discriminatory use of search powers linked to 'SUS' power used in the 70's and early 80's. It is reported that young black males are subject of unwarranted and unjustified additional stop search/account. Statistical information for Islington Borough does not indicate this taking place. However, young people in general are more likely to be stopped than older residents or visitors.

If we are to maintain widespread community confidence that our use of the various powers is justified and appropriate, we must be able to demonstrate intelligence lead and witness directed interventions are conducted. Additionally, those who are stopped are treated fairly and with dignity and respect, with the aim of minimising any embarrassment that may be caused to those stopped questioned and potentially searched.

Activity under Operation Blunt to prevent serious violent crime and weapon enabled crime has been subject of wide consultation to inform our local community of proposed increased activity to protect young persons from serious injury or threats of violence. Widespread views on the tactics we use has been sought and a strong consensus from our Stop and Search Monitoring Group, IAG and wider community supporting the use of stop and account/search, including the use of screening arches and wands.

In recognition that young people are not well represented in the structure of consultation with the above groups, we have held a number of meetings where the majority of people are under 18 years of age.

To Maintain community confidence we must keep the community regular informed of what activity is planned on Islington borough and seek prompt feedback on any concern that this may raise. We can then take necessary action to address and remove the concern.

Additionally, the New Mayor of London wants positive police action to reduce violent offending and to make London's transport systems safer, thus encouraging wider use.

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.**

Consultation planned as part of our use of stop and search/account and specifically through activity planned in Operation Blunt 2 has taken place every month since October 2009. This includes ISP partners, LSP members, Independent Community Safety Board (ICSB), IAG and other community leaders being briefed in person by the BOCU Commander, or Stop and Search Lead.

Thorough our existing consultation process through ward members, Councillors, representatives of community groups, YOS and other locally based youth organisations as well as input from schools and youth groups. LBI Youth Services has created a Youth consultation network that is eager to work with Islington Police, and have been invited to a consultation process.

Inspector Halder, Islington Stop and Search Lead and Chief inspector Marshall (Partnership) have held a number of meetings with young people to seek their specific views on stop and account/search and their fears of violent crime and knife use. Inspector Halder has held a

number of group sessions which totalled over 100 young persons, many of whom who had previously no involvement in police consultation processes.

d. **What methods of consultation/involvement are employed to ensure full information sharing and participation, e.g. surveys, interviews, community meetings?**

Interviews and meetings have taken place and will continue to do so to ensure our community support our activity and to identify critical comment. Ward meetings are invited to comment on stop and search tactics and express any concerns they have re their increased use as a part of Operation Blunt 2 activities. The Stop and search scrutiny group will be provided with stop and search data as usual, with additional data specific to Blunt activity.

e. **What are the results of the consultation/involvement? How are these fed back into the process?**

There are no borough performance targets set regarding use of stop and search powers within the Borough.

There is a positive expectation however that the powers are utilised when the circumstances dictate and supporting evidence justifies the tactics use. E.g. the use of Sec. 44 powers and Sec 60 (weapons powers) are used as appropriate to deter and detect offenders in order to keep our streets safe from violence or terrorism related activity.

All our partners have been and will continue to be kept informed and updated re any trends that are discovered through the normal analysis of stop and search usage. We also monitor the use of section 44 stop and search powers especially to establish if specific sections of the community are being targeted through this means.

The messages given to our police officers are clear there is no description of what a terrorist looks like. Their intervention should be lead by intelligence, vulnerability of the site, witness evidence, a crowded place and the observed activities of the suspected person.

We have previously had the full support of our partners especially the youth related strands and we all believe that the appropriate use of stop and search powers is of benefit to the whole community.

Through ensuring only justified and non-discriminatory use of our powers we will seek to maintain this mandate for our borough activity.

Data will be presented bi-monthly to our scrutiny group as normal. Additional Blunt data will also be provided. Any immediate feedback on concerns will lead to action on receipt.

**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? **Yes**

Explain: Home Office and MPS data show that there is a disproportionate use of stop and search powers on members of BME communities. In Islington we stop/search a disproportionately high number of black people, and slightly less Asian people than we might expect when compared to the census data. The stop/search ethnicity matches the suspect population data taken from CRIS using offences for which these powers may be used. The distribution of those arrested from being stopped appears equitable.

A disproportionately high number of white people are subject to stop/account and even higher numbers are arrested from these encounters. The reason for this disparity has been the subject of much discussion at our independent monitoring group. There is no undue concern that police are using these powers inappropriately in Islington Borough. However, if activity within operation Blunt leads to a significant change in the data a review will be immediate.

(ii) Will any part of the proposal be directly or indirectly discriminatory? **Yes**

Explain: More young people and in particular more young men and specifically young black men are disproportionately stopped and searched under all stop search powers. This comparison matches suspect ethnicity data taken from CRIS. This activity should not discriminate against black men because stop & account/searches should be intelligence led, conducted in our crime hotspots and/or targeted at those matching suspect descriptions. The use of screening arch and wand use does not discriminate against colour, faith etc all persons will be invited to take part in screening processes. Search/Account will only follow if reasonable suspicion leading to reasonable grounds becomes evident.

Stop and Account: Examination of the data shows similar disproportionality but additionally with white people at more risk of arrest resulting from stop/account. However the number of those arrested from stop/account encounters is fairly small.

(iii) Is the proposal likely to negatively affect equality of opportunity? **No**

Explain: As (ii) - the MPS stops database is not speculatively searched for vetting processes. The information 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.

(iv) Is the proposal likely to adversely affect relations between any particular groups or between the MPS and those groups? **No**

Explain: Islington Stop and Search Monitoring Group is our independent monitoring group and are presented with stop/search data every two months.

The Group examines this data to determine if we provide a fair and equitable service. No undue concerns have been noted by this group and the group are satisfied that police use of stop & search is fair and proportionate in Islington Borough.

(v) Are there any other community concerns, opportunities or risks to communities arising from the proposal? **No**

Explain: Overall young people stated they resented the time it takes to record stops and the introduction of form 5090X is seen as a positive. They would be more inclined to wait for a copy on the new abbreviated form than they would previously for the original style record.

(vi) Is the proposal likely to harm positive attitudes towards others and discourage their participation in public life? **No**

Explain: Through the feedback we have received from the young community during our workshops, a majority reported that they would feel safer if there were more police and more use of stop/search powers.

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

Explain: The MPS is an interventionist police service and intends to use the full range of legislation and powers at its disposal to make London 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 or young persons.

In particular the use of the following are significant:

1. **The National Intelligence Model.**

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 result in the direction of police activity, stop and search in particular, in certain areas and on particular groups across London.

2. **S60 Criminal Justice and Public Order Act 1991.**

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 group.

3. **Terrorism Act 2000**

The threat from International Terrorism and other forms of domestic terrorism has the potential to affect all communities within London. 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.

<b>Full Impact Assessment Required</b>	<b>Yes</b> <i>(delete as applicable)</i>
<b>Signed: Joy Halder Insp</b>	<b>Date: 21/06/10</b>
<b>Supervised: Steve Marshall C/Insp (Partnership)</b>	<b>Date: 23/6/10</b>

**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. <b>AGE – Young people.</b>
<p>Details: A number of young people have died, in London, since the start of the year from Serious Youth Violence involving weapons. The media report a heightened fear within various elements of the community as a result of these violent acts mainly involving Knife use.</p> <p>To protect young people from being harmed or threatened positive action within Operation Blunt 2 is taking place in all boroughs to deter the carrying of weapons and to arrest those who do so.</p> <p>The intelligence, crime data and witness evidence clearly indicate that mainly other young suspects target young victims. This information indicates the profile for the suspects is young persons less than 20 years. However, the activity under Blunt 2 will not target person under 20 alone. If an older suspect of any age is deliberately targeting young people through knife related crime they will also be subject of search/screening tactics.</p>
Disability in line with the Social Model. <b>No.</b>
Details:
Faith, religion or belief: those with a recognised belief system or no belief. <b>No</b>
Details:
Gender or marital status: <b>Yes</b>
<p>Details: Generally more men are stopped and searched than women. Intelligence and victim descriptions of suspect clearly indicate that young men are the main offenders carrying weapons. This does not preclude information that young women carry weapons for use by their young male companions, as they have historically been less likely to be searched. Young women will be subject of search/account if there is intelligence or evidence that they may possess weapons form their own or others use.</p>
Race, ethnicity, colour, nationality or national origins. <b>No</b>
Details:

Sexual orientation, transgender or transsexual issues. <b>No</b>
Details:
Other issues, e.g. public transportation users, homeless people, asylum seekers, the economically disadvantaged, or other community groups not covered above. <b>No.</b>
Details:
b) Is the proposal directly or indirectly discriminatory? Is there a genuine occupational requirement? <b>Direct through age and gender i.e. males</b>
<p>Details: The activity is a key element in taking knives away from offenders and protecting the public, especially young persons from intimidation or assault. The young feel particularly vulnerable in light of the number of knife related murders of young people since the start of 2008. Direct information from victims indicates young men predominantly carry weapons.</p> <p>The age range is from 14 – 21 years, but includes suspects up to 29yrs.</p>
c) Explain how the proposal is intended to increase equality of opportunity by permitting positive action.
<p>Details: Every member of society has the right to feel safe and protected by their police service. Young people have been particularly vocal in the media about their fears of serious assault especially by offenders with weapons. Parents also strongly support the desire that their children receive better protection.</p> <p>Intelligence-led stop and search activity is a key tactic to deter and detect those carrying weapons. The public wish to see police take visible and positive action to detect offenders, by treating those stopped in a polite, courteous and professional manner, young peoples support should be maintained.</p> <p>A consultation process specifically aimed at young people resulted in positive support for the use of stop and search powers with the proviso of done in a courteous and professional manner.</p>
d) Explain how the proposal is likely to promote good relations between different groups.
<p>Details: The key message to officers is to treat all persons subject to a search with dignity and respect. This message has been reinforced during training sessions. Elder people have expressed concern about aggressive young people, especially in possession of weapons. The activity should reduce the number of persons carrying weapons. The activity should have an impact in reducing the tension between age groups.</p>
e) Explain how the proposal is likely to promote positive attitudes towards others and encourage their participation in public life.
<p>Details: By being open and transparent about the level of activity and promoting independent</p>

scrutiny, we will foster confidence that the powers are not being abused or used in a discriminatory way. By keeping our community and in particular young people informed of the level of activity, the number of complaints and other relevant measures, the aim is to demonstrate fairness and professionalism in the use of stop and search powers.

- f) Explain how the proposal enables decisions and practices to adequately reflect the service user's perspective.

Details: Open and transparent consultation and use of powers

## 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?

Good communication reduces the need to actually proceed beyond a stop and account to a full stop and search. This will reduce the duration of the intervention and will be seen that police are taking visible positive action to reduce the carrying of knives. Training has been provided to all staff, including feedback from young persons stop and search interactive sessions, on using the powers appropriately and in a polite and tolerant manner. This will address the main concern of young people that police can be seen as officious and intolerant.

## 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?

Members of the IAG are also provided with data on use of powers and outcomes. To date, no rise in the number of complaints has been apparent. This is monitored in the monthly professional Standards Meeting Chaired by Superintendent Operations (Taylor Champion)

The level of violent crime involving weapon use has significantly reduced across the borough A number of high profile anti knife operations contributed to reducing offences. The increased use of stops via Operation Blunt 2 is proposed to continue for the foreseeable future.

A further consultation process may be planned for this year to ensure full support remains for use of the tactics.

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

a.	Name, rank or grade of decision maker	
b.	What is the Decision? Reject the proposal Introduce the proposal Amend the proposal (an impact assessment should be made of any amendments)	<b>No</b> <i>(delete as applicable)</i> <b>Yes</b> <i>(delete as applicable)</i> <b>No</b> <i>(delete as applicable)</i>
c.	Name, rank or grade of SMT/(B)OCU/Management Board endorsing decision  Steve Marshall C/Inspector Partnership	

## 9. Monitoring - see Step 9 of the Guidance

a.	How will the implementation of the proposal be monitored and by whom?  Monitored through Bi-monthly Stop and Search Monitoring Group and Inspector Halder (Stop and Search Lead)	
b.	How will the results of monitoring be used to develop this proposal and its practices?  Recommendations will be fed into SMT and Strategic Assessment for review and decision-making.	
c.	What is the timetable for monitoring, with dates?  Continuous Bi-monthly monitoring and revisit of EIA yearly or in response to major legislative/procedural change.	

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

What are the arrangements for publishing, where and by whom?  Data is shared with Independent Advisors and published in compliance with MPS and BOCU media Strategy procedures.
---

<b>Person completing EIA: Joy Halder</b>	
<b>Signed:</b>	<b>Date: 21/06/10</b>
<b>Person supervising EIA: As Above</b>	
<b>Signed: C/Insp Steve Marshall</b>	<b>Date: 22/6/10</b>
<b>Quality Assurance Approval:</b>	
<b>Name and Unit:</b>	<b>Date:</b>
<b>Date Review Due: 21/06/2013</b>	

Retention period: 7 years  
MP 746/07