

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>	Newham Stop and Search/Account Equality Impact Assessment		
<b>Branch / OCU:</b>	Newham		
<b>Date Created</b>	12.03.2010	<b>Review Date:</b>	31.03.2013
		<b>Version:</b>	1
<b>Author:</b>	Sergeant Mandy Otten p008563		

<b>Person completing EIA:</b> PS Mandy Otten p008563			
<b>Signed:</b>	_____	<b>Date:</b>	12.03.10
<b>Person supervising EIA:</b> Andy Barnes p224711			
<b>Signed:</b>	_____	<b>Date:</b>	12.03.10
<b>Quality Assurance approval:</b>			
<b>Name:</b>	Andy Barnes	<b>Unit</b>	Business Support
	_____	<b>Date</b>	12.03.10

<b>Decision Making</b>			
Decision Maker:			
<b>Name:</b>	PS Mandy Otten p008563	<b>Rank or Grade:</b>	PS
<b>What is the decision?</b>			
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>			
<b>Name:</b>	Andy Barnes	<b>Rank or Grade:</b>	A/Chief Insp.

**1. Aims and Purpose of Proposal – see step 1 of the guidance**  
<http://intranet.aware.mps/TP/DCF/index.htm>

The aim of this policy in relation to Stop and Search/Stop and Account Powers is to ensure that officers comply with the following legislation:  
 Section 1 Police and Criminal Evidence Act 1984  
 Section 60 Criminal Justice and Public Order Act 1991  
 Section 44 Terrorism Act 2001  
 Recommendation 61 from the Stephen Lawrence Inquiry.  
 Ensuring each stop and search/account is used as a tool to engage with the community in order to gain the trust and confidence of the people who work, live, visit and study in Newham in accordance with the MPS Standard Operating Procedure

**2. Examination of Available Information – see step 2 of the guidance**  
<http://intranet.aware.mps/TP/DCF/index.htm>

- All Newham stops and search/account were entered onto the corporate stops data base up until March 2010. Officers were encouraged to enter their own stops to ensure accuracy, but staff were available to support the imputing when necessary.
- From March 2010 Newham became one of the first boroughs to utilise crimint plus to record all stops and searches/accounts. All staff were provided with training (power point presentation) in this new process. Using crimint plus will enable all officers to input their own stops, thus ensuring great accuracy, timeliness and provide intelligence that is no longer on a stand alone database but now linked with other databases and is fully searchable (IIP).
- Quarterly figures in a rolling 13 month period are provided centrally by MPS, this data is currently used both internally and externally by scrutiny groups now who are now grouped under the Equalities and Service Improvement Framework (ESIF).
- The 2001 census is currently out of date and does not reflect the current residential population of Newham Borough. The ethnic profile of the street population will vary considerably the main factors being the proximity to the Olympic site and the low returns to the census.
- Newham Borough is an Op Blunt Borough due to the increase in Robbery, MSV and SYV (Apr 09 -Feb 10). Whilst this is intelligence directed it will target certain groups which could lead to alienation and a perception by the community of discrimination.
- Whilst Newham has the highest total for Stops and Searches in the North East Area and the second highest in the MPS (Oct 09- Nov 09) it shows one of the smallest OCU totals in disproportionality in all three areas (Oct 09 -Nov09).

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

<b>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.</b> <a href="http://intranet.aware.mps/TP/DCF/index.htm">http://intranet.aware.mps/TP/DCF/index.htm</a>					
Full Impact Assessment Required?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>	

<b>5. Consultation / Involvement – see step 5 of the guidance</b> <a href="http://intranet.aware.mps/TP/DCF/index.htm">http://intranet.aware.mps/TP/DCF/index.htm</a>					
Who was consulted?					
Community and police advisory groups, including the Complaints and Stops Scrutiny Group, Newham Independent Advisory Group and other consultative groups having membership under the ESIF. SMT and Local Authority.					
Date and method of consultation					
Ongoing					
Where are the consultation records stored?					
Minutes of meetings (BOCU)					
Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?					
The data supports the work already being done in respect of internal/external consultation and engagement with stakeholders. With the recent introduction of ESIF and a review of membership of the stops scrutiny group under this frame work under represented groups (e.g Youth Groups, BME members) are being invited to attend to give a broader representation of the community.					

<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:					
Age: This is an area of concern that shows there needs to be continued engagement with young people in Newham. The 13month rolling data does not identify any significant trends. Data from Nov09-Jan10 again shows Newham lower than the MPS average apart from band C (18 to 24) which is 5% higher that the MPS average. The targeting of offenders through intelligence led operations (e.g. Op Blunt) would account for this.					
Disability: At present no data regarding disability is collected at the time when stopped by police. Newham Borough is fully aware of the Social Model adopted by the MPS and its duties under the DDA.					
Religion and Belief: At present no data regarding religion/belief is collected at the time when stopped by police, with no information we are unable to comment on disproportionality issues in this area.					

Gender: It is clear that Newham is below the MPS average for both male and female (per 1000 head population) although arrested by gender show that arrests on females are higher (Newham 15%, MPS 11.17%) (Nov 09-Jan 10). No community concerns have been raised in respect of this data.
Race: The data does not indicate any issues regarding disproportionality with stops on Asian and Black members being significantly lower than the MPS average. The stops on the white population being under 1% higher. Discussions with the scrutiny and advisory groups do not show any significant concerns in this area.
Sexual Orientation : At present no data regarding sexual orientation is collected at the time when stopped by police, there has been no issues raised by the Borough LGBT representative in relation to stops and searches/accounts, with no information we are unable to comment on disproportionality issues in this area.
Other issues: Newham has a large transient population due to the numerous transport hubs within the borough and the Olympic/Westfield sites. Again at present there is no data collected from these groups and therefore we cannot comment on any disproportionality n this area.

<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>
This will ultimately be monitored by the BOCU Commander supported by the Business Support and Performance business group. Monitoring will be under taken predominantly by the stops scrutiny group with its revised membership and the borough advisory groups under the ESIF umbrella, using the data produced centrally and generated within the borough (e.g. complaints). This will provide a platform in which issues can be raised and discussed. By publishing data provides for further accountability, transparency and public scrutiny.
<b>b) How will the results of monitoring be used to develop this proposal and its practices?</b>
Through scrutiny and community consultation, the borough will strive to enhance community confidence in the use of the stop and search/account legislation by improving the effectiveness of these powers. Also by using the data to be able to explain/defend any disproportionality, perceived or otherwise on intelligence led policing.
<b>c) What is the timetable for monitoring, with dates?</b>
Groups under the ESIF umbrella meet monthly/quarterly. This EIA will be subject to review March 2013

<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 will be published by TPHQ.