

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>

Protective Marking:	Not Protectively Marked	Publication	Yes		
Title:	Stop and Search/Account SO18 Aviation Security				
Branch / OCU:	SO18 Aviation Security				
Date Created	11.08.2010	Review Date:	11.08.2013	Version:	1
Author:	Insp. Robert Harrison				

Person completing EIA: Insp. Robert Harrison			
Signed: _____	Date: 11.08.10		
Person supervising EIA: C/Insp. Matt Twist			
Signed: _____	Date: 11.08.10		
Quality Assurance approval:			
Name: C/Insp. Matt Twist	Unit	Community and Partnership	Date 11.08.2010

Decision Making	
Decision Maker:	
Name: Matt Twist	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"/>
SMT / (B)OCU/Management Board endorsing decision	
Name: Matt Twist	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 SO18 Aviation Security OCU

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.
- Section 10(1) The Heathrow Airport - London Byelaws 1996 which relates to persons being stopped at the airport and to account for there reasons for being at the airport
- Section 43 Terrorism Act 2000
Section 43 is a stop and search power which can be used if a police officer has Reasonable suspicion that a person may be a terrorist.

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 SO18 Aviation Security OCU. 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.

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"/>

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"/>	

5. Consultation / Involvement – see step 5 of the guidance http://intranet.aware.mps/TP/DCF/index.htm					
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Who was consulted?

A quarterly Community Engagement Return is submitted to the central Territorial Policing HQ Stop and Searches Team by each OCU in relation to Stop and Search, which includes details of those who are regularly consulted: Local Monitoring Group; Community Police Consultative Group; Independent Advisory Group; Black and Minority Ethnic (BME) or Interfaith Forum; Key Individual Network Surveys. Safer Airport Team panels are consulted as are the Multi Faith leads at Heathrow airport to discuss issues that can affect both the airport community and the travelling public.

Along with all boroughs, police and community representatives from SO18 Aviation Security 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 with Ch/Insp Law in attendance - the most recent meeting was in July 2010, which looked at annual as well as quarterly figures (not yet happening - due to take place)
- Independent Advisory Group - the most recent meeting was in July 2010 (Hillingdon BOCU)
- Multi Faith meetings- the most recent meeting was on 17th August with Insp Harrison in attendance
- Community Police Consultative Group (CPCG) Executive - the most recent meeting was in July 2010. (Hillingdon BOCU)
- Terminal Panel meetings take place every month where community leads are consulted in relation to Stop and search and updated with relevant information.

Where are the consultation records stored?

Minutes and stored by the groups themselves or electronically or directly within this EIA.

Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?

The Executive Committee of the CPCG discussed the following:

- 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.
- SO18 Aviation Security is a unique working environment which employs in excess of 93,093 persons in various posts throughout the airport. Along side this you have a transient community which exceeded 65.9 million passengers for 2009.
- There are no issues of concern in the way SO18 officers are conducting Stop and Search. Anecdotally it appears that most Airport employees recognise that Stop and Search/Account is necessary and keeps them safe.
- Views on Stop and Search are often shaped by the attitude of the officer rather than the actual stop itself.

The Safer Airport Team was recently tasked with completing a Demographic overview of the airport community employed at Heathrow airport. The data showed that over ninety three thousand staff was employed at Heathrow with a total of 1,065 operating companies. Because of the significant numbers of transient passengers it was impossible to give a breakdown of this information.

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

A breakdown of the demographic overview showed that of the 93,233 persons employed at Heathrow:

18,468 were aged between 18-30

24,431 were aged between 31-40

27,987 were aged between 41-50

15,954 were aged between 51-60

3,821 were aged between 61-70

183 were aged between 71-80

5 were aged between 81-90

2,383 were shown as others.

These statistics show that the majority of the staff employed at Heathrow is taken from the age groups 31-60.

The SO18 Aviation Security Crime and stops data which is submitted as part of Operation Pennant show that 45.7% of persons stopped at Heathrow are aged between 24 to 44 which match the population age grouping provided by the demographic overview.

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.

During the period of the Hajj police consulted with religious leaders to address concerns the Muslim community had in relation to the use of Police dogs in searching passenger's property and carrying out searches of persons. These concerns were addressed and fully documented in the standing operating procedures when carrying out deployments during the Hajj.

Gender

The demographic overview showed that 57% of staff employed at Heathrow are males 29% are females and 14% refuse to disclose.

The data submitted to Operation Pennant show that in the last 3 months the number of females arrested was 18.07% and 8.39% for males.

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

Race

From April 2009 - March 2010, 23% of those stopped within SO18 Aviation Security are described as being non-white, with an average of 11% being white.

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.

Sexual Orientation

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

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Other issues

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 at SO18, However, in line with corporate requirements, all front-line staff has been reminded of this issue, officers' powers and need to engage with people before automatically searching them under the Terrorism Act.

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, very few Stop and Search related complaints for SO18 were received.

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?

Specific monthly data on SO18 'Stops' can be found under the heading of 'MPS Stop and Search Monitoring Reports'.

The Local Monitoring Group scrutinises Stop and Search on a quarterly and annual basis.

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

Issues arising from monthly, quarterly and annual monitoring are scrutinised and used to develop the OCU's use of Stop and search. Issues, teams and individuals are thereby tackled by supervisory action.

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

As above: monthly, quarterly and annual monitoring.

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?

This EIA, along with other related material, are published through the MPS Publication Scheme available on the SO18 intranet site.

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