



## What these inspections told us, and what we did about it.

Her Majesty's Inspectorate of Constabulary (HMIC) report 'Stop and search powers 2: are the police using them effectively and fairly?' and the Home Office Best Use of Stop and Search Scheme 2014, made 21 recommendations on stop and search. These are detailed in the attached action plan and they can be placed under four headings,

Policy and Procedures

Training

Supervision

Oversight and Accountability

### Policy and Procedures

**They** said guidance should be provided on what constitutes a fair and effective stop and search.

**We** revised our policies and procedures to include a narrative of what constitutes a fair and effective stop and search.

**They** said introduce a national stop and search form, and make better use of technology to record encounters.

**We** reviewed the forms being used and recommended the introduction of a minimum standard of recording to provide greater consistency and iPads are currently being piloted.



**They** issued new guidance regarding the use of section 60 Criminal Justice and Public Order Act 1994 (s.60)

**We** immediately implemented this guidance.

## Training

**They** said officers need regular training and testing to understand their powers and the impact that they have.

**We** released an e-learning package in March 2012 designed to improve knowledge and understanding of stop and search powers, enhance street craft skills and concentrate focus on the quality of encounter. This has been completed by 20,000 officers.

**We** rolled out behavioural detection training in 2014 to all front line officers to assist in identifying suspicious behaviour. It also highlighted the impact of stop and search and the importance of a having a good encounter.

**We** gave all our supervisors training in unconscious bias through the Commissioner's Leadership Programme and we are a pilot site for the new College of Policing national stop and search training course.

## Supervision

**They** said there should be greater scrutiny of how stop and search is used and the reasonable grounds used to justify it.

**We** gave specific guidance to officers detailing what is reasonable grounds. We improved the way we supervise stop and search.



## Oversight and Accountability

**They** said the use of stop and search should be scrutinised by our community.

**We** have local monitoring groups across London who have access to detailed stop and search data, including complaints.

**We** appointed an independent reviewer of our use of section 60 in December 2014.

**We** have 1000 body worn video cameras in use, and aim to have 20,000 by the end of 2015.

**They** said we should offer ride-alongs to our communities.

**We** launched a ride-along scheme in June 2015

**They** said if people are unhappy they should be able to report this.

**We** have an easily accessible complaints system and have an anonymous feedback questionnaire on our website.

**They** said the police should provide extra detail if a larger volume of complaints is received.

**We** introduced a community trigger should complaints increase by 10%.