



Stop and Search Equality Impact Assessment Report

1 Overview

1.1 Title of policy and/or procedure being assessed

Stop and Search

1.2 Author

CI R Otter, Operations

1.3 Owner

ACC (Operations)

1.4 Date

December 2006

2 Introduction

2.1 The policy has been created to ensure that everyone is treated according to their needs, ensuring that they are treated fairly, in a professional and dignified manner irrespective of race, gender, sexual orientation, disability, age, religion or beliefs. However, this report recognises that there are still issues relating to the process that will affect certain groups negatively if not recognised and acted on.

3 Impact of the policy

3.1 Was a potential differential impact (either positive or negative) identified for the following groups:

Racial or ethnic groups	yes/ no
Gender groups	yes/ no
People with disabilities	yes/ no
Lesbian, gay, bisexual and transgender community	yes/ no
People with learning difficulties	yes/ no
Age groups	yes/ no
Different religious groups	yes/ no

Economic/social backgrounds ~~yes~~/no

4 Consultation and Research

4.1 What consultation, with people who might be affected by this policy or their representatives, was done?

4.1.1 Consultation prior to drafting the policy

We consulted with various groups and individuals through a number of community consultation events. The feedback and suggestions we got from these events have been used in a number of ways including shaping the policy. The attendees are listed at Appendix A.

4.1.2 Summary of topics raised:

- proportionality and use of racial profiling in searches,
- Disability Discrimination Act 2005 and BTP's reaction to it,
- issues that might affect young people being stopped and searched,
- BTP's actions on dealing with racist behaviour by it's officers,
- low representation of Black and Minority Ethnic (BME) staff in BTP,
- understanding for non-English speaking members of the community,
- lack of confidence in the police amongst the Muslim community,
- lack of awareness and understanding by police when dealing with people from deaf communities,
- levels and content of training for police officers,
- lack of communication and involvement with local communities,
- using the community as independent observers of searches,
- open publication of monitoring statistics.

4.1.3 The Stop, Account and Search Strategy Group was also consulted. Their membership is attached at Appendix B.



4.1.4 Consultation of the draft policy

Once the policy was drafted, it was sent to the following:

- **Groups:**
 - Independent Advisory Network
 - Muslim Safety Forum
 - Stop, Search and Account Strategy Group (membership at Appendix B)

- **Organisations:**
 - Artsline
 - British Stammering Association
 - Deaf MOP
 - Disability Croydon
 - First Group (TOC Inclusion officer)
 - Guide Dogs for the Blind
 - London LGBT Youth Council (Consortium of LGBT Voluntary and Community Organisations)
 - Mencap
 - Restricted Growth Organisation
 - RNIB
 - RNID
 - School's Out
 - Transport for London (Equality and Inclusion Officer)
 - UK Coalition of People Living with HIV and AIDS

- **Other BTP Staff:**
 - Data Protection - Joe Napier
 - Disability Equality Support Association (DESA) - Odette Butson
 - Diversity - Kerry McCafferty
 - Federation - Roger Randal
 - Finance - Nick Khinch
 - Freedom of Information - Brian Coleman



- Health and Safety - Bob Kenwick
- Human Rights/Legal Advisor - Jim Millar
- Human Resources - Teresa Hickman
- Insurance and Claims Manager - Kay Black
- LINK (Support Network for Lesbian, Gay, Bi-sexual & Transgender Staff) - Denise Harris & Mark Ruscoe
- Association of Muslim Police - Zaheer Ahmad
- TSSA (Transport Union) - Carol Thomson
- Women's Strategic Forum - Theresa Ferguson

5 Current and future practice

5.1 Training

5.1.1 Police training has been updated to include comprehensive diversity awareness training.

5.1.2 All PCSOs and Officers have a week of diversity training in their basic training. This is followed by a one week community placement and then a week reflecting on the placement.

5.1.3 In addition to this, each policing module of the training includes National Learning Requirement Quality Indicators on the following:

- Understanding and engaging with the local community
- Responding to Human and Social Diversity
- Professional Standards and Ethical Conduct

5.1.4 All First and Second line managers take part in a Diversity and Professional Practice workshop.

5.1.5 *Internal Training Video*

5.1.6 BTP has been working on a video to train specifically on the issues relating to stop and search. Funding for this video was achieved in November 2006. The objectives of the video are to:

- ensure that all officers are aware of the legal requirements during the search interaction
- to provide information and guidance for first line supervisors in their role with regards to maintaining data standards and integrity of the stop and search process
- provide guidance on search interactions in respect of officer safety, customer service and diversity
- provide guidance on the Force operating procedures with regards to section 44 searches, as well as an outline of the powers provided.

5.1.7 This video is aimed at front line officers and their first line supervisors. It will enable a wide dissemination of the important information with regards to stop and search, in a more appealing format to intranet briefings and distance learning packs.

5.1.8 The video would provide legal knowledge in respect of section 44 searches and PACE codes of practice as well as showing “live” examples of good and poor practice with regards to search interactions. Guidance will also be given on dealing with different community groups during searches.

5.2 Use of the Intranet

5.2.1 To compliment the training, information has been produced by our Community Engagement and Participation Unit to raise awareness of the needs and requirements of different communities. These documents are the Good Practice Guide for Interacting with People with Disabilities and the Ethnic Awareness Guide and are available on the intranet. They also publish bulletins at relevant times with specific information, for example on Ramadan.

5.3 Community Engagement Forums

5.3.1 The Community Engagement and Participation Unit (formerly the Community and Race Relations department) has already run several community engagement forums which have fed in to the creation of the policy. These events will continue to be run on an annual basis. The forums, which the Chief Constable attends, are used to inform the community of the work we have been doing and as an open forum for questions. Issues raised in these forums will continue to feed in to reviews of these policies.

5.4 Disability awareness

5.4.1 An example of where we've tried to resolve communications issues when interacting with people with disabilities is as follows:

There are several schools for deaf people in the Victoria area and officers were having to interact with the students on a more regular basis than in other areas. To assist with communication, a selection of officers were trained in basic sign language.

5.4.2 It is recognised that work such as this only happened after a problem was identified so BTP has pledged a commitment to be more pro-active in identifying other areas where schemes such as this could be beneficial.

5.4.3 Part of the Disability Equality Scheme is to increase awareness amongst staff and officers of the issues that people with disabilities face. The Diversity group is creating documentation that will be available on the intranet to give information to officers on specific disability issues and needs.

5.5 Complaints

5.5.1 Complaints can be made in a variety of ways, eg attending a Police Station in person, writing a letter, phone call or via our website or the IPCC web site. They

can also be made through a third party, solicitor/ community group etc. All complaints forms (filled in by the supervisor with help from the complainant) are forwarded via Area Commanders to the Deputy Chief Constable, where an investigating officer from the Professional Standards Department will be allocated.

5.5.2 How we deal with and use complaints to feed back into the process

All complaints are recorded on Centurian (BTP's complaints recording system). We currently only produce figures for stop/search complaints arising from Section 44 stop/search, however the development of Centurian will enable the production of statistics for other types of search.

5.5.3 We also are going to approach one of the community group lay visitors with a view to inviting them to dip sample some of the stop/search complaints cases to ensure that they are being dealt with appropriately.

5.5.4 The Independent Police Complaints Commission oversee most of what we do and there are various appeals procedures built into the system.

5.6 Monitoring

5.6.1 We collect 16+1 data from every single stop and search activity that the force conducts. There is a record of every stop. This is collected at Area level and collated by FIB. A monthly digest on stop and search activity is produced, which is reported to the Force Management Team meetings. Trends and variation from the demographic background will be captured in the quarterly analysis report for the Stop, Search and Account Strategy Group. We are also employing an Operations Analyst who will focus on analysing this kind of data.

5.6.2 We will also be looking at specific monitoring of the Security Arches which are now used in stations.

5.7 Other initiatives

5.7.1 Community Information Video

BTP is creating the community information video in order to increase community's understanding of the processes and awareness of subject's rights, providing information with regards to how search interactions should be conducted and what the subject needs to be informed of during the search interaction. It aims to increase community interaction with BTP and make BTP as accessible an organisation as possible. Funding for this video was achieved in November 2006.

This video is aimed at a wide range of communities, and as such needs to be able to provide a multi-channel medium. This would include voice-over, subtitling, British Sign Language and alternative spoken languages/subtitles.

It will also include information on complaints procedures and contacting the police for general enquiries and in emergencies.

5.7.2 Personal Digital Assistants

We are currently piloting the use of personal digital assistants to record searches and provide 'receipts' to the person being searched. The receipt (which is available in 43 languages) acts as a record of the search for the stopped person. It includes a unique reference number, the name, number and police station of the stopping officer, the reason the person was stopped, the power used and where to go for further information.

5.7.3 Welsh Language

Receipts in Wales are produced in both English and Welsh.

5.7.4 Stop and Search 'Know Your Rights' leaflet

The British Transport Police Authority (BTPA) has a duty to publicise people's rights relating to Stop & Search under Recommendation 63 of the McPherson report. In

order to do this they, publicise the APA leaflet (<http://www.apa.police.uk/apa>) on their website.

5.7.5 Stop and Search Strategy Group

The terms of reference of this group are attached at Appendix C and membership is at Appendix B. Monitoring data, complaints and key issues raised from interactions with the public are brought to this group for action and review.

5.7.6 Community Engagement on Search Deployments

In some areas, officers are included on stop and search deployments with the specific task of discussing the purpose of the search and answering any questions the public might have. Unfortunately, this cannot happen in all areas as they do not necessarily have the resources to do this.

5.7.7 Use of Lay Observers

In various areas, members of communities have been invited to observe search deployments. For example, the Muslim Safety Forum have been invited to observe searches done by the Counter Terrorist Unit.

6 Conclusions

- 6.1 BTP has been working hard to ensure their practices in relation to stop and search are fully transparent and fair and that their officers are trained appropriately and given all the information they need to carry out searches with respect and understanding. Many of the processes outlined above are recent developments and all will be kept under review to ensure their effectiveness and value. We continue to actively encourage ongoing feedback from the public and hope that we have made ourselves open enough to simplify this process as much as possible.

Appendix A

Individuals and Organisations represented at the community consultation events:

- Aculco Eeig - The Latin Front
- Al Arabiya / MBC
- Al Jazeera
- Al-Muntada Al-Islami
- Asarq Al-Awsat Newspaper
- BBC World
- Ben TV
- Black Londoners Forum
- City Circle
- City of Westminster, Chinese Liaison Officer
- Cohesion and Faiths Unit, Home Office
- Community Security Trust
- First Group
- Groundwork Islington
- Guide Dogs for the Blind
- HAD
- Hindu Forum of Britain
- Hounslow Race Equality Council
- International Organisation for Migration
- Jewish Board of Deputies
- Jewish Police Association
- National Council of Hindu Temples
- LGBT Consortium
- Liberty
- Millenium Disability Agency
- Muslim Association of Britain
- Muslim Council of Britain
- Muslim Police Association
- Muslim Safety Council
- Muslim Safety Forum
- Muslim News
- National Asylum Seeker Service (NASS)
- National Black Police Association
- Raiwood Studios
- RNIB - transport campaigns officer
- RNID
- Sikhs for England
- South Asia TV
- Stop and Search Team, CJS Race Unit, Home Office



- Sunrise Radio
- Transport for London Race Group
- Transport for London Faith Group
- United Synagogues
- World Assembly of Muslim Youth
- 27 Gam Patidar Samaj

BTP representatives

- Chief Constable
- ACC Community Affairs
- Force Chaplain
- BTP SAME (Support Association for Minority Ethnic Groups)
- BTP Positive Action
- Community and Race Relations department
- Recruitment
- HR department
- Media Relations department
- Leadership and Diversity department
- Op Glazier representative
- PCSO representative
- Representative from London North area
- Strategic Planning and Policy Development department

Appendix B

Membership of the Stop, Search and Account Strategy Group

CI Duncan Manners, Ch Insp (Counter Terrorism)
Richard Lee,
Christopher Dreyfuss, Insp (Counter Terrorism)
Philip Trendall, Ch Insp (Operations)
Brian Coleman
James Chamberlain, PSD
Gerald Brown, SAME
Azad Ali/Ibrahim El-Nour, Muslim Safety Form
Graham Croucher, London Underground
Lee Gordon, Core Leadership Development Programme
Declan McHenry, Assessment and Inspection
Sue Maxwell, Core Leadership Development Programme
Ian Williams
Rob Johnson,
Kevin Shanahan, CH Insp (Op Shield)
Saeid Rasool
Martin Kennedy, Diversity dept
Deborah McGovern, BTPA
Carl Duncan, London Underground
Kunle Iroko
Kerry McCafferty, Head of Diversity dept
Samantha Elvy, BTPA
Dave Mumford, PSD
Simon Jones, FIB
Paul Wilson
Hermander Singh
Jim Nattrass, Insp (Mobile Data Project)

Appendix C

Stop, Account and Search Strategy Group

Terms of Reference

1. Purpose

1.1 The purpose of the group shall be:

- To oversee and review BTP Stop and Search policy and review implementation of operating standards
- To ensure the force complies with the Race Relations Amendment Act 2000 General Duty to promote good relations between different groups, promote equality of opportunity, and eliminate unlawful discrimination.

2. Aims

2.1 The aims of the group are:

- To agree action plans to capture key issues raised from interactions with the public;
- To appoint nominated leads to progress actions including identified individuals from relevant communities;
- To progress internal organisational actions and whether these need to be led and progressed separately from externally focussed actions, (for example through HR);
- To agree a process for reporting monitoring and overall governance of the action plans and for reporting back to communities;
- To agree a process for implementing changes based on recommendations arising from the action plans;



- To agree timescales to publish action plans with an explanation of the processes being used to communities, partners and other relevant bodies;

3. Sponsorship

3.1 This group is sponsored by the Deputy Chief Constable.

4. Membership

4.1 The membership of the group shall be made up of:

- Superintendent (Ops) – Chair
- Superintendent (Counter Terrorism)
- Chief Inspector (Operations)
- Chief Inspector (Community and Race Relations)
- Inspector (Counter Terrorism, FHQ)
- Chief Inspector (London Underground)
- Community Engagement and Policy Advisor (Community and Race Relations)
- FOI Officer
- Detective Inspector, PSD
- HR/training representative
- Community Intelligence Officer
- Special Branch Officer
- Quality of Service Research Officer
- Inspector (Head of Policy)
- Inspector (Counter Terrorism, Operation Glazier)
- Sergeant, FIB
- SAME Representative
- LINK LGBT representative
- WSF Representative

5. Frequency of Meetings

5.1 The Group shall meet monthly, or twice monthly when necessary.

6. Reporting Procedures



- 6.1 The following criteria shall be followed to ensure the group runs smoothly and efficiently:
- The Chair of the Stop, Account and Search Strategy Group shall approve the minutes of each meeting.
 - All members of the Group shall receive a draft action list within 5 working days.
 - All members of the Group shall receive minutes of each meeting within 10 working days.
 - All members should ensure when they submit papers to use the appropriate marking in line with the Protective Marking Scheme.
 - The Group shall make available its Terms of Reference on the BTP Intranet, explaining its role and the authority delegated to it by BTP.
 - The Group shall make publicly available the minutes of each meeting.