

Equality Impact Assessment Results

Name of Policy	Stop & Search
Description and explanation of the proposed policy, putting it in its wider policy and legislative context	<p>(i) To gain compliance with: the Home Office Manual on Stop and Search, ACPO Guidance & PACE when using powers to stop/stop and search persons and vehicles</p> <p>(ii) To identify responsibilities at all levels in relation to the use of such powers and to ensure that practitioners and managers are aware of their responsibilities as well as their powers.</p> <p>(iii) To encourage best practice and use of the NIM process in tasking and briefing of stop and search.</p> <p>(iv) To ensure proper monitoring and assessment of the use of powers takes place, to enable any trends or disproportionality to be identified and addressed as appropriate.</p>
Brief explanation of how the policy was assessed for its likely effects on different racial groups with clear references to the information and research used as a benchmark.	<p>National Statistics website (Census data) http://neighbourhood.statistics.gov.uk, Home Office S.95 Stop and Search Data. Notts Police Audit Regime Document.</p> <p>Notts Police quarterly Equity Monitoring Report, H/O Stop Search Action Team, 'Practice Oriented Package' final report and recommendations to Chief Constable, Home Office Stop and Search Manual.</p>
Brief description of the consultation methods used, and a summary of the overall findings	<p>Draft Procedure was circulated to all Dept. Heads and Divisional Commanders, Chief Constable, ACC (ops support), Hate Crime Team, BPA, WIN, DAWN, Support networks, Unison, Federation, Police Authority, all MEAG members, Home Office Stop Search Action Team, Home Office Counter Terrorism Unit. All with requests for observations or recommendations for alterations. k</p>
Summary of the different views expressed.	<p>'Given that disabled people (more specifically people with learning disabilities) are stopped, why is disability not recorded as is the case for race?'</p> <p>'11.21 requires that a copy of the record etc, etc, etc. What format is this in? Again, for the benefit of those with learning disabilities, could the parts dealing with police powers and the rights of the individual be produced in a simplified 'easy read' format?'</p> <p>Why are age and gender not recorded In Notts Police?</p> <p>Re age: 80% between 14 & 30 not incosistant with main age for groups of offenders. What are actual figures? I.E are they actually 80% or more or less?</p>

	<p>Re gender 90% are males “Reflects the ratio within offenders” – again is it actually 90% or more or less. Is in both of above – is there still some disproportionality?</p> <p>Race What data exists or research will there be on “street populations” i.e are there 7 times more BME black people on the streets than whites? If not what proportion of intelligence led stops & searches are there that lead to targeting black BME groups. If still disproportionate after all of this, what improvements are being made to equality and diversity training?</p> <p>3. Assess likely impact. (EIA) Physical or hearing disability is not considered. The person stopped may have an inability to understand explanations and reasons regarding stop & search. (Deafness, autism of varying degrees. Learning disabilities).</p> <p>How does the officer know or assess that a person clearly understands their expectations? Does ‘Know your rights’ include details of a complaints procedure? Is there an internal whistle blowing procedure for staff? The importance of diversity awareness training plus equal opportunities. Training is paramount.</p>
<p>The conclusions reached through the assessment and consultation as to the likely effects of the proposed policy on meeting each part of the race equality duty.</p>	<p>A meeting also took place with members of the Home Office Stop Search Action Team where advice was sought on content and ideas for successful implementation. A further meeting took place with the Police Authority member David Dean, with discussion on monitoring/dip-testing by the authority, along with means of publicising results and rights of individuals. Numerous other ideas/suggestions were received and the draft procedure was amended in several areas to take account of the feedback.</p>
<p>Any modifications of the policy introduced as a result of the assessment and consultation, or alternative or additional measures.</p>	<p>The previous policy on stop and search concentrated on the powers available to officers. The revised procedures place emphasis on the responsibilities of officers while exercising those powers and on the attitudinal aspect of encounters. There is also strong emphasis on the need for encounters to be intelligence-led and for stop and search to be included within the NIM process. Such use of stops/stop and search within NIM would not necessarily remove disproportionality, but may help to explain it in certain circumstances. There are also clear guidelines for the checking and monitoring of stops/stop</p>

	and search activities by supervisory staff, to ensure that any problems/development needs for officers are dealt with appropriately.
An explanation of whether and how the adopted policy differs from the original proposal	The draft procedure was reviewed following the consultation process and was amended in several areas to take account of the observations and feedback received.
A statement of the plans for monitoring the policy when it is put into effect	Research is underway on city division gathering data to address disproportionality in ethnicity. Stops/Stop search forms include data on age & gender, but not disability, faith or sexual orientation. May be possible to include figures on age and gender when carrying out pilot research on city div. Format to be similar to Derbys Police spreadsheet (example on CYRR staff drive). The main focus of this exercise will be to reduce 'unknown' ethnicity to zero, then to assess real scale of disproportionality and identify reasons for that. Much research has been carried out nationwide in an attempt to identify reasons for race disproportionality, including research into street populations, crime trends, offender profiles, none of which has produced any particularly relevant answers and it would seem pointless to duplicate such research.
Please provide a statement of what you plan to do next	Monitoring of stop and search will be by the Race & Diversity Strategy Group, where the quarterly Equity Monitoring Report is examined. This group then directs action to be taken at various force levels. The same data is also examined by the Chief Constable's Force Focus Group. Data is also gathered for the monthly Audit Regime document and for submission to the Home Office (S.95 stats). Agreement has also been made that dip-testing of stops/stop and search forms will be carried out by Police Authority and Independent Advisory Group (IAG) members