



Stop & Think – Leicestershire Constabulary Action Plan

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REPORT TITLE: Leicestershire Constabulary Stop & Think Action Plan

Linked to: Equalities & Human Rights Commission Stop & Think report

DATE: 4th December 2010

Action No.	Work In Progress/ Areas for Improvement	Delivery Lead	Target Date	Force Current Position 'Where we are now?'	Gap Analysis 'What we need to do in order to be compliant? – plus any cost or business planning implications'
EHRC Undertakings					
U1	Not to commit any unlawful act of direct or indirect race discrimination contrary to sections 4, 9, 13 or 19, 29, 42 and 109 ² of the Equality Act 2010 in relation to the exercise of those powers granted to police officers in LC by section 1 of the Police and Criminal Evidence Act 1984 to detain a person or vehicle for the purposes of searching that person or vehicle or anything that is in or on such a vehicle (the S and S powers);	ACC Morgan	Ongoing	The Force agrees to this undertaking. It equates to existing legal obligations.	
U2	Not to fail to have due regard to the need to eliminate unlawful discrimination and victimisation and to promote equality of	ACC Morgan	Ongoing	The Force agrees to this undertaking. It equates to existing legal obligations.	

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	opportunity and good relations between persons of different racial groups within the area of LC whenever using the S and S powers or formulating or reviewing policy or practice in respect of those powers, until such time as this Agreement ends or section 71 of the Race Relations Act 1976 is repealed (whichever is the sooner); -				
U3	From such time as section 71 of the Race Relations Act 1976 is repealed and section 149 of the Equality Act 2010 comes into force, not to fail to have due regard to the need to – “(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act; (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.	ACC Morgan	Ongoing	The Force agrees to this undertaking. It equates to existing legal obligations.	
Training					
RT1 (12)	To undertake a force wide training programme on the proper use of the S and S powers in accordance with PACE Code A and the impact on good race relations and equality of opportunity on the abuse of the power, in accordance with best practice (including all guidance from ACPO and the NPIA) and as agreed specifically by the Commission.	John Bill	To be completed within three months of the commencement of this (timings to be discussed)	Learning needs analysis commissioned and being led by John Bill and Sarah Pinner (L&D). This will inform the training that will take place in the New Year. Update 14/04/2011. ACC Morgan agrees to stop search training being delivered alongside wider search training as part of a 2 day course. CI	A meeting has been requested with EHRC to facilitate progress on a number of action plan actions. Provisional dates are 25/6/7 January 2011. Focus groups to inform the LNA to take place in

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				<p>Glynn to deliver stop search element alongside skills trainers.</p> <p>Training delivery to be completed by end of September as amended in EHRC agreement. Training to be backed up by briefings from LPU Commanders and OCIs to staff on BCU. NG.</p> <p>Update 31/10/11. Training is well underway with over 500 officers having been trained. Supt Ball is producing a report for November Exec Group to set out the plan for getting the rest of the frontline officers trained, incorporating the targeting of officers who use the stop search power more frequently.</p>	<p>New Year (2011).</p> <p>Update: TNA being carried out through structured focus groups of SPCs; PCs; PSs; LPU Commanders; Operations Dept Staff; Trainers.</p> <p>These will be scheduled between 10th and 24th January. Analysis will be completed for 1st February.</p> <p>Outline programme has been drafted based on the EHRC report and other TVP's plans; this will be subject to the TNA outcome. A visit to Hampshire is being planned for early February to share their work. JB</p> <p>Similar LNA focus group process will take place at PAGRE on 09/02/11 as part of community consultation process. NG.</p>

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Complaints					
KC1 (6)	To record centrally all complaints about the use of such S and S powers whether made orally or in writing or by electronic means and to follow up on such complaints by identifying specifically the exercise of the power.	Ch Supt Rollings	Continuous	<p>This monitoring already takes place. There have been 8 complaints made directly relating to the use of stop search powers in 2008 and 2009 (2 in 2008, 6 in 2009). None of these complaints were made by Black or Asian people.</p> <p>Update 18/02/2011. NG. PSD commissioned to review complaints from 2009 and 2010 to date to establish if any SS related complaints were missed. SS Complaints now to be included on the PSD monthly performance framework.</p> <p>Update 24/03/2011 NG. Review of complaints completed, this has identified 8 additional complaints that were not originally classified as stop search related. PSD have changed processes to ensure that such complaints are now correctly classified, assessed separately and that SS lead is informed. SS complaints are now monitored as a separate category within PSD monthly performance regime. No areas for concern have arisen as a result of the additional complaints identified.</p>	In order to better understand this area of business PSD will undertake to do analysis of complaints made regarding incivility, rudeness and establish any links with stop searches.

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KC2 (7)	To address any case in which a person or vehicle has been stopped and searched where it is not entirely clear that the stop and search was in accordance with the S and S powers and the PACE Code A.	Ch Supt Rollings	Within one month of each quarterly review (action 5 above).	<p>As well as being monitored through complaints relating to stop search, the supervisory procedures in place also identify potential misuse of stop search powers.</p> <p>Update 06/01/11. Business process review meeting with IT, FIB, Corp Services, Performance Review. Process mapping identifies a number of inefficiencies and risks in the stop search process.</p> <p>Update 24/03/2011 NG. Review of complaints completed, this has identified 8 additional complaints that were not originally classified as stop search related. PSD have changed processes to ensure that such complaints are now correctly classified, assessed separately and that SS lead is informed. SS complaints are now monitored as a separate category within PSD monthly performance regime. No areas for concern have arisen as a result of the additional complaints identified. The PSD element of this action is complete.</p>	A review and development of the business processes surrounding stop search, including the recording of where potential misuse of stop search powers have been identified by a supervisor and addressed by them without reference to PSD (for example where the original grounds on a form did not appear to the supervisor to be sufficient and/or reasonable).
KC3 (17)	ACTION [NOT TO BE TAKEN] The fabrication of any ground for the use of Stop and Search powers.	Ch Supt Rollings	Forthwith on making this Agreement	There is nothing to suggest that this occurs, any such activity will be picked up by ongoing supervision	The revised stop search policy and procedure will provide reassurance that

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				<p>and PSD and investigated as appropriate.</p> <p>Update November 2011. Whilst a new policy has not yet been agreed it is clear that fabrication of grounds by any officer is contrary to PACE. The Force has made significant improvements to the process surrounding stop search forms, the form has been improved providing more speace for grounds to be recorded by the officer. In addition all grounds are now recorded centrally and quality can be assessed centrally, with an ability for each individual set of grounds to be scrutinised. This system, in place since May 2011 has informed the ongoing training programme, where the quality of grounds is covered as a key issue. It has also allowed for</p>	such practices are not taking place.
Intelligence					
T1 (13)	ACTION [NOT TO BE TAKEN] - Using previous proven criminal conduct as a factor in determining whether or not to use S and S powers	Ch Supt Masters	Forthwith on making this Agreement	There is a need for clarity regarding this and exactly what is intended. Code A of PACE states the following <i>“Reasonable suspicion can never be supported on the basis of personal factors. It must rely on intelligence or information about, or some specific behaviour by, the person concerned. For example, other than</i>	A meeting has been requested with EHRC to facilitate progress on a number of action plan actions. Provisional dates are 25/6/7 January 2011. Clarity will be sought regarding this specific action and the

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				<p><i>in a witness description of a suspect, a person's race, age, appearance, or the fact that the person is known to have a previous conviction, cannot be used alone or in combination with each other, or in combination with any other factor, as the reason for searching that person."</i></p> <p>This question is subject to national debate between the Home Office, EHRC and CC Craig Mackey, SS ACPO lead. The Force will await formal guidance from that debate, whilst in the interim accepting that previous criminal conduct alone cannot determine the use of SS powers.</p> <p>Update October 2011. Whilst no clarity has yet been provided regarding the legal position in this section it is made clear in training that comprehensive grounds are required before a stop search can take place and that compliance with the law is non-negotiable in that regard.</p>	<p>legal implications thereof.</p> <p>Careful consideration needs to be given as to how this is communicated and how it forms part of subsequent training.</p>
T2 (15)	ACTION [NOT TO BE TAKEN] Permitting officers in any way to use S and S powers merely to seek to obtain intelligence.	Ch Supt Masters	Forthwith on making this Agreement	Any such misuse of powers will be identified as a result of existing supervisory processes, see Action 7 above.	A review and development of the business processes surrounding stop search, including the recording of

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				<p>This risk is mitigated by the QAG which meets on a monthly basis and will be further mitigated by the introduction of the StopWatch group.</p> <p>Reviews of all stop search complaints have not found any incidence of this occurring.</p> <p>This issue will be addressed during stop search training which commences in May 2011.</p> <p>Update October 2011. These issues are being addressed by training and by the increased oversight of stop searches now in place. This specific point is made and the training has been extended to intelligence analysts and senior analysts to reinforce this message. This action will be complete once the training programme has been completed.</p>	<p>where potential misuse of stop search powers have been identified by a supervisor and addressed by them without reference to PSD (for example where the original grounds on a form did not appear to the supervisor to be sufficient and/or reasonable).</p>
T3 (T4)	<p>City and County Intelligence Hubs- <i>Ensuring no indirect discrimination in briefing materials</i></p> <ul style="list-style-type: none"> To review criteria for inclusion of suspects within intelligence products and briefings to ensure that any item that may provide grounds to stop and search is based on corroborated intelligence <i>as opposed to purely previous convictions.</i> 	Insp Vivian	01/01/11	<p>Update – Rob Vivian 05/01/11. Briefing materials on Taskmaster are generally NIM compliant without conducting a comprehensive review.</p> <p>Update September 2011. Ch Supt Masters has conducted a comprehensive review of all intelligence functions as it relates to stop search. This has been shared</p>	<p>Guidance to be given out to tasking and briefing officers to ensure future compliance. DIP sampling to be considered.</p>

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				with ACC Steph Morgan, and it is clear that there were no discriminatory issues discovered as a result of the review. The extension of the stop search training programme to intelligence professionals has augmented this and this action will be completed once the training programme has been completed.	
T4 (T6)	RRD team – <ul style="list-style-type: none"> Following the crime and intelligence review at Action 1 – Is the force compliant in respect of the disposal of outdated or inaccurate information that may feed into briefing systems or give grounds for stop search. 	Insp Vivian	01/01/11	Update 05/01/11. Currently under review. Guidance has been given to intelligence assistances re the need to dispose of inaccurate intelligence. Action ongoing – whilst pending finalisation of T1, RRD process is accurate and effective. Update September 2011. Ch Supt Masters has conducted a comprehensive review of all intelligence functions as it relates to stop search. This has been shared with ACC Steph Morgan, and it is clear that there were no discriminatory issues discovered as a result of the review. The extension of the stop search training programme to intelligence professionals has augmented this and this action will be completed once the training programme has	Guidance to be provided to tasking and briefing officers to review intelligence prior to wider dissemination.

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				been completed.	
T5 (T7)	RRD team – <ul style="list-style-type: none"> Review and ensure that there is no indirect discrimination arising from the results of the Force's crime and intelligence IT search engines. (Genie 2) that could wrongly direct stop search activity. 	Insp Vivian	01/01/11	Update Rob Vivian 05/01/11. Currently not under review. Update September 2011. Ch Supt Masters has conducted a comprehensive review of all intelligence functions as it relates to stop search. This has been shared with ACC Steph Morgan, and it is clear that there were no discriminatory issues discovered as a result of the review. The extension of the stop search training programme to intelligence professionals has augmented this and this action will be completed once the training programme has been completed.	Review of system and process being undertaken to assess the possibility of indirect discrimination taking place. Ongoing
T6 (ICT2)	Develop GENIE2 to search (and link) stop search data.	Ian Webb	3-6 months from approval.	The approach will depend on whether we link GENIE to the existing database or CIS. Update September 2011. Genie 2 now developed to capture stop search data from a Genie 2 search.	Need to decide whether we continue with the existing database or use CIS (or something else). Opportunity costs only.
Culture					
C1 (1)	To specify in writing in a policy statement the criteria that are to be used in all cases by all officers of the Leicestershire Police Force in exercising powers under section 1 of the Police and Criminal Evidence Act 1984 to stop and	Ch Insp Glynn	01/03/2011	The Force Policy, 'Street Intervention Policy' was last reviewed in 2005. It is no longer available on the intranet and is appended to this action plan (Appendix 1).	Policy to be reviewed, procedure to be written and both to be published and circulated appropriately. The

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	search (“S and S powers”) that confirms precisely to an up to date Police and Criminal Evidence Act 1984 Code of Practice A			<p>This action is not achievable by the target date of 010111 however the initial review has commenced. A first draft will be circulated for comment, with a revised draft to be circulated to partners for further discussion in January 2011.</p> <p>Update 14/01/11. The review of Force policy will be supported by the introduction of Next Steps and will incorporate community involvement in the revised format. It is prudent to ensure that the policy is appropriate and takes into account views of community, PAGRE and other interested parties. NG.</p> <p>Update 16/02/2011 NG. Formulation of a new formal policy will be developed once the feedback from the NPIA Next Steps healthcheck have been received. The StopWatch group will assist in this task.</p> <p>Update November 2011. It was agreed that the policy and procedure would follow new activity and approach to stop search rather than a new procedure/policy driving the activity. The stop search work is subject to a monthly Gold Group and</p>	<p>review needs to include feedback from communities on what the policy (and associated procedure) should contain.</p>

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				a monthly update is given to Executive Group. The SSRG has agreed to consider a draft new procedure in December, and it is anticipated a new procedure will be in place in January 2012. NG.	
C2 (4)	To designate an ACPO rank officer to be responsible for the force achieving the above objective	Ch Supt Feavour		Complete. ACC Steph Morgan.	
C3 (11)	To forbid all senior officers from indicating either formally or informally any target for, or expectation as to, the number of uses of the S and S powers by [Junior] officers in any period of time; to communicate this as a force order to all officers and to require all senior officers to communicate orally to all more junior officers the effect of this force order	Ch Supt Feavour	Within four weeks of the commencement of this Agreement.	<p>There are no formal stop search targets in place indicating that there is any requirement for officers to carry out a specific number of stop searches.</p> <p>The number of searches is however included in 'Officer Performance Measures' on the Management Information Gateway (MIG) in the following categories:</p> <ul style="list-style-type: none"> • Person P1s • P1 Arrests (Arrests resulting from Person Search) • P1 Arrest rate % (Person Search Arrests as % of Person Search, also known as 'Conversion Rate') • Vehicle P1s <p>Performance measurement of the</p>	To include clear guidance within revised stop search policy and procedure (Action 1 above), within training and in Chief Officer messages and latest news items as part of the communications strategy.

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				<p>above also takes place on LPUs as part of local performance monitoring.</p> <p>UPDATE: 10/12/10. Chief Officer message and Latest News item published on 10/12/10. Final sentence is</p> <p><i>“Please remember, it’s the quality not the quantity of stop searches that counts.”</i></p> <p>UPDATE: 23/12/10. Latest News article viewed 2026 times.</p> <p>Update – Jan 2011. Article removed having been viewed 3500 times.</p> <p>Update 09/02/2011 NG. Number of person P1s (stop searches), vehicle P1s and number of P1 arrests removed from MIG, arrest percentage retained.</p> <p>31/03/2011. Letter sent by CC to all supervisors outlining approach to stop search and making it clear that quality and legality are important. Made clear that quantity is not what senior officers require or seek. This message will be reinforced during stop search training and Insp briefings to staff, commencing in</p>	

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				<p>May 2011.</p> <p>Update November 2011. The quality not quantity message is reinforced in training and all communications relating to stop search. The number of stop searches has reduced from close to 30,000 to 15,000 over the last 12 months. This action can be considered complete when the stop search training is completed. Ch Insp Glynn is providing inputs to City response officers at briefings to augment the training. NG.</p>	
C4 (C4)	Stop Search 'customer call-backs'	Ch Insp Glynn	01/02/2011	<p>These will be developed along the principles as existing customer call-backs, within Service Improvement, using similar methodology and principles.</p> <p>The results will inform ongoing training, the CIA and will allow for feedback to individual officers and teams.</p> <p>Initial meeting arranged for 06/01/2011 to progress. Meeting took place on 05/01/2011. Identified 3 key requirements for telephone surveys:-</p> <ul style="list-style-type: none"> • Name • Date of search • Phone number 	<p>Stop Search call backs to be part of standard surveying regime.</p> <p>Outcomes effectively feeding into stop search processes and having a positive impact on organisational culture.</p>

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				<p>The phone number is not recorded at present on P1 and is not available as a search criteria on CIS(?). Jo Ingall to speak to Rob Vivian re this and also to establish how the data can be extracted.</p> <p>Jo Ingall also liaise with WYP to get learning from their paper survey, in knowledge that paper survey has only very small response rate (hence the desire to do phone surveys).</p> <p>Criteria for phone surveys are</p> <ol style="list-style-type: none"> 1. treatment 2. paperwork compliance 3. GOWISE compliance with focus on Grounds and Object. <p>Update 16/02/2011 NG. This work is contingent on obtaining the searchees phone number and other criteria outlined at Gold Group. This will be considered during future developments of the SS form and process but StopWatch group, complaints processes and Quality Assurance group.</p> <p>Update November 2011. Now that the new stop searches are providing the ability to record phone numbers</p>	

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				a business case will be put forward to consider the implementation of this approach. There may be opportunities to link this to academic research or oversight to extract maximum benefit from this activity. NG.	
C5 (C5)	Next Steps Programme	Ch Insp Glynn	31/03/2011	<p>Update 05/01/2011. Spoke to Mike Ainsworth, initial meeting planned for 12/01/2011 at Marsham Street to discuss NPIA plan and way forward for Next steps in Leicestershire. Following this Mike and his team will visit Leics to visit key individuals including Sarah Pinner (L&D).</p> <p>Update NG. Next Steps carrying out Health Check from w/c 14th February 2011 over two weeks (5 days). Health Check programme to be discussed at Gold Group 1 February 2011.</p> <p>Update NG 22/02/2011. Next Steps to produce report and recommendations for Force 1st week in March.</p> <p>Update April 2011. Next Steps reinforced findings made during the learning needs analysis process. No further direct work will be carried out with Next Steps but any effective</p>	

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				practice or good ideas emanating from our work will be shared with the ACPO Stop Search lead Craig Mackey.	
C6 (T9)	CMC Review of procedure for suspect description circulations <i>Being aware of the communities racial biases</i> Review the procedure, and format by which suspect descriptions are circulated in order to ensure that they are based on verifiable intelligence	Supt Cottrill	01/02/11	Analysis being commissioned to understand whether there exists any element of racial bias in Incident data leading to Suspect Circulations. Of specific note are suspicious incidents. Update November 2011. Due to a number of significant changes in CMC, including the introduction of new systems this work has not yet been completed. Now that stop searches occur less frequently there is an opportunity for this work to be commissioned. NG.	
Performance					
P1 (2)	To include in such a policy (action [1] above) the adoption of a specific formal aim of reducing race disproportionally in the use of stop and search	Ch Insp Glynn	01/01/2011	See action 1 above	Policy to be reviewed, procedure to be written and both to be published and circulated appropriately.
P2 (3)	To draw up a timetabled measurable target, and action plan for this reduction	Ch Supt Feavour	01/01/2011	Action plan created, living document managed by Ch Insp Glynn. Agreement for measurable target will be discussed with EHRC and other partners before being agreed and implemented.	Action plan to be subject to monthly review. Any target to be agreed, incorporated into policy and procedure and form part of training package.

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				<p>Update 21/01/11. Revised action plan received from EHRC. Minor amendments requested and provided by EHRC.</p> <p>Update 24/01/11. Awaiting confirmation of formal meeting with EHRC on 27/01/11 where this and other specific actions will be discussed to obtain further clarity and agreement. NG.</p> <p>This action is still subject to negotiation with EHRC. NG 20/02/2011.</p> <p>15/04/2011. Force now entered into signed agreement with EHRC. Targets are B/W 3.1 and A/W 1.0. NG.</p> <p>Delivery group action plan in place and subject to monthly meetings. NG.</p>	
P3 (5)	<p>To monitor every [three] months every use of Stop and Search powers within Leicestershire Constabulary and to analyse the product of that monitoring by</p> <ul style="list-style-type: none"> • Reasons given for each such use, • Reference to the specific location, • The time of day, • The gender and ethnicity of the officer using the power, 	Ch Supt Masters	01/01/2011 and quarterly thereafter	<p>See action T2 below.</p> <p>Proposal discussed with Business Lead to work with both BCUs in forming a quality assurance panel in which a random selection of Stop & Search Forms are assessed for accuracy & data quality, analysed and then the grounds discussed in greater detail with eh searching</p>	

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	<ul style="list-style-type: none"> • The gender and ethnicity of the person who is stopped or whose vehicle is stopped, • What was found, • Whether any arrest followed as a direct result of the use of Stop and Search power, and (if so) the class of criminal activity to which the arrest related (e.g. class A drugs, burglary, offense against the person) • Comparison with the gender and ethnicity of the persons arrested (without use of such powers) in the same area over the same period, and • Identifying all and any disproportionality in the use of the Stop and Search powers over such period and the causes of such outcome. 			<p>officer and if appropriate the supervisor who counter-signed the form on submission.</p> <p>Sample size calculations show that to achieve a 95% confidence level that a sample size of 50 incidents will be required.</p> <p>A written report of the findings will be circulated to managers each month.</p> <p>The final bullet point (9) requiring that the Causes of any disproportionality are identified and defined is unachievable to deliver.</p> <p>Update June 2011. Quarterly report process is now in place where all elements outlined are reported on directly to EHRC and the report is shared with the SSRG. NG.</p>	
P4 (9)	To discuss the outcome of the monitoring analysis and consultation within the ACPO command group in the force and with a nominated officer of the Commission.	Ch Supt Feavour	Within four weeks of the conclusion of each such quarterly period	<p>Stop Search is discussed at Performance Delivery Group (PDG - Performance), Safer and Confident Communities Board (SCCB – governance) and Strategic Equality & Confidence Board (SECB – Equality). This has also been discussed at Executive Group.</p> <p>Update 01/02/2011 from Executive Group. Stop Search performance</p>	<p>The specifics emanating from the above monitoring will be subject to discussion at Exec Group as well as ongoing inclusion at PDG, SCCB and SECB.</p> <p>A meeting has been requested with EHRC to facilitate progress on a</p>

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				will be monitored at Executive Group and at SCCB. NG. The monitoring analysis is subject to monthly Gold Group and Executive group scrutiny. Phil Pavey from EHRC invited to attend quarterly Gold Group meetings.	number of action plan actions. Provisional dates are 25/6/7 January 2011. Arrangements for an EHRC meeting with ACPO to discuss monitoring outcomes will be agreed at this meeting.
P5 (14)	ACTION [NOT TO BE TAKEN] Requiring formally or informally any officer to confirm to an expectation or target as to the use of S and S powers.	Ch Supt Feavour	Forthwith on making this Agreement	See Action 11 above.	Revised Stop Search policy and procedure.
P6 (16)	ACTION [NOT TO BE TAKEN] Any use in any context by any senior officer of the number of occasions on which an [junior] officer has used S and S powers as an indicator of the performance that officer for purposes such as recommendations for commendations, annual performance review or similar.	Ch Supt Feavour	Forthwith on making this Agreement	See Action 11 above. This principle is included in stop search training and in all communications regarding stop search.	Revised Stop Search policy and procedure. Stop Search training programme.
P7 (T1)	Risk Assessment Unit – <i>Do we understand what causes disproportionately in stop searches?</i> 1. Analysis of data held within crime and intelligence systems – incl. data quality assessment, proportionality amongst suspect descriptions and policies associated with suspect circulations 2. Comparison with accurate demographic models of Leicester, Leicestershire and & Rutland	Insp Russell	01/04/11	Detailed analysis of Stop & Search data has been completed as part of the initial submission to the EHRC and also for the last SECB. A number of explanations and challenges have been provided to agencies including the Commission. Bullet Point 1: The quality of inputted data is varied	

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	<ul style="list-style-type: none"> 3. Review of how and where we get the grounds to search from? Suspect descriptions, witnesses, CCTV – Is there disproportionality in this data? 4. Mapping of crime types associated with stop search and where the crimes and searches are completed 5. Assess alongside conversion rates throughout the local CJ process 			<p>and has margins of error.</p> <p>Assessment of individual suspect descriptions is a large element of work – particularly if trying to compare proportionality in circulated descriptions to both (a) population data and (b) actual suspect & offender descriptions as recorded on CIS – i.e are circulation proportionate or not in relation to both elements.</p> <p>As part of the Stop & Search Review Panel, work is being commissioned using Call Management data to understand ethnicity issues for “Suspicious Person” incidents.</p> <p>Bullet Point 2: Accurate demographic models are either unattainable, or are estimations with a large margin of error that there is no effective method of replicating the 2001 Census data until the 2011 Census is run. Estimates of population change within the city provided by city council have been worked through. We will always endeavour to use the most accurate data set which can be referenced / provenanced.</p>	

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				<p>Bullet Point 3: This element is assessed as being possible at 1st line supervisor level in assessing grounds with the officer as the QA process prior to initial submission.</p> <p>There is no data set to provide an answer to this.</p> <p>Proposal discussed with Business Lead to work with both BCUs in forming a quality assurance panel in which a random selection of Stop & Search Forms are assessed for accuracy & data quality, analysed and then the grounds discussed in greater detail with eh searching officer and if appropriate the supervisor who counter-signed the form on submission.</p> <p>Bullet Point 4: Action in progress using CJ data to examine proportionality issues within police elements of CJ process.</p> <p>November 2011 update. The Force is now entering Phase 2 of the stop search action. This involves continuing to focus on effectiveness whilst looking in more detail at</p>	

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				where, when and why disproportionality exists within the Force's use of stop search powers. NG.	
P8 (T3)	Risk Assessment Unit – Supporting Continuous Improvement <ul style="list-style-type: none"> Provide performance summaries of stop search activity as defined in Action 2 to the appropriate corporate governance board that will oversee the future development of stop and search 		01/01/11	Action underway supporting SSCB, Force Tasking & where appropriate Police Authority meetings.	
P9 (T8)	Dynamic assessment of stop search activity- <ul style="list-style-type: none"> Review of stop search activity as part of the Force DMM and WIM 	Supt Stott	Ongoing from 01/01/11	Action ongoing – once revised data collection methodology has been implemented by SIU, this should reduce data QA issues and in utilisation of CIS included, then mapping data could be delivered. Update November 2011.	
Stakeholder Engagement					
E1 (8)	To discuss with a representative group of stakeholders a published report of the outcome of such monitoring and analysis and to record their views of the impact of the use of S and S powers on the local community.	Ch Supt Feavoyour/ BCU Commanders	Within four weeks of the conclusion of each such quarterly period.	These groups are not in existence yet, although at a strategic level PAGRE exists to monitor equality related matters including stop search. PAGRE will continue to have an overarching strategic scrutiny of stops search. Update 17/02/2011 NG. Agreement reached with 2 BCUs that a joint	Initial proposal is for the creation of a 'StopWatch' approach on the City and Counties i.e. separate groups of the right people from the community to scrutinise stop searches and provide the Force with feedback and counsel.

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				<p>StopWatch group will be established. This group will also support policy and operational developments on an ongoing basis.</p> <p>Update 12/04/2011. NG. TREC, ACCF management board and national StopWatch group all involved in creation of Leics group. ISCRE in Suffolk also advising on ToRs and support provided.</p> <p>Update June 2011. Stop Search Reference Group in place, meetings are minuted and Terms of Reference being agreed.</p> <p>Update July 2011. SSRG ToR's agreed with membership.</p> <p>Update September 2011. SSRG now chaired independently by member of the SSRG, with commissioning coming from the group. NG.</p>	<p>These groups will view and feedback on redacted forms to have a discussion regarding whether the grounds provided were reasonable. In addition there will be examination of a number of redacted forms to scrutinise the accuracy with which the forms have been completed.</p>
E2 (C3)	Stop Search Community Impact assessment (CIA)	Ch Insp Glynn	Ongoing	<p>CIA created and commenced on Taskmaster.</p> <p>Community Impact Assessment commenced on 30/11/10.</p>	Ongoing review of CIA required.
Actions Specifically Related to the Equalities and Human Rights Commission (EHRC)					
R1 (10)	To undertake an equality impact assessment	Ch Supt	Six monthly	Community Impact Assessment	Full review of community

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	on the use of the powers within four weeks of the end of every two quarterly periods and to discuss the same with the nominated officers of the Commission.	Haward		<p>commenced on 30/11/10. Held on Taskmaster and owned by Ch Insp Glynn. This will inform the CIA outlined within this action.</p> <p>November 2011. This task is with Lynne Woodward, Equality Officer. This will need to incorporate the impact of the decision to 'wait and see' in relation to recording stop and account.</p>	<p>impact of stop search to be carried out before the end of July 2011.</p>
Stop Search Business Process					
B1 (C2)	Review of business process relating to stop search.	Ch Insp Glynn		<p>Some of the stop search business process is contained within the 'Street Interventions' Policy (Appendix 1).</p> <p>Meeting planned for 06/01/11 to take this forward.</p> <p>The meeting identified a number of gaps in the business process. CI Glynn to chair delivery group which will oversee improvements to the stop search business process. There is a need for a short/medium/long term plan, to identify some quick wins and examine possible IT solutions.</p> <p>08/02/2011. Meeting held Insp Luke Russell and C/I Glynn. See action</p>	<p>Business process needs to be contained within a Force Procedure, aligned to a revised Force Stop Search Policy.</p>

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				<p>P3 (5) above.</p> <p>Following actions agreed:-</p> <ol style="list-style-type: none"> 1. Insp Russell to map out business process, including Tasking, BCU and Corp Dev involvement and ownership. 2. Stop Search QA process. Insp Russell to compile terms of reference and implement series of meetings to achieve this. Each meeting will be summarised with a written summary of findings which will be submitted to Delivery Group. Aim for first run of 50 forms to be completed by the end of February 2011. <p>Update NG 17/02/2011. NG to provide briefing paper and proposals to Gold Group 02/03/2011.</p> <p>Update November 2011. Significant changes have been made to business processes and these are still being refined. All data entry has been centralised, a new form has been introduced, electronic recording of stop search recording about to be rolled out with BlackBerry and MDT following</p>	

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				successful trial. Further developments to process being managed by the SSDG as and when necessary with oversight maintained by Gold Group. NG.	
B2 (T2)	<p>Risk Assessment Unit- Improved management of the stop search tactic</p> <ol style="list-style-type: none"> 1. Review the data collection methodology and diagnostic performance information available on Force IT systems in relation to stop and search activity 2. Ensure that operational managers have access to information that includes: <ol style="list-style-type: none"> a. Reason b. Location – linked to mapping and crime types c. Time d. Gender and ethnicity e. Outcome – Incl. items recovered/arrest and offence type f. Comparison of arrest data for gender and race between other police tactics against stop search 	Insp Russell	01/01/11	<p>Bullet Point 1: Action underway with Service Improvement Unit, lead officer Ch Insp Glynn, to review and implement changes to the Stop & Search Procedure & methodology managing the process of data collection – including any changes to the forms and IT database.</p> <p>Bullet Point 2: Action complete – Data is already shown within the MIG.</p> <p>This presentation of data will be reviewed and updated to ensure that Stop & Search data is more easily accessible and has a higher profile within the MIG website.</p> <p>Update 09/02/2011 NG. Number of person P1s (stop searches), vehicle P1s and number of P1 arrests removed from MIG, arrest percentage retained.</p> <p>Update 04/04/2011. Arrest rate %</p>	

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				<p>removed from MIG following feedback from delivery group. Jonathan White constructing new management information dashboard for stop search, due for roll-out mid May 2011.</p> <p>Update November 2011. Dashboard created, decision to be made on access to dashboard at Nov 20 Gold Group as there are MoPI and Data protection issues to consider. Action will be complete once this decision has been taken and implemented.</p>	
B3 (ICT1)	Work with Colin Stott to review the capability of the Stop Search functionality and CIS with a view to reducing the bureaucracy of data capture and improving the available of stop data as intelligence.	David Lee	3 months from approval.	<p><i>We have established that the software works. It may be necessary to disable some tasking.</i></p> <p>Update 17/02/2011 NG. from SS Delivery Group, TG agreed to formation of working group to look at initial and longer term implementation of CIS Stop Search facility.</p> <p>This action has been superseded by the development of browser based stop search recording facility.</p>	Need to consider training requirements and any back record conversion that may be necessary. Opportunity costs only.
B4 (ICT3)	Consider managed service to input data from forms (either all forms or foot officers based on decision at 1 above). Indicative costs suggest a managed service to capture data into a database would be about 70p per stop.	Tim Glover	3 months from approval.	This action is on hold whilst other options are explored.	

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B5 (ICT4)	Consider development of Blackberry app to conduct GENIE searches and capture stop search data. Indicative costs 50-100K. 2-3 existing applications are available but we should probably avoid because they use proprietary Blackberry technology and require rewriting every 2-3 years. New development based on HTML and/or citrix client could be device independent	Tim Glover	6-12 months from approval.	October 2011 update. The development and testing of this product was successful and progress will now be made to roll this option for stop searches out across the Force. This will allow BlackBerry and MDT data entry.	50-100K
Media and Marketing					
M1	Communications strategy to cover all matters relating to Stop Search.	Ch Insp Keenan	28/02/2011	Update 21/02/2011 NG. Draft Comms Strategy out for consultation. 28/03/2011. Update NG. Comms plan in place to incorporate Chief Constable's letter to staff. Includes latest news, tip of the day. Website to be created by mid-May to provide resource for internal staff with a view to this becoming an external facing site as well in time. Update October 2011. Comms strategy in place for all stop search related issues. External website www.leics.police.uk/stopsearch live.	No formal strategy in place. There are opportunities to develop a strategy which engages with local communities to promote the benefits of Stop Search and provide context for Stop Search data.
Operations					
H1 (T5)	Centralised Operations Planning – <ul style="list-style-type: none"> Ensure no indirect discrimination in 	Insp Gormley	01/01/11	<i>All Operations completed at this time consider ECHR and if required a</i>	

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	operational orders – especially those linked to stop and search based tactics and recognising links with Action 4			<p><i>community impact assessment is completed. Generally unless searching of persons is a specific part of the operation this is not referred to within the Operational Order. If the operation is specific to an area and a description of a suspect is known then the operational order will remind officers of S and S policy/powers. An example – 'Any Pace searches or Stop/Account checks carried out as a result of this operation will meet with Force and National guidelines. All search records will be clearly marked "OPERATION ?" for auditing purposes'</i></p> <p><i>This is linked to the following actions. Action 1 and 2 as the policy is not available on the intranet due to it being reviewed.</i></p> <p><i>Action 5 if searches are linked to an operation the name is recorded on the P1 form for auditing.</i></p> <p><i>Action 10 if the operation is linked to the CIA then results may be considered and recorded on the CIA.</i></p> <p><i>Action T4 under the title ADMINISTRATION within the operational order there is reference to briefings. The information required for the briefing will be contained</i></p>	

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				<p><i>within the information of the order or if restricted then it will be contained within a restricted appendix or on taskmaster for officers to take into account when searching.</i> Action continuing.</p> <p>Consideration being made to include a specific line of text within all Op Orders supporting the 'Standard' briefing regarding Community & Race Relations and addressing the Use of Police Powers.</p> <p>Update July 2011. Specific wording added to all operational orders that might precipitate stop searches. Specific briefing added in relation to Section 60 searches, authorisation form updated.</p>	
Criminal Justice					
CJ1	Develop the current NSPIS custody system to identify those arrests made as a result of a stop/stop and search.	Supt Phil Whiteley	31/03/11	Interim process in place to capture custody data.	
CJ2	Develop the new Niche custody system to identify those arrests made as a result of a stop/stop and search.	Supt Phil Whiteley	May 2012	Request made to include this facility in Niche.	

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CJ3	Provide training to Custody officers with regard to the implications of Code A to custody working practices.	Supt Phil Whiteley	31/03/11	Update June 2011. Completed.	