

STOP & SEARCH INSPECTION 2012 IMPROVEMENT PLAN

SCT Portfolio Owner: ACC Operations

Detailed Force Feedback

Improvement Plan Owner: Supt John Conaghan

Ref	Area for Improvement	Action Owner	Due Date	Progress Update	Latest Update	Date of Update	Complete Yes/No	RAG Status
Does the force use stop and search effectively and fairly in the fight against crime?								
Leadership & Governance								
pg 5	All staff that we spoke to during the inspection were able to name the chief officer responsible for stop and search, which indicates that the role is given a degree of visibility and profile. However, they were unable to express what key messages had been cascaded from leaders about how stop and search powers should be used. This was recognised by the force and clearer messages about how stop and search powers should be used is a key element of a development plan that is being overseen by the strategic lead.	Supt John Conaghan	30-Sep-13	The Stop & Search Steering Group provides clear direction and key messages on stop & search; these are cascaded out via Area representatives. The Stop and Search Strategy Group feeds into and supports this process by improving BTP's engagement with its communities. In addition, BTP is developing a Manual of Guidance which will provide both clear strategic direction and clear, comprehensive guidance to officers on all detailed aspects of stop and search. TPSD also plans to develop an improved intranet stop and search page to aid communication of key messages and guidance to frontline officers.	The Stop & Search Manual of Guidance was launched on the 11 November 2013. All aspects of encounters, whether stop and account or stop and search, are covered in the manual. Describing what can be considered reasonable grounds for a stop and search, it highlights the need for objective criteria, such as a suspect description, intelligence or the person's behaviour. Operations has developed and launched a comprehensive 'one stop shop' intranet page on stop and search. This pulls together all relevant guidance, forms and key messages and provides a useful resource for frontline officers, supervisors and management alike. In addition, BTP has implemented a new governance structure, with Superintendent leads on each Division and Chief Inspector SPOCs on each sub-division; these improves not only governance, but also communication of key messages. Finally, FHQ Operations has provided supervisor training to every Sergeant via workshops on all Divisions.	28th-Apr-14	Yes	GREEN
pg 6	BTP work closely at an operational and strategic level with surrounding forces, but this relationship is more prominent in London with the Metropolitan Police's Safer Transport Command. Yet even in London, it remains a real challenge for BTP to seek feedback about their use of stop and search as the views of specific residential communities do not represent the views of their service users. The force interacts with the travelling public at a national level and therefore provides policing services to a transient population. The main geographically based communities are the permanent staff at rail stations and user groups from the rail industry. Whilst this group provides some opportunity for the force to engage and seek feedback about police interactions, it is limited. At St Pancras, however, we found that this engagement had widened to include local businesses, hotels and schools, where community officers give talks on a variety of policing issues including the police use of stop and search.	Supt John Conaghan	31-Mar-14	Feedback in relation to the use of stop and search by BTP is sought via meetings with community representatives at the quarterly Stop and Search Strategy Group meeting. London Underground Area officers also engage with Youth Board representatives and give talks on a variety of policing issues including the police use of stop and search. In addition, TPSD plans to look at developing a survey to capture feedback from individual service users on stop and search.	Operations have worked with Media & Marketing and developed an online survey for service users on stop and search. The new stop and search form developed by Operations includes details of the internet address of this survey so that people searched by BTP can easily provide feedback in relation to their encounter. The new forms have been printed and are being distributed to Divisions in the week commencing 12 May. The online survey is live on BTP's internet site and those searched by BTP officers will be directed to it via the new forms; frontline officers are expected to start using these from 1 June 2014. This has also been communicated via the Newspaper on the Intranet.	13-May-14	Yes	GREEN
Performance Management								
pg 6	BTP were not actively monitoring stop and search activity within a performance management framework. They do not collect or analyse positive outcomes from stop and search encounters or conduct any results analysis to ascertain the effectiveness of stop and search where it is used as part of a tactical plan. However they do collate the number of stops and searches completed and break this down into, ethnicity, location and the legal power used.	Supt John Conaghan	31-Jan-14	BTP's stop and search data pack provides comprehensive management information data, including overview at Force and Area levels on trends, proportionality and arrest rates; this is reviewed at the quarterly Stop & Search Steering Group which is chaired by ACC Operations. This forum is also used to develop training and share good practice forcewide. BTPA's Performance Review Group also carries out detailed work on scrutinising BTP's use of Stop & Search powers and exploring any issues of disproportionality in usage. BTP plans to review and improve scrutiny and performance management of stop and search activity at both Area and Force Headquarters levels.	In addition to the extra governance described above, BTP has implemented a new three tier monitoring process for stop and search activity, to improve supervision, performance management, and analysis of results and trends, as detailed below: • Local review – Sergeants review records of every stop and search conducted by their officers, checking appropriate use of powers and effective recording, keeping a log of their checks for review by Divisional Intelligence Bureau (DIB) and / or Chief Inspector lead. • Divisional review – All stop and search forms are sent in for review at Divisional level for identification of any trends or areas for improvement. The results of this process are fed in to the Chief Inspector leads. • FHQ monitoring and evaluation – All stop and search forms are then sent in batches to Operations each month for review. Operations reviews every individual record, checking appropriate use of powers and effective recording, and chasing up any late submissions. A summary report with the findings of this review is sent to the Superintendent Operations on a monthly basis, with recommendations where appropriate. These recommendations are progressed with Divisions or FHQ Departments as needed; overall findings and progress will be reviewed at the quarterly Steering Group. BTP has included positive outcomes other than arrest on the new stop and search forms and work is ongoing to ensure that these can also be entered onto FIS. Operations is working closely with Divisions to develop and improve results analysis of stop and search activity, in particular linking in to the existing Divisional and FHQ monitoring processes.	28th-Apr-14	Yes	GREEN
pg 6	The force's stop and search development plan, has clear owners and timescales. Within it are several areas that are described as work in progress, for example the issue of new guidance to officers about the effect and fair use of the powers, training using an e-learning package which has been circulated by the National Centre for Applied Learning and Technology (NCALT) and the widening of the public surveys to include questions about stop and search. The force's stop and search steering group, chaired by the ACC, is tracking the progress of actions in the development plan and is holding people to account for its delivery.	Supt John Conaghan	31-Mar-14	TPSD are finalising the stop & search Manual of Guidance with publication expected in end of September 2013. The Manual of Guidance will provide guidance to officers in relation to quality of encounters, appropriate usage of powers, and personal responsibilities. BTP will continue to use packages such as the NCALT Stop & Search Package. NCALT compliance is at 92% average for stop and search across BTP. In addition, TPSD plans to look at developing a survey to capture feedback from individual service users on stop and search.	The Stop & Search Manual of Guidance was launched on the 11 November 2013. All aspects of encounters, whether stop and account or stop and search, are covered in the manual. Describing what can be considered reasonable grounds for a stop and search, it highlights the need for objective criteria, such as a suspect description, intelligence or the person's behaviour. In addition to BASS training, BTP has now developed Behavioural Detection Officer (BDO) training. CTSU leads this training, and is planning its rollout and ongoing development. Operations has also provided detailed training to every Sergeant via workshops on Divisions. This training covered arrests, case file submissions, stop & accounts, stop & searches, supervision and supervisory responsibilities, and reasonable grounds. Operations have worked with Media & Marketing and developed an online survey for service users on stop and search. The new stop and search form developed by Operations includes details of the internet address of this survey so that people searched by BTP can easily provide feedback in relation to their encounter. The new forms have been printed and are being distributed to Divisions in the week commencing 12 May. The online survey is live on BTP's internet site and those searched by BTP officers will be directed to it via the new forms; frontline officers are expected to start using these from 1 June 2014.	13-May-14	No	GREEN
pg 6	The force does not currently track action against risks highlighted through stop and search monitoring. However actions in the development plan are intended to make sure this is done in future.	Supt John Conaghan	31-Mar-14	BTP's ongoing work to develop and communicate a comprehensive Manual of Guidance will include the identification of key risks and guidance on how BTP will mitigate them. BTP also plans to review and improve scrutiny and performance management of stop and search activity at both Area and Force Headquarters levels.	The Stop & Search Manual of Guidance was launched on the 11 November 2013. Work is ongoing to make further improvements to the Manual, and any key changes are communicated through the Steering Group, Divisional leads, and by other relevant communications channels. All aspects of the new three tier monitoring process (supervisory, Divisional and CHQ Operations) are now operational, and are being used to identify risks, take action and monitor progress accordingly (see description above for full details).	28th-Apr-14	No	AMBER
pg 7	The force operates a dual recording system for stop and search. Officers can use a paper form or an electronic Person Digital Application (PDA) to enter details of stops and searches. Approximately 15% of stop and search records are directly entered into the intelligence system by a PDA. The remaining 85% are initially recorded on a paper form and the information is later transferred by the searching officers onto the intelligence system. The paper records are submitted to their supervisors for checking but we found limited evidence of any supervision of the information recorded on the force database.	Supt John Conaghan	31-Dec-13	BTP will also review and explore opportunities to improve the supervision of stop and search encounters recorded using PDAs.	See update below under Supervision and Monitoring for a detailed update on the improvements made in respect of encounters recorded using PDAs.	28th-Apr-14	Yes	GREEN

Ref	Area for Improvement	Action Owner	Due Date	Progress Update	Latest Update	Date of Update	Complete Yes/No	RAG Status
pg 7	The issuing of stop and search authorities under section 60 of the Criminal Justice and Public Order Act 1994 presents a real challenge for BTP. Authorities granted by local forces often incorporate railway stations. In these cases, BTP officers are not always aware that authorities have been granted, who has given the authority or for what purpose. This undermines both the effectiveness of the power and the officers responsible for policing an area where serious violence has occurred or is anticipated. Internally, BTP collate their authorities relating to section 60 Criminal Justice and Public Order Act 1994 centrally, but they do not use the information to test the decision making of the authorising officer, or monitor the effectiveness of the use of this intrusive power. The force has developed new guidance for authorising officers and is planning refresher training for all Superintendents.	Supt John Conaghan	31-Dec-13	BTP will review and improve guidance on (and scrutiny of) section 60 authorisations.	New guidance on section 60 authorisations has been developed and communicated. This guidance emphasises the need for greater supervision (to the standard required by the codes of practice as a minimum) of use and recording stop & search. FHQ Operations reviews every section 60 authorisation, and monitors resulting stop and search activity, providing feedback and guidance to Divisions on either or both as appropriate. The Home Secretary has recently announced the findings of the Home Office consultation on stop and search, including section 60 powers. Many of the improvements already made by BTP on stop and search are well aligned to these proposals, and are likely to mean that BTP has already made significant progress towards implementing the proposed reforms. Nonetheless, Operations is working to review the Home Office findings in detail and to provide recommendations on the further development of BTP's use of stop and search powers accordingly. This will include updating / refreshing Superintendents' knowledge on section 60 authorisations. These recommendations will be reviewed by the ACC Operations, in consultation with FEB where appropriate.	13th-May-14	No	GREEN
Intelligence & Information								
pg 7	Across England and Wales, we found that many forces did not record information or intelligence gathered from their use of stop and search powers to contribute to the force's overall intelligence picture. Intelligence is a valuable by-product of stop and search encounters, but cannot be the purpose of the search (as this would be unlawful). However, overall, we found that forces were not able to demonstrate an approach to using stop and search powers that were based upon knowledge of how to make best use of them to prevent crime and catch criminals.	Supt John Conaghan / D/Supt Paul Shrubsole	30-Sep-13		The FHQ Operations Superintendent has met with the Director of Intelligence and discussed opportunities for improving the strategic use of stop / search data to direct policing operations towards priority crime issues. It was agreed that stop search data is not currently being exploited to its full potential and there is a need for further analysis to identify areas of potential use. BTP is developing plans to map stop and search data against recorded crime, and to use these comparisons to drive further improvements. BTP also plans to explore other opportunities to compare stop search data to intelligence and crime data with the same intention.	13-May-14	No	AMBER
pg 7 - 8	BTP as an organisation, uses intelligence products which are informed by analytical work to drive their operational activities, including tasking and resourcing. However, like many other forces in England and Wales, this does not include analysis of stop and search encounters. BTP are not currently analysing stop and search data to inform officers on how to use the powers more effectively. Encouragingly, the force's development plan for stop and search focuses upon improving the quality of the encounter and includes a recognition of the intelligence opportunities from such interactions. Stop and search records are already inputted onto the force intelligence system and individual records are used to inform the overall intelligence picture. The challenge is for the force to develop a greater understanding of where and how the powers are being used most effectively and fairly.	Supt John Conaghan / D/Supt Paul Shrubsole	30-Sep-13	BTP will consult Areas on current processes through a series of workshops with stop and search practitioners, and will incorporate available best practice in the Manual of Guidance being developed to help drive improvements in the use of intelligence in relation to stop and search. TP will also work with the Crime Department to develop and implement further improvements on this.	Operations is working with Intelligence and Analysis & Performance to establish a way to map stop and search data against crime activity. BTP plans to have completed this work by the end of August 2014.	13-May-14	No	AMBER
pg 8	Stop and search within BTP is not generally used as a specific or directed tactic, rather it is seen as a general power afforded to constables who apply their professional judgement on when it is appropriate to use the powers. Leaders view stop and search as a discretionary power where officers are expected to know their powers and when to apply them. However, HMIC also found that some policing areas within BTP were still focusing on the number of stops and searches carried out by officers, where volume was used as an individual performance measure.	Supt John Conaghan	30-Sep-13	BTP has no policy that specifies the use of any targets in relation to stop and search activity. However, TP will review relevant policy and guidance and will provide and communicate further clarity on this.	BTP does not set targets for stop and search activity; this is made clear in the new Manual of Guidance developed and launched by Operations. In addition, this policy has been explicitly briefed out to Divisional and Sub-Divisional stop and search champions, and to frontline supervisors through a variety of communications channels, including Sergeants training and Divisional briefings.	13-May-14	Yes	GREEN
Training								
pg 9	BTP provide training in behavioural assessment (BAS) as well as stop & search techniques and powers for most operational police officers. BAS is based on behavioural psychology and was originally used by the police service to spot terrorists, but is now used in wider applications to help police officers know how to establish reasonable grounds to exercise the power of stop and search. The programme is designed to demonstrate to officers how suspicious behaviour can be detected through observing peoples emotional reactions to police contact and how to identify stress indicators in people who are doing something that they know is wrong. Officers were enthusiastic about the training given and explained that it gave them confidence to carry out a stop and search encounter. BTP use classroom and practical training for probationers as well as the e-learning package that is provided by NCALT. The force recognises the benefits in extending the behavioural assessment training to supervisors and longer serving officers who had not received it at the time of the inspection.	Supt John Conaghan	31-Mar-14	BTP will continue to monitor national guidance on stop & search training packages from the College of Policing, and use these to ensure that BTP's training is compliant and reflects best practice. BTP will continue to improve its behavioural assessment training, and to roll out this training to all relevant officers.	In addition to BASS training, BTP has now developed Behavioural Detection Officer (BDO) training. CTSU leads this training, and is planning its rollout and ongoing development. Operations has also provided detailed training to every Sergeant via workshops on Divisions. This training covered arrests, case file submissions, stop & accounts, stop & searches, supervision and supervisory responsibilities, and reasonable grounds.	28th-Apr-14	Yes	GREEN
pg 9	BTP use an established intelligence network with other forces to assist in informing officers of crime hotspots and trends. For the policing of pre-planned events, officers are provided with comprehensive briefings that include a reminder of relevant legislation, police powers likely to be used and the desired policing style. However, more could be done in relation to providing officers with information and intelligence at routine daily briefings to support the effective application of stop and search powers as part of their general patrolling activities.	Supt John Conaghan / D/Supt Paul Shrubsole	31-Mar-14	TPSD will look to highlight best practice methods of linking intelligence to the effective use of stop and search powers in the Manual of Guidance being developed.	The completed Manual of Guidance includes guidance on providing effective briefings. Operations has also included guidance on the provision of information and intelligence by supervisors in this respect as a key part of the training that it has provided to all Sergeants. In addition, Operations is continuing meetings with the Director of Intelligence to identify and implement further improvements. Operations has collated views on the revised MOG and a number of amendments are required. The changes will be completed by 26 May 2014.	28th-Apr-14	No	AMBER
Supervision and monitoring								
pg 9 - 10	There is a recognised lack of supervision of stop and search particularly in the "outer reaches" of the large geographic area BTP has to cover. Officers will go for long periods of time without seeing a supervisor, as such, stop and search encounters are not closely monitored or supervised. The force has invested in PDAs for operational officers and this has enabled recording of stop and searches directly onto the force's IT systems. These entries are un-supervised at the point that they are placed onto the IT systems. The force has decided to meet their legal monitoring responsibilities through a process of retrospectively checking, however this process was not embedded at the time of this inspection. They were not discharging their duties according to the code of practice. These responsibilities are important in protecting the public from the misuse of this intrusive power.	Supt John Conaghan / Head of ICT	31-Mar-14	TSPD are currently exploring opportunities to improve the supervision of stop and search encounters recorded via PDAs.	Operations worked with R&D and Technology to develop options to make the improvements required. Capita provided an estimate of £50,000 to allow supervisory access to electronic stop and search forms so they could check and monitor stop and search records directly. This was not considered good value for money by BTP and alternative options were identified to resolve this issue. As a result of this work, Operations has instructed officers using PDAs to print off a copy of each search and pass to their Sergeant for review. This solution has been included in the Manual of Guidance, and guidance has been supplied to officers on how to print the required records.	28th-Apr-14	Yes	GREEN

Ref	Area for Improvement	Action Owner	Due Date	Progress Update	Latest Update	Date of Update	Complete Yes/No	RAG Status
pg 10 -11	Trend analysis to show how stop and search powers are used by the force is not currently being completed but the force performance and audit lead attends the stop and search steering group and the stop, search and account group to provide an update on the data collection which is limited to volume and location. The data presented only separates out stops and searches conducted under section 60 of the Criminal Justice and Public Order Act 1994, all other powers to stop and search are counted together under the heading "reasonable grounds" making it difficult to make informed judgements about what needs to be improved.	Supt John Conaghan / Research & Development Manager	31-Mar-14	TPSD works closely with Analysis & Performance, and Research & Development, to develop and improve the content of the stop & search pack. For example, TPSD plans to break down the different powers used for reasonable grounds searches in the pack (e.g. searches under section 23 Misuse of Drugs Act, and section 1 of PACE), to provide a more detailed picture of the nature of stop and search activity at both Force and Area levels. In addition, TPSD plans to undertake detailed research to identify trends and key drivers influencing stop and search activity for presentation to the quarterly Steering Group.	BTP has made a number of significant improvements to the stop and search pack, including the development of proportionality ratios, the addition of benchmarking data, more detailed breakdowns of key data, and improved clarity and presentation. Operations and Research and Development have undertaken detailed research on a number of key aspects of stop and search. The findings were presented to the Stop and Search Steering Group on 10 February. Members discussed the findings in detail and several actions were agreed to take forward the key points raised. Operations and R&D have held follow up meetings with Divisions to review the detailed findings of the research and develop options to drive improvements; these are now being developed further. In addition, an executive summary of the research has been produced and shared with Steering Group members. This provides a summary of the key points, and acts as a document that Divisions can use for briefing purposes to drive improvements.	23rd-Apr-14	Yes	GREEN
pg 11	The BTP do not request feedback from members of the public who have been subject to a stop and search , although they do seek feedback from groups of people who are more likely to be stopped and searched, e.g. young men.	Supt John Conaghan	31-Mar-14	Feedback in relation to the use of stop and search by BTP is sought via meetings with community representatives at the quarterly Stop and Search Strategy Group meeting. London Underground Area officers also engage with Youth Board representatives and give talks on a variety of policing issues including the police use of stop and search. In addition, TPSD plans to look at developing a survey to capture feedback from individual service users on stop and search.	Operations have worked with Media & Marketing and developed an online survey for service users on stop and search. The new stop and search form developed by Operations includes details of the internet address of this survey so that people searched by BTP can easily provide feedback in relation to their encounter. The new forms have been printed and are being distributed to Divisions in the week commencing 12 May. The online survey is live on BTP's internet site and those searched by BTP officers will be directed to it via the new forms. The new forms have been distributed to all Divisions for use from 1 June 2014. This has also been communicated via the Newpage on the Intranet.	13-May-14	Yes	GREEN
Is the stop and search power used in a way that does not erode public trust in the police?								
Compliance with legislation								
pg 11	From the BTP samples, we found that 156 of the 200 records checked had sufficient information recorded which amounted to "reasonable grounds for suspicion." This represents a 78% compliance rate compared to the national average of 73%. Of the search records reviewed, the percentage with sufficient grounds recorded ranged from 6% in one force to 96% in others, with the majority (22) between 71% and 90% compliance.	Supt John Conaghan	31-Dec-13	The Manual of Guidance will provide guidance to officers in relation to quality of encounters, appropriate usage of powers, and personal responsibilities. Better supervision and monitoring will see an improvement as TPSD begin to provide detailed feedback to Areas. TPSD will introduce a robust monitoring process to help ensure effective supervision and to provide assurance that supervisors are adhering to their responsibilities (these responsibilities will also be detailed in the Manual of Guidance being developed). In addition to communication via the Stop and Search Steering Group, key messages will be cascaded via targeted briefings, operational orders, focus groups, training, and a dedicated stop & search intranet page.	The Stop & Search Manual of Guidance was launched on the 11 November 2013. All aspects of encounters, whether stop and account or stop and search, are covered in the manual. Describing what can be considered reasonable grounds for a stop, it highlights the need for objective criteria, such as a suspect description, intelligence or the person's behaviour. The three tier stop & search monitoring process went live in December 2013. As part of this, FHQ Operations is reviewing every stop and search record, identifying trends, making recommendations for improvement and liaising with Divisions to implement them. In terms of local review, Sergeants review records of every stop and search conducted by their officers, checking appropriate use of powers and effective recording, keeping a log of their checks for review by Divisional Intelligence Bureau (DIB) and / or Chief Inspector lead. Details of the Divisional review process are also summarised above.	28th-Apr-14	Yes	GREEN
Information publish about stop and search								
pg 12	The findings from our national public survey showed that the vast majority of the public have not themselves experienced a stop and search encounter, and do not know how frequently the powers are used, or how frequently they result in an arrest. This suggests that the public are not kept informed about how the police service uses the powers. HMIC found that the BTP approach to communicating with the public about stop and search, was like many other forces, fairly limited. The force does publish all stop and search data collected on their external website and this data is subject to scrutiny by groups concerned about racial discrimination. The force has also produced a stop and search policy which is also available on its public facing web site.	Supt John Conaghan	31-Mar-14	BTP provides information to the public on stop and search on its internet site; this includes the detailed quarterly data pack. BTP also uses social media (e.g. Twitter) to communicate with the public in relation to all police activity, including stop & search. BTP plans to improve its internet stop and search pages, and to explore opportunities to improve engagement with service users, including through the development of a survey for those searched by BTP.	Operations have worked with Media & Marketing and developed an online survey for service users on stop and search. The new stop and search form developed by Operations includes details of the internet address of this survey so that people searched by BTP can easily provide feedback in relation to their encounter. Operations will review this feedback carefully to identify improvements that can be made; where appropriate, BTP will also communicate improvements made as a result of feedback from members of the public. FHQ Operations also plans to review the Stop and Search Strategy Group, with support from Divisions and community representatives, in order to improve community engagement.	28th-Apr-14	No	AMBER

STOP & SEARCH INSPECTION 2012 IMPROVEMENT PLAN

National Recommendations

SCT Portfolio Owner: ACC Operations

Improvement Plan Owner: Supt John Conaghan

Ref	Area for Improvement	Action Owner	Due Date	Initial Response	Latest Update	Date of Update	Complete Yes/No	RAG Status
1	Chief Constables and the College of Policing should establish in the stop and search Authorised Professional Practice document a clear specification of what constitutes the effective and fair exercise of stop and search powers, and guidance in that respect. This should be compliant with the code of practice.	Supt John Conaghan	31-Dec-13	This will be organised by College of Policing and therefore requires no input from BTP. The Home Secretary stop & search public consultation concludes on 13 August 2013. The aim of the consultation is to understand how the public and those involved in policing view the use of these powers. It is not envisaged that BTP will formulate a response in relation to this consultation however BTP will be involved in the collated response lead by the ACPO lead for stop & search if undertaken.	Update 15 November 2013 - This will be organised by College of Policing and therefore requires no input from BTP.	N/A	N/A	N/A
2	Chief Constables should establish or improve monitoring of the way officers stop and search people, so that they can be satisfied their officers are acting in accordance with the law (including equality legislation and the code of practice), and that the power is used effectively to prevent crime, catch criminals and maintain public trust. This monitoring should, in particular, enable police leaders to ensure officers have the reasonable grounds (and, where applicable, authorising officers have the reasonable belief) required by law to justify each stop and search encounter.	Supt John Conaghan	30-Apr-14	This will be covered by the introduction of a Stop & Search Manual of Guidance. The final draft manual of guidance will be launched by the end of September 2013 at the Stop & Search Steering Group once formally signed of by the ACC Operations. The Stop & Search Steering Group meet on a quarterly basis and consulting and monitoring with key stakeholder will take place at this meeting as well as the Stop, Account & Search Strategy Group meetings. Working with community groups and partnership agencies will ensure participative information exchanges regarding the independent monitoring of stops and searches thus providing better information about stops and searches. Territorial Policing Support Department (TPSD) will introduce a 3 tier monitoring process (Supervisors, Area Level, and FHQ FIB) to enable correct supervision and to provide the relevant assurance that Supervisor's are adhering to their responsibilities as set out in the stop and search guidance document. Dip sampling/monitoring of forms submitted to FHQ will be submitted on a monthly basis with results reported to the Stop & Search Steering Group Key messages will be cascaded via targeted Briefings, operational orders, focus groups, training, and the dedicated stop & search intranet page. The stop & search intranet page will be launched by the end of September 2013 BTP stop & search code of practice will also be accessible to staff via the intranet pages.	Update 23 October 2013 - Due date brought forward from March 2014 to December 2013 in relation to activities associated with the dissemination of a new stop & search manual. The Stop & Search Strategy and Manual of Guidance is now with ACC Thomas for approval which will be presented at FEB. TPSD are ready to launch the intranet page but await the strategy document in order to provide the appropriate message on the intranet. Update 15 November 2013 - The Stop & Search Manual of Guidance was launched on the 11 November 2013. All aspects of encounters, whether Stop and Account or Stop and Search are covered in the manual. Describing what can be considered reasonable grounds for a stop, it highlights the need for objective criteria, such as a suspect description, intelligence or the person's behaviour. Area stop and search champions have been appointed and will continue to have responsibility for all stop and search activity including monitoring. The new process for managing stop and search forms will not go live immediately (further details will be published separately). Therefore, there is no change to how the forms are managed. Update 11 February 2014 - all aspects of the Stop & Search Manual of Guidance are now operational. However there will be a few minor amendments carried out to the manual in relation to supervision and monitoring which will initiate a re-launch of the manual and further communications in relation to officers responsibilities around stop & search activities. Update 17 March 2014. The MOG is currently being amended with the detailed process for supervising and monitoring of stop and search activity at Local, Divisional and Force levels. Update 7 April. There are a number of amendments that now need to be made to the MOG and they need to reflect the new stop and search form. The revised MOG needs to be complete by the end of April to coincide with the launch of the new stop and search form. Operations has collated views on the revised MOG and a number of amendments are required. The changes will be completed by 26 May 2014.	19-May-14	Yes	GREEN
3	Chief Constables should ensure that officers carrying out stop and search encounters are supervised so that they can be confident that the law is being complied with and that the power is being used fairly and effectively. Particular attention should be given to compliance with the code of practice and equality legislation.	Supt John Conaghan	30-Apr-14	TPSD will introduce a 3 tier monitoring process (supervisors, Area Level, and FHQ FIB) to enable correct Supervision and to provide the relevant assurance that Supervisor's are adhering to their responsibilities as set out in the stop and search guidance document. Key messages will be cascaded via targeted briefings, operational orders, focus groups, training, and the dedicated stop & search intranet page. The stop & search intranet page will be launched by the end of September 2013. BTP stop & search code of practice will also be accessible to staff via the stop & search intranet pages.	Update 23 October 2013 - TPSD have established a Stop & Search Practitioners Group (meeting on the 30/10/13) to look at practical ways to improve the quality of searches and identify any training needs. This group has now met twice and assisted in the design of the new stop and search form Update 17 March 2014- The next meeting will take place in June 2014 to allow time for the new supervising and monitoring processes to take effect. Update 7 April. The next meeting will be in July as the stop and search pads are delayed by several weeks. Update 28 April - Invites to go out in May for a practitioners meeting in June 2014.	28th-Apr-14	NO	GREEN
4	The College of Policing should work with Chief Constables to design national training requirements to improve officers': understanding of the legal basis for their use of stop and search powers; skills in establishing and recording the necessary reasonable grounds for suspicion; knowledge of how best to use the powers to prevent and detect crime; and understanding of the impact that stop and search encounters can have on community confidence and trust in the police. Specific training should also be tailored to the supervisors and leaders of those carrying out stops and searches.	Supt John Conaghan	31-Mar-14	This will be organised by College of Policing and therefore requires no input from BTP. BTP will be advised accordingly in relation to the roll out of a national package from the college of policing in relation training. BTP will also look to roll out BAS Training for Chief Inspectors and Inspectors as a means of further supporting officers to conduct effective and fair stops and searches, however as previously highlighted this is subject to review. Further to the above MPS are conducting training for officers in relation to the quality of encounters which BTP may look to adopt.	23 October 2013 - BASS training has now been superseded by BDO training under the co-ordination of CTSU. The distribution and level of this training is under review. Stop and Search will be part of a BTP training package to be delivered from January 2014. TPSD will work with L&D to produce the Stop & Search element of the training. This work is being managed by Kylie Wick on behalf of ACC Newton. Update 16 January 2014 - Training package now being rolled out for first line supervisors (started 16/01/14) to give outline to why we are doing this, common issues identified and their supervisory responsibility. Update 11 February 2014 - Supervisor training now underway, supervisors are required to cascade information down to personnel. Update 17 March - supervisors will also receive HYDRA stop and search training . Update 7 April. Graham Kerr to confirm deadline for stop and search HYDRA input from Central Ops. Insp Smith to confirm. Meeting held with L&D (Glynis Hammond, Supt Conaghan and CI Naughton) to review stop and search training. Update 28 April - Insp Smith to meet with Glynis Hammond by 15th May to progress training requirements.	28th-Apr-14	NO	GREEN
5	Chief Constables should ensure that officers and supervisors who need this training are required to complete it, and that their understanding of what they learn is tested.	Supt John Conaghan	30-Apr-14	BTP will be advised accordingly in relation to the roll out of a national package from the college of policing in relation training. BTP will also look to roll out BAS Training for Chief Inspectors and Inspectors as a means of further supporting officers to conduct effective and fair stops and searches, however as previously highlighted this is subject to review. Further to the above MPS are conducting training for officers in relation to the quality of encounters which BTP may look to adopt.	Update 23 October 2013 - BAS training has now been superseded by Behavioural Detection Officer (BDO) training under the co-ordination of CTSU. The distribution and level of this training is under review. Stop and Search will be part of a BTP training package to be delivered from January 2014. TPSD will work with L&D to produce the Stop & Search element of the training. This work is being managed by Kylie Wick on behalf of ACC Newton. Update 16 January 2014 - Training package now being rolled out for first line supervisors (started 16/01/14) to give outline to why we are doing this, common issues identified and their supervisory responsibility. Update 11 February 2014 - Supervisor training now underway, supervisors are required to cascade information down to personnel. Update 17 March - supervisors will also receive HYDRA stop and search training. Update 7 April - Graham Kerr to confirm deadline for stop and search HYDRA input from Central Ops. Insp Smith to confirm. Meeting held with L&D, Supt Conaghan and CI Naughton to review stop and search training. Update 28 April - Insp Smith to meet with Glynis Hammond to progress the training requirements. There are current difficulties in securing time in the HYDRA suite; this will be followed up with L&D.	28th-Apr-14	Yes	GREEN

6	Chief Constables should ensure that relevant intelligence gleaned from stop and search encounters is gathered, promptly placed on their force intelligence systems, and analysed to assist the broader crime fighting effort.	Supt John Conaghan / D/Supt Director of Intelligence	30-Apr-14	Section 60 powers will include a stop and search plan incorporating community engagement. All stops/searches are recorded on FIS. Stop and search forms must be inputted onto FIS within 24 hours of the search to allow BTP to publish timely data and to ensure relevant intelligence is captured. Further development of this area will be explored with AIBs with the intention of regular dip samples of FIS which will form an intelligence strategy. All searches are not currently being recorded on CRIME due to resource implications.	Supt Conaghan will meet with the Director of Intelligence. Update 17 March - This meeting has taken place. This meeting also discussed the need to analyse stop & search data to help inform officers to use the power more effectively. This aspect will also be covered at the next meeting with the Dir of Intelligence. Update 23 April 2014 - A follow up meeting took place between Supt Conaghan and Det Supt Shrubsole. Emma Gilmore also attended. It was agreed that we will explore options for ensuring appropriate capture and use of data from stop search activity to inform priority policing. Insp Andy Smith will work with Emma and Analysis & Performance to establish the means of mapping stop search data against crime activity. Meeting to be arranged by Andy Smith for early May. BTP plans to have completed this work by the end of August 2014.	28th-Apr-14	NO	AMBER
7	Chief Constables should, in consultation with elected local policing bodies, ensure that they comply with the code of practice by explaining to the public the way stop and search powers are used in their areas and by making arrangements for stop and search records to be scrutinised by community representatives. This should be done in a way that involves those people who are stopped and searched, for example, young people.	Supt John Conaghan	30-Apr-14	Feedback in relation to the use of stop & search by BTP is monitored and discussed with community representatives at the Stop, Account & Search Strategy Group meetings where there are representatives from the following areas: National Independent Advisory Groups and Support Association for Minority Ethnic. Stakeholders such as Crown Prosecution Service, Youth Offending Team, and Social and Probation Services are also invited to provide feedback to BTP in this area. Engagement with different sections of the community promote partnership working and reflects the geographical remit and operational areas of BTP and the diversity of the travelling public, resulting in continued community knowledge and community intelligence. Stop, Account & Search Strategy Group meetings take place on a quarterly basis and minutes of the meeting are published. Further to this LU officers engage with youth board representatives and give talks on a variety of policing issues including the police use of stop and search. The scope to widen this activity is currently being managed and reviewed centrally by TPSD.	BTP await publication of the stop & search code of practice. Update 7 April - Central Ops will establish a new community stop and search consultation group. A target date for the first meeting to be hosted by central ops is June 2014. Insp Smith has contacted CI Gilmer to begin identifying participants with a planning meeting to be held week of 28 April	28th-Apr-14	NO	AMBER
8	Chief Constables should ensure that those people who are dissatisfied with the way they are treated during stop and search encounters can report this to the force and have their views considered and, if they wish, make a formal complaint quickly and easily. This should include gathering information about dissatisfaction reported to other agencies.	Supt John Conaghan	30-Apr-14	TPSD Manual of Guidance for Stop & Search details the process to be communicated to people who are dissatisfied with their encounters. The complaints procedure is located on BTP's public facing Internet site and internally complaints are dealt with via local resolution or an investigation by Professional Standards Department (PSD). BTP also use social media websites (Twitter), and IPCC to gather information and address any reported encounters where people are dissatisfied. Further to this options could be explored to conduct follow-up encounter calls with individuals who have been stop & searched. This would be managed centrally by TPSD.	Update 23 October 2013 - TPSD are producing a Stop & Search leaflet that Officers will hand out to all Stop & Account and Stop & Search subjects. This has been designed with PSD and Media and provides unambiguous information to people about how they can complain if they are unhappy about any aspects of their 'encounter'. In addition the leaflet provides a link to an electronic Stop & Search survey so people can easily provide feedback. The leaflet will be available in the English and Welsh languages. The leaflet will not be produced for Scotland as it relates primarily to PACE powers. Update 15 November 2013 - the Stop & Search leaflet will no longer be introduced following consultation with the Stop & Search Practitioners Group. As an alternative the newly designed Stop & Search forms will provide a link to an electronic Stop & Search survey so people can easily provide feedback in relation to their encounter. Update 11 February 2014 - the newly designed stop & search forms will be rolled out on the 1 April 2014. The forms will have a freepost address for individuals to provide feedback to the force in relation to their encounter. Further to this online surveys are being developed by media & marketing will be available on BTP's public facing website by 1 April 2014. Update 17 March - The new forms are currently being printed. Update 7 April - The printers have advised that the new forms should be printed by 29th April. Update 19 May 2014 - The new forms have been distributed to all Divisions for use from 1 June 2014. This has been communicated via the Intranet.	7th-Apr-14	NO	GREEN
9	Chief Constables should introduce a nationally agreed form (paper or electronic) for the recording of stop and search encounters, in accordance with the code of practice.	Supt John Conaghan	N/A	This will be organised by College of Policing and therefore requires no action from BTP. Direction from the College of Policing will be sought in relation to this matter. BTP will not be revising current stop & search forms being used in light of this recommendation. However it is to be noted that BTP are currently exploring opportunities to carryout alterations to PDAs to enable better supervision requirements if feasible.	Update 23 October 2013 - BTP were advised by HMIC that the College of Policing were designing a new national Stop & Search form. This is not the case and BTP will review the existing Stop & Search form which is cumbersome and out of date. Where PDA's are used solutions were being sought to enable the Supervisor to conduct their supervisory checks required under Code A PACE. Capita provided an estimate of £50,000 in order to provide a technical solution. A simpler and much more cost effective method will be for the Officer to print 2 copies of the Stop & Search form (one for the search subject and the other for the supervisor). This has been included in the Manual of Guidance. Update 15 November 2013 - TPSD have designed a new paper based Stop & Search form. The newly designed forms will provide a link to an electronic Stop & Search survey so people can easily provide feedback in relation to their encounter. Following FEB approval the forms will be introduced during the early part of next year. Update 11 February 2014 - the newly designed stop & search forms are planned to be rolled out in April 2014. The forms will have a freepost address for individuals to provide feedback to the force in relation to their encounter. Following distribution of the new forms the online survey being developed by media & marketing will be available on BTP's internet site. Update 28 April - The new forms have been printed and will be collected later this week. Operations is meeting with Media and Marketing shortly to finalise the survey. The forms will then be distributed to Divisions. Update 19 May 2014 - The new forms have been distributed to all Divisions for use from 1 June 2014. This has also been communicated via the Newspaper of the Intranet.	28th-Apr-14	N/A	N/A
10	Chief Constables should work with their elected local policing bodies to find a way of better using technology to record relevant information about stop and search encounters, which complies with the law and reveals how effectively and fairly the power is being used.	Supt John Conaghan	31-Mar-14	TPSD are currently exploring opportunities to carryout alterations to PDAs to enable better supervision requirements if feasible. BTP are currently exploring options to adopt Greater Manchester Police Service Airwave initiative. Officers would record the grounds of the search over their radio to the control room. Ethnicity, object, power and outcome are recorded via text responses on the officers radio. A receipt is given to the person searched and any intelligence is written in PNB and entered onto FIS.	Update 23 October 2013 - BTP have also looked at alternative Airwaves solutions adopted by West Mercia Constabulary. Update 16 January 2014 - approx 300 PDA's are currently in use with another 200-250 new style being rolled out. All are supplied with printers. Standard procedures for faulting and repair exist through service desk arrangements. The future of PDA's is still under review and will be communicated once known Research into airwaves solution is continuing but early indications are that the cost may be prohibitive. Update 7 April 2014 - ACC Thomas has advised that funding is not available for the airwave solutions reviewed; this work can not therefore be progressed at the current time.	28th-Apr-14	Yes	N/A