

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	
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	
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	31-Mar-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 off 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	13-Feb-14	YES	
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	31-Mar-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. Update 11 February 2014 - This group has now met twice and assisted in the design of the new stop and search form.	13-Feb-14	NO	
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. Superintendent Behavioural Assessment (BAS) Training will be re-launched, however this is subject to review. BTP will continue to use packages such as the NCALT Stop & Search Package. 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.	13-Feb-14	NO	
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	31-Mar-14	BTP will be advised accordingly in relation to the roll out of a national package from the college of policing in relation training. Superintendent Behavioural Assessment (BAS) Training will be re-launched, however this is subject to review. BTP will continue to use packages such as the NCALT Stop & Search Package. 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.	13-Feb-14	YES	
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	31-Mar-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.	Update 11 February 2014 - Supt Conaghan will meet with the Director of Intelligence	13-Feb-14	NO	

Ref	Area for Improvement	Action Owner	Due Date	Initial Response	Latest Update	Date of Update	Complete Yes/No
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	31-Mar-14	<p>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 a representatives from the follow 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.</p> <p>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.</p>	BTP await publication of the stop & search code of practice.	13-Feb-14	NO
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	31-Mar-14	<p>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).</p> <p>BTP also use social media websites (Twitter), and IPCC to gather information and address any reported encounters where people are dissatisfied.</p> <p>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.</p>	<p>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.</p> <p>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.</p> <p>Update 11 February 2014 - the newly designed stop & search forms will be rolled out on the 1st 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 1st April 2014.</p>	13-Feb-14	NO
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	<p>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.</p> <p>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.</p>	<p>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.</p> <p>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.</p> <p>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.</p> <p>Update 11 February 2014 - the newly designed stop & search forms will be rolled out on the 1st 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 1st April 2014.</p>	13-Feb-14	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	<p>TPSD are currently exploring opportunities to carryout alterations to PDAs to enable better supervision requirements if feasible.</p> <p>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.</p>	<p>Update 23 October 2013 - BTP have also looked at alternative Airwaves solutions adopted by West Mercia Constabulary.</p> <p>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</p> <p>Update 13 February 2014 - Research into airwaves solution is continuing but early indications are that the cost may be prohibitive.</p>	13-Feb-14	NO



RAG Status

N/A

GREEN

AMBER

AMBER

GREEN

AMBER

RAG Status
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N/A
GREEN

STOP & SEARCH INSPECTION 2012 IMPROVEMENT PLAN

Detailed Force Feedback

SCT Portfolio Owner: ACC Operations

Improvement Plan Owner: Supt John Conaghan

Ref	Area for Improvement	Action Owner	Due Date	Initial Response	Progress Update	Latest Update	Date of Update	Complete Yes/No	RAG Status
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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	<p>The manual of guidance clearly names the chief officer responsible for stop and search, which indicates that the role is given a degree of visibility and profile. Clearer messages in relation to stop & search are being cascaded via the Stop & Search Steering Group, the Stop, Account, and Search Strategy Group and the further development of the internal intranet is this area. Further to this guidance regarding fair use of stop & search is circulated as part of an action plan and the manual of guidance highlights officers personal responsibility in relation to stop & search.</p> <p>The final draft manual of guidance will be launched by the end of September 2013 at the stop & search steering group once formally signed off by the ACC Operations.</p>	<p>Update 23 October 2013 - Due date moved from September 2013 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.</p> <p>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.</p> <p>Update 16 December 2013 - TPSD are working with Areas to implement the new guidance.</p> <p>Update 16 January 2014 - New guidelines in place and TPSD currently reviewing format as to how this is reported back by Divisions to FHQ.</p>	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.	13-Feb-14	NO	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	<p>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.</p> <p>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. This could be further developed with targeted stop & search surveys.</p>	<p>Update 23 October 2013 - TPSD are producing a Stop & Search leaflet that Officers will hand out to all Stop & Account and Stop & Search subjects. 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.</p> <p>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.</p> <p>Update 16 December 2013 - 20 new design Stop and Search pads are being delivered this week for distribution. TPSD are working with media to produce an online survey.</p> <p>Update 16 January 2014 - New pads delivered. Second batch being ordered with slight amendments for practitioners group at end of January 2014, then for presentation to steering group in February 2014. Online survey being developed with media & marketing who are able to produce same once format agreed.</p>	Update 11 February 2014 - the newly designed stop & search forms will be rolled out on 1st 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 the online surveys being developed by Media & Marketing will be available on BTP's public facing website by 1st April 2014.	13-Feb-14	NO	AMBER

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	<p>Stop & Search data is compiled, monitored, and analysed through monthly Force Management Information reports at a number of forums including Stop & Search Steering Group which is chaired by ACC Operations who is accountable for BTP's performance and statutory responsibilities nationally in this area. This forum is also used to develop training and share good practice forcewide.</p> <p>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.</p> <p>BTP have made a decision to move away from positive outcomes due to a working relationship with the Metropolitan Police (MPS) who are no longer measuring in this manner and are now measuring outcomes against the number of arrests. There is not a nationally recognised definition of a positive outcome. BTP are adopting the same approach as the MPS on the basis that arrests are a definitive and transparent outcome. Other measures of positive outcomes do not instil public confidence.</p> <p>Further to the above the TPSD stop & search manual of guidance will also include specific</p>	<p>Update 15 November 2013 - BTP have adopted the same approach as the MPS on the basis that arrests are a definitive and transparent outcome. Positive outcomes in relation to arrests are currently being published in BTP's intranet.</p> <p>Update 16 December 2013 - TPSD are researching the data entered on FIS to ensure arrest data is accurate and separated from other disposals (i.e Cannabis warnings).</p> <p>Update 16 January 2014 - List supplied and currently being researched to ensure that weapons/bladed article arrests that occurred as a result of a search are reflected on FIS</p>	Update 11 February 2014 - Weapons research is continuing and early indications are that approximately 50% of arrests as a result of reasonable grounds searches are not being entered onto the FIS system. This is being fed back to Areas and information will begin out on Force Briefing systems.	13-Feb-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	<p>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.</p> <p>BTP will continue to use packages such as the NCALT Stop & Search Package. NCALT compliance is at 92% average for stop and search across the Force. Superintendent Behavioural Assessment (BAS) Training will be re-launched, however this is subject to review. BTP will continue to use packages such as the NCALT Stop & Search Package.</p> <p>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.</p> <p>Further to the above MPS are conducting training for officers in relation to the quality of encounters which BTP may look to adopt. Increased scrutiny of stop and search encounters/forms at all levels and feedback from focus groups will identify any specific training needs.</p>	<p>Update 23 October 2013 - BASS 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 Kyle Wick on behalf of ACC Newton.</p> <p>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.</p> <p>TPSD have now drafted an outline lesson plan in relation to Stop & Search training. TPSD are working closely with L&D to introduce this training package. The package will cover arrests, case file submissions, stop & accounts, stop & searches, supervision, and reasonable grounds.</p> <p>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 responsibilities</p>	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.	13-Feb-14	NO	AMBER
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	<p>Better analysis of Area performance will result from the instructions in the manual of guidance and this should assist to alleviate this issue.</p>	<p>Update 15 November 2013 - The Stop & Search Manual of Guidance was launched on the 11 November 2013. Following the instructions in the manual of guidance any gaps will quickly be identified and remedied.</p>	Update 11 February 2014 - All aspects of the Stop & Search monitoring process is now operational. TPSD have also introduced a stop & search monitoring spreadsheet to be used by supervisors to carryout an audit of forms locally which will assist with identifying risk areas.	13-Feb-14	N/A	AMBER

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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	Better supervision and monitoring will see an improvement as FHQ (TPSD) begin to provide detailed feedback to Areas. 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.	Update 15 November 2013 - TPSD will implement the monitoring process in relation to stop & search forms during the early part of next year. Forms will be requested/checked centrally as well as by supervisors and feedback provided to the relevant divisions. Update 16 December 2013 - The stop and search monitoring process went live on 01/12/2013. Update 16 January 2014 - First batches of forms being received at TPSD and currently being monitored.	Update 11 February 2014 - All aspects of the Stop & Search monitoring process is now operational. TPSD have also introduced a stop & search monitoring form to be used by supervisors to carryout an audit of forms locally. This system will go live on the 1st March 2014.	13-Feb-14	NO	AMBER
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	The new edition of the force guidance on stop and search and the guidance on the authorisation of section 60 will be launched at the next Stop & Search Steering Group. The guidance will point towards the need for greater supervision (to the standard required by the codes of practice as a minimum) of use and recording stop & search. Section 60 guidance has been re-issued in the interim ready for refresher training for all Superintendents. Superintendent training workshops will take place by December 2013.	Guidance has been issued for Section 60 authorising officers. Workshops were being considered for Superintendents but due to the Force restructure this is on hold	Update 11 February 2014 - Supt Conaghan will review the use of Section 60's.	13-Feb-14	NO	AMBER
Intelligence and 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 Manual of Guidance will help but due to resourcing challenges in AIBs, and the ongoing force restructuring, this area will be subject to review. To assist with work in this area TPSD will seek to meet operational constables in a 'focus group' format to ensure that the policy message on this subject is clear. The first focus group will be arranged for September 2013 through AIB stop & search leads	Update 23 August 2013 - TPSD have now established a Stop & Search Practitioners Group; the first meeting will take place on 30/10/13 Update 15 November 2013 - TPSD will be exploring best practices in relation to intelligence lead stop & searches. A report will be drafted for the current ACPO lead for stop & search which will cover intelligence lead policing.	Update 11 February 2014 - Supt Conaghan will meet with the Director of Intelligence.	13-Feb-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 effective and fairly.	Supt John Conaghan / D/Supt Paul Shrubsole	30-Sep-13	The Manual of Guidance will help but due to resourcing challenges in AIBs, and the ongoing force restructuring, this area will be subject to review. To assist with work in this area TPSD will seek to meet operational constables in a 'focus group' format to ensure that the policy message on this subject is clear. The first focus group will be arranged for September 2013 through AIB stop & search leads	TPSD have now established a Stop & Search Practitioners Group, the first meeting will take place on 30/10/13 Update 15 November 2013 - TPSD will be exploring best practices in relation to intelligence lead stop & searches. A report will be drafted for the current ACPO lead for stop & search which will cover intelligence lead policing. Update 16 December 2013 - TPSD will be meeting Force Intelligence leads in January to progress all aspects of intelligence relating to stop and search activity.	Update 11 February 2014 - Supt Conaghan will meet with the Director of Intelligence.	13-Feb-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	To assist with work in this area TPSD will seek to meet operational constables in a 'focus group' format to ensure that the policy message on this subject is clear. The first focus group will be arranged for September 2013 through AIB stop & search leads .	TPSD have now established a Stop & Search Practitioners Group, the first meeting will take place on 30/10/13 Update 15 November 2013 - TPSD will be exploring best practices in relation to intelligence lead stop & searches. A report will be drafted for the current ACPO lead for stop & search which will cover intelligence lead policing. Update 16 December 2013 - TPSD will be meeting Force Intelligence leads in January to progress all aspects of intelligence relating to stop and search activity.	Update 11 February 2014 - Supt Conaghan will meet with the Director of Intelligence.	13-Feb-14	NO	AMBER
Is the stop and search power carried out by officers who know how to use it as part of evidence-based practice to fight crime?									
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 be advised accordingly in relation to the roll out of a national stop & search package from the College of Policing in relation training. Superintendent Behavioural Assessment (BAS) Training will be re-launched for supervisors and longer serving officers, however this is subject to review. BTP will continue to use packages such as the NCALT Stop & Search Package. 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.	Update 23 October 2013 - BAS 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 15 November 2013 - TPSD have now drafted an outline lesson plan in relation to Stop & Search training. TPSD are working closely with L&D to introduce this training package. The package will cover arrests, case file submissions, stop & accounts, stop & searches, supervision, and reasonable grounds. 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.	13-Feb-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	The manual of guidance will highlight 'best practice' methods of linking intelligence to the effective use of stop and search powers.	Update 15 November 2013 - TPSD will be exploring best practices in relation to intelligence lead stop & searches. A report will be drafted for the current ACPO lead for stop & search which will cover intelligence lead policing. Update 16 December 2013 - TPSD will be meeting Force Intelligence leads in January to progress all aspects of intelligence relating to stop and search activity	Update 11 February 2014 - Supt Conaghan will meet with the Director of Intelligence.	13-Feb-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	The PDA issue is being addressed with Information Technology, however TPSD has been advised that there is a contractual issue that has delayed progress. TSPD are currently exploring opportunities to carryout alterations to PDAs to enable better supervision requirements if feasible.	Capita has provided an estimate of £50,000 to allow supervisory access to electronic stop and search forms so they could check and monitor forms etc. A simpler solution will be for Officers to print off two forms for each search (one for the search subject and one for the supervisor). This solution has been included in the Manual of Guidance. Update 16 December 2013 - Information Technology have been approached (Scott Phillips) to establish the following. How many PDA's have been issued? How many are in regular use? How many printers where/have been issued to officers? What is the future of PDA's within BTP. 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	Update 11 February 2014 - Territorial Policing are in consultation with Technology with the aim of providing guidance in order that Supervisors can monitor PDA records. This guidance will go out by the 31st March 2014.	13-Feb-14	NO	AMBER
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 has are working closely with SDD, Research & Development to develop the content of the monthly stop & search Force Management Information reports. TPSD are further looking to develop the Force Management Information report to breakdown the different powers used e.g. Section 23 Misuse of Drugs Act), Pace Section 1, Section 47 Firearms Act, Section 7 Sporting Events Act as opposed to them being captured as 'reasonable grounds'.	Update 15 November 2013 - The Force Management Information report now breakdowns the different powers used e.g. Section 23 Misuse of Drugs Act), Pace Section 1, Section 47 Firearms Act, Section 7 Sporting Events Act as opposed to them being captured as 'reasonable grounds'.	Updated 11 February 2014 - This research is continuing under the direction of Simon Peel.	13-Feb-14	YES	GREEN

Ref	Area for Improvement	Action Owner	Due Date	Initial Response	Progress Update	Latest Update	Date of Update	Complete Yes/No	RAG Status
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	<p>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 follow 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.</p> <p>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.</p>	<p>Update 23 October 2013 - TPSD are producing a Stop & Search leaflet that Officers will hand out to all Stop & Account and Stop & Search subjects. 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.</p> <p>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.</p> <p>Update 16 December 2013 - Information has been included on the rear of the subjects stop and search form.</p>	Update 11 February 2014 - the newly designed stop & search forms will be rolled out on 1st 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 the online surveys being developed by Media & Marketing will be available on BTP's public facing website by 1st April 2014.	13-Feb-14	NO	AMBER
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	<p>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 FHQ (TPSD) begin to provide detailed feedback to Areas.</p> <p>TPSD will introduce a 3 tier monitoring process (supervisors, AHQ AIBs, 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.</p>	<p>Update 15 November 2013 - The Stop & Search Manual of Guidance was launched on the 11 November 2013. All aspects of encounters, whether Stop & Account or Stop & 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.</p> <p>Area stop & search champions have been appointed and will continue to have responsibility for all stop and search activity. The new process for managing stop & search forms will not go live immediately (further details will be published separately). Therefore, there is no change to how the forms are currently processed and stored on Areas.</p> <p>Update 16 December 2013 - stop & search monitoring process went live 01/12/2013.</p>	Update 11 February 2014 - All aspects of the stop & search monitoring process is now operational. TPSD have also introduced a stop & search monitoring spreadsheet to be used by supervisors to carryout an audit of forms locally. The spreadsheet includes an area for supervisors to check that the stop & search records have sufficient information recorded.	13-Feb-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	<p>BTP use the public facing website and social media websites (Twitter) to communicate to the public in relation to all police activity including stop & search. The public facing website will have more information regarding stop and search and BTP are improving the quality of information on the site to ensure it is more meaningful.</p> <p>TPSD is working closely with SDD, Research & Development to develop the content of the monthly stop & search Force Management information reports as well as exploring opportunities to conduct targeted surveys and the dissemination of this information to the public.</p>	<p>Update 23 October 2013 - TPSD are producing a Stop & Search leaflet that Officers will hand out to all Stop & Account and Stop & Search subjects. 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.</p> <p>Update 15 November 2013 - the Stop & Search leaflet will no longer be introduced following consultation with the Stop & Search Practitioners Group. The Force Management Information report now breakdowns the different powers used e.g. Section 23 Misuse of Drugs Act), PACE Section 1, Section 47 Firearms Act, Section 7 Sporting Events Act as opposed to them being captured as 'reasonable grounds'. This data is published on BTP's public facing website.</p>	Update 11 February 2014 - An online survey is being developed by Media & Marketing in relation to stop & search encounters which will be available on BTP's public facing website.	13-Feb-14	N/A	GREEN