



BEDFORDSHIRE POLICE
Protecting People and Fighting Crime
Together

R018 Stop and Search Policy & Procedure

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1. POLICY and PROCEDURE STRATEGIC AIM

- 1.1 This Policy and Procedure establishes a corporate approach to be used as a tactic to serve our purpose of fighting crime and protecting the public together.
- 1.2 To maintain or increase the confidence of our communities in our use of this tactic.
- 1.3 This procedure has been aligned and gives due regard to [Authorised Professional Practice \(APP\)](#) for [Stop and search](#).

2. APPLICABILITY

2.1 Inclusions

2.1.1 This Stop and Search policy affects:

- All Bedfordshire Police Officers and Staff, Special Constabulary and Police Community Support Officers (PCSO).
- Officers from the Bedfordshire, Cambridgeshire, Hertfordshire Collaborated Alliance, including other officers who may utilise this power within the County of Bedfordshire for any reason.
- Persons subject to Stop and Search.
- The communities of Bedfordshire including all the people who reside work or visit here for any reason.
- Observers as part of the Ride- Along- Scheme.
- Members of the public in the vicinity of the stop and search.
- Members of the Stop & Search Community Scrutiny Panel (SSCSP)

2.1.2 The Senior Responsibility for Stop & search in Bedfordshire Police is:

- Senior Responsible Officer – Assistant Chief Constable
- Tactical Lead – Detective Superintendent – Director of Intelligence.
- Operational Lead – Chief Inspector Response

2.2 Exclusions

3. THE STOP & SEARCH PROCEDURE

3.1 Procedure

3.1.1 Definition of a Fair and Effective Stop & Search /Encounter College of Policing /NPCC March 2016.

3.1.2 A stop & Search is most likely to be fair and effective when:

- **The search is justified, lawful and stands up to public scrutiny;**
- **The officer has genuine and objectively reasonable suspicion they will find a prohibited article or item for use in crime;**
- **The person understands why they have been searched and feels that they have been treated with respect;**
- **The search was necessary and was the most proportionate method the police officer could use to establish whether the person had such an item**

3.1.3 Bedfordshire Police form 370 is the documentation required to verify that a stop and search has taken place on any person or vehicle, using police powers under legislation. Any stop and Search in Bedfordshire must be conducted in accordance with the relevant power and code of practice.

3.1.4 All Stop & Search in Bedfordshire should be recorded on Body Worn Video (BWV) when such a device is worn by the searching officer.

3.1.5 A form 370 must be completed fully on every occasion unless exceptional circumstances apply. Exceptional circumstances may include

- Situations involving serious public disorder.
- Other operational reason.(Explanation should be provided to Sergeant as soon as practicable)
- Large amount of numbers of persons
- Adverse weather

3.1.6 The Completed Form 370 must be submitted by the searching officer to their Sergeant before the conclusion of duty and that Sergeant MUST quality assure the Stop & Search form and submit it to Intelligence through scanning process in the North & South Hubs before the conclusion of their duty.

3.1.7 In particular Sergeants have a statutory duty to ensure compliance with legislation and that officers are using this tactic proportionately and only where grounds exist. The expectation is that if a Sergeant suspects non-compliance with this policy – that they challenge that non-compliance.

3.1.8 The original form 370 is to be stored locally for the statutory twelve months from the date of the stop and search.

3.1.9 All persons subjected to Stop & Search must be treated with dignity and respect. Stop & Search will be used fairly and proportionately and only when necessary in compliance with legislation and training.

3.1.10 **To maintain the confidence and respect of our communities**, all officers conducting a stop and search must work through the step by step process of GO WISELY for each Stop & Search .This information should be provided to the subject of the stop & search before it takes place unless exceptional circumstances apply .

Grounds

Object

Warrant card (if not in uniform)

Identification

Station attached to

Entitlement to a copy

Legislation

You are detained

3.1.11 Any intelligence yield from the stop & search is to be submitted to Central Intelligence Bureau (CIB).

3.1.12 Stop and Encounters where conducted should be recorded on the form 370. But the only requirement for recording purposes is that of the ethnicity of the subject in accordance with Code A PACE Codes of Practice.

3.1.13 Bedfordshire Police Officers will always record the outcome of a stop and search on the Form 370 and stipulate within the form whether there is a link between the reason for the stop & search and the outcome of the stop & search.

3.1.14 There are specific guidelines regarding the use of stop and search powers under Sections 43 and 47A of the Terrorism Act 2000.Officers must be cognisant of all police powers before they use them.

3.1.15 Officers should explain their actions to the member of the public searched.

3.1.16 Any misuse of the powers is likely to be harmful to policing and lead to lower confidence and trust within our communities any misuse will therefore likely lead to breach of the Code of Conduct and potentially disciplinary action.

3.1.17 Officers must inform person's subject of Stop & Search on how they can make a complaint which is within the subject part of the Form 370 to which they must be signposted.

3.1.18 A stop and search form will not be submitted when a person is arrested as a result of the stop & search. Instead the fact that the person has been arrested as a result of the stop and search will be informed to the custody sergeant who must complete the appropriate entry upon the custody record.

3.1.17 Officers will ensure that the grounds for the stop & search are accurately recorded and that the reverse of the form is used for more detailed explanation of the grounds.

3.2 Home Office Best Use of Stop and Search Scheme 2014

3.2.1 Bedfordshire Police signed up to and became a launch force for the Home Office Best Use of Stop & Search Scheme on 26th August 2014.

3.2.2 The principal aims of the Scheme are to achieve greater transparency and community involvement in the use of stop and search powers supporting a more intelligence-led approach, leading to better outcomes, for example, improving the stop and search to positive outcome ratio.

3.2.3 The features of the Scheme are:

3.2.4 **Data Recording** – forces will record the outcome of searches in more detail to show the link, or lack of, between the object of the search and its outcome e.g. arrests, cautions, penalty notices for disorder and all other disposal types.

3.2.5 **Lay observation policies** – providing the opportunity to members of the local community to accompany police officers on patrol using stop and search.

3.2.6 **Stop and search complaints 'community trigger'** – a local complaint policy requiring the police to explain to local community scrutiny groups how the powers are being used where there is a large volume of complaints.

3.2.7 **Reducing section 60 'no-suspicion'** stop and searches by –

- Raising the level of authorisation to senior officer when they reasonably believe that an incident involving serious violence will take place.
- ensuring that section 60 stop and search is applied in accordance with case law and only used if necessary – making this clear to the public

S60 -Case Law 'Roberts'

The case law in ROBERTS confirms that although the word “necessary” does not appear in section 60(1), the effect of Article 8 of ECHR is that necessity remains relevant to each decision as to whether an authorisation is justified. Any authorisation made under Section 60 must be made only when the officer believes it is necessary. In practice, in addition to expediency, which is explicit in the 1994 Act, the authorising officer must also have considered the authorisation necessary to prevent serious violence or to find dangerous instruments or weapons after an incident involving serious violence, or to apprehend persons carrying weapons.

- limiting the duration of initial authorisations to 15 hours (from 24); and
- Communicating to local communities when there is a section 60 authorisation in advance (where practicable) and afterwards, so that the public is kept informed of the purpose and success of the operation.
- By adopting the Scheme, those forces will use stop and search strategically, which will improve public confidence and trust.

3.3 The Stop & Search Community Scrutiny Panel (SSCSP) and Community Complaints Trigger Mechanism

3.3.1 There will be one force wide Stop & Search, Community Scrutiny Panel (SSCSP) sitting at least quarterly from October 2014 made up of a diverse range of youth stakeholders this group will review examples of stop & search in practice through actual examination of Form 370s and examples of BWV and providing feedback to the police, they will monitor performance through provision of a performance product and take part in feedback sessions.

3.3.2 Underpinning the community complaints trigger is a requirement on officers to effectively signpost the appropriate mechanism for members of the community to raise any concerns or complaints that they have with the way that a stop and search has been carried out by Bedfordshire Police .This particular requirement is of particular importance to front line Sergeants and Inspectors but it is also important to frontline officers using this tactic. Officers must inform persons subject of Stop & Search on how they can make a complaint, the details of which are within the subject part of the Form 370.

3.3.3 The panel will be expected to convene when required on occasions out with the meetings schedule when a **Community Complaints Trigger Mechanism Threshold has been met**. The Trigger mechanism threshold for Bedfordshire will be met if

1. There is a significant rise in the amount of stop & search related complaints against police.
2. There is a significant change in proportionality of those that are subject of stop & search BME likelihood to be subject of stop & search compared to white.
3. A single event or incident related to stop & search activity that is giving significant cause for concern amongst our communities regarding police use of this tactic.
4. Any other issue upon consultation with the Bedfordshire Police Lead for stop & search or appropriate Area Command Team.

- 3.3.4 The Stop & Search Community Scrutiny Panel will be chaired by a member of the Community.
- 3.3.5 The Chair of the Stop & Search Community Scrutiny Panel will be supported by the Inspector of the Community Cohesion Team in ensuring a scheduled quarterly series of meetings each calendar year is arranged and published beforehand, that venues are arranged and that an appropriate agenda that scrutinises our performance in use of this tactic is put into place prior to each meeting.
- 3.3.6 The Police and Crime Commissioner or their delegate shall be invited to take part.
- 3.3.7 An information sharing agreement will be arranged between the police and the Community Scrutiny Panel that safeguards the sharing of personal data scrutinised by the Stop & Search Community Scrutiny Panel.
- 3.3.8 The Inspector of the Community Cohesion Team will be responsible for arranging and facilitating any ad-hoc Community Scrutiny Panel in the event that any of the Community Complaints Trigger Mechanisms are met.
- 3.3.9 This policy will be periodically reviewed by the Force Tactical Lead (Superintendent) for stop & search and in doing so they will consult the Stop & Search Community Scrutiny Panel.

3.4 **Section 60 Stop & Search Authorisations in Anticipation of Violence**

- 3.4.1 The level of authorisation has been raised to senior officer ACPO rank where there is a belief that incidents of serious violence **WILL** take place under Section 60 of the Criminal Justice and Public Order Act 1994.
- 3.4.2 Section 60 Authorisation for stop and search must be applied in accordance with case law and only used if necessary; in particular, the case law in R v Roberts must be applied.
- 3.4.3 The limit of the initial authorisation is 15 hours, reduced from 24hrs previously .
- 3.4.4 Communication over the authorisation of a S60 to local communities should be (where applicable) in advance and then outcome afterwards so that the public are informed of the purpose and the success of the operation or otherwise .Each Section 60 Authorisation should have its own specific communications plan.
- 3.4.5 Section 60 authorisations will be recorded on BATS system for recording and auditing purposes and it is the authorising officer's responsibility to provide CIB the details of the Section 60 so it can be centrally recorded.
- 3.4.6 Live Section 60 Authorisations will be sent to our Communications Department for inclusion on our Internet website to increase transparency in our use of this power.

3.5 Ride – Along –Scheme

3.5.1 Members of the public across Bedfordshire will be allowed and encouraged to accompany police officers on patrol through application to customer.services@bedfordshire.pnn.police.uk to take part in our ride-along-scheme.

3.5.2 Upon receipt of an application the customer services manager shall ensure that all papers within the application are completed including the risk assessment and disclaimer and that a PNC and intelligence check is undertaken upon the applicant.

3.5.3 The customer services manager shall then forward the application for consideration to the appropriate Area Commander (Superintendent) for authorisation. Once authorised the papers shall be returned to the customer services manager to arrange the ride-along- scheme appointment with the Inspector for the Response Team concerned.

3.5.4 Applicants to the scheme must be at least 18 years of age.

3.5.5 Persons with a criminal record or caution may be excluded from the scheme by the Area Commander. The final decision for inclusion or exclusion on the scheme rests with the Area Commander. Exclusions should however be rare.

3.5.6 The person taking part in the scheme should be encouraged to complete a feedback form and at the conclusion of the appointment any feedback should be returned to the customer services manager for the attention of the Area Commander.

3.5.7 All persons taking part in the scheme shall be provided with a Hi-Visibility vest that contains the word "Observer" from customer services in the South and the Response Inspector in the North.

3.5.8 In the event that a stop & search situation arises and that grounds are met ,then the member of the public should be encouraged to witness this and provide specific feedback within the official feedback documentation for the information of the Area Commander.

3.5.9 The Ride-Along –Scheme is not a stop & search specific matter, it is a general police duties matter during which time a stop & search opportunity could arise.

3.6 Data Collection

3.6.1 The statistical information will be available for analysis in various areas within the Force, including Community Scrutiny Panel. A quarterly return will be made to the Home Office.

3.6.2 The information contained within forms 370 will be recorded and subject to periodic internal scrutiny by Information Standards as part of the Strategic Audit Plan. Data returns are made quarterly to the Home Office by the Performance and Planning Department. Therefore the quality of the Form 370 is of particular significance.

3.7 VULNERABLE PERSONS

3.7.1 Certain groups, such as young persons or those with learning difficulties or difficulty in understanding may have greater concerns in relation to stop and search and being approached by Police. Officers, Staff and PCSOs should endeavour to clearly explain the reasons for the stop & search and confirm that the person has understood the information given.

3.7.2 Code A PACE Section 3.11 states "If the person to be searched, or in charge of a vehicle to be searched does not appear to understand what is being said or there is any doubt about the person's ability to understand English, the Officer must take reasonable steps to bring information regarding the person's rights and any relevant provisions of this code to his or her attention. If the person is deaf or cannot understand English and is accompanied by someone, then the Officer must try to establish whether that person can interpret or otherwise help the Officer to give the required information." If appropriate, consideration should be given to using Language Line.

3.7.3 On any occasion that a young person aged 10 years or under is stop & searched in Bedfordshire then that stop & search will be reviewed personally by the Detective Superintendent, Director of Intelligence (Force Stop & Search Lead) as to the circumstances and proportionality and to ascertain if appropriate safeguarding measures were put in place.

3.8 GENDER OF SEARCHING OFFICER

3.8.1 Any officer, regardless of gender, can search the outer coat, jacket, gloves, headgear, footwear whether or not it is removed, or any item concealing identity or outer garment of any individual who is being searched. They can also carry out any search that includes searching pockets in outer clothing, or feeling around the inside of collars, socks and shoes if this is necessary in the circumstances to look for the object of the search. (PACE CODES A - Sections 3.5 and 3.6.) Officers, Staff and PCSOs should ensure that offence is not given when searching headgear that has a religious connotation (e.g. Islamic Hijab or Sikh Turban.) and that such searches are conducted discretely and taking into account the sensitivities of the persons concerned and their beliefs.

3.8.2 Any search that goes beyond this MUST be conducted by an officer of the same gender as the person stopped, and not in the presence of an officer of the opposite gender, unless the subject of the search specifically requests their presence.

3.8.3 The gender of the officer conducting any searches undertaken by virtue of Section 43 Terrorism Act 2000 MUST be conducted by a person of the same gender as the person stopped in order to comply with the Act.

3.8.4 In order to comply with PACE, officers who identify as transsexual or transgender and who have not been granted a Gender Recognition Certificate (under Gender Recognition Act 2004), must not be involved in the conduct, assistance or observation of any searches, other than those mentioned in 13.1 above. Officers with a Gender Recognition Certificate may lawfully conduct searches that go beyond those mentioned in 13.1 so long as their acquired gender is the same as that of the person being searched.

3.9 TERRORISM ACT 2000

3.9.1 **Section 43** of the Terrorism Act 2000 provides police the power to stop and search any person who is reasonably suspected of being a terrorist. The search must be carried out by an officer of the same sex as the subject.

3.9.2 Section 47A of the Terrorism Act 2000 provides police the power to stop and search, in areas specified and authorised by an officer of at least the rank of Assistant Chief Constable, vehicles, their occupants and pedestrians.

3.9.3 Section 47A authorities will detail the specific areas and locations within Bedfordshire that are covered by the authority.

3.9.4 This Section additionally gives police power to seize and retain any article which they discover in the course of the search, which the officer reasonably suspects to be intended for use in connection with terrorism. Police also have the power under this section to detain the person or vehicle for such time as is reasonably required to permit the search to be carried out at or near the place where the person or vehicle is stopped.

- **POWERS UNDER SECTION 43 SHOULD BE USED WITH PRUDENCE.**
- **POWERS UNDER SECTION 47A WILL ONLY BE USED ON THE AUTHORITY OF THE CHIEF CONSTABLE SUPPORTED BY LEGAL ADVICE.**

3.10 UNATTENDED VEHICLES

3.10.1 Where the search of an unattended vehicle is carried out, the officer conducting the search must complete a form 370. A copy of this will be left in a prominent position inside the vehicle.

3.10.2 A form 370 must be submitted for all unattended vehicles searched

4. ASSOCIATED DOCUMENTATION

4.1 Legislation/ National Guidance

- [Authorised Professional Practice \(APP\)](#) for [Stop and search](#)
- The Stephen Lawrence Inquiry Report by Sir William McPherson (1999);
- The Home Office / ACPO / APA Stop and Search Manual (March 2005);
- Best Use of Stop and Search Scheme (2014).
- Human Rights Act 1998
- Police and Crime Plan
- Bedfordshire Police 5 year Plan
- Equality Act 2010
- PCSO stop and seizure powers under [The Police Reform Act 2002](#)
- Police and Criminal Evidence Act 1984 Section 1
- ACPO Guidance – The Gender Recognition Act 2004
- Terrorism Act 2000
- Criminal Justice and Public Order Act 1994
- Human Rights Act 1998

4.2 Strategy/ Plan

4.3 Policies

4.4 Procedures

- [R024 Body Worn Video Policy and Procedure](#)

4.5 Forms (National/ Local)

5. WHO TO CONTACT ABOUT THIS POLICY

This policy will be monitored for compliance by Superintendent Rob McCaffray through the Stop & Search, Monitoring and Compliance Group.

6. EQUALITY IMPACT ASSESSMENT

EQUALITY IMPACT ASSESSMENT

Name of Sponsor	Superintendent Rob McCaffray
Name of Author	Superintendent Rob McCaffray
Description of proposal being analysed	Stop and Search Policy & Procedure
Date EIA started	Updated April 2016
Date EIA finished	
<p>This Equality Impact Assessment is being undertaken as a result of: <i>Delete as appropriate</i></p> <ul style="list-style-type: none"> A new or updated policy or procedure. <p>Note – For ease of use of this document , we will refer to all of the above as “proposal”</p>	

STEP 1 – Relevance

The general duty is set out in section 149 of the Equality Act 2010. In summary, those subject to the Equality Duty must have **DUE REGARD** to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

Authors have a statutory requirement to have **DUE REGARD** to the relevant protected characteristics shown below, whilst taking a common sense approach

- age
- disability
- gender reassignment
- marriage & civil partnership*

- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

*marriage and civil partnership – the analysis applies only to the elimination of unlawful discrimination, harassment and victimisation.

Section 23 of the Equality Act 2006 allows the Equality and Human Rights Commission (EHRC) to enter into a formal agreement with an organisation if it believes the organisation has committed an unlawful act.

Under section 31 of the Equality Act 2006, the EHRC can carry out a formal assessment to establish to what extent, or the manner, in which a public authority has complied with the duty.

Additional guidance can be found by accessing the EHRC website: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/>

Does this proposal have a direct impact on people who:	a) are any part of the Police workforce (including volunteers)?	YES
	b) reside in any part of England and Wales	YES
If NO to both questions	N/A	
If Yes to either question	Continue through to Step 2	

STEP 2 – Consultation / Engagement

You should engage with those people who have an interest in how you carry out your work generally, or in a particular proposal. This may include former, current and potential service users, staff, staff equality groups, trade unions, equality organisations and the wider community. In deciding who to engage, you should consider the nature of the proposal and the groups who are most likely to be affected by it.

The proposal owner (Sponsor/Author) must be satisfied that consultation / engagement will take place with the relevant business lead and stakeholders.

This **MUST** include engagement with the following relevant groups:

- Equality and Diversity Specialist
- Staff Associations
- Staff Support Groups
- Relevant community groups and members of the public

In addition, consider who else should you consult with internally and externally?

Who might be affected?

Does what you are considering further the aims of the general duty, to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

Identify the risks and benefits where applicable, according to the different characteristics.

	Positive Impact or Benefits	Negative Impact or Risks
Age (<i>Consider elderly or young people</i>)		Local data shows that males in the 15 to 34 age group are far more likely to be the subject of a stop search than people outside this group. In Bedfordshire, 13.5% of people are males in the 15 to 34 age group. This age group is subject to 78% of stop searches. 94% of stop searches in Bedfordshire are carried out on males. The demographic profile of males in the 15 to 35 age group is different to the overall population. There is a higher proportion of people from minority ethnic backgrounds in this group, both nationally and locally. In theory, the stop search profile should be more similar to the profile of males in the 15 to 34 age group than the profile of the wider population. National and local data show that Black people are still more likely to be stop searched than the general population, even when accounting for age and gender.
Disability Groups (<i>Consider physical, sensory, cognitive, mental health issues or learning difficulties</i>)		<p>Detention rates under the Mental Health Act continue to be highest for people from the UK's African Caribbean communities. Black people are currently 50% more likely to be referred to mental health services via the police than their white counterparts. (BMH UK).</p> <p>The National Autistic Society – Autism Guide for Criminal Justice Professionals 2011 explains individuals with autism spectrum disorder can sometimes draw unnecessary attention to themselves due to their behaviour. Only a minority of people with autism come into contact with the criminal justice system (CJS), either as a victim, witness, suspect or offender.</p> <p>People with autism do not always understand the implications of their actions, or the motivations of others. As a result, some may become victims or repeat their behaviour if not offered appropriate support and intervention. Sometimes people with autism become involved in activity which alarms others or which breaks the law. This may well not be intentional. Autism spectrum disorder is a hidden disability and may not be immediately obvious to individuals who work within the criminal justice system. This could impact on how a police officer deals with such an individual.</p> <p>People who use mental health services account for 50% of those who lose their lives in police custody, and it is in the area of mental health and policing that many of the most serious causes for complaints against the police occur. (BMH UK).</p>
Gender Reassignment	There is no evidence to suggest there is a differential	

<p><i>(Consider transgender, Transsexual, Intersex)</i></p>	<p>impact due to gender reassignment. This has been factored into the policy in terms of officers who have Gender re-assignment and the parameters that are in place to ensure clarity for those officers deployed in a stop & search situation.</p>	
<p>Marriage & Civil Partnership</p>	<p>There is no evidence to suggest there is a differential impact due to marriage and civil Partnership.</p>	
<p>Pregnancy and Maternity</p>	<p>There is no evidence to suggest there is a differential impact due to pregnancy or maternity.</p>	
<p>Race and Ethnic origin – includes gypsies and travellers. <i>(Consider language and cultural factors)</i></p>		<p>In Bedfordshire the likelihood of a member of a BME Community being stopped in comparison to a white person is a trigger factor in the Community Trigger Mechanism policy. Therefore this particular statistical analysis will be monitored through the Stop & Search Monitoring and Compliance Group (Internal Scrutiny) and Stop & Search Community Scrutiny Panel (External Group) to monitor if a Community Complaints Trigger has been met if there is a significant increase in such disproportion. Between 1st April 2015 and 31st March 2016 the likelihood of being stopped and searched in comparison to a white person was as follows: Black – 2.85; Asian – 1.47; Mixed – 2.05; Other – 1.72. Overall BME/White ratios 2.02 times more likely. According to the 2011 census of Bedfordshire 54% of the 16-24 year old age group population of Luton is from our BME Communities.</p> <p>However, if the large reduction in the number of stop searches since May 2014 is a result of a more targeted approach to stop search then this is likely to have an effect on the profile of those being searched. This will be monitored regularly internally through the Monitoring & compliance group and externally through the Community Scrutiny Panel and addressed .</p>
<p>Religious / Faith groups or Philosophical belief <i>(Consider practices of worship, religious or cultural observance including non belief)</i></p>	<p>The use of Counter Terrorism Stop & Search powers within Bedfordshire is extremely rare and in the event that such powers are used there would immediately be an expectation of the implementation of a simultaneous Community Engagement Plan to allay any</p>	<p>(EHRC report 72 2011)</p> <p>In general, individuals did not make a distinction between stops under s44 relating to terrorism compared to stops under other police powers. Concerns focused around three main issues: the extent of stops (that is the number of stops being carried out); the treatment of individuals when they are stopped; and the perceived discriminatory use of the powers. For non-Muslims from other ethnic minority groups, concerns about stop and search were also strong. For other non-Muslim focus group participants, experiences of police stop and search was only reported by those in London. Among Muslim participants, the strongest negative feelings arose from perceptions that individuals were being stopped because of their religion or race. Such</p>

	concerns from communities affected and maintain if not improve our community relations.	perceptions were more likely among individuals who had been stopped, or had observed groups of Muslims being stopped several times in the course of the preceding 12 months. The absence of the need for the police to provide any reason for stopping a person, combined with individual experiences and accounts of stops from friends and family, led most Muslim participants to feel that they are stopped because of their ethnicity or religion
Sex (Male, Female)		Men are disproportionately stopped/searched compared to women. Year-end figures at March 2013 showed 94% of persons stopped in Bedfordshire were male. National and local data show that Black people are still more likely to be stop searched than the general population, even when accounting for age and gender.
Sexual orientation (Consider known or perceived orientation, lesbian, gay or bisexual)	There is no evidence to suggest there is a differential impact due to sexual orientation.	

	Positive Impact or Benefits	Negative Impact or Risks
Have you considered how this decision might affect work life balance? (Consider caring issues re: childcare & disability, safeguarding issues, environmental issues, socio economic disadvantage, and low income families.)	There is no evidence to suggest there is a differential impact due to work life balance issues.	

STEP 3 – Assessment

Complete the EIA by analysing the effect of your proposal and detail the outcomes.

What were the main findings from any consultation carried out?

What feedback has been received?

Using the information you have gathered and consultation that you have undertaken answer the following questions. This will help you to understand the effect on equality your proposal might have.	
Has the feedback indicated any problems that need to be addressed?	
Describe and evidence any part of the proposal which could discriminate	
Can the adverse impact identified be justified as being appropriate and necessary?	

If so, state what the business case is:	
Where impact and feedback identified, what, if anything can be done?	
What outcome will be achieved that demonstrates a positive impact on people?	

STEP 4 - Monitoring and Review

Equality analysis is an ongoing process that does not end once a document has been produced.

What monitoring mechanisms do you have in place to assess the actual impact of your proposal?	<ol style="list-style-type: none"> 1. Stop & Search Community Scrutiny Panel. 2. Stop & Search Complaints Trigger Mechanism . 3. Stop & Search Monitoring and Compliance Group 4. Equality & Diversity Strategic Board 5. Force Performance Board..
<p>Review Date: First review must be no later than one year.</p>	1 st October 2017

STEP 5 - Sign Off

<p>Once the Equality Impact Assessment is complete it should be signed off by the Proposal Sponsor. This sign off is confirmation that the analysis is accurate, proportionate and relevant and actions will be delivered as required.</p>	
Approved by Senior Officer / Proposal lead	<p>Having considered the potential or actual effect of this proposal on equality, our assessment demonstrates that the proposal is robust and the evidence of our screening shows no potential for unlawful discrimination. We have taken all appropriate opportunities to advance equality and foster good relations between groups.</p> <p>Date: 12th April 2016 Name: Superintendent Rob McCaffray</p>