

Meeting Minutes

Stop & Search and Use of Force Internal Governance Meeting

Date: Friday 6th September 2024 at 11:00hrs – 13:00hrs

Location: MS Teams (link in meeting planner)



Chair

CD	Chief Superintendent Clive Davies	Strategic Stop & Search Force Lead
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Attendees

CC	Superintendent Chris Colley	Strategic Use of Force Lead
EN	Sergeant Emma Newton	Tactical Lead for Stop & Search and Use of Force
RB	Inspector Rob Brian	TASER SPOC for West
KC	Chief Inspector Karen Coyne	Divisional SPOC East
DE	Dean Evans	Team Leader PPST
FH	Farhan Hayat	Deputy Inclusion Lead and Chair of SPACE
NH	Sergeant Natasha Horth	Supervisor for Op Chariot
AJ	Chief Inspector Andy Jenkins	Divisional SPOC North
KK	Kate Kelley	PSD Office Manager
CL	Inspector Clare Leggett	Dedicated Coaching Unit
AM	Sergeant Alistair Marshman	Chief TASER Instructor
CN	Inspector Chris North	Deputy Divisional SPOC West
DS	Sergeant Danny Sayer	Custody Training Sergeant
SS	Chief Inspector Steve Schulten	Custody Operations
AS	Alan Stockhill	Police and Crime Training

Apologies

		Specials
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	Notes	Owner
1	Introductions At 11:00 hours, CD opened the meeting. Meeting attendees introduced themselves and their role. No representation from Specials.	CD
2a	Previous Meeting Minutes Not yet agreed as awaiting final completion and review.	CD
2b	Action Tracker ALL: Divisions to dip check Stop & Search forms for Black subjects to see if we can establish why the Find Rate has decreased for Black individuals causing a change in a previously well-established trend. <i>Cover in divisional updates. The data from the last quarter has shown a slight change, in that the find rate on East Surrey only, is lower for Black people than for White people; however, the find rate for S1 searches remains lower for Black people than for White people on East Surrey and especially on West Surrey. These points are tasked out further, later in the meeting.</i> HOLD. ALL: Divisional and departmental leads to disseminate comms to Sergeants, who review and process Stop & Search forms, to ensure for any strip search, there are grounds on the form justifying the grounds and rationale for a strip search. <i>East to confirm (completed w/c 30.09.2024)</i> <i>North and West confirm completed.</i> DISCHARGED. EN: Policy decision from CD required about historic Stop & Search forms that remain in PRONTO assigned to an officer's account, but the officer has left the force. <i>EN has been progressing this directly with PRONTO and most historic forms relating to an officer who has left the force have been processed. Further update re PRONTO to be covered on agenda.</i> DISCHARGED. PSD and PPST: Review BWV of Officer D and feedback to CC and EN. CC and EN to then inform External Scrutiny Panel of professional findings (PAVA job). <i>CD confirmed completed and fed back to External Scrutiny Panel on 04.09.2024.</i>	CD

	DISCHARGED. AM: TASER Instructor to review and provide comment on the TASER BWV footage reviewed by the External Scrutiny Panel. <i>Completed and addressed at External Scrutiny Panel on 04.09.2024.</i> DISCHARGED. North Surrey: Review data and determine if there are any reasons behind increase in uses of force on Black subjects under 18. HOLD. East Surrey and North Surrey: Reviews of Reigate & Banstead and Spelthorne for anything that might have contributed towards the spike in data of use of force on Black subjects. <i>AJ state anecdotally there has been an increase in ASB in Spelthorne in particular although cannot say if that involves Black subjects. Will look into it.</i> <i>KC will need to liaise with SMC.</i> HOLD. PPST and Custody: Push comms that BWV must remain on in custody environment, and not just rely on custody CCTV. <i>Completed. DE also confirmed the use of BWV is covered in all training. SS asked what is required of custody – do they need to remind everyone coming in that they need to keep BWV on, or activate if not already on? CC explained officers are indicating on their UoF forms that they are not activating BWV because of CCTV being present in custody.</i> DISCHARGED. NEW ACTION: All to send out comms re activation of BWV for use of force incidents, even when in custody. NEW ACTION: Poster to go up in custody reminding officers to activate BWV for UoF incidents.	
3	Stop & Search and Use of Force Key Updates <i>PRONTO Updates, Stop Search 3.0, new intranet page, developments to external force website, Public Order Act 2023.</i> - EN advised attendees that later this year Stop & Search will move to NICHE, similar to how the Use of Force forms upload to NICHE from PRONTO. Officers will still complete forms via PRONTO on their MDTs, but these will now create an occurrence and upload to NICHE, creating a task for supervisors to review. - EN explained the transition to NICHE has allowed for some key updates to the form, including a new section for strip searches and mandatory supervisor authority	EN

	details, which will hopefully address the reoccurring issues about strip searches on the forms. While the form itself has been improved, this won't address the existing cultural difficulties around reworks and supervisors approving forms. • EN acknowledged that divisions are still working to process and reduce the outstanding forms and requested that efforts continue to try and reduce the numbers as much as possible, but that messaging will still need to continue to ensure forms are processed in a timely manner, once it moves into NICHE and to the tasking-based approach. • EN confirmed there will be some training guidance produced by PRONTO and we shall discuss it further when we meet in November. • EN updated that there was a new Stop & Search and Use of Force information hub which had been launched internally on the Intranet, providing some key resources for officers includes aims of Stop & Search, procedural justice framework, information on stop grounds, use of force, and recording requirements with children, and links to internal and external documents. A link to the new page will be shared for wider access. • EN explained significant updates have been made to the force's external website, using a layered approach to information. This is beneficial for neighbourhood teams interacting with communities and conducting engagements to signpost people to the website, where we've adopted a layered approach to providing information, offering stop & search and use of force data, key performance metrics, and in-depth information. • EN provided a reminder about ensuring correct legislation is used when submitting stop and search forms. There have been 50-60 recent submissions incorrectly stating the Public Order Act as the search power, instead of Section 1 of PACE. Supervisors are encouraged to ensure accuracy during reviews, as data submitted to the Home Office must reflect the correct legal grounds.	
4	HMICFRS AFI Proposals <i>Community Engagement Sessions, SNT Support</i> • CD explained that the current AFI focuses on improving how we communicate with the public about the use of powers. CD described that we are working to improve our activity, enhance our governance, tasking processes, and communication efforts. • CD said the meeting minutes, both internal and external, are now much more thorough and provide detailed summaries, which we are also sharing via social media for wider public reach. And we are also breaking down the minutes into bite-sized chunks, and making good use of social media as well for updates to be communicated to the public about the activities and engagements that are happening.	CD

	• CD introduced the concept of the Community Engagement Sessions, where we are looking at each division for the areas that have the highest disproportionality, focusing on the relevant age range, and particularly among young Black males, where stop and search disproportionality is most prominent. A good place to engage with them is in colleges and the educational establishment. • CD advised the first engagement session will be held at East Surrey College, an area with high disproportionality between Black and White residents, and where there are a number of operations taking place. This session will include the Chair of the External Scrutiny Panel, local officers, and young people. We want to get their feedback, improve relations, improve how we operate. We are seeking local support from SNTs for these sessions, specifically one or two officers to help ensure the discussions are relevant to local issues. • CD added there is also a request in SNT engagement with communities, to add a slight element on the uses of our powers, and to include these topics in their regular community engagement activities. The aim is to integrate these conversations into normal engagement without adding extra workload, using the key information and headlines and summary points that are on the intranet and internet as the basis of what to provide to communities. CD assured that we were not asking for additional work, but where there are engagement events to include the uses of our powers. • CD said for the next internal meeting, divisional SPOCs will be asked to provide updates on what engagement has been done around the use of these powers. This is important because these powers are being used by police in the community, and if people are unhappy or have feedback, we want to interact with them, and their engagement is crucial for understanding and addressing any public concerns.	
5	Op Chariot Overview • NH provided an update on Operation Chariot, a Home Office-funded project running until April 2025. The operation focuses on 15 key hotspot areas across the force that have been identified as having the highest levels of antisocial behaviour (ASB) and serious violence, based on analytical data from the past three years. • Each of these hotspot areas is patrolled by two officers per day, who rotate through divisions every three days. In addition to the Op Chariot patrols, support is provided by local borough resources, including SNT (Neighbourhoods), ARV (firearms), and DCU (coaching unit) officers, all of whom contribute to policing these hotspots on a rotational basis. • As part of the operation, officers complete a returns form at the end of each shift, documenting any arrests, stop and searches, or use of ASB powers. Over the past few months, a review has been conducted all on stop and search activity within the hotspots. On average, there have been around eight stop searches per month,	NH

	primarily involving white males, mostly teenagers or young adults, with Section 23 of the Misuse of Drugs Act being the most used power. • Since the patrols are not a deployable resource, officers deal with any issues they encounter in the hotspots, which explains the focus on drug-related activity. NH confirmed there have not been any stop searches on Black individuals in the last three months. Body-worn video (BWV) footage and the use of force for all stop searches are reviewed due to the low volume of searches. • Going forward, the plan is to engage more with local boroughs and SNTs to better understand the specific issues in each hotspot and to provide more targeted support. For example, if a particular area has a drug problem, Op Chariot resources can be briefed to target relevant individuals or premises based on local intelligence. • CD asked about the briefing process for stop and search powers. NH confirmed that officers access an online Op Chariot briefing via SharePoint, which includes information from local SNTs about key individuals, premises, and any specific issues within the hotspot. The briefing also directs officers to consider the use of ASB powers, arrests, and stop and search where grounds exist. • CD then asked if NH was satisfied with the searches conducted so far following her reviews. NH confirmed that there have been no concerns regarding the use of powers, with appropriate use of force and no issues identified in relation to stop and search practices to date.	
6	Use of Force <i>Performance summary and headlines, disproportionality, qualitative reviews, BWV compliance</i> • CC reiterated the importance of BWV activation being a key part of legitimacy and also confirmed that he has spoken at length with EN as the Tactical Lead about improving the accountability loop around this work. • CC explained that he and EN complete a lot of data work, which is presented to the External Scrutiny Panel. But there is a lack of real grip and momentum to make sure that those things that are raised are progressed. • CC understands that everyone is busy, but asked that this could be prioritised, as it is a weakness in the process, the lack of accountability down to the teams and then back out to him as the lead, and requested we do all we can to close the gap. • CC said in terms of forms, they continue to increase, up again in the last 12 months by 16,134 (17%), which shows that we are pushing and accurately recording our use of force. But we should not be complacent on that, in particular, where we have multiple officers involved in a given situation with the subject or subjects, please keep pushing communications that we do need each officer that's using force to submit a form.	CC

- CC highlighted under 18's has seen an increase in the last 12 months for the first time since we have been overseeing this work, with 37% on West, and up until this point it had been an even split across divisions. CC is keen to understand if there's something in terms of crime type or operations.
- CN stated he had had a brief look at the data and noted that on West there were higher impact factors in mental health, and also on West there are two of the busiest town centres, being Guildford and Woking, but he was not aware of a direct reason for the increase and would research and feedback.

NEW ACTION: West to research data and dip check U18 use of force forms / BWV to ascertain reason for increase, and monitor.

- CC continued with Black, Asian, and ethnic minority data updates where there has been an increase of 205 (21%) with 33% of that being attributed to the North – and linked to the previous action set last time, requesting for dip checks to be conducted on individuals to ensure the force used was appropriate in the circumstances, so we can go back to the External Scrutiny Panel and confirm what we are reviewing, trends, and what we have done, for that accountability.
- CC advised that he always looks at total incidents and compares that with Black subjects because disproportionality still remains over five times more likely to have use of force on a Black subject than a White subject.
- CC highlighted for total incidents, the most common subject behaviour at 39% compliant. When we look at Black subjects, it's comparable, but Black subjects remain more compliant, at 41%. The second subject behaviour is active resistance, regardless of ethnicity, which is 36% in total incidents, and 31% for Black subjects.
- CC added the qualitative data work that EN continues to do looking at 50% dip checks of random White subjects and the other half random Black subjects continue to show that the use of force from officers is generally proportionate to the circumstances. We don't see any disparity between ethnicities.
- CC emphasised that we still do have a recording quality issue whereby the use of force form is either a copy and paste of a statement, or no details at all. In the reviews that EN has completed in this quarter, there are 8 out of 88 that are not justified (5 x Black subjects, 3 x White subjects).

NEW ACTION: Divisional SPOCS to review those 8 cases and feedback – does the statement/BWV give the justification?

- CC reiterated that the use of force form needs to be suitable to justify the use of force.
- CC recapped that we spoke at the last meeting around an incident on East Surrey where a street robbery suspect was part of a group of suspects and was detained, and 3 subjects ran off. The one that remained and was compliant was PAVA'd by an officer, who then ran off after the other three subjects. That use of force has been reviewed by PSD and officer safety trainers, and based on the officer's

	rationale, it has been deemed justified by PSD and OST, although the external chair of the scrutiny panel remains unconvinced. - CC advised KC that the chair would like to sit down with the officer to explain his rationale and to understand it more, and this again feeds in more to the accountability loop. NEW ACTION: EN to share details with KC and facilitate a briefing/feedback session between the external chair and Officer D. - EN added that for the benefit of the divisional SPOCs, the use of force spreadsheet is uploaded into the dedicated teams' channel and advised that you can filter down to 'not justified' to easily review the cases. - EN clarified that when we say, 'not justified', it is based on the circumstances that are written on the form. These are looked at in isolation, as during other scrutiny processes with the external panel and HMIC, they don't review the statement, they don't review the BWV, they only review the form, which is why the form has to be up to standard. - EN also highlighted on the new Intranet page that we've just launched there is a use of force aid memoir document to aid officers in completing forms, with the kind of things that they should write in the circumstances.	
7	Use of Force - TASER <i>Performance summary and headlines, disproportionality, qualitative reviews, BWV compliance, TASER governance and scrutiny in force</i> - CC confirmed that EN reviews every usage of TASER within Surrey every quarter. This quarter, there have been 130 total usages. 115 of those are deemed to be justified, but 15 are not justified, which will come out to the divisional SPOCs for review. - CC advised he had been informed that the TASER SPOCs on division have not really been assisting with any accountability and there may be some gaps in the way they're engaging with AM. CC reiterated they must be assisting with the scrutiny and assisting EN in the work that she's doing and gripping it. NEW ACTION: Divisional SPOCS to ensure they know who their TASER SPOC is and for them to review the not justified TASER forms and feedback to EN to close that accountability loop. - AM confirmed a quick form has been created which is transferable between Surrey and Sussex that came out the total working group about six months ago. If officers discharge or red-dot TASER, or the subject is from an ethnic minority group, that form should be completed and the minimum distribution for that is the Public Order Training Unit, and on the basis of what CC has just said about those 15	CC

	incidents, that clearly isn't being completed, which is probably causing part of the problem. • RB confirmed the forms come through from a QR code which is how they get reviewed, and the BWV is reviewed, and then contact with the officer and following that, depending on what it was like, whether it's positive, negative, etc or reviewed by AM in terms of how it's recorded, it all goes on to a spreadsheet which has the type of force the use of force form and the crime reference number, and then everything about the subject, ethnicity, mental health, etc. • CC thanked RB for the update and asked for AM, EN, RB and the other SPOCS to review the 15 non-justified TASER incidents, which all related to White subjects, and was due to administration errors as to why they have been deemed not justified. • EN clarified that the administration areas will relate to the incorrect tactic being used or tactic selected that's just not described in the grounds, and where it's been deemed not justified it's been because there is a lack of the description of the force used, or a lack of explanation, justification, and rationale. So, it cannot be determined by the use of force form that the use of Taser in whatever way they used it was proportionate and justified in those circumstances. • AM thinks the main issue is that the quick forms are not being completed, and if they are not completed, the TASER SPOCS don't know what needs to be reviewed. CC asked for communications around the quick forms to be disseminated by divisional SPOCS but that it was good that EN also reviews all TASER incidents as a backstop, and for the 15 to be sent out for review, so that there is no excuse for us not understanding our business. • EN added there is there is a TASER tab on the use of force PowerBI that lists all TASER incidents, and the officer details, with various deep dive options about the incident details, so the PowerBI is another resource that can be used for a check and balance, especially if TASER incidents are not being completed. EN also highlighted that a PRONTO search can be completed between specific dates, which was another way for TASER SPOCS to check if there was anything outstanding to review. • EN also highlighted that BWV compliance was higher with TASER usage that with general use of force; overall, it was at 94%, and for the quarter 122 out of the 130 did have BWV recorded.	
8	Stop & Search <i>Performance summary and headlines, disproportionality, qualitative reviews, Section 60, strip searches, BWV compliance (top officers flagging for non-compliance)</i>	CD

- CD updated that we've seen a slight increase in stop and searches this year compared to last year. While the overall find rate has decreased slightly, it's still above the national average, which is a positive position to be in.
- CD confirmed we're continuing with our quarterly qualitative reviews of 96 forms every quarter, with a third for White people, a third for Black people, and a third for Asian people, to see if there are any trends between ethnicities, the reasons for searches, and quality of searches. We haven't seen any significant trends in terms of differences in quality or reasons for searches based on ethnicity, which is reassuring. A big part of our review is looking at the grounds for the search. If the grounds don't meet the necessary standard, we flag both the officer and their supervisor for relevant feedback, and we are tracking over time whether the same people are flagged again, for further interventions.
- CD added that we apply the same review process to Section 60 searches. We haven't had any Section 60 authorisations since last October, but as a reminder what we were seeing is officers putting 'Section 60' as the grounds on the form, because it is a 'blanket power' where officers can search without reasonable suspicion, but just because the power allows it doesn't mean searches should be done without justification; officers still need to be logging their grounds based around necessity and proportionality.
- CD advised that we've already issued communications around this, but just a reminder that officers need to cover off those elements in the search grounds, and any briefings about Section 60 now need to be recorded and sent to the relevant mailbox.
- CD advised that we continue to audit every strip search and there are still common themes where there is confusion around strip searches under stop and search powers versus those conducted in custody after an arrest. If someone is arrested and they go to custody, and in custody the Sergeant authorises a strip search, that is not under stop and search powers, and the strip search section on the stop and search form should not be completed. CD requested that SPOCS remind their teams on when a strip search on the stop and search form is and isn't required, and the differentiation of the powers.
- CD added that there continues to be a concern around insufficient grounds for recording strip searches. It's not enough to rely on the initial grounds for the search. Strip searches need additional grounds and require extra justification due to their more intrusive nature. CD again requested for SPOCS to remind their teams about ensuring these grounds are clearly documented.
- EN added there are a few incidents, occasionally, where there will be a stop and search that leads to an arrest, but before the person gets to custody, there's then further information that means the officer has the grounds to strip search them. The power in those circumstances post arrest but pre arrival at custody is actually under section 32, so we don't need to stop and search forms with the strip search section ticked in those situations. What the officer needs to do in those

circumstances is fully document their rationale for a strip search in their arrest statement.

NEW ACTION: SPOCS to issue communications to their teams about strip search powers and grounds on the stop and search form.

- CD advised that BWV compliance has improved recently, but overall, the rolling yearly figure is still not where we want it to be. Officers need to be using BWV from the start of any interaction, not only to protect themselves but also as it's a policy requirement, and if it is not done then it does raise the question as to why it wasn't used.
- CD confirmed we are logging who is and isn't using BWV and tracking this carefully, and this data feeds into our broader auditing.
- CD explained that we are also reviewing BWV of stop and searches and scoring the footage based on the procedural justice framework, which is things like how well they explain the search (GO WISELY compliance). Each of the areas is scored out of 5, there are 5 separate areas, so the total score is out of a possible 25. Officers who score below a certain threshold (below 15 out of 25 or any category under 3) are flagged for follow-up. Once flagged, we provide feedback to officers and their supervisors, looking to see improvement. If the same officers or supervisors keep showing up with poor scores, it suggests that feedback isn't working, and we'll escalate to more formal interventions. So, this will be a staged approach and repeat underperformance will be monitored over an 18-month rolling period.
- CD highlighted that disproportionality remains a challenge, with Black people being about five times more likely to be stopped and searched than White people across the county. This varies across divisions, but the overall trend is the same. We've also noticed a lower find rate for Black people compared to White people on East Surrey.
- KC commented that this was being looked at on East as part of their race action plan work, noting that the find rate was about 3% lower. They have been considering whether they could encourage those that do the highest number of stop searches to focus their attention on not just priorities, but things that they know neighbourhoods are working on, and problem-solving occurrences.
- CD summarised that overall Section 1 searches and the find rate is also lower for Black people with the biggest disparity seen on West Surrey, for the last quarter, the find rate on West Surrey for White people was about 28%, the find rate for Black people was 0%. That's the biggest anomaly there.

NEW ACTION: KC to review why the find rates for Black people, for all searches, is lower than the find rate for White people on East Surrey. CN to do likewise for Section 1 searches on West Surrey. This will involve a deep dive dip checking search forms, looking at who is searching, where they're searching, why they're searching, how they are tasked and briefed, etc.

	• CD raised an additional point from the data around arrest rates and community resolution rates following stop and searches, highlighting a disparity between Black and White people. In East Surrey, the arrest rate is slightly higher for White people, but this is proportionate to the search volumes. However, in North Surrey, the arrest rate for Black people is notably higher than for White people. The biggest difference appears in West Surrey, where the arrest rate for Black people is more than double that of White people. This brings into focus the wider issue of disproportionality in the criminal justice system where we often see that Black people are arrested more frequently than White people, which means they are more likely to go through the formal criminal justice process. In contrast, White people tend to receive alternative, more favourable outcomes, such as community resolutions. • CD continued looking at the Community Resolution rates in North Surrey for White people is 4.6%, while for Black people it is 0%. In West Surrey, it's 7.6% for White people and 0.5% for Black people. So overall in terms of looking at arrests and community resolution rates, West Surrey seem to be arresting Black people disproportionately than White people, and Community Resolutions are low for Black people compared to White people. NEW ACTION: AJ and CN to review arrest rates and Community Resolution rates in Stop & Search outcomes for Black people and White people for North Surrey and West Surrey.	
9	PSD <i>Updates and Complaints</i> • KK presented the summary on screen of Stop & Search and Use of Force complaints for the quarter. • KK summarised that there was a slight decrease in the number of complaints this quarter, compared to the spike there was at the end of the last quarter. The numbers are now at what could be described as a more normal or expected level. As mentioned previously, the spike in complaints last quarter wasn't unique to Stop & Search; it reflected an overall increase in complaints across various areas. • KK provided a breakdown by division, but there weren't many standout observations to note. The data showed that complaints were fairly evenly distributed across divisions. • KK added regarding complaint outcomes, at the time of this report, 5 complaints were still ongoing, but the majority had already been resolved outside of Schedule 3. Of the 8 complaints closed, three were resolved by providing explanations, and in 2 cases, the service provided was deemed acceptable. There were no instances where the service was found to be unacceptable.	KK

	• KK said looking at the self-defined ethnicity of the complainants, 27% identified as other than White British, which is a slight increase from previous quarters. However, it's important to consider that we are dealing with relatively low numbers overall, so small shifts can easily impact the percentages. For instance, last quarter, one person identified as other than White British, which represented 7% of the total. This time, we're talking about four people, so while 27% sounds significant, we should be cautious about drawing conclusions based on such small numbers, but it's something to monitor going forward. • KK continued in terms of Stop & Search complaint themes, the majority continue to relate to actions taken during the stop and search itself. There was a recurring issue in the previous quarter where some complainants mentioned being stopped for reasons such as no insurance or MOT, despite having these documents in order. We haven't seen any complaints like this in the current quarter. It's unclear whether this was just a temporary issue, or if record-keeping systems have improved, but it's something to keep an eye on. • KK continued with Use of Force, we also saw a slight decrease in complaints, which likely mirrors the overall reduction seen in Stop & Search complaints. The number of Use of Force complaints dropped from 37 last quarter to 27 this quarter, with the distribution again fairly even across divisions, though West Surrey had slightly more complaints, but not by a significant margin. • KK stated with outcomes in Use of Force complaints, most cases are still ongoing, but out of the resolved ones, the majority were also handled outside of Schedule 3. In 7 cases, the complaints were resolved with explanations provided. In one case, the decision was NFA, and in two finalised Schedule 3 cases, the service was found to be acceptable. One case was unresolved, as it couldn't be determined either way. There were no cases where the service was found to be unacceptable. • KK said when looking at the self-defined ethnicity of complainants in Use of Force cases, this quarter saw 7 complainants who identified as other than White British, or who preferred not to say/ethnicity unknown. This is lower than the 23-30% range we saw in previous quarters. But as mentioned earlier, with such low numbers, it's important to be cautious about interpreting these statistics too heavily. • KK advised in terms of Use of Force complaint themes, the majority of complaints, as in previous quarters, came from the use of force during arrest, with a particular focus on the use of handcuffs. This is a recurring issue. There were no complaints this quarter about the use of PAVA spray, which had been a notable point of concern in the previous quarter. But overall, complaints related to arrests and handcuff usage remain the primary issues raised.	
10	Divisional Updates: North	AJ

- AJ gave an overview of the Stop & Search results for children under the age of 13. During the review period, 15 under 13-year-olds were stopped, and of those, items were only found in two cases. AJ confirmed that based on the information available, the searches all appeared to be reasonably appropriate and justified at the time. AJ was concerned about the young age of some of those searched, with a few being as young as 11 and despite the appropriateness of the searches, this has been noted as something to monitor.
- AJ raised was that BWV was not being consistently reviewed, even though nearly all the stops involved BWV cameras and he will address this with BD before the next meeting. AJ stated the loss of PMU resources, which usually handled these reviews, has impacted the process, but he understands it's important to ensure the reviews are maintained.
- With repeat stop and searches, AJ reported that 11 people had been searched on multiple occasions. Out of these, 9 were White, with a find rate of 16.7%, while 1 was a Black male who had been stopped twice, and items were found on both occasions. For people stopped on 3 or more occasions, there were 2 males who had been searched a total of 8 times. Both are well-known to police for their involvement in ASB and criminal activity, and on each occasion, drugs were found.
- CD raised concerns about the potential for complacency when repeatedly stopping individuals known for criminal behaviour and emphasised the importance of ensuring that the grounds for each search are unique and appropriate, rather than assuming grounds based on past interactions. AJ agreed and assured that nothing had been flagged so far as inappropriate, but he would be monitor this going forward, especially if the same people continue to come up in future searches.
- AJ stated that the team had not been as thorough with the BWV reviews as they should have been and again recognised the importance of ensuring the reviews are completed for transparency and accountability.
- AJ stated North division had achieved the highest find rate across the force, and had the highest completion rate for NCALT courses, although there's still work to be done in this area. This remains a focus, and efforts are being made to continue pushing for improvements across the division.
- AJ acknowledged they had been slow with processing returns, and there was a backlog that needed to be cleared and was pleased to hear that Stop and Search was moving to Niche, as it should simplify the process.
- CD asked for further clarification on why the BWV reviews hadn't been completed. AJ explained that he wasn't entirely sure who was responsible for the reviews this time as BD, who usually handles them, had been on leave, but AJ accepted that the reviews should have been done, and he would ensure this is rectified going forward.

- SS referred to the Use of Force Power BI dashboard, which indicated that use of force in custody showed a disproportionality rate of 2.09. The data also shows that force was used on just under 700 occasions in the rolling year. But this does conflict with the data provided by the Force Performance Unit through the Custody Performance product, which shows that use of force against adults in custody does not show any significant disproportionality. The data actually shows that people from ethnic minorities are less likely to have force used against them in custody compared to White people.
- SS confirmed this applied to adults, and that there was some disproportionality with children, although the numbers were small. SS thought there might be a potential recording issue as the data filtered through the PowerBI dashboard shows several instances of uses of force such as PAVA and batons being recorded, but SS is certain that these types of force are not being regularly used in custody. There has not been a case of PAVA being deployed in custody in at least 9 months.
- SS said the consideration is that there may be officers or staff inaccurately recording instances of use of force within custody when, in reality, it is happening elsewhere. The system is pulling data from PRONTO as officers recording force used at different locations as having occurred in custody. SS emphasised that they are not regularly using TASER on people in custody.
- SS said the Custody Performance product draws data from the custody record using a specific hashtag entry, similar to the previous system using QR codes on CIS. The accuracy of this data is reliant on the correct entry being made in the custody record.
- SS stated in terms of disproportionality, based on the more accurate custody-specific data, there does not appear to be a significant issue regarding the use of force in custody.
- SS also outlined the Custody Scrutiny Panel, which is chaired by the OPCC, had been made aware of some concerns regarding the data. They agreed to make use of force and disproportionality their area of focus over the next quarter. This will involve the panel reviewing instances where force has been used against Black detainees, or detainees from an ethnic minority. The review will include BWV, custody CCTV, custody records, and use of force reports. This will allow the panel to consider all available information, and they will report their findings back at the next meeting.
- CD asked if SS could ask his Custody Sergeants to reiterate the earlier message about strip searches, where a subject is under arrest and the Custody Sergeant authorises a strip search, that the officer mustn't complete the strip search section of the form. SS suggested DS could include that in the custody training programme to ensure everyone is aware. EN and DS will liaise about what this will look like.

	EN reminded the attendees that with Stop Search 3.0 coming in November and with the requirement for Inspector's authority, this should also help address the issues. SS asked if the existing form could be amended, however EN explained PRONTO form amendments are not prompt or straightforward and the short answer was no. EN added this was also particularly important because we have to report back to the Home Office on numbers of strip searches, and the figures would suggest that we are strip searching a lot more people, including children, than we actually are, hence the need for a manual review each quarter. No child was strip searched in the previous quarter.	
12	Divisional Updates: East - KC reported that in the last quarter, East had a total of 424 stop and searches, with 116 resulting in finds, giving an overall find rate of 27.4%. The majority of searches took place in Reigate and Banstead, accounting for around three-quarters of the total searches. The find rate in Reigate and Banstead was 24.6%, with most of the searches conducted by the proactive teams. - KC added the second-highest number of searches occurred in Epsom, with a find rate of 26.3%. Tandridge and Mole Valley had a much higher find rate, which suggests a possible quality over quantity approach in these areas. KC stated that all searches on non-White people in Mole Valley had a 100% find rate, which may warrant further investigation during the deep dive into the data, as requested by CD. The stats also indicated that more rural areas seemed to have a more targeted approach to stop and search. - KC continued in terms of ages, the under-18 find rate was noted to be lower at 23.8%, and people aged 18-24 were the most likely to be searched, with a 21% find rate. KC also highlighted that most people searched were Surrey residents. - KC confirmed the division had made efforts to reduce the number of outstanding PRONTO forms, although they are encountering the same challenges as other divisions, and she also welcomed the move of Stop & Search to Niche, which will hopefully resolve some of these issues. - KC updated in terms of searches of children, eight searches were conducted on children under the age of 13, although four of these were linked to a single job. Of the eight searches on under-13s, four were on White children, and one child was Black. The find rate for these searches was 25%, and all forms have been reviewed. - KC confirmed no person has been searched on three or more occasions, and the officers who carried out 12 or more stop searches were mainly neighbourhood officers or from proactive teams. - KC highlighted the impact of the Clear, Hold, Build initiative in Reigate and Banstead, which may have contributed to the increased use of disruptive tactics. Two officers from this initiative have been flagged by this group for additional	KC

	review, and a meeting will be held with them to assess their operations and see if any adjustments are needed to balance their work. • KC confirmed the BWV footage has been reviewed and SMC will use these reviews as part of a more comprehensive discussion with the officers involved in the coming week. There were no significant concerns raised by SMC, but we are aware how subjective viewing BWV footage is. • KC agreed with the concern around recording grounds, with some officers not providing sufficient detail. There are ongoing passive drug dog operations, where drug dogs are being used as the sole grounds for searches, which is also being addressed in terms of recording grounds. There have also been instances where officers have unwittingly shared intelligence during the search process, so we've identified a need for additional training in these areas.	
13	Divisional Updates: West • CN advised they have 76 outstanding stop search forms still with supervisors, which is a big improvement thanks to the ongoing push to chase them up. But there is now an increase in returned forms that are now sitting with officers, which is more of a cultural issue. It's something that's been tough to change, but the upcoming switch to the NICHE system should help smooth things out and make it easier to progress these forms. • CN outlined 5 stop and searches of children under 13. One search involved an unknown subject who refused to provide details. Two searches came from the same incident where kids were causing damage at a disused school. The searches were well-managed, with good grounds. There might have been room for better engagement from the officers in explaining the process to those involved, but overall, no concerns were raised. The third search involved juveniles who had threatened people with weapons. Again, no issues there. The final search was on a missing person who had some articles connected to theft. No concerns with the grounds for this search either. Overall, the searches were justified, but improving officer engagement during the search process could benefit the individuals involved. • CN said there had only been one person on the division who had been stopped more than three times, searched 12 times in total, with a decent find rate. He's a 17-year-old living in supported accommodation, turning 18 later this year. He's frequently reported missing after making threats to self-harm, and when found, he's searched for items like razors or medication that he may use to harm himself. Every search has been properly grounded, and there's ongoing work with SNT to manage his behaviour. There's no concern with how the stop search powers are being applied, and we hope we won't see him on the list next time due to the positive interventions in place.	CN

- CN confirmed no officer on the division has conducted more than 12 stop searches. Three officers have conducted eight searches each. One officer did all eight in a single day during an operation. Another conducted four searches on four individuals in one incident, with additional searches afterward. All of the grounds for these searches were good, with no concerns about how the searches were managed. There haven't been any repeat searches by these officers on the same individuals.
- CN stated the reviews for 12 stop searches per division had been completed, and overall, they're well-managed with good grounds. There's a clear trend where younger, less experienced officers are still developing their ability to articulate the grounds using GOWISELY. While they're not always getting the information out smoothly, the necessary details are there, and that will improve with experience. One thing we've noticed is that in situations where there are multiple subjects, officers can get a bit distracted, which affects how clearly they communicate the grounds. We'll provide some feedback on this, but it's not a major concern at this stage.
- CN had a look at the arrest rate CD mentioned earlier on. Out of the stop searches conducted on Black individuals, 8 resulted in arrests, 3 of which were for weapons or drug-related offences. These arrests mostly came from road policing where stop searches were done after arrests for drug driving. The drug-driving element led to further action, and while the result was an arrest, it's likely the outcome would have been different without the drug-driving charge. CN confirmed he would do a deeper dive into this for the next update to see if there are any patterns or issues to address.
- CN has reviewed the use of force flagged for West. Although the initial form wasn't completed properly, the BWV showed that the force used was appropriate and quickly de-escalated. He will be feeding this back to the officer, but there are no concerns regarding the use of force in this instance.
- CN updated that they have had two key operations running on the division in the last quarter: Operation Colt is based in Guildford and targets graffiti art youth related ASB in the town centre. While not specifically a stop search operation, stop searches are being used around offences like shoplifting and damage caused by catapults. Operation Blaine is a BTP operation that has been running in Woking, mainly targeting ASB and drug offences. BTP is leading the communications side, with some social media support from Surrey Police.
- CN advised the Borough Commander for Woking is about to kick off a pilot project aimed at improving engagement with secondary and further education students from Black, Asian, and ethnic minority backgrounds. Letters have been sent out to schools and colleges inviting them to get involved. The idea is to hold quarterly meetings with selected students to discuss topics like stop and search, break down myths, and build a better understanding between the police and these communities.

	• CN updated one of the big successes for the division is the significant reduction in outstanding stop search forms. The hope is that the upcoming transition to NICHE will continue to drive improvements in compliance and efficiency. We're still working on reducing the number of returned forms sitting with officers, and communication around stop search with the SNTs is something we'll be developing further in the next quarter. There's potential to use the communication app to improve this, and we'll look to explore that soon.	
14	Departmental Updates: PACT, PST, DCU Police and Crime Training: • AS updated that PACT have extended the stop and search training course by an additional week. This extra time has provided us with more capacity to deliver additional stop and search scenarios, which we've identified as crucial for improving officers' practical application of the principles. The added week will allow us to incorporate more hands-on practice, which has been lacking in previous iterations of the course. • AS admitted that an area that we've not emphasised as much in the past is the completion of stop and search forms. However, we've now ramped up efforts to ensure these forms are being completed properly. We're currently dip-sampling the forms as part of the training process to ensure officers are demonstrating the right level of understanding and competency. For those not meeting the required standards, we're identifying areas for improvement early on. • AS confirmed for officers who aren't quite meeting the expected standards, we've implemented support plans to help bring them up to speed before they're released to the DCU. We've recognised that while our training offers valuable insight, it's difficult to recreate the full range of operational scenarios they'll face once they hit the ground. Therefore, we're ensuring that officers who need extra coaching receive it, so they're better equipped when they begin their fieldwork. • AS said during training, we try our best to simulate a variety of real-world scenarios—everything from stop and searches involving drugs and weapons to those involving items related to theft or criminal damage. However, we're fully aware that operational situational awareness is vastly different from a controlled training environment. This is something everyone on this call can likely relate to from their own experience. We're continually adapting our training to reflect the challenges officers will face in the field, but we know there's always room to grow in this area. • AS confirmed they are in close communication with DCU to keep them updated on the performance of officers coming through training, highlighting both their strengths and areas needing improvement. This way, DCU supervisors and coaches have a clear understanding of what each officer needs in terms of further support, ensuring they receive the most effective coaching once they're on shift.	AS

	- AS stated one key takeaway from today's discussion, which he will be sharing with his trainers, is the emphasis on ensuring officers clearly articulate the grounds for stop and search. They've noted the importance of this from today's meeting, particularly in relation to section 60 forms, and will be incorporating these insights into the next round of training sessions. This will help reinforce the importance of providing solid, well-communicated grounds when conducting searches. Dedicated Coaching Units: - CL updated that from a Sergeant's perspective, we're doing well in terms of outstanding forms, with only 8 pending at the moment. This is a point of pride for us, especially when comparing with other areas. We're working hard to keep outstanding forms at a minimum. - CL acknowledged the data shows higher stop and search numbers in DCU, which is largely due to probationers in their initial 15 weeks needing to complete at least two competent stop searches. If they don't meet the required standard, they're required to conduct more until they achieve competency. This explains why the figures are higher for DCU, as some probationers will naturally have to do more than two searches. - CL confirmed they maintain a close relationship with training school to ensure that the transition from a controlled environment to real-world policing is smooth. When probationers begin conducting stop and searches and using force for the first time in public, they're accompanied by a coach to provide ongoing feedback and guidance. - CL stated the use of force has been very positive, and BWV supports this. Coaches are closely monitoring the use of force to ensure control, safety of both the subject and the officers, and correct procedures. Mistakes are naturally going to occur, especially with probationers, but coaches are providing continuous feedback to address issues such as omissions in GOWISELY, and where problems persist, they are managed through performance improvement plans and ongoing support. - CL confirmed the teams regularly assist with various operations, including Op Chariot and other department-specific initiatives. For example, we recently participated in a prison operation in the Northern area, which led to a spike in our stop search figures for that day. This proactive engagement in operations means that our stop search numbers will naturally be higher, but it also demonstrates our commitment to supporting broader policing efforts. - CL highlighted that one area we're particularly proud of is the proactive approach to managing probationers' stop searches. Coaches are actively seeking out at least two stop searches per probationer every 15 weeks. However, based on feedback from last year, we've recognised that assigning one coach to four or five probationers during a shift was not ideal. It made effective supervision difficult and increased the likelihood of mistakes. As a result, we've now limited the ratio to one	CL
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	coach per two probationers, ensuring more effective oversight and management during operations. - CL stated that one of the challenges they're working on, as highlighted by AS, is the anxiety probationers often feel when they leave training school, particularly around their use of force and stop search powers. The probationers can feel overwhelmed and confused, which can impact their confidence. CL is focused on building their confidence through ongoing coaching, ensuring that all searches and use of force are lawful and proportionate. Public Safety Training: - DE confirmed training since 1st April has focused on key areas such as vulnerable adult stop and search, public order, and drunk and disorderly behaviour. Each officer has received six hours of contact time across three separate scenarios. Training has included a focus on six profiled subject behaviours linked to the use of force. - Training covered skills including: - Use of force and PPE, - Tactical communication and safe searching principles, - Stop and search legislation, - Baton techniques, pressure point control, and ABD, which is a mandated part of the first two hours of training each year. - DE added that body armour inspections and the JRFT are conducted as part of Phase A and Phase B training. - DE also said that compassion fatigue, inappropriate language, de-escalation, and communication models are being integrated into training scenarios to promote effective engagement with the public. - DE confirmed that first aid training is now a separate mandatory refresher that must be completed on a different day from other training. - The next phase of training will cover six more hours of contact time focused on: - Custody procedures - Domestic incidents - Street fights - Learning outcomes will include: - Use of force and tactical communications - Section 54 PACE (Police and Criminal Evidence Act) searches - Use of wands in custody, spit and bite guard applications, cell placement, and defensive tactics while grounded. - DE highlighted that some officers, especially in investigative roles and senior ranks who don't routinely use handcuffs or batons, struggle to demonstrate safe and proper use of equipment during training. The College of Policing has mandated that	DE
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	personal safety training courses are now pass/fail, which means officers must meet the required standard to pass. To address issues, officers who struggle are coached during training and, if necessary, asked to return for additional training. • DE noted that during stop and search training, it was noted that many officers are unaware of the stop and search receipts with QR codes, meaning these are not being used consistently. This is being flagged during training sessions, and officers are being encouraged to review the relevant policy. • DE confirmed the team has begun integrating the new College of Policing licensed training products ahead of their mandated launch in April 2025. These new training packages have already been incorporated into the student officer program, with the first intake starting this month. • DE explained a new assessment process for officer safety training is being introduced. This focuses not just on safety techniques but also on broader policing skills and decision-making in scenario settings. The new assessments will be introduced into the training package in January in preparation for the full rollout in April 2025.	
15	A.O.B None raised. Next meeting: November 2024 for Q2 July to September 2024.	CD