

Minutes

Stop & Search and Use of Force Internal Governance Meeting

Date: Friday 2nd February 2024 at 11:00hrs – 13:00hrs

Location: MS Teams (link in meeting planner)



Attendees

CC	Superintendent Chris Colley	Strategic Use of Force Lead
EN	Sergeant Emma Newton	Tactical Lead for Stop & Search and Use of Force
HB	Inspector Harry Biggs	Ops Command
AM	Chief Inspector Alex Maguire	East Division
SMC	Inspector Simon McCarthy	East Division
DMD	Chief Inspector Dallas Mcdermott	North Division
BD	Inspector Bert Dean	North Division
TR	Chief Inspector Tom Renwick	West Division
CN	Inspector Chris North	West Division
DS	Inspector Dan Short	Special Constabulary
RH	Detective Inspector Ria Holmes	Professional Standards Department
KK	Office Manager Kate Kelley	Professional Standards Department
TP	Inspector Tim Pulleyn	Dedicated Coaching Unit
DH	Sergeant Dan Henderson	Police & Crime Training
DE	Dean Evans	Personal Safety Training
FH	Farhan Hayat	Inclusion Team
JS	Julian Sherlock	Performance & Consultation Team

Apologies

CD	Chief Superintendent Clive Davies	Strategic Stop & Search Force Lead Custody
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	Notes	Owner
1	Introductions At 11:00 hours, CC opened the meeting. There were apologies from CD who is out of force for several months. Meeting attendees introduced themselves and their role. No representation from custody.	CC
2	Previous Meeting Minutes: CC confirmed previous meeting minutes had been completed and asked if there were any comments around accuracy around the minutes from the last meeting? No responses. Action Tracker: Action 81: Ensure all divisions/departments liaise with West re the undercover clips for BWV cameras, and ensure consistent comms regarding the use of BWV, and swapping cameras if returning to a station. SMc and DM will consult with TR and ensure comms are disseminated. CC directed for action to remain live and whilst on the topic of Body Worn Video, he commented that usage of BWV was still low for Stop & Search, higher for Use of Force, but still low. The undercover clip is one matter but also that muscle memory of utilisation of Body Worn Video being so important, including in Custody setting, although there is wider CCTV within that environment, Body Worn should still be used as CCTV within the suite will only give one aspect of what we're doing with incidents such as cell placements. RH advised that there had been a case being investigated within Professional Standards Department where, had the officer not been wearing Body Worn Video, there may have been grounds for considering arrest, misconduct, and referral to the Independent Office for Police Conduct. But the department had been able to review the Body Worn Footage which had captured the interaction in its entirety, disproved a serious allegation, and reassured the department and the IOPC in a short timeframe. A summary will be provided for wider learning once it's concluded. NEW ACTION: RH to send summary of BWV case under investigation once concluded for wider learning. Action 82: Send summary learning document re strip search to all teams via SPOCs. EN confirmed that was ready to send today.	CC

As a recap, the learning that is referenced related to two strip searches where the subjects had been stopped and searched and then arrested as a result of that. And then after arrest but prior to arriving at custody, they needed to attend hospital where there was then further information that the officer had been in receipt of that provided them with grounds to complete a strip search. The question was here, under what power do they utilise for the strip search?

If a person has been arrested, Section 1 Police & Criminal Evidence Act and Section 23 Misuse of Drugs Act powers cannot be used any further. If they have not yet arrived at Custody, the power is also not under Section 54 Police & Criminal Evidence Act. Legal advice confirmed that in those circumstances, a strip search could be conducted under Section 32 Police & Criminal Evidence Act power.

Action 83: Reinforce comms regarding BWV usage, that officers must declare that BWV is on and recording.

CC requested for this action to be merged into Action 81 and discharged.

CC gave final instructions on the matter that we keep really pushing this because even with the Use of Force compliance of Body Worn Video compliance being in the high 80's percentage, that still means about 20% of the time Body Worn Video is not being used, and we're leaving ourselves open and ultimately, we don't scrutinise what we don't see.

Action 84: Updates from all leads about completion of the History of Stop & Search e-learning training package, by division/department.

CC confirmed he had completed this training which was really good and interesting. CC requested compliance stats from representatives.

North – 69% completion

West – 55% completion

East – N/K at this time however all of Neighbourhood Policing Teams completed it as a group in a briefing session.

Ops Command – Cannot give a percentage, as Ops Command are merged with Sussex, however all of Roads Policing Unit have received the training.

Specials – The spreadsheet actually shows this e-learning is not applicable for Specials. DS (Specials) will look at making this applicable for Specials. CC acknowledged from the qualitative work completed by EN, Specials, like officers and staff on divisions, can encounter challenges in this area. It's important training as it sets context and relevant history around what we're doing and some of our considerations. So, if we can ask Specials to complete the training. DS (Specials) advised he would ensure the spreadsheets are updated to reflect the necessity for completion.

Dedicated Coaching Unit – Stats also not available but TP (DCU) will link in with the member of staff who manages e-learning as probationers are also shown as not applicable.

NEW ACTION: Liaise with Jackie Fabb who manages the NCALT spreadsheet to ensure officers from DCU and Specials are shown as needing to complete all Stop & Search NCALTS / e-learning.

Action 85: Number of PRONTO outstanding forms to be significantly reduced within 1 month.

EN recapped this action followed quite an in-depth conversation about Pronto we had in the last meeting. EN produces a quarterly spreadsheet which highlights the number of Stop & Search forms in total that have been sent to a Sergeant and not yet reviewed, and then the total number of forms that a Sergeant has reviewed and sent back to an officer for rework.

CC noted that whilst the overall number is high, for each Sergeant individually the numbers are quite small, understanding that the admin burden is significant. CC addressed each area separately to understand how everyone is attempting to reduce the numbers of forms being submitted to Sergeants.

North – DM advised that they had reduced the number significantly.

West – TR advised he and CN are working on this. They have sent out comms to all Sergeants asking them to check their PRONTO accounts. They will then identify individual Sergeants and go to them directly asking them to clear any backlog. The aim is to have the number down by the next meeting, and then monitor.

East – SMc acknowledged there had been some reduction so they are moving in the right direction and will continue to send out wider communications and then targeted communications. They will consider having a nominated Sergeant who will keep checking PRONTO.

CC acknowledged there was also an admin issue when we get new Sergeants coming in, and the PRONTO system not automatically updating with additional access and permissions. CC requested leads ensure that anyone who is Acting or Temporary Sergeant has the correct PRONTO permissions set up and that they know they need to be checking their accounts and to stay on top of it.

CC moved on to numbers of forms sent back to officers for re-work, asking for some reassurance that we are prioritising this and also addressing standards, if there are forms where we have fed back to officers that the grounds are not good enough, then we need to follow up with each of these, and especially prioritise all forms that relate to Black subjects.

East – Currently 350 down from 388, and 27 Stop & Search forms relate to Black subjects. A slight reduction but still very high. Communications have been sent out to officers, and SMc is suggesting to AM that the ongoing responsibility in relation to this is added to the PC/DC Standards Form. AM added that there is some work that he'll discuss later that one of his Sergeant's has been completed around Stop & Search at East Surrey College, where we're recognising a spike in Stop & Searches of Black youth because of that higher population on that side of Redhill.

West – Currently 278 down from 304, and 20 Stop & Search forms relate to Black subjects. TR acknowledged that the numbers were too high, and it was disappointing that officers are not doing the basic admin that they need to be doing. They have prepared a briefing slide and TR and CN will embed a process of driving down anything over 14 days outstanding.

	North – Currently 340 down from 377, and 31 Stop & Search forms relate to Black subjects. DM acknowledged it was an issue, and that some officers had left the force, so there was some work in clearing the legacy forms. CC reiterated for the three divisional Chief Inspectors to take back to divisions very deliberate and determined efforts around those Black subjects in particular, and get the number of outstanding forms under control, highlighting that it links directly to standards. CC also asked for DS and TP to have a look at their numbers on PRONTO as well for Specials and DCU, and if there is a significant number there, what the plan will be to address them. TP confirmed that there isn't an issue in DCU. HB confirmed their numbers in Ops Command are extremely low and generally down to administration errors and they've all been cleared and there's no issues there. Action 86: Create a short and punchy briefing slide. EN recapped this was in relation to PRONTO to assist divisions with comms, and a package had been completed covering comms and updates and would be disseminated that same day. Action 87: Speak to AM re incorporating into Sergeant MOT reviews on East (reviewing and scrutinising forms and BWV). To review outside of this meeting. Action discharged. Action 89: Divisional Leads to feedback at a suitable divisional meeting and ensure PRONTO admin is addressed for any officer undertaking acting, temporary, or substantive duties. CC confirmed this was covered off in his updates in the earlier action and could be discharged. Action 91: Liaise with Special Chief for a Special Representative at Internal Governance Board. EN advised this was completed and we have DS as a representative at this meeting.	
3	Stop & Search Performance Summary & Headlines, including Disproportionality, Qualitative Reviews, and Strip Search EN advised the update would cover rolling data for the last 12 months that leads up to and includes 31st December. Over that rolling 12 months, there were 5238 Stop & Search forms, which is a percentage increase of 7.4% from the previous 12-month period. However, over 1200 of those are Thorpe Park related Stop & Search forms, so we do sometimes discount Thorpe Park figures for a more accurate overview, and discounting Thorpe Park, the percentage increase is 2.1%. There's a relatively even split across the divisions which is consistent with what we've previously seen.	EN

The latest find rate is 35%, which has increased again by 1.3%. Over the last couple of years, the Find Rate has increased a lot from 26-27% now up to 35%. The highest find rate is on the North at 36%, but West and East are following closely behind. A continuing theme is the Find Rate for White subjects is about 36%, however the Find Rate for Black subjects is higher at 42%, and we've been noting that theme for a while. It's suggesting that whilst there is disproportionality, the searches that we are doing on Black subjects are proportionate in the circumstances because of the amount of time that we are finding something.

Out of all those searches, 3441 were drug stops, accounting for 65% of all stops, and a Find Rate of 29.4% which has dropped slightly. The majority of drug stops are for possession, with a Find Rate of 30%.

In respect of Section 60, in the last quarter there was one Section 60 authorisation which was on East and that was following a gang related stabbing and linked public order incidents with a large number of people involved. There was one Section 60 search that was conducted and that's been reviewed.

The highest percent of searches demographically remains males 18 to 24 years old, where the average find rate is 31%.

Focusing on disproportionality, 73% of all stops were on White subjects and 10% of all stops from Black subjects in the last rolling 12 months. That is using officer defined ethnicity. Where possible we should use self-defined ethnicity, but there are some occasions where using that data is less accurate because of the ethnicity option of 'not stated'. So, we sometimes have to revert back to using officer defined ethnicity. We therefore do need to address trying not to use the 'not stated' code unless it really is absolutely unavoidable, because it does create a disparity between officer defined and self-defined ethnicity.

Based on that, Black to White disproportionality is currently 4.1, which has reduced from 5.1 and minority ethnic as a combined group is 1.5, which has reduced from 1.6. So, what that means is a Black person is currently 4.1 times more likely to be stopped and searched than a White person, and that is based on our census population of Surrey, where White people represent approximately 90% of the population and Black people represent 1% of the population.

There are some more caveats in disproportionality which we've spoken about before, but for anyone who hasn't been part of those conversations, because disproportionality is based on the resident population of Surrey, we clearly get a lot of people both Black and White and of all ethnicities, who are non-residents of Surrey but come into Surrey and are stopped and searched on our ground. Their stop & search is then counted against the resident population, which can distort the data slightly.

If we disregard non-residents from our data, then actually the disproportionality rate drops to 2.9, meaning a Black resident of Surrey is 2.9 times more likely to be stopped and searched rather than 4.1 times more likely.

Body worn compliance in the last quarter has decreased quite significantly, and that is likely going to be due to Thorpe Park. Looking at the rolling year data, the overall

compliance rate is 75%. What that equates to is around 1200 Stop & Search incidents that were not recorded on Body Worn Video, which is quite a significant number.

Looking at Use of Force during a Stop & Search, the data remains quite consistent, so about 1/5th of the time there will be force used during a Stop & Search, and 90% of force used during a Stop & Search is handcuffing.

About 60% of all subjects are compliant, and about 20% showing some kind of active resistance. White subjects are more compliant in a Stop & Search (60%) compared to Black subjects (50%).

There is some new Public Order Act legislation, where there was an article on the Internet and there was a PowerPoint briefing sent out. All divisions confirmed they had received and disseminated this, as well as Ops Command. PACT confirmed that it has been incorporated into their training with amendments to teachers already.

EN then shared on screen the key updates regarding PRONTO communications, Strip Search updates, and a Section 60 reminder.

In relation to Strip Search updates, as a reminder there are three levels of intrusiveness to a Stop & Search, and the different searches can be done by what sex. This becomes relevant as there is an interim policy in relation to More Thorough Searches and searches involving Exposure of Intimate Parts. The Police & Criminal Evidence Act states that the police officer must be the same sex as the person being searched, however until recently there was national best practice that had stated if a person identified as a different gender, they could still carry out that search. That's now been rescinded, is being looked at nationally and the national lead is looking into redoing the advice completely. So, for the moment we revert back to exactly what PACE says, which is that searching must be done by an officer of the same sex (i.e., birth gender). If an officer that identifies as a different gender has a gender recognition certificate, then they can do the search.

EN confirmed she reviews every single Strip Search, and a large percentage of those Strip Searches are not actually Stop & Search related strip searches, they are searches that are being done in custody under the Section 54 power, authorised by the Custody Sergeant post arrest. So, that's not a continuation of the Stop & Search power, and so officers should not be filling in that part of the form.

If they've done the Stop & Search that led to the arrest, they must complete the Stop & Search form itself, but not the Strip Search section, as is currently happening 50-60% of the time. This becomes important when we have to do our annual data return requirements and especially when it comes to children because there's an additional requirement that we have to do to the Children's Commissioner about strip searches, so we must ensure that we do that manual check to make sure that our reporting is accurate.

The policy does specifically state that officers must document their grounds for the strip search, however there are very few forms where the Strip Search part of the grounds has been documented.

	There are often no grounds recorded, no justification, no rationale, all that's on the form is essentially the grounds for the original Section 1 PACE or Section 23 Misuse of Drugs search, for example. When it comes to reviewing and scrutiny, especially with our External Scrutiny Panel and HMIC, it could put us in a difficult position because we can see from the form that somebody's been strip searched, but there's no other information about that and especially if there's no occurrence, then there's no Body Worn video, so we have no other way of knowing what's happened. For Strip Searches, Body Worn Video can and should remain on, but must be covered up or directed away from the person being searched. Our policy requirements about submitting SCARFs should also be followed. If we are strip searching a person under the age of 18, there should be an appropriate adult present, and it should be in custody. If the appropriate adult isn't their parent, carer, or guardian, then just like with any stop and search, we should be contacting them and documenting that on the form itself.	
4	Use of Force Performance Summary & Headlines, including Disproportionality & Qualitative Reviews Use of force forms in the last 12 months have risen by 17%. CC requested for everyone to keep that recording drive going because it's so important for us. Compliance is still the number one subject behaviour at 39% for all incidents and 40% in relation to Black subjects specifically. The most frequent use of force is compliant handcuffing at 60% and that's the same for both White subjects and Black subjects. Disproportionality sits at 5.2. That's up from 4.1, but as EN says there's a number of different points to consider in that, but it is still high in, and with the Race Action Plan in mind, we must keep that under regular review. Children have seen quite an increase at 21.9%, the highest division being West. CC requested for all divisions, particularly West, to dip check some use of force forms where children are subject to force, establishing why we used force and confirming that it was appropriate in the circumstances. NEW ACTION: All divisions to dip check a selection of forms where force has been used on children, establishing why we used force and confirming that it was appropriate in the circumstances (this can be incorporated into the quarterly report). In terms of Black, Asian, or Minority Ethnic subjects, there's at 18.3% increase, with the highest increase on North. CC requested for all divisions to dip check forms factoring Black, Asian, or Minority Ethnic searches, with a particular focus on north, establishing why we used force and checking the appropriateness of it.	CC

NEW ACTION: All divisions to dip check a selection of forms where force has been used on a Black, Asian, or Minority Ethnic subject, establishing why we used force and confirming that it was appropriate in the circumstances (this can be incorporated into the quarterly report).

TASER has increased by 28.8%. EN always reviews all usage of TASER, whether that's from simply drawing through to firing, and that work is still underway ahead of the next External Scrutiny Panel.

NEW ACTION: Discuss TASER qualitative reviews due to the percentage increase in use to ensure usage is appropriate in the circumstances, and if there are any identifiable or concerning emerging trends.

In terms of Body Worn Video usage, we alluded to it earlier, but it's higher than it is for Stop & Search, at 87%. That still does give us a 13% non-compliance rate though, hence why we are going to keep that action on in terms of it must become muscle memory when we are undertaking to use force, accepting that there will be times where it happens so spontaneously that it just simply isn't achievable. But we can achieve higher than the current 87%.

EN summarised the qualitative reviews where 100 forms from across the divisions have been checked, and there were in total 12 forms that were deemed not justified, and the reason that they've been deemed not justified is because there's a lack of summary, rationale, and justification on the forms. There must be a summary of the circumstances, a description of all force that has been used together with that justification and rationale for why they've used that force and that should be in consideration with the PLANER mnemonic as well as the subject behaviour that was displayed and any impact factors.

[Proportionate, Lawful, Accountable, Necessary, Ethnical, Reasonable].

We appreciate that with use of force there is often a statement and there's often a crime report, however, our scrutiny panels and the HMIC, don't see any of that, they review the use of force form, so the forms do have to be up to standard. It also shouldn't be a copy and paste of the MG11 statement, as that's too much in the other direction in terms of information and content.

There were then an additional 4 forms which were justified in the circumstances and rationale, but there were some admin errors on the form. So, the officer might have selected a tactic that they've not described in their summary, or they've described a tactic in their summary that they've not selected as a tactic in that section of the form. It sounds very admin based and it sounds minor, but it is important to note for things like our annual data requirements that if we're not selecting the right tactics, then it's not all being recorded, and when we then get our national reports, it's not correctly reflected.

Ethnicity wise with those 12 non-justified forms, there were 6 Black and 6 White subjects, and no other themes identified from those divisional reviews.

EN also reviewed forms of Black subjects in custody, of which there were 24 from the quarter, all justified. The forms are really well written and described the circumstances, the rationale, the justification, with a couple of advisories which related to the tactics

either not being selected or not being described. The most notable thing about the custody reviews was the lack of Body Worn Video footage.

CC acknowledged a question in the chat from FH (Inclusion Team) which stated that whilst the Race Action Plan puts focus to those with Black heritage, however for the purposes of this group are we looking at data for other ethnicities too? CC confirmed that yes, we do, however disproportionality is simply much higher around Black subjects than it is any other background.

We keep it under constant review at the External Scrutiny Panel and here, but it's fair to say certainly for use of force, disproportionality is by a massive margin higher than any other ethnic background.

FH replied that it was important to keep our eye on all data as well, just in terms of these conversations. FH advised that they are in the midst of recruiting their Race Advisory Group, which has got members from all across Surrey and quite a few from Black heritage and it may be useful to get insights from community groups through the Race Advisory Group in relation to the activity here as well.

CC acknowledged that was a really good point, and updated representatives that we're currently working with the Office of the Police and Crime Commissioner around our External Scrutiny Panel arrangements for Stop & Search and Use of Force and we're going to be implementing something that's come out of MOPAC in London [Mayor's Office for Policing and Crime], which will be more evidence based, and the way we secure our external review and findings will be more structured in line with the London experience which our External Chair, who is a member of the Black community in Redhill, is very supportive of.

We are looking at best practices and how we can do this, but our external arrangements still will focus largely on Body Worn Video and that's why we keep pushing the need for Body Worn Video to be on, because we can look at statistics, we can get confused with statistics, but when you can see and hear an interaction it is a lot more impactful and can give you some really good feedback around it.

FH commented that he had been at the National Black Police Association meeting in Warwickshire where there was a lot of conversation around the recent program, 'To Catch a Copper', and the next instalment of the program is going to be focusing on racism within policing, especially disproportionate stop and searches. There was a conversation happening with the Chief Officer Team in Warwickshire around the impact that's going to have on communities in terms of trusting the police or being more demoralised.

FH stated that it reinforces that importance of Body Worn Video cameras, because there might be an uplift in the amount of complaints. CC agreed and highlighted that footage from the programme mentioned was aired earlier this week, EN had seen it and briefed him, and we have spoken with Corporate Comms around a response. From the briefing he has received from EN around the program, there are three bits that he would like the Internal Governance Board here to think about from a Learning & Police Development (L&PD) point of view, but also on a divisional basis.

	The first one is de-escalation. Some of the footage displayed on TV was the opposite of de-escalation, there was an element of police making the situation worse and increasing the subject behaviour based on our behaviour. The second one which we know is evident in Surrey and we've spoken about at this meeting previously and at the External Scrutiny Panel meeting who also raised it, is our inappropriate use of language. Again, that is not de-escalation. It doesn't show us in a professional light, and we've got to be really careful around the language we are using, accepting that sometimes using direct to the point language will be effective, and I don't think we should shy away from that if it's absolutely right, but we should remain professional, and I don't think we're always doing that from reviewing Body Worn video footage. The final one is compassion fatigue because we can all get desensitised, but we've got to remain objective, professionally curious, and caring around that. We can't behave like others do in public settings, we've got to behave suitably, and we should be courteous and respectful. This can be just another event to you, but this could be a life changing event for the person who is subject of it, even if they can't or not able to articulate that particularly well to us. CC asked FH from what he picked up from the inputs, does that cover the key issues as he saw them? FH confirmed that and highlighted the importance of scrutinising which we all do already but for those stop and searches that do happen specifically with people of Black heritage, are we making sure that that interaction is reviewed and monitored, and what learning we have taken from it? But equally, we don't want to cause a culture of fear within officers if they are dealing with somebody who is of Black heritage or ethnic minority, but they now have to be mindful. CC asked for DE from PPST and DH from PACT those three points of de-escalation, language, and compassion fatigue, and even if we can't put bespoke teaches in around it, could it be woven into the scripting for our training sessions? DE confirmed PPST are currently rewriting the package for the new phase of training and that will include de-escalation in the lesson plan. They already cover communication models. The initial package is also being rewritten to bring it in line with the College of Policing licensed product, and it's also going to be included in that and he will make sure those three points are covered off. NEW ACTION: Ensure the three highlighted points of de-escalation, language, and compassion fatigue are included within Stop & Search and Use of Force lesson plans for PACT and PPST and divisions and Ops Command to take the message back for comms.	
5	Ops Command Report: HB highlighted they had a low number of outstanding PRONTO forms outstanding and all were administration errors which have since been rectified. There were no stop searches of under 13's for the last quarter and there were no stop searches of the same person on more than one occasion for the last quarter. There were 9 officers who have	HB

conducted 12 or more stop searches in the quarter. 5 of those officers were highlighted as their Find Rate was below the force average, and the data is just being reviewed. The officer with the highest number of searches had 22 stop and searches with a Find Rate of 64%. This is reflective of a productive officer and good feedback has been sent to them.

Over the last 3 months, Ops Command have supported divisional specific activities including Op Pandilla, and Op Limit which is a drink and drug drive operation. There has also been a rise of 25% year on year in SFI [spontaneous firearms incidents] and of those there is about 50/50 split involving firearm and not firearms. Bladed threats have increased, so there may be an increase in Section 1 searches of note.

They are on par with disproportionality and use of force with the force, which is 4.6. They have a monthly feedback process to supervisors from PowerBI data, giving supervisors all the information, they need to dig into their data, into their staff, as PowerBI can provide a lot of information. In the monthly report to supervisors, they are delivering the message to ensure they are completing use of force forms when they're required. In terms of dip check of use of force forms, broadly they're good, especially in firearms.

HB dip checks all weapon uses use of force. They've just adopted the 1-5 scoring system in terms of how you score the stop search and use of force in the review. That is now adopted across all Ops Command and effectively makes it easier for them to score people, whereas before it was just a yes or no. So, they are growing more in line with the force and this group and RPU are now in line with that as well. So, it's just Vanguard and Dogs who they are working on now.

Ops Command can be hard in terms of data accuracy due to Surrey and Sussex collaborated units, but it's just making sure that they are submitting the right information to PRONTO, so that it's reflected correctly.

Body Worn Video highlighted five officers who have an under 75% compliance rate. One officer in particular was extremely poor, only activating one in 17 stop checks over the year. So that has been picked up and feedback to their supervisor.

Ops Command are working on Dogs, as Dogs deploy from their home address and therefore do not have Body Worn Video. They identified numerous officers who have officially gone straight out to incidents and used force or been involved in a stop check where they didn't have Body Worn Video which is a risk factor. They should be going to police station before deploying but some of them live absolutely miles from the nearest station with Body Worn Docking station. They book on from their home address and they get deployed straight to jobs.

CC queried given the small number of Dog Officers and the unique deployment approach, could we not consider personal issue [docking stations] being scoped, or is it just not achievable around cost or connectivity?

NEW ACTION: Is there any scope in Dog Officers having personal issue Body Worn Video and docking stations given their unique deployment approach from their home addresses, in order to mitigate risk of Dog Officers deploying without Body Worn Video.

	HB continued with use of force, noting there have only been four recorded incidents against women, zero under 11 use of forces reported, but there was five 11–17-year-olds involved in a use of force incident. In terms of data integrity of use of force forms and Body Worn Video footage appears low. There have been communications to supervisors. HB thinks they are not submitting the amount of forms they need to, and he is looking into that more.	
6	DCU Report: TP confirmed they have looked at outstanding forms to be processed by Sergeants which have all been completed, and the officers that have had forms sent back have been chased regarding getting them reviewed and resubmitted. Of note, two of the forms have been reworked because it's not been made clear that parents have been contacted and where relevant SCARFS have been completed. They will review again next month, and if there's a theme again next month, they might need to chase up with tutors and PACT just to ensure that the inputs they're getting at Headquarters prior to coming to DCU are up to date. DCU had zero stop searches on individuals under 13 years old. All the Body Worn Video reviews have been done, 12 per DCU, so 36 in total. With regards to divisional specific activities, DCU obviously work across force. Most notably they have supported Op Launch at Thorpe Park, which has seen a massive increase in their stop search figures over October. DCU have also supported Op Limit, Op Roebuck, and a number of other operations including at East Surrey College and operations with a modern slavery and organised immigration crime team, so as a department they have quite high stop search figures. Their disproportionality is somewhat higher than other departments purely because the number of stop & searches that they're doing specifically around Thorpe Park. They have liaised with EN around that in terms of monitoring it moving forwards. DCU have recently created an admin occurrence to ensure that they link stop & search forms and update the occurrence. What that means is that supervisors from West and North can pick it up, can review it, and can just make sure the Body Worn Video is reviewed ahead of these meetings, so that's worked really well on East, and they are going to look at rolling out in North and West in the coming months as well. What they are working on is going back to the amount of operations they assist with, as they are really keen to ensure that as well as assisting with kind of pre-planned operations, officers are out there building grounds for stop & searches and completing self-generated searches. DCU had noticed in particular around October and November when all of the student officers and all of the coaches tend to go to Op Launch over at Thorpe Park that they see a reduction in the amount of self-generated searches as well. And it's all very well and good officers going to support Thorpe Park, but they are being given their grounds essentially and doing the same search over and over again. It's really important that they're out there and building the grounds themselves. So that's something that has	TP

	been fed back to the coaches and that's going to be built into their briefings moving forward just to make sure that the coaches are aware that there's a need to do both. There is an issue in DCU with data accuracy as officers aren't formally posted to DCU, they are a learning and development resource for the first 30 weeks. So, because they're not posted to DCU, they don't appear on Power BI and it's difficult to accurately review their stats and they have spoken with EN at length about this. Something they picked up recently in the last week around use of force is that a number of officers have completed use of force forms whilst at Headquarters, while they're doing practice scenarios, and these are actually appearing on the use of force spreadsheet that EN sends out. These should be completed on a sandpit training account. NEW ACTION: EN to liaise with Performance Analyst regarding use of force forms that relate to training scenarios appearing on the spreadsheet.	
7	West Report: TR confirmed the number of outstanding PRONTO forms for Sergeant review is 148, and the total number of outstanding forms that have been returned for reworks is 304. They had no stop searches of those under 13 in the quarter. Having a look at those stopped on multiple occasions within the quarter, there was one female who was stopped and searched five times for offensive weapons with no finds. TR has reviewed them all and they relate to a female who is a regular high risk missing person and then located by officers presenting with fresh self-harm cuts but will not disclose to officers if she's in possession of a knife or razor blades, which she's used to cut herself. Another one is a male who's been searched three times all for offensive weapons with 100% Find Rate. A female has been stopped three times where there was a 100% Find Rate for drugs and 50% Find Rate for stolen property. And then the final one is a male who's been stopped three times with a 0% Find Rate. They're all in very similar circumstances in that he's stopped in the location, he shows officers his driving licence on a mobile phone and when he does, he's getting postcode text messages into his phone which appear to be county lines related so it looks like we're probably stopping and searching him for he's actually gone to collect the drugs. For the number of officers that conducted 12 or more in the quarter, they had none. TR and CN have just taken over the portfolio, so they will now go away from this and have a look at what they want to achieve on the division moving forward, what the areas of concern are, and what we want to work on for the next quarter. TR is worried about the amount of stop searches outstanding and the ones that are being returned to officers and not being processed, but he is confident by the next quarter those numbers will be better.	TR

	CC acknowledged that the templates are working so much better than our previous approach and he was grateful for everyone's contribution to them and for EN's work on this and an ongoing basis as well. CC requested if next time TR could come back around the children point he raised with the highest increase around children and then also from a Black, Asian, and Minority Ethnic point of view, in terms of dip checks and reporting.	
8	North Report: BD reported they have 88 outstanding PRONTO forms at the moment for the quarter, and they will be contacting the Sergeants. 48 officers have had forms returned for the quarter. Looking at the total, there are 177 outstanding forms that have been sent to a supervisor, and there are 135 that have been returned to the officer. Some of those are quite old and, in some cases, people have left the force. The question is how far back we go to try and rectify these issues, bearing in mind that some are now seven years old in an earlier version of PRONTO. There were 6 stop search results on Under 13's, one where an item was found. BD has looked at those which relate to Op Launch, the operation at Thorpe Park for the fright nights. Again, the grounds are fairly standard. BD was the Duty Officer on the night of Halloween, and they had significant concerns in relation to Anti-Social Behaviour and disorder in the Ashford area, and so two of those searches on juveniles related to that area where there was sufficient evidence to suggest that someone might be carrying a knife. One person was found with a toy Halloween knife, and on another one when the officers dealt with the child, the mother was fully aware and was present when officers filled out the paperwork and went through that with them. There were 43 people who have been stopped within the quarter on more than one occasion, 35 who were stopped on more than two occasions, and 8 who were stopped on more than three occasions. Focusing on those 8, Find Rate was at 11.1%. Two of the others who have been searched on multiple occasions were males who were stopped on 3 occasions in relation to Op Launch. Basically, they've come back for three different days and each time the dog indicated cannabis and so they've been searched. Nothing was found at any point. There are quite a few officers who've had 12 or more searches, and a quick scan of those shows the majority of them are Op Launch. BWV reviews need to improve; we've now got a new Sergeant in the Performance Management Unit and he's been tasked to complete that, so hopefully we will be able to improve on that. On the ones I saw, feedback went back to the relevant officers. As far as divisional specific activities, Op Launch at Thorpe Park did skew all the figures which makes the data quite interesting when you try and break it down, particularly percentages. The dispersal order in Ashford was also something which caused a number of young people being searched.	BD

	As far as use of force goes, it's showing North at 1.8% decrease in use of force, CC acknowledged the reduction and just asked that we can make sure that it's not a recording issue that's dropping off and it is legitimate reduction in use of force.	
9	East Report: AM summarised data points including 4 searches of under 13's, 39 searches of Black subjects with a 20% Find Rate, 56 searches of Asian subjects with a 26.8% Find Rate, and 171 searches of White subjects with a 35% Find Rate. AM confirmed that they are putting a plan in place to address the outstanding PRONTO forms and, like the others have mentioned, have the issue of very old forms being on the system with officers having moved on, but it is still quite high number of forms that have been returned to the submitting officer for rework and don't appear to have been done yet. Looking at the top users of stop and search powers, they had three officers who have conducted 12 or more stop and search in the quarter, and they are going to review some of the incidents, but it is the Uniformed Proactive Team officers and Reigate & Banstead Safer Neighbourhood Team officer, so that is what they would expect to be seeing. In relation to the Body Worn Video reviews, they have a temporary Sergeant responsible for this who has completed the reviews. The main feedback from those and recurring themes for development, include disclosing intelligence to the subject to form part of the grounds, a lack of control over the subject, allowing them to be on the phone and rummaging around in their bags or pockets, and Go Wisely not being completed fully. For the Use of Force Body Worn Video reviews, the use of force is proportionate, with good attempts to de-escalate, good, calm, clear comms. The only area for development noted is we don't seem to be overtly challenging their behaviour or further arrest for public order offenses and the public may perceive that we're just allowing them to behave how they want while waiting for vans to turn up. Divisional specific activities, there was an activity at East Surrey College, a Stop & Search discussion forum. Essentially it was put out to the students to book on that and 70 booked on it. On the day there was a Sergeant and other officers and a member of staff, and the object was to talk to them, and there was a PowerPoint presentation on Stop & Search discussed with them. There was also the chair of the Stop and Search Scrutiny Panel present as well, who also gave them an input on what the scrutiny panel does. It was a really good afternoon session, lot of positive discussion and students sharing experiences, and officers spoke about the training police get. The Sergeant also demonstrated to the students what a good stop should look like and the sort of things they should be hearing.	AM

	One of the reasons for this piece of work that has been ongoing for a couple of years now with East Surrey College is as a result of some of the violence there was in Redhill and the need to increase the amount of stop and searching, we've been doing there.	
10	PACT & PST: DH from PACT updated that in relation to initial training, following feedback from DCU, colleagues and divisional sergeants who have attended PIP1 Supervisors courses, they are now seeking to encourage the use of PRONTO throughout training. They will be scrutinising grounds for searches, so we should see an improvement in the document submitted. They will be introducing more scenario-based training as well to facilitate the learning so they can put everything into action. DE from PST confirmed with the scenario-based training, they are encouraging Body Worn Video to go on during the scenarios for officers, making it a routine thing that they are just pushing. CC summarised the key points from all of the updates were Body Worn Video, effective utilisation of PRONTO, and then pushing every angle those three key things we spoke about of de-escalation, appropriate language and avoiding compassion fatigue and then the more that we're looking at Body Worn Video and reviewing and reporting back at this meeting, the more confidence that will give him as Chair, but more importantly than that, the External Scrutiny Panel Chair that often attends this meeting, and obviously this meeting helps CC update at the External Scrutiny Panel meeting. CC confirmed he really liked what everyone is doing with the report templates, it's a really good step in the right direction. Last time there was a massive void around use of force and that's closing, but if we can just try and put as much effort into the use of force side of things as we are the stop and search. But overall, he is really happy with the progress that's been made and is really grateful for everyone's contribution.	DH / DE
11	PSD: KK provided a brief summary of complaints for Quarter 3 [October to December 2023]. With Stop & Search, the numbers have risen very slightly to 8, but they're still relatively low. There were 6 complaints in the previous quarter, so have gone up slightly, but again with such low numbers, there's not much in it. The majority are still being dealt with outside of Schedule 3 in terms of outcomes, although four of the complaints were still live when this data was put together, however, the other four were resolved with an explanation provided, that the reason for the stop and search was considered acceptable. In relation to the profile of the people searched, only one complainant was from a non-white British background. For this quarter, there is a high number of unknowns in terms of the profile and the ethnicity of the complainant, and there is a focus within PSD to try and improve the	KK

	recording of protected characteristics, but of course it is reliant on complainants telling us that information as well. In relation to overall themes, out of the complaints received, three were in relation to road traffic stop incidents, two were in relation to the location and nature of search (one was carried out in a hospital and the complainant wasn't happy with the location within the hospital because a lot of other people were around, and one related to somebody who alleged that he was just wearing shorts whilst being searched for an imitation firearm). In relation to use of force, there does appear to have been a substantial decrease since the last quarter with a drop from 32 complaints to 18 complaints on this occasion, and then in relation to the outcomes, again the majority have been dealt with outside Schedule 3, with no complaints so far where the service was found not to be acceptable. 7 cases were resolved by an explanation being provided and three cases weren't resolved but were filed no further action, however, half of the cases are still under investigation at the moment. In relation to the complainant profile, 44% were White British, again a high Unknown at 33%, 11% from Any Other Mixed Background, and 6% Black African and 6% Asian Pakistani. The majority of complaints were from use of force arising during arrests, there was three relating to handling in custody, one of those was in relation to police trying to remove somebody's earring and using excessive force to do that, and the rest was regarding general handling, handcuffs and so forth. Two of the use of force complaints related to Mispers being restrained, so that's when Mispers have been found by police and the complaint of alleged excessive force is being used to restrain that Misper to return then or take them somewhere. RH offered a summary around terminology on policing language on the next presentation.	
12	Custody: CC noted that there was no representation for Custody. EN confirmed that she had attempted to secure representation unsuccessfully. CC requested for EN to follow up outside especially as there was a role for Custody Staff and Sergeants in particular around Body Worn Video being on, and there was that complaint of an earring being taken out for example, and there are some complaints that sit within Custody. We raised earlier that yes, there is CCTV within Custody Suites, but it will only give one perspective and so Body Worn Video must be on. Custody Sergeants can be that muscle memory as people are coming into the suite if it's not already activated.	EN
13	A.O.B EN requested that if any divisions or departments do any kind of stop and search operations then to please advise her of the details because we should really advertise	CC

	where possible to the External Scrutiny Panel to give them the opportunity to attend if it's suitable and appropriate for them to do so. AM discussed earlier about the operation at East Surrey College, but a lot of the panel live on the Western side of the county, so especially if there's anything on Western it would be really good to know going forward for the next quarter. EN reminded all representatives that all the templates and the spreadsheets are now uploaded to MS Teams channel and the next meeting would be scheduled for the beginning of May. FH confirmed that his team were setting up the Race Advisory Group and were looking to schedule the first meeting on 18th April, and asked would anyone from this group be able to attend, as he thinks stop and search is probably one of the things that is going to be most important in those discussions and so it might be useful to have someone to give an input in terms of activity that is happening in the force. CC confirmed that either he or EN would be able to attend. FH advised he would send us some more details. CC updated the board that we were leading a bit of work around Right Care Right Person for Surrey, and we're quite close to implementation, subject to the Strategic Board sign off in mid-February, and all CC wanted to say was in relation to the 'To Catch a Copper' documentary was to proactively make sure our officers and staff know that Right Care Right Person isn't live at the moment and we mustn't make any decisions in that regard. And even when it does go live, the decision making around Right Care principles will sit solely within Contact & Deployment, so operational officers and staff will not have any role in applying or reapplying Right Care Right Person principles. It's centred around legal advice. It's a bit of a tenuous link, but it's came up in that TV documentary. CC thanked everyone for their contribution and stated this was the best one of these we've had, we just need Custody here and then we've got a full suite of representation here, and if we can work to those templates that really helps with the smooth running of the meeting.	
14	Next meeting: May 2024	CC