

# Meeting Minutes

## Stop & Search and Use of Force Internal Governance Meeting

**Date:** Monday 24<sup>th</sup> February 2025 at 13:00hrs – 15:00hrs

**Location:** MS Teams (link in meeting planner)



### Chair

|           |                                   |                                    |
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| <b>CD</b> | Chief Superintendent Clive Davies | Strategic Stop & Search Force Lead |
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### Attendees

|            |                                        |                                                |
|------------|----------------------------------------|------------------------------------------------|
| <b>CC</b>  | Superintendent Chris Colley            | Strategic Use of Force Lead                    |
| <b>EN</b>  | Sergeant Emma Newton                   | Tactical Lead for Stop & Search & Use of Force |
| <b>EL</b>  | Inspector Ed Lyons                     | Engagement Lead for Stop & Search              |
| <b>KCS</b> | Chief Inspector Kelly Clifton-Sinclair | Divisional SPOC for East                       |
| <b>AJ</b>  | Detective Chief Inspector Andy Jenkins | Divisional SPOC for North                      |
| <b>LM</b>  | T/Inspector Lucy Marriott              | Deputy SPOC for North                          |
| <b>CN</b>  | Inspector Chris North                  | Deputy SPOC for West                           |
| <b>AM</b>  | Sergeant Alistair Marshman             | TASER Lead                                     |
| <b>NH</b>  | Sergeant Natasha Hearn                 | Op Chariot                                     |
| <b>DS</b>  | Sergeant Danny Sayer                   | Custody Training Sergeant                      |
| <b>SS</b>  | Chief Inspector Steve Schulten         | Head of Custody Operations                     |
| <b>TP</b>  | Inspector Tim Pulleyn                  | Dedicated Coaching Unit SPOC                   |
| <b>AJe</b> | Sergeant Anjali Jenkins                | PACT SPOC                                      |
| <b>DE</b>  | Dean Evans                             | PPST SPOC                                      |
| <b>SE</b>  | S/Inspector Steve Ellis                | Specials SPOC                                  |
| <b>SHK</b> | Sonia Holbrook-King                    | Complaints Manager, PSD                        |
| <b>KK</b>  | Kate Kelley                            | Office Manager, PSD                            |
| <b>MC</b>  | Mark Cunningham                        | Chair of External Scrutiny Panel               |

### Apologies

|  |  |                                                    |
|--|--|----------------------------------------------------|
|  |  | Ops Command<br>Divisional TASER SPOCS<br>Inclusion |
|--|--|----------------------------------------------------|

|    | Notes                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Owner |
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| 1  | <p><b>Introductions</b></p> <p>At 11:00 hours, CD opened the meeting.</p> <p>Meeting attendees introduced themselves and their role.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | CD    |
| 2a | <p><b>Previous Meeting Minutes</b></p> <p>Not referenced.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | CD    |
| 2b | <p><b>Action Tracker</b></p> <p><b>Action 1: Continue to review the data on arrests and community resolutions following stop and search for Black people and White people, including whether similar factors are influencing the outcomes for White people as they are for Black people.</b></p> <p>CN (West) updated that following a review of the data on arrests and community resolutions (CR) after stop and search incidents involving Black and White individuals, the findings suggest no significant disparity in the outcomes and how people are dealt with based on ethnicity.</p> <p>For Black individuals, there were 18 stop searches, with a find rate of 27.7%, resulting in 5 arrests and 1 CR. Of these, 2 arrests were directly linked to the stop (for drug supply), while the other 3 were not related to the search outcome, including arrests for unrelated offences like shoplifting or being wanted for other crimes.</p> <p>When comparing this to White individuals, 234 were searched in the same period, with a find rate of 28.6%. Of those, 16 were arrested, and 30 were dealt with by CR. Most of the CRs for both groups were related to low-level drug offences. It was noted that the reason for arrests or CRs seemed to be linked to eligibility criteria, such as previous criminal history or whether the individual was wanted for another offence. In particular, the community resolution rate for White individuals was higher, with more individuals eligible for CRs due to lower offending histories. Whereas the previous review had only looked at Black individuals being searched, the updated review looked at both White and Black individuals to see whether White individuals in similar circumstances were treated in a way which resulted in lower-level outcomes.</p> <p>The conclusion is that both Black and White individuals are treated similarly based on the circumstances and eligibility for out-of-court disposals.</p> <p>The action can be discharged; however, CN will continue to monitor these trends.</p> <p><b>DISCHARGED</b></p> | CD    |

**Action 2: Identify any operational reasons for the significant increase in use of force disproportionality in Spelthorne.**

Based on this key priority: Disproportionality at 7.1; operational reasons, monitor themes that relate to legitimacy - in particular, BWV use, necessity and proportionality, recording, use of TAC comms, disproportionality, feedback given and officers reflections.

The issue of disproportionality in the use of force in Spelthorne was discussed, with a review of 20 records conducted. LM (North) noted that while each incident was deemed appropriate, [in terms of the force used being proportionate and justified in the circumstances], the use of force [figures] appeared disproportionate due to the involvement of multiple officers against fewer subjects. Examples included incidents where two officers were required to [TASER] red dot two subjects running from a house at night, wearing balaclavas, and another involving a female who became violent towards officers, necessitating backup and resulting in multiple officers using force against her.

AJ confirmed that the review did include body worn video analysis alongside the data review. CC asked AJ to send a summary of the BWV reviews to EN, ensuring that a full audit trail is maintained.

CC also asked about the mention from the previous meeting in November, where it was suggested that an operational factor might be driving the disproportionality increase. AJ stated that while there had been some neighbourhood policing operations in the town, these were reviewed and found not to have contributed to the increase in use of force.

A separate analysis of disproportionality in stop and search revealed that Black individuals who were stopped in North Surrey were more likely to be non-residents compared to White individuals. Specifically, only 22% of those stopped at Thorpe Park were Surrey residents, and a significant portion of those searched outside Thorpe Park were Black individuals from outside the county, which helps to explain the disproportionality in stop and search figures.

CC would like confirmation regarding non-residents involved in use of force incidents. AJ had reported a figure of 42% in the written report but wanted to verify the accuracy of this statistic.

CC clarified that the primary focus was the use of force in Spelthorne [not stop and search] and further investigation was required, including body worn video reviews and any potential operational reasons for the disproportionality in use of force to be considered, to better understand the context and actions leading to the use of force, ensuring that the outcomes are properly documented and analysed. CC emphasised that disproportionality in use of force is a key concern for the External Scrutiny Panel, and clarity on whether specific operations or other factors are influencing the data is crucial for a comprehensive understanding.

## **HOLD**

**Refined Action:** Continue to investigate the operational reasons behind the increase in disproportionality in use of force in Spelthorne. This includes reviewing body worn video footage, examining the necessity and proportionality of force used, and considering any operational drivers that may be contributing to the disparity. Additionally, monitor themes related to legitimacy, such as the use of tactical communications, the feedback given, and officers' reflections on their actions.

**New Action:** AJ to send EN a written summary of the BWV reviews conducted.

### **Action 3: Review of BWV for the proactive drug supply operations in Redhill.**

Based on this key priority: BWV reviews of 'Clear, Hold, Build' (proactive operation) interventions to monitor themes that relate to legitimacy - in particular, BWV use, necessity and proportionality, recording, use of TAC comms, disproportionality, any feedback given and reflections.

KCS (East) updated that the review revealed an identified trend where there was insufficient detail around the justification for searches, including the grounds for the search linked with the time frame and location. There have been briefings for officers focused on disproportionality, unconscious bias, and the need for clear direction when interacting with the public.

CC highlighted that there is a lack of structured reporting on BWV reviews, and the current reports are inconsistent, which undermines the ability to demonstrate transparency and accountability to the External Scrutiny Panel. There is a need for clear documentation, including the use of the [existing] body worn review template. This would help quantify the number of BWV reviews conducted, who has completed the review, and what the reference number is of the incident.

KCS agreed and emphasised that more time should be dedicated to reviewing and analysing the BWV footage. She will set aside specific time to ensure a thorough and structured analysis of the data. CC agreed with this approach, stating that the quality of information was more important than the volume. He also emphasised the need to focus on ensuring a deeper understanding of disproportionality in this action before it can be closed.

## **HOLD**

### **Refined Action:**

Conduct a detailed review of BWV footage from proactive drug supply operations in Redhill, ensuring that the review process is comprehensive and well-documented. Use the existing body worn video review template to quantify the number of reviews conducted, clearly identify who has carried out the reviews, and link the footage to specific incidents with the appropriate reference numbers. Focus on identifying themes related to legitimacy, including the

necessity and proportionality of actions, the use of tactical communications, and any disproportionality observed.

**Action 4: Liaise with Head of Ops Command, Chief Superintendent Barnett, to ensure there is Ops Command representation at this meeting.**

CD updated that this was completed.

#### **DISCHARGED**

**Action 5: Update quarterly reports to add a feedback page for divisional leads and TASER SPOCS to update.**

Based on this key priority: Taser SPOCs update from last meeting re non-compliant reports identified by Emma - 1 side report confirming if BWV was used, justification and recording issues with feedback, including officers' reflections when feedback given to be shared with the External Scrutiny Panel.

CC noted that the TASER reports returning from divisions lacked a structured approach and emphasised the importance of divisional SPOCs actively engaging with TASER SPOCs to provide clear and consistent updates, ensuring that reporting captures key themes, including justification for TASER use, body worn video recording, and officers' reflections. Given the level of scrutiny surrounding TASER as a key part of officers' protective equipment, there is an urgent need for thorough, well-documented updates that can be reviewed both internally and externally.

An ongoing concern is the disproportionality in TASER use, particularly in relation to ethnicity. While the overall use of TASER had decreased by 52 incidents, bringing the total down to 460, there had been an increase of 97 incidents involving individuals from Black, Asian, and Minority Ethnic backgrounds. This requires further analysis and clearer reporting on how TASER is being used in different contexts. To ensure consistency and structure in reporting, all TASER-related BWV reviews must also be documented using the existing template.

EN updated on efforts to improve reporting by introducing a dedicated TASER update within the quarterly report. This was designed to make it easier and more consistent for divisions to submit their updates. She asked divisions to provide feedback on whether the format was effective or if alternative methods would work better. Additionally, she proposed meeting separately with divisional representatives ahead of both external and internal meetings to ensure a comprehensive update on actions and priorities. The proposal included having TASER SPOCs involved in these pre-meetings to align reporting and ensure clarity before formal discussions.

CC requires the action to remain open for further review in the next meeting to ensure progress.

#### **HOLD**

**Refined Action:**

All divisional leads and TASER SPOCs to provide clear and consistent feedback on TASER justification, recording, and BWV use. Reports must follow the designated template to ensure a structured approach, linking incidents to reference numbers and capturing officers' reflections when feedback is given. Divisional SPOCs must engage with TASER SPOCs to provide comprehensive updates, with a particular focus on disproportionality trends.

**Action 6: Review of all Black females stop & searches to understand context and reasons for the higher find rates and whether safeguarding is relevant and being actioned.**

CD summarised that the review of stop and searches conducted on Black females aimed to understand the context behind their higher find rates and whether safeguarding concerns were being identified and actioned. The find rate for Black females was significantly higher, almost double, when compared to White females. This stood out as a trend, particularly in contrast to male searches. The review sought to determine whether there was a clear pattern or specific factors contributing to this difference. CD acknowledged that this action had been reviewed both centrally and at the divisional level. From the central perspective, every search record of a Black female had been looked at and no concerns, patterns or safeguarding matters were identified regarding these searches. It was also noted that the find rate for Black females for the most recent quarter was lower than that for White females.

KCS noted that in particular for quarter 3 there had been no searches of Black females under 13 in East Surrey.

LM stated when reviewing Quarter 3 data for North Surrey, the find rate for Black females had significantly declined. However, she raised a concern regarding the level of professional curiosity shown in BWV footage of these searches. In particular, there was a lack of exploration into the individual's status within a group or a relationship. For example, if the female was accompanied by a male partner or was part of a larger group, there was limited consideration given to potential safeguarding concerns such as domestic abuse or exploitation. She emphasised that this was an area where officers could demonstrate greater professional curiosity to ensure that wider risks were being assessed during searches.

CN confirmed that on West, there had been only one stop and search of a Black female during the reporting period. This involved a 13-year-old child in care who was found in possession of a blade. Following the search, the child was detained under Section 136 of the Mental Health Act. Aside from this case, no further patterns or concerns had emerged from the data reviewed.

CD acknowledged that the action had been completed and that no significant patterns or concerns were identified. However, he agreed that the issue of professional curiosity was an important learning point. He asked EN whether

professional curiosity was already covered in the new training she was developing. EN responded that it was touched on in the best practice section, particularly in relation to building grounds for suspicion and belief. However, she agreed to review the training content to see if this aspect could be expanded upon further, particularly in relation to safeguarding considerations. CD emphasised that professional curiosity was relevant to multiple aspects of stop and search training, particularly in safeguarding contexts. He requested that this be formally added to the training, but that this action could be discharged.

#### **DISCHARGED**

**New Action:** EN to expand the professional curiosity aspect within the new training rollout, ensuring that officers are encouraged to assess potential safeguarding concerns during stop and searches. This should include guidance on identifying risks related to domestic abuse and exploitation, particularly when an individual is searched in the presence of others. The training should emphasise the importance of officers considering the wider context of a search beyond the immediate grounds for suspicion.

#### **Action 7: Discuss with PPST training on impact factors so as not to rely on handcuffing for compliance.**

DE confirmed that this issue has long been embedded within officer training. He explained that the training already emphasises the justification required for handcuffing and challenges officers to assess whether handcuffing is necessary in different scenarios. Officers are trained to recognise danger warning signs, impact factors, and behavioural profiles when making decisions about the use of force.

Specific scenarios are run in training sessions where officers must justify their decision to handcuff or not, particularly addressing misconceptions such as handcuffing based solely on a subject's physical size. Trainers also highlight that while handcuffing can be justified for violent offenses or risk factors, it should not be applied automatically, especially during searches. Officers who express a habit of routinely handcuffing individuals are challenged to justify their reasoning, and the principle that blanket handcuffing is not acceptable is strongly reinforced.

CC acknowledged this work but stated there is still more to be done, particularly in relation to specific locations like Spelthorne, where a significant number of subjects are from out of county. He raised concerns that young Black males who are non-residents are being routinely handcuffed despite being compliant, and that these instances are not being routinely reviewed unless actively looked at. He emphasised that this was an area requiring greater scrutiny to ensure that compliant handcuffing is consistently justified and not disproportionately applied.

CC proposed a rolling dip sample of compliant handcuffing cases, comparing Black individuals with White individuals. This review would be supported by



BWV footage and would focus on a smaller, manageable sample size to allow for in-depth analysis. The findings would then inform future training developments. He also requested that divisional SPOCs take this issue back to their teams and reinforce the expectation that compliance alone does not automatically justify handcuffing.

### DISCHARGED

**New Action:** A rolling dip check to be completed to review compliant handcuffing cases of Black and White individuals. This review will be supported by BWV footage. Findings from this review will be reported at the next meeting and used to inform future training developments.

**New Action:** Divisional SPOCs to communicate to their teams reinforcing the correct justification for handcuffing, emphasising that compliance alone does not automatically warrant the use of handcuffs. Officers should be reminded to assess danger warning signs, impact factors, and behavioural profiles, as per their training, before making a decision. The messaging should align with the training approach, ensuring that officers are challenged to justify their decisions and are aware of the ongoing dip sampling review.

**Action 8: Under 18 uses of force rise of 37% of total on West; monitoring the Mental Health pilot in place and rise of 35% of total on East.**

KCS updated that the rise in use of force on individuals under 18 on East is largely attributed to several ongoing operations, one which targets knife carriage and drug-related issues at train stations and colleges, and another one which focuses on young males aged 11-14, suspected of being exploited by organised criminal networks for drug supply and motorcycle theft.

Additionally, Operation Chariot has been deployed to tackle youth antisocial behaviour hotspots in Epsom and Redhill. These operations have led to increased police engagement with young individuals, contributing to the observed rise in the use of force.

CN updated that on West, there has actually been a reduction in under 18 use of force incidents in the last quarter compared to the previous period. Previously, a significant proportion of use of force cases involved a small number of repeat individuals, many of whom were in or recently left care, frequently coming to police attention due to self-harm risks and possession of blades or pills. A specific example included one individual who accounted for 18 of the 76 recorded use of force incidents over a 22-hour period while under detention. However, the recent decline in incidents suggests that proactive problem-solving work by Safer Neighbourhood Teams and safeguarding partners has helped reduce interactions with these individuals.

CC updated that the mental health pilot on the West, led by force Mental Health Lead Lee Sawkins, has been flagged as an area of interest, particularly regarding its impact on use of force against under 18s. Given the interest from the Deputy



PCC at the last External Scrutiny Panel meeting, further updates should be considered in relation to its effectiveness and outcomes.

CC added there was a challenge from the External Scrutiny Panel to ensure appropriate safeguarding is in place following any use of force on a young person. It was agreed that a dip sample review of body worn video footage would be conducted, with at least five cases per division being reviewed to assess the safeguarding measures implemented post-use of force.

Additionally, concerns were raised over repeat individuals who frequently experience use of force. The External Scrutiny Panel questioned why police continue to use force on the same individuals and what proactive steps are being taken to reduce such incidents. It was agreed that divisions should identify repeat individuals and provide an update on the problem-solving approaches being used in collaboration with partners.

### **DISCHARGED**

**New Action:** CN to liaise with Lee Sawkins to assess the mental health pilot's impact on under 18 use of force incidents, with a view to CC updating the PCC's office on its effectiveness and any emerging findings.

**New Action:** Conduct a dip sample review of body worn video footage, with each division reviewing at least five under-18 use of force cases to ensure appropriate safeguarding measures were put in place.

**New Action:** Each division to identify repeat individuals who have had force used against them on multiple occasions and provide an update on the problem-solving strategies in place with partners to address underlying issues and reduce the need for further police intervention.

**Action 9: PC 'B' re themes of reviews and plan to address, please include local BWV reviews in a 1 side paper.**

KCS stated that some work has been completed on reviewing themes from body worn video footage, but she requested additional time to conduct a more comprehensive analysis. Reflections have been gathered from a previous review, but the intention is to ensure that all key themes are identified and addressed thoroughly.

CC acknowledged the External Scrutiny Panel's focus on PC 'B' but emphasised the importance of a balanced approach that examines the top users of force across all three divisions. Rather than concentrating solely on one individual, the analysis should include officers with the highest number of uses of force across divisions. This broader review would provide a more even-handed perspective and help identify wider trends and areas for improvement. To ensure a structured approach, there needs to be a focus on body worn video reviews of the top two officers. These findings should be tracked as a specific action, rather than focusing solely on PC 'B'.

## **HOLD**

**New Action:** Each division to identify its top two officers for use of force incidents and ensure their body worn video reviews are included in the analysis of their uses of force.

**Action 10: Keep pushing BWV activation and complete BWV reviews locally and update at the next internal meeting.**

CD emphasised the need to continue pushing for body worn video activation and ensuring that BWV reviews are completed locally. He highlighted a concerning trend in BWV compliance for stop and search, noting that the rate had dropped from 95% to 70% in the last quarter. CD highlighted that divisional proactive teams, in particular, were using BWV less than other teams.

KCS asked whether the compliance drop was broken down by division to provide a clearer picture of the issue. EN provided the data for Quarter 3, stating that BWV was not used on 641 occasions. The breakdown showed a significant disparity, with 590 of those cases occurring in Thorpe Park. Further analysis indicated that:

- 21 cases were from East division,
- 24 were from West division,
- 595 were from North division, with 582 of those attributed to Thorpe Park.

EN highlighted that if Thorpe Park cases were excluded, North division's non-compliance figure dropped to 13.

KCS requested further context, asking how the non-compliance figures for East and West compared to previous quarters. EN did not have that data to hand but agreed to review previous spreadsheets and provide a comparison.

SE explained that BWV may not routinely be used in that area because officers operate in covert gear and are advised against wearing BWV. Additionally, searches in the area are fully covered by CCTV, which may have contributed to the lack of BWV activation.

CD acknowledged this but firmly stated that BWV must be used as soon as officers transition from covert to overt operations, such as when making an intervention. He emphasised that being covert does not exempt officers from using BWV once they reveal their identity as police officers. CD also suspected that similar issues might exist with proactive teams based on audit results showing a number of non-BWV-use searches on these teams, requiring further attention.

CN stated Thorpe Park had been a known issue for BWV use in the past. He noted that UPT (proactive team) had previously faced similar concerns but had resolved them by ensuring officers were suitably equipped with harnesses to accommodate BWV.

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|   | <p><b>HOLD</b></p> <p><b>New Action:</b> EN to liaise with Thorpe Park Silver Lead Chief Inspector Gutierrez about BWV compliance at Thorpe Park to ensure it is used for future operations.</p> <p><b>New Action:</b> EN to provide comparative BWV non-compliance figures for divisions from previous quarters to determine if there is a worsening trend.</p> <p><b>New Action:</b> Divisional leads to review and address BWV activation/use issues among proactive teams to ensure that officers transitioning from covert to overt status activate BWV as required and that these teams are using BWV.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |
| 3 | <p><b>Race Action Plan and HMICFRS Update</b></p> <p>CD updated attendees about the upcoming PEEL inspection assessing various aspects of policing, including the use of force and stop and search powers. These areas form one of the key pillars in the inspection, meaning they will receive a specific grade that reflects the force's performance. The inspection begins in April and will continue for several months, with findings reported later in the year.</p> <p>A number of audits are done to check how we are using the various powers. While audits are being conducted appropriately to assess the use of police powers, issues such as insufficient grounds for stop and search or poorly completed forms are repeatedly flagged. The feedback loop from these is important.</p> <p>A month ago, divisions and departments were sent a request to provide feedback on officers who had been identified through audits as making errors, and also for the supervisor who signed off the form. The responses need to improve.</p> <p>A related concern identified in the audits is the fact that Uniformed Proactive Teams (UPTs) appear to not be using body worn video consistently. While it was suggested earlier by SE that this might be due to officers working in covert roles, the expectation remains that BWV must be switched on as soon as officers transition to overt policing.</p> <p><b>New Action:</b> Divisions and departments to provide a response to the audit feedback request.</p> <p>CD also reminded the divisional leads of the above new action around BWV use by proactive teams.</p> | CD       |
| 4 | <p><b>Training and PRONTO Updates</b></p> <p>EN advised that Stop Search 3, which moves stop and search recording into NICHE, meaning each stop search will generate an occurrence, has been delayed until April or May. When it does arrive, it will be particularly beneficial</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | CD<br>EN |

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|   | <p>for aligning body worn video with stop and search records. Until then, we'll continue using PRONTO.</p> <p>One issue that continues is an increase in outstanding PRONTO forms from officers who have left the force. If you have details of any former officers with outstanding forms, please send them to EN who will work directly with the PRONTO team. In the meantime, pending NICHE, it's essential that PRONTO usage continues to be pushed. Officers need to complete their entries, and Sergeants must ensure they are reviewing/approving forms promptly.</p> <p><b>New Action:</b> All to send to EN details of former officers with outstanding forms, and to review and reduce the number of overall forms from their teams awaiting supervisor review.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                         |
| 5 | <p><b>Use of Force and TASER Updates (including divisional updates)</b></p> <ul style="list-style-type: none"> <li>- <b>Performance Summary &amp; Divisional Updates (E/N/W)</b></li> <li>- <b>Disproportionality</b></li> <li>- <b>Qualitative Reviews</b></li> <li>- <b>BWV Compliance</b></li> <li>- <b>TASER Governance &amp; Scrutiny in force</b></li> </ul> <p>CC highlighted to the group some key trends he had shared with the External Scrutiny Panel. Across the force, the total number of use of force forms has remained fairly stable, with a slight increase of 204 forms (up 2%). However, a significant rise has been observed in under-18s, with 234 additional forms (18.2% increase). As discussed in the action section, this raises concern around safeguarding and the number of young people repeatedly coming to our attention, and he has set clear actions to focus on effective problem-solving in these cases.</p> <p>As CD mentioned, the feedback loop is critical, and the Chair of the External Scrutiny Panel will expect updates on how this is being addressed.</p> <p>Another key trend is the reduction in use of force on White individuals, down by 895 forms (20% decrease) and is something we don't recall seeing at this scale before. In contrast, there has been an 18.2% increase (187 additional forms) in use of force on Black, Asian, and Minority Ethnic individuals. This is why he has set actions around reviewing compliant handcuffing, particularly in relation to Black individuals, to ensure that officers are not applying handcuffs to young Black males simply as a precautionary measure.</p> <p>On TASER usage, there has been an overall 10% reduction. However, use of Taser on Black, Asian, and Minority Ethnic individuals has increased slightly, by three incidents. This reinforces the need for continued oversight. CC asked for divisional SPOCs to engage with their TASER SPOCs, ensuring that body worn video reviews are being conducted thoroughly and that all reviews are logged on the [use of force] template with clear NICHE references. This allows the External</p> | <p><b>CC</b><br/><b>EN</b><br/><b>KCS</b><br/><b>AJ</b><br/><b>LM</b><br/><b>CN</b></p> |

Scrutiny Panel to conduct proper checks and balances. Reviews must not simply be anecdotal; each one should answer all the ‘looking for’ we’ve outlined. As CC stated in the action section, he would rather see fewer reviews done but with higher quality, and he expects quality updates ahead of the next meeting. He asked that SPOCS ensure these updates are sent to him and EN within the next week or two.

CC also asked for the top users of the use of force powers to continue to be reviewed to ensure their uses of force are justified. In at least one case, we’ve seen that while the top user recorded their force appropriately, some officers present at the time didn’t submit their own forms. This is something we need to remain mindful of.

#### **East Headlines:**

KCS updated their two top users of force were both response officers on NPT. The officer with the highest use of force also has the highest use of TASER, which has been reviewed. This officer’s use of force is more than double that of the second highest officer. In several cases, their use of force forms were direct copies of their statements, which is not best practice.

KCS has now initiated a deep dive into these submissions to assess proportionality, legality, and administrative compliance and she will bring the findings to the next meeting. The second officer has recorded 14 uses of force, with no clear pattern. However, the recorded details on the forms are brief, and would benefit from more thorough documentation.

Regarding the TASER review, as mentioned earlier, the highest use officer also had the highest TASER usage. One incident was found to be ineffective and not a suitable tactic. Feedback has been provided to the officer. CC asked given the concern, if a support plan was being considered? KCS states the officer works a significant amount of overtime which increases their opportunities to use force. However, the fact their numbers remain significantly higher than others, is a cause for further analysis, and the deep dive will help determine if any support plan is needed.

#### **North Headlines:**

LM identified their highest user of force powers as an NPT officer, whose incidents showed proportionate and reasonable force, with effective communication and de-escalation. No concerns raised. The second officer, an acting Sergeant on SNT, was also calm and reassuring during interactions. Again, no concerns about proportionality or reasonableness.

In reviewing body worn video footage, LM had observed some unprofessional behaviour from two officers. Instead of using professional language, they told individuals to ‘shut up’ and made inappropriate comments. While most officers were respectful and calm, this type of behaviour does not help de-escalation. LM clarified this was two officers and two separate incidents.

CC asked for LM to send him and EN the NICHE references, officer details, and the exact wording of inappropriate comments to track and ensure no further action is needed at a higher level. CC asked LM if she believed this required a PSD review. LM did not believe so, confirming that it was use of inappropriate language in difficult situations, but nothing requiring PSD involvement.

MC commented that this was also flagged in the External Scrutiny Panel where members expressed concerns about officer language, as it does not help de-escalation.

LM confirmed she had looked at three TASER incidents. In one case, words of advice were given to an officer by the TASER SPOC, after the officer left a TASER on a table for two minutes after red-dotting a subject and then engaged in a struggle without securing the TASER. Feedback has already been provided. Another incident involved a suspect with a glass bottle lunging at officers, and the TASER use was entirely appropriate.

**West Headlines:**

CN confirmed two NPT officers at Guildford had the highest use of force. One officer had 12 incidents, evenly split between arrests and mental health-related cases. Their reports were well-justified and well-written, except for one instance where they copied and pasted their statement, which CN provided feedback on. The second officer had 11 incidents, also well-documented, with particularly strong communication when dealing with mental health subjects.

CN expressed some concerns around under-recording. During BWV reviews, he noted cases where multiple officers used force, but only one completed a report. For example, a team of four officers used force on a subject, but only one submitted a form. He has already spoken to them and provided feedback. This issue also applies to TASER recording. The TASER SPOC, RB, flagged that QR code scans are not consistently completed after red-dotting, discharges, or use on juveniles and Black, Asian, and Minority Ethnic individuals. CN cross-referenced this with force-wide data and found a gap in reporting.

CC again emphasised the need for divisional reps to take ownership of TASER reviews, ensuring strong updates and collaboration with SPOCs, particularly given the increase in TASER usage. He expressed concerns about the potential under-recording of use of force incidents, and emphasised the importance of accurate reporting, ensuring every officer involved in using force records their individual use to maintain legitimacy.

**New Action:** KCS to conduct a deep dive into the officer with the highest uses of force powers to assess proportionality, legality, and compliance.

**New Action:** LM to submit the details to CC and EN on the unprofessional behaviour / inappropriate language (including NICHE references, officer details, wording of comments).

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|   | <p><b>New Action:</b> EN to task out the ‘not justified’ force reviews for uses of force and TASER to the divisional reps.</p> <p><b>New Action:</b> Divisional and departmental SPOCs to issue communications reminding all officers and custody staff that every individual who uses force must record their own use of force. This applies regardless of the number of officers or staff involved in an incident. Accurate and complete recording is essential for legitimacy and accountability.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                           |
| 6 | <p><b>Stop &amp; Search Updates (including divisional updates)</b></p> <ul style="list-style-type: none"> <li>- Key headlines</li> <li>- Safeguarding activity (divisions)</li> <li>- Frequent searches and people stopped frequently (divisions)</li> <li>- Feedback from audits (divisions)</li> <li>- Local engagement activity (divisions)</li> <li>- Supervisor checking rates (divisions)</li> <li>- Local disproportionality</li> <li>- Intelligence-led Stop &amp; Search</li> </ul> <p>CD introduced a few key updates on stop and search that everyone needed to be aware of. The Vulnerability Board has agreed that from now on, any stop and search involving someone under 18 needs to be followed up with a SIGNS (previously called ‘SCARF’) submission, and a parent or guardian must be informed where possible. Previously, this only applied to under 13s and under 15s, but now it’s for all under 18s, and brings us in line with Sussex, where it’s been working well for a while. While it might feel like extra work, in reality, we’ve already been doing this for a lot of under 18s in vulnerable situations. CD requested for the group to make sure officers in their teams know this is in effect immediately.</p> <p>On scrutiny and supervision, currently there is only a tick box for supervisor reviews of forms. We are introducing an MS Form template, so when a supervisor signs off a search, they’ll need to answer a few key questions, like whether the grounds were actually good enough, to ensure there is proper oversight. This is a better, more intrusive and supportive approach, and has been identified as good practice in Cambridgeshire.</p> <p>In addition, supervisors will now need to review at least one stop and search and one arrest and subsequent Section 32 search per officer per quarter, reviewing body worn video, using new MS Form templates. This provides important supervision around how we are using these key powers, and the quality of our searches to find items and keep everyone safe.</p> <p>On recording stop initiation, we must make sure searches based on intelligence or briefings are logged as ‘Intel/tasking’ rather than ‘self-initiated.’ We’re doing more intelligence-led work than we’re giving ourselves credit for, and the data should reflect that. ‘Intel tasking’ would be when we are doing something more</p> | <p><b>CD</b><br/><b>KCS</b><br/><b>AJ</b><br/><b>LM</b><br/><b>CN</b></p> |



focused, we're in a certain area for a certain reason deliberately. We need to ensure we are using stop and search in a problem-solving and intelligence-led way, based on priorities; we need to be clear on how well we are using the power in this regard so far and what teams have been focusing on, and we need to drive and track improvements.

**New Action:** Divisional and departmental SPOCS to issue comms to teams to advise that a SIGNS must be submitted for all stop and searches on under 18's and where possible a parent/guardian/carer to be notified.

**New Action:** Divisional and departmental SPOCS to issue comms to teams on stop initiations, to ensure that searches based on intelligence, local priority taskings, or briefings are logged as 'intel/tasking' rather than 'self-initiated'.

**New Action:** Divisional and departmental SPOCS to report back on how well stop and search is being used proactively in an intelligence-led and problem-solving way, with evidence of achievements, and to drive this going forwards.

**New Action:** Divisional and departmental SPOCS to issue comms to advise supervisors of the new quarterly BWV reviews and associated MS Forms.

CD acknowledged some strong successes on North, where the find rate is 39% (excluding Thorpe Park searches), making it the highest across the divisions. At the same time, the total number of searches has dropped by about 13%, bringing it in line with the division's size. CD raised a couple of questions, of what was driving the reduction in searches, and what had led to the increase in the find rate? CD noted the increased find rate is a positive trend, and we should understand what's behind it in terms of good practice and asked for AJ to review and return with any insights.

**New Action:** AJ to identify any insights into the reduction in searches and increase in find rate on the North.

#### **East Headlines:**

KCS updated that over the last quarter, there were 418 stop and searches on East, resulting in 129 finds, giving an overall find rate of 30%. Breaking it down further, the find rates for different search powers were:

- Drugs: 31.7%
- Firearms: 75%
- Going Equipped: 20%
- Offensive Weapons: 31%
- Stolen Property: 36%

One area highlighted was activity linked to Clear, Hold, Build in Reigate and Banstead. The find rate for searches linked to drug supply in this area was 33.5%, which, while not the highest, is still notable given the proactive work there.

There were eight searches of under 13s, with two resulting in finds. One was a 12-year-old found with a knife in Reigate & Banstead, and the other had a cannabis grinder and drug residue. Parents/guardians were informed, and SCARF forms were completed.

When it comes to repeat stops, only one individual was stopped more than three times this quarter, stopped four times in total, with finds in three of those cases (75% find rate) and an arrest on the fourth occasion for linked offences. A review of forms found that all searches were justified.

The top six officers using stop and search had find rates ranging from 28.6% to 42.3%. Of note is that the top users of the powers are based in Reigate and Banstead, where the Clear Hold Build work has been taking place, but KCS will need to do some further analysis to confirm whether their stops were in relation to that work and will update further at the next meeting.

At team level, higher disproportionality figures between Black and White people compared against the force average were noted for:

- Epsom SNT: 7 (above force average of 5.9)
- Uniform Proactive Team: 8.5 (lower than other divisions but still high)

It was agreed that more analysis is needed to understand these figures and whether they are driven by specific policing operations, such as work targeting drug supply, exploitation, and stolen motorbikes.

**New Action:** KCS to review stop and searches of the top users of the power to check if they are focused on local priorities.

**New Action:** KCS to examine the role of specific operations in disproportionality trends between Black and White people.

**New Action:** KCS to review the stop and search activity of Epsom SNT and East Surrey Uniformed Proactive Team to understand why their disproportionality between Black and White people is above the force average.

#### **West Headlines:**

CN updated that over the last quarter, West recorded 314 stop searches, with a find rate of 29.9%. The three most common reasons for searches were drugs, theft, and weapons, all of which had a find rate exceeding 30%.

There has been a strong push over the last few weeks to bring down the number of outstanding forms on PRONTO, and they are hoping to see continued progress. 28 forms have been returned to officers for reworking and haven't yet been resubmitted, which is a slight increase from last week. This rise follows a focused effort to review outstanding forms with officers who had work to complete.

One recent stop and search involved a 12-year-old girl who was searched as part of an SFI-led operation targeting knife crime on a housing estate in Woking. She was seen leaving a subject's premises with others and was subsequently

detained for a search. The forms were well completed, and the grounds for the search were strong. However, the officer conducting the search did not have their body worn video activated. CN has spoken with the officer, and they're aware of the oversight. That said, two or three ARV officers were present during the search, and their BWV was activated, ensuring that the search was still recorded. The case has been flagged for supervision to ensure that BWV is consistently used in future searches.

Another point of note is the relatively low number of individuals being searched multiple times. Out of 349 total searches, only seven individuals were searched more than once, and only one person was searched on four occasions. This individual has been a persistent issue in Guildford town centre, coming to frequent police attention due to self-harm threats and general antisocial behaviour. Of the four searches conducted on him, one resulted in a positive find. He has also been arrested on multiple occasions as a result of these interactions.

Looking at the most frequent users of stop search powers, no officer conducted more than 12 searches this quarter. The highest user was an officer with 11 searches and a find rate of 54%. Four of those searches were part of a single incident, while another four took place across two separate incidents. A review of their forms showed good quality submissions, and BWV compliance was checked with no concerns raised. However, this officer was flagged for repeat non-BWV use, so CN will be following up on this to ensure compliance is maintained.

Another point worth discussing is an operation at Guildford Rail Station on 28<sup>th</sup> November, run jointly with British Transport Police and involving passive drugs dogs. During this operation, 52 stop searches were recorded by Surrey officers following positive dog indications. Of these, seven individuals were Black, Asian, or with Mixed Ethnicity, and only six of the 52 searches resulted in a positive find. All six positive cases were dealt with by Community Resolutions (CR).

One issue identified across these forms was poor recording of grounds. Many officers had simply copied and pasted wording along the lines of *"Home Office approved drug dog indicated on the subject, and the station is known to be used by county lines nominals."* This raises concerns about the sufficiency of grounds, and many forms have been returned by supervisors for improvement. There was an associated low find rate, and this issue has also been noted in the Thorpe Park operation, where similar concerns have been raised about the quality of grounds recorded for drug dog indication searches.

Looking ahead, West Division has several proactive operations planned that will likely impact stop search numbers.

- Op Trapdoor (Guildford) – This is a shoplifting-focused operation, particularly relevant given that two of the highest shoplifting locations in

the force are in Guildford. The operation will use overt and covert tactics, with stop and search powers forming a key part of the strategy. The focus won't just be on the stores themselves but also on prolific offenders operating in and around these areas.

- Op Crunch (Guildford) – A street-drinker and ASB disruption operation, aiming to get a grip on repeat offenders early in the year before their activities escalate in the summer. Given the overlap between street drinking and shoplifting, this will likely have crossovers with Op Trapdoor.
- Op Westlake (Surrey Heath) – This is an Intel-led operation aimed at disrupting county lines activity, using ANPR, Ops Command, , and spotters to identify individuals who need further attention. Stop search powers will be heavily used, with a specific focus on Section 23 searches. An upcoming day of action is planned.
- Similar shoplifting-focused operations are planned in Surrey Heath and Waverley, targeting businesses and property offenders.

A key success to highlight is there has been a notable reduction in cases where strip searches were conducted without properly recorded additional grounds, just one instance last quarter, which is down from five or six cases in previous quarters.

CD discussed disproportionality between Black and White people with CN, where the latest figures for West Division are:

- 3.74 SDE (Self-defined ethnicity)
- 4.7 ODE (Officer-defined ethnicity)

For Guildford SNT, disproportionality between Black and White individuals is 6.5, which is slightly above the force average.

For West's proactive team, the disproportionality figure is 20, nearly four times higher than the force average. EL has already spoken with Detective Inspector Adam Hewitt, who confirmed that this is largely driven by targeted taskings based on intelligence rather than general stop searches. However, CD noted it would be helpful to review this further.

**New Action:** CN to review disproportionality between Black and White people by Guildford SNT (6.5) and assess underlying factors.

**New Action:** EL to review disproportionality between Black and White people by West's proactive team (20) and assess underlying factors, including whether intelligence-led justifications are recorded and appropriate.

**New Action:** EN to liaise with divisional and departmental stop and search leads, and the Thorpe Park operation Silver, to ensure any operations involving use of drugs dogs involve better grounds for searching beyond just drugs dog indication, in line with the APP.

**North Headlines:**

LM updated that in this quarter, five stop searches were conducted on under 13s in North Surrey, but when excluding Thorpe Park, the number drops to just two. The two non-Thorpe Park searches were for offensive weapons, with both individuals having been seen carrying knives in public, and officers providing strong grounds that were well-articulated.

The three searches at Thorpe Park were drug-related and resulted in no further action. The common practice at Thorpe Park is for officers to conduct searches when a passive drugs dog indicates, but there's growing concern that this approach may need reviewing. Many of the officers conducting these searches are probationers and appear to be following standardised wording without adapting or strengthening their rationale. Given the low find rate, we may need to rethink the advice and training given to officers conducting these searches.

Of the five under 13s searched, two were White, one was with Mixed Ethnicity, and one was Black, and one individual refused to provide their details. Their ages ranged from 11 to 12, with three males, one female, and one case where gender wasn't recorded.

Eight individuals were searched three or more times in North Surrey this quarter, but this number drops to zero when excluding Thorpe Park. A pattern has emerged where individuals attempt to re-enter Thorpe Park on multiple days and are being searched each time they smell of cannabis or when the drugs dog indicates on them. This has inflated the repeat search figures.

Looking at officers who frequently use stop search, 35 officers conducted 12 or more searches this quarter, but when removing Thorpe Park figures, that number drops to just two. A review of the searches by these two officers found no concerns around lawfulness, though one officer's searches highlighted some issues with detainee control, specifically, failing to ensure hands were visible and not conducting thorough searches by allowing individuals to keep their coats on and only patting over them.

Overall, the grounds for searches are generally good, and officers are engaging well with individuals.

Northern SNT teams continue to run regular proactive operations, including those targeting drug-related crime, burglary suspects, and shoplifting. One recently successful operation was an intelligence-led vehicle stop operation, which resulted in several positive outcomes.

In terms of community impact, Borough Commanders aren't currently aware of any tensions related to stop search. However, to encourage ongoing conversations, Lou Taylor (non-executive director) will be visiting Elmbridge next month to discuss the Police Race Action Plan (PRAP) and share his personal experiences of being stopped and searched. This will provide officers with

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|   | <p>valuable insight into how stop searches can feel from the subject's perspective and help improve understanding and engagement.</p> <p>CD discussed with LM the disproportionality ratios between Black and White individuals which is 6.5 for Runnymede SNT, slightly above the force average. The proactive unit in North Surrey has a disproportionality figure of 11.5, nearly double the force average. A review of searches is needed to understand the reason for this trend and whether it reflects intelligence-led policing or if any adjustments are required.</p> <p><b>New Action:</b> LM to review the disproportionality rate between Black and White people (6.5) for Runnymede SNT.</p> <p><b>New Action:</b> LM to review the disproportionality rate between Black and White people for North Surrey's proactive team (11.5).</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |    |
| 7 | <p><b>Departmental Updates: Professional Standards</b></p> <p>KK updated that stop and search complaints have slightly decreased this quarter, with a total of 13, down from 16 in the previous quarter. The complaints are spread fairly evenly across different areas, but nothing particularly significant or concerning.</p> <p>At the time these figures were compiled in January, two complaints were still under investigation. Of the resolved cases, eight were concluded with an explanation or an apology, and one resulted in no further action. Most complaints (all but two) were handled outside of Schedule 3, with one Schedule 3 case found to be acceptable and the other undetermined. The undetermined case involved an allegation that officers had written inaccurate information on a stop and search form, but due to conflicting accounts and unclear body worn video footage (affected by background noise at a train station), the outcome could not be resolved definitively.</p> <p>Regarding ethnicity, 92% of complainants were White, an increase from the 81% percentage in the previous quarter. The main themes of stop and search complaints remain consistent with previous reports: five complaints disputed the grounds for the search, while others related to officers' conduct during the interaction.</p> <p>Use of force complaints also saw a slight reduction, down to 32 in Q3 from 45 in Q2, aligning with the same trend observed in Q3 last year. Western Division had a notably higher number of complaints compared to other areas, though it's unclear if this is linked to specific operations conducted during the quarter. Apart from operations (which recorded just one complaint), complaints were otherwise spread evenly across divisions.</p> <p>At the time these figures were compiled, 11 cases remained live. Among the resolved cases, 14 were concluded with an explanation provided, three were NFA'd outside of Schedule 3, and one Schedule 3 case was also NFA'd. In the</p> | KK |

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|   | <p>three Schedule 3 cases that were concluded, the service was found to be acceptable.</p> <p>In terms of ethnicity, 84.5% of complainants were White, the same figure as the previous quarter. The most common complaint themes continued to revolve around use of force during arrests, particularly the application of handcuffs. There was one complaint about PAVA use, but this related to an incident earlier in the year and was linked to other ongoing matters, so it may not be a direct reflection of current trends. Unlike the previous quarter, mental health was not a significant factor in these complaints.</p> <p>CC requested further details on the 12 West division complaints, including how many were substantiated and whether they align with previous mental health trends or the ongoing pilot in the West. KK advised she would provide a more detailed breakdown of West division figures after the meeting.</p> <p><b>New Action:</b> KK to provide a more detailed breakdown of West division complaints figures for use of force to CC and EN.</p>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |    |
| 8 | <p><b>Departmental Updates: Custody</b></p> <p>SS updated that recent data on the use of force in custody shows that, for adults, individuals from Minority Ethnic backgrounds are less likely to have force used against them compared to White individuals. However, for children, the sample size is too small to draw meaningful conclusions, with only 20 recorded uses of force in the last 12 months. This trend has remained consistent over several reporting periods.</p> <p>Strip searches continue to decrease force wide, with a 4.9% reduction this quarter, continuing a downward trend over several months. However, disproportionality in strip searches has increased slightly for Black and Mixed ethnicity individuals. The current disproportionality rate for Black detainees is 2.21, up from 1.84 in the previous period, and for Mixed Ethnicity individuals, it is 1.81, up from 1.71. While overall strip search numbers remain relatively low, these increases have been noted and reviewed.</p> <p>To address this, a manual review of three months' worth of strip search data was conducted to identify any trends or concerns. This review included an analysis of which custody officers and teams were authorising strip searches. While no concerns were found regarding custody officers' decision making, a small number of teams and officers had slightly higher than average strip search rates. These findings will be fed back to the individuals and their supervisors by one of the support Sergeants involved in the research. The feedback process is not disciplinary but aims to ensure awareness of disproportionality and encourage reflection.</p> <p>Additional steps are being taken to reinforce this learning:</p> | SS |



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|   | <ul style="list-style-type: none"> <li>• A future CPD session for all custody staff will include an input on disproportionality, ensuring it remains a key consideration when authorising or exercising powers.</li> <li>• A new proportionality review section has been added to inspector review templates, requiring inspectors to consider and document the impact of disproportionality in all cases, not just for strip searches but for use of force more broadly.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                                                             |
| 9 | <p><b>Departmental Updates: Learning and Professional Development</b></p> <ul style="list-style-type: none"> <li>- <b>Dedicated Coaching Unit (DCU)</b></li> <li>- <b>Police &amp; Crime Training (PACT)</b></li> <li>- <b>Officer Safety Training (OST)</b></li> </ul> <p><b>DCU Headlines:</b></p> <p>TP updated that he has been reviewing stop and search and use of force body worn video footage, and the feedback has been overwhelmingly positive. This is largely due to the structured support officers receive during their coaching phase, where feedback is provided promptly both verbally and in writing. Officers are consistently demonstrating effective communication, calmness, and control when using force, which is reassuring.</p> <p>TP's teams are also playing a significant role in supporting operational deployments across the force, assisting with a variety of operations and patrols. This hands-on experience is proving invaluable for student officers, helping them develop their ability to establish grounds for stop and search at an early stage. Officers in recent training exercises have been observed proactively identifying and justifying additional search grounds beyond just dog indications.</p> <p>A key focus moving forward is the new stop and search training, developed and led by EN, which will be trialled first with DCU coaches before wider implementation. This ensures student officers receive up-to-date guidance on legislation, policy, and best practice. However, there is a concern that some student officers feel unsure or lack confidence when it comes to using force during stop and search. This issue has been flagged with the training team at HQ, and further work is being done to understand and address these concerns.</p> <p>CD commented on DCU disproportionality figures between Black and White people for stop and search being 13.7 on East, 6.7 on North, and 6.9 on West and asked for some research into why this might be. TP advised this may be challenging due to how the data records students in DCU but TP and EN will discuss offline.</p> <p><b>New Action:</b> TP and EN to discuss and research DCU disproportionality between Black and White people for stop and search.</p> <p><b>PACT Headlines:</b></p> | <p><b>CD</b><br/><b>TP</b><br/><b>AJe</b><br/><b>DE</b></p> |

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|    | <p>AJe updated that there has been a strong push to ensure officers conduct searches with purpose, rather than simply going through the motions. To reinforce this, officers must complete stop and search forms after every search, and these are checked to ensure grounds are sound. Additionally, practical scenario-based training has been intensified, with officers receiving focused sessions on the justification and application of force, particularly in relation to handcuffing and searching. The initial results of this approach have been promising, with noticeable improvements in officers' confidence and performance during training exercises.</p> <p>Looking ahead, there are plans to further extend the training course, with a business case being developed to add an extra four weeks of training. If approved, this will allow for dedicated time on stop and search, among other practical elements.</p> <p><b>PPST Headlines:</b></p> <p>Work is ongoing to integrate practical scenario training into officer development. Recent training phases have covered custody scenarios, domestic incidents, and public order situations, ensuring officers are well-versed in using force, applying tactical communication skills, and de-escalating situations. Future training will include a focus on vulnerable persons, stop and search, and the use of force in confined spaces or against multiple threats.</p> <p>A key area of focus is improving search safety. While officers generally conduct thorough searches, there have been concerns that some are placing themselves at risk by stepping into potential attack zones. To address this, training has been adjusted to reinforce safe positioning and situational awareness during searches. There has also been additional input on the use of Garrett wands, limb restraints, and spit and bite guards to ensure officers are confident in their application.</p> <p>Neurodiversity training is also being expanded to help officers adapt their communication styles when dealing with individuals who may process information differently. This will be embedded in the next phase of training to ensure a more inclusive and effective approach to policing.</p> <p>The team has successfully integrated the College of Policing's new PPST package, which will become a mandated requirement from April. And there will be an increase in probationer training days from seven to eight. A key milestone is the collaboration with Sussex Police, which will enable officers from both forces to attend refresher training in either location, improving flexibility for those in joint units.</p> |    |
| 10 | <b>Any Other Business</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | CD |

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|  | <p>CD mentioned Operation Chariot (hotspot policing), and that the operation has shown strong productivity, and a much lower disproportionality rate compared to the rest of the force, an unexpected trend given the areas it covers, such as Redhill. EL has already been tasked with looking into why disproportionality is significantly lower in these hotspot areas to understand the contributing factors.</p> <p>No further points raised.</p> <p>CD thanked everyone for their commitment to these important policing areas and reinforced that while there is still work to do, the focus remains on ensuring stop and search and use of force powers are exercised effectively, professionally and transparently.</p> <p><b>Next meeting:</b> May 2025 for Q4 January to March 2025 data.</p> |  |
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