



## Professional Standards & Integrity (Police) Committee – Annexes Pack

**Date:** FRIDAY, 15 SEPTEMBER 2023  
**Time:** 11.00 am  
**Venue:** COMMITTEE ROOMS, 2ND FLOOR, WEST WING, GUILDHALL

### Priority area 1 - Vetting, conduct, integrity

5. Q1 ACTION FRAUD COMPLAINTS STATISTICS 2023-24

**For Information**  
(Pages 3 - 20)

### Priority area 2 - Equality and inclusion

7. QUARTERLY EQUALITY AND INCLUSION UPDATE

**For Information**  
(Pages 21 - 24)

### Priority area 3 - Use of powers

8. Q1 STOP AND SEARCH AND USE OF FORCE

**For Information**  
(Pages 25 - 38)

### NON-PUBLIC ANNEXES

### Priority area 1 - Vetting, conduct, integrity

14. Q1 PSD STATISTICS 2023-24

**For Information**  
(Pages 39 - 56)

15. MISCONDUCT CASES- DIP SAMPLES

**For Information**  
(Pages 57 - 72)

**Ian Thomas CBE**  
**Town Clerk and Chief Executive**

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# Police Complaints Information Bulletin

**Appropriate Authority: Action Fraud**

**Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)**

**Most Similar Force (MSF) Group:**

## About this bulletin

This bulletin presents information about complaints defined under the Police Reform Act 2002 (PRA 2002), as amended by the Police and Crime Act 2017. The legislation came into effect on 1 February 2020 (4 January 2021 for the British Transport Police).

It sets out performance against a number of measures and compares force results to their most similar force (MSF) group (where applicable) and with the overall result for all forces (national).

## Notes on this bulletin

Section titles (from Section B onwards) have been renamed following removal of a section.

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Section A1.2: Allegations logged – what has been complained about

Section A1.3: Allegations logged – what has been complained about – top five allegation categories and their subcategories

Section A1.4: Allegations logged – what has been complained about (category) and the situational context of allegations (factors)

Section A2: Allegations timeliness

Section A3.1: How allegations were finalised and their decisions

Section A3.2: Allegation decisions by what was complained about (category)

Section B: Referrals

Section C1: Reviews received

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Section C3: Decisions on LPB reviews

Section C4: Decisions on IOPC reviews

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Notes

## Acronyms used in this bulletin

**Force** – year to date force numbers

**IOPC** – Independent Office for Police Conduct

**Inc.** – including

**Ind** – independent investigation

**Loc** – local investigation

**LPB** – local policing body

**MSF** – most similar force

**Nat.** – national

**No.** – number

**PRA** – the *Police Reform Act 2002*

**RPRP** – reflective practice review process

**SPLY** - Same period last year

**UPP** – unsatisfactory performance procedure

## Section A1.1: Complaint cases logged and initial handling

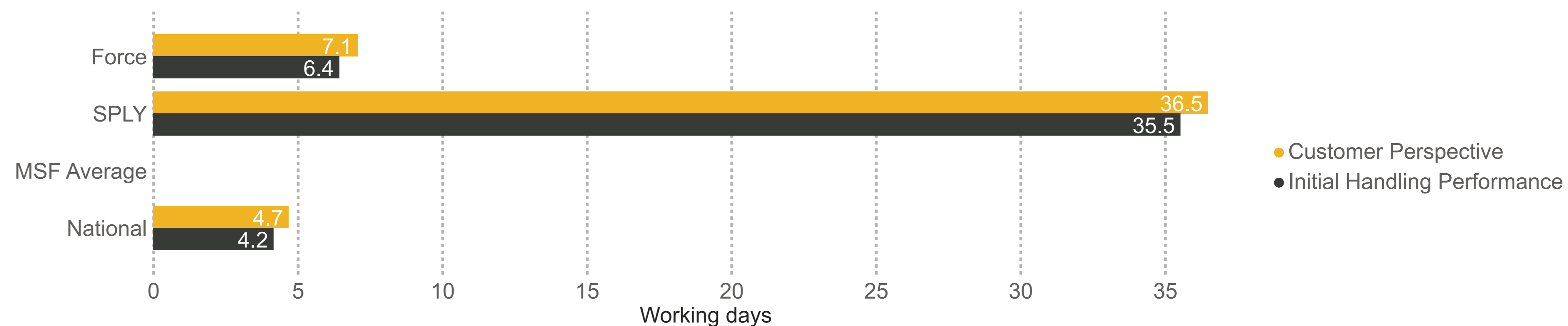
This section presents information relating to the force's contact with customers and their initial handling of the complaint cases. It shows how long, on average, it takes from the customer's perspective from when they made the complaint and the force's performance of the initial handling from when it received the complaint.

Complaint cases with 'invalid dates' have been removed from timeliness measures. Please refer to the performance framework counting rules and calculations on the [IOPC website](#) for explanations of customer perspective, initial handling and invalid dates.

### To contact complainants

Average number of working days...	Customer perspective	Initial handling performance
Force	7	6
SPLY	36	36
National	5	4

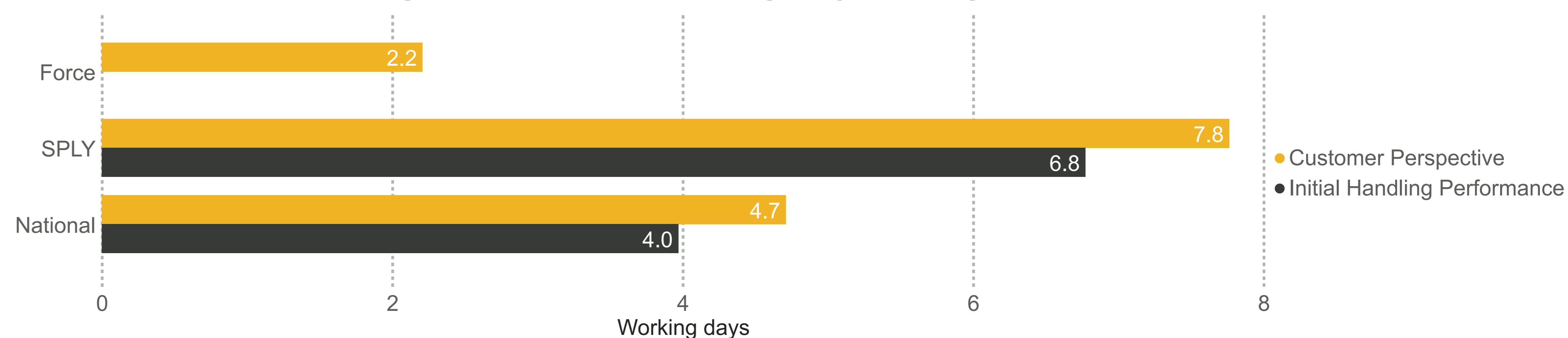
### Average number of working days to contact complainants



### To log complaint cases

Average number of working days...	Customer perspective	Initial handling performance
Force	2	0
SPLY	8	7
National	5	4

### Average number of working days to log complaint cases



Please note: average times presented in the above tables are rounded to the nearest whole number. In comparison, the charts present the exact result.

### Complaint cases logged

	Force	SPLY	MSF Average	National
Complaint cases logged	96	110		20,503
Complaint cases logged per 1,000 employees				81

### Reasons complaint cases are recorded under Schedule 3 of the PRA 2002

The below table presents the number of complaint cases handled under Schedule 3 of the PRA 2002 (formal handling) and the reasons why.

Reason complaint case recorded under Schedule 3	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
AA/body responsible for initial handling decides	1	50 %	2	17 %			3,253	44 %
Complainant wishes the complaint be recorded	0	0 %	0	0 %			1,615	22 %
Dissatisfaction after initial handling	1	50 %	10	83 %			921	12 %
Nature of the allegation(s) in the complaint	0	0 %	0	0 %			1,673	22 %

# Police Complaints Information Bulletin

Appropriate Authority: Action Fraud

Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)

## Section A1.2: Allegations logged - what has been complained about

This section presents information that shows what people complain about. Allegation categories capture the root of the dissatisfaction expressed in a complaint. A complaint case will contain one or more allegations and one category is selected for each allegation logged.

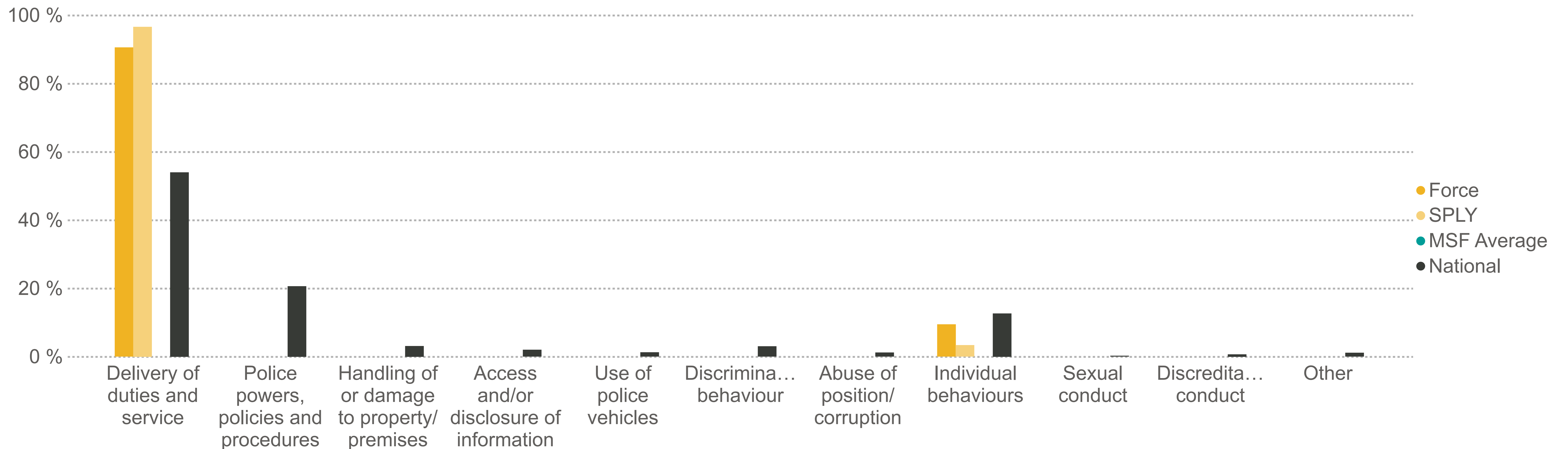
Please refer to our [Guidance on capturing data about police complaints](#) for guidance on logging allegations and complaint category definitions.

### Allegations logged

	Force	SPLY	MSF Average	National
Allegations Logged	53	119		36,667
Allegations logged per 1,000 employees				145

### What has been complained about

	Delivery of duties and service	Police powers, policies and procedures	Handling of or damage to property/premises	Access and/or disclosure of information	Use of police vehicles	Discriminatory behaviour	Abuse of position/corruption	Individual behaviours	Sexual conduct	Discreditable conduct	Other	Total
Force	48	0	0	0	0	0	0	5	0	0	0	53
SPLY	115	0	0	0	0	0	0	4	0	0	0	119
MSF Average												
National	19,800	7,573	1,143	742	464	1,113	444	4,640	84	250	413	36,666
Force	91 %	0 %	0 %	0 %	0 %	0 %	0 %	9 %	0 %	0 %	0 %	100 %
SPLY	97 %	0 %	0 %	0 %	0 %	0 %	0 %	3 %	0 %	0 %	0 %	100 %
MSF Average												
National	54 %	21 %	3 %	2 %	1 %	3 %	1 %	13 %	0 %	1 %	1 %	100 %



## Section A1.3: Allegations logged – what has been complained about – top five allegation categories and their subcategories

This section presents the five most commonly recorded categories for allegations that have been logged.

A complaint case will contain one or more allegations and one category (and sub-category, where available) is selected for each allegation logged.

Total % is of the total number of allegations logged.

Allegations where the subcategory is 'none' are omitted from this table.

Category	Subcategory	Force		SPLY		National	
		No.	%	No.	%	No.	%
Delivery of duties and service	<b>Total</b>	<b>48</b>	<b>91 %</b>	<b>115</b>	<b>97 %</b>	<b>19,799</b>	<b>54 %</b>
	Police action following contact	42	88 %	57	50 %	8,710	44 %
	Decisions	2	4 %	25	22 %	2,575	13 %
	Handling of or damage to property/ premises	0	0 %	0	0 %	1	0 %
	Disclosure of information	0	0 %	0	0 %	1	0 %
	General level of service	4	8 %	16	14 %	6,577	33 %
	Information	0	0 %	17	15 %	1,935	10 %
Individual behaviours	<b>Total</b>	<b>5</b>	<b>9 %</b>	<b>4</b>	<b>3 %</b>	<b>4,640</b>	<b>13 %</b>
	Police action following contact	0	0 %	0	0 %	2	0 %
	Searches of premises and seizure of property	0	0 %	0	0 %	1	0 %
	Use of force	0	0 %	0	0 %	3	0 %
	General level of service	0	0 %	0	0 %	4	0 %
	Unprofessional attitude and disrespect	5	100 %	4	100 %	1,316	28 %
	Lack of fairness and impartiality	0	0 %	0	0 %	623	13 %
	Overbearing or harassing behaviours	0	0 %	0	0 %	826	18 %
	Impolite language / tone	0	0 %	0	0 %	1,220	26 %
	Impolite and intolerant actions	0	0 %	0	0 %	645	14 %

**Section A1.4: Allegations logged – What has been complained about (category) and the situational context of complaints (factors)**

Allegation category												
Factors	Delivery of duties and service	Police powers, policies and procedures	Handling of or damage to property/premises	Access and/or disclosure of information	Use of police vehicles	Discriminatory behaviour	Abuse of position/corruption	Individual behaviours	Sexual conduct	Discreditable conduct	Other	Total
Fraud	47	0	0	0	0	0	0	5	0	0	0	52

This section presents information that shows what people are complaining about using a combination of allegation categories and factors. Categories capture the root of the dissatisfaction expressed in a complaint. Factors capture the situational context of the dissatisfaction expressed in a complaint. The combination of categories and factors provides a richer picture of what people are complaining about compared to the categories alone.

Each allegation should have a single category selected. However, multiple factors can be selected on a single allegation. Therefore, the sum of factors will not equal the total allegations logged in each category. Please refer to our [Guidance on capturing data about police complaints](#) for definitions of categories and factors.

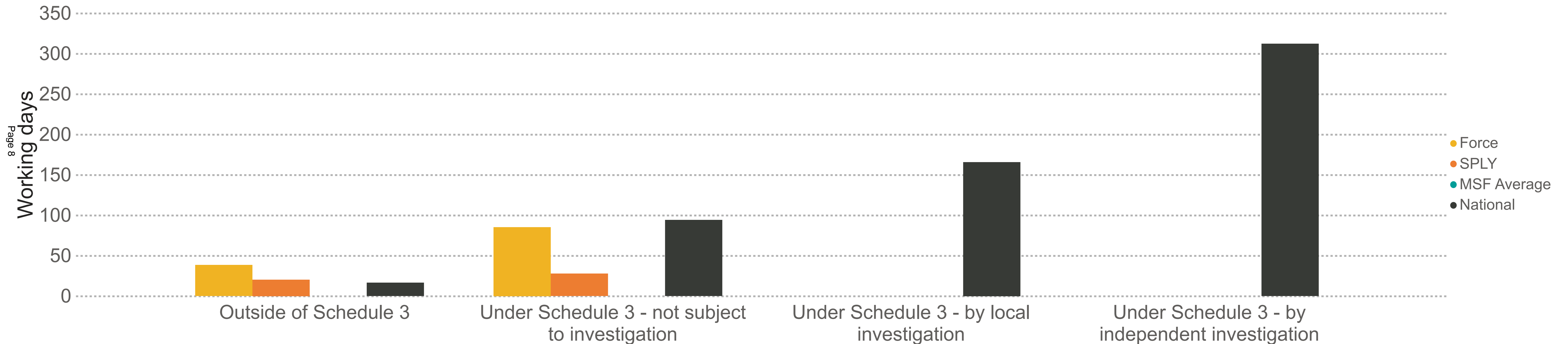
## Section A2: Allegations timeliness

Average number of working days to finalise allegations	Force	SPLY	MSF Average	National
Outside of Schedule 3	39	20		17
Under Schedule 3 - not subject to investigation	85	28		94
Under Schedule 3 - by local investigation	0	0		166
Under Schedule 3 - by directed investigation	0	0		0
Under Schedule 3 - by independent investigation	0	0		312

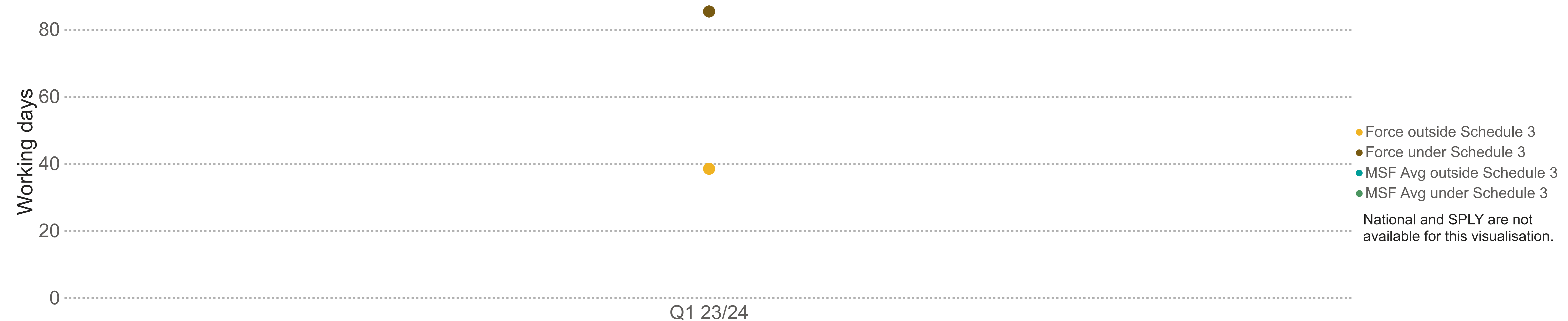
This section presents the time it takes the force to finalise allegations by how they were handled. It gives a breakdown of allegations handled informally outside of Schedule 3 and those that were handled formally by either by investigation or handled other than by investigation. Timeliness is calculated from the date the allegation was received by the force.

Allegations with 'invalid dates' have been removed from the data shown. Please refer to the performance framework counting rules and calculations on the [IOPC website](#) for an explanation of invalid dates.

**Average number of working days to finalise allegations**



**Average number of working days to finalise allegations**





# Police Complaints Information Bulletin

Appropriate Authority: Action Fraud

Reporting Period: 01 April 2023 - 30 June 2023 (Q1 2023/24)

## Section A3.1: How allegations were handled and their decisions

This section presents a breakdown of how allegations were handled information and the decisions being given. An allegation decision is logged for each allegation finalised.

The allegation decision reflects how the complaint case has been handled, with different decisions available for the different means of handling. Both the allegation decisions and the subsequent actions available will depend on two things: firstly, whether the complaint case has been handled outside or under Schedule 3; and secondly, the means of handling where it has been dealt with under Schedule 3.

Please refer to our [Guidance on capturing data about police complaints](#) for details of allegation decisions.

How allegations were handled	Force No.	Force %	MSF Average No.	MSF Average %	National No.	National %
Under Schedule 3 investigated (not subject to special procedures)	0				3,793	12 %
Under Schedule 3 investigated (subject to special procedures)	0				296	1 %
Under Schedule 3 - not investigated	8	17 %			13,614	43 %
Outside of Schedule 3	39	83 %			14,274	45 %
<b>Total</b>	<b>47</b>	<b>100 %</b>			<b>31,977</b>	<b>100 %</b>

Please note that figures presented in these tables may be under-representing the number of allegations finalised under Schedule 3 and investigated (not subject to special procedures), instead grouping some of these allegations as finalised under Schedule 3 and not investigated. This is because police forces were not able to consistently and accurately collect this data on their systems until the implementation of an upgrade from November 2020.

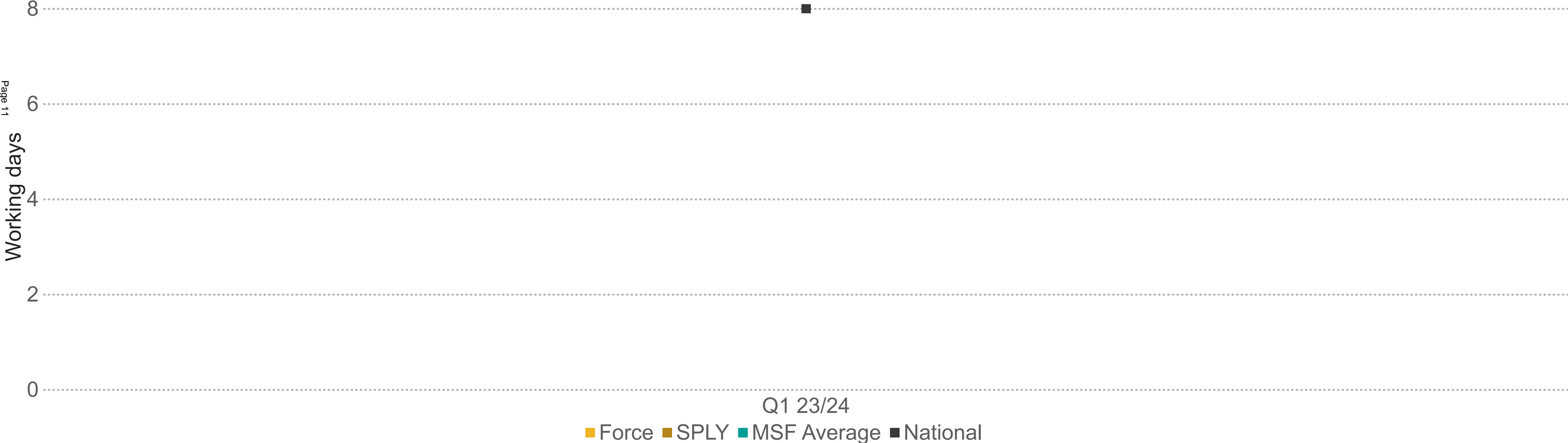
How allegations were handled	Outside of Schedule 3				Under Schedule 3 - not investigated				Under Schedule 3 investigated (subject to special procedures)				Under Schedule 3 investigated (not subject to special procedures)			
	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.	Force %	Force No.	Nat. %	Nat. No.
No further action							9 %	1,260			1 %	2			3 %	109
Regulation 41 applies							0 %	6			1 %	2			1 %	27
Service provided - unable to determine							8 %	1,026			2 %	7			8 %	294
Service provided - not acceptable							13 %	1,767			5 %	14			12 %	447
Service provided - acceptable					100 %	8	67 %	9,148			20 %	58			74 %	2,824
Not Resolved	3 %	1	7 %	1,006												
Resolved	97 %	38	93 %	13,268												
No Case to Answer											47 %	138				
Case to Answer											24 %	70				
Withdrawal							3 %	406			2 %	5			2 %	92
<b>Total</b>	<b>83 %</b>	<b>39</b>	<b>45 %</b>	<b>14,274</b>	<b>17 %</b>	<b>8</b>	<b>43 %</b>	<b>13,613</b>			<b>1 %</b>	<b>296</b>			<b>12 %</b>	<b>3,793</b>



**Section B: Referrals**

	Force	SPLY	MSF Average	National
Number referrals received				1,785
Number referrals completed				1,558
Decision: Independent Investigation				120
Decision: Directed Investigation				9
Decision: Local Investigation				990
Decision: Return to Force				417
Decision: Invalid				22

**Average number of working days to complete referrals by quarter**



The figures presented in this section include all referrals that the force makes to the IOPC (received), not just those arising from complaints.

When the IOPC receives a referral from the force, it reviews the information they have provided. The IOPC decides whether the matter requires an investigation, and the type of investigation. Referrals may have been completed in a different period to when they were received.

Where a referral is made by the force on a mandatory basis but does not meet the mandatory referral criteria, the matter may not fall within the IOPC’s remit to assess and will be determined invalid.

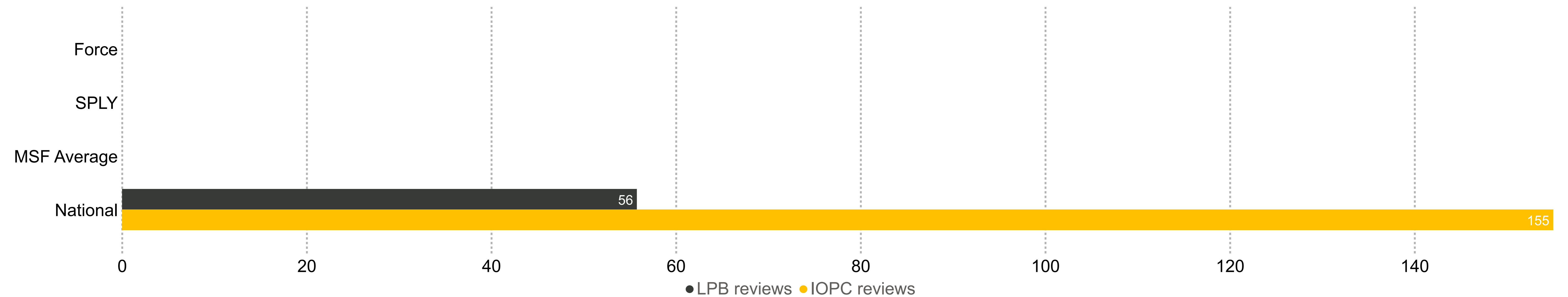
The sum of decisions may not match the number of referrals completed. This is because some matters referred may have come to the attention of the appropriate authority before 1 February 2020 and have investigation type decisions of either managed or supervised.

## Section C1: Reviews received

	Complaint cases finalised under Schedule 3	Reviews received	Reviews received as proportion of complaint cases finalised under Schedule 3	Number LPB reviews received - investigation	Number LPB reviews received - non-investigation	Number IOPC reviews received - investigation	Number IOPC reviews received - non-investigation
Force	2	0	0 %	0	0		
SPLY	27	0	0 %	0	0		
MSF Average							
National	6,941	1,511	22 %	94	939	190	288

## Section C2: Reviews timeliness

	Force	SPLY	MSF Average	National
Average number of working days to complete Local Policing Body reviews	0	0		56
Average number of working days to complete IOPC reviews				155



Where a complaint has been recorded under Schedule 3 to the *Police Reform Act 2002*, the complainant has a right to apply for a review. A person can apply for review if they are unhappy with the way their complaint was handled, or with the outcome. This applies whether the complaint has been investigated by the appropriate authority or handled otherwise than by investigation (non-investigation). The application for a review will be considered either by the local policing body or the IOPC; the relevant review body depends on the circumstances of the complaint.

This section presents information about applications for review handled by both local policing bodies and the IOPC.

Information about the right of review and who is the relevant review body is available in [chapter 18 of the IOPC's Statutory Guidance on the police complaints system \(February 2020\)](#).

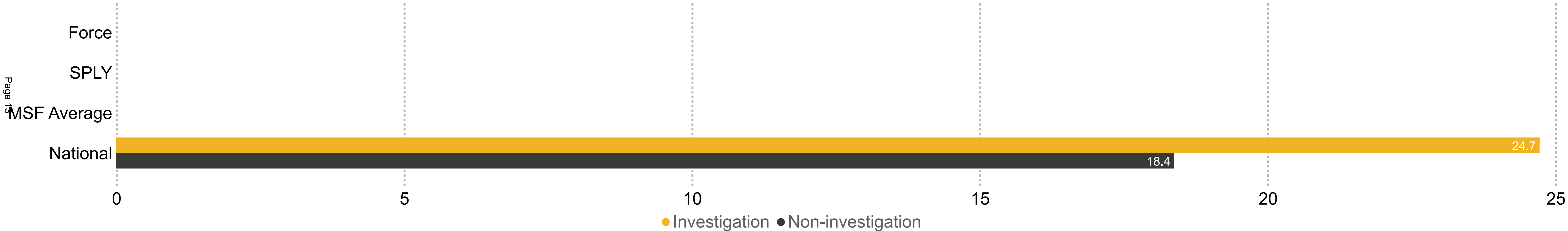
Reviews with 'invalid dates' have been removed from reviews timeliness. Please refer to the performance framework counting rules and calculations on the IOPC website for an explanation of invalid dates.

**Section C3: Decisions on LPB reviews**

This section presents information about the decisions made on reviews including the proportion of reviews that found the outcome of the complaint was not reasonable and proportionate, those which resulted in a recommendation and, if necessary, a direction to the appropriate authority in respect of any person serving with the police. Please note: Numbers are not available for the MSF Average - % only

**LPB reviews found not reasonable and proportionate**

	Investigation			Non-investigation		
	Valid completed reviews	Found not reasonable and proportionate	% found not reasonable and proportionate	Valid completed reviews	Found not reasonable and proportionate	% found not reasonable and proportionate
Force	0		0	0		0
SPLY	0		0	0		0
MSF Average						
National	89	22	25	909	167	18



**LPB reviews resulting in recommendations**

	Investigation			Non-investigation		
	Found not reasonable and proportionate	Resulting in recommendations	% resulting in recommendations	Found not reasonable and proportionate	Resulting in recommendations	% resulting in recommendations
Force			0			0
SPLY			0			0
MSF Average						
National	22	21	95	167	145	87

## Section C4: Decisions on IOPC reviews

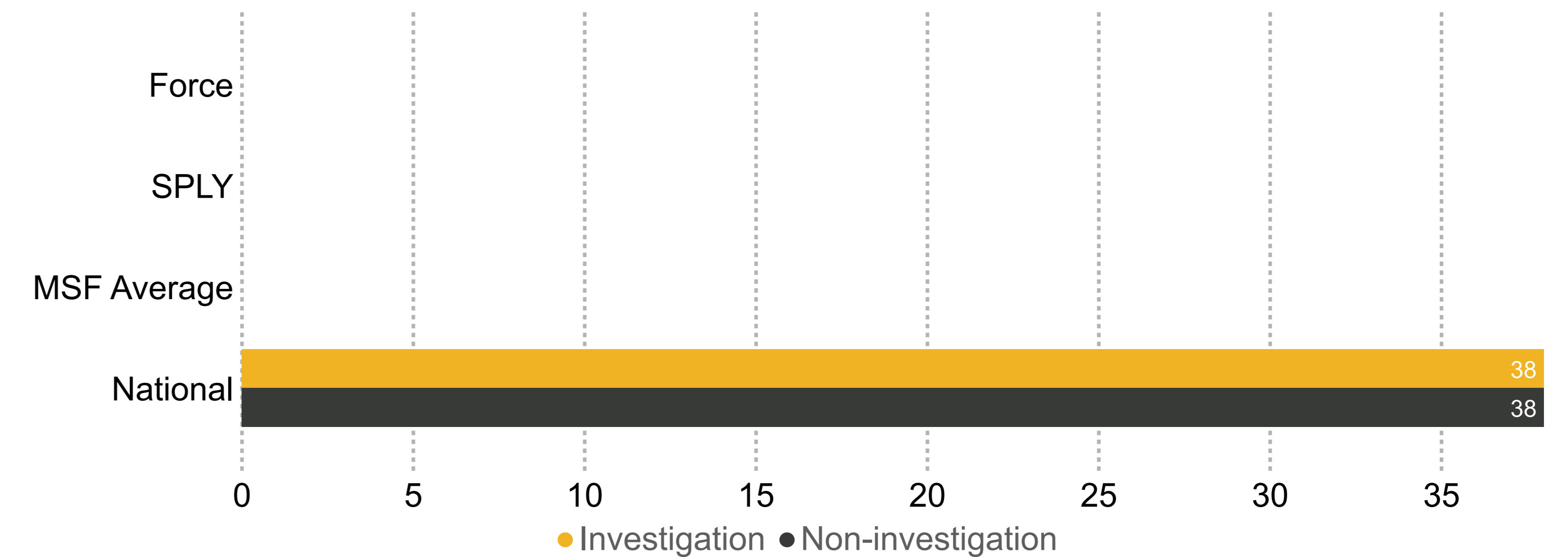
This section presents information about the decisions made on reviews including the proportion of reviews that found the outcome of the complaint was not reasonable and proportionate, those which resulted in a recommendation and, if necessary, a direction to the appropriate authority in respect of any person serving with the police.

### IOPC reviews found not reasonable and proportionate

Investigation	Valid completed reviews	Outcome found not reasonable and proportionate
Force		
SPLY		
MSF Average		
National	184	69

Non-investigation	Valid completed reviews	Outcome found not reasonable and proportionate
Force		
SPLY		
MSF Average		
National	311	117

### % IOPC reviews found outcome not reasonable and proportionate



MSF average in this chart is calculated as an average of each force's % found not reasonable and proportionate and is not a calculation of figures in the left hand table.

### IOPC review recommendations and directions

Investigation	Outcome found not reasonable and proportionate	Recommendations made	Directions made	% resulting in direction
Force				
SPLY				
MSF Average				
National	69	6	47	68

Percentages not available for MSF group average

Non-investigation	Outcome found not reasonable and proportionate	Directions made	% resulting in direction
Force			
SPLY			
MSF Average			
National	117	77	66

Percentages not available for MSF group average

## Section D1.1: Complaint cases finalised outside of Schedule 3 - timeliness

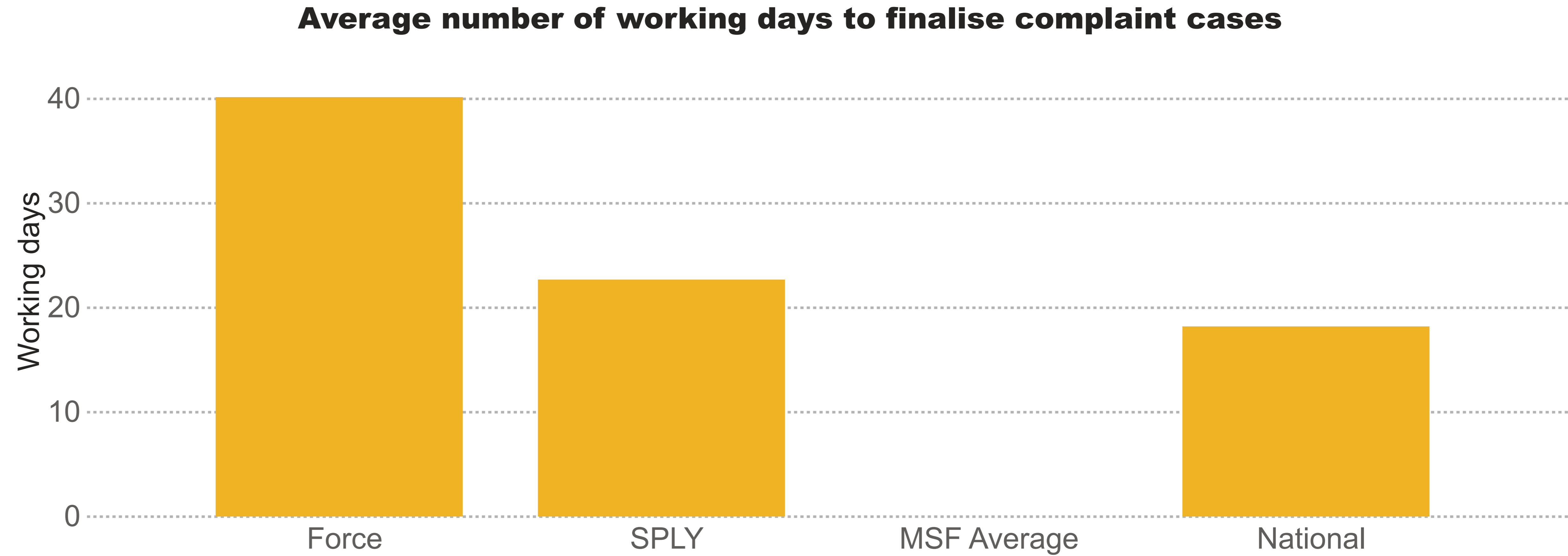
### Average number of working days to finalise complaint cases

Force	SPLY	MSF Average	National
40	23		18

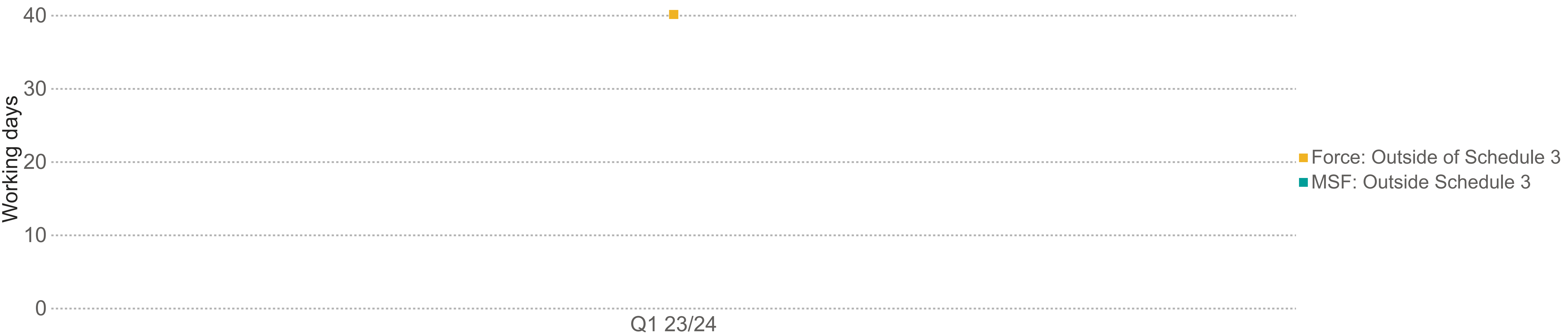
This section shows the time it takes the force to finalise complaint cases from the customer's perspective. It gives a breakdown of the time taken to finalise complaint cases handled informally and those that are handled formally under Schedule 3. Timeliness is calculated from the date the complaint was made.

Complaint cases with 'invalid dates' have been removed from the data shown. Please refer to the [IOPC website](#) performance framework counting rules and calculations on the for an explanation of invalid dates.

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### Average number of working days to finalise complaint cases by quarter



National and SPLY are not available for this visualisation.

## Section D1.2: Complaint cases finalised under Schedule 3 - timeliness

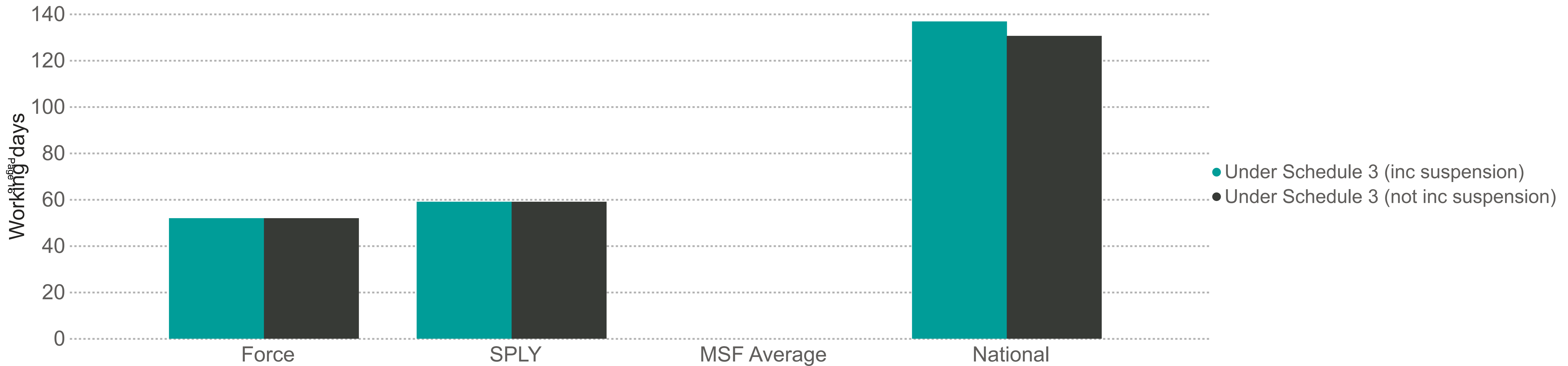
### Average number of working days to finalise complaint cases

	Force	SPLY	MSF Average	National
Under Schedule 3 (inc suspension)	52	59		137
Under Schedule 3 (not inc suspension)	52	59		131

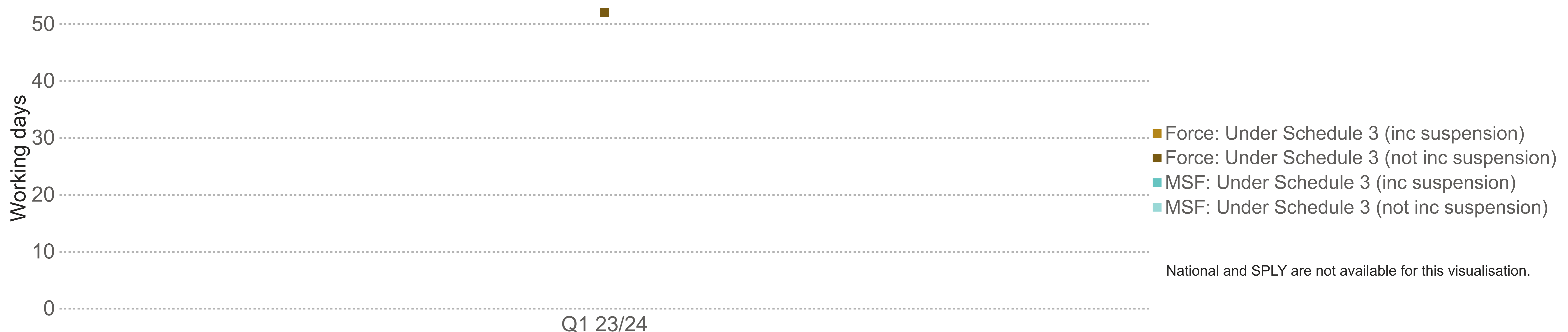
This section shows the time it takes the force to finalise complaint cases from the customer's perspective. It gives a breakdown of the time taken to finalise complaint cases handled informally and those that are handled formally under Schedule 3. Timeliness is calculated from the date the complaint was made.

Complaint cases with 'invalid dates' have been removed from the data shown. Please refer to the [IOPC website](#) performance framework counting rules and calculations on the for an explanation of invalid dates.

**Average number of working days to finalise complaint cases**



**Average number of working days to finalise complaint cases by quarter**





## Section D2.1: Allegation actions - on complaint cases handled outside of Schedule 3

Actions following outside of Schedule 3 complaint cases	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Organisational learning	0	0 %	0	0 %			38	0 %
Learning from reflection	0	0 %	0	0 %			273	2 %
Policy review	0	0 %	0	0 %			6	0 %
Goodwill gesture	0	0 %	0	0 %			48	0 %
Apology	0	0 %	0	0 %			1108	9 %
Debrief	0	0 %	0	0 %			99	1 %
Explanation	35	97 %	48	98 %			6967	58 %
No further action	1	3 %	0	0 %			1902	16 %
Other action	0	0 %	1	2 %			974	8 %

This section presents information about what happened as a result of the allegation (action). Actions are captured at allegation level and multiple actions can be selected, where appropriate, on single allegation. The figures shown in this section are based on allegations on finalised complaint cases that resulted in the corresponding action. As more than one action can be selected for a single allegation, the sum of all percentages will not equal 100%.

The actions available once an allegation is finalised depend on how the complaint case has been handled. Please refer to our [Guidance on capturing data about police complaints](#) for details of actions available.

Please note: not all of the available actions arising from the complaint handling are shown. The actions presented in this section are those that focus on putting an issue right and preventing it from happening again by encouraging those involved to reflect on their actions and learn.

## Section D2.2: Allegation actions - on complaint cases handled under Schedule 3

This section presents information about what happened as a result of the allegation (action). Actions are captured at allegation level and multiple actions can be selected, where appropriate, on single allegation. The figures shown in this section are based on allegations on finalised complaint cases that resulted in the corresponding action. As more than one action can be selected for a single allegation, the sum of all percentages will not equal 100%.

The actions available once an allegation is finalised depend on how the complaint case has been handled. Please refer to our [Guidance on capturing data about police complaints](#) for details of actions available. Please note: not all of the available actions arising from the complaint handling are shown. The actions presented in this section are those that focus on putting an issue right and preventing it from happening again by encouraging those involved to reflect on their actions and learn.

### All complaint cases handled under Schedule 3

Complaint cases resulting in below actions	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Organisational learning	0	0 %	0	0 %			160	2 %
Apology	0	0 %	0	0 %			394	6 %
Debrief	0	0 %	0	0 %			117	2 %
Explanation	2	100 %	27	100 %			3942	57 %
Criminal proceedings	0	0 %	0	0 %			1	0 %
Unsatisfactory Performance Procedure (UPP)	0	0 %	0	0 %			4	0 %
No further action	0	0 %	0	0 %			2059	30 %
Other action	0	0 %	0	0 %			148	2 %
Learning from reflection	0	0 %	0	0 %			787	11 %
Referral to RPRP	0	0 %	0	0 %			211	3 %

### Misconduct, UPP and RPRP on complaints investigated under Schedule 3 (subject to Special Procedures)

Complaint cases handled under Schedule 3 that are investigated and subject to Special Procedures can result in misconduct proceedings

Complaint cases resulting in below actions	Force		SPLY		MSF Average		National	
	No.	%	No.	%	No.	%	No.	%
Misconduct proceedings	0	0 %	0	0 %			37	32 %
Criminal proceedings	0	0 %	0	0 %			1	1 %
Unsatisfactory Performance Procedure (UPP)	0	0 %	0	0 %			2	2 %
Other actions following a case to answer decision	0	0 %	0	0 %			8	7 %
Referral to RPRP	0	0 %	0	0 %			40	34 %

## Notes

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### Data sources

- Data in this bulletin is taken from XML data submissions made by forces to the IOPC every quarter except for IOPC performance data which is taken from the IOPC case management system.
- Police force employee numbers are taken from the latest [police workforce England and Wales statistics](#) published by the Home Office.
- The most similar force (MSF) groups used for the calculation of the MSF averages in this bulletin are those determined by HMICFRS. Please note that the British Transport Police and City of London Police do not have an MSF group. A list of the MSF groups is available on the [IOPC website](#).
- Figures for City of London include complaint cases logged in relation to 'Action Fraud'. Action Fraud is the UK's national reporting centre for fraud and cybercrime. The service is run by the City of London Police, which is the national policing lead for economic crime.

### Performance Framework counting rules and calculation

- The counting rules and calculations used to produce the data shown in this bulletin can be found on the [IOPC website](#).
- Average times are presented in working days and do not include weekends or bank holidays.
- Some percentages may add up to more or less than 100% due to rounding.
- Complaint cases and allegations with invalid start/end dates have been removed from average time calculations. Therefore, the numbers of complaint cases and allegations used in the average time calculations may be lower than the total number of complaint cases and allegations logged or finalised.

### Data constraints

- The data is sourced from live case management systems and provides a snapshot of information as it was at that time. Therefore, there may be variances between the information in this bulletin and information reported at a later date.

### Further Information

- A glossary providing a full list of definitions used in this bulletin, can be found on the [IOPC website](#).
- Additional information about the recording of police complaints, including the definitions of the complaint categories, can be found in appendix A of the IOPC's [Guidance on capturing data about police complaints](#).
- Information about how the police complaints system operates, who can complain and how reviews are dealt with can be found in the IOPC's [Statutory Guidance on the police complaints system \(February 2020\)](#).

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# Equity, Diversity & Inclusion Strategy (2023-2026)

Our People

We have a workforce that reflects the communities we police and an environment which creates a sense of belonging.

Our Public

Equity and inclusion is central to how we deliver our service (local and national communities) and the public trust us to act fairly and with integrity.

Our Processes and Policies

Our policies, processes and procedures are fully inclusive and are informed by diverse representation on our scrutiny and key decision-making bodies.

Our Partners

We influence equity and inclusion through our network and supply chain

“Our mission is to ensure that the City of London Police becomes the most inclusive and community orientated police force in the country”.



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**Our People Inclusivity Programme – Modular Content**

(2 to be completed per PDR year)



**Focus on... GRT**  
**June 2023 (attendance 148)**

In celebration of Gypsy, Roma and Traveller (GRT) History Month (June) 2023, Romani journalist, producer, media teacher and filmmaker Jake Bowers gave an awareness talk for colleagues.

“You will learn about GRT history through to modern day and the discrimination people from these communities feel across every aspect of life, including in their interactions with the police. Jake will explain the damage caused by stereotypes and the desire of many in GRT communities to be accepted for who they are, and for their culture and values to be respected”



**Focus on... ‘Find Your Why’**  
**(sessions in June, July and Sept, over 150 signed up)**

Delivered by Asif Sadiq, former City of London Police colleague. Asif shares his journey from diversity to belonging, covering the unique events in his life which led him to where he is now.


Asif brings a wealth of diversity and inclusion experience and knowledge from both policing and the private sector. Currently the Chief Global Diversity, Equity and Inclusion Officer at Warner Bros. Discovery, he was previously the Global Head of Diversity, Inclusion and Social Impact at Adidas.



**Alter Egos Theatre Company Presents...**  
**(sessions being re-arranged for September onwards)**

AlterEgo are one of the UK’s leading Social Change Theatre & Film production companies. They work all over the UK in schools, colleges and universities, as well as for the NHS, Social Services, Police Forces and The MoD.

They have worked with our P&T team in CoLP to create a bespoke product for our officers and staff, aimed at improving awareness of misogynistic behaviours and how to tackle them in the workplace.



**Mentivity Inputs**  
**Throughout the year, 26 max per session**

“In these day-long, in-person sessions, you will gain an insight into young Black people’s experiences of interacting with the police from Sayce Holmes-Lewis, who founded charity Mentivity, after his experience of being stopped and searched by police”. Sayce now works with police forces to increase understanding around the experiences of young Black people in the UK, and has delivered training to City of London Police colleagues multiple times before. Feedback has been collated and presented at numerous boards, really is excellent”



**Focus on... Be Lads Sessions in August and Sept**

‘BE LADS’ is an awareness and safety campaign, founded by Poppy Murray in 2021, which provides practical advice to men on steps they can take to help women feel safer when they are walking alone. The campaign recognises that most men have no intention of being a threat to a woman and helps to address why women are justified in feeling apprehensive when walking alone.

For all police forces, the fact that the man who killed Sarah Everard was a serving police officer makes the conversation on women’s safety even more important than ever. The BE LADS campaign explains the significance of this and how it fractured the public’s faith in the police, without vilifying all police officers.

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# Agenda Item 8

**STOP & SEARCH**

**JULY 2022 – JUNE 2023**

**COVER PAGE**

Total No. Stop & Searches Carried Out	<b>2,335</b>
Person and Vehicle	560
Person Only	1,719
Vehicle Only	56

Items Found	<b>807</b>
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Arrests	<b>667</b>
---------	------------

Positive Outcome Rate	<b>45%</b>
-----------------------	------------

Searches of Juveniles (10-17 years)	<b>196</b>
-------------------------------------	------------

Strip Searches (full 63, partial 5)	<b>68</b>
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Section 60 Stops	<b>0</b>
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Khat Stops	<b>0</b>
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Stops in Other Force Areas	<b>411</b>
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*Jul-22 to Jun-23 Reason for Stop*

Reason for Stop	No.	%
Drugs	1,278	56%
Going equipped	314	14%
Stolen goods	372	16%
Offensive Weapon	271	12%
Other	58	3%
Terrorism	4	0%
<b>Total</b>	<b>2,297</b>	
<i>Not specified</i>	38	2%

*Jul-22 to Jun-23 Stop Outcome*

Search Outcome1	Total	%
No further action	1,278	56%
Arrest	667	29%
Drugs warning	123	5%
Voluntary attendance	60	3%
Property seized	34	1%
Proceedings related to vehicle	26	1%
Police discretionary resolution	23	1%
Proceedings against linked person	17	1%
Postal requisition/postal charge/summons	13	1%
Community resolution	10	0%
Fixed penalty notice	4	0%
Caution - simple/conditional	4	0%
Penalty notice for disorder	4	0%
Persons located	3	0%
Damage incurred	1	0%
<b>Total</b>	<b>2,267</b>	
<i>Not specified</i>	68	3%

*Self-defined Ethnicity of Stop & Search Subject*

Self-defined Ethnicity	No.	%
White	596	53%
Black	237	21%
Asian	170	15%
Mixed	77	7%
Other	48	4%
Chinese	4	0%
<b>Total</b>	<b>1,132</b>	
<i>Not stated</i>	1,147	50%

*Stop Search Subject Gender*

Gender	Total	%
Male	2,004	90%
Female	231	10%
<b>Total</b>	<b>2,235</b>	
<i>Not known</i>	44	2%

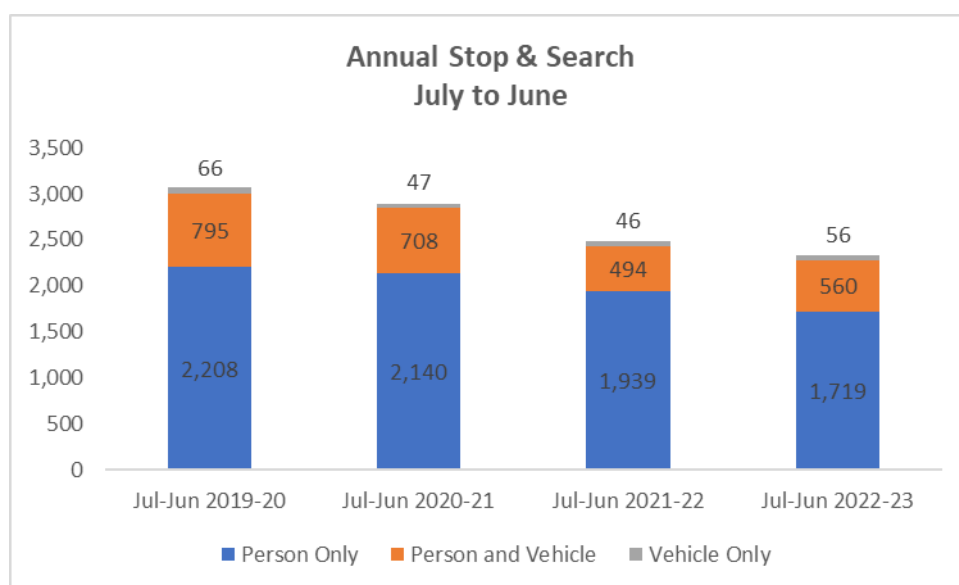
## 1.1 Key Findings

- Between July 2022 and June 2023 there were 2,335 Stop and Searches carried out by CoLP. This represents a 6% reduction compared to the previous year (July 2021 to June 2022, n=2,479).
- The arrest rate (29%) has improved compared to previous year (25%)
- Drugs stops continue to be the most common type of stop as observed in previous years (56%).
- There were 271 stops for offensive weapons, a 32% increase compared to the previous year. In total 26 weapons were found, including 6 firearms.
- The most common locations for stops were Bishopsgate, Cheapside, London Wall and Liverpool Street.
- A significant minority (18%) of stops occurred on MPS ground. These were typically in areas bordering the City.
- Most stops took place between Wednesday and Saturday between 13:00 and 00:59.
- The ethnic group most commonly stopped and searched was white, both in terms of perceived (52%) and self-defined ethnicity (53%)
- Levels of disproportionality have increased slightly for Black individuals (from 1.9 to 2.0) and have decreased substantially for Asian individuals (from 1.3 to 0.8).
- Most people stopped were between the ages of 18 and 34 years old (71%)
- There were 196 stops of under 18s, including 2 stops of 12 year old boys.
- There were 41 arrests of juveniles giving an arrest rate of 21%
- There were 63 full strip searches this year. Objects were found in 41 (65%) of them and 35 arrests were made (56%)
- The overall positive outcome rate was 40%

## 1.2 Yearly Breakdown

Between July 2022 and June 2023 there were 2,335 Stop and Searches carried out by CoLP. This represents a 6% reduction compared to the previous year (July 2021 to June 2022, n=2,479). Over the past few years there have been two notable drops in the number of stops in the City; in March 2020 and January-February 2021. These tally with coronavirus lockdowns. However, the downward trend in stops has extended beyond the pandemic with the number continuing to decrease since the beginning of 2020. This aligns with national trends.<sup>1</sup>

While stop and search volume is not at the level that it was before the pandemic, the arrest rate for stops has improved, with an arrest rate of 29% between July 2022 and June 2023. In fact, CoLP's Stop and Search arrest rate is higher than the national arrest rate of 13% and the Metropolitan Police Service's arrest rate of 14%.<sup>2</sup>



*% Change in Total Stops Jul 2019 to Jun 2023 and Arrest Rate*

Date Grouping	Total Stop & Search	% change	Arrest Rate
Jul-Jun 2019-20	3,069		28%
Jul-Jun 2020-21	2,895	-6%	24%
Jul-Jun 2021-22	2,479	-14%	25%
Jul-Jun 2022-23	2,335	-6%	29%

## 2.1 Reason for Stop

<sup>1</sup> <https://www.policeconduct.gov.uk/national-stop-and-search-learning-report-april-2022>  
<https://www.gov.uk/government/statistics/police-powers-and-procedures-stop-and-search-and-arrests-england-and-wales-year-ending-31-march-2022/>

<sup>2</sup> <https://www.police.uk/pu/your-area/metropolitan-police-service/performance/stop-and-search/>

The most common legal basis for searches during the year period was Misuse of Drugs (55%, n=1,268) followed by PACE (43%, n=981). The Firearms Act s47 accounted for less than 2% of stops, thirty-nine in number. There were no Section 60 stops I the period.

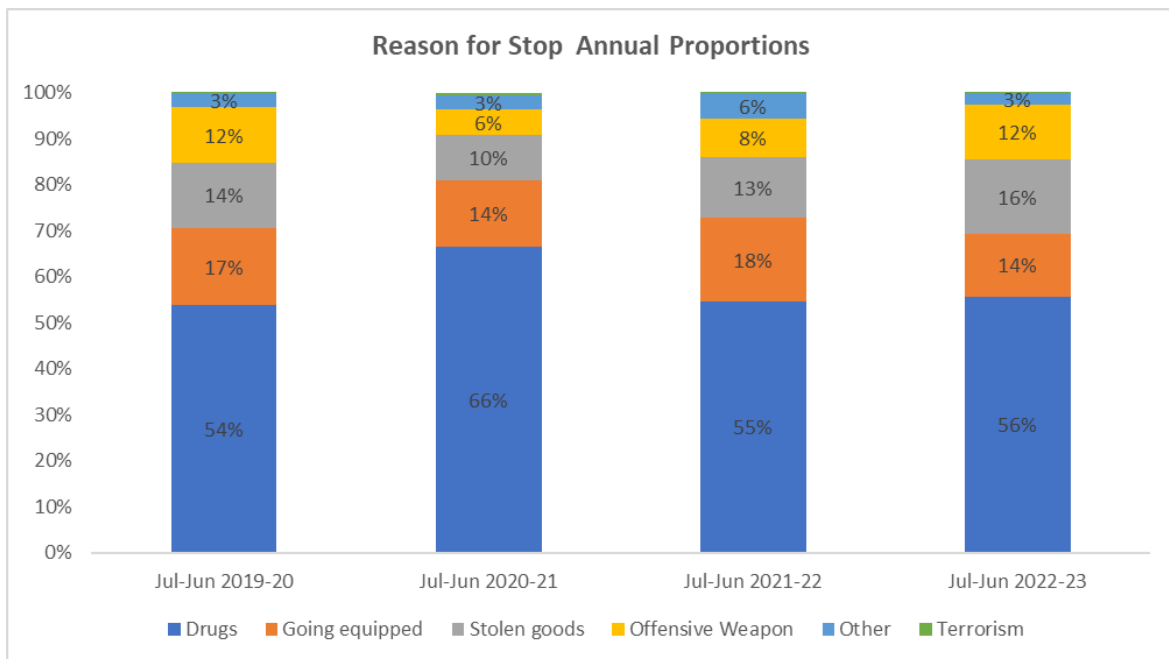
There are sometimes discrepancies between the ‘Search Power’ and ‘Search Reason’ listed. For example, searches where the Search Power used was the ‘Misuse of Drugs Act 1971’ and the search reason was listed as ‘Articles for use in theft’. Unusual combinations are highlighted in yellow below. There were also 38 searches where either the search power and/or the search reason was not listed.

*Search Power and Search Reason - July 2022 to June 2022*

<b>Search Power</b>	<b>Search Reason</b>	<b>Total</b>
Anti-social Behaviour Crime and Policing Act 2014 (sch 8)	Hist - Drugs – Cannabis	2
Criminal Justice Act 1988 (s139B)	Articles for use in theft	2
Criminal Justice and PO Act 1994 (s60)	Hist - Drugs – Cannabis	1
Firearms Act 1968 (s47)	Firearms	39
Misuse of Drugs Act 1971 (s23)	Articles for use in theft	1
	Drugs - other controlled drugs	449
	Evidence - Offences under Act	17
	Hist - Drugs – Cannabis	800
	Not provided	1
Not specified	Not provided	38
PACE 1984 (s1)	Articles for use in criminal damage	24
	Articles for use in theft	268
	Bladed article	124
	Drugs - other controlled drugs	2
	Evidence - Offences under Act	17
	Game or poaching equipment	1
	Going equipped	43
	Goods - duty not paid, etc.	1
	Hist - Drugs – Cannabis	6
	Intoxicating liquor	1
	Offensive weapons	108
	Other	12
	Stolen goods	371
Sus crime/disorder/ASB	2	
PACE 1984 (s4)	Stolen goods	1
Terrorism Act 2000 (s43)	Terrorism - Any evidence indicating them to be a terrorist	4

*Jul-22 to Jun-23 Reason for Stop*

<b>Reason for Stop</b>	<b>No.</b>	<b>%</b>
Drugs	1,278	56%
Going equipped	314	14%
Stolen goods	372	16%
Offensive Weapon / Bladed Article / Firearms	271	12%
Other	58	3%
Terrorism	4	0%
<b>Total</b>	<b>2,297</b>	
<i>Not specified</i>	38	2%



Drugs stops continue to be the most common type of stop as observed in previous years (56%). Most drugs stops related to cannabis (n =809). There were 451 stops relating to ‘other controlled’ drugs, cocaine being the most common. There were no khat-related stops. Compared to the previous year, drugs stops decreased by 5%. In contrast, the number of ‘Stolen Goods’ stops increased by 14% compared to the previous year (n=372) and accounted for the second highest number of stops between July 2022 and June 2023.

Under the offensive weapons category (n=271) there were 124 searches for a bladed article and 108 for a general offensive weapon. This represents a 32% increase compared to the previous year. There were thirty-nine firearms stops during the year. Six of these resulted in a firearm being found (one was an airsoft weapon, another was an imitation firearm). The majority of firearms stops occurred in the MPS area (67%, n=4).

There were 4 Terrorism stops between July 2022 and June 2023, the same number as the previous year. All occurred on CoLP ground and resulted in no further action.

## 2.2 Time and Location of Stop

During the pandemic there was an increase in the number of stops that occurred on MPS ground. However, between July 2022 and June 2023 the vast majority (82%, n=1,877) of searches occurred on CoLP ground. A significant minority (18%, n=410) occurred on MPS ground. There were 47 searches where the search location was not recorded (2%). Vehicle searches were more likely to occur outside of the City, typically near its borders.

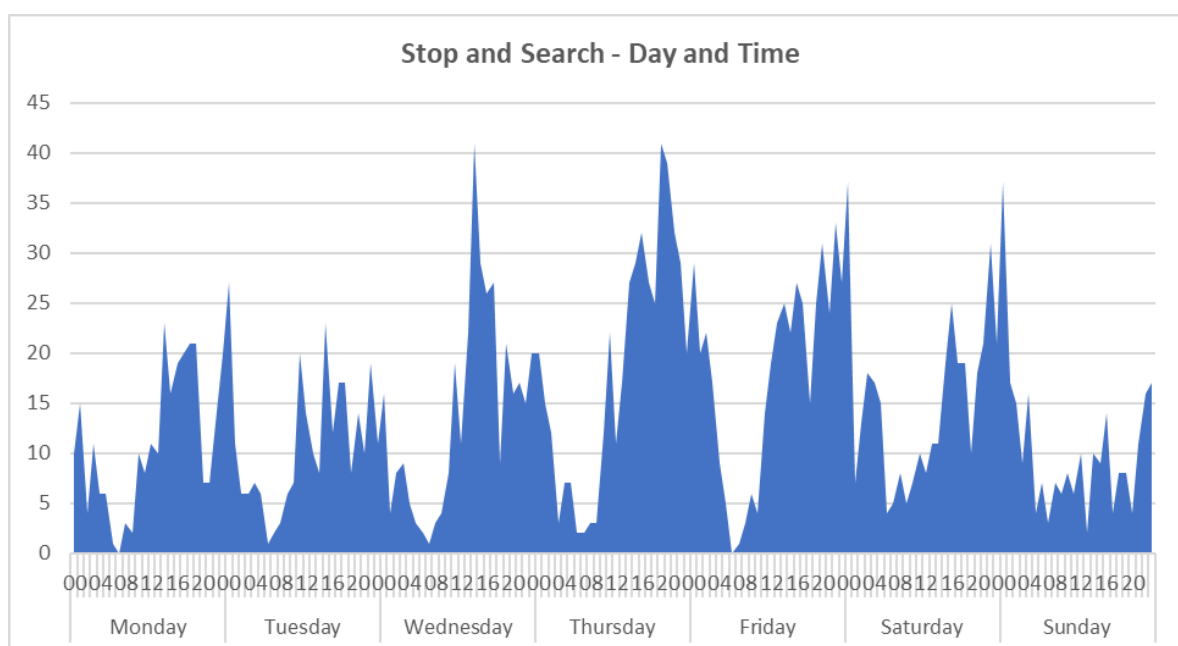
Stolen Goods, Going Equipped and Drugs Stops were the most likely to occur on CoLP ground (89%, 88% and 83% respectively). Offensive Weapon and Criminal Damage Stops were the most likely to take place on MPS ground (36% and 26% respectively)

*Stop & Search Location*

Stop Location	No.	%
CoLP	1877	82%
MPS	410	18%
Outside London	1	0%
<b>Total</b>	<b>2288</b>	
<i>Location unknown</i>	47	2%

The most common locations for stops were Bishopsgate, Cheapside, London Wall and Liverpool Street. The most common MPS locations for stops were The Highway in Wapping and City Road in Islington, Streets that are close to the City border.

Most stops took place between Wednesday and Saturday between 13:00 and 00:59. The peak time across the year period was Thursday between 19:00 and 22:59. Levels were noticeably lower between 02:00 and 10:59 most days and Sunday and Monday were the quietest days overall.



### 3.1 Ethnicity

Both self-defined ethnicity and perceived ethnicity are recorded when an individual is stopped and searched. There were 2,279 stops where a person was searched between July 2022 and June 2023. Exactly half (50%) of search subjects did not state their ethnicity.

*Self-defined Ethnicity of Stop & Search Subject*

<b>Self-defined Ethnicity</b>	<b>No.</b>	<b>%</b>
White	596	53%
Black	237	21%
Asian	170	15%
Mixed	77	7%
Other	48	4%
Chinese	4	0%
<b>Total</b>	<b>1,132</b>	
<i>Not stated</i>	<i>1,147</i>	<i>50%</i>

*Perceived Ethnicity of Stop & Search Subject*

<b>Perceived Ethnicity</b>	<b>No.</b>	<b>%</b>
White	1,022	52%
Black	508	26%
Asian	315	16%
Middle Eastern	111	6%
Chinese/Japanese/SE Asian	15	1%
<b>Total</b>	<b>1,971</b>	
<i>Not known/stated</i>	<i>308</i>	<i>14%</i>

The most commonly stopped and searched individuals were perceived to be white by the Searching Officer (52%, n=1,022). This is a very similar proportion to those who self-defined as white (53%, n=596). The next most commonly stopped and searched individuals were perceived to be black by the Searching Officer (26%, n=508). This is a slightly lower proportion than those who self-defined as black (21%, n=237).

Comparisons across the two recorded ethnicities are somewhat difficult as categories do not match exactly. For example, a number of individuals perceived as black (n=33) or white (n=16) self-defined as mixed ethnicity but this is not an option the officer can select for perceived ethnicity.

### 3.2 Disproportionality

#### 3.2.1 What is disproportionality?

In 2010 the Equality and Human Rights Commission published a 'Stop & Think' report which examined the use of stop search by UK police forces. Two measures were used to assess fairness in terms of ethnicity; a disproportionality ratio and a count of excess stops.

Since then disproportionality has become a key measure for forces when examining the use of stop & search. The ratio looks at how much more likely black and Asian people are to be searched than white people based on their prevalence in the local population. Calculating the figure in this way allows for comparisons between forces of different sizes and ethnic diversity.

#### 3.2.2 Disproportionality and the City

Due to the relatively small resident population compared to the large transient one in the City it is not easy to address questions of disproportionality. Traditionally this is calculated using the resident population of an area and the officer perceived ethnicity. In the current period, however, there were only eleven people stopped who gave their address as being within City grounds.

Another option available is to use the workday population which includes all people who gave a fixed workplace in the City and those residents who are at home during the day. However, given that



63% (n=1,428) person stops occur outside of a typical working day (Monday-Friday 08:00-18:59), this is also unlikely to given an accurate representation of the available street population. Post-pandemic working pattern changes will further compound this.

When we look at the residential addresses of people stopped this quarter, 73% lived in the Greater London Area, 20% were from other regions of the UK and 7% were of no fixed abode. Based on this, disproportionality has been calculated using the residential population figures for the whole London region.<sup>3</sup> Census data from 2021 has been used here.

Levels of disproportionality have increased slightly for Black individuals (from 1.9 to 2.0). Disproportionality has decreased substantially for Asian individuals (from 1.3 to 0.8). Compared to the Metropolitan Police which records a disproportionality figure of 4.0 for Black individuals and 1.3 for Asian individuals over the same period.<sup>4</sup>

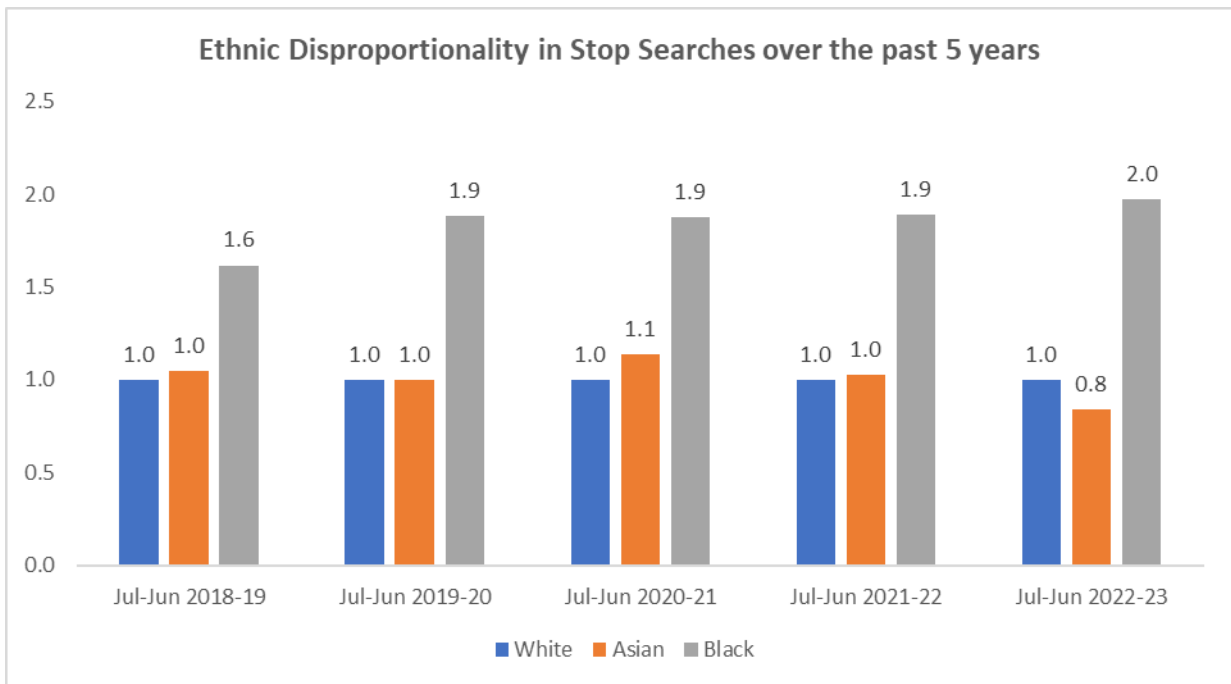
*Census 2021 - Greater London Residential Population by Ethnicity*

<b>Ethnic Group</b>	<b>No.</b>	<b>%</b>
White	4,731,172	54%
Asian	1,817,647	21%
Black	1,188,369	14%
Other	556,772	6%
Mixed	505,776	6%
<b>Total</b>	<b>8,799,736</b>	

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<sup>33</sup> <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/national-and-regional-populations/regional-ethnic-diversity/latest>

<sup>4</sup><https://public.tableau.com/app/profile/metropolitan.police.service/viz/MPSStopandSearchMonthlyReportv2/Coversheet>



### 3.3 Individual Officer Bias

In order to determine whether any individual CoLP officers were demonstrating bias in who they selected to stop and search, records for the past 5 years were examined. Any searching officer<sup>5</sup> who had searched 50 or more subjects within the period of which over 40% were Black or Asian was pulled for further examination.

Two officers met the above criteria. The first has since left the force and made 57 stops between 2019 and 2020. Over half (54%, n=31) of these were subjects perceived to be black. This officer tended to stop young black males, primarily for drugs searches or offensive weapons searches. Most commonly this officer's searches of black subjects resulted in no object being found (48%, n=15), more than with white subjects (36%, n=4). The majority of the officer's searches of black subjects were NFA'd (65%, n=20), however, this proportion was higher in searches of white subjects (73%).

The second officer that met the criteria for further examination is still working at CoLP and has conducted 52 searches since 2021, 60% of which were of black subjects (n=31). The majority of these searches were for drugs (55%, n=17). The vast majority of the Officer's searches of black subjects resulted in a negative search (74%, n=23) and 84% of these stops were NFA'd. The Officer conducted 1 full strip search of a 19 year old black male for drugs. The search object was found.

This case has been referred to PSD to review.

### 3.4 Age, Gender and Home Address

Between July 2022 and June 2023 the most commonly stopped aged group was 18 to 24 years old (37%, n=775), followed by 25 to 34 years old (34%, n=714). Nine percent of subjects were aged between 10 and 17 years (n=196). The youngest people to be stopped were two 12 year old boys.

<sup>5</sup> In a small number of cases, the 'Searching Officer' may not be the Officer who made the decision to stop and search a subject. This will normally be due to the gender of the subject.

One of the boys was white and was stopped on Millenium Bridge as it was believed he was carrying a bladed article. The other boy was of unknown ethnicity and was stopped on Cheapside for going equipped. Both stops were NFA'd.

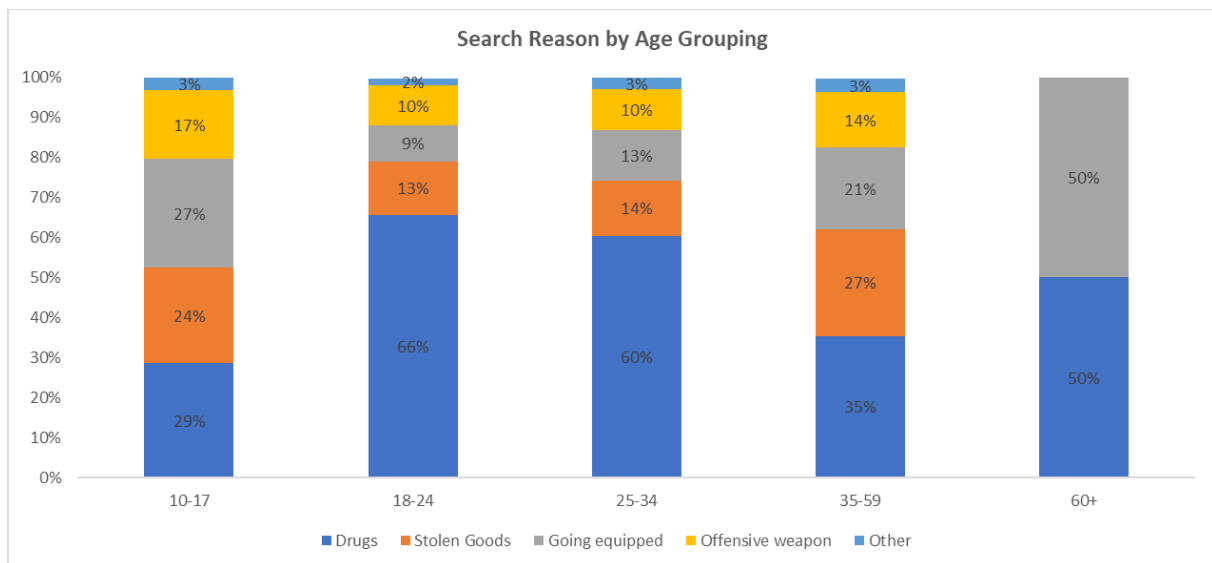
*Stop Search Subject Age*

Age Grouping	No.	%
10-17	196	9%
18-24	775	37%
25-34	714	34%
35-59	430	20%
60+	6	0%
<b>Total</b>	<b>2,121</b>	
<i>Not known</i>	<i>158</i>	<i>7%</i>

*Stop Search Subject Gender*

Gender	Total	%
Male	2,004	90%
Female	231	10%
<b>Total</b>	<b>2,235</b>	
<i>Not known</i>	<i>44</i>	<i>2%</i>

For all age groups drugs were the most common stop reason. However, for those aged between 18 and 34 drugs heavily outweighed all other stop categories (63%). Whereas for juveniles and those aged over 35 the proportion was notably lower (29% and 36% respectively). In both of those age groups acquisitive crime was the more likely to be the reason for the stop (51% and 47% respectively) compared to those aged between 18 and 34 (24%).



The majority (90%, n=1,866) of subjects were male. The age distribution of male and female subjects was very similar. While drugs were the most common stop reason for both males and female, males were more likely to be stopped for drugs than females (55% and 39% respectively). The reverse was the case for 'stolen goods' stops, with 27% of female stops and 18% of male stops occurring for that reason.

Almost three-quarters of subjects reported their home address as being in London (73%). The most common borough was Tower Hamlets (n=184) which housed over double the number of subjects as the next most common borough; Newham (n=90). Only eleven subjects lived within the City of London.

A significant minority of subjects came from other regions of the UK (20%, n=361). Essex (n=74) and Kent (n=45) were the most commonly listed counties. Somewhat surprisingly the West Midlands was the next most commonly listed county, with 32 subjects.

There were 123 subjects that were of no fixed abode (7%) and 4 subjects that were from outside the UK.

*Stop and Search Subject Home Address*

<b>Subject H/A</b>	<b>No.</b>	<b>%</b>
MPS	1,263	72%
City of London	11	1%
Other UK	361	20%
NFA	123	7%
Outside UK	4	0%
<b>Total</b>	<b>1,762</b>	<b>1</b>
<i>Address Unknown</i>	517	23%

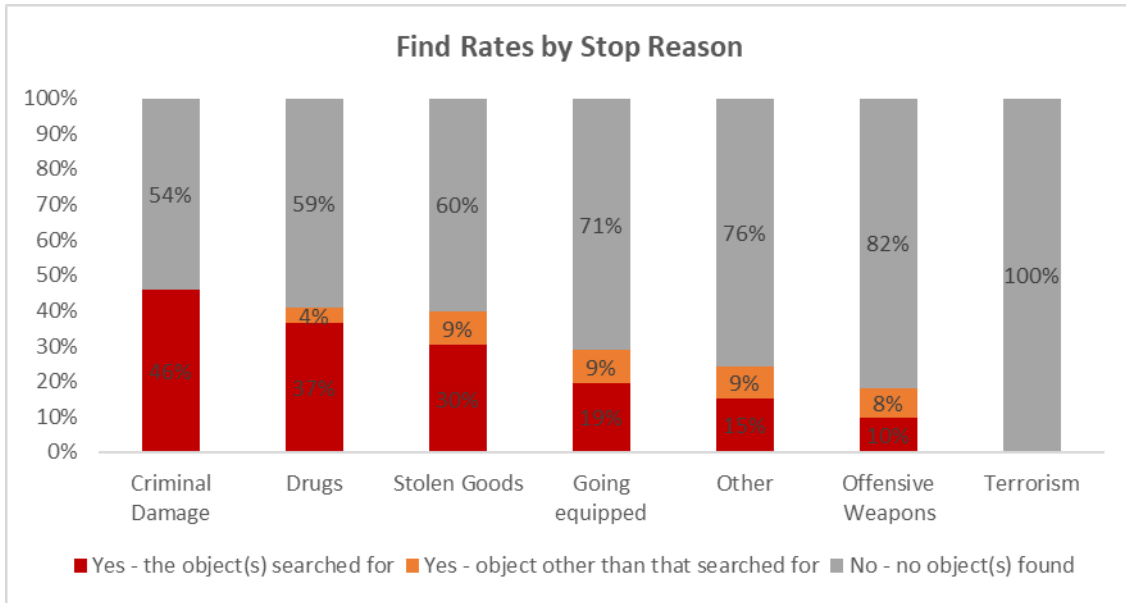
#### **4.1 Outcomes – Find Rates**

There were 807 searches during the period which resulted in an object being found, 664 where the object of the search was found and 143 where something different was discovered giving a find rate of 36%.

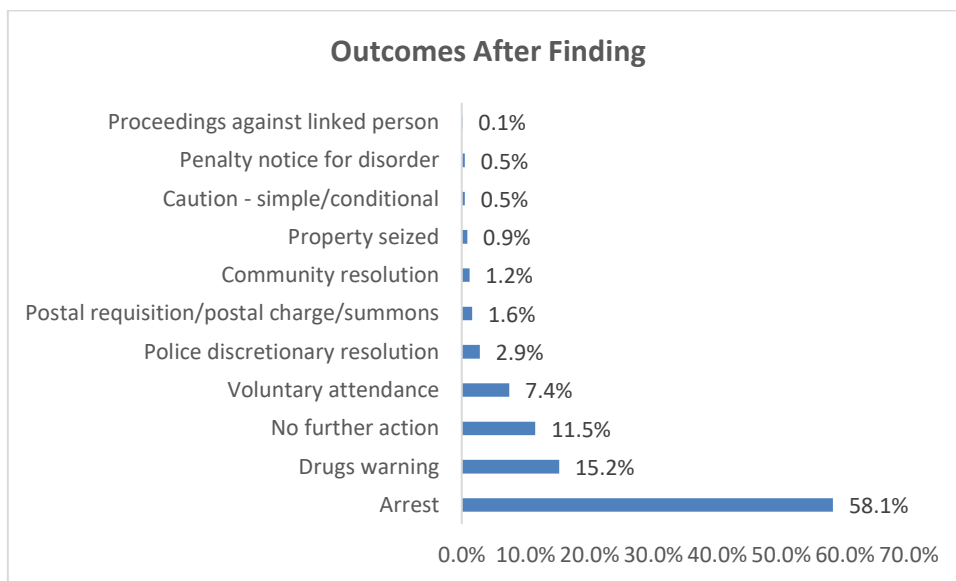
Find rates in general were highest for criminal damage searches (46%, 11 out of 24 stops). All of these stops resulted in the item being searched for being found. The next highest find rates were for stolen property searches and drugs searches (41% and 40% respectively). Find rates were lowest for offensive weapons stops with only 18% resulting in an item being found (n=48).

*Objects Found in Search Jul-22 to Jun-23*

<b>Search Object(s) Found?</b>	<b>No.</b>	<b>%</b>
No - no object(s) found	1,431	64%
Yes - the object(s) searched for	664	30%
Yes - object other than that searched for	143	6%
<b>Total</b>	<b>2,238</b>	
Not specified	41	2%



The most common outcome after finding an object was to arrest the subject of the stop (58%, n=469). The second most common outcome was to issue a drugs warning (15%, n=123). The no further action rate after finding was 12% (n=93). This continues a trend that started at the end of 2020 for low no further action rates after finding which had previously been around 20-30%.



Subjects were asked to remove their outer clothing for 388 stops this quarter, primarily for drugs searches (57%). There were 63 full strip searches and 5 partial strip searches (88% for drugs, 7% for going equipped and 4% for stolen goods). There was a find rate of 63% for full and partial strip searches. The most common outcome of strip searches was arrest (53%), followed by NFA (28%).

The majority of strip search subjects were male (94%, n=64). The youngest person strip searched was 17 years old and the oldest was 50.

#### **4.2 Outcomes – Arrests**

There were 667 arrests from stop search during the period, 29% of all person stops. This continues the low arrest rate from the previous year. Whereas, before that, the arrest rate had been 36% or 37%. Most arrests resulted from drugs stops (53%, n=355) or stolen goods (21%, n=140). Search is a preventative power and intended to negate the need for arrest.

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