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APPENDIX 1

City of London Police assessment against recommendations made by the IOPC's review into use of stop and search by the MPS.

Recommendation	Force position (please include any additional actions to be addressed (specify what they are and by when)
(i) take steps to ensure that officers better understand how their use of stop and search powers impacts individuals from groups that are disproportionately affected by those powers	<p>All front Line Officers have undertaken Stop and Search training and the impact it has on individuals from groups that are disproportionately affected by Stop and Search powers.</p> <p>Disproportionality and the City</p> <p>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 five people stopped who gave their address as being within City grounds.</p> <p>Another option available is to use the workday population which includes all people who gave a fixed work place in the City and those residents who are at home during the day however given that 63% of stops occur outside of a typical working day (Monday-Friday 08:00-18:00) this is also unlikely to give an accurate representation of the available street population. Particularly during the current climate of coronavirus with many people working from home this is likely not to be relevant.</p> <p>When we look at the residential addresses of people stopped this quarter 64% live in the greater London area, 8% are of no fixed abode, 21% are from other areas and 7% did not give their address.</p> <p>Based on this disproportionality has been calculated using the residential population figures for the whole London region. In terms of population data the most recent finalised census data is from 2011 so that has been used here. The most recent midyear estimates for 2018 were also checked but did not offer much difference in terms of results. Levels of disproportionality have decreased slightly across this quarter from 1.9 to 1.6 for Black individuals and from 1.3 to 1.2 for Asian individuals, the level for other ethnicities has remained the same. The group most commonly stopped and searched in terms of perceived and self-defined ethnicity is white individuals. Most people stopped are between the ages of 18 and 24 years old.</p>

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<p>(ii) ensure there is a structure in place so leaders and supervisors are proactively monitoring and supervising the use of stop and search powers and addressing any concerning trends or patterns/ sharing any identified good practice at; individual, unit or organisational level</p>	<p>Stop and Search undertaken by officers in the City of London Police are proactively monitored and supervised by front Line supervisors. Stop and Search reports are also dipped sampled by the Force Lead on Stop and Search to monitor and address any concerns or patterns as well as good practice. Reports and findings are presented in dashboards every Quarter and this data is examined and discussed with the City of London Police Stop and Search Monitoring Group and scrutinised by members of the Independent Advisory Community Scrutiny Group. Issues and actions identified are recorded and presented back to the City of London Police Stop and Search Chair (Superintendent) and the Stop and Search Force Lead Inspector.</p>
<p>(iii) take steps to ensure that assumptions, stereotypes and bias (conscious or unconscious) are not informing or affecting officer's decision making when carrying out stop and searches, especially when using these powers on people from Black communities</p>	<p>All stop and searches are supervised and scrutinised by front Line supervisors. By examining the grounds recorded Supervisors are able to identify assumptions, stereotypes and bias that might influence the searching officer. Any issues identified are discussed with the officer by their Supervisors and if a training issue is identified Force Stop and Search Lead and Learning and Development are approached. All front line officers in the City of London police have had training in the last 2 years re conscious and unconscious bias. The City of London police will be introducing further training re Stop and Search and the impact these powers have on people from the black community within the next 12-18 months.</p>
<p>(iv) ensure officers are not relying on the smell of cannabis alone when deciding to stop and search someone and use grounds based upon multiple objective factors</p>	<p>All front line officers have had training and guidance around the use of relying on the smell of cannabis alone to search for drugs. The smell of cannabis is contentious issue as there are a number of Chief officers in the country who state that these are grounds to search for cannabis. Reasonable grounds states "Unless exercising a specific 'no suspicion' stop and search power – the circumstances of which are strictly limited – the officer must have reasonable grounds for suspicion before they stop and search someone. This means that: the officer must genuinely suspect that they will find the item searched for and it must be objectively reasonable for them to suspect this, given the information available to them. This is an objective test in that it expects that a reasonable person given the same information would also suspect that the individual is carrying the item. The suspicion should relate to the likelihood of the person being in possession of the item, not the likelihood that they are committing an offence.</p> <p>Although the College of Policing advises officers against carrying out a stop and search, based solely on the smell of cannabis and a recent report by HM Inspectorate of Constabulary (HMICFRS) found that the smell of cannabis should not be grounds to stop a suspect in and of itself. This is only guidance for officers and not</p>

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	<p>law. Reasonable grounds for suspicion must relate to the likelihood that the object in question will be found. There is no stated case which says that the smell of cannabis alone cannot provide reasonable grounds. However based on HMICFRS report searching Officers should consider and record all of the information available to them, including their own observations of suspicious behaviour, not just the smell of what they believe to be cannabis. Enough information to make it possible for someone else to judge if a reasonable person would also have suspected the individual of carrying the item.</p> <p>HMICFRS PEEL review in February 2020 examined 252 Stop and Search conducted by City of London Police Officers re the strength of the grounds recorded. HMICFRS found 16 reports that were considered insufficient grounds to search. The net effect is that 94% of our records have grounds considered reasonable. This includes drugs searches as well as Section 1 PACE searches.</p> <p>For the reporting year 2019/2020 City of London Police Officers conducted 3001 Stop/Searches. As a result 946 subjects were arrested (arrest rate of 31.5%) one of the highest if not the highest of all of the 43 territorial police forces in England and Wales and a Positive Outcome of 40.5% which refers to any case where action is taken against people who've been stopped and searched. This includes arrest cases but also covers other resolutions like warnings and Penalty Notices.</p>
(v) ensure officers carrying out stop and searches always use the principles of GOWISELY ¹ and engage in respectful,	Front Line supervisors are instructed to dip sample Body Worn Video to make sure that the principles of GOWISELY are being conducted and that officers are respectful with the person being searched. The Forces Stop and Search monitoring Group are continuously promoting this message to front Line Supervisors. For further scrutiny a paper is being written re Data Protection Impact Assessment (DPIA) so that members of

¹ To maximise the person's understanding before starting the search, officers exercising stop and search powers must adopt the following steps in accordance with GOWISELY:

- identify themselves to the person
- show their warrant card if not in uniform
- identify their police station
- tell the person that they are being detained for the purpose of a search
- explain the grounds for the search (or authorisation in the case of section 60 searches)
- explain the object and purpose of the search
- state the legal power they are using
- inform the person that they are entitled to a copy of the search record and explain how this may be obtained.

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meaningful conversations with the persons being stopped	the IASG can view the Body worn footage. As a result members will be able to examine and analyse the encounter and advise accordingly. Training is being undertaken with the IASG by the Equality and Inclusion manager, and the Inspector Stop and Search Force Lead.
(vi) ensure stop and search training incorporates a section on de-escalation, including the roles of supervisors and colleagues in controlling the situation and providing effective challenge	Stop and Search training and Officer Safety training incorporates de-escalation training to avoid an encounter becoming challenging and difficult. Supervisors understand their roles when present during a stop and search encounter with a member of the public or when viewing Body Worn Video to defuse the situation, control the situation and advise colleagues appropriately providing constructive feedback. Good and bad practices are highlighted and submitted to the Stop and Search monitoring Group, Learning and Development and Professional Standards department.
(vii) ensure officers exercising stop and search powers are ending the encounters once their suspicion has been allayed, in a manner that minimises impact and dissatisfaction, unless there are further genuine and reasonable grounds for continued suspicion	Supervision is undertaken by front line Supervisors to ensure good practice and identify bad practice. Complaints that are brought to the attention of the Force re Stop and Search are investigated by the City of London Professional Standards Department. The City of London Police signed up to the Best use of Stop and Search Scheme in April 2014. Forces participating in the Scheme had to identify complaint triggers to signpost the appropriate mechanism for members of the community to raise any concerns or complaints that they have with the way that a stop and search has been carried out by their police force. Forces participating in the Scheme have local discretion to determine the most appropriate way to establish the community complaints trigger. Every complaint recorded re Stop and Search is identified as a trigger complaint and investigated as part of the Best use of Stop and Search Scheme.
(viii) ensure officers exercising stop and search powers are not using restraint/handcuffs as a matter of routine and are only using these tools when reasonable, proportionate and necessary	Officers conducting stop and search powers do not routinely handcuff or restrain persons being searched unless it is proportionate, legal, necessary and the officer can account for his/her actions for doing so. Officer Safety Training incorporates handcuffing and retraining methods but this is in line with the National Decision Model NDM. Data relating to Use of Force is recorded and presented to the Stop and Search Monitoring Group which also oversees and has responsibility for scrutiny. The Data is presented to the IASG and published on the forces external website along with stop and search data for the public to view and examine.

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(ix) amend stop and search records to include a question about whether any kind of force has been used. The records should also state where information about the kind of force will be recorded	Action is being undertaken by the Stop and Search monitoring Group and Frontline Digital Mobility. Stop Search records to be amended on IT systems to incorporate this information. All Use of Force recorded is presented on a Dashboard and can be accessed via the City of London Police Force external Website for scrutiny. No issues have been identified around the use of handcuffing and restraining subjects during Stop and Search however this is continuously monitored.
(x) ensure officers are following APP and MPS policy and switching on their body-worn video camera early enough to capture the entirety of a stop and search interaction	Officers have been instructed to switch on their Body Worn Video prior to the commencement of the encounter in line with the College of Policing APP. City of London Stop and Search/ Body worn Policy. Continuous messaging relayed to all front line officers by Senior Leadership Team, Front Line Inspectors and Front Line Sergeants
(xi) supervisors take a proactive role in monitoring and ensuring compliance with body-worn video APP and MPS policy.	Front line Supervisors have been instructed to take a proactive and intrusive stance re monitoring and viewing Body Worn Video and record their supervision on NICHE. Ongoing monitoring being undertaken by Stop and Search monitoring Group. (Dip Sampling). Further training and messaging to be undertaken.

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