



# Equality Impact Assessment Summary

## Summary

Name of Product	Stop Search Policy
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Brief Description of Product	The Stop Search Policy outlines the procedures to be adopted for Stop and Search powers. Cleveland Police believes that the powers of Stop and Search should be used with the support and understanding of all communities and that all members of the public should always be treated with dignity and respect, particularly when being searched. The policy supports the appropriate and proportionate use of these powers to target criminality and terrorism.
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Product / Product Summary Attached	No
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Department	Local Policing
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Assessment Writer	[REDACTED]
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Date Started	5/7/21
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Head of Dept Sign Off	[REDACTED] - 23/11/2021
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EDI Manager Sign Off	[REDACTED] - 14/12/2021
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Review Date	December 2022
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## Version Control

This is a living document and should be updated as we update our products and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author
1	8/7/21	New impact assessment to support policy review.	[REDACTED]



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**Please ensure you consult the Equality Impact Assessment Guidance while completing this document**

### Stage One – Early Thinking

Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our [Equality Consideration Checklist](#).

Is an EIA required at this time?	Yes
If no, what is your rationale?	N/A

### Stage Two – Identify Scope

Please consult the [Equality Impact Assessment Guidance](#) for suggestions as to consider how you might evidence both positive and negative impact. Where possible please provide references or links.

Sources	<ul style="list-style-type: none"> <li>Police and Criminal Evidence Act (PACE)</li> <li>College of Policing Stop and Search Authorised Professional Practice (APP)</li> <li>Equality Act 2010</li> <li>College of Policing Code of Ethics</li> <li>Office of National Statistics (ONS) population estimates for Cleveland Mid 2020</li> <li>Cleveland Police stop and search 12-month performance data (up to May 2021)</li> </ul>
Consultation	<p>The following groups have contributed to consultation on this policy:</p> <ul style="list-style-type: none"> <li>Strategic Independent Advisory Group (SIAG)</li> <li>Local Independent Advisory Groups (IAGs)</li> <li>Cleveland Police Staff Networks</li> <li>UNISON Representatives</li> <li>Cleveland Police Federation Representatives</li> </ul> <p>Internal department heads and commands have also had a chance to contribute, including:</p> <ul style="list-style-type: none"> <li>Corporate Services,</li> <li>People &amp; Development,</li> <li>Performance and Quality Review,</li> <li>Armed policing,</li> <li>Local Policing and</li> <li>Department of Standards and Ethics.</li> </ul> <p>The main piece of feedback that required changes to our previous policy and processes was in relation to Gender and the wording within the policy regarding transgender individuals. As a result, the</p>



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	wording within the policy was changed so that it focussed on who the stop searches would be carried out by.
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### Stage Three - Impact

What potential positive or negative impacts has your research and consultation revealed? Consult the [Equality Considerations Checklist](#) for previously identified impacts that may be relevant.

#### Age

##### Data & Background Information

In the most recent statistics up to May 2021, the age range which is most frequently searched is 18 - 30-year olds (34%) followed by 30-40-year olds (27%). The rate per 1000 population is significantly higher for these two age ranges than the other 3 age ranges indicating disproportionality.

There is also a continued level of disproportionality when searching the Under 18 age group in comparison to the Cleveland Police arrest profile. Under 18's age group has also shown a positive outcome rate of 15.9% over the last 12 months.

Positive Impacts	Negative Impacts
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<p>As the performance data indicates that Stop Search is more frequently used on the 18 – 30 age group, diversion schemes are in place to not criminalise young people. A lot of stop searches of younger people tend to link in with anti-social behaviour hotspots and therefore the preferred options are to refer young people to the Youth Triage Divert service.</p> <p>The stop search policy also provides detailed guidance for when conducting a stop search on children and young people. Careful consideration will be given to how best to deal with the exercise of stop and search powers on children and young people to ensure it is the most appropriate course of action.</p> <p>Officers are aware of criminal exploitation and are trained to look for the signs in young people and children who may be vulnerable. Intelligence is</p>	<p>Performance data indicates that Stop Search is more frequently used on the age 18-30 age group than other age groups. Although this data matches with the most frequent age groups within the criminality profiles, it will still require action to monitor to ensure these are evidence led.</p>
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<p>shared with Complex Exploitation Team and where appropriate public protection notices (PNNs) are submitted, or interventions made.</p>	
<b>Disability</b>	
<b>Data &amp; Background Information</b>	
<p>At this moment in time we do not hold data which allows Cleveland Police to identify individuals with a disability who are stop searched. The data captured at the point of search covers scrutiny by ethnicity, age, and gender demographics.</p>	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
<p>The Stop Search Policy provides guidance for officers when conducting a stop search on individuals with physical and learning disabilities. Officers are to ensure that when dealing with persons with disabilities proper considerations are adhered to ensure that the person understands fully what is being said, where this is not possible, they are directed to use of an appropriate adult to advocate for and support the individual.</p> <p>If someone is deaf or unable to comprehend what is being said, then the officer must try to establish whether an interpreter or appropriate alternative communication method be used to help the officer to provide the required information.</p>	<p>Unfortunately, the force performance data does not indicate that those with disabilities are subject to Stop Search and this is because disability data is not recorded. More work needs to be done to work with disability support groups to identify potential negative impacts and to collate data on disabilities which will help improve scrutiny of stop searches.</p>
<b>Gender Reassignment</b>	
<b>Data &amp; Background Information</b>	
<p>Consultations took place with our Cleveland police LGBT+ Network, Trans Aware and Hart Gables who are local LGBT+ community organisations to develop the policy ensuring people are treated respectfully. There is a specific section within the policy that has been written by members of the community to ensure that stop searches are handled sensitively and in an appropriate manner.</p>	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
<p>The policy provides officers with clear community led guidance when conducting searches of transgender individuals.</p>	<p>Consultation with communities and specialists identified that it is preferable for people to be searched by someone of the same identified gender – for example a trans woman would ideally be searched by a cis woman. This is not always</p>

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	possible due to operational demand and the gender make up of shifts.
<b>Marriage and civil partnership</b>	
<b>Data &amp; Background Information</b>	
No specific data, consultation or background information was found to have an impact on marriage and civil partnership.	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
No positive impacts identified at the time of writing.	No negative impacts identified at the time of writing.
<b>Pregnancy and Maternity</b>	
<b>Data &amp; Background Information</b>	
No specific data, consultation or background information was found to have an impact on marriage and civil partnership.	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
No positive impacts identified at the time of writing.	No negative impacts identified at the time of writing.
<b>Race</b>	
<b>Data &amp; Background Information</b>	
Stop search data is recorded and monitored which allows the Force to identify and address any disproportionate use of the powers by officers or groups of officers in relation to ethnicity and or diverse communities. When analysing data at ward level, you are most likely to be searched as a white male aged 18-30.	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
<p>The policy makes it clear that Stop Search should not be used in a discriminatory fashion and references the Equality Act 2010.</p> <p>Performance data is scrutinised monthly; this includes ethnicity and location of search. This, paired with the opportunity for operational supervisors to feedback matters happening in their local policing area, enables the Force to monitor and respond to the proportionality of searches taking place in the Force area.</p> <p>IAG/Scrutiny Panels are also given this information and the monthly report is published on the website.</p>	Our performance data indicates that on a force wide basis, you are more likely to be searched if you are from a minority ethnic background and this is due to searches being carried out in areas of high criminality and social deprivation.

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<p>The policy informs standard and refresher training that all officers must participate in regularly. Police officers in local policing teams have partaken in additional anti-racism training delivered by Show Racism the Red Card (SRTRC). This is following on from global and national incidents around BLM. The training specifically details understanding biases and how to overcome them.</p> <p>The stop search policy also includes information and guidance around non English speakers so that officers who have any doubt about the person's ability to understand English, the officer must take reasonable steps to bring information regarding the person's rights and any relevant provisions of the stop and search to his or her attention.</p> <p>To do this interpretation services are also available for use when language is a barrier for individuals.</p>	
<b>Religion or Belief</b>	
<b>Data &amp; Background Information</b>	
Information is not collected about the religion or belief of the person being stopped and searched.	
<b>Positive Impacts</b>	<b>Negative Impacts</b>
<p>The policy details the removal of religious headwear for conducting a stop search with careful considerations to be made by the officer.</p> <p>The policy, SRTRC training and scrutiny groups such as the SIAG help support that searches are conducted lawfully, using good intelligence and decision-making and countering any unconscious bias.</p>	<p>Information is not monitored in terms of religion or belief therefore the Force's understanding of the impact of our use of Stop and Search on those who practice different religions is based mainly via anecdotal evidence and feedback.</p>
<b>Sex</b>	
<b>Data &amp; Background Information</b>	
As expected, most subjects stop searched are conducted on the male population (87%).	

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Positive Impacts	Negative Impacts
No positive impacts identified at the time of writing.	Women are searched less often than men. It is not always possible for an officer of the same gender to conduct the search. However, this is noted by the APP guidance and is details within PACE.
Sexual Orientation	
Data & Background Information	
Although, no data or background information has been gathered in terms of sexual orientation and the impacts on this protected characteristic within the stop search policy, the development of the policy has undergone consultation with key members of our community who represent LGBT+ individuals and no further impacts were found other than the words concerning transgender individuals which is captured in our Gender Reassignment section.	
Positive Impacts	Negative Impacts
No positive impacts identified at the time of writing.	No negative impacts identified at the time of writing.
Other – Please clarify	
Data & Background Information	
No specific data, consultation or background information was found to have an impact on any other characteristics.	
Positive Impacts	Negative Impacts
No positive impacts identified at the time of writing.	No negative impacts identified at the time of writing.

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
Cleveland Police will be publicly accountable for the way the powers are used. – SIAG & Scrutiny.	██████████ ██████████	Ongoing
Advertising rights and complaints routes re BAME & Young People to promote feedback.	Local Inspectors	Ongoing
To understand why there are gaps and limitations in the stop and search data available and can data on disability, religion & LGBT+ be included.	██████████ ██████████	Ongoing



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Stop search data to be scrutinised monthly to ensure any disproportionality issues are examined.	PQR Team	
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<b>To be filled in by Head of Department</b>			
<b>Stage Four – Mitigation – Risk Tolerance</b>			
Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here – these should be added to the relevant departmental risk register.			
Impacts we cannot mitigate	Gaps/ limitations in the data available – disability, religion & LGB+.		
Which Risk Register have these impacts been added to?	N/A		
Departmental Risk Assessment	Impact	Likelihood	Total
EDI Team Risk Assessment	Impact		
	N/A		

<b>Stage 5 – Sign Off</b>
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Once complete, you must send your completed EIA and the product or product summary to the EDI team at [edi@cleveland.pnn.police.uk](mailto:edi@cleveland.pnn.police.uk)

The team will review your EIA and will either: provide final sign off, OR, return your document with further considerations and recommendations for you to implement.