Performance and Resources Scrutiny Programme 2020/21

Report to: the Office of the Police, Fire and Crime Commissioner for Essex

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Author on behalf of Chief Officer:	Dan Youngman 42078817
Date of Approval:	16/11/2020

1.0   Purpose of Report

To provide a quarterly update on Essex Police's use of force and stop and search powers.

2.0   Recommendations

There are no recommendations. This report is for the board to note.

3.0   Executive Summary

Use of Force

There were 5,298 instances of Use of Force recorded in Essex during Q2 2020/21. This is an increase of 1,524 (40.4%) additional forms completed, compared to the same quarter for 2019/20, and a 6.3% increase on the previous quarter.

34.3% (3,269) of tactics involved the handcuffing of the subject. There were almost double the amount of 'Compliant Handcuffs' than 'Non-Compliant'.

Use of force with firearms listed as a first tactic has risen since by 25.7% last quarter. 122 uses of Taser that have been recorded as a first tactics in this quarter. All Taser use refers to 170 separate incidents.

79.5% of subjects on Use of Force records were male. 56.6% of subjects are in the 18-34 age range, with the average age being 31 years old.

The proportion of BAME subjects continues to be higher than the proportion of BAME within the population of Essex as a whole. 9.7% of subjects were Black (or Black British) compared to 2% of the population who were Black or Black British (as measured at the last census).

54.7% (9,839) of reasons for the use of force are to prevent harm to people or property. Alcohol and drugs continue to be the high impact factors.

Stop and Search

There were 6,002 searches were carried out in the second quarter of 2020/21, this is 32.5% (2,893) fewer than the previous quarter and 21.6% (1,068) higher than the same quarter in 2019/20.

According to the SMSR survey[1] 74% of respondents agree that Essex Police use Stop Search powers fairly and respectfully. This falls to 59% for BAME respondents.

3.2% (283) of searches in the last quarter did not have reasonable grounds for that search.

98.9% of searches (5,959) were carried out under PACE or the Misuse of Drugs Act (MDA).

The peak age range for those stopped is 18-25, equating to 2,060 stops in the last quarter (37.4% of subjects) with 87.6% of subjects being male.

There were 7.7 Stops per 1000 people on BAME individuals in Essex last quarter, this compares to 2.5 Stops per 1000 for White individuals. This means that a BAME individual is just over three times more likely to be stopped than a white individual.

For Q2 2020/21, 28.2% of Essex outcomes were positive which is 1.7 percentage points greater than the MSG average. During the last quarter Positive outcomes on BAME individuals were 6.9 percentage points higher than for White individuals.

4.0   Introduction/Background

This report combines the Use of Force and Stop Search reports into one in order to have the two reports discussed at the Essex Police Use of Force board in one document for ease of reference. The report structure uses the PFCC template to avoid duplication of work.

This report discusses the Use of Force forms and stop searches submitted for incidents occurring between 1st July 2020 and 30th September 2020.

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[1] The latest results are for Q2 of 2020/2021.

The Use of Force data analysed in this report contains duplicates, as one form should be submitted per officer for each use of force. Therefore, if three officers use force against one subject in relation to the same incident, three forms should be submitted, and the subject would appear three times in the data (for that one incident).

Stop Searches are now recorded on two separate databases, the Stops Database that has been used up to now and the MobileFirst system (which is also used for the Use of Force data).

5.0 Current Work and Performance

Use of Force
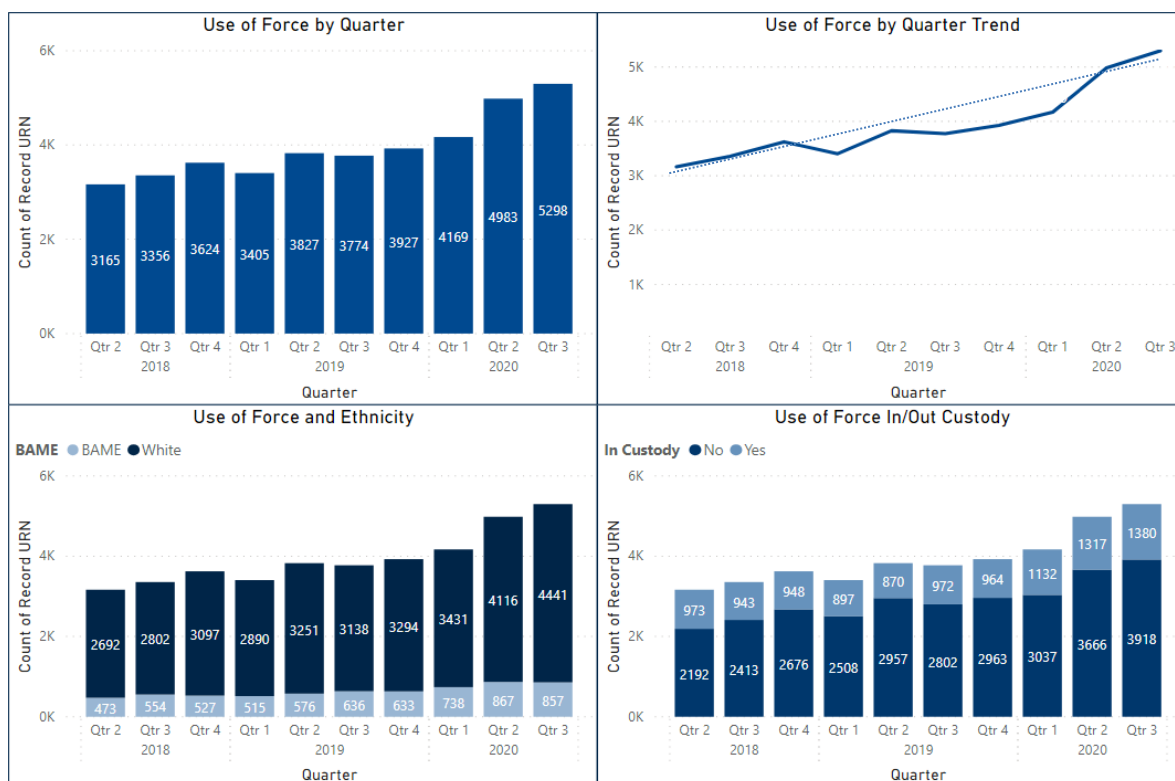
There were 5,298 instances of Use of Force were recorded in Essex during Q2 2020/21. This is an increase of 1,524 (40.4%) additional forms completed, compared to the same quarter for the 2019/20, and a 6.3% increase on the previous quarter. The proportion of force being used in custody remains stable. In the last quarter it was 26.1% compared to the 10-quarter average of 26.4%.

The below table details the tactics employed with each Use of Force in Q2 2020/21. It details the first eight tactics employed (not necessarily the most severe), and more than one will have been used in most incidents. The MobileFirst app allows for the inputting of up to 20 Tactics for one incident, there was only one form in this quarter in which more than eight tactics were detailed.

Compliant Handcuffing continues to be the most commonly used tactic both overall and in the first used tactic.

In 84 reports, Tactical Communications (Tac Comms) were the only method employed, suggesting further training on the app may be required, as a form is not required when Tac Comms are the only method. This is 37 reports fewer than the previous quarter. This information has previously been passed on to be included in Officer Refresher training and the drop in volumes seen in this period suggests that this is having an effect.

74.6% of forms did not state that Tac Comms were used as a first tactic. It is unlikely that this is the case, it is inferred that officers simply did not enter Tac Comms as a tactic used. Whilst this is a significantly higher (21.3 percentage points lower) proportion than last quarter, it is a return to normal levels after a drop last quarter.

3,269 forms (63.3%) involved the use of either compliant or non-compliant handcuffs.

58 forms showed Firearms as a first tactic, a rise of 23 from last quarter. All Firearms use forms refer to a total of 29 separate incidents (17 more than the previous quarter).

Use of force with firearms listed as a first tactic has risen since by 25.7% last quarter. 122 uses of Taser that have been recorded as a first tactics in this quarter. All Taser use refers to 170 separate incidents (40 more than the previous quarter).

Tactic	Tactic 1	Tactic 2	Tactic 3	Tactic 4	Tactic 5	Tactic 6	Tactic 7	Tactic 8	Tactic Count	%age of Tactics
Compliant Handcuffing	1590	382	101	17	4	0	0	0	2094	21.98%
Tactical Communication	1349	350	108	29	14	5	1	0	1856	19.48%
Ground Restraint	554	391	189	72	22	3	1	1	1233	12.94%
Non-Compliant Handcuffing	489	371	214	73	24	3	1	0	1175	12.33%
Unarmed skills	549	463	190	86	24	8	1	0	1321	13.86%
Other / improvised	253	242	114	54	12	7	2	0	684	7.18%
Limb / Body Restraints	197	177	118	50	17	5	1	1	566	5.94%
Taser	122	83	13	2	3	0	0	0	223	2.34%
Dog Deployed	36	19	1	0	0	0	0	0	56	0.59%
Firearms	58	11	0	0	0	0	0	0	69	0.72%
Baton drawn	58	3	1	0	0	1	0	0	63	0.66%
Spit guard	12	22	26	25	11	3	1	1	101	1.06%
CS PAVA used	11	4	5	7	1	1	0	1	30	0.31%
CS PAVA drawn	9	11	6	2	1	0	0	0	29	0.30%
Baton used	3	1	2	3	1	0	0	0	10	0.10%
Dog Bite	4	0	1	1	0	0	0	0	6	0.06%
Shield	7	3	1	1	0	0	0	0	12	0.13%
Total Handcuffing	2079	753	315	90	28	3	1	0	3269	34.31%

Since Spit Guards were introduced in 2018/19, levels of use have been generally steady. There was a rise in use in Quarter 1 which has fallen off slightly in Quarter 2, but levels still continue to be higher than previous levels.

As can be seen from the below charts, there seems to be a correlation between Spit Guard use and Officers Spat at and this is expected. Statistical analysis shows a correlation of 0.89 which is a very strong positive correlation.

Spit Hood use

Officer Spat at
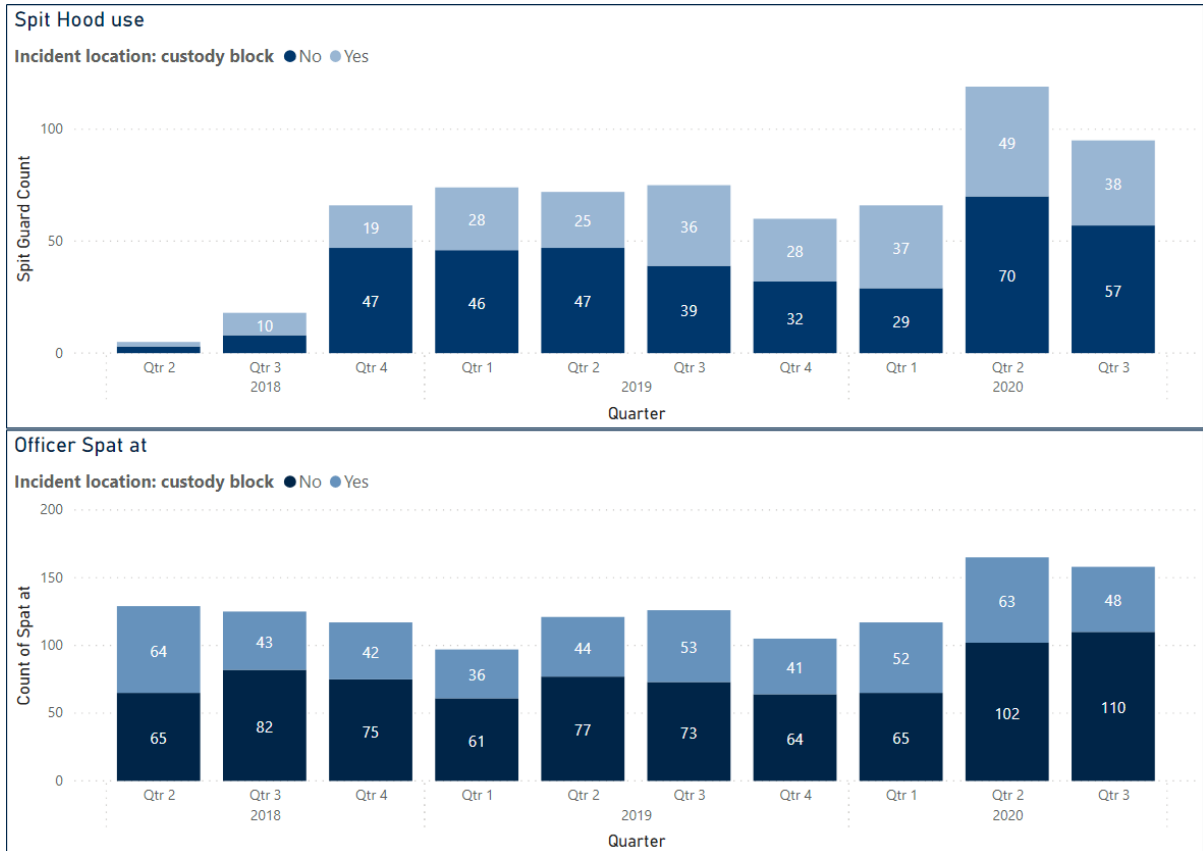
Force was used most in Basildon, Colchester, Southend-on-Sea, Epping Forest and Thurrock Districts in Q2 2020/21 (data relates to the area in which force was used rather than the officer's command); 68.3% of force was used in these five districts during this period, this is an increase of 4.7 percentage points from last quarter. Colchester has seen the largest quarter on quarter percentage increase (26.4%), this equates to 168 more forms.
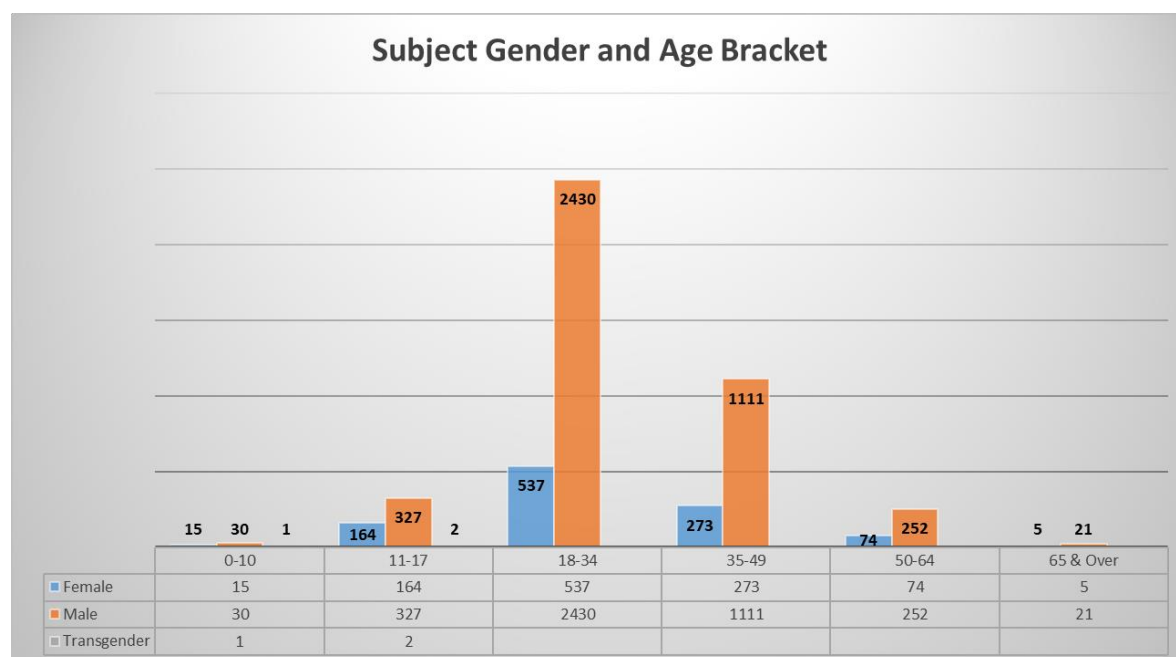
Local Policing Area	District	Q2 2019/20	Q1 2020/21	Q2 2020/21	%age Change since last Qtr	%age Change since same Qtr Last Year	Proportion of Force Total
North LPA	Braintree	207	261	235	-9.96%	13.53%	4.71%
	Chelmsford	496	448	486	8.48%	-2.02%	9.75%
	Colchester	506	637	805	26.37%	59.09%	16.14%
	Tendring	92	101	77	-23.76%	-16.30%	1.54%
	Uttlesford	317	343	376	9.62%	18.61%	7.54%
	Maldon	46	83	81	-2.41%	76.09%	1.62%
South LPA	Basildon	569	771	808	4.80%	42.00%	16.20%
	Castle Point	75	124	121	-2.42%	61.33%	2.43%
	Rochford	59	95	103	8.42%	74.58%	2.07%
	Southend-on-Sea	476	688	734	6.69%	54.20%	14.72%
West LPA	Brentwood	90	153	151	-1.31%	67.78%	3.03%
	Harlow	124	165	186	12.73%	50.00%	3.73%
	Thurrock	283	505	538	6.53%	90.11%	10.79%
	Epping Forest	409	575	520	-9.57%	27.14%	10.43%
Stansted Airport		12	7	16	128.57%	33.33%	0.32%
Out of Force		21	31	64	106.45%	204.76%	1.28%
Totals		3838	4176	4987	19.42%	29.94%	

Local Policing Area	Q2 2019/20	Q1 2020/21	Q2 2020/21	%age Change since last Qtr	%age Change since same Qtr Last Year	Proportion of Force Total
North LPA	1664	1873	2060	9.98%	23.80%	41.31%
South LPA	1179	1678	1766	5.24%	49.79%	35.41%
West LPA	906	1398	1395	-0.21%	53.97%	27.97%

79.5% of those subjected to Use of Force were identified by officers as male, this is the lowest since April 2018; 20.5% were identified as female; three subjects were identified as transgender.

Qtr	Female		Male		Transgender	
	Total	Proportion	Total	Proportion	Total	Proportion
Q1 2018/19	540	17.56%	2534	82.38%	2	0.07%
Q2 2018/19	516	15.96%	2717	84.01%	1	0.03%
Q3 2018/19	584	16.37%	2983	83.60%	1	0.03%
Q4 2018/19	585	16.72%	2910	83.19%	3	0.09%
Q1 2019/20	629	16.39%	3202	83.45%	6	0.16%
Q2 2019/20	700	18.51%	3080	81.44%	2	0.05%
Q3 2019/20	628	15.96%	3301	83.91%	5	0.13%
Q4 2019/20	810	19.40%	3364	80.56%	2	0.05%
Q1 2020/21	923	18.51%	4055	81.31%	9	0.18%
Q2 2020/21	1083	20.43%	4215	79.51%	3	0.06%

31 was the average age for subjects (where a date of birth was given/stated), for males the average is also 31 and for females the average is 30. The mode (age most recorded) is 33 for female subjects and 25 for males. Males with a perceived age between 18-34 years were the most common gender and age band in the review period.

Subject Gender and Age Bracket

	0-10	11-17	18-34	35-49	50-64	65 & Over
Female	15	164	537	273	74	5
Male	30	327	2430	1111	252	21
Transgender	1	2				

84.3% of subjects were White, this is 8.9 percentage points lower than the proportion of White residents of Essex.

9.7% of subjects against whom force was used were Black. This is 7.7 percentage points higher than the 2.0% Black resident population proportion in Essex (2011 census data).

Subject's perceived ethnicity	Q2 2019/20	Q1 2020/21	Q2 2020/21	%age Change since last Qtr	%age Change since same Qtr Last Year	Difference to Essex Pop.
White	83.80%	83.21%	84.29%	1.08%	0.49%	-8.91%
Black or Black British)	8.71%	10.20%	9.71%	-0.49%	1.00%	7.71%
Mixed	3.54%	2.89%	2.37%	-0.52%	-1.17%	1.47%
Asian (or Asian British)	2.72%	2.48%	2.69%	0.21%	-0.02%	-0.08%
Other	1.15%	1.13%	0.89%	-0.24%	-0.25%	0.49%
Chinese	0.08%	0.08%	0.04%	-0.04%	-0.04%	-0.46%

Use of Force per 1000 pop.			
Subject's perceived ethnicity	Q2 2019/20	Q1 2020/21	Q2 2020/21
White	1.96	2.56	2.76
Black (or Black British)	9.43	14.56	14.76
Mixed	4.81	5.17	4.52
Asian (or Asian British)	2.16	2.60	3.01
Chinese or Other Group	6.48	8.45	6.90
Total BAME	5.21	7.12	7.10

A clearer method to show the ethnic disproportionality for Use of Force is looking at the number of Forms per 1000 population in Essex. From this it is possible to see that Black or Black British individuals are 5.3 times more likely to have force used upon them than White individuals. This does not suggest that there is any actual bias in Police actions as officers must react to the situation in which they find themselves.

Preventing Harm was the most commonly used reason entered for officers using force, followed by Effecting Arrest, Preventing Escape and Protecting Oneself. Please note, that more than one reason can be entered when justifying a Use of Force.

Combining the reasons that encompass preventing harm as a whole[2], we can say that 54.7% of reasons are to prevent harm.

Reason for Force	Q2 2020/21	%age Reasons	%age Forms
Prevent Harm	2537	15.24%	62.18%
Effect Arrest	2425	14.57%	59.44%
Prevent Escape	2235	13.43%	54.78%
Protect Self	2314	13.90%	56.72%
Protect Other Officers	2151	12.92%	52.72%
Protect Subject	1268	7.62%	31.08%
Effect Search	930	5.59%	22.79%

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[2] Protect Self, Prevent Harm, Protect Other Officers, Protect Subject and Protect Public

Prevent Offence	1047	6.29%	25.66%
Protect Public	839	5.04%	20.56%
Secure Evidence	343	2.06%	8.41%
Remove Handcuffs	280	1.68%	6.86%
Other	235	1.41%	5.76%
Method Of Entry	41	0.25%	1.00%

Impact Factor	Q2 2020/21	%age all Factors	%age Forms
Alcohol	1965	19.90%	48.16%
Drugs	1476	14.95%	36.18%
Size/Gender/Build	1549	15.69%	37.97%
Other	1223	12.39%	29.98%
Prior Knowledge	1169	11.84%	28.65%
Mental Health	1025	10.38%	25.12%
Possession Of A Weapon	690	6.99%	16.91%
Crowd	397	4.02%	9.73%
Acute Behavioural Disorder	379	3.84%	9.29%

Each Use of Force form can have multiple impact factors, the table above shows the proportion of each impact factor in the total number of forms for the last quarter. Whilst Alcohol remains the factor cited most often, Drugs has slipped below Size/Gender/Build by volume.

Mental Health is an impact factor in 25.1% of forms whereas 8.8% of subjects are reported as having an officer perceived Mental Disability.

Qtr	Staff - injury level		Qtr	Subject - nature of injury	
	Minor	Severe		Minor	Severe
Q1 2018/19	187	2	Q1 2018/19	247	2
Q2 2018/19	173	0	Q2 2018/19	226	2
Q3 2018/19	200	8	Q3 2018/19	240	5
Q4 2018/19	170	2	Q4 2018/19	203	6
Q1 2019/20	206	2	Q1 2019/20	236	5
Q2 2019/20	162	2	Q2 2019/20	240	4
Q3 2019/20	177	0	Q3 2019/20	213	1
Q4 2019/20	178	2	Q4 2019/20	210	1
Q1 2020/21	218	5	Q1 2020/21	288	3
Q2 2020/21	290	5	Q2 2020/21	307	6

In the last quarter, Staff have been injured in 5.6% of incidents and Subjects have been injured in 5.9% of incidents. These proportions have remained steady since the last quarter.

Stop and Search
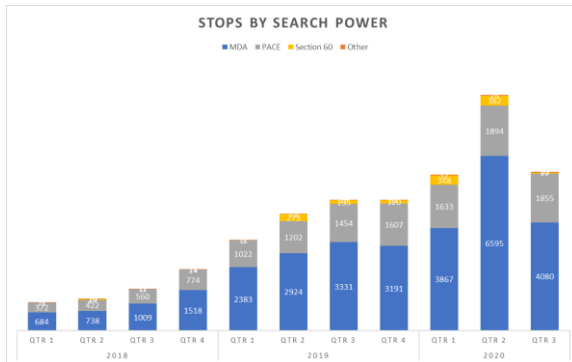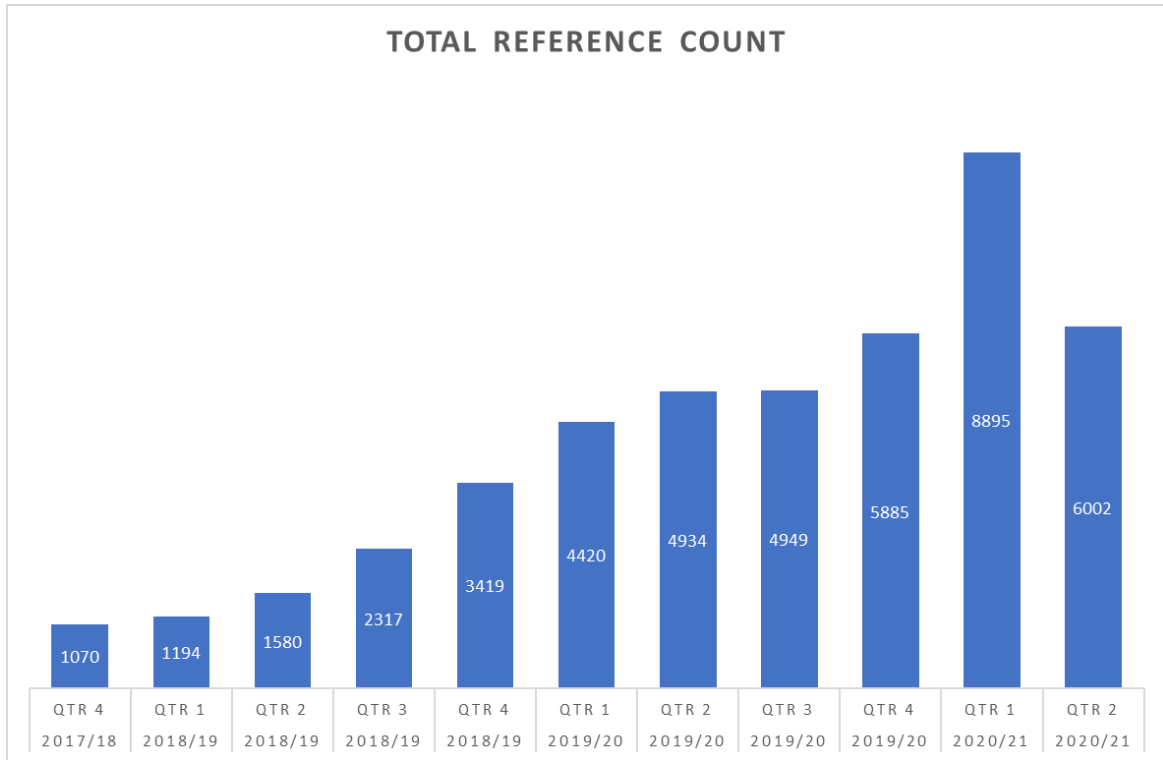
There were 6,002 stops recorded in Quarter 2 of 2020/21. Whilst this is a decrease of 32.5% (2,893 records) on the previous quarter, the extraordinary circumstances of the countrywide lockdown had an inflating effect Quarter 1 therefore a direct quarter-on-quarter comparison is problematic. Quarter 2 had a 2% increase (117 records) on Quarter 4 2019/20 and a 21.6% increase (1,068 records) on the equivalent quarter last year.

98.9% (5,959) of stops in the last quarter were PACE and Misuse of Drugs Stops. This is greater than the previous quarter due to fewer Section 60 stops.
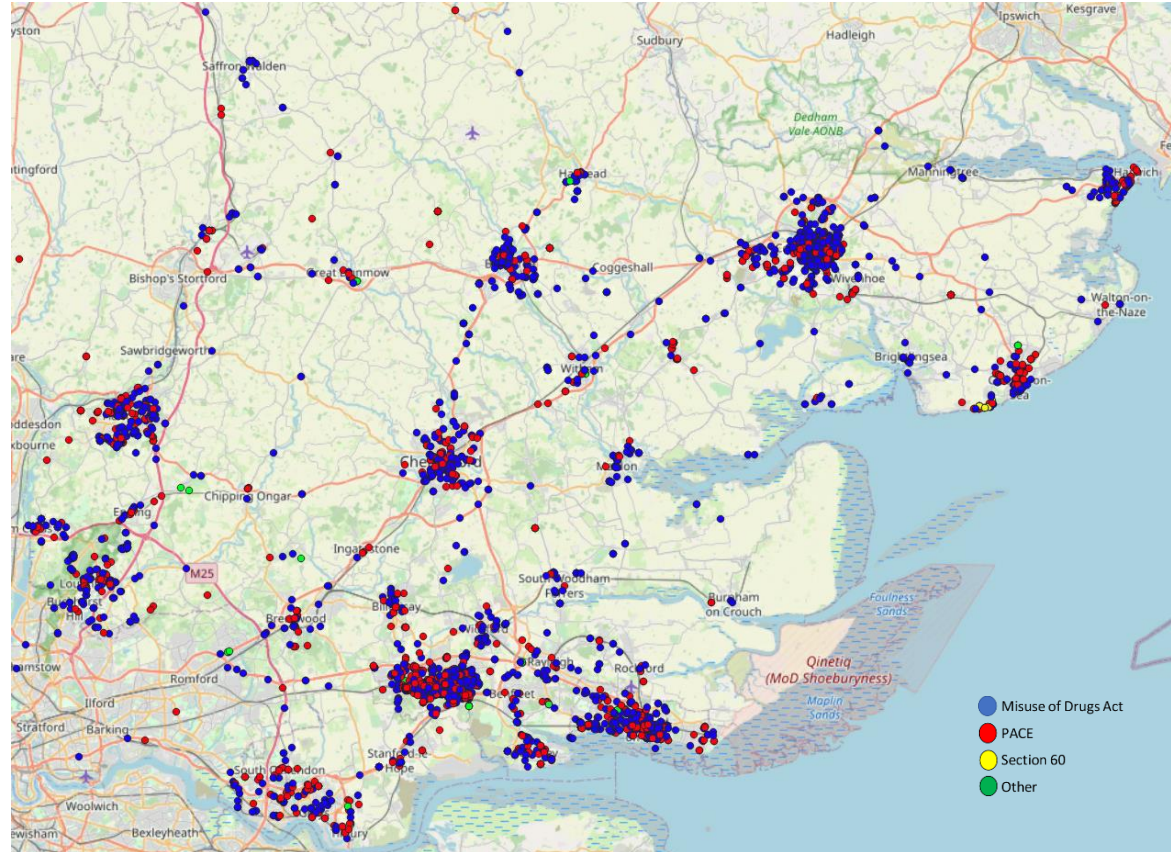
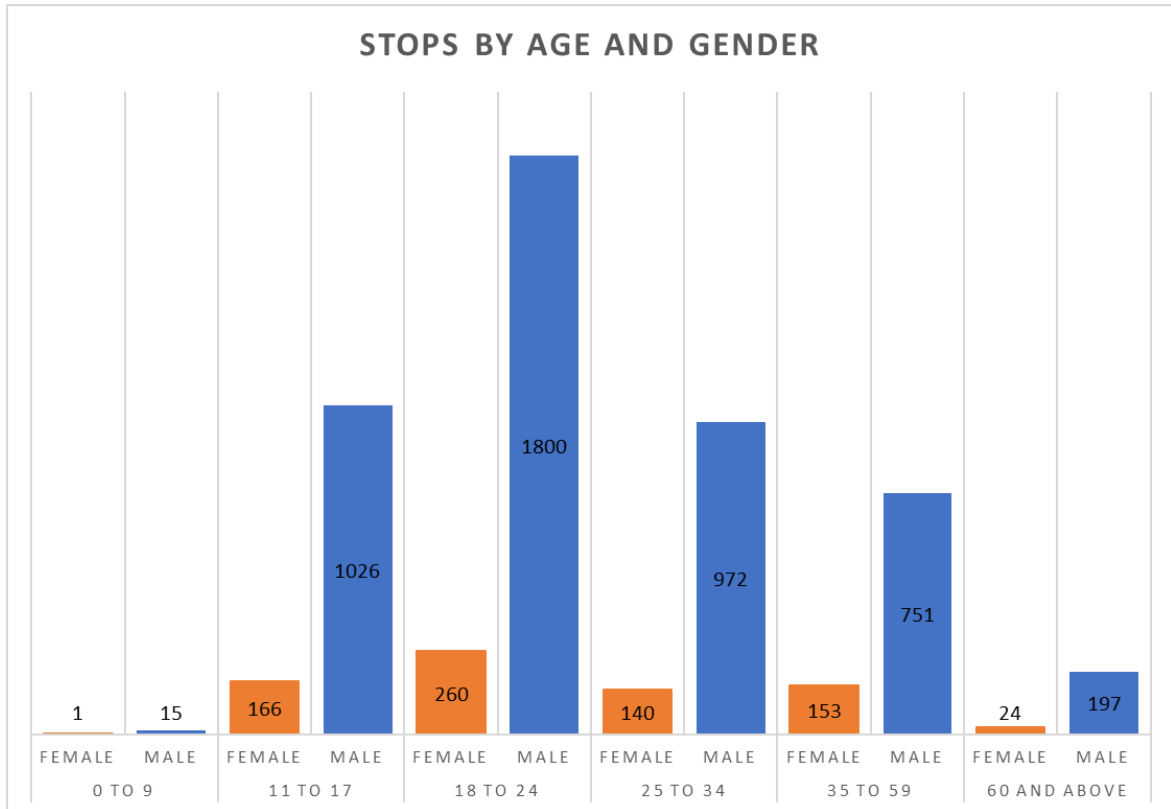| Financial Qtr	Not Reasonable	Reasonable
Q1 2018/19	1.60%	98.40%
Q2 2018/19	1.71%	98.29%
Q3 2018/19	1.91%	98.09%
Q4 2018/19	3.08%	96.92%
Q1 2019/20	1.67%	98.33%
Q2 2019/20	2.62%	97.38%
Q3 2019/20	0.44%	99.56%
Q4 2019/20	2.59%	97.41%
Q1 2020/21	2.16%	97.84%
Q2 2020/21	3.20%	96.80%

3.2% (n=283) of records did not have recorded reasonable grounds in the past quarter which is the highest proportion since January 2018. This is simply due to the records having poorly written search grounds. Whilst this is a subjective measure, it is based on the expertise of an experienced member of Police Staff.

LPA	District	2017/18 Qtr 4	2018/19 Qtr 1	2018/19 Qtr 2	2018/19 Qtr 3	2018/19 Qtr 4	2019/20 Qtr 1	2019/20 Qtr 2	2019/20 Qtr 3	2019/20 Qtr 4	2020/21 Qtr 1	2020/21 Qtr 2
North	Chelmsford / Maldon	126	199	281	488	726	745	864	713	816	1154	575
North	Colchester	86	112	164	276	385	684	789	911	1234	1974	1172
North	Tendring	165	147	176	325	541	462	261	430	591	539	508
North	Uttlesford / Braintree	67	75	92	96	216	327	403	380	372	524	439
South	Basildon	170	208	306	249	296	321	476	609	738	1425	1127
South	Castle Point/Rochford	76	56	61	85	121	169	448	360	345	371	259
South	Southend	160	139	138	199	286	442	744	541	603	1063	734
West	Brentwood / Epping	58	83	118	145	218	332	337	310	442	733	509
West	Harlow	49	47	59	157	315	551	330	274	404	644	364
West	Thurrock	108	108	160	363	254	337	224	355	273	460	304
Stansted Airport		5	20	25	55	61	50	58	66	67	8	11

LPA	District	2017/18 Qtr 4	2018/19 Qtr 1	2018/19 Qtr 2	2018/19 Qtr 3	2018/19 Qtr 4	2019/20 Qtr 1	2019/20 Qtr 2	2019/20 Qtr 3	2019/20 Qtr 4	2020/21 Qtr 1	2020/21 Qtr 2
North	Chelmsford / Maldon	11.78%	16.67%	17.78%	21.06%	21.23%	16.86%	17.51%	14.41%	13.87%	12.97%	9.58%
North	Colchester	8.04%	9.38%	10.38%	11.91%	11.26%	15.48%	15.99%	18.41%	20.97%	22.19%	19.53%
North	Tendring	15.42%	12.31%	11.14%	14.03%	15.82%	10.45%	5.29%	8.69%	10.04%	6.06%	8.46%
North	Uttlesford / Braintree	6.26%	6.28%	5.82%	4.14%	6.32%	7.40%	8.17%	7.68%	6.32%	5.89%	7.31%
South	Basildon	15.89%	17.42%	19.37%	10.75%	8.66%	7.26%	9.65%	12.31%	12.54%	16.02%	18.78%
South	Castle Point/Rochford	7.10%	4.69%	3.86%	3.67%	3.54%	3.82%	9.08%	7.27%	5.86%	4.17%	4.32%
South	Southend	14.95%	11.64%	8.73%	8.59%	8.37%	10.00%	15.08%	10.93%	10.25%	11.95%	12.23%
West	Brentwood / Epping	5.42%	6.95%	7.47%	6.26%	6.38%	7.51%	6.83%	6.26%	7.51%	8.24%	8.48%
West	Harlow	4.58%	3.94%	3.73%	6.78%	9.21%	12.47%	6.69%	5.54%	6.86%	7.24%	6.06%
West	Thurrock	10.09%	9.05%	10.13%	10.44%	7.43%	7.62%	4.54%	7.17%	4.64%	5.17%	5.06%
Stansted Airport		0.47%	1.68%	1.58%	2.37%	1.78%	1.13%	1.18%	1.33%	1.14%	0.09%	0.18%

North LPA has the highest volume of Stops recorded consistently over time; this is to be expected from the LPA with the highest overall population. Colchester has the highest volume of records this quarter with 1,172 closely followed by Basildon with 1,127. Basildon has been increasing in prevalence since Quarter 1 2019/20, rising from 7.3% to 18.8% of all Stops. The majority of stops occurred in the main population centres of the county.

STOPS BY AGE AND GENDER

	0 TO 9		11 TO 17		18 TO 24		25 TO 34		35 TO 59		60 AND ABOVE
	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE
	1	15	166	1026	260	1800	140	972	153	751	24	197

During Quarter 2 of 2020/21 and where there is age and gender data, 86.6% of subjects stopped were male with 18 – 24 being the most prevalent age group for both male and female subjects. The Modal age for male subjects is 18 and for female subjects the Modal age is 20.

Ethnicity by Proportion

6.96%
18.54%
74.49%

Ethnicity Group ● White ● BAME ● Not Stated
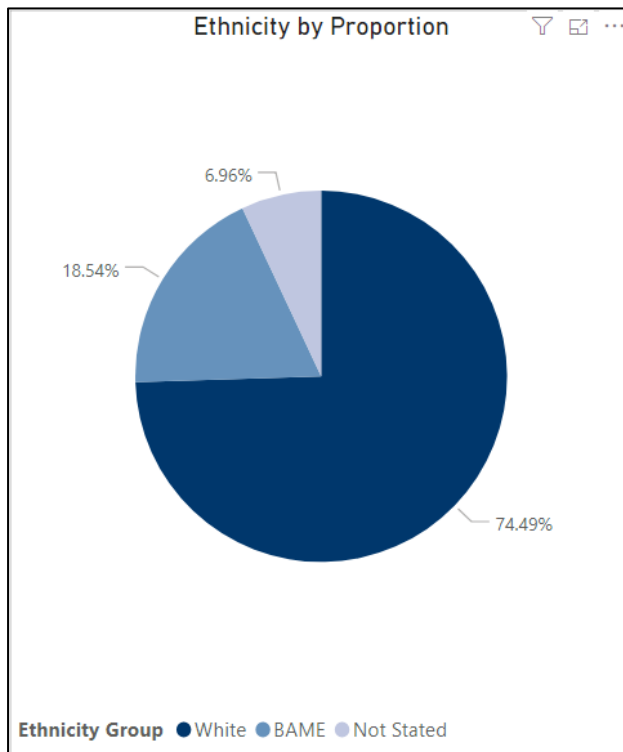
For the purposes of this report, at the request of ACC Prophet, when looking at the overall proportions of ethnicity the following has been done.

Ethnicity is based mainly upon Self-defined ethnicity however where there is no data, officer defined ethnicity has been used to fill as many of the gaps as possible.

From this method, 93% of records in the past quarter have ethnicity data. 74.5% of subjects were White and 18.5% were BAME. This is compared to 93.2% of the population being White and only 6.8% BAME.

Geographical Area	Stops per 1000 pop.		BAME:White Ratio (White=1)
	White	BAME	
Force	2.52	7.69	3.05
LPA North	2.69	8.5	3.16
LPA South	2.93	9.77	3.33
LPA West	1.67	5.61	3.36
Chelmsford/Maldon	1.91	7.98	4.18
Colchester	5.04	10.02	1.99
Tendring	3.04	8.87	2.92
Uttlesford/Braintree	1.54	6.38	4.14
Basildon	5.02	9.99	1.99
Castle Point/Rochford	1.17	4.72	4.03
Southend	2.55	11.34	4.45
Brentwood/Epping	1.53	6.78	4.43
Harlow	2.93	9.17	3.13
Thurrock	1.19	3.32	2.79

A better way to understand ethnic disproportionality in Stop Search is to look at Stops per 1000 population and from this calculate the ratio between stops on BAME individuals and White individuals[3].

A BAME individual in Essex was just over three times more likely to be stopped than a White individual in Q2 2020/21. There is considerable geographical variation rising to nearly four and a half times more likely in Southend and falling to under twice as likely in Colchester and Basildon.
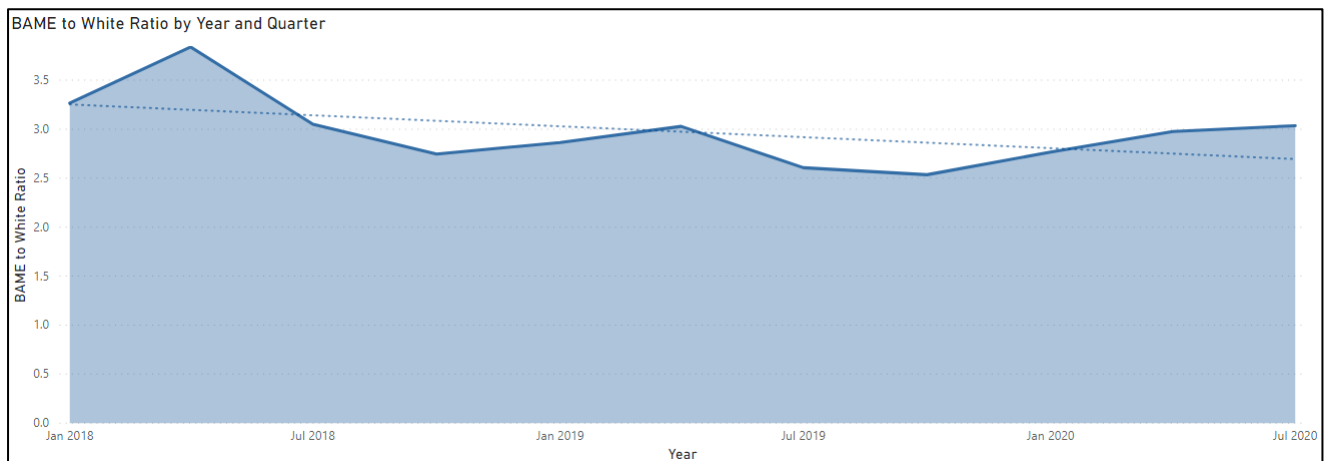

The BAME:White ratio can be tracked over time and there is a slight downwards trend for Essex since January 2018. This trend is similar for North and South LPAs but reversed for West LPA which shows a rising trend.

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[3] There will be a certain error in this calculation as not all individuals stopped will be resident in Essex. In the past quarter, 17.5% of individuals for whom there is data were not Essex residents.

Category	Proportion of Individuals
Essex Resident	66.25%
Essex Non-Resident	33.75%

| Category	BAME	White
Essex Resident	13.91%	86.09%
Essex Non-Resident	25.09%	74.91%

Where there is data, 33.8% of individuals stopped are not resident in Essex. For those individuals who are Essex residents, 13.9% are BAME whereas for non-Essex residents, this rises to 25.1%. 8.2% of all individuals stopped are BAME and not resident in Essex.


Positive Outcomes Percentage by Year, Quarter and Ethnicity Group
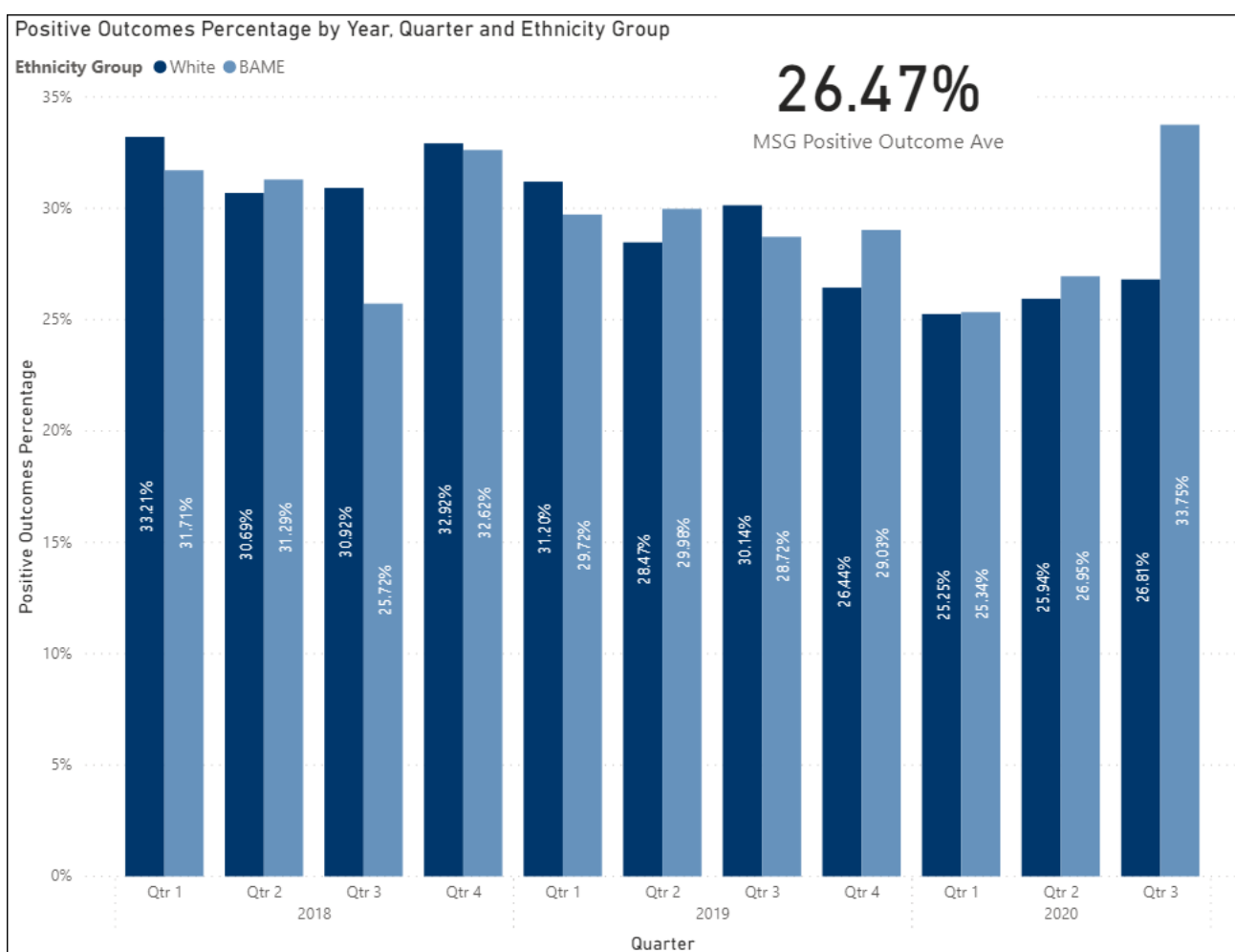
Whilst there is no country-wide definition as to what counts as a Positive outcome for Stop Search, Police.uk uses all outcomes apart from "A no further action disposal." Using this method, it is possible to measure the performance of Essex with regards to its Most Similar Group[4] of forces.

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[4] Avon &Somerset, Derbyshire, Leicestershire, Hampshire, Hertfordshire, Staffordshire, Sussex and Essex.

For Q2 2020/21, 28.2% of Essex outcomes were positive which is 1.7 percentage points greater than the MSG average. During the last quarter Positive outcomes on BAME individuals were 6.9 percentage points higher than for White individuals.
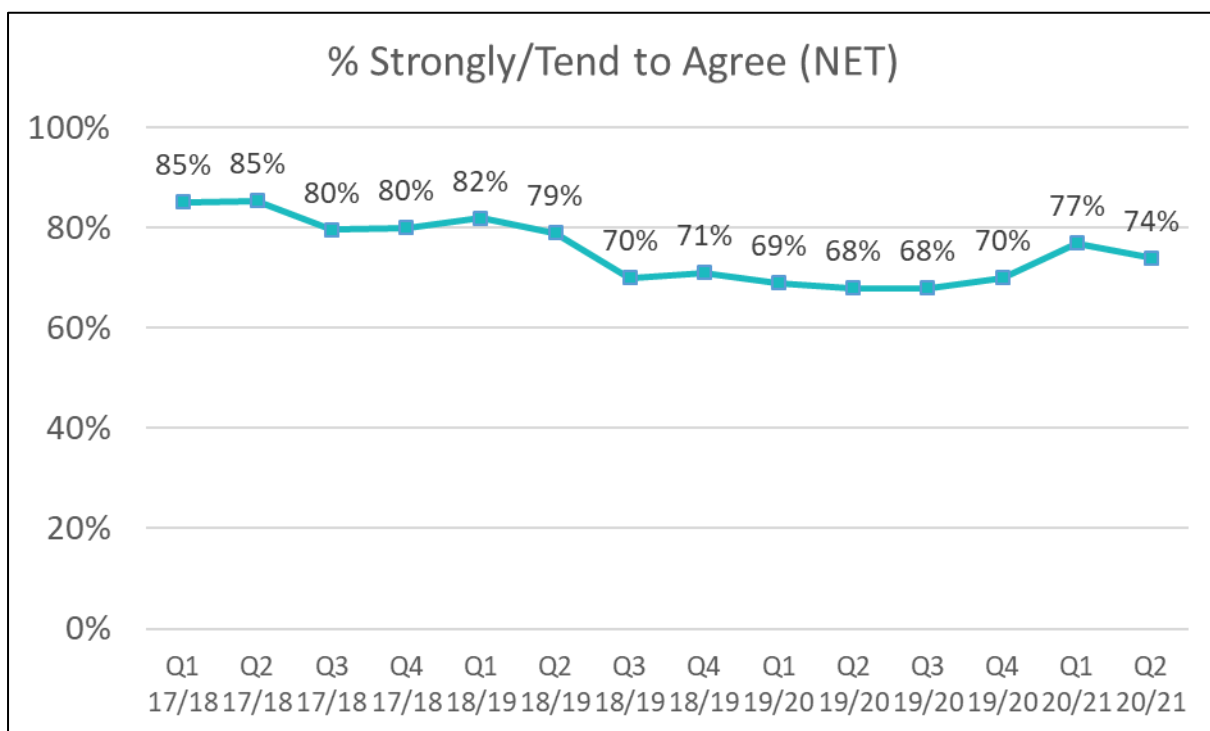
Over the past three quarters there has been a rise in the percentage of respondents to the SMSR survey who consider that stop search powers are used fairly. However, this drops to 59% for BAME respondents.
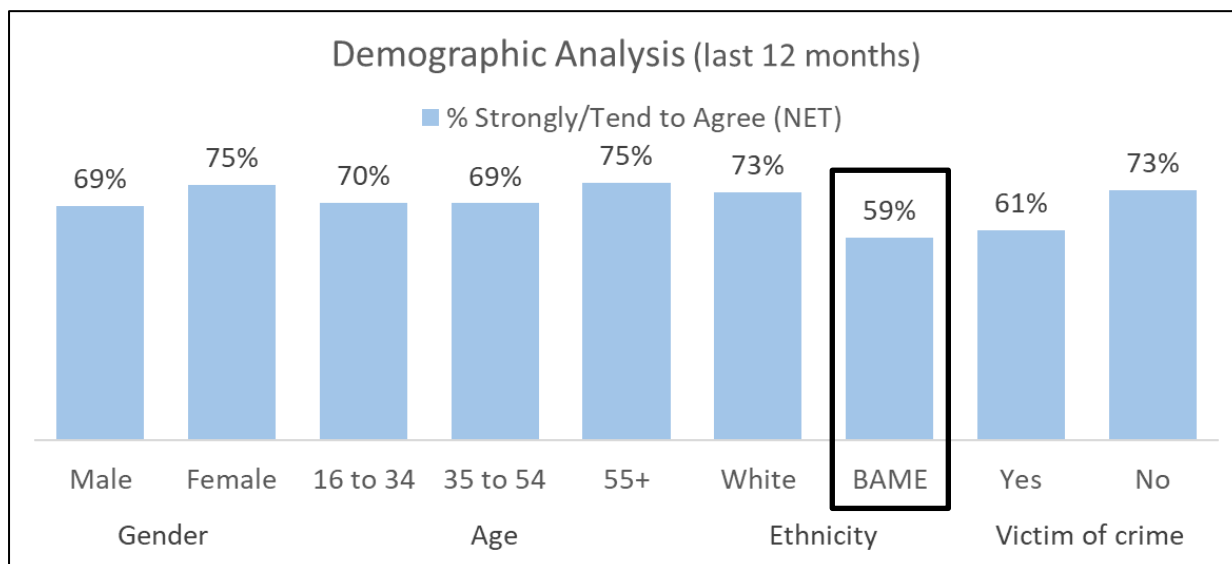
6.0   Implications (Issues)

Nothing to note.

6.1 Links to Police and Crime Plan Priorities

The use of force is a cross-cutting issue that impacts on many areas in the Police and Crime Plan.

6.2 Demand

The trends in volumes of use of force and stop & search have been described throughout the paper.

6.3 Risks/Mitigation

Use of force is monitored by the 'Use of Force Board' chaired by ACC Andy Prophet. These meetings are held on a quarterly basis. This group is a force-wide focus group facilitated and organised by the Operational Policing Command (OPC) and is intended to provide formal scrutiny and consultative feedback on the use of force and all its associated issues. The Use of Force Board focuses on enabling the force to examine and improve on statistical data-gathering and its analysis, and transparency with the public in order to improve confidence and trust in Essex Police.

Representation within the Use of Force Board comprises a number of disciplines, as detailed in the below structure:
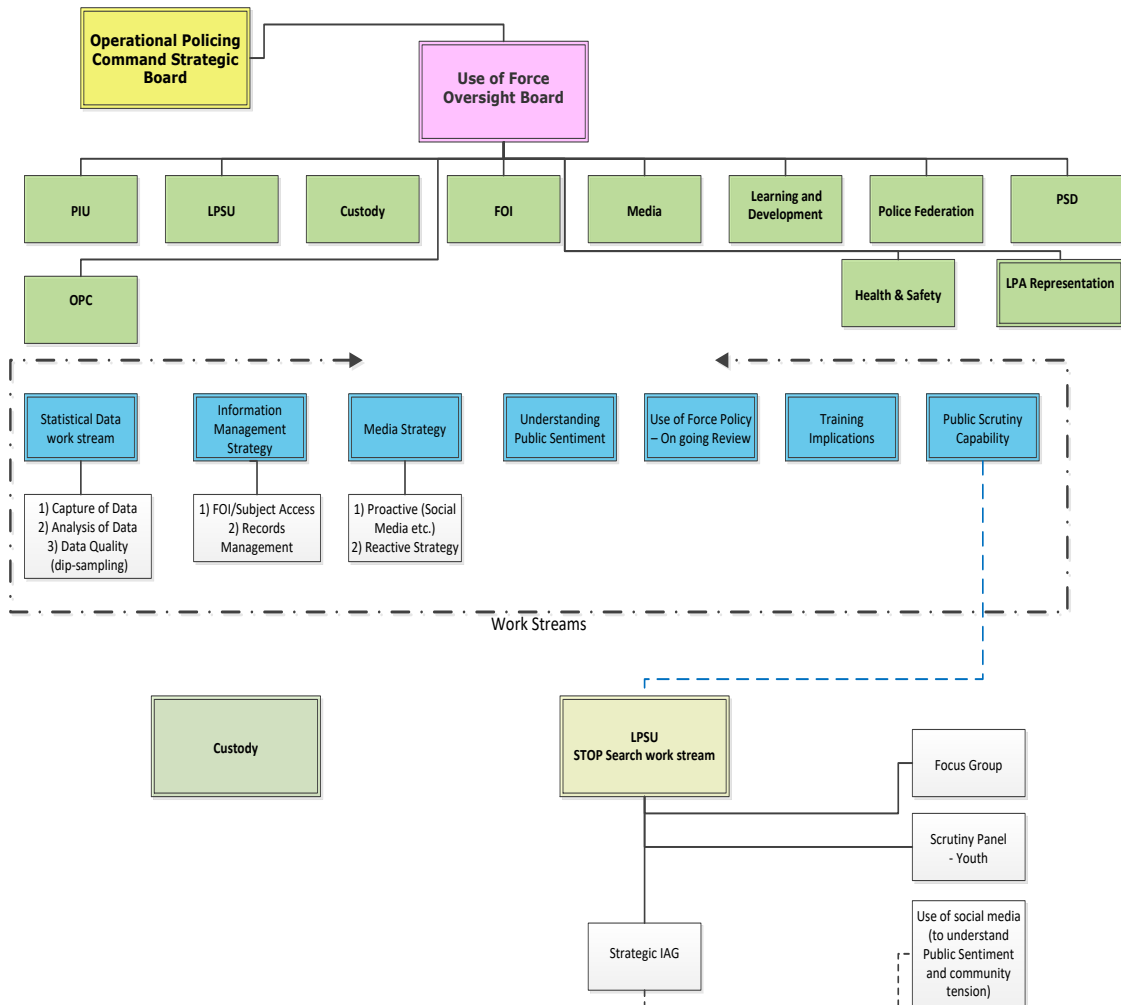
6.4   <u>**Equality and/or Human Rights Implications**</u>

The above analysis indicates an ethnic disparity in both Use of Force and Stop Search. Whilst it is recognised that the 2011 census is now nine years out of date, it is still the benchmark from which Essex will be judged by its peers, Central Government and the general public.

BAME subjects are 3 times more likely to be stopped that White subjects.

6.5   <u>**Health and Safety Implications**</u>

The appropriate use of force and the level of threat faced by operational officers and staff have health and safety implication for those involved including subjects, the police and the public. Any patterns or concerns are discussed and acted upon at the Use of Force Board.

7.0   <u>**Consultation/Engagement**</u>

Nothing to note beyond the fact that the force continues to share and discuss use of force and stop and search data with the various IAGs around the county.

8.0   <u>**Actions for Improvement**</u>

None at this time

9.0   <u>**Future Work/Development**</u>

Stop Search is now on the MobileFirst platform. Further work needs to be carried out by HCL in order to provide more fields in the data download.