

Performance and Resources Scrutiny Programme 2021/22

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

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Date of Approval:	11/05/2022

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 5,734 instances of Use of Force were recorded in Essex during Q4 2021/22. This is an increase of 1,047 (22.3%) additional forms completed, compared to the same quarter for the 2020/21, and a 0.8% increase on the previous quarter.

3,891 forms (67.9%) involved the use of either compliant or non-compliant handcuffs.

15 forms showed Firearms as a first tactic, a decrease of 12 from last quarter. All Firearms use forms refer to a total of 16 separate incidents (two more than the previous quarter).

115 uses of Taser that have been recorded as a first tactic in this quarter (two fewer than the previous quarter). All Taser use refers to 153 separate incidents (65 more than the previous quarter).

78.3% of subjects on Use of Force records were male. 40.9% of all subjects are male and in the 18-34 age range, with the average age being 33 years old.

The proportion of subjects from Ethnic Minorities continues to be higher than the proportion within the population of Essex as a whole. 7.5% of subjects against whom force was used were Black. This is 5.3 percentage points higher than the 2.2% Black resident population proportion in Essex (2019 ONS mid-year estimate).

53.7% of reasons for the use of force are to prevent harm to people or property. Mental Health is now the highest Impact Factor.

The tactics most likely to cause injury to subjects are Dog Bite (66.7% for minor injury) and Baton Used (33%), Taser as a tactic is unlikely to cause injury to the subject (3.9%), however this rises to 25% if the Taser is actually fired.

Stop and Search

There were 4,287 stops recorded in Quarter 4 of 2021/22. This is an increase of 0.9% (37 records) on the previous quarter and an 19.9% decrease (1,062 records) on the equivalent quarter last year. It seems likely that volume of stops will continue at similar levels without an outside influence to drive volumes up or down.

According to the SMSR survey¹ 59.5% of respondents agree that Essex Police use Stop Search powers fairly and respectfully. This falls to 57.1% for respondents from Ethnic Minorities.

96.1% (3,927) of stops in the last quarter were PACE and Misuse of Drugs Stops. There were 30 Section 60 Stops in Q4.

The peak age range for those stopped is 18-24, equating to 1,460 stops in the last quarter (35.3% of subjects) with 86.3% of subjects being male.

There were 2.8 Stops per 1000 people on individuals from Ethnic Minorities in Essex last quarter, this compares to 1.7 Stops per 1000 for White individuals. This means that an individual from an Ethnic Minority is over one and a half more likely to be stopped than a white individual.

For Q4 2021/22, 29.0% of Essex outcomes were positive which is 3.7 percentage points higher than the MSG average. During the last quarter Positive outcomes on individuals from Ethnic Minorities were 1.0 percentage point higher than for White individuals.

¹ The latest results are for Q2 of 2021/2022.

4.0 Introduction/Background

This report discusses the Use of Force forms and stop searches submitted for incidents occurring between 1st January and 31st March 2022.

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).

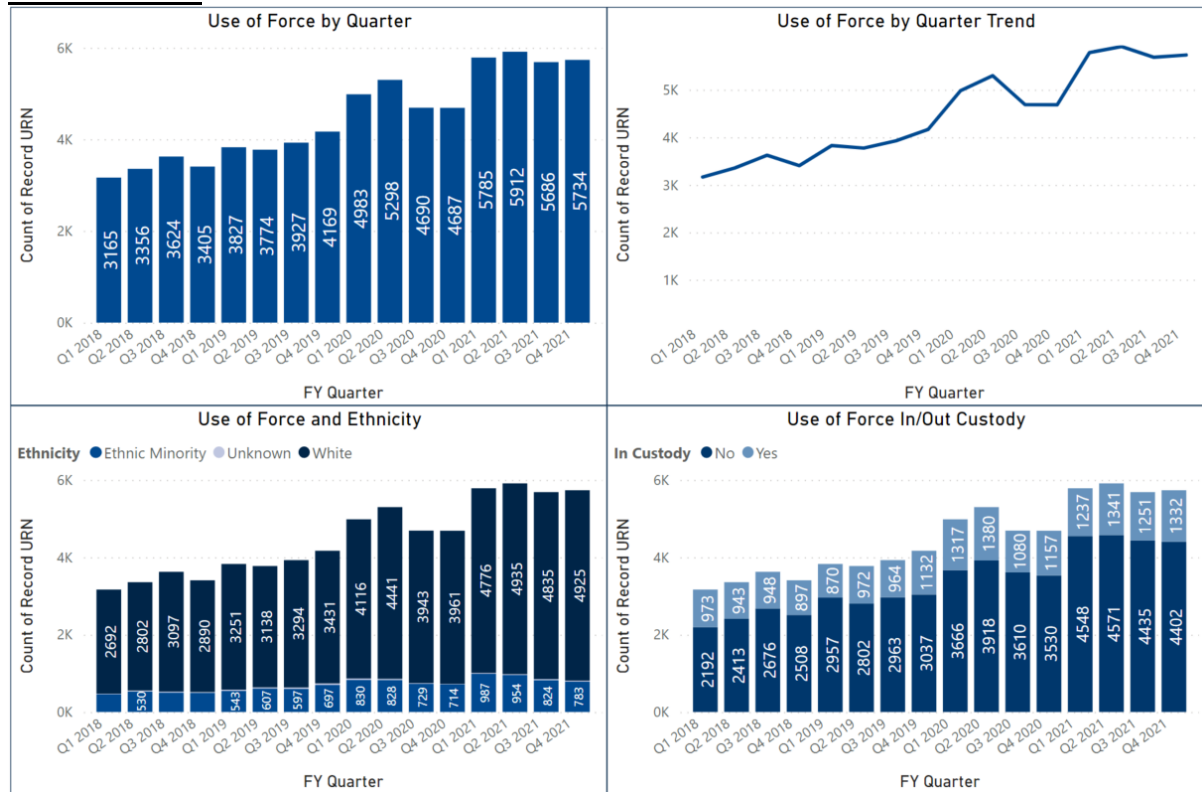
The Office of National Statistics has released 2019 mid-year population estimates with enough granular detail to be used for disproportionality at District level. This report uses that data instead of the 2011 Census.

Data from the 2021 Census is due to be published by the ONS on July 13th 2022.

For the purposes of this report, the term Ethnic Minorities is used to describe all minorities other than White minorities. White minorities are included in White.

5.0 Current Work and Performance

Use of Force



There were 5,734 instances of Use of Force were recorded in Essex during Q4 2021/22. This is an increase of 1,047 (22.3%) additional forms completed, compared to the same quarter for the 2020/21, and a 0.8% increase on the previous quarter. The proportion of force being used in custody remains stable. In the last quarter it was 22.3% compared to the 8-quarter average of 23.6%.

The below table details the tactics employed with each Use of Force in Q4 2021/22. 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 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 71 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 seven reports fewer than the previous quarter.

73.9% 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.

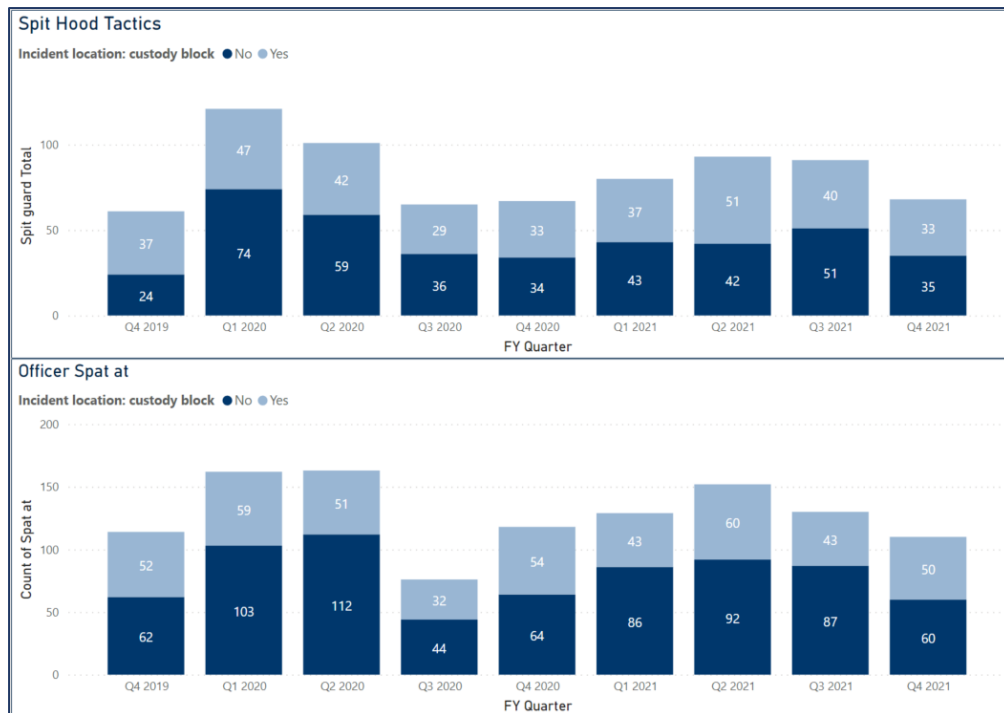
3,891 forms (67.9%) involved the use of either compliant or non-compliant handcuffs.

15 forms showed Firearms as a first tactic, a decrease of 12 from last quarter. All Firearms use forms refer to a total of 16 separate incidents (two 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	1920	460	66	15	3	1	0	0	2465	23.65%
Tactical Communication	1495	368	110	50	7	3	1	0	2034	19.51%
Unarmed skills	488	644	229	75	38	9	2	1	1486	14.26%
Non-Compliant Handcuffing	630	399	309	68	14	5	1	0	1426	13.68%
Ground Restraint	518	384	189	75	13	5	1	0	1185	11.37%
Other / improvised	327	320	147	73	19	8	1	0	895	8.59%
Limb / Body Restraints	178	163	122	55	18	0	0	1	537	5.15%
Taser	115	81	8	1	0	0	1	0	206	1.98%
Spit guard	11	15	19	15	5	2	1	0	68	0.65%
CS PAVA used	9	7	5	8	3	0	0	0	32	0.31%
Firearms	15	7	1	1	0	0	0	0	24	0.23%
CS PAVA drawn	11	7	1	1	3	0	0	0	23	0.22%
Baton drawn	9	4	2	1	2	0	0	0	18	0.17%
Dog Deployed	5	6	2	0	0	0	0	0	13	0.12%
Baton used	2	0	2	0	1	1	0	0	6	0.06%
Dog Bite	1	0	1	1	0	0	0	0	3	0.03%
Shield	0	1	1	0	0	0	0	0	2	0.02%

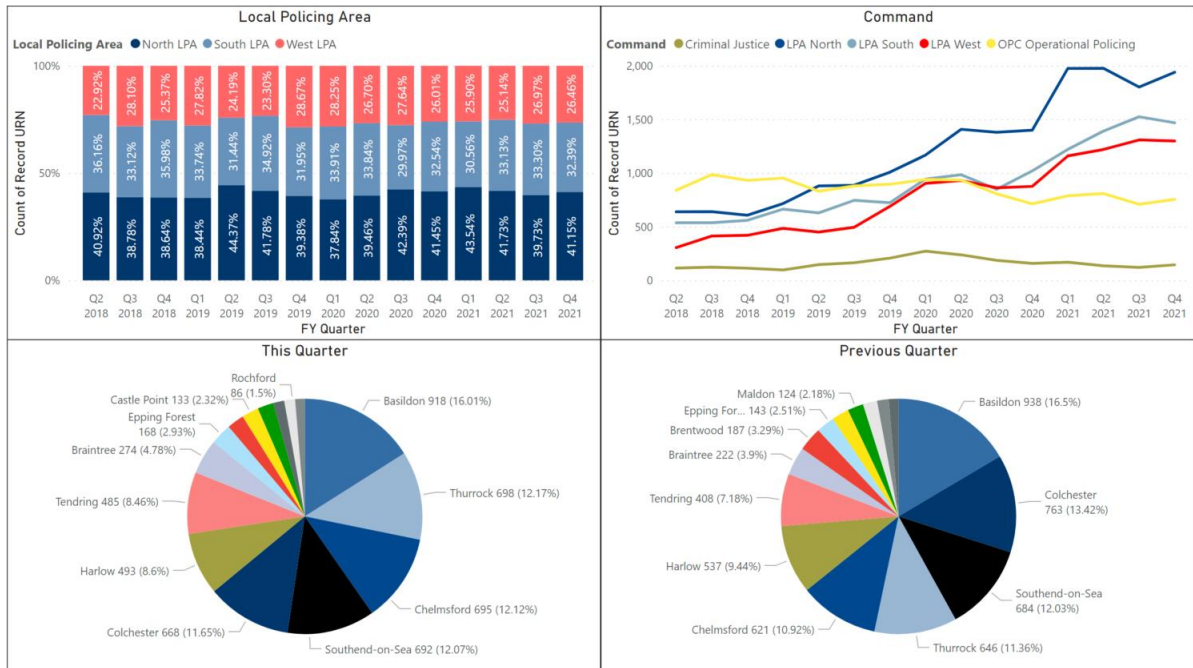
115 uses of Taser that have been recorded as a first tactic in this quarter (two fewer than the previous quarter). All Taser use refers to 153 separate incidents (65 more than the previous quarter).

Since Spit Guards were introduced in 2018/19, levels of use have been generally steady. 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 0.85 which is a very strong positive correlation.

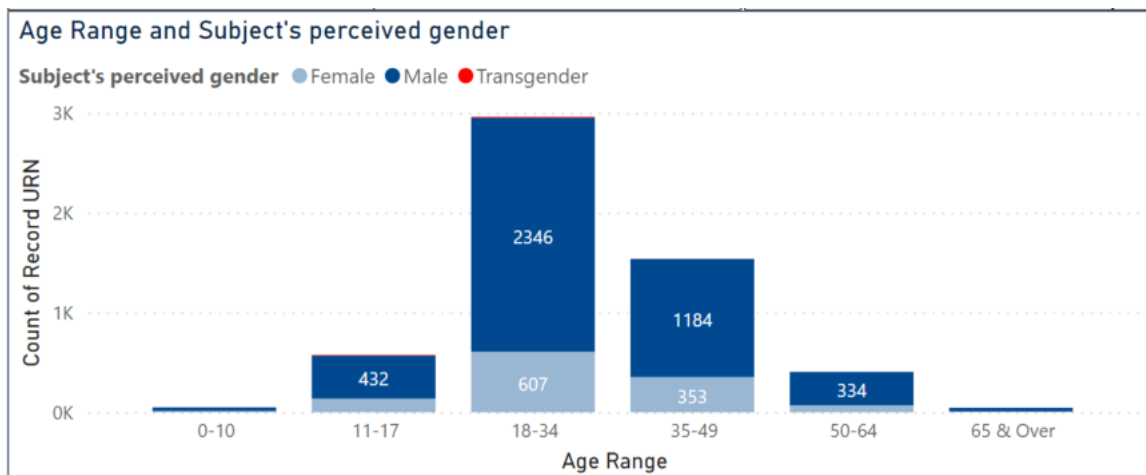


Historically Colchester, Basildon, Southend, Thurrock, Chelmsford, Harlow and Tendring are the districts that account for most use of force. These seven districts accounted for the location of 81.1% of all force used. The proportions of location by LPA remain consistent.

When looking at which Commands use force the most², the Local Policing Areas and OPC account for 95.3% of all forms recorded in the past quarter. Since the inception of Use of Force forms on Mobile First, all three LPAs have shown an upward trend in the volume of forms submitted by officers, this is a reflection on how technology has improved the ease of reporting in this area and, as a result, improved data quality.



78.3% of those subjected to Use of Force were identified by officers as male, 21.4% were identified as female; 17 subjects were identified as transgender. This is a slightly higher proportion of Female subjects than the last quarter (19.4%).



² In order to do this, the Collar Number is looked up on a snapshot of serving officers taken each month. The caveat here is that all figures are based upon where an officer CURRENTLY serves.

33 was the average age for subjects (where a date of birth was given/stated), for males the average is 34 and for females the average age is 32. The mode (age most recorded) is 31 for female subjects and 30 for males. Males with a perceived age between 18-34 years were the most common gender and age band in the review period.

85.4% of subjects were White, this is 7 percentage points lower than the proportion of White residents of Essex.

7.5% of subjects against whom force was used were Black. This is 5.3 percentage points higher than the 2.2% Black resident population proportion in Essex (2019 ONS mid-year estimate).

	Use of Force per 1000 population						Ratio to White				
	White	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Ethnic Minorities	Mixed	Asian or Asian British	Black or Black British	Chinese or Other Ethnic Group	Total Ethnic Minorities
LPA North	2.57	2.91	3.04	18.14	8.38	6.09	1.13	1.18	7.06	3.26	2.37
Braintree	1.76	0.43	2.83	6.1	3.46	2.44	0.24	1.61	3.47	1.97	1.39
Chelmsford	3.56	4.37	3.21	20.78	17.04	7.81	1.23	0.90	5.84	4.79	2.19
Colchester	2.98	3.75	3.43	20.82	4.66	6.85	1.26	1.15	6.99	1.56	2.30
Maldon	1.9	0	0	6.13	0	0.72	0.00	0.00	3.23	0.00	0.38
Tendring	3.13	4.58	4.04	29.23	30.7	8.89	1.46	1.29	9.34	9.81	2.84
Uttlesford	0.83	0	0.74	7.19	0	1.42	0.00	0.89	8.66	0.00	1.71
LPA South	2.88	2.75	3.46	11.16	14.18	5.92	0.95	1.20	3.88	4.92	2.06
Basildon	3.99	4.18	3.45	13.91	32.09	8.36	1.05	0.86	3.49	8.04	2.10
Castle Point	1.43	1.75	1.86	1.46	9.95	2.25	1.22	1.30	1.02	6.96	1.57
Rochford	0.93	1.66	3.13	4.03	6.94	2.85	1.78	3.37	4.33	7.46	3.06
Southend	3.47	2.06	3.76	9.93	5.39	4.86	0.59	1.08	2.86	1.55	1.40
LPA West	2.97	1.09	2.54	6.45	10.07	4.15	0.37	0.86	2.17	3.39	1.40
Brentwood	1.56	1.18	0.38	15.87	0	3.33	0.76	0.24	10.17	0.00	2.13
Epping	1.11	0.29	1.65	6.25	4.11	2.38	0.26	1.49	5.63	3.70	2.14
Harlow	5.59	2.64	2.56	9.59	20.36	5.68	0.47	0.46	1.72	3.64	1.02
Thurrock	3.77	0.89	4.24	5.15	14.12	4.61	0.24	1.12	1.37	3.75	1.22
Force	2.79	2.39	3.04	10.17	10.82	5.43	0.86	1.09	3.65	3.88	1.95

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 individuals from Ethnic Minorities are almost twice as likely to have force used upon them than White individuals. This rises to over three and a half times more likely for Black or Black British individuals based solely on ONS residence data.

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

Reason for Force	Q4 2021/22	%age Reasons	%age Forms
Prevent Harm	2905	26.86%	50.66%
Effect Arrest	2891	26.73%	50.42%
Protect Self	2722	25.17%	47.47%
Protect Other Officers	2546	23.54%	44.40%
Prevent Escape	2568	23.74%	44.79%
Protect Subject	1515	14.01%	26.42%
Prevent Offence	1360	12.58%	23.72%
Effect Search	1239	11.46%	21.61%

Protect Public	1127	10.42%	19.65%
Remove Handcuffs	398	3.68%	6.94%
Secure Evidence	419	3.87%	7.31%
Other	356	3.29%	6.21%
Method Of Entry	79	0.73%	1.38%

Combining the reasons that encompass preventing harm as a whole³, we can say that 53.7% of reasons are to prevent harm.

Impact Factor	Q4 2021/22	%age all Factors	%age Forms
Mental Health	2221	18.18%	38.73%
Alcohol	1979	16.20%	34.51%
Size/Gender/Build	1590	13.02%	27.73%
Drugs	1292	10.58%	22.53%
Prior Knowledge	1548	12.67%	27.00%
Other Factor	2228	18.24%	38.86%
Weapon	631	5.17%	11.00%
Crowd	484	3.96%	8.44%
Acute Behavioural Disorder	242	1.98%	4.22%

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. For the first time, Mental Health is the highest impact factor, appearing on 38.7% of forms.

Qtr	Staff - injury level		Qtr	Subject - nature of injury	
	Minor	Severe		Minor	Severe
Q1 2020/21	218	5	Q1 2020/21	288	3
Q2 2020/21	290	5	Q2 2020/21	307	6
Q3 2020/21	178	5	Q3 2020/21	249	5
Q4 2020/21	207	1	Q4 2020/21	236	5
Q1 2021/22	240	6	Q1 2021/22	338	8
Q2 2021/22	245	4	Q2 2021/22	294	6
Q3 2021/22	205	2	Q3 2021/22	302	5
Q4 2021/22	183	4	Q4 2021/22	221	4

In the last quarter, Staff have been injured in 3.3% of incidents and Subjects have been injured in 3.9% of incidents. This is a lower proportion of Staff injury than last quarter (5.3%).

By calculating the number and severity of injuries that have occurred after each tactic type and then dividing that by the total use of each tactic, it is possible to

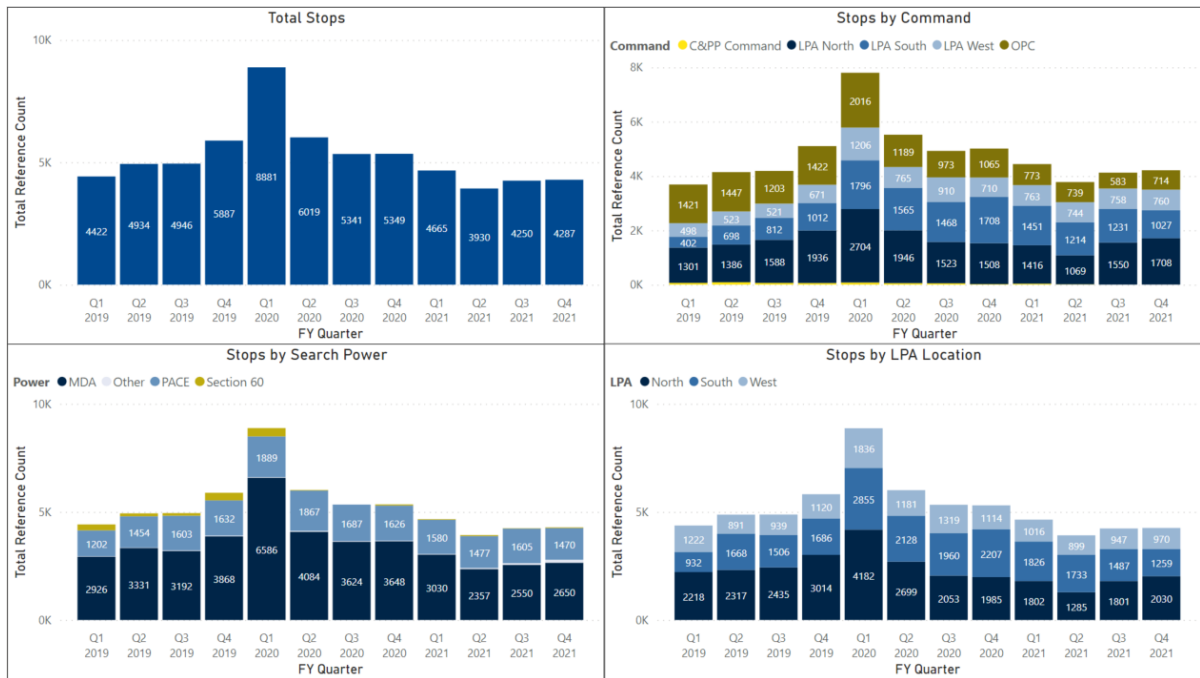
³ Protect Self, Prevent Harm, Protect Other Officers, Protect Subject and Protect Public

ascertain the likelihood that the use of each tactic will result in either minor or severe injury.

Tactic	Likelihood of Leading to Minor Injury	Likelihood of Leading to Severe Injury
Dog Bite	66.7%	0.0%
Baton used	33.3%	16.7%
CS PAVA used	25.0%	3.1%
Dog Deployed	15.4%	0.0%
Spit guard	11.8%	0.0%
Ground Restraint	9.4%	0.2%
Non-Compliant Handcuffing	8.3%	0.2%
Unarmed skills	7.3%	0.1%
Limb / Body Restraints	7.1%	0.4%
Tactical Communication	6.5%	0.2%
Other / improvised	5.4%	0.1%
CS PAVA drawn	4.3%	0.0%
Taser	3.9%	0.5%
Compliant Handcuffing	1.6%	0.0%
Baton drawn	0.0%	0.0%
Shield	0.0%	0.0%
Firearms	0.0%	0.0%

As can be expected, Dog Bite and Baton used are highly likely to have caused injury in the last quarter. It is important to note the very low likelihood of Taser and Firearms tactics of causing injury. There were 12 forms that detailed a Taser being fired and these led to three injuries, therefore the likelihood of Taser firing leading to injury is 25% in the last quarter.

Stop and Search



There were 4,287 stops recorded in Quarter 4 of 2021/22. This is an increase of 0.9% (37 records) on the previous quarter and an 19.9% decrease (1,062 records) on the equivalent quarter last year. It seems likely that volume of stops will continue at similar levels without an outside influence to drive volumes up or down.

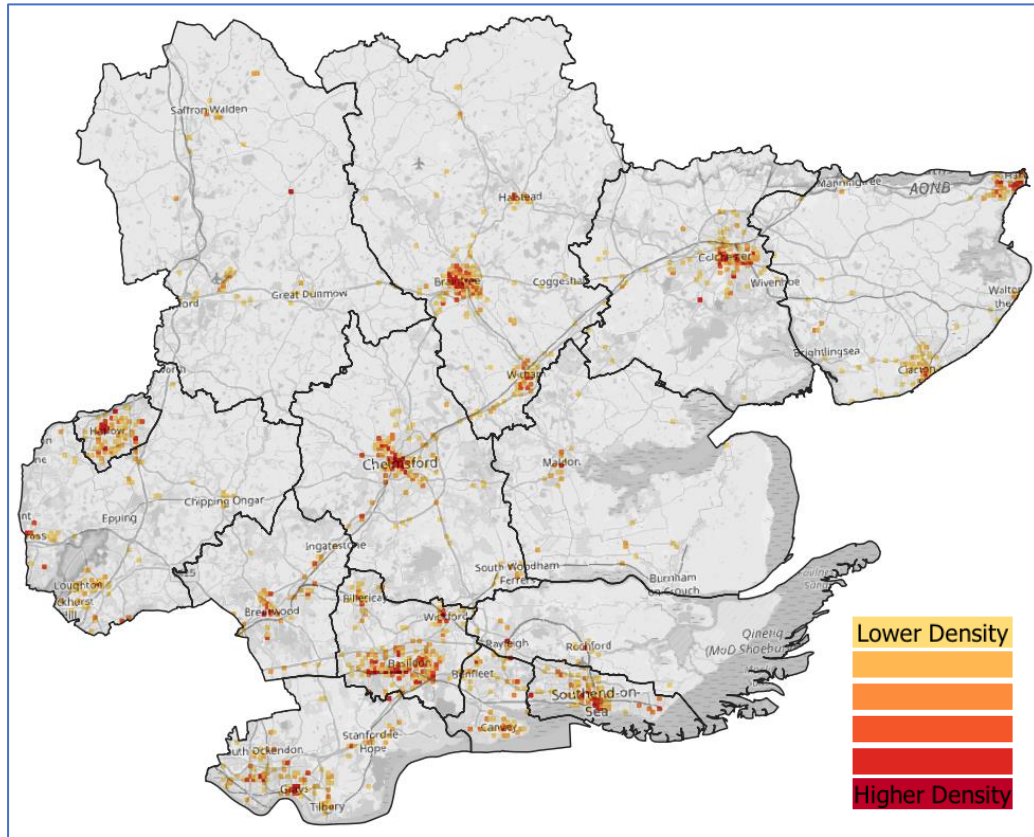
96.1% (3,927) of stops in the last quarter were PACE and Misuse of Drugs Stops. There were 30 Section 60 Stops in Q4.

LPA	District Name	2019/20		2020/21				2021/22			
		Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4
North	Chelmsford / Maldon	713	818	1148	576	567	516	489	307	455	593
	Colchester	911	1233	1972	1167	815	671	579	406	507	388
	Tendring	430	591	538	514	322	442	427	226	261	349
	Uttlesford / Braintree	381	372	524	442	349	355	301	296	544	700
South	Basildon	605	738	1423	1133	1033	1223	964	636	851	772
	Castle Point/Rochford	360	345	368	263	451	272	261	194	163	77
	Southend	541	603	1064	733	476	711	585	825	476	306
West	Brentwood / Epping	310	443	733	514	639	532	458	296	356	329
	Harlow	274	404	643	359	360	228	258	245	269	358
	Thurrock	355	273	460	308	317	355	290	316	303	283
	Stansted Airport	66	67	8	11	9	43	21	13	14	28

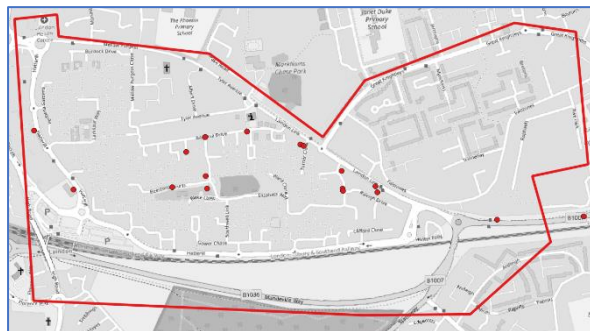
LPA	District Name	2019/20		2020/21				2021/22			
		Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4
North	Chelmsford / Maldon	14.4%	16.5%	23.2%	11.6%	11.5%	10.4%	9.9%	6.2%	9.2%	12.0%
	Colchester	18.4%	24.9%	39.9%	23.6%	16.5%	13.6%	11.7%	8.2%	10.3%	7.8%
	Tendring	8.7%	11.9%	10.9%	10.4%	6.5%	8.9%	8.6%	4.6%	5.3%	7.1%
	Uttlesford / Braintree	7.7%	7.5%	10.6%	8.9%	7.1%	7.2%	6.1%	6.0%	11.0%	14.2%
South	Basildon	12.2%	14.9%	28.8%	22.9%	20.9%	24.7%	19.5%	12.9%	17.2%	15.6%
	Castle Point/Rochford	7.3%	7.0%	7.4%	5.3%	9.1%	5.5%	5.3%	3.9%	3.3%	1.6%
	Southend	10.9%	12.2%	21.5%	14.8%	9.6%	14.4%	11.8%	16.7%	9.6%	6.2%
West	Brentwood / Epping	6.3%	9.0%	14.8%	10.4%	12.9%	10.8%	9.3%	6.0%	7.2%	6.7%
	Harlow	5.5%	8.2%	13.0%	7.3%	7.3%	4.6%	5.2%	5.0%	5.4%	7.2%
	Thurrock	7.2%	5.5%	9.3%	6.2%	6.4%	7.2%	5.9%	6.4%	6.1%	5.7%
	Stansted Airport	1.3%	1.4%	0.2%	0.2%	0.2%	0.9%	0.4%	0.3%	0.3%	0.6%

North LPA had most stops in the last quarter. Basildon has the highest volume of records this quarter with 772 followed by Uttlesford & Braintree with 700. This is the second consecutive quarter that Uttlesford & Braintree have had an unusually high

volume of stops. There does not seem to be a new location for stops in those districts, just a greater volume in the usual patrol areas.

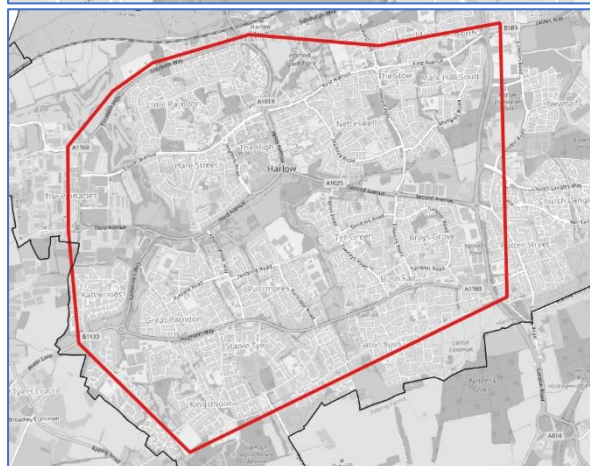


The majority of stops occurred in the main population centres of the county.



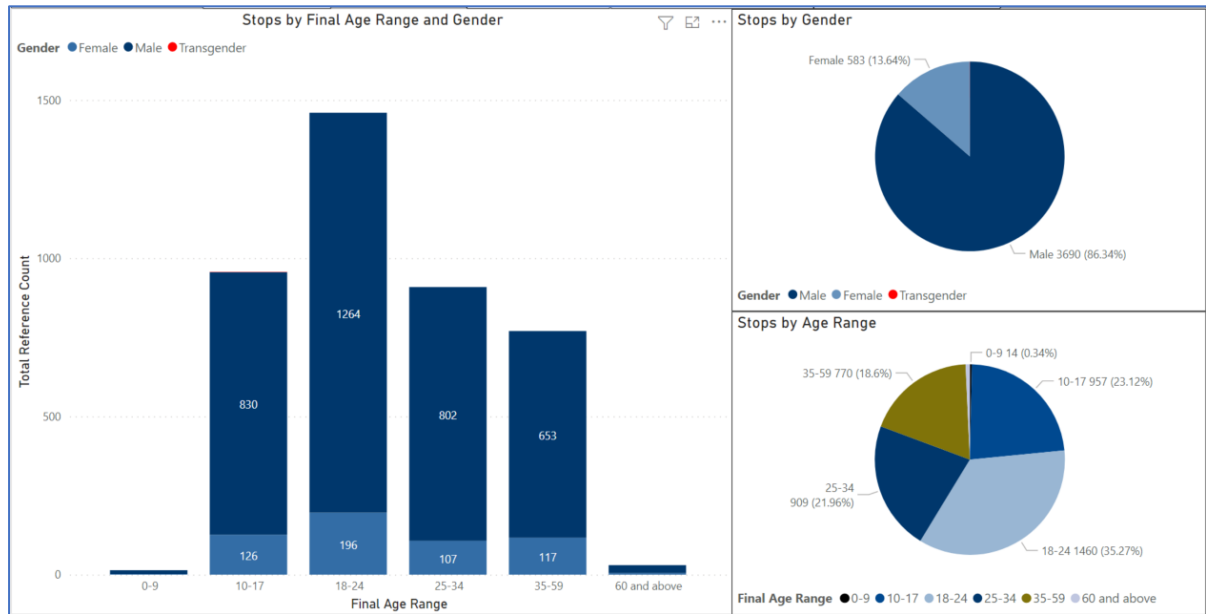
In the last quarter, there were two Section 60 authorisations throughout the county.

The Sec. 60 in the Somercoates area of Basildon was put in place on 5th February at 1630 hours for 9.5 hours. This resulted in 30 Sec. 60 stops.



A Sec. 60 was put into place in Harlow on 23rd March at 2130 hours for 12 hours. This resulted in no Sec. 60 stops.

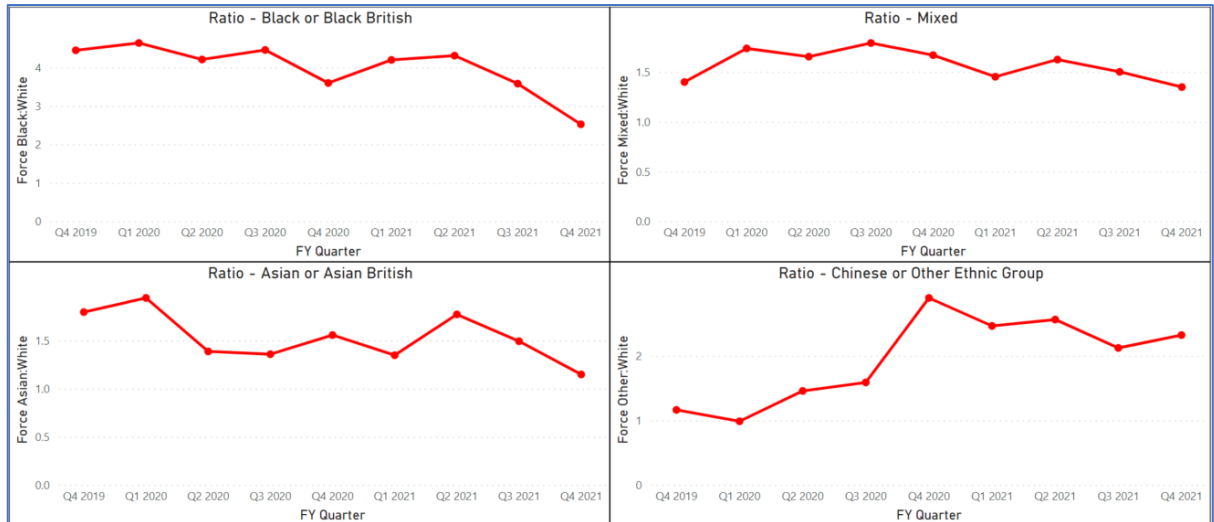
81.5% of all stops last quarter were carried out by officers attached to the LPA Commands and a further 16.7% were carried out by officers from Operational Policing Command (OPC).



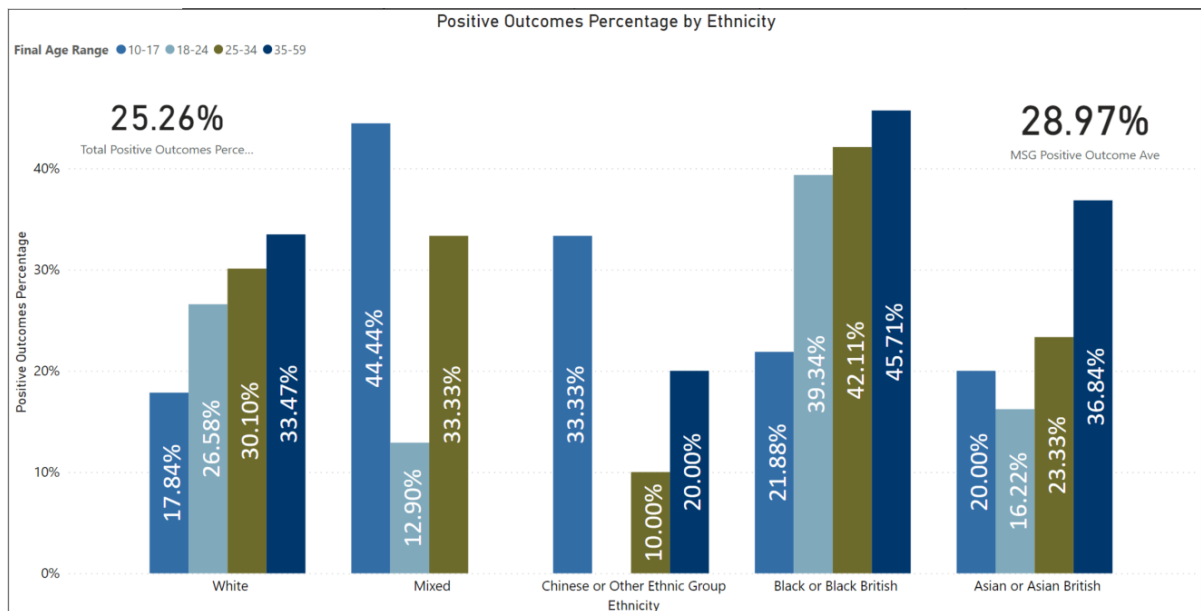
During Quarter 4 of 2021/22 and where there is age and gender data, 86.3% of subjects stopped were male with 18 – 24 being the most prevalent age group for both male and female subjects. The Modal age for male subjects is 18 and female subjects is 19.

	Stops per 1000 population						Ratio to White				
	White	Mixed	Asian or British	Black or British	Chinese or Other Ethnic Group	Total Ethnic Minorities	Mixed	Asian or British	Black or British	Chinese or Other Ethnic Group	Total Ethnic Minorities
LPA North	1.88	2.77	2.17	7.31	2.97	3.33	1.47	1.15	3.89	1.58	1.77
Chelmsford/Maldon	1.63	3.71	3.89	6.74	7.27	4.57	2.28	2.39	4.13	4.46	2.80
Colchester	1.63	1.77	0.41	4.48	1.40	1.64	1.09	0.25	2.75	0.86	1.01
Tendring	1.97	0.00	0.67	12.53	0.00	4.06	0.00	0.34	6.36	0.00	2.06
Uttlesford/Braintree	2.28	1.86	3.46	12.35	3.99	4.32	0.82	1.52	5.42	1.75	1.89
LPA South	1.66	2.84	1.36	5.44	6.55	3.18	1.71	0.82	3.28	3.95	1.92
Basildon	3.11	3.19	1.27	7.41	14.26	4.40	1.03	0.41	2.38	4.59	1.41
Castle Point/Rochford	0.34	0.42	0.49	3.38	0.00	1.01	1.24	1.44	9.94	0.00	2.97
Southend	1.13	3.09	1.11	3.39	3.24	2.34	2.73	0.98	3.00	2.87	2.07
LPA West	1.32	1.09	1.90	2.59	2.78	2.05	0.83	1.44	1.96	2.11	1.55
Brentwood/Epping	0.97	0.77	1.71	4.83	1.53	2.05	0.79	1.76	4.98	1.58	2.11
Harlow	2.63	2.20	1.39	6.20	9.05	3.50	0.84	0.53	2.36	3.44	1.33
Thurrock	1.08	0.89	2.49	1.22	1.77	1.50	0.82	2.31	1.13	1.64	1.39
Force	1.69	2.28	1.94	4.26	3.92	2.83	1.35	1.15	2.52	2.32	1.67

Looking at the ethnic breakdown of Stop Searches for Q4 2021/2, an individual from an Ethnic Minority is 1.7 times more likely to be stopped than a White individual, this is an improvement on the last quarter (2.2 times more likely). The above table shows a breakdown of stops per 1000 population and of the ratio of various ethnicities to White across the force. Black to White disproportionality is highest in the North LPA and lowest in the West LPA.



The Ethnicity to White ratio can be tracked over time. The ratios for Black, Asian and Mixed ethnicities show a downward trend over past two years.

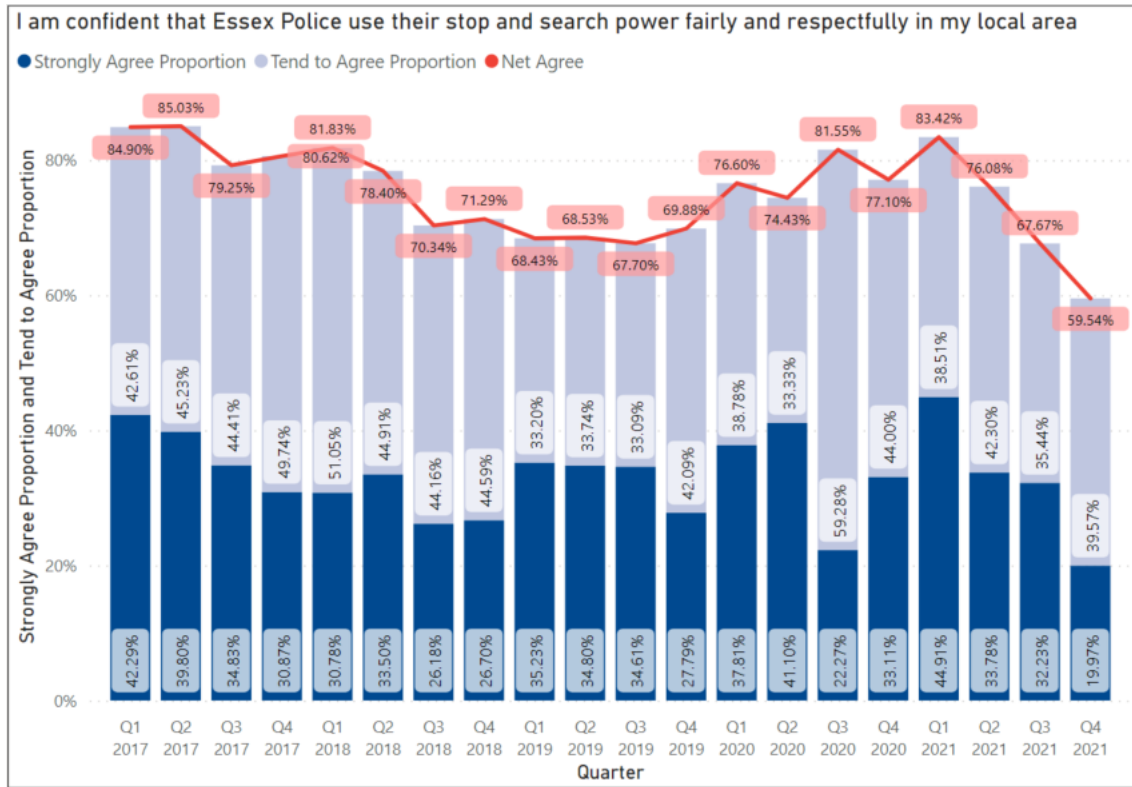


Whilst there is no country-wide definition as to what counts as a Positive outcome for Stop Search, Police.uk uses all outcomes apart from “A no further action disposal⁴.” Using this method, it is possible to measure the performance of Essex with regards to its Most Similar Group⁵ of forces. The above chart shows data for Q4 broken down by ethnicity and age group.

For Q4 2021/22, 29.0% of Essex outcomes were positive which is at the same level as the MSG average. During the last quarter Positive outcomes on individuals from Ethnic Minorities were 1.0 percentage point higher than for White individuals.

⁴ This now includes the outcomes “Other”, “Verbal Warning” and “Article found - detailed outcome unavailable”

⁵ Avon & Somerset, Derbyshire, Leicestershire, Hampshire, Hertfordshire, Staffordshire, Sussex and Essex.



Over the last three quarters there has been a steady decline in the proportion of respondents to the SMSR survey who consider that stop search powers are used fairly. The net agreement proportion of 59.5% in Q4 is lower than the previous quarter and well below the 77.1% of the same quarter last year. Results for respondents from Ethnic Minorities shows a drop to 57.1% agreement. The proportion of Ethnic Minority respondents who actively disagree with the statement has fallen from 28.2% to 12.4% quarter-on-quarter.

In the last quarter, there were 34 searches that involved the removal of more than just outer garments or the exposure of the intimate parts of the subject – colloquially known as Strip Searches.

Outcome	Female			Male				Grand Total	
	25-34	35-59	60 +	10-17	18-24	25-34	35-59		Unknown
No further action	1	2	1		9	2	3		18
Other					3				3
Suspect arrested					1		1		2
Seizure of property					1	1			2
Local / community resolution				1		1			2
Arrests					1	1			2
Summons								1	1
Article found - detailed outcome unavailable					1				1
Offender given penalty notice						1			1
Community resolution					1				1
Offender cautioned							1		1
Grand Total	1	2	1	1	17	6	5	1	34

The above table shows these searches broken down by gender, age and outcome. The positive outcome rate for these searches was 35.3%. There was one search carried out on an individual under the age of 18, this was a Search under the Misuse of Drugs Act.

6.0 Implications (Issues)

The large rise in Mental Health as an impact factor suggests a process change in the way that officers are recording this on forms, although it is not yet clear why this has occurred.

Although the disproportionality between White and Ethnic Minorities that are subject to stop and search is a concern, the gap has narrowed in the previous quarter which shows signs of improvement. It is important that Essex Police understands and is able to articulate the reasons behind this data.

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.

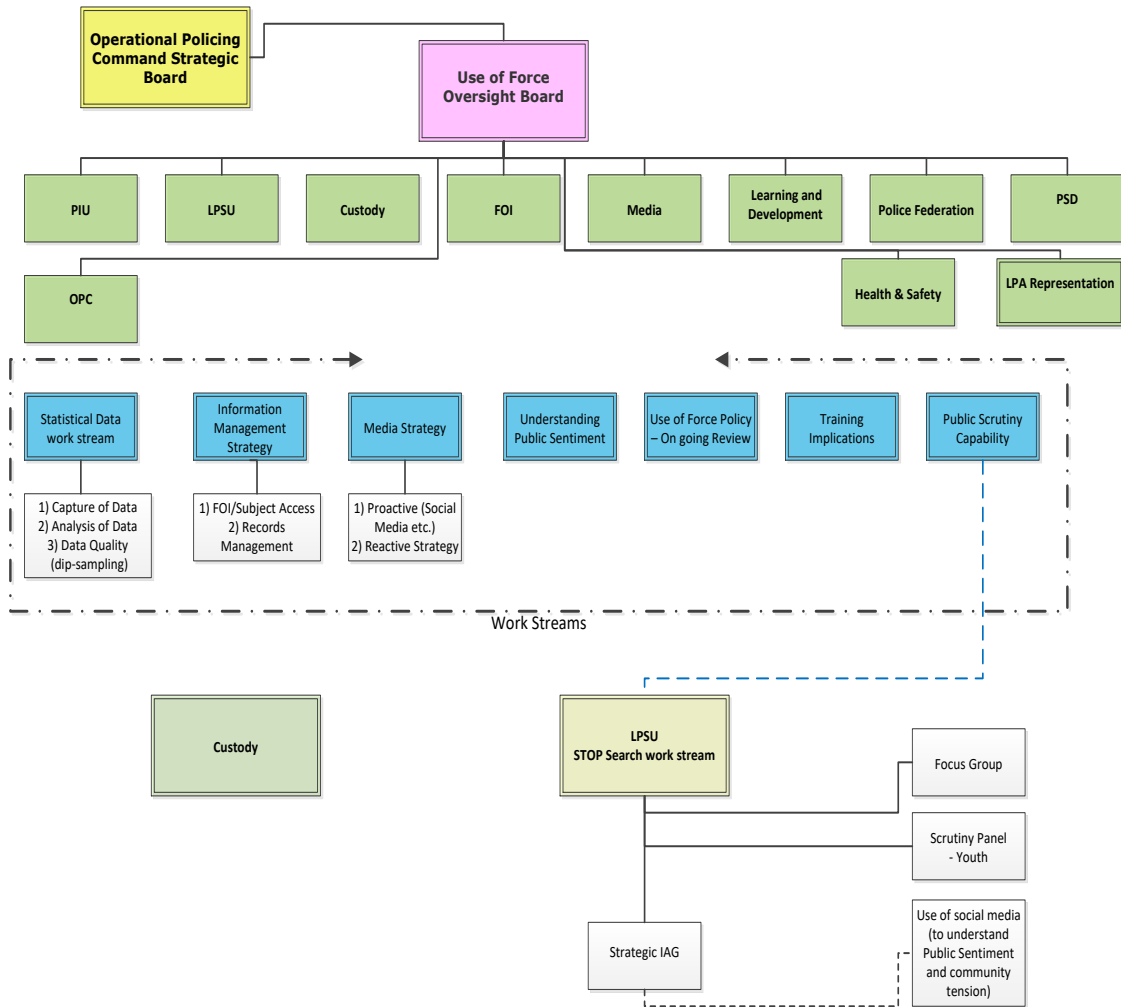
6.2 Demand

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 T/ACC Glen Pavelin. 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 Equality and/or Human Rights Implications

The above analysis indicates an ethnic disparity in both Use of Force and Stop Search. Recently, ONS have released 2019 mid-year estimates and this is the first version of this report that uses that data.

Subjects from Ethnic Minorities are twice as likely to be stopped that White subjects.

Essex Police has established a Stop and Search / Use of Force Review Panel made up of members of the public representing a number of diverse communities. This Panel reviews Body Worn Video (BWV) footage of Stop and Searches as well as incidents where force is used. Feedback from the Panel is provided to the officers and their line managers.

Each of the Local Policing Areas and Operational Policing Command review BWV footage of their officers carrying out Stop and Searches and / or Use of Force.

6.5 Health and Safety Implications

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 Consultation/Engagement

The Force continues to share and discuss use of force and stop and search data with the various IAGs around the county.

This includes utilising video clips of encounters recorded through Body Worn Video equipment to facilitate accountability, scrutiny and ultimately learning.

8.0 Actions for Improvement

- Essex Police has designed a refreshed training package which in particular, addresses learning around the importance of reassurance and safeguarding when managing stop-search encounters in the operational environment. The new package is in the process of delivery through the FLEX Training programme and is ongoing.

The new training is being delivered to all LPT officers across the force and is designed to improve communication skills of our officers when conducting stop and search; particularly in communicating with respect and ensuring each stop and search interaction is closed in a positive manner.

- Stop and Search policy and procedure is being updated to reflect recent Authorised Professional Practice (APP) concerning the use of Exposure of Intimate Part (EIP) searches (strip searches) and in particular, the searching of/by Transgender individuals (public or police officer).

9.0 Future Work/Development

- An external media campaign is being developed to be used to further increase the confidence of the public with respect to our use of stop and search powers.

This campaign will reference the work of the Independent Body Worn Video Review Panel which provides community scrutiny and feedback to officers on their use of stop and search powers.

There have been some delays to the progress of this campaign however the campaign strategy has now been written and plans are in place to deliver this Q2 202/23.

- The Procedural Justice Framework is being delivered to Student Officers as part of their initial stop and search training. In addition, a more detailed package is being developed as part of a trial project which will extend the learning further to further reinforce the implementation of the framework in the operational environment. Procedural Justice is about making fair decisions and treating people with respect which dovetails with our revised Stop and Search training.

- The Essex Police Professional Standards Department are updating the stop and search section of the Essex Police website to include case study examples where Essex Police have captured learning from complaints relating to stop and search and use of force and used this learning to develop our working practices. This will allow for learning to be shared across the Force in a consistent manner. An internal communications plan will accompany this.