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Performance and Resources Scrutiny Programme 2023

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

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Title of Report:	**Use of Force/Stop and Search – Q1 2023/24**
Classification of Paper:	**Official**
Agenda Number:	**5.0**
Chief Officer	**T/ACC Glen Pavelin**
Date Paper was Written	**13/07/2023**
Version Number	**1.1**
Report from:	**Essex Police**
Date of Meeting:	**03/08/2023**
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Date of Approval:	**COG – 26/07/2023**

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

Use of Force has been at relatively stable levels since the easing of COVID restrictions. The volume of subjects from ethnic minority subjects has risen slightly and the locations in which force is used remain steady.

5,638 instances of Use of Force were recorded in Essex during Q1 2023/24. This is a **decrease of 157 (2.7%), compared to the same quarter for the 2022/23**, and an 4.6% increase on the previous quarter.

3,876 forms (68.7%) involved the use of either compliant or non-compliant handcuffs.

37 forms showed Firearms as a first tactic, a decrease of 29 from last quarter. All Firearms use forms refer to a total of 13 separate incidents (19 fewer than the previous quarter).

104 uses of Taser were recorded as a first tactic in this quarter (23 more than the previous quarter). All Taser use refers to 140 separate incidents (20 more than the previous quarter).

79.9% of subjects for Use of Force records were male. 39.3% of all subjects were male and in the 18-34 age range, with the mean average age being 32 years old.

The proportion of subjects from Ethnic Minorities continues to be higher than the proportion within the population of Essex as a whole. 11.4% of subjects against whom force was used were Black. This is 8.0 percentage points higher than the 3.4% Black resident population proportion in Essex (2021 Census data).

In 52.8% of incidents in which force was used was to prevent harm to people or property. Alcohol was the highest Impact Factor.

The tactic most likely to cause injury to subjects was Dog bite which had a 50% chance of resulting in a minor injury.

Stop and Search

4,351 stops were recorded in Quarter 1 of 2023/24. This is an **increase of 2.0% increase (87 records) on the equivalent quarter last year** and of 6.1% (250 records) compared to the previous quarter.

The majority of stops occurred in the main population centres of the county and these correlate to the Essex Police Op Grip and Op Dial areas.

98.4% (4,280) of stops in the last quarter were PACE and Misuse of Drugs Stops[1].There were five Section 60 Stops in Q1.

The peak age range for those stopped is 18-24, equating to 1,494 stops in the last quarter (34.3% of subjects) with 86.0% of subjects being male.

There were 2.9 Stops per 1,000 people on individuals from Ethnic Minorities in Essex last quarter; this compares to 1.5 Stops per 1,000 for White individuals. This means that an individual from an Ethnic Minority is 1.8 times more likely to be stopped than a white individual. This disparity varies throughout the districts and is highest in Castle Point/Rochford and lowest in Harlow. The difference in size of the Ethnic Minority population in these districts is a contributing factor here.

Black individuals are 2.6 times more likely to be stopped than White individuals. Black to White disproportionality is highest in North LPA and lowest in West LPA.

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[1] Including the Psychoactive Substances Act

The quarterly EDIC (Equality, Diversity, Inclusion and Cohesion) Board looks at the position of Essex Police in relation to its Most Similar Group. Essex currently performs favourably when compared to similar forces.

For Q1 2023/24, **27.8% of Essex outcomes were positive; this is 1.6 percentage points lower than the MSG average**. During the last quarter Positive outcomes on individuals from Ethnic Minorities were 6.3 percentage points higher than for White individuals.

4.0   Introduction/Background

This report discusses the Use of Force forms and stop searches submitted for incidents occurring between 1 April and 30 June 2023.

The Use of Force data analysed in this report contains duplicates, as one form should be submitted per officer on every occasion force is used. 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).
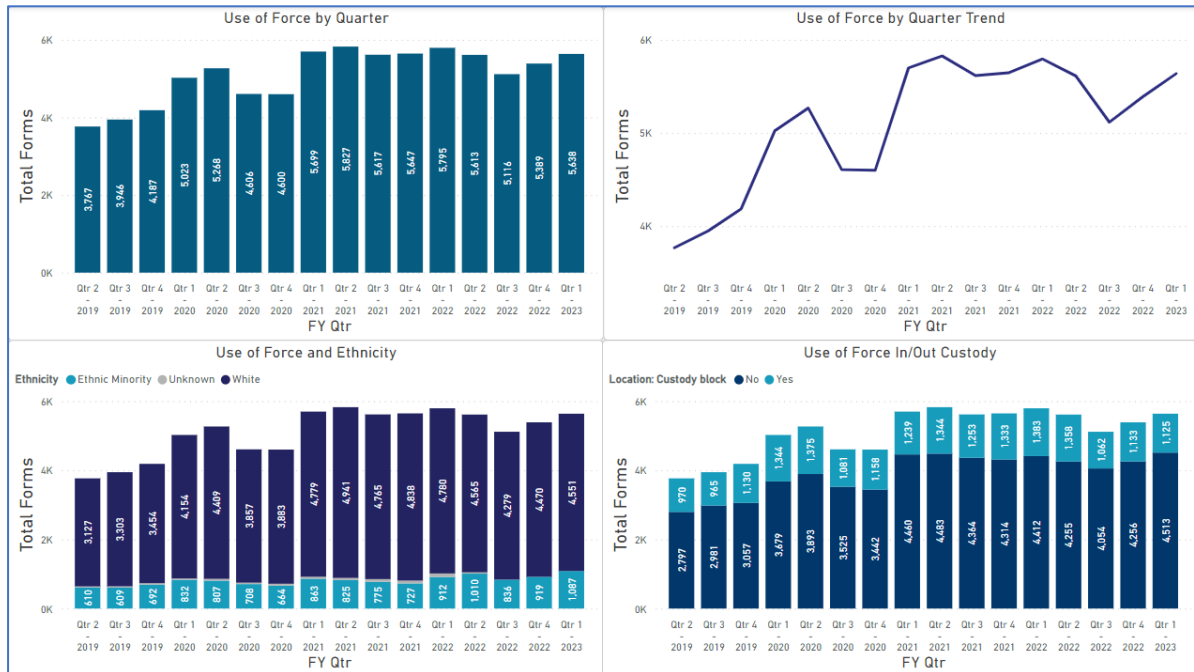
Stop Searches are now recorded on two separate databases: the Stops Database and the MobileFirst system (which is also used for the Use of Force data). Stops Database is now not active and used solely for historic figures.

The Office of National Statistics has now released ethnicity data from the 2021 Census, and this has been used in this report whenever populations are discussed.

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

5,638 instances of Use of Force were recorded in Essex during Q1 2023/24. This is a decrease of 157 (2.7%), compared to the same quarter for the 2022/23, and an 4.6% increase on the previous quarter. The proportion of force being used in custody remains stable. In the last quarter it was 20.0% compared to the 7-quarter average of 22.2%.

The below table details the tactics employed with each Use of Force in Q1 2023/24. It details the first eight tactics employed (not necessarily the most severe); 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; no forms submitted in this quarter detailed more than eight tactics.

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

In 82 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 five reports more than the previous quarter.

Nearly three quarters (74.1%) of forms did not state that Tac Comms were used as a first tactic. It is unlikely that this is the case. This is 0.1 percentage points lower 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	1909	494	70	15	3	1	0	0	2492	24.14%
Tactical Communication	1459	427	116	48	12	5	0	1	2068	20.03%
Non-Compliant Handcuffing	631	450	212	70	18	3	0	0	1384	13.41%
Unarmed skills	517	501	217	93	43	10	2	0	1383	13.40%
Ground Restraint	434	361	206	71	15	4	1	0	1092	10.58%
Other / improvised	284	321	148	87	20	5	1	0	866	8.39%
Limb / Body Restraints	162	156	143	49	11	6	0	0	527	5.10%
Taser	104	70	9	5	1	1	0	1	191	1.85%
Spit guard	18	36	37	15	8	0	0	0	114	1.10%
Irritant spray - PAVA used	24	9	12	4	3	0	0	0	52	0.50%
Firearms	37	13	0	0	0	0	0	0	50	0.48%
Irritant spray - PAVA drawn	18	9	6	3	0	2	1	1	40	0.39%
AEP aimed	12	3	1	0	1	0	0	0	17	0.16%
Dog Deployed	11	2	1	0	0	0	0	0	14	0.14%
Baton drawn	7	4	2	0	0	0	0	0	13	0.13%
Dog Bite	5	2	1	0	0	0	0	0	8	0.08%
Baton used	3	2	2	1	0	0	0	0	8	0.08%
Shield	2	0	1	1	0	0	0	0	4	0.04%
AEP used	1	0	0	0	0	0	0	0	1	0.01%

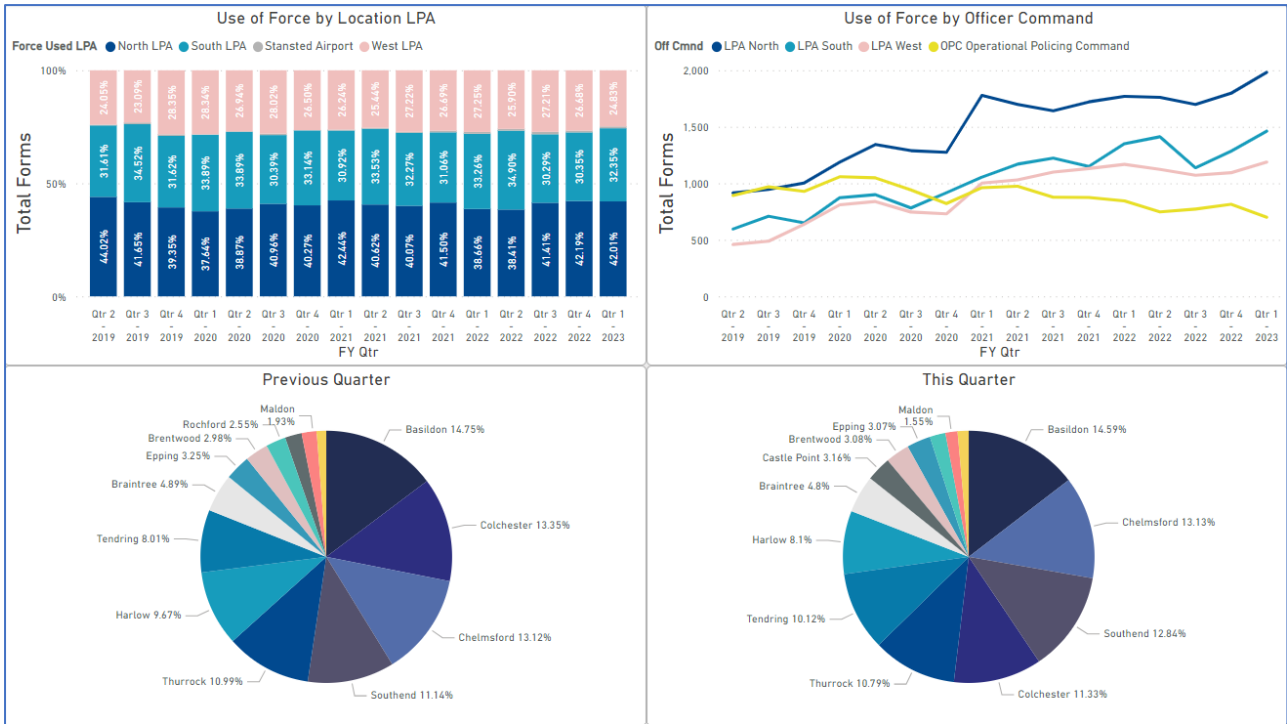3,876 forms (68.7%) involved the use of either compliant or non-compliant handcuffs.

37 forms showed Firearms as a first tactic, a decrease of 29 from last quarter. All Firearms use forms refer to a total of 13 separate incidents (19 fewer than the previous quarter). Seven forms submitted suggest that a firearm was fired in six separate incidents, however in **none** of these forms was Firearms actually listed as a Tactic.

104 uses of Taser were recorded as a first tactic in this quarter (23 more than the previous quarter). All Taser use refers to 140 separate incidents (20 more than the previous quarter).

Tactic Number	Taser Tactics	Total Effective	%age Effectiveness
1	104	94	90.4%
2	70	62	88.6%
3	9	8	88.9%
4	5	3	60.0%
5	1	1	100.0%
6	1	1	100.0%
8	1	1	100.0%
Total	**191**	**170**	**89.0%**

After each Tactic entered on a Use of Force form, the officer records whether the tactic has been effective. Using this data, Taser tactics are 89.0% effective.

The use of AEP refers to a single incident, however the STORM record notes a Taser being deployed, but not an AEP.
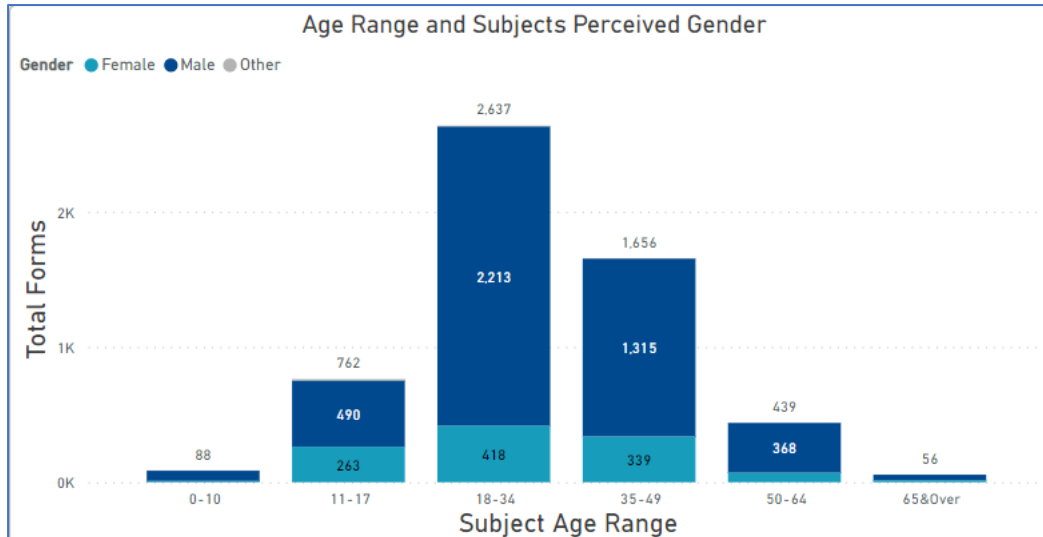
Historically, Colchester, Basildon, Southend, Thurrock, Chelmsford, Harlow and Tendring are the districts that record the most use of force. These seven districts accounted for the location of 80.9% of all force used. The proportions of location by LPA remain consistent.

When looking at which Commands use force the most[2], the Local Policing Areas (LPAs) and Operational Policing Command (OPC) combined account for 94.6% 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, data quality.

79.9% of those subjected to Use of Force were identified by officers as male. 19.8% were identified as female; this is a similar proportion of Female subjects as the last quarter (18.7%). No subjects were identified as transgender, although 19 were identified as Other.

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[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.

32 was the average age for subjects (where a date of birth was given/stated); for males the average was 32 and for females the average age was 31. The mode (age most recorded) was 14[3] for female subjects and 32 for males. Males with a perceived age between 18-34 years were the most common gender and age band in the review period.

Of the 88 forms showing a subject aged 0-10, **77 of these show the Subject's date of birth was between 2022 - 2023**. **This is likely a data quality issue**. 10 of the 11 remaining records involve children with behavioral difficulties being restrained, the final incident appears to refer to a Robbery.

80.7% of subjects were White. This is 8.1 percentage points lower than the proportion of White residents of Essex.

11.4% of subjects against whom force was used were Black. This is 8.0 percentage points higher than the 3.4% Black resident population proportion in Essex (2021 Census data).

Of the 643 forms recording the use of force upon Black individuals, up to 396 (61.6%) are individuals who have multiple forms referring to them. 11 Black individuals have five or more forms referring to them in the last quarter.

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[3] This is due to one 14-year-old female being the subject in 35 separate forms and another in 4 separate forms.

	Use of Force per 1000 population						Ratio to White				
	White	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Group	Total Ethnic Minorities	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Group	Total Ethnic Minorities
LPA North	2.55	2.35	14.38	3.11	7.61	5.82	0.92	5.64	1.22	2.98	2.28
Braintree	1.59	1.95	10.06	0.66	8.59	3.98	1.23	6.33	0.42	5.40	2.50
Chelmsford	3.66	2.28	18.71	3.81	6.49	6.72	0.62	5.11	1.04	1.77	1.84
Colchester	2.96	2.02	11.11	4.28	4.92	5.28	0.68	3.75	1.45	1.66	1.78
Maldon	1.12	5.40	21.19	0.00	24.04	6.72	4.82	18.92	0.00	21.46	6.00
Tendring	3.51	3.90	30.77	5.43	22.22	10.64	1.11	8.77	1.55	6.33	3.03
Uttlesford	0.80	2.32	4.23	0.50	3.33	1.98	2.90	5.29	0.63	4.16	2.48
LPA South	3.09	3.01	10.83	1.94	8.71	5.50	0.97	3.50	0.63	2.82	1.78
Basildon	4.13	2.75	8.75	2.03	13.71	5.63	0.67	2.12	0.49	3.32	1.36
Castle Point	1.86	1.94	9.33	0.69	4.69	3.69	1.04	5.02	0.37	2.52	1.98
Rochford	1.14	3.38	14.22	0.70	13.51	5.08	2.96	12.47	0.61	11.85	4.46
Southend	3.68	3.35	14.36	2.52	4.91	5.79	0.91	3.90	0.68	1.33	1.57
LPA West	2.79	2.42	5.10	2.38	5.74	3.71	0.87	1.83	0.85	2.06	1.33
Brentwood	1.82	1.79	6.87	1.27	14.53	3.84	0.98	3.77	0.70	7.98	2.11
Epping	1.06	1.76	5.34	1.02	3.00	2.42	1.66	5.04	0.96	2.83	2.28
Harlow	5.28	2.88	9.78	4.92	9.49	6.45	0.55	1.85	0.93	1.80	1.22
Thurrock	3.31	2.95	3.59	2.67	3.74	3.29	0.89	1.08	0.81	1.13	0.99
Force	2.76	2.59	10.14	2.35	6.70	5.21	0.94	3.67	0.85	2.43	1.89

A clearer method to show the ethnic disproportionality for Use of Force is looking at the number of Forms per 1,000 population in Essex. This indicates **that individuals from Ethnic Minorities are twice as likely to have force used upon them than White individuals**. This rises to just under three times more likely for Black or Black British individuals when the calculation is **based solely on ONS residence data**. Since no subject address data is included in the Use of Force form, no comparison can be made between Essex residents and non-residents[4].

There is no readily available data to compare Essex with similar forces on a regular basis.

Effecting Arrest was the most used reason entered for officers using force, followed by Preventing Harm, 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	Total	%age Reasons	%age Forms
Effect arrest	3001	14.8%	53.2%
Prevent harm	2761	13.6%	49.0%
Protect self	2709	13.4%	48.0%
Protect other officers	2647	13.1%	46.9%
Prevent escape	2484	12.3%	44.1%
Prevent offence	1416	7.0%	25.1%
Protect subject	1406	6.9%	24.9%
Protect public	1169	5.8%	20.7%
Effect stop and search	705	3.5%	12.5%
Secure evidence	451	2.2%	8.0%
Effect search in custody	431	2.1%	7.6%
Effect other search	405	2.0%	7.2%
Remove handcuffs	394	1.9%	7.0%
Other	288	1.4%	5.1%

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[4] The high Black:White disproportionality in Maldon and Rochford refer to five and ten forms respectively.

Combining the reasons that encompass preventing harm as a whole[5], 52.8% of reasons are to prevent harm.

Impact Factor	Total	%age all Factors	%age Forms
Alcohol	2172	17.4%	38.5%
Size / Gender / Build	2127	17.1%	37.7%
Mental health	2067	16.6%	36.7%
Prior knowledge	1662	13.3%	29.5%
Drugs	1638	13.1%	29.1%
Other	1247	10.0%	22.1%
Possession of a weapon	744	6.0%	13.2%
Crowd	556	4.5%	9.9%
Acute behavioural disturbance	250	2.0%	4.4%

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. Alcohol is the highest impact factor, appearing on 38.5% of forms.

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 ascertain the likelihood that the use of each tactic will result in either minor or severe injury.
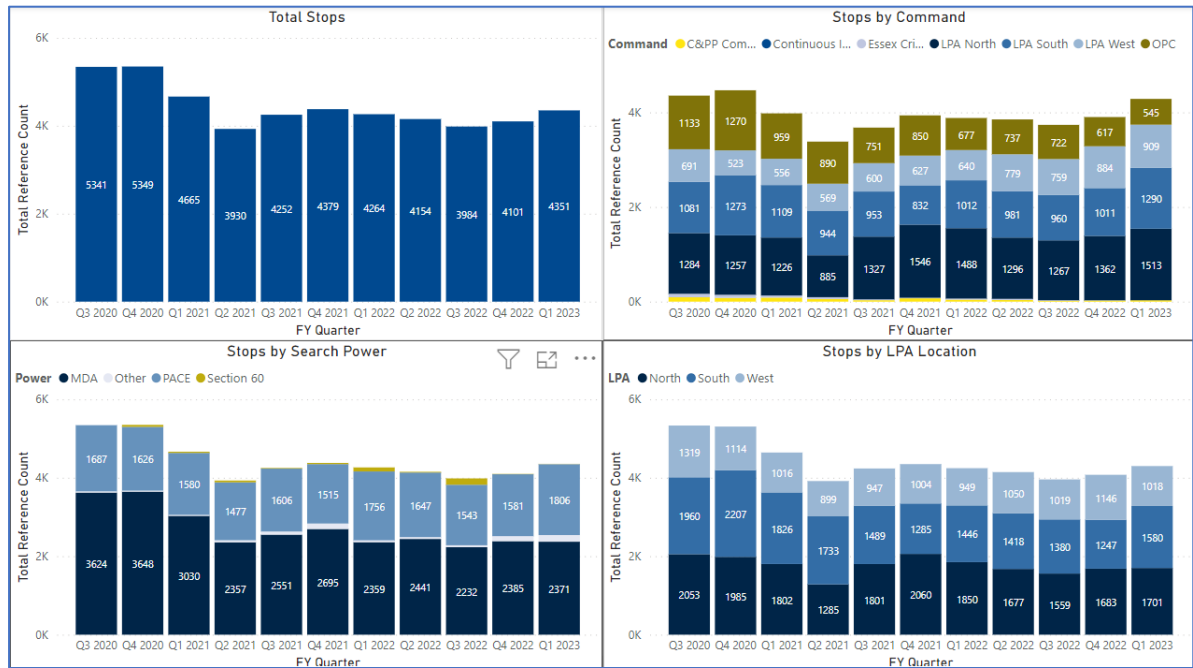
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[5] Protect Self, Prevent Harm, Protect Other Officers, Protect Subject and Protect Public

Tactic	Likelihood of Leading to Minor Injury	Likelihood of Leading to Severe Injury
AEP used	100.0%	0.0%
Dog Bite	50.0%	12.5%
Taser Fired	30.4%	8.7%
Irritant spray - PAVA used	25.0%	0.0%
Shield	25.0%	0.0%
Baton used	12.5%	0.0%
Ground Restraint	12.1%	0.2%
Non-Compliant Handcuffing	11.5%	0.0%
Other / improvised	9.1%	0.2%
Limb / Body Restraints	8.9%	0.0%
Unarmed skills	8.9%	0.1%
Spit guard	7.9%	0.0%
Baton drawn	7.7%	0.0%
Irritant spray - PAVA drawn	7.5%	0.0%
Dog Deployed	7.1%	7.1%
Tactical Communication	6.8%	0.0%
Taser Drawn	2.4%	0.0%
Taser Red-dotted	2.1%	0.0%
Compliant Handcuffing	2.0%	0.1%
AEP aimed	0.0%	0.0%
Firearms	0.0%	0.0%

Whilst it appears that AEP used was the tactic most likely to cause injury in the last quarter, it has already been shown that this was entered in error. The actual tactic most likely to cause injury continues to be Dog Bite followed by Taser fired.

230 forms show an outcome of Hospitalised, although only 22 of these have an injury level for the subject (20 minor; 2 Severe) and 11 were detained under the Mental Health Act.
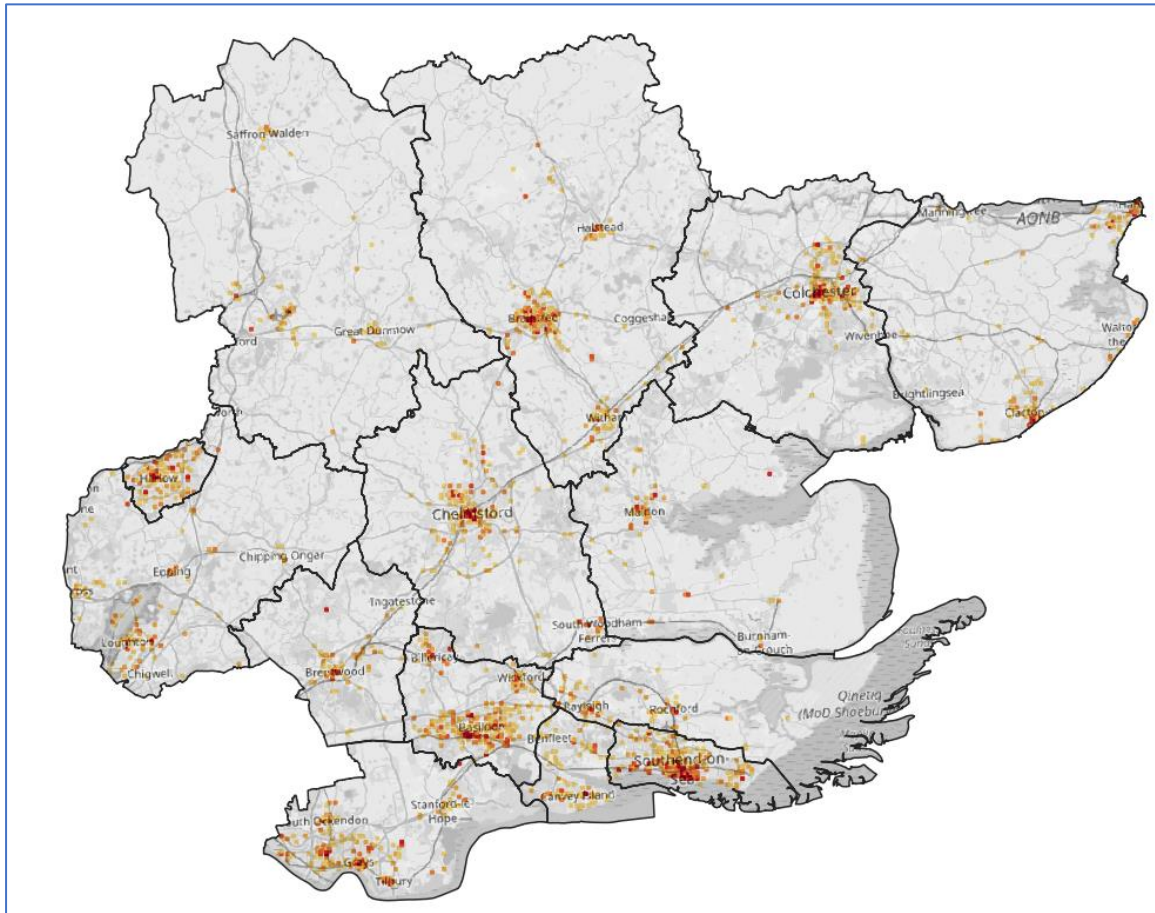
Stop and Search

4,351 stops were recorded in Quarter 1 of 2023/24. This is an increase of 6.1% (250 records) on the previous quarter and a 2.0% increase (87 records) on the equivalent quarter last year. It seems likely that the volume of stops will continue at similar levels without an outside influence, such as a large operation or further pandemic restrictions, to drive volumes up or down.

98.4% (4,280) of stops in the last quarter were PACE and Misuse of Drugs Stops[6].There were five Section 60 Stops in Q1.

LPA	District Name	2021/22				2022/23				2023/24
		Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1
North	Chelmsford / Maldon	491	321	460	602	553	452	375	578	518
	Colchester	581	428	520	399	380	402	454	367	368
	Tendring	429	233	276	353	336	286	228	245	262
	Uttlesford / Braintree	301	303	545	706	581	537	502	493	553
South	Basildon	969	684	833	783	717	631	758	614	615
	Castle Point/Rochford	264	203	171	185	181	143	218	206	232
	Southend	593	846	485	317	548	644	404	427	733
West	Brentwood / Epping	467	302	370	329	310	387	361	483	308
	Harlow	259	267	274	378	313	307	312	328	323
	Thurrock	290	330	303	297	326	356	346	335	387
	Stansted Airport	21	13	15	30	19	9	26	25	52

LPA	District Name	2021/22				2022/23				2023/24
		Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1
North	Chelmsford / Maldon	10.5%	8.2%	10.8%	13.7%	13.0%	10.9%	9.4%	14.1%	11.9%
	Colchester	12.5%	10.9%	12.2%	9.1%	8.9%	9.7%	11.4%	8.9%	8.5%
	Tendring	9.2%	5.9%	6.5%	8.1%	7.9%	6.9%	5.7%	6.0%	6.0%
	Uttlesford / Braintree	6.5%	7.7%	12.8%	16.1%	13.6%	12.9%	12.6%	12.0%	12.7%
South	Basildon	20.8%	17.4%	19.6%	17.9%	16.8%	15.2%	19.0%	15.0%	14.1%
	Castle Point/Rochford	5.7%	5.2%	4.0%	4.2%	4.2%	3.4%	5.5%	5.0%	5.3%
	Southend	12.7%	21.5%	11.4%	7.2%	12.9%	15.5%	10.1%	10.4%	16.8%
West	Brentwood / Epping	10.0%	7.7%	8.7%	7.5%	7.3%	9.3%	9.1%	11.8%	7.1%
	Harlow	5.6%	6.8%	6.4%	8.6%	7.3%	7.4%	7.8%	8.0%	7.4%
	Thurrock	6.2%	8.4%	7.1%	6.8%	7.6%	8.6%	8.7%	8.2%	8.9%
	Stansted Airport	0.5%	0.3%	0.4%	0.7%	0.4%	0.2%	0.7%	0.6%	1.2%

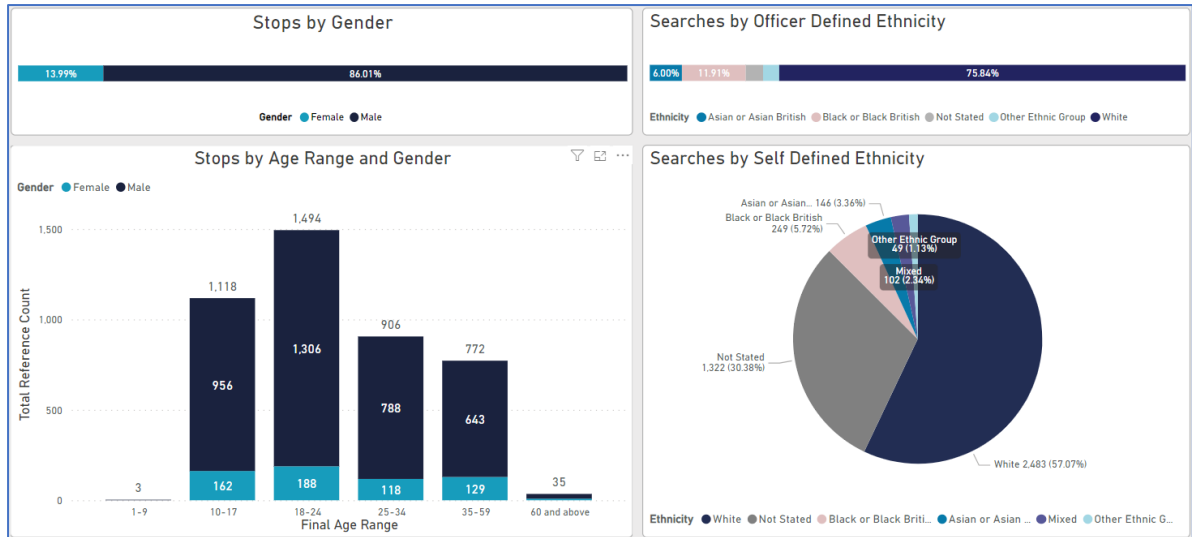
[6] Including the Psychoactive Substances Act

North LPA recorded most stops in the last quarter. Southend was the district with the highest volume with 733; this was followed by Basildon with 615.

The majority of stops occurred in the main population centres of the county and these correlate to the Essex Police Op Grip and Op Dial areas.

In the last quarter, there were no Section 60 authorisations in Essex.

85.3% of all stops last quarter were carried out by officers attached to the LPA Commands and a further 12.5% were carried out by officers from Operational Policing Command (OPC).

During Quarter 1 of 2023/24 and where age and gender data are recorded, 86.0% of subjects stopped were male. 18 – 24 was the most prevalent age group for both male and female subjects. The Modal age for male subjects is 18 and 15 for female subjects – 30 female subjects of this age were stopped throughout the county. Three subjects are shown to be in the 1-9 age range, the dates of birth for these subjects all show them to be 1 year old, therefore it is almost certain that these are input errors.

Age	Total Stopped	%age of U18 Stops
11	3	0.34%
12	31	3.50%
13	85	9.60%
14	147	16.61%
15	201	22.71%
16	194	21.92%
17	224	25.31%

There were 1,118 stops on subjects under the age of 18, 85.5% of these were on male subjects. 69.9% of stops on under 18s[7] were on individuals 15 and older.
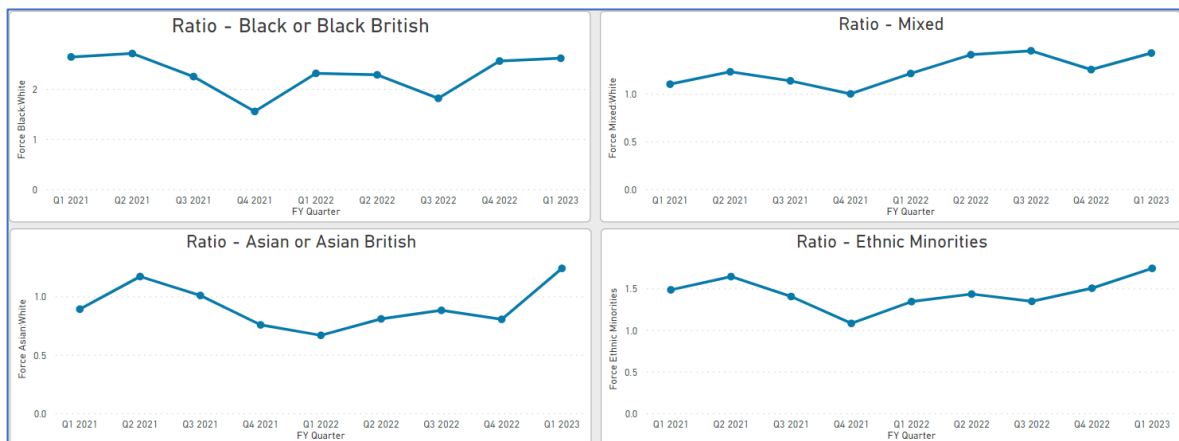
The positive outcome percentage in stops on individuals under 18 is 20.1%.

Total Stops	White	Asian or Asian British	Black or Black British	Mixed	Other Ethnic Group	Total Ethnic Minorities
LPA North	**1091**	**33**	**82**	**42**	**27**	**184**
Chelmsford / Maldon	278	8	36	10	11	65
Colchester	234	11	23	17	6	57
Tendring	214	0	9	2	1	12
Uttlesford / Braintree	365	14	14	13	9	50
LPA South	**903**	**62**	**82**	**35**	**17**	**196**
Basildon	341	22	31	11	5	69
Castle Point/Rochford	162	7	11	4	2	24
Southend	400	33	40	20	10	103
LPA West	**461**	**45**	**83**	**22**	**3**	**153**
Brentwood / Epping	142	8	20	8	2	38
Harlow	159	13	21	6	0	40
Thurrock	160	24	42	8	1	75
Grand Total	**2455**	**140**	**247**	**99**	**47**	**533**

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[7] Based upon the 885 records that contained date of birth data.

		Stops per 1000 population					Ratio to White				
	White	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Total Ethnic Minorities	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Total Ethnic Minorities
LPA North	1.42	2.25	1.25	5.41	4.03	2.75	1.58	0.88	3.81	2.84	1.94
Chelmsford/Maldon	1.13	1.78	0.77	7.21	5.78	2.84	1.58	0.68	6.38	5.12	2.51
Colchester	1.40	3.03	1.11	3.45	2.11	2.28	2.16	0.79	2.46	1.51	1.63
Tendring	1.50	0.84	0.00	9.89	1.85	2.13	0.56	0.00	6.59	1.23	1.42
Uttlesford/Braintree	1.56	2.58	3.26	5.39	6.36	3.75	1.65	2.09	3.46	4.08	2.40
LPA South	1.85	2.62	3.01	5.16	3.90	3.62	1.42	1.63	2.79	2.11	1.96
Basildon	2.08	2.23	2.75	3.48	3.12	2.94	1.07	1.32	1.67	1.50	1.41
Castle Point/Rochford	0.97	1.39	2.56	6.07	2.77	2.95	1.43	2.64	6.26	2.86	3.04
Southend	2.53	3.60	3.35	7.76	4.91	4.56	1.42	1.32	3.07	1.94	1.80
LPA West	1.17	1.41	1.44	2.56	0.37	1.75	1.21	1.23	2.19	0.32	1.50
Brentwood/Epping	0.78	1.10	0.59	3.52	0.52	1.25	1.41	0.76	4.51	0.67	1.60
Harlow	2.06	1.97	2.34	3.60	0.00	2.47	0.96	1.14	1.75	0.00	1.20
Thurrock	1.19	1.52	1.97	2.01	0.37	1.83	1.28	1.66	1.69	0.31	1.54
Force	1.50	2.14	1.86	3.93	2.54	2.62	1.43	1.24	2.62	1.69	1.75
Force (Essex Residents)	0.82	0.97	0.56	1.32	1.40	0.96	1.18	0.68	1.61	1.71	1.17
Force (Essex Non-Residents)	0.12	0.42	0.47	0.77	0.52	0.56	3.50	3.92	6.42	4.33	4.67

Looking at the ethnic breakdown of Stop Searches for Q1 2023/24, **an individual from an Ethnic Minority is 1.8 times more likely to be stopped than a White individual**, this is a slight deterioration on the last quarter (1.5 times more likely). The above table shows a breakdown of stops per 1,000 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.

When the subject is an Essex resident[8], the disproportionality ratios fall by an average of 26.5%. **An Essex Resident from an Ethnic Minority is 1.2 times more likely to be stopped than a White Resident** compared to 1.8 times for all individuals stopped.

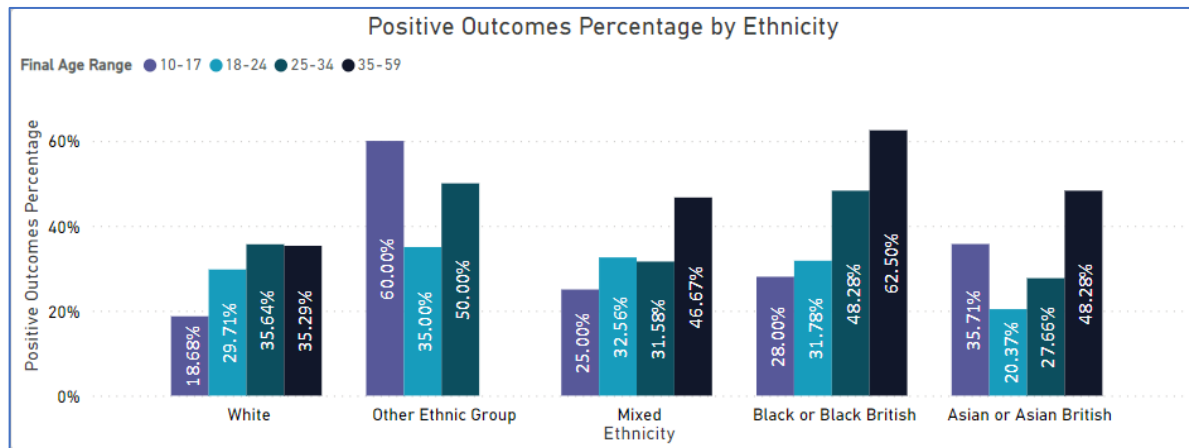The total volume of stops by area and self-defined ethnicity has also been included for context.

The Ethnicity to White ratio can be tracked over time. The ratios show a generally stable trend since April 2021.

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[8] This is done by matching the town of residence or postcode with lists of towns and postcodes in Essex. Whilst the quality of the data is not perfect and subject to input errors, it is unlikely that the error is significant.

County	Ratio Ethnic Minority:White (White =1)
Derbyshire	3.05
Staffordshire	2.97
Sussex	2.59
Hertfordshire	2.57
Hampshire	2.48
Essex	2.32
Leicestershire	1.42

County	Ratio Black:White (White =1)
Sussex	8.73
Hampshire	6.61
Derbyshire	5.11
Leicestershire	4.80
Hertfordshire	4.48
Essex	4.09
Staffordshire	3.43

Data from Police.uk can be used to compare Essex Police to its Most Similar Group of forces. This data is based on a six-month period December 2022 – May 2023[9]. Essex has the second lowest Ethnic Minority to White ratio and the second lowest Black to White ratio. **It should be noted that Police.uk have not yet moved to the 2021 Census data and are still using 2011 data, a working group has been established to improve the data that Police.uk supplies.**

Age/Ethnicity Positive Outcomes	White	Other Ethnic Group	Mixed	Black or Black British	Asian or Asian British	Grand Total
10-17	122	3	6	14	5	150
18-24	238	7	14	34	11	304
25-34	180	9	6	28	13	236
35-59	174	0	7	20	14	215
60 and above	8	0	0	1	1	10
Grand Total	**722**	**19**	**33**	**97**	**44**	**915**

Positive Outcomes Percentage by Ethnicity

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[10]." The above chart shows data for Q1 broken down by ethnicity and age group.

For Q1 2023/24, 27.8% of Essex outcomes were positive. This is slightly lower than the previous quarter (28.1%). The Most Similar Group of Forces average positive outcome rate is 29.4%. During the last quarter Positive outcomes on individuals from Ethnic Minorities were 6.3 percentage point higher than for White individuals.

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[9] Avon and Somerset have submitted no Stop Search data since July 2022.
[10] This now includes the outcomes "Other", "Verbal Warning" and "Article found - detailed outcome unavailable".

SMSR have not yet released Q1 data from the Public Confidence survey. Therefore the following section refers to Q4 only.

Data from SMSR shows **a slight rise in confidence that Essex Police use Stop and Search fairly**. The net agreement proportion of 56.6% in Q4 is higher than the previous quarter 54.2% and below the 59.5% of the same quarter last year. Results for respondents from Ethnic Minorities shows a small rise to 57.3% agreement (from 55.0% last quarter). The proportion of Ethnic Minority respondents who actively disagree with the statement has risen from 18.7% to 22.3%.

In the last quarter, 58 searches involved the removal of more than just outer garments or the exposure of the intimate parts of the subject (colloquially known as Strip Searches). This is 12 more than the previous quarter.

Outcome	Female			Male				Grand Total
	18-24	25-34	35-59	10-17	18-24	25-34	35-59	
Arrest	2	1			4	4	3	14
Community resolution					2		1	3
No further action		1	1		12	19		33
Other action				1	3	1		5
Seizure of property							1	1
Summons							1	1
Voluntary attendance						1		1
Grand Total	**2**	**2**	**1**	**1**	**21**	**25**	**6**	**58**

The above table shows these searches broken down by gender, age and outcome. The positive outcome rate for these searches was 34.5%. The single search conducted on a subject under the age of 18 was as follows –

Reference	Subject age	Gender	Ethnicity	Power	Intimate parts exposed	Rationale	Where was the search conducted	Outcomes of encounter
S-4208000020230605183055	15	Male	Asian or Asian British	MDA	Yes	Police received a call about the male who had just been released from custody. He walked past the carers at the home waving two bags of cannabis saying that police didn't find it and that he'd sell it for money. Suspect has been detained by police whilst staff searched his room. In his room the drugs have not been found. Based on this and the comment made about police not finding it, it caused me to believe he had hidden it inside his outer clothing where police would not find it.	Out of public view	Other action

Drugs/Weapons Found & Self Defined Ethnicity	Not found		Found	
	Total	%age	Total	%age
White	1958	78.9%	525	21.1%
Not Stated	1131	85.6%	191	14.4%
Asian or Asian British	109	74.7%	37	25.3%
Black or Black British	184	73.9%	65	26.1%
Mixed	82	80.4%	20	19.6%
Other Ethnic Group	37	75.5%	12	24.5%

Drugs/Weapons Found & Self Defined Ethnicity	Negative Outcomes				Positive Outcomes			
	Not found		Found		Not found		Found	
	Total	%age	Total	%age	Total	%age	Total	%age
White	1674	67.4%	81	3.3%	284	11.4%	444	17.9%
Not Stated	999	75.6%	35	2.6%	132	10.0%	156	11.8%
Asian or Asian British	91	62.3%	11	7.5%	18	12.3%	26	17.8%
Black or Black British	146	58.6%	5	2.0%	38	15.3%	60	24.1%
Mixed	67	65.7%	2	2.0%	15	14.7%	18	17.6%
Other Ethnic Group	29	59.2%	1	2.0%	8	16.3%	11	22.4%

19.5% (850) of individuals stopped in the quarter to 30st June 2023 were found to have weapons or drugs on their persons or in their vehicles. When broken down by self-defined ethnicity, individuals who identify as Black have the highest proportion of drugs/weapons found (26.1% or 65 individuals). A small proportion of stops that result in drugs/weapons being found result in a negative outcome, these are often very small amounts of drugs or something legal that might be used as a weapon (hammer/bat).

6.0 Implications (Issues)

Although the disproportionality between White and Ethnic Minorities that are subject to stop and search is a concern, the gap has remained steady over the past two years. It is important that Essex Police understands and can articulate the reasons behind this data.

6.1 Links to Police and Crime Plan Priorities

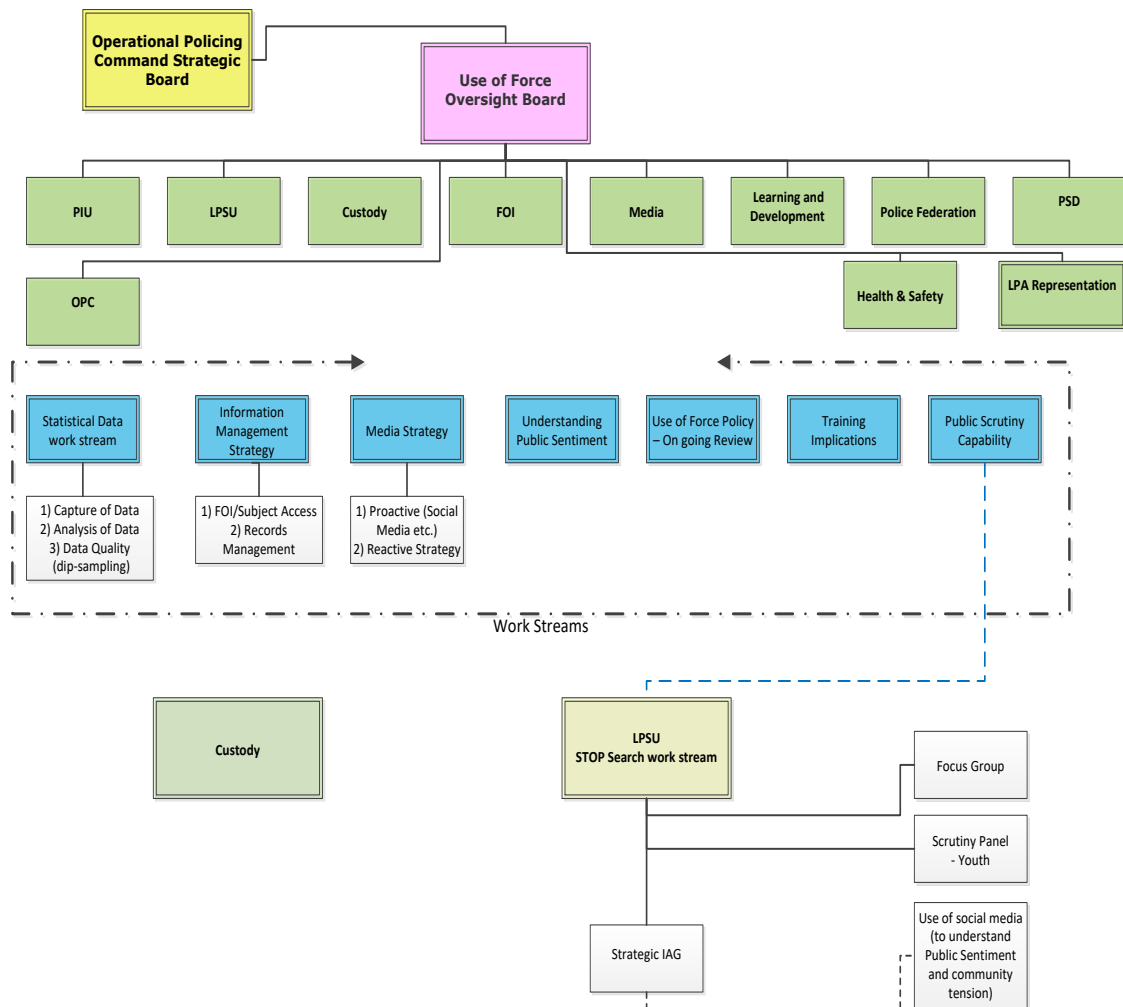The use of force is a cross-cutting issue that impacts on many areas in the Police and Crime Plan.

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 2021 Census data, and this has reduced the previous disparity, especially in the area of Stop/Search.

Subjects from Ethnic Minorities are 1.8 times more likely to be stopped than 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

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   Actions for Improvement

To further build on the flex training all LPAs and CPTs will receive an input on their team training days which will cover the following areas.

- A recorded input from a volunteer which will cover lived experience to raise awareness of the existence of disproportionality, especially in stop and search. It will also increase awareness of unconscious bias.
- Improvement to GOWISELY R. R to stand for "Respect", "Reflect" and "Reassure". Respect is obvious, the officers should treat individuals with courtesy and respect. Reflect, officers to reflect on the interaction and their grounds. Ask themselves a Question regarding the motivation of the Stop and Search, are the grounds solid. The intention is to raise awareness of the existence of disproportionality in Stop and Search and to increase awareness of potential for unconscious Bias.
- Deliver an input to officers on Autism awareness when interacting during Stop & Search.
- Work with L&D to ensure student officers receive disproportionality training during stop and search training.
- Work with L&D to ensure annual personal safety training includes realistic stop and search scenarios assessing officer's grounds, procedural justice (street craft), compliance with Policy, unconscious bias. Explore having IAG members observe this training for feedback and learning.

Other teams that conduct stop and search but do not have set training days have been identified and will also receive this training by bespoke training days.

To further support officers a Stop and Search SharePoint page has been created which contains policies, procedures, national reviews and other material which will assist officers.

The stop and search Policy has been reviewed and revised down from 22 pages to 5, research found officers hadn't read the previous Policy, it now contains all the information required but in a more accessible manageable format.

- Input on authority levels for strip searches of adults and juveniles and the proportionate grounds required for this invasive action.
- Input on where strip searches can be completed.
- The legal requirement to issue a receipt.
- The policy requirement to ask the individuals self-defined ethnicity.
- The policy requirement to activate BWV.
- Training to be given to all Inspectors on what they need to consider prior to authorising any strip searches. Any strip searches authorised on juveniles to be added to the FCR handover by Oscar 1 to allow strategic oversight by force Gold.

9.0   Future Work/Development

- To further build on the initial training delivered to student officers all LPAs and CPTs will receive an input on the team training day which will cover a number of areas one of these is Procedural justice. A procedural justice input will also be built into a develop me package which will be mandatory for all operational officers. Academic studies have shown that when officers use procedural justice correctly, we raise the trust and confidence of our communities.

- 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.

- The BWV scrutiny panel is very effective in its current form. However it would benefit from more diverse membership in terms of youth element. Work is being conducted to include a number of youths who will attend the panel virtually with the footage being sanitised to ensure data protection is complied with.

- Work is ongoing with media to ensure that once per month the force data in relation to numbers of searches carried out, ethnicity of those stopped and positive outcome rates are shared with the public. There will also be redacted body worn video footage so the public can see how officers conduct themselves during a stop and search.

- An enhanced governance process has been implemented to ensure supervisors are swiftly and effectively reviewing stop slips with the appropriate support and guidance in place for any misconduct or underperformance.

- An enhanced review process of BWV is being implemented which will take the numbers of searches reviewed across the force from around 40 per months to 300. This will ensure good and bad practice is identified and dealt with effectively.