

Performance and Resources Scrutiny Programme 2023/24

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

Title of Report:	Use of Force/Stop and Search – Q3 2023/24
Classification of Paper:	Official
Agenda Number:	07.0
Chief Officer	ACC Rachel Nolan
Date Paper was Written	16/01/2024
Version Number	1.3
Report from:	Essex Police
Date of Meeting:	28/02/2024
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Date of Approval:	COG – 07/02/2024

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 minorities against whom force was used has risen slightly and the locations in which force is used has remained stable.

5,605 instances of Use of Force were recorded in Essex during Q3 2023/24. This is **an increase of 492 (9.6%), compared to the same quarter for the 2022/23**, and a 1.5% increase on the previous quarter.

3,743 forms (66.8%) involved the use of either compliant or non-compliant handcuffs.

37 forms showed Firearms as a first tactic, a decrease of 10 from the last quarter. All Firearms Use forms refer to a total of 20 separate incidents (9 fewer than the previous quarter).

71 uses of Taser were recorded as a first tactic in this quarter (35 fewer than the previous quarter). All Taser use refers to 114 separate incidents (26 fewer than the previous quarter).

80.2% of subjects for Use of Force records were male. 38.5% of all subjects were male and in the 18-34 age range, with a mean average age of 33 years.

The proportion of subjects from Ethnic Minorities against whom force was used continues to be higher than the proportion of individuals from ethnic minorities within the population of Essex as a whole. 10.9% of subjects against whom force was used were Black. This is 7.5 percentage points higher than the 3.4% Black resident population proportion in Essex (2021 Census data).

In 52.2% of incidents in which force was used, it was done so to prevent harm to people or property. Size/Build/Gender was the highest Impact Factor.

The tactic most likely to cause injury to subjects was Attenuated Energy Projectile (AEP) (baton round) use which had a 50% chance of resulting in a minor injury.

Stop and Search

3,894 stops were recorded in Quarter 3 of 2023/24. This is a decrease of 1.8% (73 records) on the previous quarter and a 2.0% decrease (78 records) on the equivalent quarter last year.

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.

98.3% (3,827) of stops in the last quarter were PACE and Misuse of Drugs Stops¹. There were no Section 60 Stops in Q2.

The peak age range for those stopped is 18-24 year, equating to 1,312 stops in the last quarter (33.6% of subjects), with 84.4% of subjects being male.

There were 2.3 Stops per 1,000 people on individuals from Ethnic Minorities in Essex last quarter; this compares to 1.3 Stops per 1,000 for White individuals. This means that an individual from an Ethnic Minority is 1.7 times more likely to be stopped than a white individual. This disparity varies throughout the districts and is highest in Brentwood/Epping and lowest in Castle Point/Rochford.

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

¹ Including the Psychoactive Substances Act

For Q3 2023/24, **29.4% of Essex outcomes were positive; this is 1.1 percentage points lower than the MSG average.** During the last quarter positive outcomes on individuals from Ethnic Minorities were 0.6 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 1st October and 31st December 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).

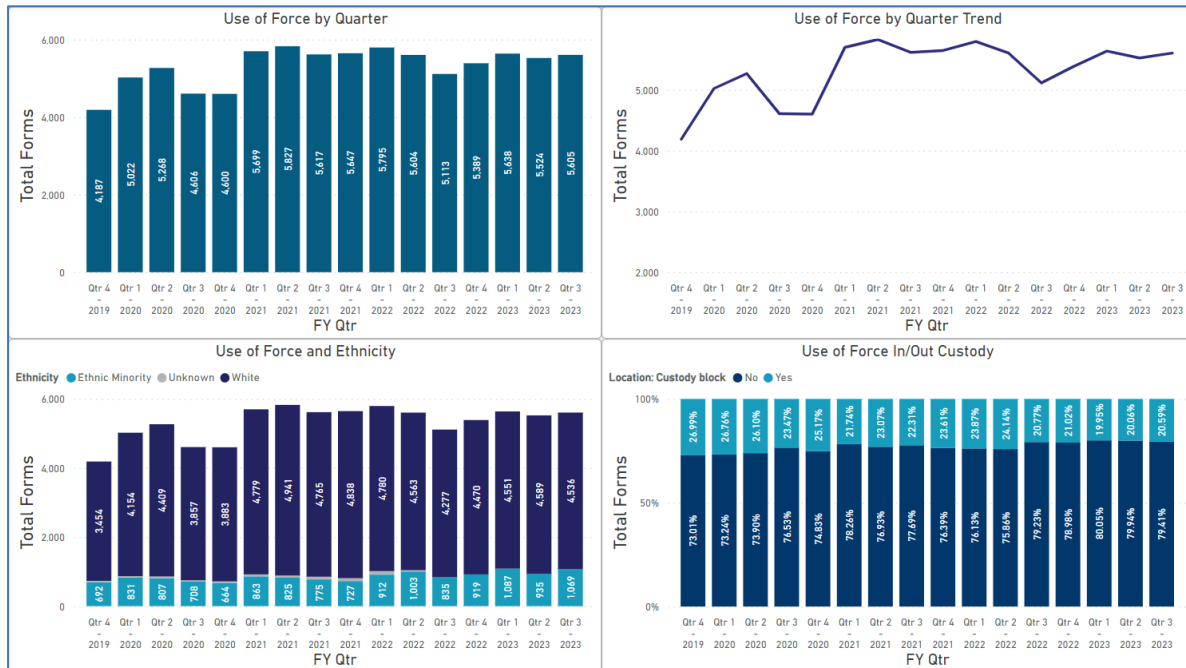
Stop Searches are now recorded on two separate databases: the Stops Database and the MobileFirst system (which is also used for the Use of Force data). Stops Database is now not active and used solely for historic figures.

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



5,605 instances of Use of Force were recorded in Essex during Q3 2023/24. This is an increase of 492 (9.6%), compared to the same quarter for the 2022/23, and a 1.5% increase on the previous quarter. The proportion of force being used in custody remains stable. In the last quarter it was 20.6% compared to the 7-quarter average of 22.9%.

The below table details the tactics employed with each Use of Force in Q3 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 21 Tactics for one incident; one form submitted in this quarter detailed more than eight tactics².

Compliant Handcuffing continues to be the most commonly used tactic, both overall and as the first tactic utilised.

In 75 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 utilised.** This is an increase of 10 reports compared to the previous quarter.

Nearly three quarters (71.7%) of forms did not state that Tac Comms were used as a first tactic. It is unlikely that this is the case. This is 2.8 percentage points lower than the previous quarter.

² One form submitted on 30th November 2024, detailed nine tactics. The ninth tactic was Irritant Spray - PAVA drawn

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Tactic	Tactic 1	Tactic 2	Tactic 3	Tactic 4	Tactic 5	Tactic 6	Tactic 7	Tactic 8	Tactic Count	%age of Tactics
Compliant Handcuffing	1894	521	74	24	6	2	1	0	2522	23.72%
Tactical Communication	1564	472	150	69	20	6	0	1	2282	21.46%
Unarmed skills	483	495	260	84	47	13	0	1	1383	13.01%
Non-Compliant Handcuffing	486	446	207	63	16	3	0	0	1221	11.48%
Ground Restraint	495	325	207	79	19	8	3	1	1137	10.69%
Other / improvised	286	331	172	93	38	9	2	0	931	8.75%
Limb / Body Restraints	179	208	124	57	23	3	1	0	595	5.60%
Taser	71	77	3	4	5	0	0	0	160	1.50%
Spit guard	17	33	41	26	8	3	1	0	129	1.21%
Irritant spray - PAVA drawn	31	33	6	4	1	1	0	0	76	0.71%
Irritant spray - PAVA used	25	15	19	7	2	2	2	0	72	0.68%
Firearms	37	6	0	0	0	0	0	0	43	0.40%
Baton drawn	6	11	1	1	1	0	0	0	20	0.19%
AEP aimed	12	6	1	0	0	0	0	0	19	0.18%
Shield	8	3	4	1	1	1	0	0	18	0.17%
Baton used	5	3	2	2	1	2	0	0	15	0.14%
Dog Bite	2	3	0	1	0	0	0	0	6	0.06%
Dog Deployed	3	0	0	0	0	0	0	0	3	0.03%
AEP used	1	0	1	0	0	0	0	0	2	0.02%

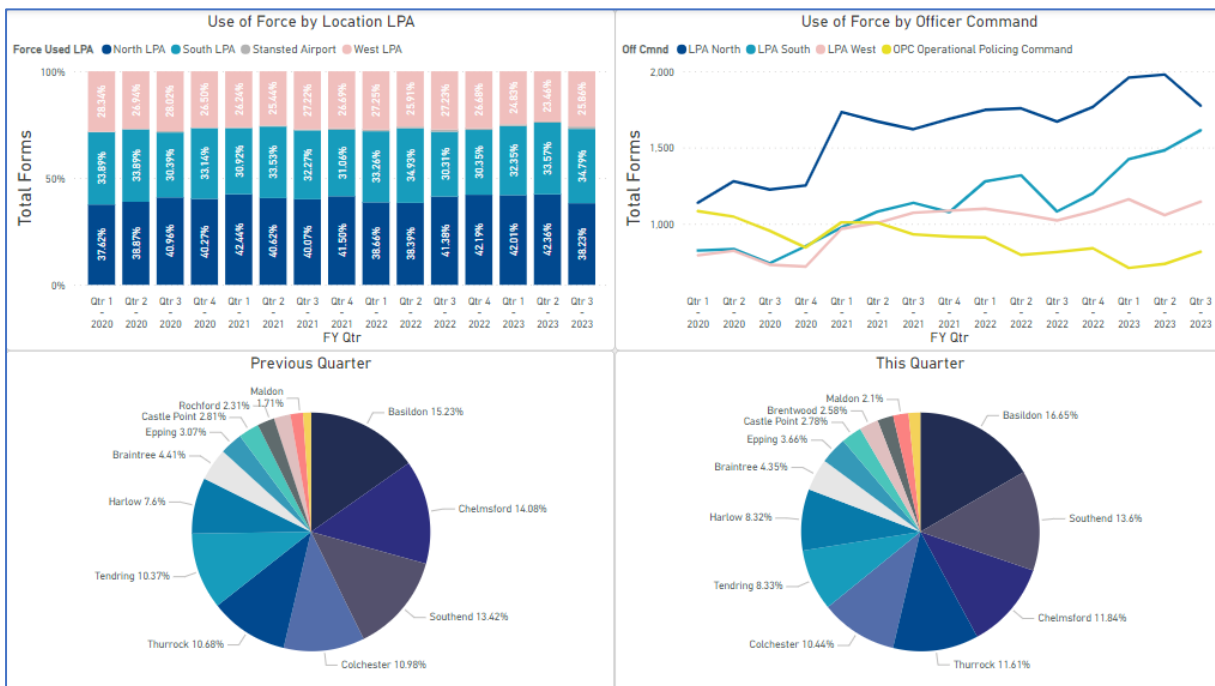
3,743 forms (66.8%) involved the use of either compliant or non-compliant handcuffs.

37 forms showed Firearms as a first tactic, a decrease of 10 from the last quarter. All Firearms use forms refer to a total of 20 separate incidents (9 fewer than the previous quarter). Six forms submitted suggests that firearms were fired, however Firearms is not listed as a Tactic in any of these cases³.

71 uses of Taser were recorded as a first tactic in this quarter (35 less than the previous quarter). All Taser use refers to 114 separate incidents (26 fewer than the previous quarter).

Tactic Number	Taser Tactics	Total Effective	%age Effectiveness
1	71	64	90.1%
2	77	63	81.8%
3	3	3	100.0%
4	4	3	75.0%
5	5	5	100.0%
Total	160	138	86.3%

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 86.3% effective.



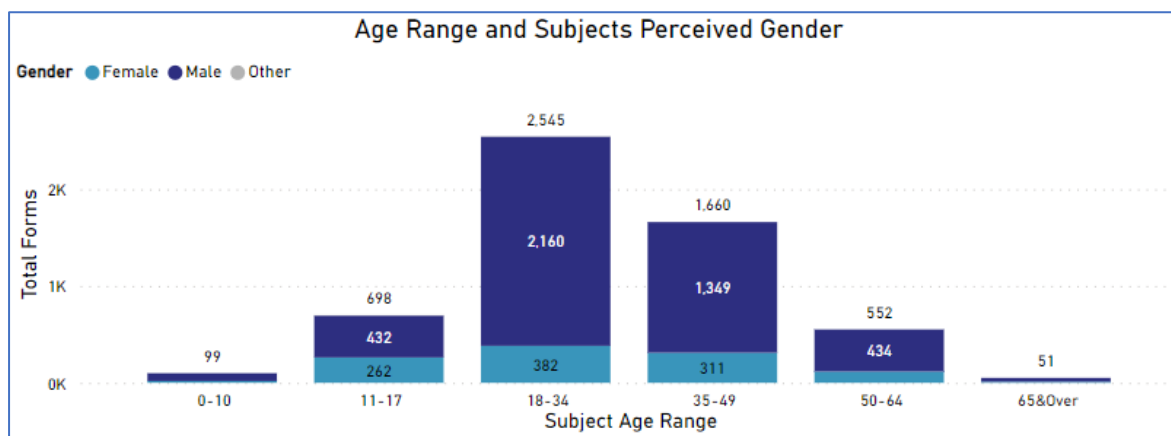
Historically, Colchester, Basildon, Southend, Thurrock, Chelmsford, Harlow and Tendring are the districts that record the most use of force. These seven districts

³ Taser and Irritant Spray are listed as Tactics in these cases which suggests a knowledge gap in what constitutes a firearm in the context of Use of Force.

accounted for the location of 80.8% of all force used. The proportions of location by LPA remain consistent.

When looking at which Commands use force most frequently⁴, the Local Policing Areas (LPAs) and Operational Policing Command (OPC) combined, account for 95.6% 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 of how technology has improved the ease of reporting in this area and, as a result, data quality.

80.2% of those subjected to Use of Force were identified by officers as male. 19.7% were identified as female; this is a slightly smaller proportion of Female subjects to the last quarter (22.3%). No subjects were identified as transgender, although 8 were identified as Other.



33 years was the average age for subjects (where a date of birth was given/stated); for males, the average was 33 and for females the average age was 31. The mode (age most recorded) was 14⁵ 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 99 forms showing a subject aged 0-10, **96 of these show the subject's date of birth was between 2022 - 2023. This is likely a data quality issue⁶.** 10 of the 14 remaining records involve children with behavioral difficulties being restrained; one form had no incident number and therefore cannot be investigated further.

80.9% of subjects were White. This is 7.9 percentage points lower than the proportion of White residents of Essex.

10.9% of subjects against whom force was used were Black. This is 7.5 percentage points higher than the 3.4% Black resident population proportion in Essex (2021 Census data).

⁴ 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.

⁵ This is due to one 14-year-old female being the subject in 21 separate forms.

⁶ Two of these records refers to force being used on dogs.

Of the 610 forms recording the use of force upon Black individuals, up to 397 (65.1%) are individuals who have been referred to in multiple forms. 19 Black individuals have been referred to in five or more forms during the last quarter.

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	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	2.36	2.12	9.96	2.04	8.20	4.49	0.90	4.22	0.86	3.47	1.90
Braintree	1.38	3.90	6.35	1.66	9.82	4.23	2.83	4.60	1.20	7.12	3.07
Chelmsford	3.39	2.38	9.88	2.96	11.79	4.99	0.70	2.91	0.87	3.48	1.47
Colchester	2.82	1.11	9.76	1.79	4.22	3.92	0.39	3.46	0.63	1.50	1.39
Maldon	1.64	5.40	8.47	2.23	9.62	4.80	3.29	5.16	1.36	5.87	2.93
Tendring	2.88	4.46	23.08	2.09	20.37	7.98	1.55	8.01	0.73	7.07	2.77
Uttlesford	0.92	0.00	5.64	0.99	3.33	1.58	0.00	6.13	1.08	3.62	1.72
LPA South	3.30	2.33	12.22	2.62	7.79	5.74	0.71	3.70	0.79	2.36	1.74
Basildon	4.58	3.00	11.00	4.66	9.35	6.82	0.66	2.40	1.02	2.04	1.49
Castle Point	1.69	1.29	0.85	0.00	11.74	1.74	0.76	0.50	0.00	6.95	1.03
Rochford	1.36	0.84	3.16	0.70	6.76	1.69	0.62	2.32	0.51	4.97	1.24
Southend	3.84	2.13	18.05	1.98	5.89	6.06	0.55	4.70	0.52	1.53	1.58
LPA West	2.59	2.55	7.32	2.44	6.59	4.67	0.98	2.83	0.94	2.54	1.80
Brentwood	1.44	2.04	17.17	0.84	3.63	4.86	1.42	11.92	0.58	2.52	3.38
Epping	1.21	1.96	6.10	1.63	3.99	2.93	1.62	5.04	1.35	3.30	2.42
Harlow	4.42	3.24	10.81	4.27	11.86	7.07	0.73	2.45	0.97	2.68	1.60
Thurrock	3.30	2.87	5.75	2.86	7.10	4.61	0.87	1.74	0.87	2.15	1.40
Force	2.75	2.44	9.62	2.52	7.68	5.13	0.89	3.50	0.92	2.79	1.87

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 1.9 times 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-residents⁷.

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

Effecting Arrest was the most commonly cited reason for officer's use of force, followed by Preventing Harm, Protecting Oneself and Preventing Escape. 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	3048	14.8%	54.4%
Prevent harm	2796	13.5%	49.9%
Protect self	2739	13.3%	48.9%
Protect other officers	2667	12.9%	47.6%
Prevent escape	2552	12.4%	45.5%
Prevent offence	1532	7.4%	27.3%
Protect subject	1421	6.9%	25.4%
Protect public	1152	5.6%	20.6%
Effect stop and search	651	3.2%	11.6%
Secure evidence	467	2.3%	8.3%
Effect search in custody	454	2.2%	8.1%
Effect other search	450	2.2%	8.0%
Remove handcuffs	423	2.0%	7.5%
Other	297	1.4%	5.3%

Combining the reasons that encompass preventing harm as a whole⁸, 52.2% of reasons are to prevent harm.

Impact Factor	Total	%age all Factors	%age Forms
Size / Gender / Build	2207	17.7%	39.4%
Alcohol	2177	17.5%	38.8%
Mental health	1997	16.0%	35.6%
Prior knowledge	1696	13.6%	30.3%
Drugs	1676	13.4%	29.9%
Other	1275	10.2%	22.7%
Possession of a weapon	720	5.8%	12.8%
Crowd	511	4.1%	9.1%
Acute behavioural disturbance	214	1.7%	3.8%

⁷ The high Black:White disproportionality in Brentwood refers to 30 forms and 17 individuals .

⁸ Protect Self, Prevent Harm, Protect Other Officers, Protect Subject and Protect Public

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. Size/Gender/Build is the highest impact factor, appearing on 39.4% of forms.

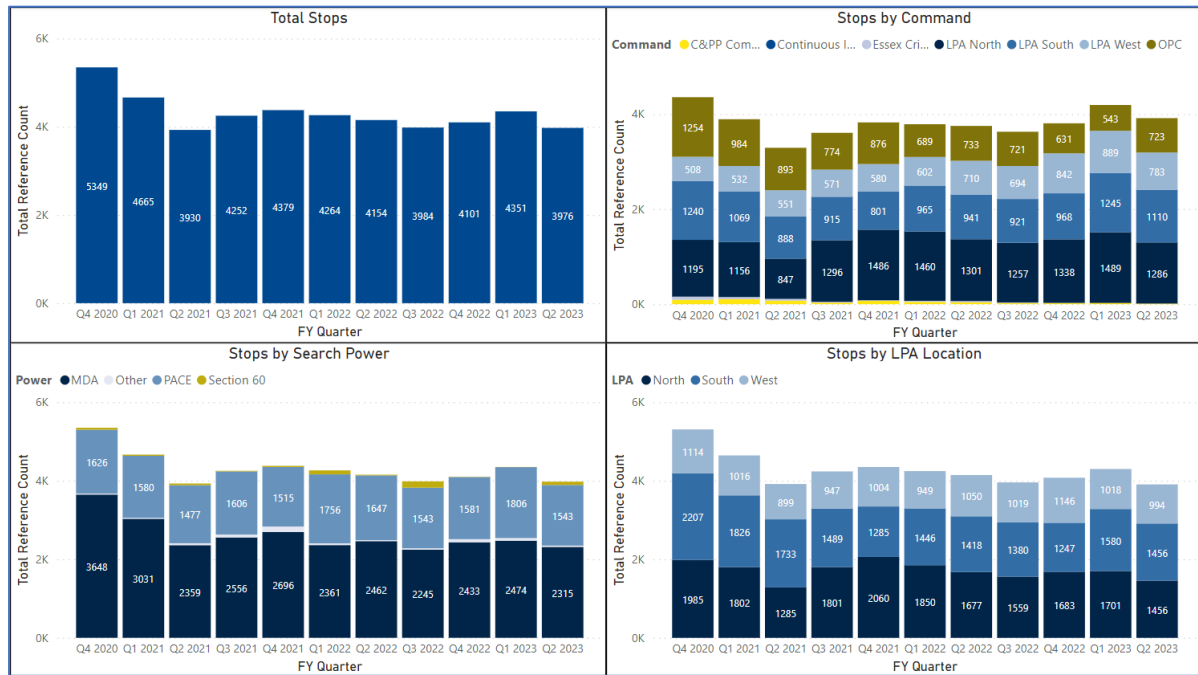
By calculating the number and severity of injuries that have occurred after each tactic type and then dividing that by the total use of each tactic, it is possible to ascertain the likelihood that the use of each tactic will result in either minor or severe injury.

Tactic	Likelihood of Leading to Minor Injury	Likelihood of Leading to Severe Injury
AEP used	50.0%	0.0%
Dog Bite	33.3%	16.7%
Irritant spray - PAVA used	23.6%	0.0%
Taser Fired	22.20%	0.00%
Baton drawn	15.0%	5.0%
Spit guard	14.0%	0.0%
Shield	11.1%	0.0%
Ground Restraint	11.1%	0.0%
Limb / Body Restraints	9.9%	0.0%
Non-Compliant Handcuffing	9.7%	0.0%
Other / improvised	7.9%	0.1%
Irritant spray - PAVA drawn	7.9%	0.0%
Unarmed skills	7.2%	0.1%
Baton used	6.7%	0.0%
Tactical Communication	6.0%	0.2%
Taser	4.4%	0.0%
Compliant Handcuffing	2.1%	0.0%
Firearms	0.0%	0.0%
AEP aimed	0.0%	0.0%
Dog Deployed	0.0%	0.0%

The tactic most likely to cause injury in the last quarter was AEP use followed by Dog bite.

218 forms show an outcome of Hospitalised, although only 20 of these have an injury level for the subject (all Minor);6 were detained under the Mental Health Act.

Stop and Search



3,894 stops were recorded in Quarter 3 of 2023/24. This is a decrease of 1.8% (73 records) on the previous quarter and a 2.0% decrease (78 records) on the equivalent quarter last year. In the absence of an outside influence, such as a large operation or further pandemic restrictions, to drive volumes up or down, it seems likely that the volume of stops will continue at similar levels.

98.3% (3,827) of stops in the last quarter were PACE and Misuse of Drugs Stops⁹. There were no Section 60 Stops in Q3.

⁹ Including the Psychoactive Substances Act

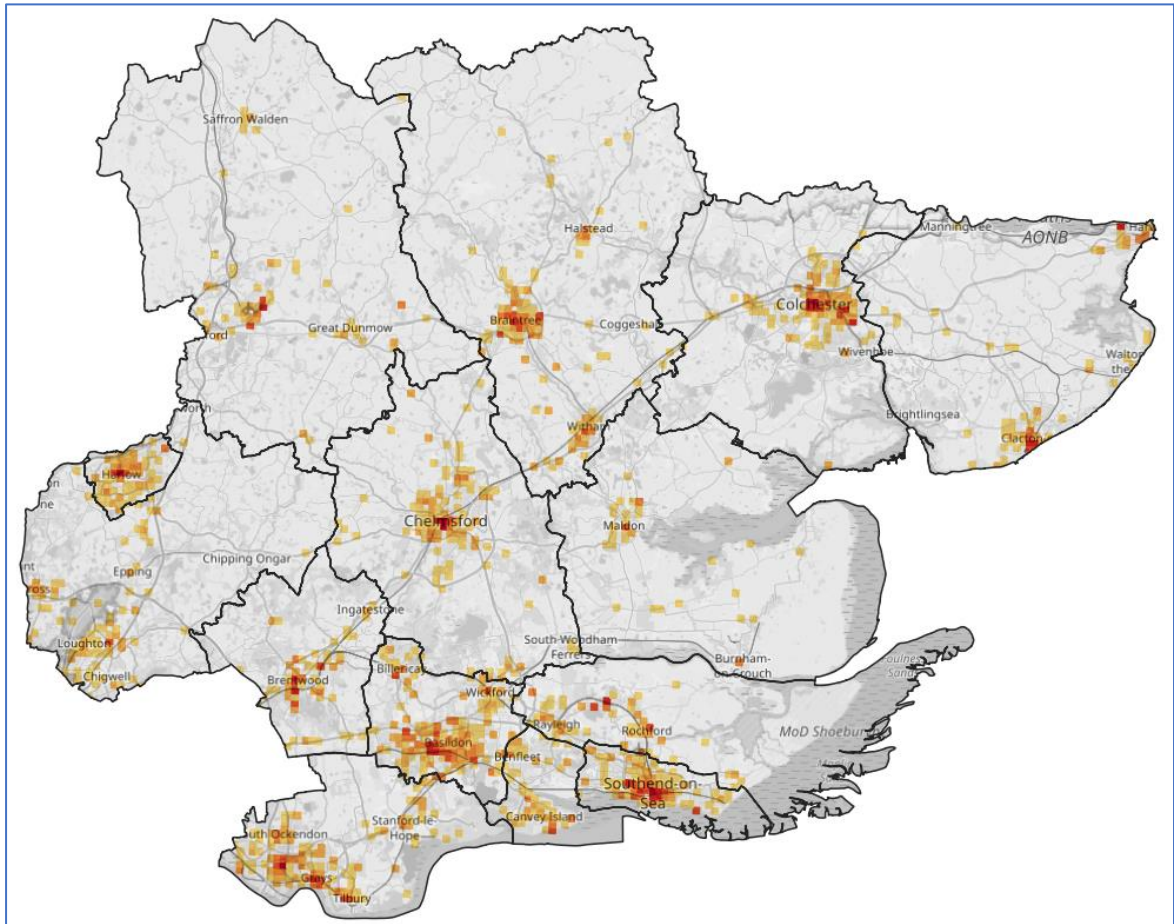
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LPA	District Name	2021/22		2022/23				2023/24		
		Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3
North	Chelmsford / Maldon	459	602	553	447	371	578	517	362	458
	Colchester	520	399	380	402	454	367	368	431	436
	Tendring	276	353	336	286	228	245	262	291	204
	Uttlesford / Braintree	545	706	581	537	502	493	553	368	386
South	Basildon	833	783	717	631	758	614	615	501	582
	Castle Point/Rochford	170	184	181	139	210	205	230	205	278
	Southend	485	316	548	644	404	427	733	746	441
West	Brentwood / Epping	370	329	310	387	361	483	308	310	350
	Harlow	274	378	313	307	312	328	323	376	266
	Thurrock	303	297	326	356	346	335	387	307	419
	Stansted Airport	15	30	19	9	26	25	52	70	67

LPA	District Name	2021/22		2022/23				2023/24		
		Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3	Qtr 4	Qtr 1	Qtr 2	Qtr 3
North	Chelmsford / Maldon	10.8%	13.8%	13.0%	10.8%	9.3%	14.1%	11.9%	9.1%	11.8%
	Colchester	12.2%	9.1%	8.9%	9.7%	11.4%	9.0%	8.5%	10.9%	11.2%
	Tendring	6.5%	8.1%	7.9%	6.9%	5.7%	6.0%	6.0%	7.3%	5.2%
	Uttlesford / Braintree	12.8%	16.1%	13.6%	13.0%	12.6%	12.0%	12.7%	9.3%	9.9%
South	Basildon	19.6%	17.9%	16.8%	15.2%	19.1%	15.0%	14.1%	12.6%	15.0%
	Castle Point/Rochford	4.0%	4.2%	4.2%	3.4%	5.3%	5.0%	5.3%	5.2%	7.2%
	Southend	11.4%	7.2%	12.9%	15.5%	10.2%	10.4%	16.9%	18.8%	11.3%
West	Brentwood / Epping	8.7%	7.5%	7.3%	9.3%	9.1%	11.8%	7.1%	7.8%	9.0%
	Harlow	6.4%	8.6%	7.3%	7.4%	7.9%	8.0%	7.4%	9.5%	6.8%
	Thurrock	7.1%	6.8%	7.6%	8.6%	8.7%	8.2%	8.9%	7.7%	10.8%
	Stansted Airport	0.4%	0.7%	0.4%	0.2%	0.7%	0.6%	1.2%	1.8%	1.7%

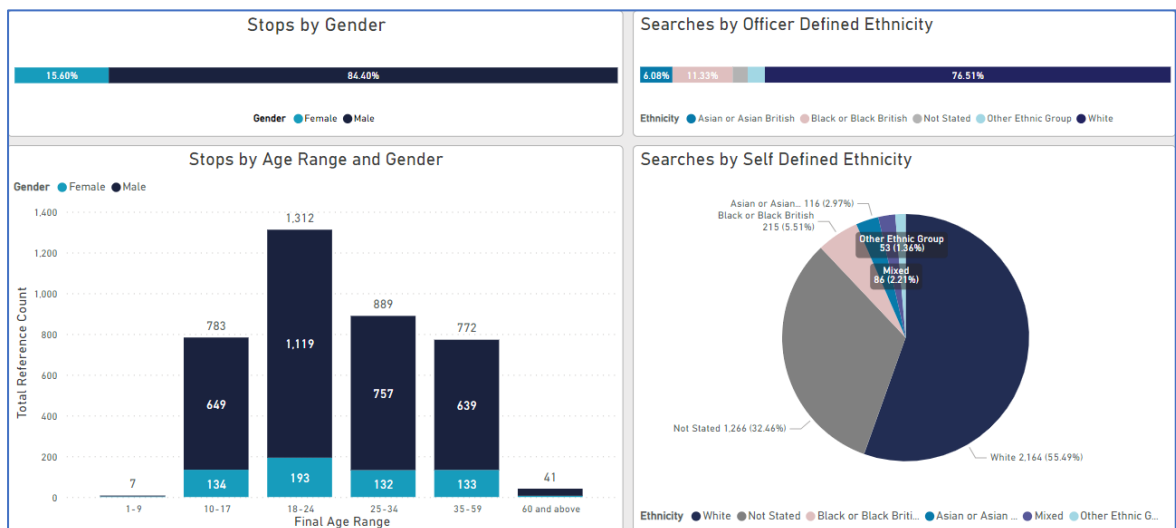
1 Stops by Geography

North LPA recorded most stops in the last quarter. Basildon was the district with the highest volume with 582; this was followed by Chelmsford/Maldon with 458.



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.

82.3% of all stops last quarter were carried out by officers attached to the LPA Commands and a further 15.3% were carried out by officers from Operational Policing Command (OPC).



During Quarter 3 of 2023/24 (where age and gender data are recorded) 84.4% of subjects stopped were male. 18 – 24 years was the most prevalent age group for both male and female subjects. The Modal age for males is 18 and, and for female, it is 19. Six individuals are shown to be in the 1-9 age range, the dates of birth for all of these all show them to be one year old suggesting input errors.

Age	Total Stopped	%age of U18 Stops
10	2	0.30%
11	5	0.76%
12	23	3.48%
13	35	5.30%
14	117	17.70%
15	138	20.88%
16	177	26.78%
17	164	24.81%

There were 931 stops on subjects aged 11 to 17, 85.5% of these were on male subjects. 72.5% of stops on under 18s¹⁰ were on individuals 15 and older.

The positive outcome percentage in stops on individuals under 18 is 19.8%.

Total Stops	White	Asian or British	Black or British	Mixed	Other Ethnic Group	Total Ethnic Minorities
LPA North	944	28	63	34	17	142
Chelmsford / Maldon	270	7	19	8	6	40
Colchester	276	11	30	14	6	61
Tendring	147	5	6	6	1	18
Uttlesford / Braintree	251	5	8	6	4	23
LPA South	750	35	66	25	9	135
Basildon	344	12	38	12	5	67
Castle Point/Rochford	189	5	1	3	0	9
Southend	217	18	27	10	4	59
LPA West	442	49	81	26	22	178
Brentwood / Epping	131	21	22	14	2	59
Harlow	142	11	14	3	14	42
Thurrock	169	17	45	9	6	77
Grand Total	2136	112	210	85	48	455

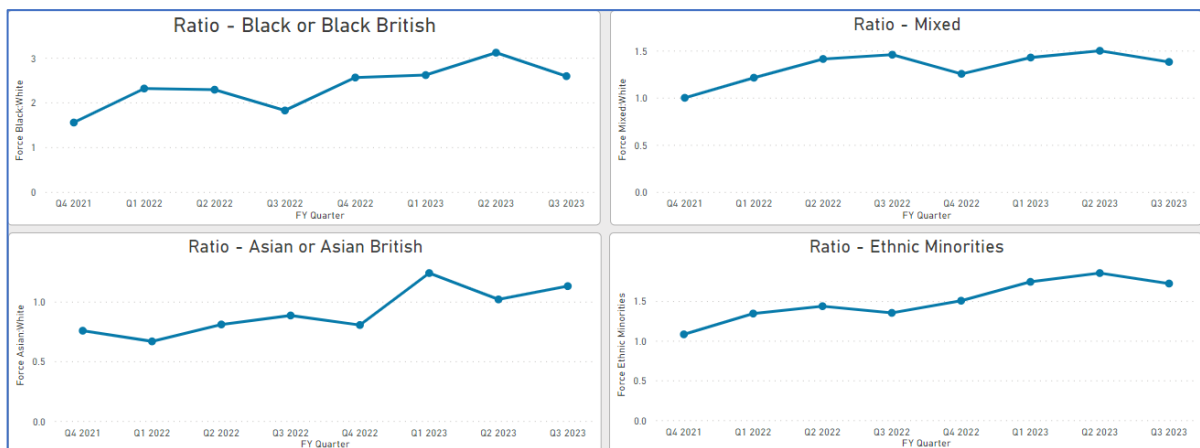
¹⁰ Based upon the 661 records that contained date of birth data.

	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	1.23	1.82	1.06	4.16	2.54	2.12	1.48	0.86	3.38	2.07	1.72
Chelmsford/Maldon	1.09	1.42	0.67	3.81	3.15	1.75	1.30	0.61	3.50	2.89	1.61
Colchester	1.65	2.50	1.11	4.50	2.11	2.44	1.52	0.67	2.73	1.28	1.48
Tendring	1.03	2.51	2.79	6.59	1.85	3.19	2.44	2.71	6.40	1.80	3.10
Uttlesford/Braintree	1.08	1.19	0.67	3.81	3.15	1.75	1.10	0.62	3.53	2.92	1.62
LPA South	1.53	1.87	1.70	4.16	2.06	2.49	1.22	1.11	2.72	1.35	1.63
Basildon	2.10	2.43	1.50	4.26	3.12	2.86	1.16	0.71	2.03	1.49	1.36
Castle Point/Rochford	1.13	1.04	1.83	0.55	0.00	1.10	0.92	1.62	0.49	0.00	0.97
Southend	1.37	1.80	1.82	5.24	1.96	2.61	1.31	1.33	3.82	1.43	1.91
LPA West	1.12	1.67	1.56	2.50	2.69	2.03	1.49	1.39	2.23	2.40	1.81
Brentwood/Epping	0.72	1.93	1.55	3.87	0.52	1.94	2.68	2.15	5.38	0.72	2.69
Harlow	1.84	0.98	1.98	2.40	8.30	2.60	0.53	1.08	1.30	4.51	1.41
Thurrock	1.25	1.71	1.39	2.16	2.24	1.88	1.37	1.11	1.73	1.79	1.50
Force	1.31	1.81	1.48	3.39	2.75	2.25	1.38	1.13	2.59	2.10	1.72
Force (Essex Residents)	0.72	0.78	0.66	1.29	0.67	0.88	1.08	0.92	1.79	0.93	1.22
Force (Essex Non-Residents)	0.11	0.36	0.32	0.73	0.57	0.47	3.27	2.91	6.64	5.18	4.27

Looking at the ethnic breakdown of Stop Searches for Q3 2023/24, **an individual from an Ethnic Minority is 1.7 times more likely to be stopped than a White individual**; this is a slight improvement on the last quarter (1.9 times more likely). The above table shows a breakdown of stops per 1,000 population and the ratio of various ethnicities to White across the force. Ethnic Minority disproportionality is highest in the West LPA and lowest in the South LPA. This is unusual as West would normally have the lowest ratio. Further investigation shows a much higher proportion of Self Defined Ethnicity “Not Stated” in the West LPA last quarter (40.1% as opposed to 32.0% in the South and 26.0% in the North); Brentwood/Epping had the highest proportion of Not Stated with 45.7%.

When the subject is an Essex resident¹¹, the disproportionality ratios fall by an average of 31.1%. **An Essex Resident from an Ethnic Minority is 1.2 times more likely to be stopped than a White Resident** compared to 1.7 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 now show a gentle upward trend since January 2022.

County	Ratio Ethnic Minority:White (White =1)	County	Ratio Black:White (White =1)
Essex	3.18	Sussex	8.66
Sussex	3.04	Leicestershire	6.56
Hertfordshire	2.69	Hampshire	5.94
Hampshire	2.67	Derbyshire	5.77
Derbyshire	1.88	Hertfordshire	5.22
Leicestershire	1.66	Essex	5.22

¹¹ 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.

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 June 2023 – November 2023¹². Essex has the highest Ethnic Minority to White ratio and the 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.**

Ethnicity/Age Range	10-17		18-24		25-34		35-59	
	Total Positive Outcomes	Positive Outcomes Percentage	Total Positive Outcomes	Positive Outcomes Percentage	Total Positive Outcomes	Positive Outcomes Percentage	Total Positive Outcomes	Positive Outcomes Percentage
Asian or Asian British	1	14.3%	9	27.3%	17	38.6%	9	28.1%
Black or Black British	16	35.6%	24	29.3%	13	25.0%	12	37.5%
Mixed	4	28.6%	7	26.9%	9	34.6%	7	43.8%
Other Ethnic Group	1	25.0%	3	13.6%	4	33.3%	9	69.2%
White	77	16.7%	223	31.7%	183	39.7%	171	37.3%

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 disposal¹³.” The above table shows data for Q3 broken down by ethnicity and age group.

For Q3 2023/24, 29.4% of Essex outcomes were positive. This is slightly higher than the previous quarter (27.4%). The Most Similar Group of Forces average positive outcome rate is 28.3%. During the last quarter positive outcomes on individuals from Ethnic Minorities were 0.6 percentage points higher than for White individuals.

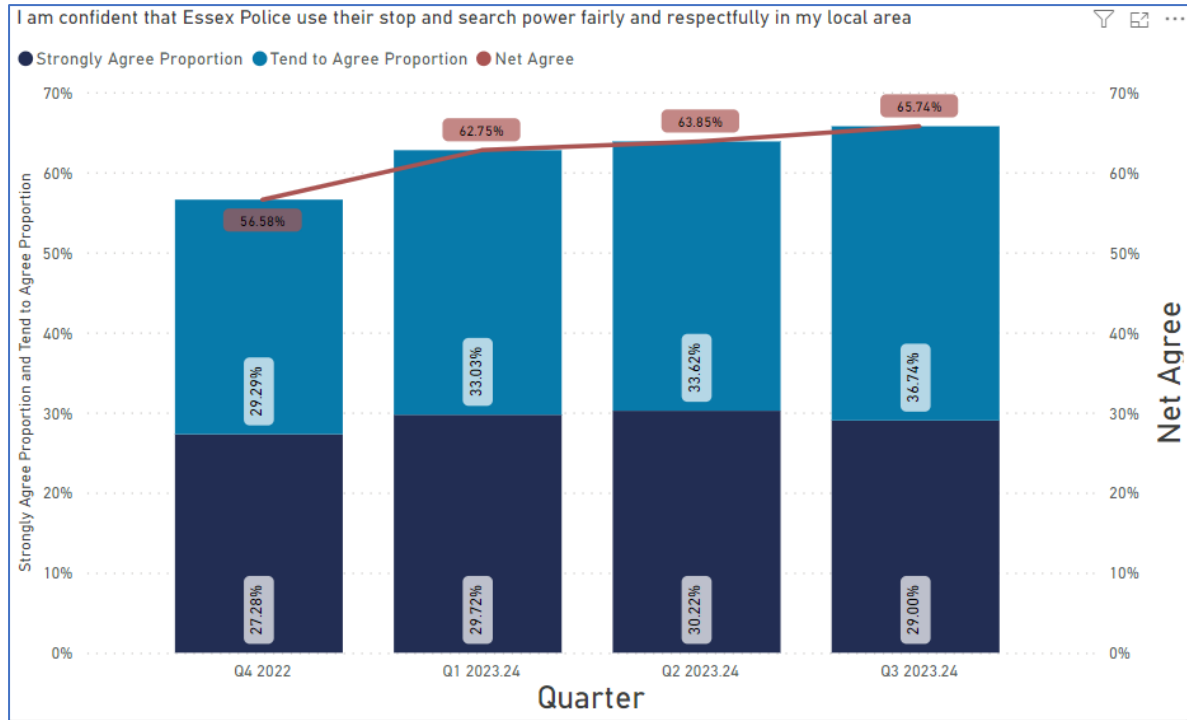
In order to further test for ethnic bias in Stop Search, we can look at the disproportionality ratios between positive and negative outcomes. If the ratios are skewed towards negative outcomes, this would indicate an inherent unfairness of practice, whereas a skew towards positive outcomes suggests the opposite.

Outcome/Ethnicity	Mixed	Asian or Asian British	Black or Black British	Other Ethnic Group	Total Ethnic Minorities
Positive Outcomes	1.5	1.13	2.55	2.29	1.75
Negative Outcomes	1.33	1.13	2.60	2.01	1.70
Difference	0.17	0	-0.05	0.28	0.05

In general, results are skewed towards positive outcomes, with the exception of Black/Black British individuals. The skew towards negative outcomes here is very small however, and unlikely to be significant.

¹² Avon and Somerset and Staffordshire have stopped submitting Stop Search data.

¹³ This now includes the outcomes “Other”, “Verbal Warning” and “Article found - detailed outcome unavailable”



Data from SMSR shows a **rise in confidence that Essex Police use Stop and Search fairly**. The net agreement proportion of 65.7% in Q3 is higher than the previous quarter's 63.9% and above the 54.2% of the same quarter last year. Results for respondents from Ethnic Minorities shows a rise to 64.8% agreement (from 60.8% last quarter). The proportion of Ethnic Minority respondents who actively disagree with the statement has fallen from 16.7% to 9.3%.

In the last quarter, 22 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 11 fewer than the previous quarter. Intimate parts were exposed in all but two searches in the last quarter.

Outcome	Female			Male					Grand Total
	11-17	18-24	25-34	18-24	25-34	35-59	60+	Unknown	
Arrest				1	2	2			5
Caution				1					1
Community resolution			1		2	1			4
No further action		1	1	2	1	1	1	1	8
Other action				1	1				2
Voluntary attendance	1					1			2
Grand Total	1	1	2	5	6	5	1	1	22

The above table shows these searches broken down by gender, age and outcome. The positive outcome rate for these searches was 54.5%. The one search conducted on a subject under the age of 18 was conducted on a 15-year-old Female at Police Premises. Four wraps suspected to be Crack Cocaine were found.

Drug/Weapons Found & Self Defined Ethnicity	Not Found		Found	
	Total	%age	Total	%age
White	1703	78.70%	461	21.30%
Not Stated	1058	83.57%	208	16.43%
Asian or Asian British	93	80.17%	23	19.83%
Black or Black British	171	79.53%	44	20.47%
Mixed	67	77.91%	19	22.09%
Other Ethnic Group	42	79.25%	11	20.75%

Drug/Weapons Found & Self Defined Ethnicity	Negative Outcomes				Positive Outcomes			
	Not Found		Found		Not Found		Found	
	Total	%age	Total	%age	Total	%age	Total	%age
White	1414	65.34%	77	3.56%	289	13.35%	384	17.74%
Not Stated	901	71.17%	41	3.24%	157	12.40%	167	13.19%
Asian or Asian British	78	67.24%	2	1.72%	15	12.93%	21	18.10%
Black or Black British	142	66.05%	7	3.26%	29	13.49%	37	17.21%
Mixed	52	60.47%	5	5.81%	15	17.44%	14	16.28%
Other Ethnic Group	33	62.26%	2	3.77%	9	16.98%	9	16.98%

19.6% (766) of individuals stopped in the quarter to 31st December 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 Mixed have the highest proportion of drugs/weapons found (22.1% or 19 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 relatively 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**

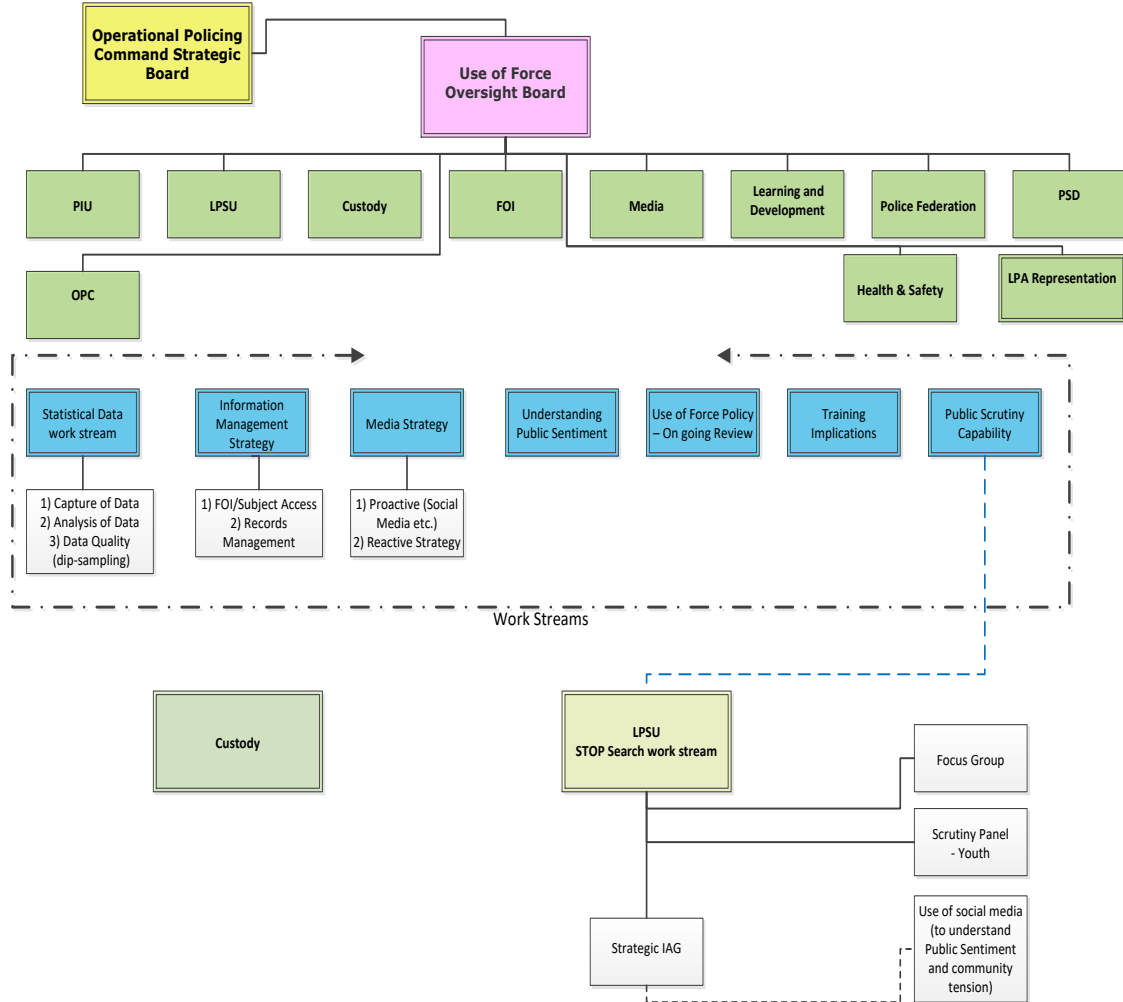
The trends in volumes of use of force and stop and search have been described throughout the paper.

6.3 **Risks/Mitigation**

Use of force is monitored by the 'Use of Force Board' chaired by ACC Rachel Nolan. 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 1.7 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

- Several areas have been identified as requiring improvement, issuing receipts after searches, fully explaining GOWISELYR and asking people's Self Defined ethnicity. A training package to address these has been developed and is referenced below under heading 9.
- The BWV Force wide scrutiny panel is effective in its current form but has areas for improvement. Work is being done to standardise the force wide and LPA boards to ensure there is consistency between all the meetings. This will include the agendas, how the meetings are chaired, number of pieces of footage shown and how the feedback from panel members is captured, retained and actioned.
- On the rare occasion a Sec 60 CJPO is authorised this will now be an agenda item for the scrutiny panel meeting. The panel will review the process followed in terms of communications plan, briefings to officers carrying out the searches, outcomes as well as the footage from actual searches.
- Work is being done to review the membership of the BWV panels to ensure a diverse membership. The force BWV panel had no representation from young people. It now has 5 members from our community aged 18-25 years old as this is the age range that is stopped and searched the most. Any areas with poor representation on the local panels will also be addressed.
- The timely review of stop slips by supervisors is improving, this now features on A4E to allow clear governance. A policy has been written to ensure supervisors are aware of what is required of them. This will cover the time frame to review a slip and the importance of a quality review to identify any underperformance/ misconduct. This area will continue to be scrutinised at the Tactical and Strategic Stop and search boards.
- The use of BWV for auditing stops is improving. A BWV review policy has been written mandating a minimum number per team per month. This was launched in December and has already seen the number of searches being dip sampled increase from 40 per month to 135; further work will see this increase to around 300 per month.
- The Use of Force working group is currently:
 - Reviewing the force Use of Force policy (to formalise arrangements of when to record/complete Use of Force form).

- Drafting a streamlined debrief process following a Use of Force.

9.0 Future Work/Development

All LPAs, CPTs and OPC officers will receive an input on their team training days starting in Jan 24, it will cover the following areas:

- A recorded message in relation to 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.
- An input to officers on Autism awareness.
- An input on procedural justice.
- An update on the revised S&S Policy highlighting areas where complaints and BWV dip sampling show we need to improve. Two of these are the issuing receipts asking self-defined ethnicity.
- An input on transgender searching by officers.
- Training has been 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, this is working well. This will be revisited to ensure the officers requesting are confident on the grounds and considerations required.
- An Input on use of Sec 60 CJPO as per the recommendation from the recent HMICFRS super complaint.

Further ongoing work

- A new Stop and Search site has been created on SharePoint which contains, policies, training material, national reports and other useful data to assist officers.
- Continue to work with L&D to build upon the quality of the annual personal safety training which now includes realistic stop and search scenarios assessing officer’s grounds, procedural justice (street craft), compliance with policy and unconscious bias.
- Work with L&D who are going to be allowing volunteers from the BWV scrutiny panels to observe PST training, particularly the stop and search element.
- 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.
- 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.

- Early work in relation to the training and mandatory recording process of those stopped under the road traffic.
- Policy work being written around the new legislation under Sec 11 public order act (authority to search without grounds for public order offences).
- A new dashboard to be shared with the public covering numbers of searches carried out, demographics of those searches, outcomes and complaints.
- The Use of Force working group will:
 - Consider racial disparity in Use of Force and how to address this.
 - Consider how to improve accurate recording.