

Hertfordshire Community Stop and Search Panel

26th March 2024, 10am – 12.30pm

Hertsmere Borough Council Offices, Elstree

Minutes

Attendance:

Demitrius Nurse (Chair)	DN	Megan Holland	MH
Jerry Rudd	JR	Tara Bullworthy	TB
Andy Taylor	AT	John Gillett	JGi
Robert Lloyd	RL	Supt Owen Pyle	OP
David Reynolds	DR	Ch Insp Ricky Bartlett	RB
Penny Buckman	PB	Insp Alexandra Bruzas	AB
Jacqueline Gaffin	JGa	James Coady, OPCC	JC
Mohammad Islam Ruman	MIR	Phoebe Allsopp, OPCC	PA
Eddie McCarroll	EMc	Catherine Boon, OPCC	CB
Andrew Huggins	AH	Lucy Nicolson-James, OPCC	LNJ
Paulette Reed	PR	Sue McNeill, OPCC (minutes)	SMc
Phil Millard	PM		

Also present: PS Neath, PC Perry, PC Begg, PC Shea and Ciara Kyrillou (Hertsmere BC)

1	Welcome, Introductions and Apologies
1.1	The Chair (DN) welcomed panel members, officers from the Constabulary and observers, particularly Ciara Kyrillou from Hertsmere BC, also thanking her as the local authority hosted the meeting.
1.2	Apologies were noted from: Ch Supt Dean Patient, PS Paul Pickett, Jeffrey Burke, Ben Platt, Bukola Efunshile, Dennis Elam, Linda Blake, Marian Mendez Da Costa, Valerie Shrimplin and Lorraine Edwards.
1.3	DN advised the panel that, for a variety of personal reasons, Alex Allen, Chris Kitchin and Neil Fisher had resigned from the panel. As a member of the data

	subgroup, DN particularly thanked Alex Allen for the effort and commitment shown to the panel over several years.
1.4	DN advised the panel that, as AB was changing roles, this would be her last meeting. He thanked her for the support provided to the panel whilst in post within the Operational Strategy Team.
2	Minutes of the Previous Meeting, Actions and Matters Arising.
2.1	The minutes of the previous meeting were agreed (see pack item 1) and the action tracker was updated (item 2.)
2.2	In respect of Constabulary feedback, the presentation was circulated prior to the meeting but AB advised this had since been updated (Item 3).
2.3	Discussion followed regarding the presentation of the facts, feedback and response. The panel felt that in some cases the response appeared extremely defensive, particularly if the reviewing sergeant had in some way been involved in the incident. AB agreed that the review should be undertaken by an inspector/chief inspector and that some officers had yet to understand the panel's role as 'critical friend.' This would hopefully be rectified with officer invites to the meetings.
2.4	The panel agreed that a balance had to be struck in terms of further debating the Constabulary responses to panel feedback. AB stated that the structure of the presentation would be reviewed. Action: Constabulary to review the feedback loop and presentation to panel.
3	Chair's Update
3.1	<i>Disproportionality workshop (DN):</i> <ul style="list-style-type: none"> - Minutes to be circulated to the whole panel in due course. - Discussion had been constructive. The report had confirmed panel beliefs, but actions were required to move forward and maintain momentum. <i>Police Powers Board (MIR):</i> <ul style="list-style-type: none"> - The discussion included the panel's interest and scrutiny of all U18s strip searches. - Overall, panel feedback of Green graded reports had reduced.

4	OPCC Update																		
4.1	<p><i>Mock Panel - West Herts College:</i></p> <ul style="list-style-type: none"> - Originally scheduled for 27th March but postponed due to staff changes at the college. - Potentially looking to deliver the mock panel at the late-April / early-May to fit around exam season. - New links with college developed to progress event. - Panel will be invited to take part. <p><i>Data subgroup:</i></p> <ul style="list-style-type: none"> - April meeting will focus on Jan-March data. <p><i>Annual report:</i></p> <ul style="list-style-type: none"> - First draft to panel by late-April. - Photos taken at meeting for inclusion in the report and use of image permissions explained. <p><i>Expenses:</i></p> <ul style="list-style-type: none"> - Panel members asked to delay submitting expense claims temporarily. - Process change within the Constabulary (from Finance Accounts Payable to HR Payroll) requires a change of practice, however several minor issues have yet to be resolved. - New expense claim forms will be circulated to the panel once available. 																		
5	Panel Feedback – Countywide																		
5.1	<p>The scrutiny took place between 10.30am – 12.10pm. The below grid represents the gradings as recorded by the panel. A registration sheet is cross-referenced with the individual records for accuracy. The figures in brackets relate to scores given for the BWV footage as this is also fed back to the Constabulary but separated so not to distort record review figures. Where the panel was split in its decision, the lowest grade has been recorded.</p>																		
5.2	<table border="1"> <thead> <tr> <th>Group no.</th> <th>Checked</th> <th>Green 1 Excellent</th> <th>Green 2 Satisfactory</th> <th>Amber 3 Not confident</th> <th>Red 4 Serious concerns</th> </tr> </thead> <tbody> <tr> <td>Grp 1</td> <td>5</td> <td>2</td> <td>1</td> <td>1</td> <td>1</td> </tr> <tr> <td>BWV</td> <td>(5)</td> <td>(2)</td> <td>(1)</td> <td>(2)</td> <td>(0)</td> </tr> </tbody> </table>	Group no.	Checked	Green 1 Excellent	Green 2 Satisfactory	Amber 3 Not confident	Red 4 Serious concerns	Grp 1	5	2	1	1	1	BWV	(5)	(2)	(1)	(2)	(0)
Group no.	Checked	Green 1 Excellent	Green 2 Satisfactory	Amber 3 Not confident	Red 4 Serious concerns														
Grp 1	5	2	1	1	1														
BWV	(5)	(2)	(1)	(2)	(0)														

	Grp 2 U18 strip search	1	1	0	0	0
	Grp 2 standard searches	9	6	2	0	1
	Grp 3 standard searches	16	7	2	0	7
	Grp 4 standard searches	15	6	7	0	2
	Grp 5 standard searches	14	0	12	1	1
	TOTAL	60	22	24	2	12
5.3	Post-meeting, a data loading issue was discovered and it became apparent that one group had reviewed January stops. Those not previously reviewed at the last meeting were submitted to the Constabulary including both red and amber graded feedback.					
5.4	General feedback included an example of an exceptional engagement, which the panel felt would help improve public perception and confidence in the police service. A serious concern was flagged relating to a search which escalated to a strip search without sufficient grounds being recorded. Generally, the panel was disappointed to have graded several records as red due to lack of information.					
5.5	Due to late apologies, one group consisted of only two panel members. PM felt that this was not an appropriate number to get a balanced view of the records. The Chair will decide whether to reduce the number of groups, should this situation arise in future.					
6	Any Other Business					
6.1	The observers found the panel both interesting and useful, particularly in respect of alternative powers which could have been used at the time of the incident. All agreed that taking a few extra minutes to complete the entry properly first time would have a positive impact on standards and review.					
6.1	No other items were raised and DN closed the meeting					
6.2	Date of next meeting: Tuesday 30 th April 2024, 2pm – 4.30pm, Joint Emergency Services Academy, Stevenage.					