

Annual Report

Countywide Community Stop and Search Scrutiny Panel

March 2015 – February 2016

1). Purpose of the report

- 1.1 To provide the Police and Crime Commissioner's Community Safety Board with a summary of the work undertaken by the Countywide Stop and Search Community Scrutiny Panel ("the panel") between the period March 2015 and February 2016, and reflect on the findings from the dip sampling and summary stop and search data examined for Hertfordshire.
- 1.2 To suggest ways in which the Panel could develop its role over the coming year to ensure that it supports the government's ambitions to improve external scrutiny by local communities, and give the public confidence that officers are carrying out focused and intelligence-led searches, using their powers in a lawful, necessary and ethical way.

2). Introduction & Background

- 2.1 On 30th April 2014, the Home Secretary introduced a comprehensive package of reforms to address concerns that fewer than half of all police forces in England and Wales complied with the Police and Criminal Evidence Act (PACE) 1984 Code of Practice A. It was believed that the reforms would contribute to a:
 - A *significant reduction* in use of stop search
 - More intelligence-led stop search
 - Improved stop-to-arrest ratios
- 2.2 The package of reforms included a measure to ensure that each police force had arrangements in place for their stop and search records to be scrutinised by the communities they serve¹ The Home Secretary outlined a package of reforms for forces, which included, amongst others:
 - External Scrutiny of Stop and Search records by local communities; and
 - A Stop and Search complaints Community Trigger - a local complaint policy requiring the police to explain to local community scrutiny groups how the powers are being used where there is a large volume of complaints
- 2.3 The Home Secretary gave a strong message around the government's expectation for forces to comply with such measures, noting that the 'College of Policing would introduce an assessment of officers' fitness to use stop and search powers. If officers do not pass the assessment or do not understand the law, or they do not show they know how to use stop and search powers appropriately, they will not be allowed to use them'. The Home Secretary's letter noted how 'revisions would be made to PACE Code A to make it clear what constituted reasonable grounds and would emphasise that where officers are not using their powers properly they will be subject to formal performance or disciplinary proceedings'.
- 2.4 In August 2014, Hertfordshire Constabulary signed up to the Home Secretary's Best Use of Stop Search Scheme, recognising the need to ensure better scrutiny and compliance of stop and search in order to develop a more focused and intelligence-led approach. Figures between 2010 and 2014 had shown significant increases in the volume of Stop Searches conducted in Hertfordshire per thousand population, despite the national average for England and Wales showing a reduction.
- 2.5 During 2013/14 Hertfordshire officers were conducting just over 27,000 stop searches and stood in the top quartile for the number of Stop Searches per thousand population when compared to all forces and those within the Most Similar Group (MSG)² whilst at the same time experiencing a rise in the level of overall crime of approx. 11 per cent over the same period. In addition, the stop to arrest ratio was far lower than the Home Secretary's 'aspirational target of 20 per

¹ Her Majesty's Inspectorate of Constabulary (HMIC) reported that 27 per cent of the Stop and Search records they examined did not contain reasonable grounds to search people, even though many of the records had been endorsed by supervising officers. Reasonable grounds does not include personal appearance. A Police Officer cannot lawfully stop and search an individual because of their age, colour, style of clothing or hairstyle etc. There is no such thing as a 'voluntary search'. If you are stopped and searched, the Police Officer must follow the correct police procedure.

² Her Majesty's Inspectorate of Constabulary include Hampshire, Essex, Leicestershire, Sussex, Avon and Somerset, Staffordshire and Thames Valley in Hertfordshire's Most Similar Group (MSG).

cent', averaging 10 per cent³ in 2013/14 and 12 per cent in 2014/15. The Constabulary hoped that this refreshed approach to stop and search would lead to higher stop to arrest rates, a higher number of positive disposals, and a targeting of those engaged in serious criminality, leading to a greater proportion of stop searches for acquisitive crime and weapons, rather than low level drugs possession.

3). External Scrutiny of Stop and Search by local communities

- 3.1 In line with the Home Secretary's recommendations for better scrutiny and accountability, the Police and Crime Commissioner's Office made arrangements for public scrutiny of stop and search records by setting up an independent countywide scrutiny Panel. The remit of the Panel was to provide a voice for community concerns and help inform and influence police training around stop and search practices. In doing so, the Panel would seek to give the public greater confidence and trust in the way stop and search is conducted, and help to lead to the correct and proportionate exercise of stop and search powers.
- 3.2. Following nominations by the Community Safety Partnerships, six panel members were recruited and completed a training session on PACE Code A, to help them better understand compliance and give them confidence to critically challenge and scrutinise Hertfordshire's Stop and Search data in order to be able to identify any concerns and areas of good practice. In addition, the University of Hertfordshire also supported the recruitment process by advertising the volunteering opportunity to students, resulting in seven young people being recruited, helping to bring greater diversity to the panel in terms of ethnicity and age.

4). Working in Practice

- 4.1 At the Panel's inaugural meeting in March 2015, members agreed Terms of Reference (TOR), which included electing a Chair and deputy Chair for the group, and guiding principles and practices for the group to follow⁴. The Panel agreed to review the TOR on an annual basis to ensure membership is kept up-to-date and to discuss data requests from Hertfordshire Constabulary for that forthcoming year⁵.
- 4.2 Since forming in March 2015, the Panel has met on five occasions, undertaking dip sampling on the stop search forms, using a set of prompts/criteria to help assess whether the Stop Search power used was lawful, necessary and proportionate. Over the course of the year these prompts have been refined and currently include the following:
- More context/narrative needed
 - Sufficient to arrest without a search
 - Not Stop and Search as individual already under arrest
 - Smell of Cannabis alone is not enough
 - Association with another is not enough
 - Explain why suspect fits description
 - Enough reason as to why 'suspicious'? (previous criminal history is not enough)
- 4.3 At each Panel meeting, an excel spreadsheet, listing all the stop and searches that have taken place in the preceding two months, is projected onto a screen. The Panel, either as a whole or sub-groups, select individual cases at random and in rotation. Each sample is assessed against the above guidance 'criteria'/prompts and the Panel record their conclusion, also highlighting cases where there was insufficient material for a conclusion to be reached. In each case the Panel records its conclusion for each stop on a feedback form which is provided to the lead officer for stop and search at Hertfordshire Constabulary following each meeting.
- 4.4 During the period 31st March to 31st December 2015 Hertfordshire Constabulary conducted 6,714 Stop Searches. This equates to approximately 740 Stop Searches each month countywide. Over the last 11 months, the Panel has reviewed

³ Of the 27,192 Stop Searches made by Hertfordshire Constabulary in 2013/14, only 10 per cent resulted in an arrest.

⁴ TOR are available on the Police and Crime Commissioner's website: <http://www.hertscommissioner.org/fluidcms/files/files/pdf/holding-police-to-account/19-10-2015-Stop-and-Search-Scrutiny-TOR.pdf> and noted in Appendix A.

⁵ Currently the scrutiny panel receive the number of Stop Searches per month in relation to: object of search; ethnicity/gender/age per thousand population; District and Borough comparison; and arrest rate.

139 of the 6,714 Stop and Search forms, which cover all areas of the county and include searches in relation to Acquisitive Crime (under S.1 of PACE Code A) and those for Drugs (Under S.23 of PACE Code A). Throughout the year, membership of the Panel has changed as new members have joined and others have left, which has brought with it varying levels of understanding of PACE Code A and how to undertake the process of dip sampling. The current membership of the Panel now reflects a good cross section of the demographics of Hertfordshire across ethnicity and age and will continue to mature as it moves into year two.

4.5 The following sections summarise the main issues raised through the dip sampling sessions and highlight areas that the Panel will be monitoring moving forward, including next steps and recommendations.

5). Recording of Grounds for a Stop and Search

- 5.1 Panel members identified that a number of the stop and search forms reviewed contained very short descriptions for the grounds of the search and, in particular, lacked evidence on why the initial stop had taken place. Some forms were very vague regarding what they suspected they might find on the individual⁶. Often officers recorded the narrative from the start of the search and what they believed they might find on that individual, rather than the behaviour of the individual prior to the search, and an explanation regarding what contributed to their suspicion.
- 5.2 A large number of Stop and Search forms used short-hand police language/acronyms⁷, and often referred to stops and searches undertaken as part of a 'routine check'⁸ or as an 'intel-led stop search'. However, they provided little explanation as to what 'intelligence' they had to undertake the stop. The Panel reported to the Constabulary that they, as members of the public, would have greater confidence in the lawfulness and ethical use of stop and search if the officer provided a clearer and more detailed rationale for the grounds, and used plain English that could be better understood by a member of the public. The absence of which could pose a threat to the confidence, trust and reassurance communities have in the police that is fundamental to securing and maintaining the legitimacy of policing.
- 5.3 The 2014/15 stop and search data for Hertfordshire indicates that 60 per cent of all stop and searches were on suspicion of drug possession; and this has been reflected in the number of searches for drugs which the Panel has reviewed. Recent dip sampling undertaken by the Panel has raised questions regarding the strength of the grounds when conducting a search for drugs, with a number of officers often relying on the 'smell of cannabis' alone to justify the grounds for their search. This is despite the Chief Constable making it clear that officers need to support a stop and search with other evidence including location, recent crime series, or an officer's observation or conversation with the individual before the search. However, the Panel found that, other than in relation to forms that only mentioned the 'smell of cannabis', the number of cases in which the exercise of the stop and search power had been used inappropriately was relatively low.

6). Raising Standards

- 6.1 Since the Constabulary signed up to the Best Use of Stop and Search in August 2014, there has been various communication to frontline officers regarding their position on stop and search. In some correspondence Chief Officers have signalled clearly that there are no numerical stop and search targets set for officers and that the only objective relates to the outcome expected following a search being conducted. It is noted that this enables officers to take a proportionate response to stop and search and in doing so, they would hope to see an uplift in the number of positive disposals which is in line with proportionate justice. However, other communication by Chief Officers is clear that the Constabulary aspires for a 'minimum of 20 per cent' of all stop searches to result in an arrest.⁹

⁶ A Police Officer can search an individual if they feel they are likely to find either: Drugs; Weapons, Stolen Property; Items which can be used to commit burglary, theft or deception; certain types of firework; evidence of game or wildlife offences; alcohol at or on route to a designated sporting event; items made, adapted or intended to damage or destroy property; or articles connected with terrorism.

⁷ The most common acronyms used are: DP- Detained Person; FTS- Failed to Stop; RO- Registered Owner; RTC- Road Traffic Collision; TWOC- Taking without Consent; H/A- Home Address; ANPR- Automatic Number Plate Recognition.

⁸ A 'routine check' has to be justified in relation to S.163 Road Traffic Act to check compliance. Officers have the power to ascertain ownership. It is routine for a car to be lawfully stopped and then there is use of force or search. An officer is required to cover the grounds regarding what went on beyond carrying out a routine check.

⁹ Chief Officers Stop and Search statement, Constabulary intranet article discussed at Stop and Search dip sampling meeting in January 2016.

Stop and Search for Acquisitive Crime

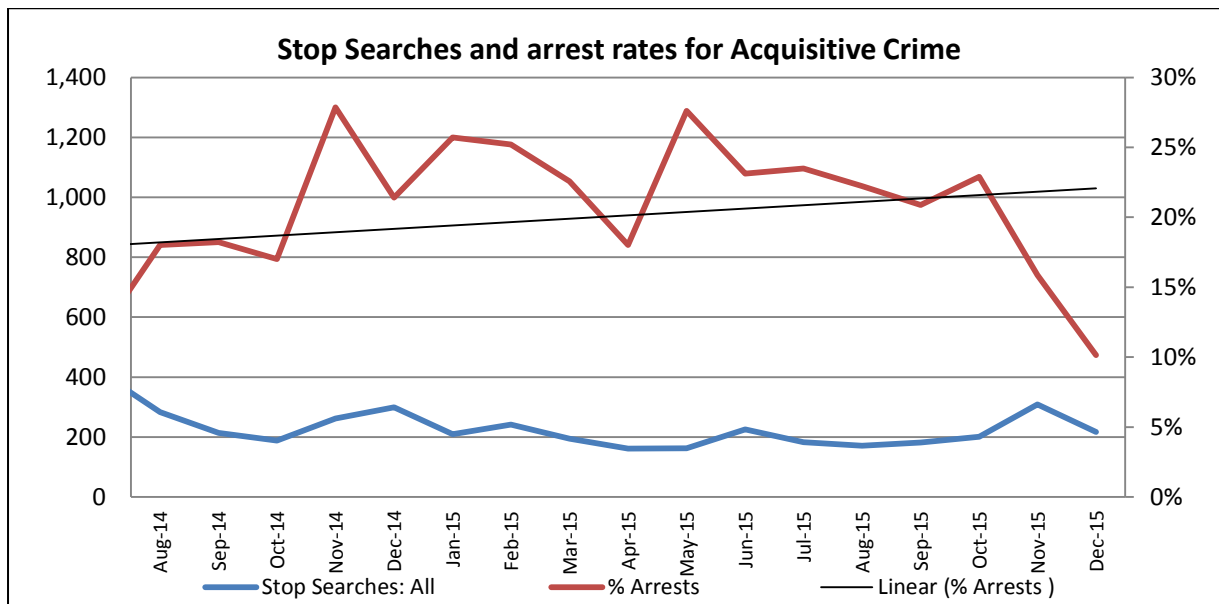
6.2 Summary data examined by the Panel over the course of 2015 shows that the average arrest rate for acquisitive crime was 21 per cent. However, there have been significant fluctuations in the stop to arrest rate ranging from the highest level of 27.9 per cent in November 2014 to the lowest of 10.1 per cent in December 2015. The number of positive outcomes over the same period has also fluctuated considerably, increasingly steadily after the initial uptake of Best Use of Stop and Search, reaching 32.5 per cent in May 2015, but falling during the second half of 2015 to reach 15.2 per cent in December 2015 as illustrated in Tables 1 and 2.

Table 1: Volume of Stop Searches, arrest rates and positive disposals for Acquisitive Crime (August 2014 to December 2015)

Acquisitive Crime							
Acquisitive crime Stop Searches	Stop Searches: All	% Arrests	Arrests		Stop Searches: All	% Total Positive Disposals	Positive disposals
Aug-14	283	18.0%	51	Aug-14	283	18.0%	
Sep-14	214	18.2%	39	Sep-14	214	22.4%	9
Oct-14	188	17.0%	32	Oct-14	188	23.4%	12
Nov-14	262	27.9%	73	Nov-14	262	31.7%	10
Dec-14	299	21.4%	64	Dec-14	299	26.4%	15
Jan-15	210	25.7%	54	Jan-15	210	30.5%	10
Feb-15	242	25.2%	61	Feb-15	242	30.6%	13
Mar-15	195	22.6%	44	Mar-15	195	25.1%	5
Apr-15	161	18.0%	29	Apr-15	161	24.2%	10
May-15	163	27.6%	45	May-15	163	32.5%	8
Jun-15	225	23.1%	52	Jun-15	225	29.8%	15
Jul-15	183	23.5%	43	Jul-15	183	29.5%	11
Aug-15	171	22.2%	38	Aug-15	171	24.6%	4
Sep-15	182	20.9%	38	Sep-15	182	26.4%	10
Oct-15	201	22.9%	46	Oct-15	201	25.9%	6
Nov-15	309	15.9%	49	Nov-15	309	21.4%	17
Dec-15	217	10.1%	22	Dec-15	217	15.2%	11

Source: Data provided to the Scrutiny Panel by Hertfordshire Constabulary, December 2015

Table 2: Number of Stop Searches and arrest rates for Acquisitive Crime (August 2014 to December 2015)



Source: Data provided to the Scrutiny Panel by Hertfordshire Constabulary, December 2015

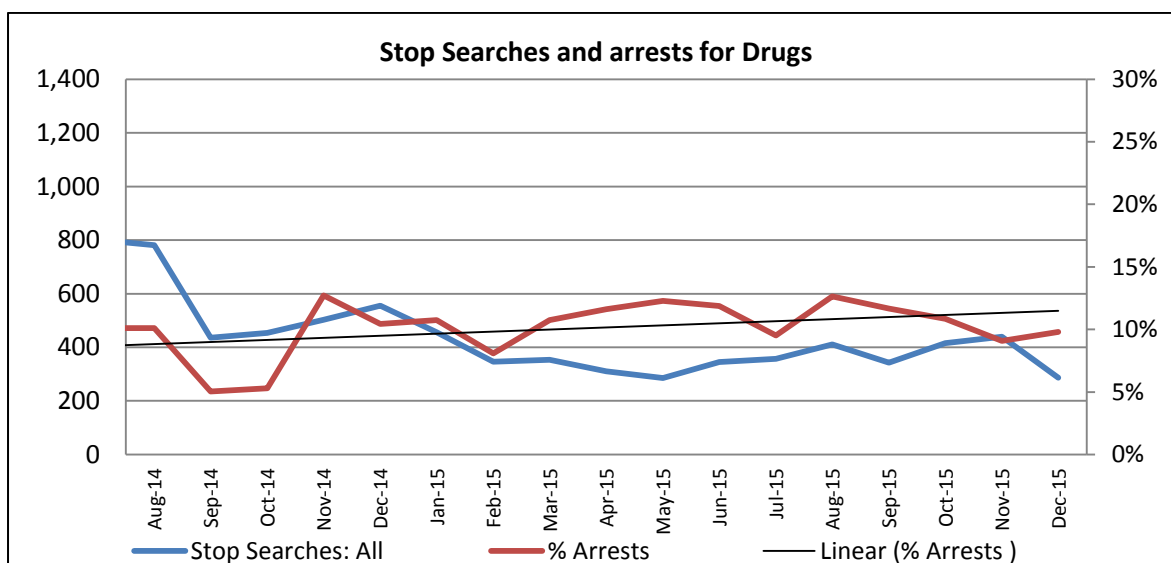
Stop and Search for Drugs

6.3 Summary data noted in Tables 3, 4 and 5 show that during the period August 2014 to December 2015 Hertfordshire officers conducted over 7,000 searches for drugs, an average of 416 per month. As shown with the acquisitive crime data, there have been wide fluctuations in the volume of searches conducted over the last 17 months for drugs. Table 3 shows that the average arrest rate for drugs sat at just above 10 per cent and positive disposals at 29 per cent.

Table 3: Number of Stop and Searches, arrests and positive disposals for Drugs (August 2014 to December 2015)

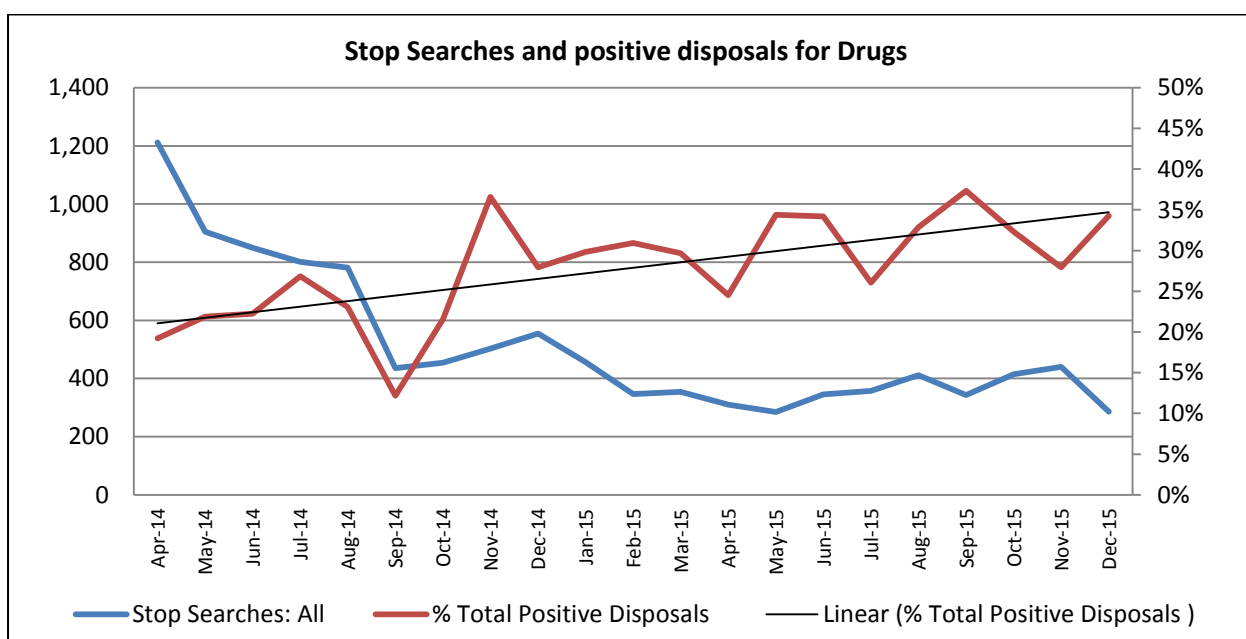
Drugs							
Drugs Stop Searches	Stop Searches: All	% Arrests	Arrests		Stop Searches: All	% Total Positive Disposals	Positive disposals
Aug-14	781	10.1%	79	Aug-14	781	23.0%	
Sep-14	436	5.0%	22	Sep-14	436	12.2%	31
Oct-14	454	5.3%	24	Oct-14	454	21.6%	74
Nov-14	503	12.7%	64	Nov-14	503	36.6%	120
Dec-14	555	10.5%	58	Dec-14	555	27.9%	97
Jan-15	456	10.7%	49	Jan-15	456	29.8%	87
Feb-15	346	8.1%	28	Feb-15	346	30.9%	79
Mar-15	354	10.7%	38	Mar-15	354	29.7%	67
Apr-15	310	11.6%	36	Apr-15	310	24.5%	40
May-15	285	12.3%	35	May-15	285	34.4%	63
Jun-15	345	11.9%	41	Jun-15	345	34.2%	77
Jul-15	357	9.5%	34	Jul-15	357	26.1%	59
Aug-15	411	12.7%	52	Aug-15	411	32.8%	83
Sep-15	343	11.7%	40	Sep-15	343	37.3%	88
Oct-15	415	10.8%	45	Oct-15	415	32.3%	89
Nov-15	440	9.1%	40	Nov-15	440	28.0%	83
Dec-15	286	9.8%	28	Dec-15	286	34.3%	70

Table 4: Number of Stop Searches and arrest rate for Drugs (August 2014 to December 2015)



Source: Data provided to the Scrutiny Panel by Hertfordshire Constabulary, December 2015

Table 5: Number of Stop Searches and positive disposals for Drugs (August 2014 to December 2015)



Source: Data provided to the Scrutiny Panel by Hertfordshire Constabulary, December 2015

6.4 Overall, the data has shown that while the volume of stop searches carried out has dropped significantly, the overall arrest rate is low. The measures introduced by the government’s Best use of Stop and Search scheme had intended to ensure that stop searches are targeted to those engaged in the most serious criminality, leading to a greater proportion of stop searches for acquisitive crime and weapons, than for drugs. However, an examination of the data by the Panel has showed that over the period August 2014 and December 2015, on average, officers conducted double the number of stops for drugs – 416 on average every month, compared to 217 per month for acquisitive crime.

Variation across CSPs

6.5 Recent data from 1st April 2015 to 31st December 2015 show that across the 10 CSPs there is a high degree of variation in the volume of stop and searches carried out, the stop to arrest rate, and the positive disposal rate (see Table 6

below). This ranges from a 22.1 per cent (arrest rate) in Welwyn Hatfield, a 36 per cent (positive disposal and arrest rate) in St Albans, to an 8 per cent arrest rate and 25 per cent positive disposal rate in Three Rivers.

- 6.6 In line with the Best Use of Stop Search, it would appear from the data that there are a number of areas for improvement in achieving the minimum of 20 per cent of all Stop Searches resulting in an arrest. Moving forward, the Scrutiny Panel may seek to give consideration to how dip sampling is undertaken so that it is easier to identify trends by looking in depth at a number of S.23 Drug searches over a given period or those under S.1 for stolen and prohibited articles and feeding back suggestions.
- 6.7 The panel are also considering undertaking a 'deep dive' of stop and search forms from identified CSPs that have a considerably lower arrest rates and positive outcomes than the Hertfordshire average. This will help the panel to examine in more depth what compliance looks like in specific areas, and where improvements to the training of officers can be made.

Table 6: Volume of stop and searches by CSP with arrest rates and positive disposal rate for the period 1st April 2015 to 31st December 2015

CSP (based on Stop location)	Number of Stop Searches	Number of Arrests	Arrest Rate (%)	Number of Other Positive Disposals	Positive Disposal & Arrest Rate (%)
Broxbourne	561	93	16.6%	88	32.3%
Dacorum	601	68	11.3%	86	25.6%
East Herts	658	74	11.2%	110	28.0%
Hertsmere	836	95	11.4%	120	25.7%
North Herts	340	58	17.1%	36	27.6%
St Albans	504	109	21.6%	73	36.1%
Stevenage	304	52	17.1%	38	29.6%
Three Rivers	410	33	8.0%	71	25.4%
Watford	630	77	12.2%	96	27.5%
Welwyn Hatfield	574	127	22.1%	54	31.5%
Out of Force Stops	98	12	12.2%	11	23.5%
Total	5516	798	14.5%	783	28.7%

Source: Data provided by Hertfordshire Constabulary, December 2015

7) Variation in Ethnicity and Age

7.1 Summary statistics relating to ethnicity and age for November/December 2015 have only briefly been discussed by the Panel, but require further interrogation to better understand whether there are any concerns relating to disproportionality in relation to ethnicity and age. On first appearance, the data presented in Table 7 below suggests that Black and Minority Ethnic (BAME) people were statistically more likely to be stopped and searched by Hertfordshire Constabulary than those who are White. However, the Constabulary have informed the Panel that caution needs to be taken before drawing assumptions from the data, especially where it might appear to suggest that forces are unfairly targeting particular ethnicities in their use of stop and search powers. There are a number of reasons why there may be disparities including:

- the difference between the street population available to be stopped and searched at any given time with the general force population;
- stop and search not being carried out on people who are not resident in the area;
- disparity in the crime rates between different ethnicities; and
- disparity in the number of repeat stops and searches carried out on individuals by ethnicity.

7.2 In addition, the Panel have found there to be a number of occasions where there have been significant discrepancies between the 'self-defined' ethnicity and the 'ethnicity as perceived by the officer making the search' (using Police National Computer description codes). The list relating to self-defined ethnicity is much larger than officer defined ethnicity categories, splitting out into 16+1 categories, compared to the six IC codes. Initial data analysis, undertaken by the Office of the Police and Crime Commissioner on behalf of the Panel, shows that, from November and December 2015, approx. 78 per cent (878 records) showed a match between self-defined and that perceived by the officer making the search, with 22 per cent (approx. 245 records) showing no match between the two or were left blank. Given the

discrepancy between officer-defined and self-defined categorisations and the limiting factors noted above, it has been difficult for the Panel to fully interrogate ethnicity data.

- 7.3 Moving forward, the Panel may seek to examine whether there is anything that can be learned, in relation to ethnicity or age, from the stop and searches that are seen as ‘proportionate and necessary’, compared to those that were considered to have insufficient grounds for a search, and take a proactive stance on that. In addition, there is a need to better understand how ethnicity matches to age, since the data shows that the majority of individuals who are stopped and searched in Hertfordshire are between 16 and 26 years old.

Table 7: Ethnicity by CSP from 1st November to 31st December 2015

CSP Data - Number of Stop Searches (based on the location of the Stop)	Self-Defined Ethnicity						
	Asian	Black	Mixed	Not Stated	Other	White	Total
Broxbourne CSP	5	9	3	14	1	61	93
Dacorum CSP	10	7	1	14		128	160
East Herts CSP	5		3	45		162	215
Hertsmere CSP	6	24	11	43	2	160	246
North Herts CSP	3	4	4	7	3	70	91
St Albans CSP	21	7	4	13	18	93	156
Stevenage CSP	1	9	1	11		32	54
Three Rivers CSP	4	3	2	7		88	104
Watford CSP	18	15	8	17	2	77	137
Welwyn Hatfield CSP	12	18	4	23		98	155
Out of Force (OF)	4	6	0	3		11	24
Total	89	102	41	197	26	980	1435
As a Percentage of All Stops (%)	6.2%	7.1%	2.9%	13.7%	1.8%	68.3%	100.0%
Disproportionality	1.22	3.24	1.49		3.66		
Census Population %	6.5%	2.8%	2.5%		0.6%	87.6%	

Source: Data provided to the Scrutiny Panel by Hertfordshire Constabulary, December 2015

8). Responding to Community Complaints

- 8.1 Under the Home Secretary’s Best Use of Stop Search Scheme, it was recommended that participating police forces would introduce a stop and search complaints ‘Community Trigger’ whereby the police must explain to the scrutiny panel how the powers are being used where is a large volume of complaints. The Panel has recently agreed to be part of this process which involves: reviewing any complaints relating to stop and searches received to the force; providing an independent view back to the complainant; and questioning the relevant officers on powers used. Currently the Trigger has not been activated since the panel has been set up in March 2015, with only three complaints received during 2014 and none in 2015.
- 8.2 The Panel recognise that whilst complaints have not been received, they can play a role to better understand the public’s perceptions and experiences of being stopped and searched, whether individuals are aware of their rights and how they should be treated. Used incorrectly, stop and search can significantly damage relationships between the police and the public. Moving forward, the Panel will consider how best to consult or contact the public in order to hear about their experiences and where improvements can be made. This may involve seeking permission from an individual to view the body worn video footage. In doing so, the Panel will use all information provided to make judgements as to the necessity and proportionality of the search and provide challenge to the Constabulary on any issues that arise and share good practice where it is found. The Panel may also consider requesting to look any cases where powers have

been misused (e.g. Section 32 –stop after an arrest), and give those who have been stopped and searched the opportunity to discuss their experiences.

9). Summary and Recommendations

9.1 The scrutiny of stop and search data undertaken by the Panel over 11 months has raised a number of issues regarding the way stop searches are carried out and how this is evidenced and recorded. It is recommended that the Constabulary take account for the performance issues highlighted in this report and plan for how improvements will be made in order to raise public confidence.

9.2 Summary key findings:

- A higher number of searches continue to be carried out for drugs each month, rather than for acquisitive crime and weapons.
- Stop to arrest ratio for acquisitive crime has fallen to 10.1 per cent, the same level as before the start of Best use of Stop and Search in 2014. The number of positive disposals has also fallen from 25 per cent in August 2014 to 15 per cent in December 2015.
- There continues to be an over-reliance on the ‘smell of cannabis’ to carry out an initial S.23 Drug searches, rather than corroborating this with other evidence such as a recent crime series, observations or conversations.
- There is significant variation across CSPs in the stop to arrest rate and positive disposals against volume of stop searches conducted.
- Further data analysis is needed to understand the ethnicity, gender and age profiles of those stopped and searched to better understand proportionality/disproportionality.

9.3 Recommendations and next steps

- The Panel will seek to undertake a number of sessions that will carry out a ‘deep dive’ on particular issues or on identified district areas to better understand where improvements can be made that help to inform policy, practice and training.
- The Panel will seek to better understand the data on ethnicity, age and gender to understand if there are any issues of concern that warrant further investigation.
- The Panel will seek to better understand the experiences of those who have been stopped and searched so good practice or improvements to practices can be used to inform training and development.

Appendix A: Scrutiny Panel Terms of Reference

Terms of Reference Countywide Community Stop and Search Scrutiny Panel

1) Background

In April 2014 the Home Secretary recommended that all police forces should introduce the Best Use of Stop and Search Scheme in order to achieve greater transparency, community involvement in the use of stop and search powers, and to support a more intelligence-led approach, leading to better outcomes, such as an increase in the stop and search to positive outcome ratio.

As part of the Best Use of Stop and Search, and in accordance with The Police and Criminal Evidence Act 1984 (PACE) Code of Practice A, the Home Secretary advised that all police forces in England and Wales have the arrangements in place for their Stop and Search records to be scrutinised by the communities they serve.

2) Terms of Reference

The purpose of the Countywide Community Stop and Search Scrutiny Panel is to provide independent scrutiny of the use of Stop and Search across Hertfordshire, to provide feedback on Stop and Search practices, to provide a voice for community concerns, and to influence police actions. It is hoped that the Scrutiny Panel will improve public confidence and trust in the way in which Stop and Search is conducted and in the correct and proportionate exercise of Stop and Search powers.

2.1) Membership

The Countywide panel will consist of approximately 10 members who come from the various districts and boroughs of Hertfordshire, who, as far as possible, represent the demographics of the County. Membership of the panel will be reviewed yearly to ensure that the panel continues to reflect that demographic. The members who have initially agreed to serve on the panel are:-

- Jeffrey Burke (Chair) - Retired Judge, Resident of Flamstead
- Stuart Nagler – (Deputy Chair) - Chair of Audit Committee and Magistrate
- Jagtar Singh Dhindsa - Instructional Officer, Prison Service
- Ryan Pound, Law Student, University of Hertfordshire
- Brenda Griffiths - Associate Member of College of Policing and Non-executive Director of Herts Community NHS Trust
- Tina Faraji - Law Student, University of Hertfordshire
- Curtis Sage-Passant - Law Student, University of Hertfordshire
- Rosie Alphonse – Senior Housing Officer and part time Law Student
- Sherma Batson - Stevenage Borough Councillor, Hertfordshire County Councillor, member of Herts Equality Council
- Nadia Miah, Law Student, University of Hertfordshire
- Megan Jackson, Law Student, University of Hertfordshire
- Nigel Hun, Law Student, University of Hertfordshire

The Operational Local Policing Command lead for Stop and Search within Hertfordshire Constabulary will be available to the panel meetings in order to enable questions to be asked directly by members and will be accountable for any issues and concerns which may arise.

2.2) Chair of the Stop and Search Scrutiny Panel

The chair of the group will be a member of the panel and will be appointed by the group and by no one else in order to demonstrate transparency and accountability. The Chair will be appointed for a period of one year initially; the appointment will be reviewed on an annual basis.

2.3) Meetings and frequency

The Countywide Community Scrutiny Panel will meet bi-monthly for two hours at one of the Fire Stations in Hertfordshire or at other appropriate locations within the County to undertake dip sampling of Stop and Search forms conducted across the County to ensure they are PACE Code A compliant. If concerns indicate an issue in certain districts or boroughs, the group may consider undertaking a deep dive of the forms and hold the respective Superintendent or Chief inspector to account on the evidence presented.

The Stop and Search Community Scrutiny Panel will review a random sample of Stop and Search forms, identifying any concerns, issues and areas of good practice and learning. The forms will be anonymised with the identity of the person stopped and officer conducting the stop redacted. The panel will, at each meeting, be presented with the following data for discussion and scrutiny:

- Number of Stop Searches per month (including S60)
- Number of Stop Searches per month by Object of Search
- District/borough data, Stop Searches per month, Arrests per month and arrest rate
- Ethnicity, age and gender of those who are subject to Stop and Search
- Ethnicity data showing percentage of Stop Searches for each ethnic group. Monthly data
- Ethnicity data shown as Disproportionality Ratio (Ratio of Disproportionality of the Person searched compared with White people) Monthly data
- Number of S60 Stop Searches
- Reason for Search and Subsequent arrest. One month's data

The Office of the Police and Crime Commissioner secretariat, together with the Chair will ensure that panel members are provided with minutes and actions from the meetings. All minutes and supporting documentation for the Panel will also be made publically available on the Hertfordshire Police and Crime Commissioner's website.

3) Review and Monitoring arrangements

The Terms of Reference will be reviewed after 6 months and annually thereafter to ensure that they take into account any Force, Home Office/National Police Chiefs' Council (NPCC) recommendations or legislative changes.

Reports from the Scrutiny Panel regarding performance and compliance with Code of Practice A will be reviewed at the quarterly Community Safety Board, chaired by the Police and Crime Commissioner for Hertfordshire and attended by Community Safety Partners.

The Scrutiny Panel shall produce an Annual Report of upon the work which it has carried out in the preceding year; the first such report shall be produced and provided to the Hertfordshire Police and Crime Commissioner by 31 March 2016.