

# Annual Report



## Hertfordshire Countywide Community Stop and Search Scrutiny Panel

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1st April 2017 - 31st March 2018

— **David Lloyd** —  
**Police and Crime  
Commissioner**  
for Hertfordshire

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# Purpose

This report provides a summary of the work undertaken by the Countywide Stop and Search Community Scrutiny Panel between 1st April 2017 to 31st March 2018, reflecting on findings from the dip sampling and summary stop and search data examined during that period. The Panel meet monthly to review the preceding month's activity and therefore this report covers the Constabulary's stop and search activity from 1st March 2017 to 28th February 2018.

The report also considers the Panel's development of its role and details activities undertaken during the last year.

It also outlines the Panel's next steps for 2018/19 in order to continue improving external scrutiny measures and to enhance public confidence in the Constabulary's ethical and lawful use of stop and search powers.

# Chair's Foreword

It has been a great privilege to chair a Panel of volunteers who perform an important and valuable job, both for the public and the police force and who do so with professionalism, good sense, real care and good humour. The Panel members have been provided with all the information which we are entitled to expect and have learnt how to use that information to achieve what we believe to be a critical but reliable assessment of a substantial number in each month of randomly selected stop and searches.

In some cases, deciding whether an individual stop and search has complied with requirements and was based on reasonable suspicion is easy; in other cases it can be more difficult. We are able to make critical or approbatory comments on each case, in addition to answering specific questions as to the justification for the stop and search; and we are confident that the results of our work are taken back to the officers concerned and are used to enhance the knowledge of individuals and teams. Since the Panel began to operate, we have seen that standards have clearly risen. The fall in the overall number of stop and searches and the increase in the percentage of positive outcomes is important.

The Panel will continue to seek to improve standards. The contacts which the Panel has had in the last year with similar Panels in Bedfordshire and Cambridgeshire have been very valuable; and we intend to maintain them. Our first public meeting was successful; and we will need to consider whether our meetings should be in public more often. In order to ensure increased access for Panel members, we have begun a process of holding our meetings in different venues and at varying times of the day. We will persist in seeking to obtain a full understanding of inequalities between ethnic, gender or other groups in the use of stop and search and to do what we can to eliminate any such inequalities.

I look forward to another year of providing an important and expanding public service. The addition of the consideration of body worn video footage will be time-consuming but is important. The Panel will need to ensure that that material provides a helpful source of information and that it will enable us to impose higher standards.

The Panel receives objective and crucial assistance from the police officers who attend the Panel's meetings, for which it is grateful. No attempt is made to influence our decisions in any sense. The Panel is also very grateful to the support with which it is provided by the designated staff of the Police and Crime Commissioner's office; they could not be more helpful.

**Jeffrey Burke**

Chair of the Countywide Community Stop and Search Scrutiny Panel

# Police and Crime Commissioner's Foreword

Stop and Search is an important and effective tool for policing, when used correctly. It is an intrusive power and needs to be carried out according to law and with due respect for those being searched. I am pleased that we have a robust scrutiny process in place through the independent Stop and Search Community Panel with members who are wholly independent of police, examining where officers have used the power and providing regular public feedback on their observations as to whether officers have met the required standards.

This Annual Report highlights the significant work undertaken by the Panel throughout 2017/18 and the findings from the dip sampling of records and examination of stop and search data. The Panel found that the stop to arrest ratio has remained high, averaging 17 per cent, and there has been a marked improvement in the number of cases where officers had adequately justified the appropriate use of the power. I am pleased to see the Panel asking questions of Chief Inspectors on the use of three Section 60 authorisations under the Criminal Justice and Public Order Act (1994). In March this year, senior police officers were able to authorise the use of stop and search in the absence of grounds where there is risk of violence or it is believed that weapons are being carried.

I am also pleased that the Panel is continuing to have sight of resolved complaints from the Professional Standards Department to ensure monitoring in line with the Community Complaints Trigger as set out by the Government. I welcome expansion in this area to include those complaints which have come through my Customer Response Team that have not resulted in a formal investigation, but where the public have shown an element of dissatisfaction. This information will help to inform the Panel's assessment regarding compliance with PACE Code A and provide useful feedback to the respective Chief Inspectors.

The Panel's report signalled a number of recommendations for the Chief Constable including further training and tighter sanctions imposed on those officers who do not follow the law correctly and persistently rely on weak grounds for stop and search, including the alleged smell of cannabis (alone). Equally, the viewing of a sample of body worn video stop and search encounters, showed evidence of some officers failing to comply with agreed protocols regarding the recording of the whole stop and search encounter. Getting this right is crucial to building and maintaining the confidence, trust and reassurance in communities that policing by consent relies on. Over the coming year, I expect to see the force continuing to make improvements and I will use the findings and recommendations from this report to hold the Chief Constable to account for the progress being made.

**David Lloyd**

Police and Crime Commissioner for Hertfordshire

# Hertfordshire Constabulary's Foreword

We are a Constabulary which puts the communities we serve first and is there for victims when they need us most.

With more than 3,000 police officers and staff, supported by around 250 Special Constables, together we work hard to catch criminals, keep people safe and reduce crime.

The power to stop and search someone, when used fairly, professionally and effectively, can help police officers find stolen property, discover knives or weapons and any other items that can cause harm. It can also prevent the need to arrest someone if a police officer is satisfied that there are no grounds for concerns they have about someone's behaviour.

However, if we don't get it right, if police officers are discourteous or do not follow the law correctly in their approach, our actions can make people less confident that we are acting in the interests of the public.

Our aim is to treat everyone with fairness and respect. Our police officers will only search you if it is absolutely necessary. They must tell you why you are being searched so that you can understand the reasons for the search – 'reasonable grounds', and what they are looking for- 'object'. We carry out checks to make sure that our police officers have explained the reasonable grounds to you, and ask them to explain why if they have not.

We also need your help to make sure we are using stop and search in the best way possible. You can let us know what you think about our approach to stop and search using our online feedback form: [www.herts.police.uk/Information-and-services/About-us/Transparency/Stop-and-search/Community-complaints-trigger](http://www.herts.police.uk/Information-and-services/About-us/Transparency/Stop-and-search/Community-complaints-trigger)

Alternatively, find out how you can go on patrol with our police officers as part of our ride-along scheme (although we can't guarantee you'll see a stop and search) on our website: [www.herts.police.uk/Information-and-services/Get-involved/Ride-along-scheme](http://www.herts.police.uk/Information-and-services/Get-involved/Ride-along-scheme)

## **Bill Jephson**

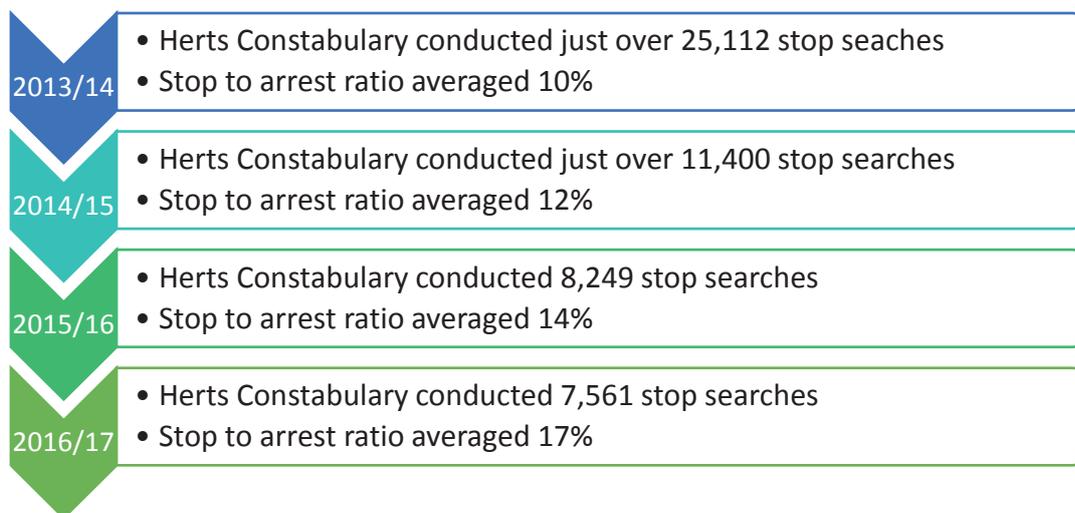
Assistant Chief Constable – Local Policing

# Background

In 2014, the Home Secretary introduced a package of reforms (Best Use of Stop and Search Scheme) in response to concerns about police compliance with the Police and Criminal Evidence Act (PACE) 1984 Code of Practice A<sup>2</sup>. It was intended that the reforms should contribute to a:

- Significant reduction in use of stop search
- More intelligence-led stop search
- Improved stop to arrest ratios

The reforms included measures to allow stop and search records to be examined by community representatives through independent external scrutiny. Hertfordshire Constabulary signed up to the Best Use of Stop Search Scheme in August 2014, recognising the need to ensure better scrutiny of stop and search and compliance with PACE 1984 Code of Practice A. Hertfordshire Constabulary also recognised that independent scrutiny and oversight was needed and approached the OPCC to ask if an external independent scrutiny Panel could be set up as they genuinely believed that community scrutiny would be beneficial. It then followed in November 2014 that the OPCC undertook scoping work to see what models of external scrutiny were in place in other forces/PCC offices and build a Panel for Hertfordshire.



The above visual is for the periods running April – March and shows an evident trend towards less, but more informed searches, Source: Hertfordshire Constabulary.

The result of this was the decision of the Office of the Police and Crime Commissioner (OPCC) to set up the independent countywide scrutiny Panel in 2015. The Panel's remit was to provide a voice for community concerns; and to help inform and influence police training around stop and search practices. The Panel has evolved and changed since its inception in order to provide clear and transparent information for both Constabulary and community benefit; and to enhance public confidence in police performance.

<sup>2</sup> At that time Her Majesty's Inspectorate of Constabulary (HMIC) reported that 27% of the Stop and Search records which they examined did not contain reasonable grounds to search people, even though many of the records had been endorsed by supervising officers.

# The Panel

At its inception the Panel had six members but over time additional recruitment has been undertaken to expand the membership, establishing, where possible, a diverse membership from a variety of backgrounds. The current Panel has a core membership of 17 volunteers all of whom live, work or study in Hertfordshire.

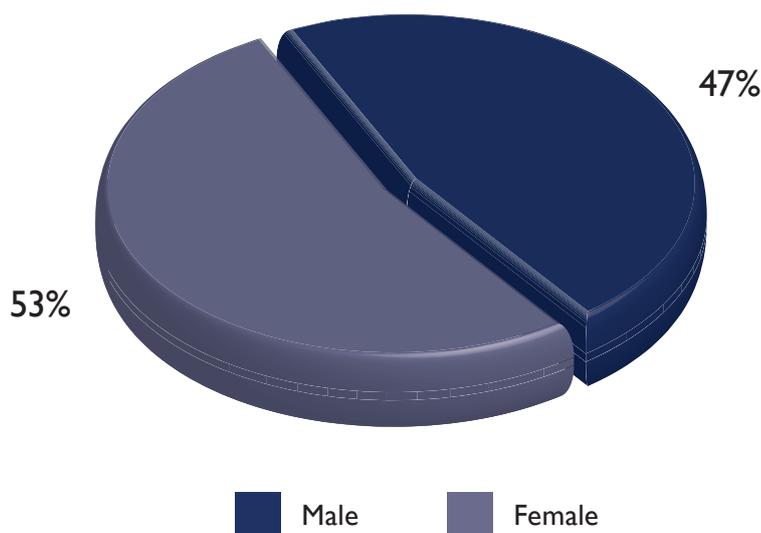
Following the submission of an application form, each Panel member is interviewed and subject to security vetting before membership is confirmed. A training session on PACE Code A, as well as the Panel's role more generally, is delivered to enable members to better understand compliance and to assist in developing their confidence in critically challenging and scrutinising Hertfordshire's stop and search data.

At the time of writing, the Panel's Chair is Jeffrey Burke, with Margareta Allison as Deputy Chair and Chris Cowdrey as Vice Chair, all of whom have been elected by the Panel and whose appointment is subject to annual review. The next review date is September 2018.

## The core Panel membership includes:

Roger Bosley	Sharon Farquhar
Marianne Murphy	Michael Reeve
Marian Langley	Barbara Graham
Caroline Malcolm	Ruby Mativo
Brian Malyon	Mohammad Islam-Ruman
Ben Platt	Gavin Prime
Stephanie Worrell	Amy Carter

Chart I – Gender breakdown of Panel members



# The Panel

Chart 2 – Self-defined ethnicity of Panel members

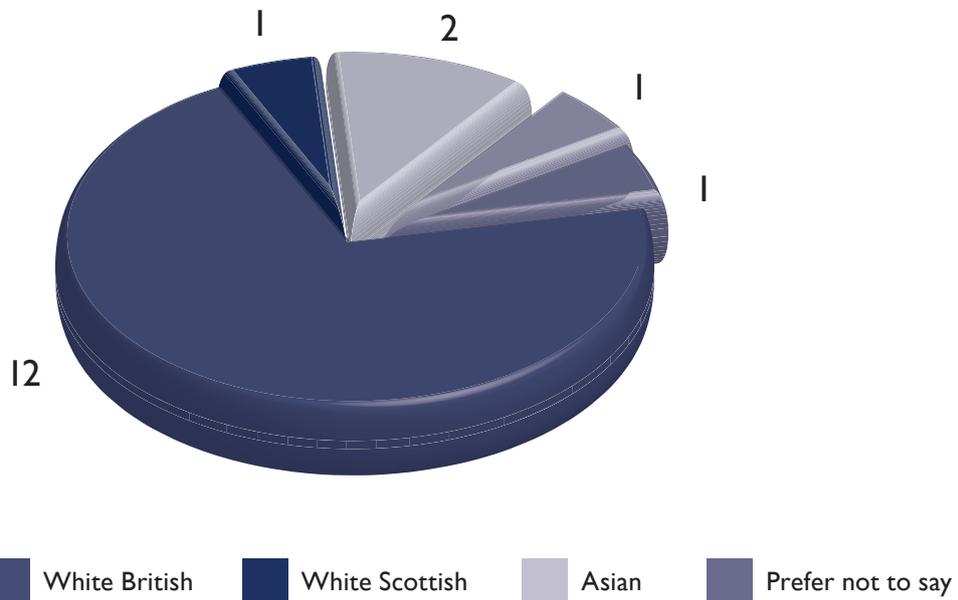
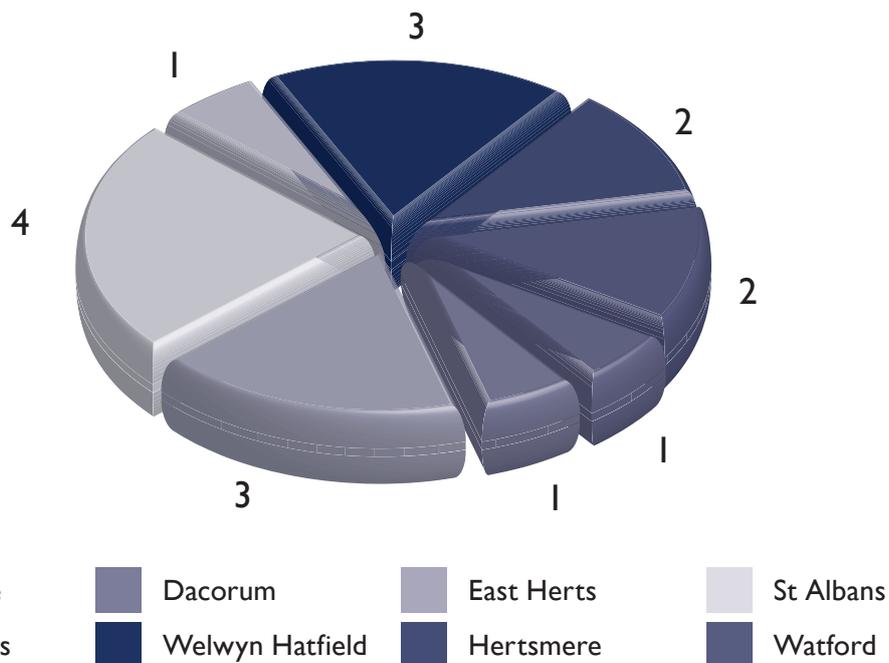


Chart 3 – District<sup>3</sup> representation of Panel members.



<sup>3</sup> Each district in Hertfordshire has its own Community Safety Partnership (CSP), made up of the responsible authorities (local authority, police, clinical commissioning group (CCG), fire and rescue and probation) and local charity and voluntary organisations). The chart shows we have representation on the panel from eight of the ten CSPs.

# Panel Member Quotes

The quotes below provide an insight into some of the ways in which Panel members have gained from their involvement with the Stop and Search Scrutiny Panel, as well as how they feel their role assists the Constabulary.

“ I have gained a clear idea of how stop and search is used by officers, as well as an in-depth understanding of the legislation governing the use of the power. It has also provided me with a value opportunity to work with a diverse range of Panel members as well as staff from the Police and Crime Commissioner’s Office and Hertfordshire Constabulary.

**Mohammad**

“ I enjoy working with other individuals who share a common aim. Initially I was worried about whether I could contribute to this role as it was completely different from anything I had done before but I soon realised that I had a lot of transferrable skills. I have gained confidence within the role and have taken on the role of Deputy Chair. The Panel has given me an insight into how the Police work and how much is being done, or going on, that we have no idea about. I feel empowered to challenge information that I do not understand or I am not happy about. Being a member of the Panel is something that will always be valuable on a CV but it is also the feeling that you are part of affecting change. We are a great bunch of people who help each other and who all have different strengths which together make us very effective.

**Margareta**

“ The Stop and Search Scrutiny Panel demonstrates the significant commitment that both the Police and Crime Commissioner and Hertfordshire Constabulary give to improving transparency and accountability around the use of stop and search. Since joining the Panel I have been able to clearly see how the scrutiny we undertake and the feedback we provide delivers improvements.

**Roger**

“ I have had the opportunity to learn a lot more about policing and the challenges faced by the Police service. My listening and reasoning skills have enabled me to play a pivotal role in the development of the Panel’s approach and role. I have been able to see improvements in Hertfordshire’s use of stop and search powers over the time I have been involved with the Panel which has added value to the whole experience. I have also had the opportunity to be Vice Chair and represent the Panel at the Constabulary’s Coercive Powers Board, providing a direct link between senior police officers and the Panel.

The Panel are an excellent group of people with different skills, experiences and approaches to the role so it feels like I am always learning something new. Volunteering in this way enables me to give back to the community and make a difference.

**Chris**

# Meetings

Terms of Reference (ToR) are in place to guide the Panel and are reviewed annually<sup>4</sup>. This ensures that the role of the Panel and the way in which it operates is kept up-to-date. The Panel's ToR have been amended this year (January 2018) to take account of developments:

- In October 2017, the Panel began reviewing randomly selected body worn video footage of stop and search encounters, alongside the corresponding written record. All members are asked to sign a confidentiality agreement prior to viewing such footage, to support the confidentiality of information.
- The introduction of a Vice Chair role in order to provide greater resilience when both the Chair and Deputy are not able to attend meetings.

An Inspector from Hertfordshire Constabulary's Community Safety and Crime Reduction Unit attends all meetings so that operationally specific questions can be asked directly by members. In addition, the Chief Inspectors of each CSP are invited to attend a minimum of one meeting a year, during which stop and search records and body worn video from their area are reviewed in isolation. They are accountable for any issues and concerns identified linked to their CSP.

The Panel meet monthly to review the preceding month's activity and therefore this report covers their activity between 1st April 2017 to 31st March 2018, correlating to the Constabulary's stop and search activity from 1st March 2017 to 28th February 2018.

## Dip-sampling scrutiny of records

Panel meetings have evolved since their inception and although there is an established process, the group is open to adaptation as its work progresses. Currently at each Panel meeting, following the usual standing items (welcome, apologies, minutes and actions), members split into smaller groups. Each group is equipped with a laptop which has been pre-loaded with a redacted spread sheet listing all the stop and searches that have taken place in the preceding month in Hertfordshire. Each group is allocated a portion (e.g. 1-50, 51-100 etc) of the spreadsheet from which they randomly select individual cases for review.



Each sample is assessed against a series of prompts; with individual groups recording their conclusions for each record on a feedback form which asks specific questions and enables the group to comment in each case whether the group was confident, not confident or in doubt about the correctness of the individual stop and search. Following each meeting the feedback forms are typed up and provided to the Constabulary's lead officer for follow up in force with supervisors and officers.

<sup>4</sup> ToR are available on the Police and Crime Commissioner's website: <http://www.hertscommissioner.org/stopsearch>

# Meetings

## Scrutiny of body worn video footage

Since October 2017 the Panel have begun reviewing randomly selected body worn video of stop and search encounters. The Panel are provided with the correlating stop and search record before reviewing the footage. Each clip is assessed against a series of prompts, including whether the form reflects what they saw in the footage and whether the officer treated the individual with respect. Following a group discussion the Panel members decide whether they felt confident, not confident or in doubt of the search. Similar to the feedback forms from the dip-sampling of records, all feedback is collated and fed back to the Constabulary to be addressed with individual officers.

## Reviewing data

A segment of the meeting also involves members reviewing data provided by the Constabulary which provides an overview of stop and search activity from the preceding month. The data pack includes:

- Number of stop searches per month by object of search
- Number of stop searches where object of search was found, as well as other property found
- Gender of those stopped and searched for all stops
- Total number of stops (including broken down by ethnicity), arrests and positive disposals by CSP per month
- Total number of stops in relation to Drugs and Acquisitive Crime stop searches per month and how many resulted in an arrest or a positive disposals

## Complaints

In line with the Community Complaints Trigger the Panel also have sight of public complaints relating to stop and search once they have been appropriately investigated by Professional Standards Department.

In accordance with the Home Secretary's requirements around scrutiny of stop and search complaints (community trigger), the Panel agreed in 2016 to have sight of any complaints made by the public about a stop and search event (and dealt with by the Professional Standards Department) and will use this additional information to challenge the Constabulary on their use of stop and search powers.

During 2017/18 the Panel did not have cause to review any such complaints. The Panel understands that there is a number of other complaints made to the police through other means, such as the Customer Response Team, which do not result in a formal investigation. These may be relevant for the Panel to view in order to help inform their assessment regarding compliance with PACE Code A and the process of enabling this work to be completed is currently under review.



# Key Panel Achievements in 2017/18

For the period of activity covered by the Panel, there have been a number of key achievements:

- **Scrutiny**

- 376 dip samples of stop and search records for Hertfordshire were assessed this year, out of a possible 6161 (6%).
- 9 pieces of stop and search body worn footage have been reviewed (from October 2017) this year.

- **Public Awareness**

The Panel hosted their first public meeting at the University of Hertfordshire in May 2017. A presentation was given by the then Superintendent of the Crime Reduction and Community Safety Team, Dean Patient as well as the Chair of the Panel Jeffrey Burke, before attendees had the chance to join smaller groups and observe the Panel members dip-sampling stop and search records. Some of our newer Panel members were recruited having gained interest after attending this meeting.

- **Influence**

A Panel representative now attends Hertfordshire Constabulary's Coercive Powers Board which provides the opportunity for direct feedback on the work of the Panel to senior officers and the opportunity to influence change at the highest level. This meeting is chaired by Assistant Chief Constable Jephson and thus demonstrates the level of importance and value which the Constabulary are giving to the Panel's role in monitoring the appropriate and lawful use of stop and search powers.

- **Training**

In August, three Panel members attended a new officer assessment session where they took part in role play scenarios which provided the chance to experience a stop and search, hear the officers' communication skills and provide feedback about the manner of the search and information given. They also had the chance to review the stop and search forms completed as part of the assessment and provide feedback to individual officers around the level of detail.

Those who attended felt this provided a valuable experience allowing them to witness a stop and search as well as meet trainers and hear about how the training works. Likewise the officers found it useful to hear more about the Panel and the reoccurring trends which arise through scrutiny.

- **Recruitment**

Due to a change in individual circumstances a number of Panel members resigned from the Panel during 2017, therefore a recruitment campaign was undertaken by the Commissioner's office from September to November. Eight new members were recruited enabling the Panel's core membership to rise to seventeen, contributing to a more diverse and resilient constitution. We now have representation on the Panel from eight of the 10 Districts.

# Key Panel Achievements in 2017/18

- **Technology**

Body worn video footage of stop and searches was introduced into the Panel's remit in October 2017. This followed the roll-out of body worn video cameras to all front-line officers, PCSOs and Special Constables and the issue of a revised tri-force policy on use of BWV in April 2017 which mandated the capture of all stop and search encounters.

- **Best Practice**

There have been opportunities for members of the Panel to understand how the other forces in the tri-force collaboration undertake public scrutiny of stop and search.

Bedfordshire arranged a meeting in November 2017 which linked the respective Chairs of each Panel together. Each area provided an overview of their Panel and outlined challenges faced.

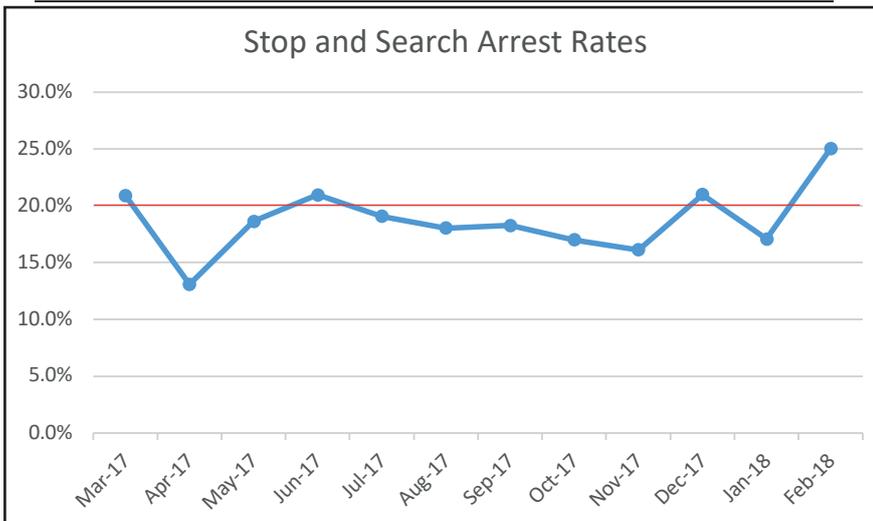
Following this meeting two of the Panel members were invited to attend Cambridgeshire's Stop and Search Community Scrutiny Group public meeting, held in Peterborough, to observe how they facilitate public scrutiny of stop and search practices.

A summary of progress against recommendations made in 2016/17 Annual Report can be found in Appendix A.

# Key Findings

- The number of stop searches undertaken in Hertfordshire, has remained steady over the past year with some fluctuations either side but averaging around 513 a month.
- Arrest rates have been maintained at a largely consistent level, with some peaks throughout the year exceeding the government's aspirational target of 20%.

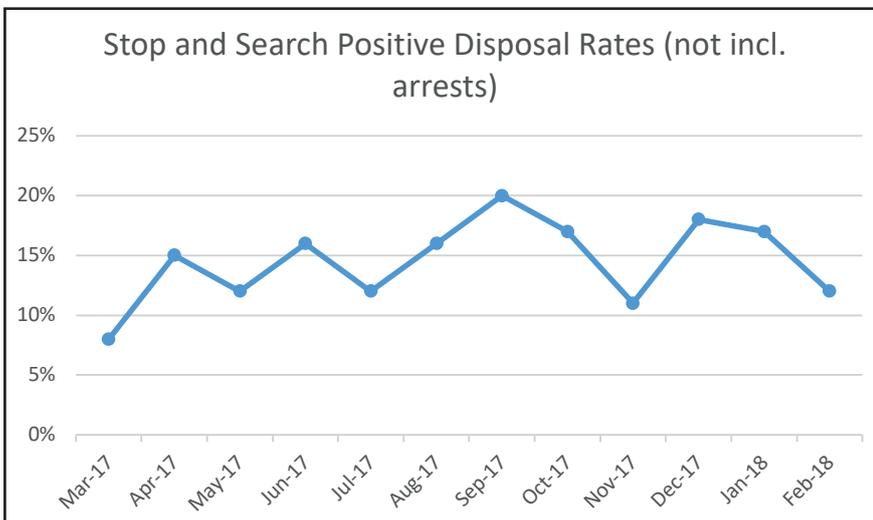
Figure 1. Stop and Search Arrest Rates  
Red line depicts aspirational target of 20%



In April 2017 there was a dip in the percentage of arrests however there was a higher percentage of positive disposals which can be seen in Figure 2.

- Positive disposals are out of court disposals such as Drug Warnings or Cautions which negate the need for individuals to be formally processed through custody suites.

Figure 2. Stop and Search Positive Disposal Rates



# Key Findings

- The position in confidence in the stop and search forms currently sits at around 76% of the records assessed this year (with 22% measuring as not confident and 1% marked as unsure). This shows a 12% increase in confidence when compared to 2016/17 when confidence was at 64%.
- The Panel reviews the ethnicity of those who have been stopped and searched in Hertfordshire. The data suggests that there are some groups that are disproportionately stopped and searched but this is inconclusive since the data has to be considered against the following:
  - Busy night time economy in certain areas.<sup>5</sup>
  - Cross-border criminality which sees organised gangs from outside of the force area committing crime in the county.
  - Current data uses 2011 Census data whilst the Office for National Statistics (ONS) mid-year estimates for 2016 indicate that the demographic of Hertfordshire has changed over the last five years.
  - Differences in how ethnicity can be categorised and recorded both by officers and those individuals self-defining their ethnicity does not always wholly correlate<sup>6</sup>.

Despite this understanding and consideration, the Panel continues and will continue to challenge the data around ethnicity and have requested that the Constabulary seek to provide a clearer data set around ethnicity, particularly one which positions the ethnicity of those searched against local demographics.

- The Panel has noted a marked improvement in the recorded grounds with some strong narratives being given. However, there are still occasions where the Panel would like to see additional context recorded in the grounds. Some of the commonly identified themes can be seen in the next section.

<sup>5</sup> The force has identified that a high proportion of those stopped and searched reside outside of the county having travelled into the county to frequent the night-time economy in Watford, as well as popular music events frequently held in St Albans and Hatfield.

<sup>6</sup> Ethnicity is noted as either 'self-defined' or 'officer defined.' Officer defined ethnicity is recorded depending on his or her own perceptions and should be recorded in every instance, whilst self-defined ethnicity is expressed by the individual depending on how that individual identifies. Individuals can choose not to express their self-defined ethnicity if they so wish.

# Common Themes

## Stop and Search records

Over the year there have been some common themes identified during the dip-sampling of stop search records.

- A theme which emerges from dip-sampling, but with decreasing frequency, is a lack of narrative in the recorded grounds. The Panel feel that, on occasion, the narrative does not provide enough information to demonstrate the reasons behind the officer's decision to search or indeed the grounds for the search are not recorded appropriately. Officers should make sure, that the grounds for the stop and search include full and detailed descriptions; that it is clear how the encounter came about; and the source of information/report is clarified.
- There are occasions in which a stop search has been conducted after the point of arrest. Officers need to be aware that any search post-arrest is not a stop and search but instead a Section 32 search therefore there is no requirement for a stop and search form to be completed.
- The use of 'intel' for grounds in order to use the power has been a common issue, officers should consider the source of the information and appropriateness of using the word 'intel'. The Panel is aware that, in some circumstances the source cannot be disclosed however, if in fact the 'intel' was a call from a member of public this should be noted in the grounds.
- The grounds for stop and search should be specific to the person concerned, it is not appropriate for a group of individuals to have standardised grounds applied to all. The grounds should detail the reasonable suspicion in the case of each individual. The grounds must always contain enough information specific to the individual being searched when reviewed in isolation.

## Body Worn Video

Although the inclusion of body worn footage into the Panel's remit is relatively new, the Panel have identified that officers commonly do not turn on the cameras early enough. The result is the footage failing to capture the initial encounter, making the Panel's review difficult. This suggests a need for officers to operate cameras in alignment with the tri-force body-worn camera policy which states that all stop and search encounters should be recorded.

However, in the main the footage reviewed has shown police officers to be polite, courteous, communicating well with the subject and covering the majority of GO WISELY.<sup>7</sup>

<sup>7</sup> GO WISELY is a mnemonic which seeks to provide officers the guidance for conducting stop and search encounters – Grounds for the search, Object of the search (what they are looking for), Warrant number, show ID if not in uniform, Station to which they are attached, explain that the individual is Entitled to a copy of the search record, inform them of the Legal power under which they are being searched and inform them that 'You are detained for the purpose of a search'.

# Next Steps

The following steps have been identified to develop the Panel further and enhance its effective delivery of stop and search scrutiny over 2018/19:

1. Further recruitment for 2018/19, to ensure that the demographic of the membership is diverse, particularly those from BME groups and aged between 18 and 30.
2. Continue to work with the Constabulary to refine data provided to enable effective and increased review by the Panel, particularly in relation to age and ethnicity data in order to identify any issues of concern which may warrant further investigation.
3. Embed the scrutiny of body worn video footage into meetings, ensuring focus only on content necessary and relevant to the remit of the Panel in order to improve the Panel's understanding of the experiences of people who have been stopped and searched, and to monitor the way in which officers conduct stop and search encounters and compare records of such in line with PACE Code A.
4. Ensure the Panel have sight of resolved complaints received both through Professional Standards and the Customer Response Team to ensure monitoring in line with the Community Complaints Trigger.<sup>8</sup>
5. There were three occasions in March 2018 where Section 60 of the Criminal Justice and Public Order Act 1994 was authorised – Watford on 9th March 2018 and Berkhamsted on 16th and 17th March 2018. These authorisations fall outside the period of which this report covers. The Panel will be involved in reviewing the use of such authorisations and a summary of this activity will be included in the 2018/19 Annual Report.

<sup>8</sup> The Community Complaints Trigger is a complaint policy that requires the police to explain to the community how the powers are being used if there is a large volume of complaints. This is in addition to the force complaints process. This allows for an independent review and ensures there is a response to any public concerns about stop and search activity in their community. More information about the Trigger can be found here - [www.herts.police.uk/Information-and-services/About-us/Transparency/Stop-and-search/Community-complaints-trigger](http://www.herts.police.uk/Information-and-services/About-us/Transparency/Stop-and-search/Community-complaints-trigger)

# Useful Resources

More information about stop and search can be found through a variety of resources:

## **Police and Crime Commissioner**

To find out more about the Panel and how you can get involved further information can be found on the Police and Crime Commissioner's website.

[www.hertscommissioner.org/stopsearch](http://www.hertscommissioner.org/stopsearch)

## **Citizens' Academy**

You can partake in an interactive module on stop and search by visiting the Citizens' Academy website which provides you with more information on your rights and entitlements should you be subject to a stop and search.

[www.hertscitizensacademy.org/welcome-to-hertfordshire-citizens-academy](http://www.hertscitizensacademy.org/welcome-to-hertfordshire-citizens-academy)

## **Hertfordshire Constabulary**

To find out more about your rights and entitlements should you be stopped and searched, and how to request a copy of your stop search record, visit:

[www.herts.police.uk](http://www.herts.police.uk)

# Appendix A - Progress Review

The annual report for 2016/17 proposed a number of recommendations in order to develop the Panel further and enhance its effective delivery of stop and search scrutiny. Progress updates against each recommendation can be seen below:

<b>2016/17 recommendations</b>		<b>Progress update</b>
1.	Further recruitment to be considered for 2017/18, to ensure consistent levels of trained volunteers	A new round of recruitment was undertaken September and November 2017 which saw eight new volunteers progress through vetting and complete their initial training bringing the total number to 17.
2.	Increase the Panel's understanding of stop and search through participation in the Constabulary's 'ride along' scheme	The opportunity to partake in the 'ride along' scheme has been advertised again to all Panel members, it is a Constabulary managed scheme which is open to all.  The provision of additional training in specific areas is provided if deemed relevant and appropriate to the role of the Panel members, thus this forms part of business as usual.
3.	Continue to work with the Constabulary to adapt and change data used by the Panel.	This action is on-going and currently being scoped by the Corporate Services department.
4.	Continue with 'in depth' sessions to target training and highlight best practice within community safety partnerships (CSP); and continue two-way dialogue with the Constabulary in order for officer training to be further developed.	This is business as usual for the Panel. As mentioned within this report the Chief Inspector of each District attends a minimum of one meeting per year, during which the Panel undertake a deep-dive of the particular District's stop search activity.
5.	Recommend to the Constabulary that chief officers consider how to target messages to those officers who persistently rely on weak grounds for stop and search e.g. smell of cannabis (alone).	Chief officers in the local policing command and ACC Jephson through the Coercive Powers Board (into which the Panel now have a direct link), as well as local Chief Inspectors who circulate internal messages when necessary. This would form part of business as usual.
6.	Consider the potential for making one Panel meeting per year accessible to the public, in order to allow for further scrutiny and increase public satisfaction and confidence.	The first public meeting was held in May 2017 and another is planned for April 2018.  This is now business as usual, a minimum of one meeting a year will be accessible to the wider public.
7.	The Panel should seek out and share good practice with other areas; and make contact with other independent chairs.	In November 2017 both the Chair, Deputy Chair and an OPCC representative attended a tri-force <sup>9</sup> stop search meeting, attended by the Chair of each respective Panel and Constabulary/OPCC representatives. At that meeting each force area shared an overview of their Panel's set up as well as held discussion on challenges. Furthermore, in December 2017 two Panel members observed a Cambridgeshire meeting.

9 A three-way collaboration agreement between Bedfordshire, Cambridgeshire and Hertfordshire (BCH) police forces, established in December 2013