

PUBLIC PROTECTION AND ENFORCEMENT POLICY DEVELOPMENT & SCRUTINY COMMITTEE

Minutes of the virtual meeting held at 6.30 pm on 8 December 2020

Present:

Councillor David Cartwright QFSM (Chairman)
Councillor Chris Pierce (Vice-Chairman)
Councillors Kathy Bance MBE, Julian Benington,
Kim Botting FRSA, Mike Botting, Alexa Michael,
Suraj Sharma and Harry Stranger

Sharon Baldwin, Jacob Evers, Alf Kennedy and Oscar Seal

STANDARD ITEMS

69 APOLOGIES FOR ABSENCE AND NOTIFICATION OF SUBSTITUTE MEMBERS

No apologies for absence were received.

The Chairman and Vice Chairman expressed their thanks to all Bromley staff for keeping LBB going in the wake of the Covid 19 pandemic.

70 DECLARATIONS OF INTEREST

There were no declarations of interest.

71 MINUTES OF THE PUBLIC PROTECTION AND ENFORCEMENT PDS COMMITTEE HELD ON 4th FEBRUARY 2020

The Committee considered the minutes of the meeting of Public Protection and Enforcement committee held on 4th of February 2020.

RESOLVED that the minutes of the meeting held on 4th of February 2020 be agreed and signed as a correct record.

72 QUESTIONS FOR THE CHAIRMAN OF THE PUBLIC PROTECTION AND ENFORCEMENT PDS COMMITTEE

No questions were received for the chairman or for the committee.

73 QUESTIONS FOR THE PUBLIC PROTECTION AND ENFORCEMENT PORTFOLIO HOLDER

One overall question was received from Councillor Kathy Bance to the Portfolio Holder. The question and answer is attached as an appendix to the minutes.

74 CO-OPTED MEMBERS REPORT

CSD20105

Members noted the Co-opted members report and agreed to the reinstatement of the existing Co-opted members, and the appointment of two new Co-opted members representing Bromley Youth Council.

75 MATTERS OUTSTANDING

CSD21007

Members noted the matters arising report, and the matter that had been outstanding from the previous meeting concerning the re-establishment of contact with London CRC (Community Rehabilitation Company) and the utilisation of 'Community Payback'. It was noted that an update concerning this matter had been disseminated to Members prior to the meeting.

The Chairman was keen that this was a matter that officers should not lose sight of as he regarded it as a matter of particular importance.

RESOLVED that the Matters Arising Report be noted.

76 BROMLEY YOUTH COUNCIL STRATEGY PRESENTATION

Ms Danie Gibbs (LBB Youth Engagement Co-ordinator) attended the meeting along with Jacob Evers (BYC Chairman) to update the Committee and answer questions pertaining to the new BYC (Bromley Youth Council) Strategy. The Chairman stated that the report was excellent.

Members were briefed that at the BYC 'Your Choice' Youth Conference that had taken place in December 2019, it had been determined that the BYC primary campaign for the following year would be "Putting An End To Knife Crime" and that the secondary campaign would be "Youth Mental Health".

As a result of their research, BYC had realised that there needed to be more joined up strategic work across services to eradicate and reduce knife crime and youth violence within Bromley.

The Chairman referenced section 4.1 of the Campaign Progress Report which noted the fact that young people felt that there was a gap in mental health services and an inconsistent approach. He asked if the BYC Chairman could dig deeper into this matter and update the Committee on where the gaps existed. The BYC Chairman responded and explained that BYC were working on mapping services for young people across the borough. The question that

needed to be clarified was if there were really any gaps in services or was it the case that young people were not aware of services that currently existed. A further update regarding this would be provided at the PP&E PDS meeting in March 2021.

It was noted that Instagram had blocked posts relating to domestic abuse and a discussion took place regarding this.

A Member referred to section 3.1 of the report where it was stated that young people would like to see knife crime awareness in schools, along with more information and access to services working to prevent and reduce knife crime. She asked why information relating to linked services such as those relating to drugs, gangs, public safety and exploitation were not referenced. The BYC Chairman answered that there was always a danger that campaigns could get too big, and so it was decided that the focus should be made directly on knife crime.

A Member referred to the various speakers that had addressed BYC with respect to Knife Crime, and if there were any plans to get such speakers into local schools? The BYC Chairman stated that plans had made to implement this but had not taken place as yet because of the Covid Pandemic; plans were being made for this to take place in a Covid secure way going forward. Similarly, it was also planned that talks would take place (regulations permitting) in school assemblies regarding mental health issues and domestic violence. This would be undertaken by the BYC representatives themselves. It was mentioned that BYC representatives had received some training on these issues from Bromley and Croydon Women's Aid.

Members noted the overall positive feedback that was received concerning the various presentations and talks that had taken place at the Youth Conference. There was a particular presentation that was not so well received and a Member asked how the attendees at this particular workshop could benefit if the feedback was rated as poor. The BYC Chairman responded that in some cases attendees would comprise vulnerable young people who could be involved in knife crime, and in certain cases may not engage. It was true that speakers were required who were able to engage with young people. The comment was made that all speakers would come in second place when compared to Margaret Mizen from the Mizen Foundation.

The Chairman was pleased to inform the Committee that the former BYC Chairman, (Emily Warnham) was now studying at Oxford University, and the Committee wished her well and passed on their congratulations.

The Chairman thanked Danie Gibbs and the BYC Chairman for attending the meeting and for their presentation and requested that the BYC Chairman pass his appreciation and thanks to the rest of the BYC Team. The BYC Chairman responded that he was looking forward to returning in March 2021 with a further update concerning progress made in developing the BYC campaigns.

RESOLVED that the update concerning the Bromley Youth Council campaigns be noted and that a further update be provided in March 2021; the update to include a list from BYC concerning where gaps existed in mental health services for young people.

77 YEAR TO DATE UPDATE FROM THE MET POLICE

Chief Inspector Craig Knight and Superintendent Andy Brittan attended to represent the Metropolitan Police .

Councillor Kathy Bance asked questions based on the Independent Office for Police Conduct's report which had identified eleven opportunities for the Met to improve on stop and search. She asked if the police could confirm that the recommendations of the report would be adopted. Chief Inspector Knight confirmed that all of the recommendations of the report had been accepted by the BCU and the Metropolitan Police and also that MOPAC (Mayor's Office for Policing and Crime) was studying the report with interest. It was noted that on the day of the meeting, a piece of work was being developed by the Commissioner's Office, with a view to taking some of the recommendations forward. Commander Connors at New Scotland Yard was the Lead for this. She was working with all of the BCU Leads to implement the recommendations.

Covid compliant training had already commenced with respect to 'unconscious bias'. This package of training had been accepted nationally as best practice. Mr Knight responded to the eleven points that had been raised in the questions from Councillor Bance and outlined how all of the recommendations were being progressed. The full list of questions and responses are attached as an appendix to the minutes.

Councillor Bance responded by saying that she was glad that the police had accepted that some lessons had been learned, and she had great faith in Bromley police to implement the recommendations going forward. In the course of providing responses to the questions, Mr Knight stated that he would be happy to provide a presentation regarding the 'use of force' if required.

The Chairman stated that he had attended a meeting of the SNB (Safer Neighbourhood Board) the previous week, and it had become apparent that there was now a formal role for the SNB in terms of the independent monitoring of stop and search. He wondered how this could be implemented and monitored going forward, as he was not aware of independent monitoring taking place currently. It was highlighted by Mr Knight that this was an area that was currently being looked at by MOPAC. Mr Knight commented that it was important that the police be transparent in the use of stop and search and he requested that any ideas as to how this could be developed in the community be forwarded to him; he would then forward the suggestions to MOPAC for consideration.

An explanation was provided as to what was meant by a 'sanctioned detection'.

A further discussion took place regarding the classification of crime types, and specifically with respect to drugs and crimes associated with drug use. Mr Knight stated that just looking at crime data on an excel spreadsheet was in his view not the best way to analyse and learn from crime data. The police had now changed focus, and instead of just monitoring raw data, they were focusing more on the actual level of harm that was caused by different crime types. The Committee was briefed concerning a piece of academic work called the Cambridge Harm Index, this had been introduced across the UK and was recommended by the College of Policing as national best practice. This had now been adopted across London.

A discussion took place about how the police were utilising social media and an explanation was provided to outline what constituted the crime of 'harassment'.

The Chairman felt that it may be useful for the next meeting if the police could provide an overview of what Bromley was like in terms of race, sexual harassment, and hate crime. Superintendent Brittan responded that he could meet with the Chairman in person with an expert from the police to discuss this further and the Chairman agreed to this.

The BYC Chairman asked what percentage of individuals being stopped and searched were young people. He also asked how young people could be involved in a stop and search monitoring group. Mr Knight responded that the number of young people stopped and searched would vary depending on the type of crime that the police were seeking to prevent, and it was a difficult number to pin down. The wider issue that Mr Knight was concerned with was how could agencies safeguard those young people that were stopped and searched. Across Bromley 184 searches had been undertaken in the last month, and 170 in the last week; 60% of these were drug related. He said that the police were very keen that young people should have a large voice in terms of stop and search and he welcomed input from BYC and the Committee.

A Member asked when a body worn camera was not required to be switched on. Mr Knight answered that it was on standby when it was not recording, it was only switched on when required.

A Member asked why the rolling year figures for ASB had increased. Superintendent Brittan explained that this was because much of this was related to low level crime reporting of issues related to Covid and the Lockdown. It consisted of things like neighbours complaining about neighbours for allegedly breaking Covid guidelines and other such low level Covid related issues.

The Chairman expressed his thanks to the police for attending the meeting and for the sterling work that they had undertaken during the course of the pandemic.

The police expressed their thanks for the help and support that they had received from Joanne Stowell (Assistant Director for Public Protection and Enforcement).

RESOLVED that the police update be noted and that the BYC Chairman would liaise directly with Chief Inspector Knight regarding BYC input into the Police Stop and Search Strategy.

HOLDING THE PORTFOLIO HOLDER TO ACCOUNT

78 BUDGET MONITORING 2020/21

FSD20085

Keith Lazarus (Head of Finance for ECS) attended to update the Committee regarding the Budget Monitoring report. He explained that the report was reporting on 'business as usual' and that the monitoring of any variations with respect to Covid would be notified centrally to the Executive.

He felt that officers were doing a good job of managing resources and there was no overall variation projected for the end of the year.

The Chairman asked if some money had been judiciously allocated so that old CCTV cameras could be refurbished and re-used. The Head of Finance for ECS responded in the affirmative, commenting that this was part of the judicious use of resources.

RESOLVED that the Committee note the report and that the Portfolio Holder endorses the report.

79 PORTFOLIO HOLDER UPDATE AND PP&E PERFORMANCE OVERVIEW

The Portfolio Holder took the opportunity to express her thanks to various officers and departments for the work that had been undertaken during an unprecedented time in the country's history.

The Portfolio Holder expressed her thanks to Rob Vale and the Trading Standards and the Food Safety Teams. There had been a plethora of new legal regulations for businesses during the pandemic that had to be interpreted and enforced across the borough. It had been an immense task to interpret and enforce rules that were constantly changing. Additional work had been required to check on thousands of businesses and in replying with advice to many requests for clarification and following up reports from the public reporting non-compliance.

The Trading Standards Team had also been informing the public about the many new scams that had arisen related to the pandemic, and had also been required to deal with a significant increase in new food business registrations for home bakers and small catering set ups--many of whom seemed worryingly unaware of the food regulations that were required.

Thanks was also expressed to Tony Baldock and his Community Safety, Environmental Health and Licensing teams. Again, these teams had been working around the clock, enforcing the new licensing rules, particularly to pubs, working in partnership with the Police Licensing Team to ensure rules were being followed. They had also been required to manage (with the police), issues of ASB that had resulted from people taking drinks into public spaces when they weren't physically allowed in the pubs. Mr Baldock had also been overseeing the review of the Public Space Protection Orders which was part of the evening's agenda. This had been a mammoth task and the Portfolio Holder was pleased that new improved controls would be in place in time for Spring next year.

The Portfolio Holder expressed her thanks to Amanda Mumford who had taken over running the Community Impact Days, and these had continued over the last few months. Although tweaks had to be introduced to account for the social distancing rules, the Impact Days had got bigger and better than before and the feedback from all involved and residents had been very positive.

Thanks were also expressed for the work undertaken by Toby Smith and his Enforcement Team. Although 'Traveller' incursions had reduced compared to previous years, the Council had experienced difficulties in the Cray area with quad bikers and off-road motorbikes. The Star Lane raid had helped with the quad bikes (as some were seized and the message was successfully sent out that they would not be tolerated), but the problem of motorbikes remained. To this end, and to also tackle the increased levels of fly-tipping, Mr Smith had been very busy arranging for all kinds of railings, posts, concrete blocks and obstacles to be put in place to hinder their access to Council land, and he had also been working well with local farm owners to do the same, and had also been working with police to undertake targeted operations and patrols.

The Vice Chairman thanked Mr Smith and his team for the excellent work that they had been undertaking in Cray Valley East.

The Portfolio Holder expressed her thanks to John Stephenson and the Planning Enforcement Team. They had been hindered by not being able to access properties and delays with court cases. Mr Stephenson had experienced a testing time, managing multiple staffing changes, including having two of his most experienced officers retire, and training new starters remotely which was not ideal.

The Portfolio Holder expressed her thanks to Chloe Wenbourne and the Parking Enforcement Team. Parking enforcement had reduced due to there being less cars on the road, but Ms Wenbourne had been working with the

Council's contractor to explore new initiatives and had overseen the new ANPR parking system at the Civic Centre car park which was now fully operational and working well. An application had also been sent to London Councils to start the enforcement of Moving Traffic Contraventions. Officers had highlighted 12 locations (11 box junctions and one banned turn) where camera enforcement would help to ease traffic flow and stop congestion. The team had also processed over 2000 key worker parking permits to NHS workers and volunteers who were carrying out crucial work during the pandemic.

The Portfolio Holder expressed her thanks to Steve Wood (Committee Secretary) for keeping everyone informed and up to date, and also to Andrew Rogers (Communications Executive) who had been outstanding at communicating the Council's many key safety messages to residents during this time.

The Portfolio Holder expressed her thanks to all of the Council's partners, in particular the Police, Ambulance Service and the Fire Brigade, who everyone had stood outside their houses for, and applauded them for their extraordinary work.

Finally, the Portfolio Holder expressed her thanks to Joanne Stowell for overseeing the whole process and the work of the various public protection departments of the Council. The Portfolio Holder described Ms Stowell as 'an absolute rock' during this incredibly demanding time.

Ms Stowell had to cope with receiving numerous emails daily from the Portfolio Holder and the Leader asking her questions about the Council's COVID response, but she had always answered them fully and within mere minutes of the questions being asked.

Lucy West (Senior Performance Officer) attended the meeting to provide the performance overview update and to answer any questions.

The Chairman asked Ms West to concentrate on the indicators detailed on the report that were rag rated as red. It was noted that the performance overview contained six months of data from the start of the year. The first issue that was discussed was item 2a, this was awareness of raising events and training to groups and partners, along with test purchase operations to detect the sale of age restricted products. These actions had been unable to be completed because of restrictions imposed by the pandemic. The Committee was pleased to note that some events had been completed successfully online using Zoom.

The Chairman commented that shops were now open and so LBB should be able to undertake test purchasing. The Chairman asked for an explanation concerning issues that had been identified with the Windows 10 laptops. Ms West explained that there had been some issues regarding the rollout of the laptops and the system used by the Public Protection Team which was

'Uniform', and this had caused some delays in reporting. Improvements were expected concerning this going forward.

The next indicator that was discussed was the matter of issuing licences to HMOs. Again, there had been a delay in processing the applications because of the pandemic. It was felt that the backlog was not significant. It was anticipated that all outstanding licences would be issued by the end of the financial year.

RESOLVED that the Portfolio Holder update and the update on the Portfolio Plan be noted.

80 ENFORCEMENT ACTIVITY UPDATE REPORT

ES18046

The Committee was presented with the Enforcement Activity Update report which had been drafted by the Assistant Director for Public Protection and Enforcement.

The Chairman asked for an explanation as to what was meant by 'price gouging'. It was noted that this referred to certain business premises charging inflated prices for items that were in short supply during lockdown.

A Member asked why pub landlords were taking vehicle registration details. The Head of Trading Standards and Licencing responded that he didn't know why this was happening, but he would investigate and respond to the Member privately.

The Chairman asked why there had been a decrease of 9% in what the Council was doing in terms of enforcement due to the number of complex cases that had arisen, and he asked for more information concerning this. Mr Smith gave an update as to why there had been a decrease in enforcement statistics with respect to fly tipping. He explained that the Environmental Officer dealing with fly-tipping had been investigating a number of cases, but the investigations very often led to a dead end, as the requisite criminal evidence needed for a prosecution to take place was not available. In most cases of fly tipping there was no evidence at the sites that could be used for prosecutions. It was becoming increasingly difficult to trace the fly tippers. Roughly 10% of cases could be investigated based on evidence being available to take a prosecution forward.

A discussion took place concerning the removal of fly tipping posters from particular sites, and a Member enquired as to whether or not fly tipping increased when this was done. She asked where the posters were placed and if they could be seen and was there a requirement for them to be more visible. Mr Smith explained that the posters were moved from time to time to avoid 'sign blindness'. There was no evidence either way to show whether or not fly tipping increased when a poster was removed and re-located.

The Vice Chairman said that there was some data that was missing from a table that was on page 76 of the agenda—the Assistant Director for Public Protection and Enforcement said that she would re-circulate the page.

A reference was made to noise generated from construction sites and the reasons why the noise from these sites had increased. It was noted that the 'considerate contractors' scheme was voluntary and not mandatory.

A Member informed the Committee that a Community Impact Day would be taking place the day following the meeting in Penge. The Chairman was pleased to note this and hoped that MOPAC would continue to supply the funding for these activities.

The Chairman noted that since March 2020 there had been in excess of 81 changes to regulations from the Government, and many of these had impacted on public protection. Because of this, Bromley's public protection staff had been extremely busy keeping on top of all these, and so the Chairman echoed the thanks to officers that had previously been expressed by the Portfolio Holder.

RESOLVED that the Enforcement Activity Report be noted.

**81 REVIEW OF PUBLIC SPACE PROTECTION ORDERS
CONCERNING ALCOHOL CONTROL ZONES 2020**

ES20033

Mr Anthony Baldock (Head of Service for Public Protection) attended the meeting to update the Committee regarding the report on the review of public space protection orders concerning alcohol control zones.

He explained that controls were already in place, but that these controls were required to be reviewed at least every three years. The Committee was informed that the purpose of the controls was not to stop people having a drink, the purpose of the controls was that people would be encouraged to drink responsibly and if this was not the case, the Council would be at liberty to impose sanctions and fixed penalty notices. The new recommendations were not just related to alcohol, but also included psychoactive substances.

The proposals had been out for consultation, and there had been 70% of responses that were in favour of the proposed controls.

The Vice Chairman referred to a letter in the report from the police regarding the possibility of a PSPO in Star Lane with respect to off road bikes. This was something that the police and the Committee would support and he hoped that this could be progressed going forward. Mr Baldock responded that this was a matter that was currently under consideration.

A discussion took place concerning whether or not the alcohol control zones should be borough wide or not. The police were supportive of a borough wide

approach. Mr Baldock stated that the purpose of the review was to maintain the existing zones, but at the same time seeking to extend the control zones, so that in effect a borough wide approach was being taken.

RESOLVED that the report be noted.

82 UPDATE ON THE PUBLIC PROTECTION RISK REGISTER

ES20052

The Committee was presented with the Public Protection and Enforcement Risk Register report which had been drafted by Sarah Foster (Assistant Director, Performance Management & Business Support). Lucy West attended to present the report and answer questions.

Reference was made to risk number 20, which was related to the Gangs and Serious Youth Violence Officer position. This was rated as red, but was now green, as subsequent to the report being published, funding had been received from MOPAC so that the post could be filled.

RESOLVED that the Risk Register update be noted.

83 MOPAC--VERBAL UPDATE

The Head of Trading Standards and Licensing (Rob Vale) attended the meeting to provide a verbal update regarding MOPAC.

It was noted that a full report regarding MOPAC would be presented to the Committee in March. The funding cycle for the current grant ended in March 2021, but MOPAC had agreed to extend the funding for a further year. MOPAC would be needing to review their position after that, as they would need to review the impact of budget cuts.

However, from April 1st, Bromley would continue to receive the allocated fund from the LCPF which would be £317,140, plus £5k to each of the safeguarding boards. Further detail was awaited regarding the funding for the Violence Reduction Unit. The funding from MOPAC would be split across three areas:

- IOM support
- VAWG
- ASB and Noise Nuisance

Community Impact Days had still been taking place despite the Pandemic. The new Lead for this was looking to increase engagement with youth services and the YOS in the coming months.

RESOLVED that the MOPAC update be noted and that a full MOPAC update report be presented to the Committee in March 2021.

84 CONTRACTS REGISTER REPORT

ES20053

Lucy West (Senior Performance Officer) attended the meeting to present the Contracts Register Report and to answer any questions.

Reference was made to the Bromley Market Force Contract which had been moved on the Contracts Database to the Environment and Community Services Portfolio, so it would be removed going forward from the Public Protection Portfolio.

There were no problems or issues with any other of the contracts on the Contracts Register.

RESOLVED that the Contracts Register Report be noted.

85 EXPENDITURE ON CONSULTANTS 2019/20 AND 2020/21

CSD20092

At its meeting on 8th October 2020, the Executive, Resources and Contracts PDS Committee considered the attached report on expenditure on consultants across all Council departments for both revenue (appendix 2) and capital (appendix 3) budgets. The Committee requested that the report be considered by all PDS Committees.

The PP&E PDS Committee considered and noted the report and decided that no further scrutiny was required.

RESOLVED that the report concerning expenditure on consultants be noted.

86 WORK PROGRAMME

CSD 20069

The Committee noted the Work Programme for the PP&E PDS Committee.

A Member asked if an update could be presented to the Committee by the Youth Offending Service. The Assistant Director for Public Protection and Enforcement pointed out that the YOS was scrutinised by a different committee, but an update on the work they were doing under the violence reduction action plan could be brought to the PP&E PDS Committee if required.

RESOLVED that:

- 1) An update report concerning Emergency Planning and Business Continuity be brought to the March 2021 meeting.**
- 2) SLAM be contacted to see if they could attend and present at the PP&E PDS meeting in January 2021.**
- 3) A planning enforcement update be brought to the January meeting.**
- 4) A MOPAC update report be presented to the Committee in March 2021**

The meeting ended at 8.20 pm

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Public Protection and Enforcement PDS Committee—8th December 2020

Question from Cllr Kathy Bance to the Portfolio Holder for Oral Response

Can the Portfolio Holder for Public Protection and Enforcement please confirm that out of all the London boroughs, Bromley Council have the highest number of care homes that have been served with a legal fire notice by the London Fire Brigade and what is the strategy of the Council to ensure that all care homes in the borough are safe from the risk of fire?

Answer to the Question from Cllr Bance

I take it this is the data shared in a London Assembly answer back in February and March 2019 - singling out Bromley Borough was not very helpful as the number of inspections carried out in each Borough by the London Fire Brigade will vary depending on numbers of care premises in the Borough, number of Fire Safety officers and their other workload priorities. Whilst I agree that this matter is of concern, it is not a matter that the Council has control of. Having said that the LFB have presented at our care home forum in relation to fire safety and in December 2019 we supported the LFB to host two workshops on reducing fire risks in care homes which was well attended by our care home managers. As part of our care home compliance checks, we do make some routine checks about fire safety but this is not the same thing as the specialist work the LFB undertakes. Care homes are responsible and should ensure that their risk assessments regarding fire have been completed, and that all matters to do with fire prevention have been undertaken in line with legislation, including actioning any work that is required. The London Fire Brigade are responsible for inspecting care homes for compliance, along with recommending any associated work or practice that may be required. The Care Quality Commission are the regulators here, who can take action if needed, with the ultimate sanction being to close the care home itself. There is information on the CQC website which outlines what they look for when they inspect <https://www.cqc.org.uk/guidance-providers/dentists/dental-mythbuster-21-fire-safety> and I can forward this to you if this would be of interest.

Background - Our routine checks include...checking that

- Care home staff are trained in fire safety
- That homes complete fire safety checks (testing of alarms weekly and regular fire drills etc.)
- That homes have up to date fire risk assessments completed
- That homes are taking action where there have been recommendations in the risk assessments

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Public Protection and Enforcement PDS Committee—8th December 2020

Question from Cllr Kathy Bance to the Police for Oral response with answers from the police:

With the release of the Independent Office for Police Conduct's report which identifies eleven opportunities for the Met to improve on stop and search, can the police confirm that they will be adopting all these recommendations as below?

1) Taking steps to ensure that their officers better understand how their use of stop and search powers impacts individuals from groups that are disproportionately affected by those powers

Yes: The BCU has already begun training staff with unconscious bias training. This new training package is being adopted across the Met now as best practice. Because of costs, the training will be phased through next year to front line staff.

2) Ensuring there is a structure in place so leaders and supervisors are proactively monitoring and supervising the use of stop and search powers and addressing any concerning trends or patterns/ sharing any identified good practice at; individual, unit or organisational level

Yes: CMG monitoring of stop and search, including body worn video clips is now taking place again after a 12-month lapse. Supervisors in the command will soon have specific stop/search supervision actions as part of individual PDR performance objectives and the compliance of supervision is now monitored weekly.

3) Taking steps to ensure that assumptions, stereotypes and bias (conscious or unconscious) are not informing or affecting officers' decision making when carrying out stop and searches, especially when using these powers on people from Black communities

Yes: as well as new training, supervisors monitor individual officers and dip sample body worn video to ensure compliance and professionalism as well as identify training needs. The lead to the BCU (CI KNIGHT) for stop and search also monitors complaints and any adverse findings to ensure learning is captured.

4) Ensuring officers are not relying on the smell of cannabis alone when deciding to stop and search someone and use grounds based upon multiple objective factors

The smell of cannabis alone should never be grounds in itself. The circumstances have to be taken into account, so for example the smell of cannabis around a group may lead to a conversation and the concealment of what is suspected to be a cannabis cigarette by one of the group may then mean one is searched.

5) Ensuring officers carrying out stop and searches always use the principles of GOWISELY and engage in respectful, meaningful conversations with the persons being stopped

Yes: The use of GOWISELY should be embedded on every search. The video lag of BWV does mean that this may be missed and training is rolling out with new cameras where the lag of the videos sound is reduced.

6) Ensuring stop and search training incorporates a section on de-escalation, including the roles of supervisors and colleagues in controlling the situation and providing effective challenge

New training rolled out across the met includes inputs on de-escalation.

7) Ensuring officers exercising stop and search powers are ending the encounters once their suspicion has been allayed, in a manner that minimises impact and dissatisfaction, unless there are further genuine and reasonable grounds for continued suspicion

Again this is embedded into new training rollout.

8) Ensuring officers exercising stop and search powers are not using restraint/handcuffs as a matter of routine and are only using these tools when reasonable, proportionate and necessary

Use of force is being monitored closely in all encounters. Each use is a decision for the officer based on the individual circumstances of the incident and as such blanket communication on use of handcuffs or powers to detain without supporting training won't be undertaken locally. When senior leaders discuss stop and search with teams, the use of handcuffs is a part of this communication to reiterate proportionate use.

9) Amending stop and search records to include a question about whether any kind of force has been used. The records should also state where information about the kind of force will be recorded

This is being undertaken centrally.

10) Ensuring officers are following APP and MPS policy and switching on their body-worn video camera early enough to capture the entirety of a stop and search interaction

The issue with BWV is a 30 second lag on sound on old cameras. The BCU has been first to roll out new technology cameras with less lag and communication includes very clear message regarding early switch on. BCU compliance for BWV use is over 90% on stop and searches.

11) Ensuring supervisors are taking a proactive role in monitoring and ensuring compliance with body-worn video APP and MPS policy.

Again this will feature as a performance indicator for supervisors moving forward into next year. Commander Connors is looking at how this can be implemented across every BCU in Metpol.

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