



POLICING
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POLICING INNOVATION FORUM 2023

Improving Policing for Black People:
The Race Action Plan

22 June | Roundthorn Hotel Penrith

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Welcome

ACO Nancie Shakleton, Cumbria Constabulary

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Introduction

Professor Geoff Pearson, N8 PRP Co-Director

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POLICING RESEARCH PARTNERSHIP

We champion, enable and support policing research and evidence-based policing.

...the skills,
structures, and
independence
of academic
research...



...together with
the knowledge,
experience, and
data of police.



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POLICING INNOVATION FORUM

2015 Cybercrime
2016 Vulnerability and Domestic Abuse
2017 Early Intervention in Domestic Abuse
2018 Policing and Mental Health
2019 Knife Crime
2021 Police Partnerships
2022 VAWG in Public Places
2023 Improving Policing for Black People

<https://www.n8prp.org.uk/home/events/>

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Events

Policing Innovation Forum

The annual N8 PRP Policing Innovation Forum brings to police, academics, and wider stakeholders for a day of knowledge exchange, innovation, and collaboration.

Partnerships and VAWG in Public Places

In 2021, the third three days event working to tackle Innovation, Enforce

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POLICING INNOVATION FORUM 2023
Improving Policing for Black People:

The Race Action Plan



MORE THAN MINUTES



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POLICING INNOVATION FORUM 2023

Improving Policing for Black People:

The Race Action Plan

0950 ***The NPCC Race Action Plan:
Progress and Priorities***
Ch. Sp. Paul Thomas, NPCC

1005 ***Involved: The Independent Scrutiny and
Oversight Board: Our Role***
Nick Glynn, ISOB

1020 ***Overpoliced: What We've Learned from
Covid-19***
Ch Sp Ngaire Waine, Merseyside (chair)
Prof Iyiola Solanke, University of Oxford
Prof Susan McVie, University of Edinburgh
Dr Liz Turner, University of Liverpool

1100 ***Coffee Break***

1120 ***Represented: IDE4A Interview***
Rozila Kana, Lancashire Constabulary (chair)
Caryl Agard, Mentor and Life Coach
Clarissa Jordan, Enterprise4all
Rob Binns, Entrepreneur

1200 ***Changeover***

1205 ***Involved: Grounds for Suspicion and
Stop & Search***
Dr Mike Rowe, University of Liverpool (chair)
Dr Andrea Banham, IOPC
Dr Estelle Marks, Kings College London
Dr Sharda Murria, Birmingham City University

1245 ***Lunch***

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POLICING INNOVATION FORUM 2023

Improving Policing for Black People:

The Race Action Plan

1345

Keynote: Overpoliced, Under-Protected
Prof Aisha K. Gill, University of Bristol

1400

Coffee Break

1440

Implementation in Action
Rozila Kana, Lancashire
Constabulary (chair)

1540

Wrap-Up
Ch Sp Ngaire Waine, Merseyside Police

Involved: Training and Engagement
Janett Walker, Anti-Racist Cumbria

Represented: Recruitment
Richard Stanton, West Midlands Fire & Rescue

Not Overpoliced: Vehicular Stop & Search
Ch Supt Dan Hiles, Sussex

Not Under-Protected: Black Men's Experience of Being Sectioned
Prof Joy Duxbury and Dr Alina Haines-Delmont, Manchester
Metropolitan University

Not Under-Protected: Recording HBVA
Dr Nikki D'Souza, Northumbria University

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Improving Policing for Black People:

The Race Action Plan

Ideas & Actions...



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***The NPCC Race Action Plan:
Progress and Priorities***
Ch. Supt. Paul Thomas, NPCC

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***Independent Oversight and
Scrutiny Board: Our Role***
Nick Glynn, ISOB

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POLICING INNOVATION FORUM 2023

***Disproportionality:
What We've Learned from Covid 19
Panel Session***

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N8 PRP Policing Innovation Forum 2023

IMPROVING POLICING FOR BLACK PEOPLE: THE RACE ACTION PLAN

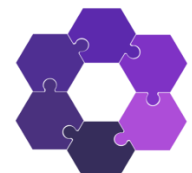
Roundthorn Hotel | Penrith

Co-POWeR: Consortium on Practices of Well-being and Resilience in Black, Asian and Minority Ethnic Families and Communities

Professor Iyiola Solanke, Primary Investigator

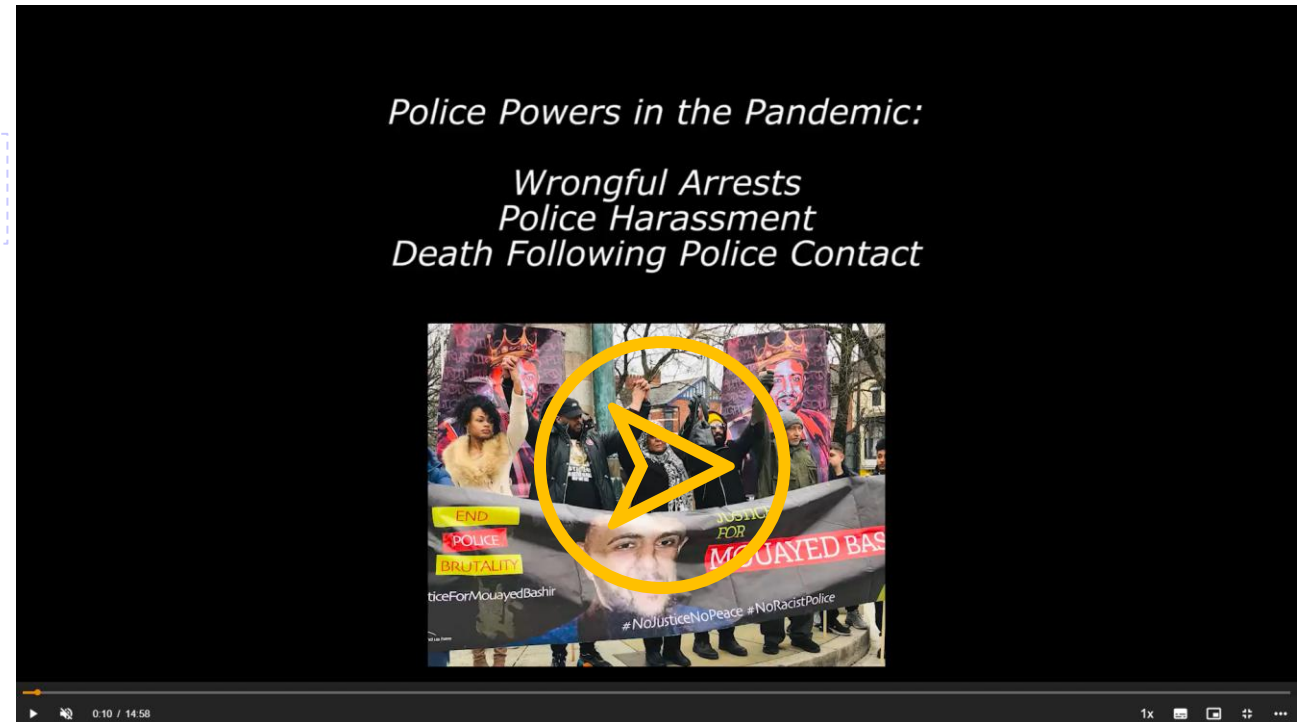
Jacques Delors Professor in EU Law

University of Oxford/ Somerville College



Co-POWeR: Documentary

*Police Powers in the Pandemic:
Wrongful Arrests
Police Harassment
Death Following Police Contact*

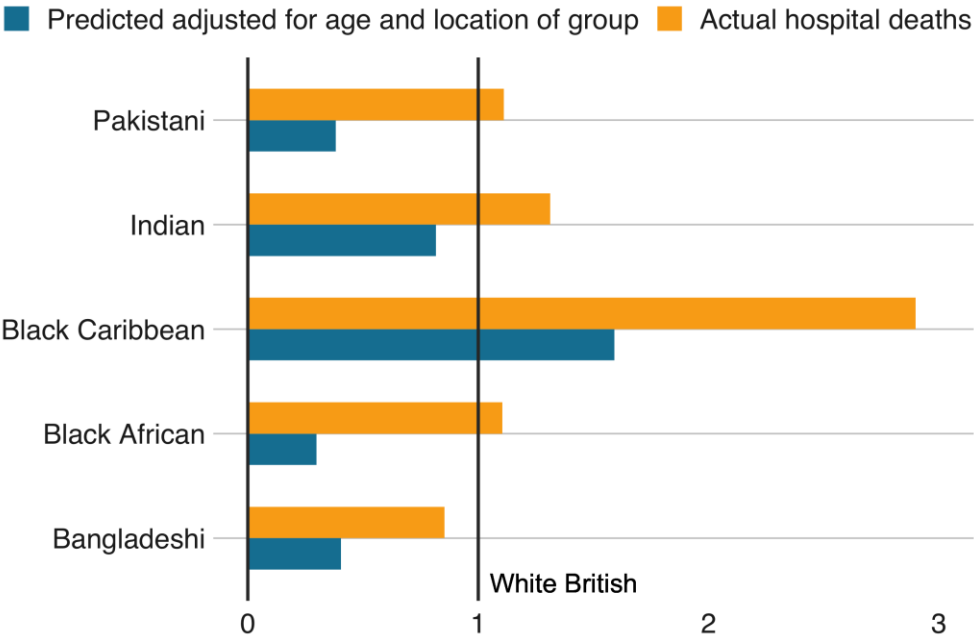


<https://mymedia.leeds.ac.uk/Mediasite/Play/7a7f23e840da49b48343c1f08d99d0ae1d>



Predicted impact of coronavirus

Predicted and actual death rate of minority groups relative to White British population

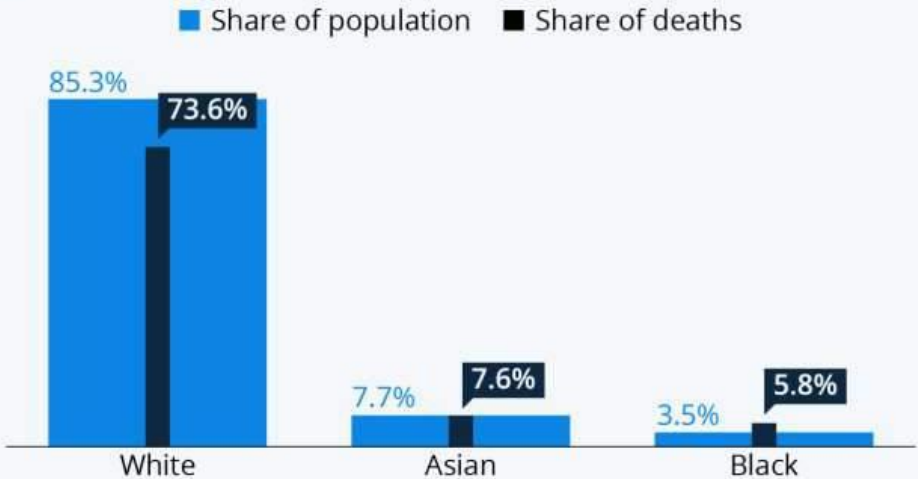


Source: Institute for Fiscal Studies



England's ethnic Covid-19 deaths disparity

Share of population and share of Covid-19 deaths in England, by ethnicity*



* As of 17 April 2020 at 5pm. Population shares as of 2011 Census. 9.5% of Covid-19 deaths have no ethnicity information. Sources: NHS England, Office for National Statistics



Project Summary (ESRC; 18 months)

Two viruses – COVID-19 and racial discrimination – are currently killing in the UK (Solanke 2020), especially within BAMEFC who are hardest hit.

Non- medical challenges: physical and mental health as well as social, cultural and economic consequences.

Synergy: the combined impact of these viruses on practices for wellbeing and resilience across BAMEFC

Scope: UK-wide

5 Research Streams

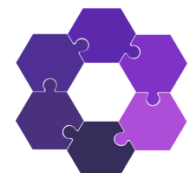
1: Emergency Powers

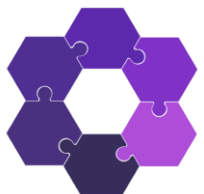
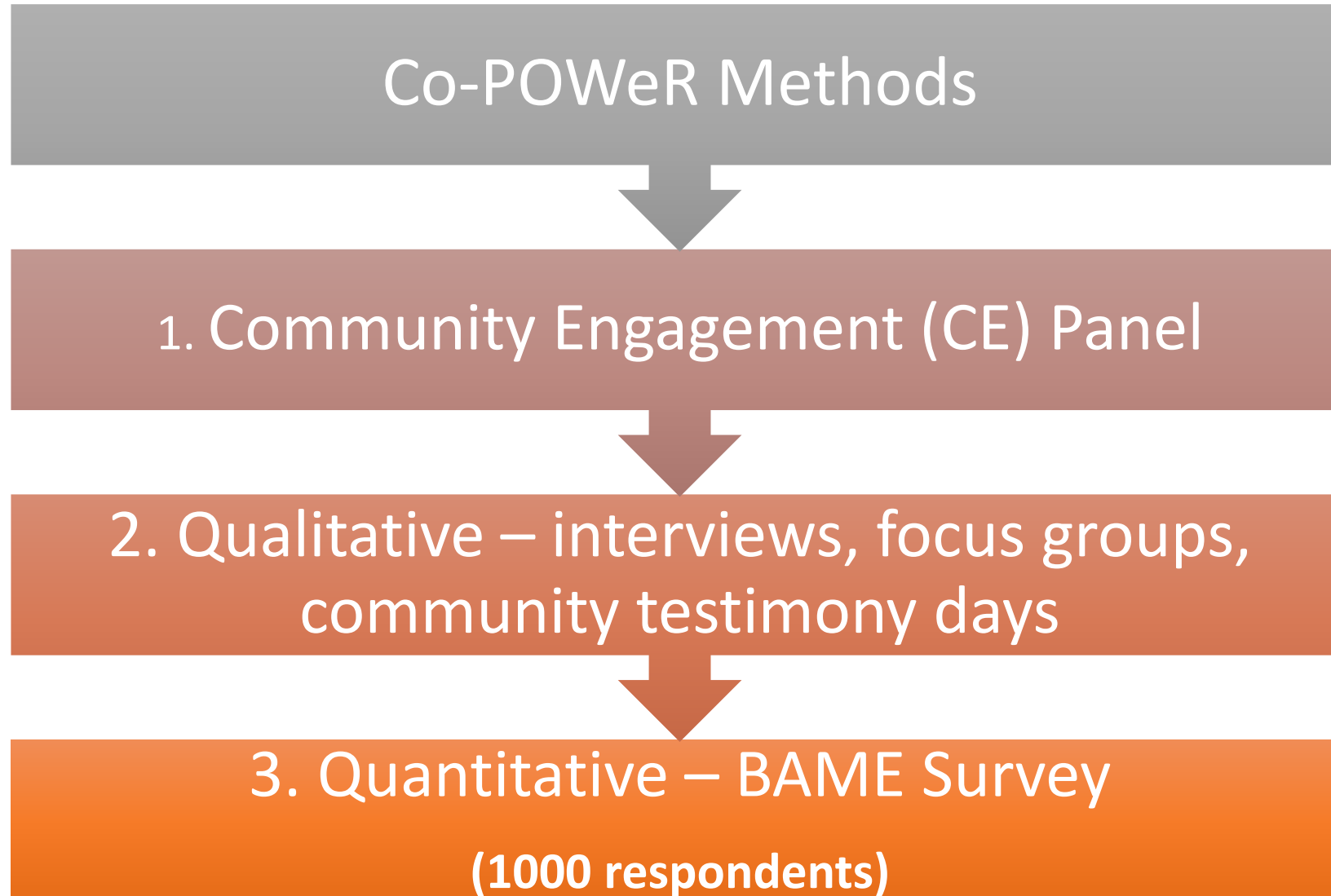
2: Children, Young People and their families

3: Care, Caring and Carers

4: Physical Activity and Nutrition

5: Empowering BAMEFC through Positive Narratives channels



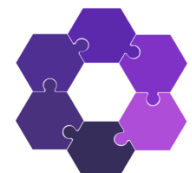


Snapshot of Co-POWeR Findings

- The emergency measures worked together to create a negative cycle affecting BAME FC of all ages.
- Key-workers – stopped by police on their way to provide essential services – could not furlough or work from home to avoid infection, nor always support their children in home-schooling.
- Children in high-occupancy homes lacked adequate space and/ or equipment to learn; such homes lacked leisure space for restoration after extended hours at work.
- Over-policing deterred BAME people – including the mobile elderly - from leaving crowded homes for legitimate exercise, and those that did faced the risk of receiving a Fixed Penalty Notice and a criminal record.



Emergency Powers



Data from the NPCC 2020: Fixed Penalty Notices were issued at a rate of 1.6 times higher to people from BAME backgrounds compared to White people.

Data from Home Office 2021: There was an increase of 24% in stop and searches, with 1 in 5 being used on BAME teenagers. Overall, “males aged 15-34 from a BAME background account for 32% of stop and search despite only comprising 2.6% of the population.”

Data from Co-POWeR’s survey 2022: Low trust in official health guidance has increased from 11% to 32%, and in the UK government from 23% to 38% compared to pre-pandemic levels.

“...it was a bit mind boggling that the Police would be pushing the use of this power [Stop and Search] in a time when they should have been socially distancing. So what we saw was in March to May increase in stop and search last year [2020] in the height of the pandemic and that really did undermine any positive relationship that black Asian ethnic minority communities had with the Police because they felt like the Police were putting them at risk of the virus by coming up to them and engaging with them unnecessarily.”
(Member of police monitoring group, 5th August 2021)

1. Poorly framed and specified rules

“It was really difficult to make sure officers understood the difference between legislation and guidance and understood what things they could give notices for and what was just guidance.” (Member of UK police, 7 September 2021)

2. Material barriers to following Covid-19 guidance

“... there are so many instances even before the pandemic but also especially during the pandemic and so on, of black and brown people stopped and fined and so on. During lockdown, I used to go and walk by the sea every day, take a walk and stuff and I would see people sitting actually on the benches on the seafront in Brighton and think, hmm, good, but maybe if I do this it's not good, it's not great, maybe I should just walk briskly like an exercising person, like a clearly exercising person, because I'd be courting problems if I sit and drink coffee like other people.”
(Antiracist activist, 19 October 2021)

3. Widespread loss of trust

“The Coronavirus Act kind of almost made the whole country, um, give a lot of power to a lot of people to do a lot of things based on Covid so it was almost like at the very height of it, it was almost like you could almost use Covid to do anything.” (Member of local council, 8 October 2021)

4. Loss, grief and arbitrary implementation of Covid-19 rules

“You saw this mix of the hyper surveillance and the use of these powers just because it helped even further control against young people. You saw the powers used as a real means to come down aggressively on people, Covid not respected at all for actual community members.” (Member of police monitoring group, 9 November 2021)

“... young people from BAME backgrounds suffered bereavements much more ... so something like 25% of the 200 hundred [who answered our survey] reported bereavement compared to 7% of white young people.” (Member of health and social care services in London, 29 October 2021)

Key Policy Recommendation

1. Recommendation

To enhance trust in public authorities, the police should not have any role in enforcement or monitoring of compliance with public health law and guidance, which should be developed through consultation with people of all ages across BAME families and communities and translated into relevant community languages as they appear.

2. Who should take the action

The Ministry of Justice and public health authorities

3. Rationale

Given existing disproportionate policing of people from B.A.M.E families and communities strengthening police powers reduces trust in all public authorities and undermines the overall effectiveness of laws introduced to deal with public health crises such as the pandemic.

Co-POWeR Policy Recommendations

Long term actions rather than short term reactions in 4 areas:

1. arts and media communications;
2. systems and structures;
3. community well-being and resilience;
4. individual well-being and resilience.



Policing the
Pandemic in
Scotland



SCOTTISH CENTRE FOR
ADMINISTRATIVE
DATA RESEARCH



Policing under pressure: What enforcement during the pandemic tells us about racial disproportionality

Professor Susan McVie OBE FRSE FAcSS
University of Edinburgh

Research team: Dr Vicky Gorton & Dr Kath Murray (University of Edinburgh),
Dr Ben Matthews (University of Stirling)

“It's generally not easy being a black person living in a white man's country. It's not easy. It's not easy at all.”

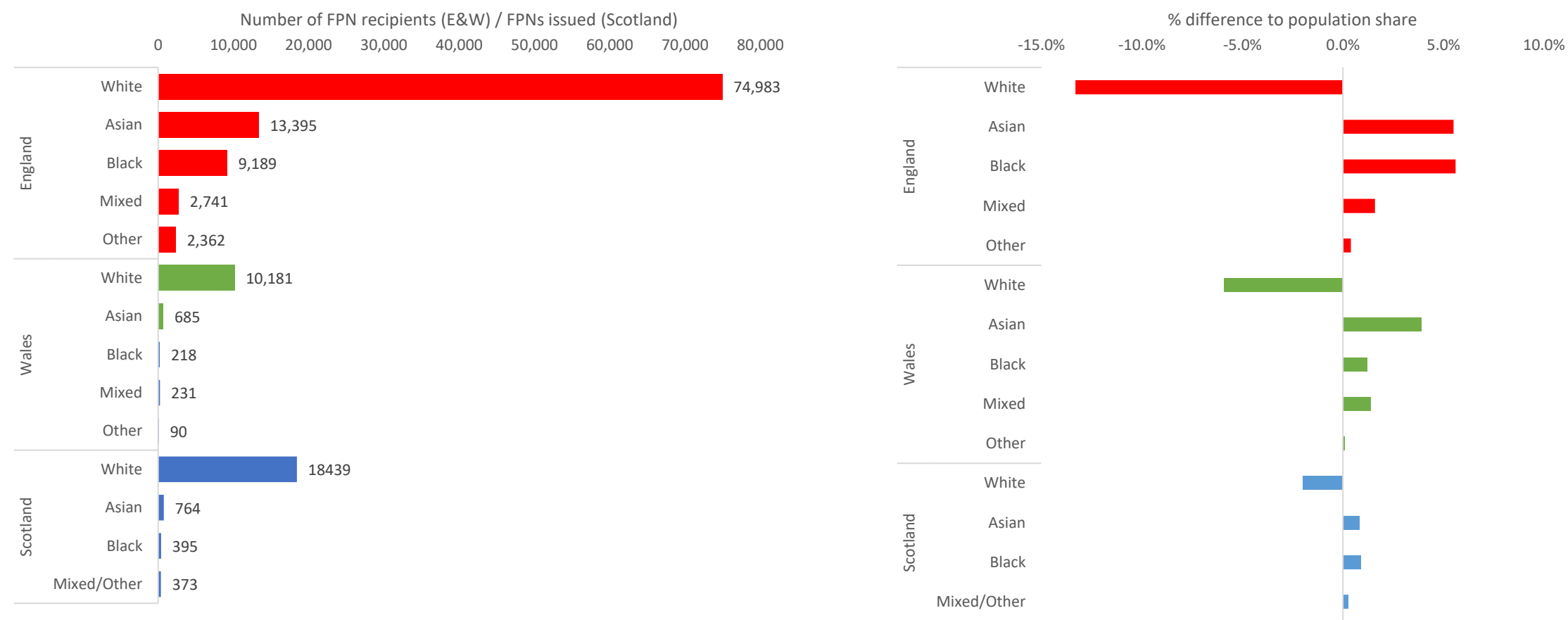
Background context to police use of enforcement

- New powers of enforcement using FPNs for regulatory breaches was largely because they were a 'known science' which would avoid criminalising individuals
- Modelled on existing fines issued for disorder or anti-social behaviour BUT extended their use hugely, introduced an incremental value structure, and (despite initial equivalence) quickly varied in size and structure across the UK
- Use of an FPN based model increased the degree of officer discretion at a time of significant turmoil within policing (speed, frequency and complexity of regulatory change, lack of training, confusion & inconsistent messaging, unenforceable rules, inability to forecast demand, and poor staff wellbeing & morale).
- Significant concerns about potential justice inequalities in the use of FPNs across different groups (including ethnicity, socio-economic disadvantage and vulnerable groups) – Joint Committee on Human Rights (2021)

Evidence around behaviour and compliance

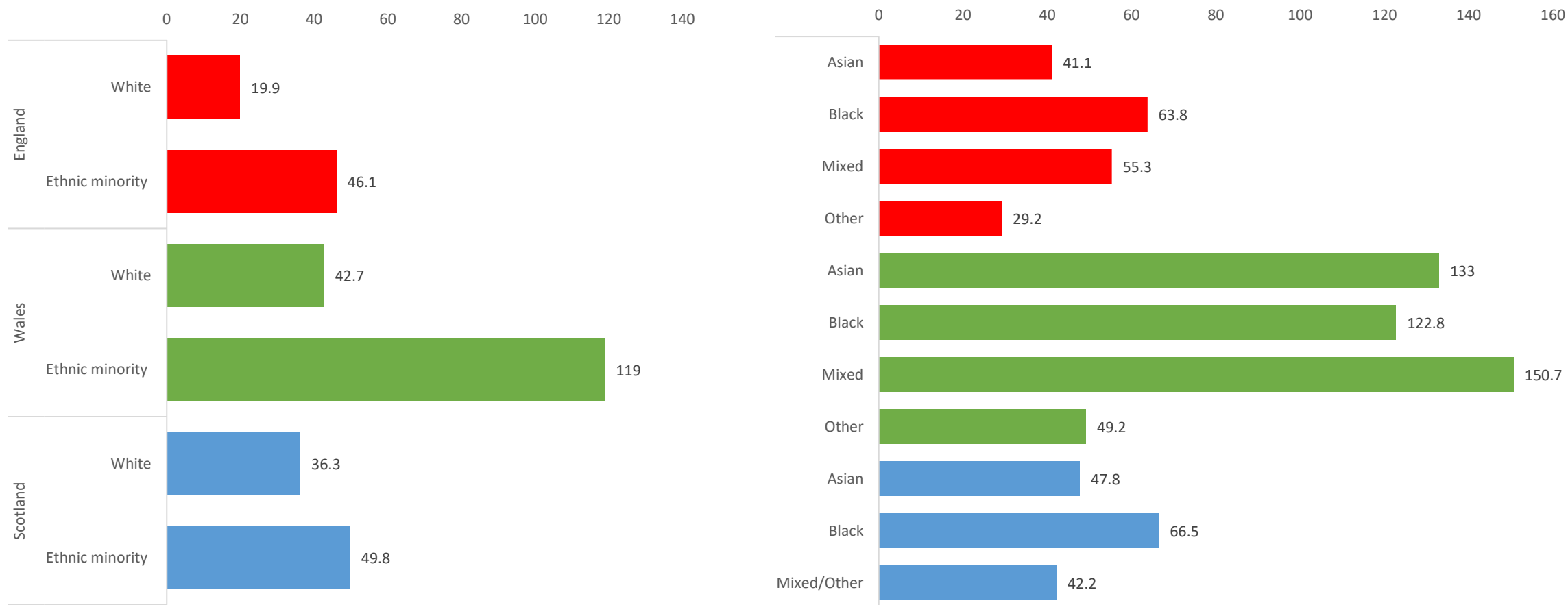
- Clear evidence that the pandemic impacted more severely on ethnic minority groups across a wide range of domains (House of Commons 2020, Platt 2021)
- Reported levels of ‘majority compliance’ and, especially, ‘complete compliance’ were consistently lower amongst people from minority ethnic backgrounds during the course of the pandemic (Fancourt et al 2021)
- However, controlling for a range of other explanatory factors, ethnic background was not a significant driver of non-compliance with the Regulations (Wright, Steptoe and Fancourt 2022)
- “...approaches to policing the pandemic exposed members of some societal groups (including BAME people) to a greater risk of being fined for breaching the Covid regulations.” (Turner, Rowe and Redman 2022: vi)

No. of FPN recipients (E&W) / FPNs issued (Scotland) & % difference to population share by ethnic group



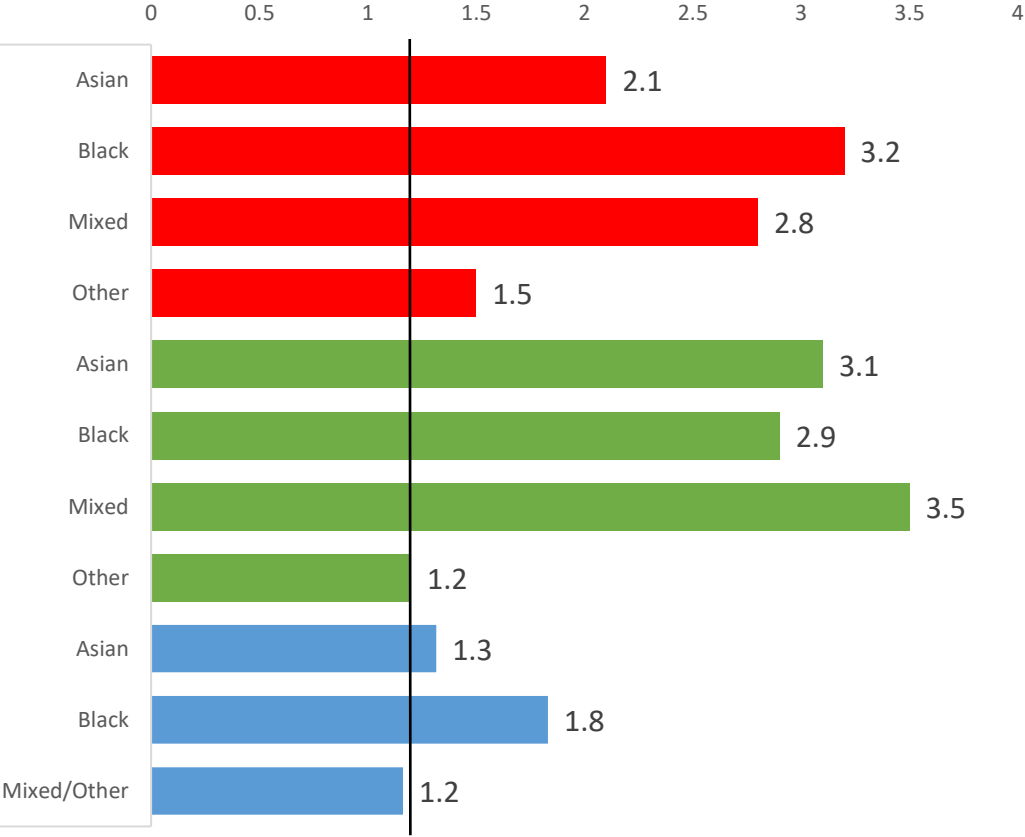
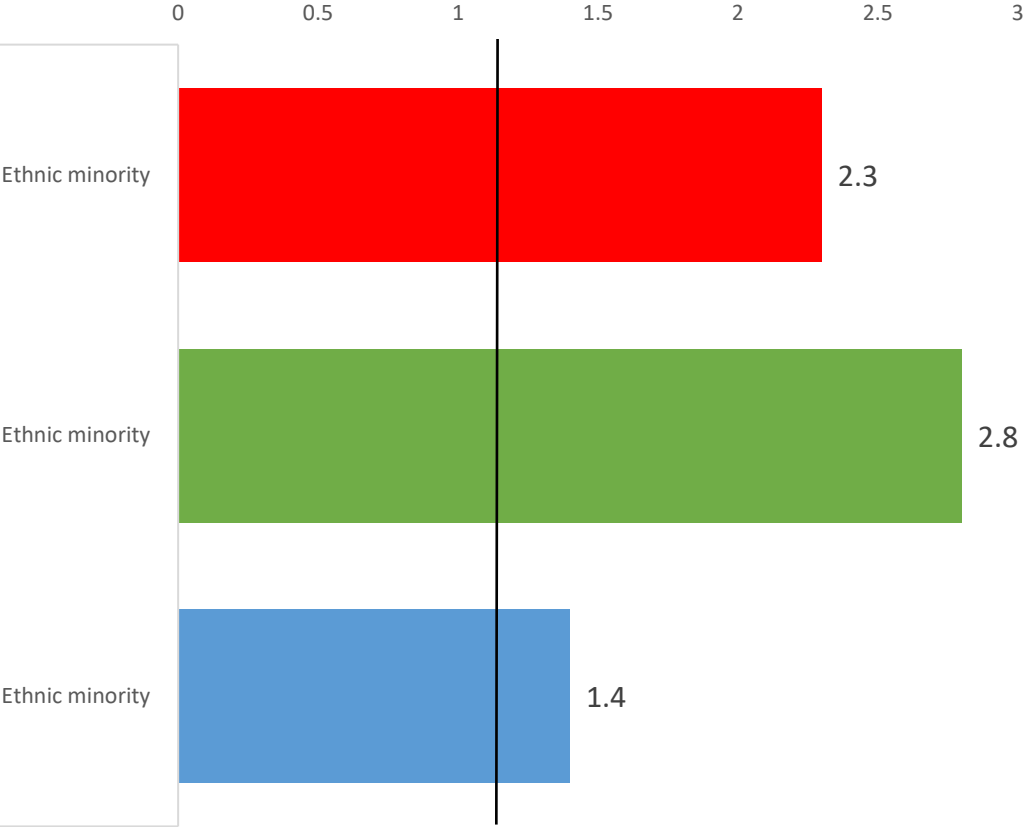
Sources: Policing the Pandemic in England and Wales (McVie et al 2023); Police Use of Covid-19 Fixed Penalty Notices in Scotland (Gorton et al 2022).

Rate per 10,000 population of FPN recipients (E&W) / FPNs issued (Scotland) by ethnic group



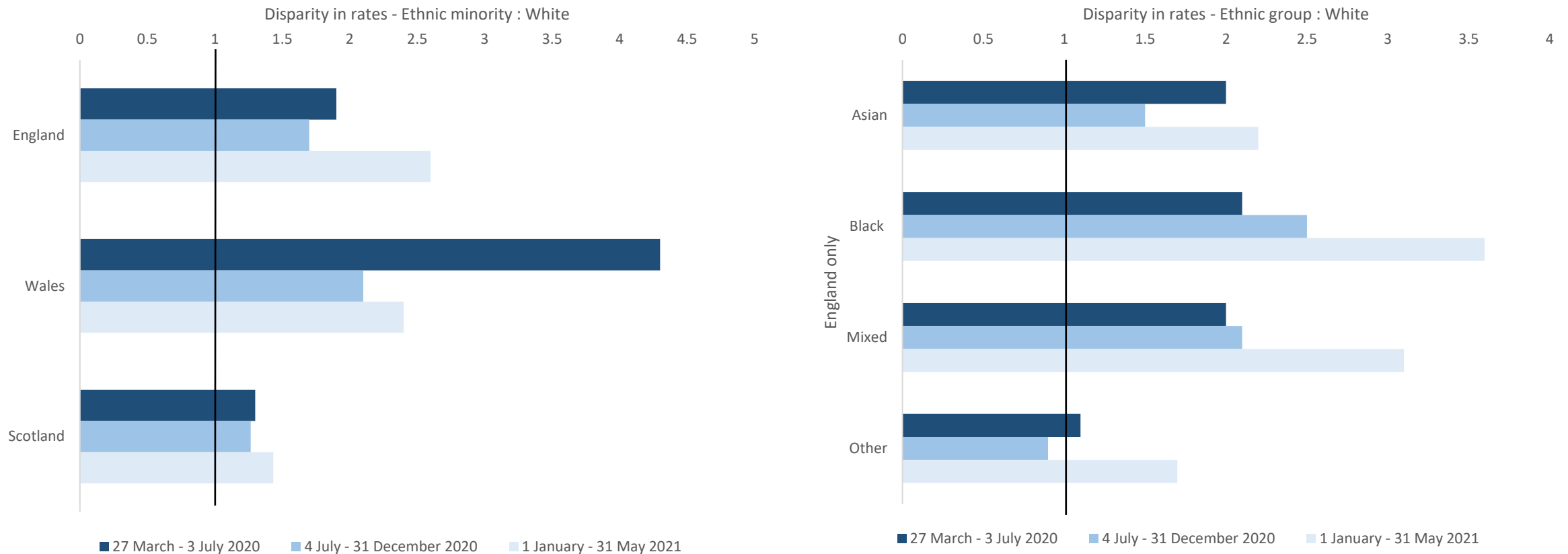
Sources: Policing the Pandemic in England and Wales (McVie et al 2023); Police Use of Covid-19 Fixed Penalty Notices in Scotland (Gorton et al 2022).

Ethnic disparity rate per 10,000 population of FPN recipients (E&W) / FPNs issued (Scotland) – Ethnic minority : White



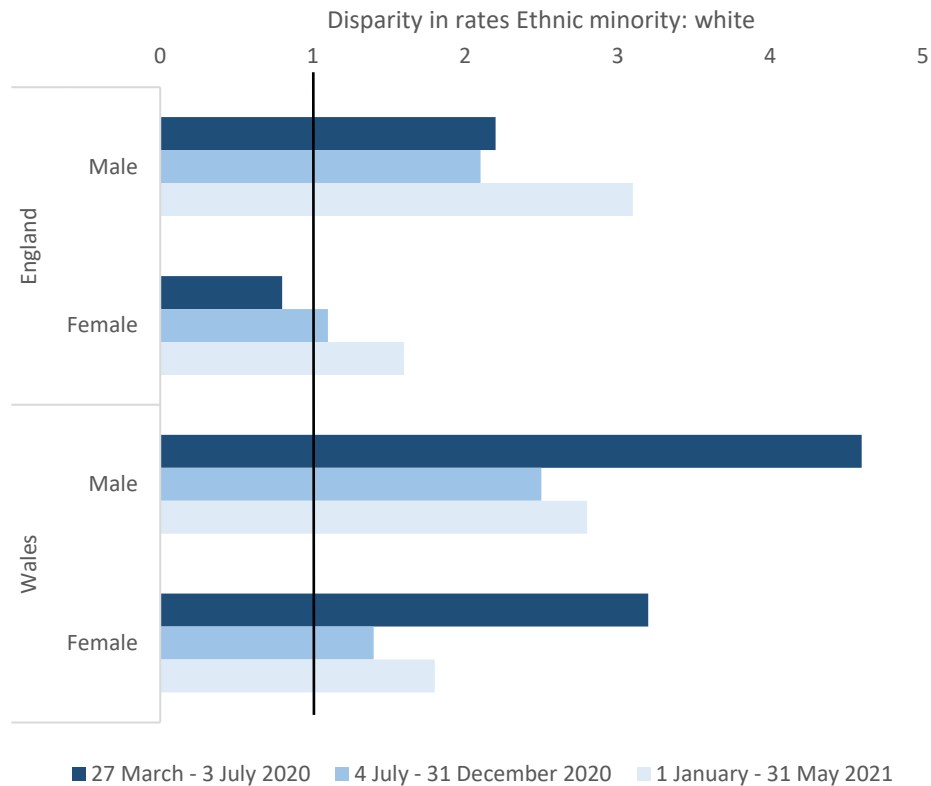
Sources: Policing the Pandemic in England and Wales (McVie et al 2023); Police Use of Covid-19 Fixed Penalty Notices in Scotland (Gorton et al 2022).

Change in ethnic disparity rate per 10,000 population of FPN recipients in England, Wales & Scotland over time

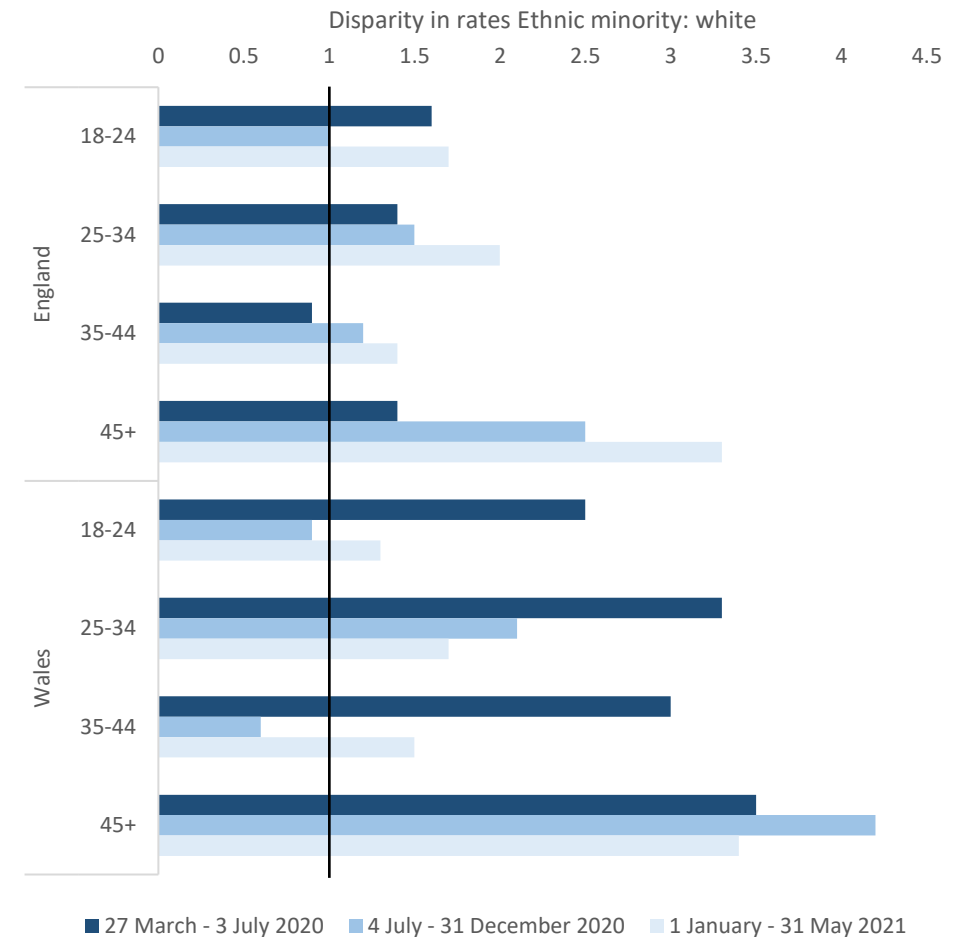


Source: Policing the Pandemic in England and Wales (McVie et al 2023); Police Use of Covid-19 Fixed Penalty Notices in Scotland (Gorton et al 2022).

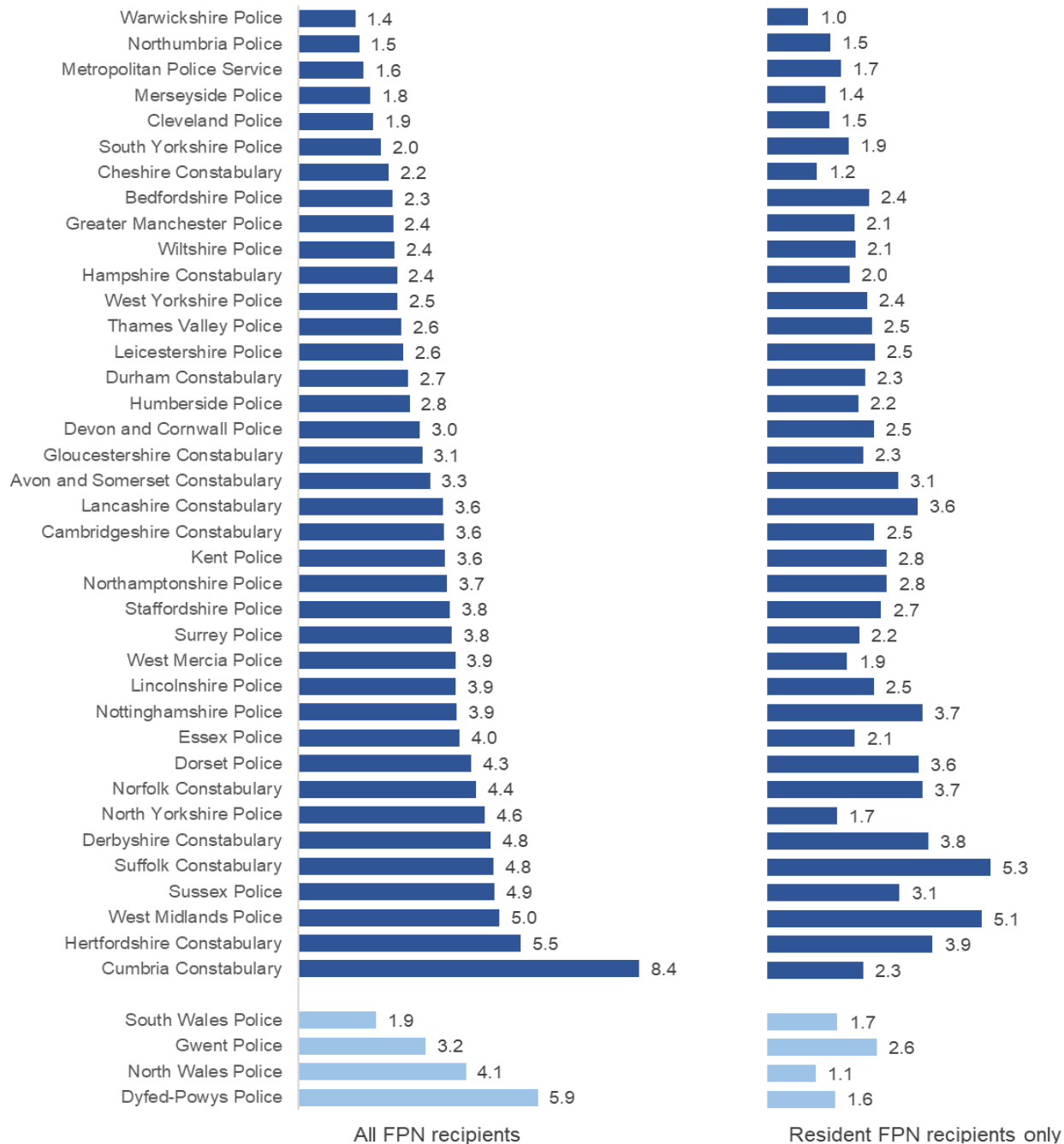
Change in ethnic disparity rate per 10,000 population of FPN recipients in England and Wales by age & sex over time



Source: Policing the Pandemic in England and Wales (McVie et al 2023).



Ethnic disparity rate per 10,000 population of FPN recipients in England and Wales by police force area for all recipients and residents only



Source: Policing the Pandemic in England and Wales (McVie et al 2023).

Other findings relating to ethnic minorities

England

- Less likely to be a repeat FPN recipient than single (24.8% vs 27.1%)
- Significantly more likely than white people to have an FPN cancelled
- Those from Asian backgrounds were more likely to pay than white people, while black people were less likely to pay.

Wales

- Less likely to be a repeat FPN recipient than single (7.1% vs 10.9%)
- No difference to white people in likelihood of having an FPN cancelled
- Those from Asian and Other backgrounds were more likely to pay than white people, while black people were less likely to pay.

Insights from interviews with black men (1)

- Appreciation for the rules and the police doing their job
 - *I think actually the rules were quite about right to be fair, because it was a very gory situation and then I think the rules are needed to keep a lot of people safe. They were quite fair.*
 - *I understand that they were actually doing their service... and they made this so clear to me. And I quite understand that it was for the sole purpose of the lockdown and it wasn't [a] witch-hunt.*
- Lack of understanding around the rule changes and the size of the fines
 - *It was difficult since every time they just came up with new rules.*
 - *I really wasn't in tune with those changes quite a lot of the time.. There wasn't much information going around, you know, about the changes here.*
 - *I really didn't know that if I was caught again, the fine would be double. I didn't get an explanation of my fine being doubled*
- Increasing non-compliance due to frustration and poor mental health
 - *I tried as much as possible to go with the policies. But it was just becoming unbearable for me, and then I just had to, you know, break loose.*
 - *If the lockdown, if the COVID-19 pandemic doesn't take your life away, then maybe staying indoors and boredom can actually take your life away. It's a two way thing.*
 - *It wasn't accidental. I knew that I was [breaking the rules].*

Insights from interviews with black men (2)

- Need for greater understanding of why people were not complying
 - *I really didn't feel like I was treated fairly, cause' I was concerned about a citizen, about somebody, and then I felt like something they could have done, was at least, probably listen to me.*
 - *I think if it's geared towards ensuring professionalism and then a kind of empathy should be placed, should be inculcated into the police, into policing.*
 - *They didn't really want to hear me and understand why I needed to go out at that time.*
- Perceptions of racial bias in policing encounters
 - *At that encounter I felt like there was some form of unequal treatment, maybe because of my colour.*
 - *I was treated like they're [black people] always treated as, you know, like we're never seen as being part of their people, you know.*
 - *I felt most of those things happened to me that time because of, partly because of the way I looked, because of my skin colour.*
- Positive experiences of police encounters influenced behaviour
 - *the second experience was quite better than the first one, because I felt listened to. And I was, you know, handled in a more professional way.... I think I was probably more remorseful, considering the way the communication went on the second time*
 - *I thought they did an excellent job because they displayed level headedness, and they were kind of fair.*

Conclusions

- People from minority ethnic backgrounds experienced multiple, overlapping, inequalities during the pandemic – including policing.
- Evidence suggests ethnicity was not a driver of compliance, so ethnic disproportionality in police enforcement must be explained by other factors (e.g. age, socio-economic disadvantage)
- Ethnic disparities in enforcement across all police forces highlights the dangers of a highly discretionary mode of policing across a wide range of (everyday) behaviours.
- Greater insights into policing practice and improvements in procedural justice are key to organisational change.

*It's generally not easy being a black person living in a white man's country.
It's not easy. It's not easy at all.*

Business-as-usual or unusual business?

What we learned about disproportionality from police officer narratives of enforcing Covid-19 restrictions

Dr. Liz Turner

Senior Lecturer

Sociology, Social Policy and
Criminology

University of Liverpool

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Every ticket tells a story

A report on interviews with police officers about issuing Fixed Penalty Notices for breaches of COVID-19 “lockdown” regulations



IMAGE COPYRIGHT – Getty [Creative Commons Licence]

Liz Turner, Mike Rowe and Scarlett Redman
University of Liverpool

- Officers uncomfortable and uncertain
- 4Es – emphasis on situational compliance and retaining public support
- Assessing people not behaviour
- Business-as-usual – “cocky”, “didn’t care”, “usual lying”, “another tool in the toolbox”
- Unusual business – “lovely people”, “more than compliant”, “held up their hands”, “if you don’t need to enforce you shouldn’t”
- Explaining disproportionality – it’s society, not us

Understanding and addressing disproportionality

- Narratives – assigning meaning, constructing necessity/legitimacy
- Who “needs” to be subjected to police power? Who does not?
- Disproportionality - structurally-enabled and legitimised discrimination along intersecting dimensions of inequality
- Should not be explained away with shifting baselines
- Should be explored in more depth and with greater ambition (if we really want to know “why”?)
- The burden of proving that disproportionalities are justified and not discriminatory ought to fall on those who use the powers.



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***Inclusion:
IDE4A Interview
Rozi Kana, Lancashire Constabulary***

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POLICING INNOVATION FORUM 2023

Grounds for Suspicion: Stop and Search

Panel Session

#N8Pif23

Grounds for Suspicion and Stop & Search

Mike Rowe

polstops.eu

IOPC National Stop and Search learning report

Dr Andrea Banham, Policy & Engagement Officer

22 June 2023

Context

Baroness Casey

“In a system of policing by consent, considering whether an act was lawful or not is not sufficient.”

Our evidence base

A review of 21 independent IOPC investigations, 3 appeals, and 13 reviews dated 2018-2021 and representing 12 police force areas

Views and concerns expressed by community groups and stakeholders

A review of key data and evidence in relation to the use of stop and search including national data, research reports, and information from inspections

Recommendation themes

We believe action must be taken to improve policing practice so that people from Black, Asian, or other minority ethnic backgrounds are not disproportionately impacted by stop and search

- to ensure **legitimacy**
- to eliminate **stereotyping, bias, and disproportionality**
- to stop the **use of force** when it is not appropriate or necessary
- to drive **transparency and scrutiny**
- to develop and use insight into the **historical** use of stop and search to break the cycle of **trauma** faced by those who are disproportionately affected

Legitimacy

PACE Code A:

“reasonable grounds for suspicion must relate to the likelihood that the object in question will be found.”

“the search is more likely to be effective, legitimate, and secure public confidence if reasonable grounds for suspicion are based on a range of objective factors.”

Authorised Professional Practice:

“it is not good practice for an officer to base their grounds for search on a single factor, such as the smell of cannabis alone, particularly where attribution is difficult, such as in these cases.”

Legitimacy

**PEOPLE GENERALLY
SEE WHAT THEY LOOK
FOR AND HEAR WHAT
THEY LISTEN FOR**

HARPER LEE, TO KILL A MOCKING BIRD



Case examples

High crime area



Smell of cannabis



Case examples – assumptions & stereotypes

A Black man entering a telephone box and exiting again was suspected of being involved in drugs activity

An 18-year-old Black man was suspected of being involved in criminal activities when he seemed to pay particular attention to a police van and looked nervous

A Black man was stopped and searched for possession of drugs by police on a train station platform after choosing to sit on a bench rather than immediately board a train.

A Black man sitting on a railway station platform and travelling via what the officer considered to be an indirect route was suspected of having a weapon upon reaching for his pocket

A Black man's wish to film an encounter was described by the officer as not a reasonable response to a traffic stop, and indicative of behaviours displayed by someone who has a criminal history and experience of dealing with the police

Case examples – Section 163 vehicle stops

Being present in an alleged drugs hotspot

Driving a type of car associated with drugs dealers

Being Black in an area where 7-month-old intelligence indicated that Black men were involved in drug dealing

Twice driving past a location being guarded in connection with drugs offences, in a car registered in a different area

Driving a car not registered in the area

Looking at officers a certain way

Being out during a period of Covid-19 restrictions

Our recommendations

- Aspects of PACE Code A and Authorised Professional Practice (APP), which dictate how stop and search is used, should be reviewed and embedded to increase the perceived legitimacy of stop and search as a policing power.
- As set out in Authorised Professional Practice (APP), the reliance on smell of cannabis alone as grounds for a stop and search should end.
- Police officers need to be supported to improve their communication and de-escalation skills so that stops and searches, from the first point of contact through to the end of the encounter, are conducted professionally and with respect and courtesy.
- People from Black, Asian, or other minority ethnic backgrounds must be safeguarded against being stopped and searched because of decision-making based upon assumptions, stereotypes, and racial bias.

Recommendation responses



The National Police Chiefs' Council said police have not always “got the balance right” with stop and search.

Chief Constable Amanda Pearson, who is the NPCC's lead for stop and search, said:

“We recognise that the level of disproportionality in a tactic like stop and search is continuing to damage relations with people from Black, Asian and other minority ethnic backgrounds.

It is our responsibility to ensure that we balance tackling crime with building trust and confidence in our communities and we haven't always got that balance right.

We acknowledge the IOPC's recommendations and we will work together with the College of Policing to support forces in getting the balance right”

policeconduct.gov.uk

  [@policeconduct](https://www.instagram.com/policeconduct)

0300 020 0096

BLACK AND WHITE DISPROPORTIONALITY S.60 CJOPA 1994

Dr. Estelle Marks

**King's College
London**

estelle.marks@kcl.ac.uk

SETTING THE SCENE

Disproportionality

What is s.60

Statistics

The Race Action Plan





DISPROPORTIONALITY

The frequency of searches for a group compared to their proportion of the population.

The rate at which black people are searched compared to white counterparts in a specific population.

WHAT IS S.60

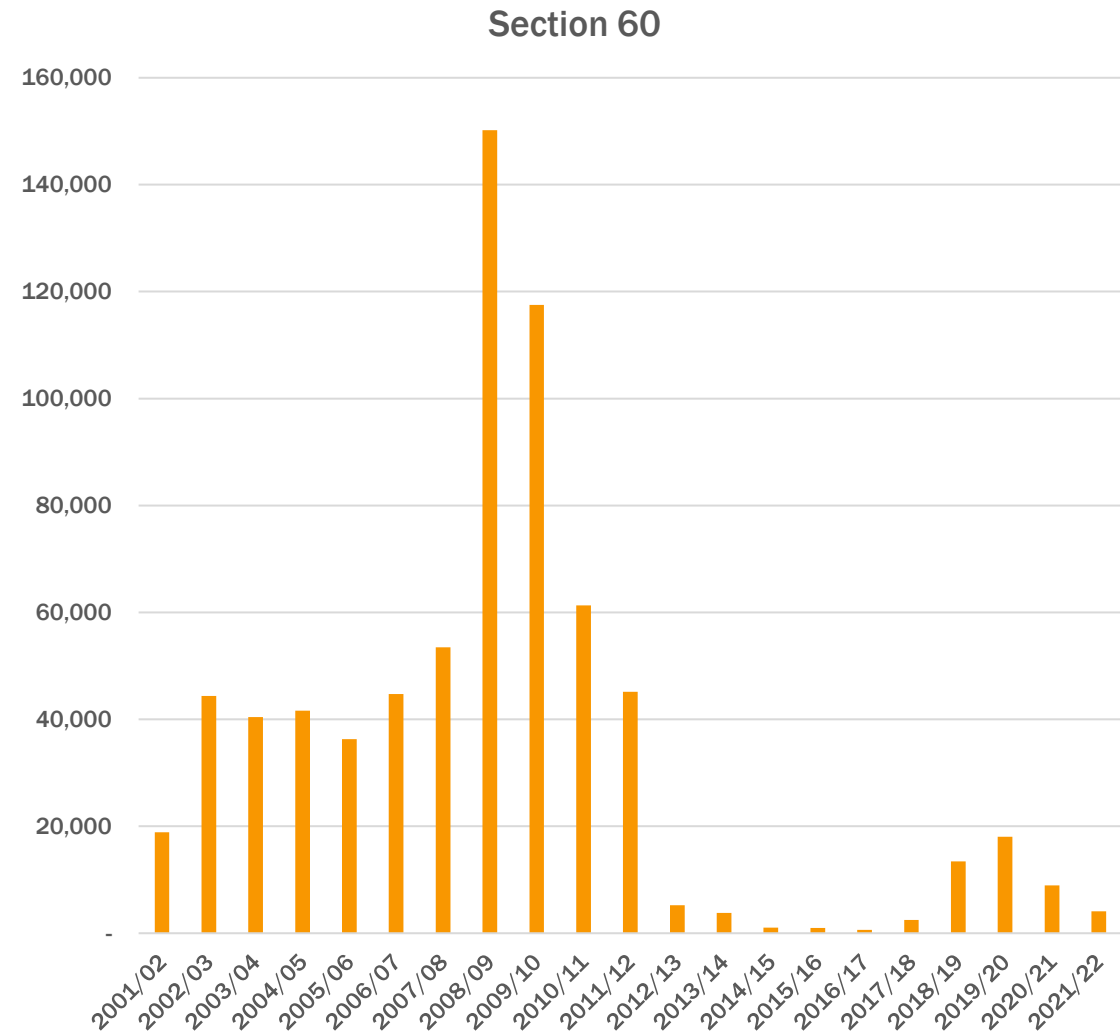
S.60 CJPOA 1994

- In response to or in order to prevent serious violence.
- Limited area authorized for a limited time.
- Officer may stop and search individuals without reasonable suspicion.

S.1 PACE 1984

- Always available.
- Officers may search based on *reasonable suspicion* that the *individual* is involved in wrong doing.

S.60 USE



BLACK/WHITE DISPROPORTIONALITY



	PACE s.1 2011/12 - 2019/20	s.60 2011/12 - 2019/20	PACE s.1 2014/15 - 2021/22	s.60 2014/15 - 2021/22
England & Wales	6.12	26.75	7.39	19.09
Metropolitan Police	3.25	7.45	3.61	8.24
West Midlands	3.49	16.42	3.92	12.73
Merseyside	2.37	2.29	2.3	4.71

THE RACE ACTION PLAN

IMPROVING S.60

Chief constables will identify and address disproportionality in the use of section 60 of the CJPOA and its impact on communities, by having robust accountability and learning processes based on scrutiny and supervision.

HOW?

- Training and CPD
- Managing intelligence-led use and monitoring efficacy in preventing violence
- Community involvement in s.60 use

NPCC ROLE

- Review and challenge the efficacy of current legislation

A MORAL IMPERATIVE

Scarman Report 1981

The Macpherson Report 1999

Stop and Think (EHRC) 2010

s.44 Held to be unlawful 2010

EHRC Report into s.60 2012

Lammy Review 2017

The Race Action Plan 2022





REPEAL S.60

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Grounds for Suspicion and Stop and Search: BWVs and Community Scrutiny Panels

Sharda Murria – Lecturer in Criminology & Policing,
Birmingham City University

Ph.D., “In pursuit of a ‘good’ stop and search in the
era of Body-Worn Videos”, University of Warwick

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Research Methods

Site: WMP, second largest police force in E&W. Highly diverse, young and transient population

65 social systematic observations of BWV footage of stop and search encounters

16 officer interviews (proactive and reactive teams)

16 scrutiny panel member, chair and PCC staff interviews

22 observations of stop and search scrutiny panel meetings

2500 stop and search records

Leads to increased scrutiny of procedural justice, proportionality, sequencing and causation

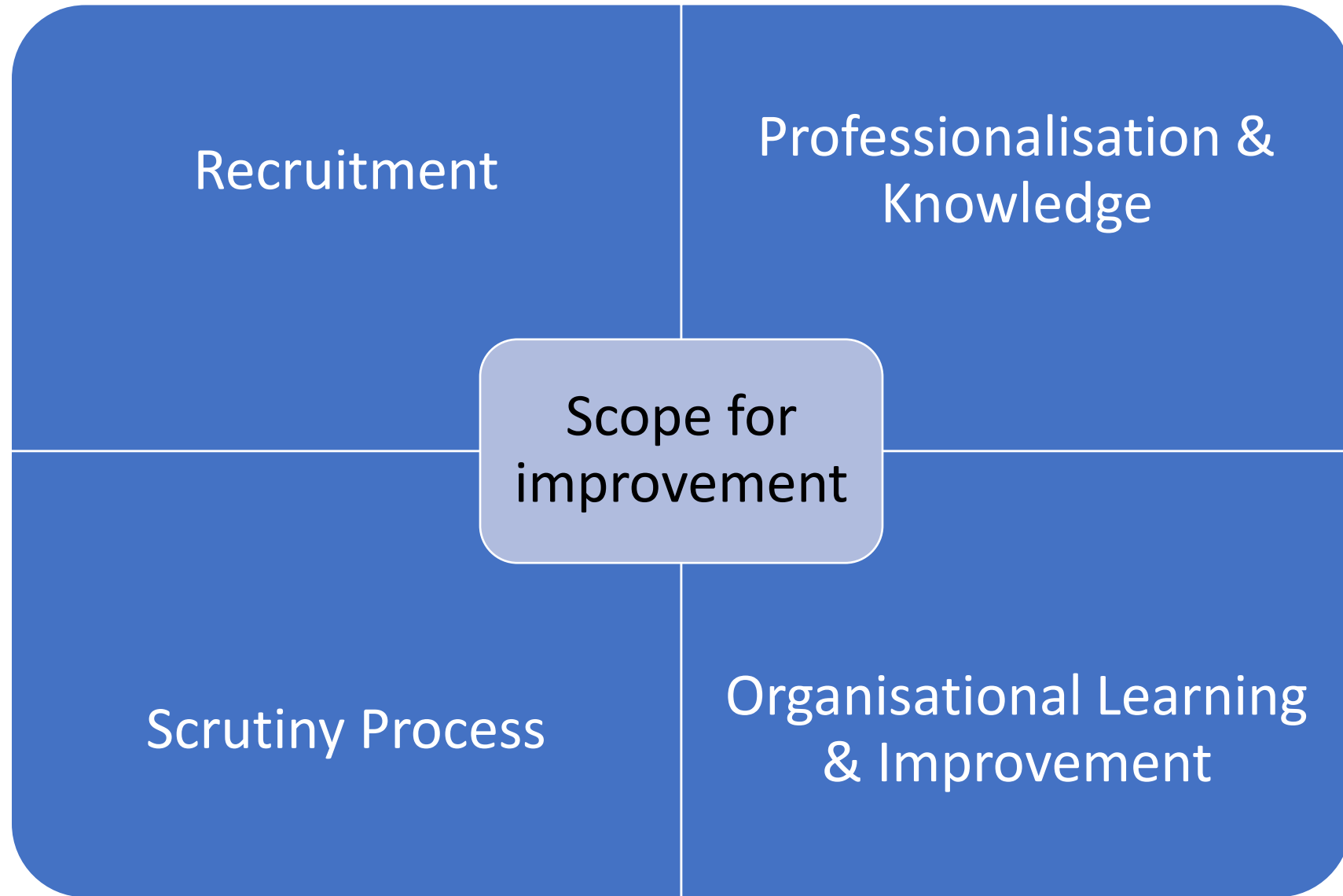
- Officers are being scrutinised for a greater range of behaviours including those which undermine legitimacy.
- BWVs emphasise the 'human cost' of stop and search
- However, they have shifted focus from grounds for suspicion to procedural justice (*how* rather than *why*)

“Now you can actually scrutinise fair and proportionate...which we could not from the [search] record. Now we can actually scrutinise the tone. A lot more [panel members are] picking up how the officer spoke, words that they used, how quickly an officer will jump from zero to ten....

...It's real; this is what someone's physically experiencing. Now we could look at that piece of paper and think, “Yeah, the officers did that well.” You can watch the video and just see how much it impacted that person. Was it worth it?...and you see the emotion, you see the reality that policing brings to young people, and how terrified some of them are.” (PM10)



-
- Consequences for disproportionality
 - 'Failing the attitude test', failure to provide ID and reluctance to engage in a stop and account were also more evident
 - Scrutiny of grounds for suspicion was often interpreted as whether the officers had *communicated* the basis for suspicion as opposed to whether they could meaningfully *scrutinise* whether the officer had *reasonable* grounds for suspicion, particularly for less experienced panel members as they felt more competent scrutinising procedural justice



Professionalisation & Knowledge

- Terms of reference – clarity over purpose, roles and minimum expectations
- Training on ‘reasonable grounds for suspicion’, police powers, policies, ‘jargon’ and statistics.

“...It needs to be explained to them what a panel is...There needs to be some discussions around policy...what stop and search actually is as a tactic, what it’s trying to achieve, the powers that they use, the grounds, what section 60s are...why we look to implement them...A lot...of [knowledge] was anecdotal from conversations with officer but it wasn’t officially told to us...” (PM8)

“...Right at the start, they were just saying, “Section 23.” If I wouldn’t have done...that lecture...I probably wouldn’t have known what those are.” (PM1)

“I’m not overly bothered by how the officers...dealt with people... [It’s about] has that stop and search been carried out...in accordance with...procedures... If it was a stop and search scrutiny panel about the officer’s communication skills, what could the officer improve, then it would be different. If the main job [of the officer] is to... resolve that stop and search...I don’t think my saying, ‘Oh, I think they could’ve used better language here,’ is most appropriate at this time...” (PM4)



- Scrutiny of grounds for suspicion was often interpreted as whether the officers had *communicated* the basis for suspicion as opposed to whether they could meaningfully *scrutinise* whether the officer had *reasonable* grounds for suspicion, particularly for less experienced panel members as they felt more competent scrutinising procedural justice

Process: Purposeful and directed scrutiny

Purposeful selection – e.g. hot spot, proactive/reactive etc. dashboard/data-led)

Formation of grounds often occurs off camera and it is the *communication* as opposed to the *reasonableness* of the grounds which is scrutinised.

Supported to engage in rigorous scrutiny – ‘hot spot’ & access to data sources/information



Organisational learning & measuring improvement

Democratic

“...It’s quite difficult to have things passed on because as soon as anyone says something, it’s always ‘how can we counter that’...and never, “okay, let me take this on board and bring it back.” That only really happens if there's a constant back and forth...and then in the end, they're like, “Okay, we'll pass this on.” (PM1)

Sanctions/consequences

Quantifiable – data-led trends, best practice

“There’s no one who actually physically goes through the minutes, pulls out bits and makes a common theme from it. It’s just done verbally” (PM12)

“...why am I sat here scrutinising, if.. no one actually goes away and does anything with that information? ...I’m not sure how effective [I am] or how much of an impact I’m having sitting on this panel and maybe I should utilise my time somewhere else.” (PM3)

2-way learning

Frontline and strategic policy and practice

Improving public confidence



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POLICING INNOVATION FORUM 2023

Keynote

Professor Aisha K. Gill, Univeristy of Bristol

#N8Pif23

Race, policing and gender: Intersectional feminist analysis of sexual abuse in South Asian communities

PROFESSOR AISHA K. GILL, UNIVERSITY OF BRISTOL
AK.GILL@BRISTOL.AC.UK

Gill (16/June 2023)

Outline

- ▶ Police attitudes towards Black and minoritised victims of abuse
- ▶ Media framings of sexual offending by South Asian men
- ▶ Under reporting of rape - the make-up of race and gender of police forces, commonplace misunderstandings of culture and cultural needs by the police, and trust.
- ▶ Current challenges - Trust and lack of confidence are key issues in the general policing of racially minoritised communities.

Improving police responses

- ▶ Specific provision for Black and minoritized victims/survivors
- ▶ Recent changes in police practices and training
- ▶ Taking responsibility for more effective policing

Gill (16/June 2023)

Thank you for listening

Further reading:

- ▶ Gill, A. K., Khan, Y. (2023) Survivors speak up: Improving police responses to sexual abuse cases in Black and racially minoritised communities. In Gill, A.K., Begum, H. (eds). *Child Sexual Abuse in Black and Minoritised Communities: Improving Legal, Policy and Practical Responses*, London: Palgrave.
- ▶ Gill, A.K. Gill, Begum, H. (2023) 'They wouldn't believe me': Giving voice to British South Asian male survivors of child sexual abuse, *British Journal of Criminology*.
- ▶ Gill, A. K., Harrison, K. (2019) "I am talking about it because I want to stop it": An exploration of child sexual abuse and sexual violence against women in Britain's South Asian communities, *British Journal of Criminology*, 59 (3): 511-529, <https://academic.oup.com/bjc/advance-articles>

Gill (16/June 2023)



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POLICING INNOVATION FORUM 2023

Implementation in Action
Rountable Discussion

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POLICING INNOVATION FORUM 2023

Improving Policing for Black People:

Implementation in Action

FORMAT

- i. Delegates join a table
- ii. 30 min discussion
- iii. Feedback / brief q&a with each Discussion Lead

DISCUSSION QUESTIONS

1. How they can this be translated to other contexts?
2. What evidence would enable further development? – What research questions could be explored?
3. What obstacles have been experienced/are anticipated, and what input do delegates have on how to address them?

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ANTI RACIST CUMBRIA

Involved: Training and Engagement
Janett Walker, Anti-Racist Cumbria



*Represented:
Recruitment*
**Richard Stanton,
West Midlands
Fire & Rescue**

*Not Under-Protected: Black Men's
Experience of Being Sectioned*
**Prof Joy Duxbury and Dr Alina Haines-Delmont,
Manchester Metropolitan University**

*Not Under-Protected:
Recording HBVA*
**Dr Nikki D'Souza,
Northumbria University**



**Northumbria
University**
NEWCASTLE

*Not Overpoliced:
Vehicular Stop & Search*
**Ch Supt Dan Hiles,
Sussex Police**



ImprovE-ACT

**Mental Health Act Reform:
Improving the Experiences of
Black Men detained under the Act**

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Wrap-Up

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Improving Policing for Black People:

The Race Action Plan

UPCOMING REPORTS

JUNE

High Harm High Frequency: Managing Serious Domestic Abuse Perpetrators *Prof Barry Godfrey, Dr Jane Richardson, Prof Sandra Walklate*

Organisational processes for data recording of HBVA, Forced Marriages and FGM *Prof Geetanjali Gangoli, Dr Nikki D'Souza, Dr Kate Butterby, Ayurshi Dutt*

JULY

Who is the victim? Identifying victims and perpetrators in coercive control cases *Prof Sandra Walklate, Dr Charlotte Barlow*

SEPT

Understanding and preventing 'cuckoo' victimisation *Dr Laura Bainbridge, Prof Charlie Lloyd*

UPCOMING EVENTS

4 July 2023

NRiPN Excellence in Policing Research: Effective Police Engagement Webinar

Sept 2023

NRiPN Away Day Merseyside Police HQ

19-20 March 2024

Preventing Gender-Based Violence Conference York

25 June 2024

Drugs Policing: Harm Reduction Approaches

University of Manchester

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