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Wendy Williams
Her Majesty's Inspector of Constabulary



20 September 2016

Chief Constable Jane Sawyers
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Dear Jane,

HMIC Best Use of Stop and Search (BUSS) scheme revisit assessment

Further to HMI Mike Cunningham's letter dated 23 June 2016, I am writing to inform you of our assessment of your force's compliance with the BUSS scheme. The revisit was carried out between 24 June 2016 and 5 August 2016, and included a review of your website and force documentation and consultation with relevant staff. Thank you for the assistance provided by your staff for this revisit.

HMIC's 2015 legitimacy inspection found that your force was not complying with three features of the scheme in 2015. Our recent assessment found that, at the time of the revisit, your force was still not complying with one feature of the scheme; recording and publishing outcomes. Our detailed assessment is set out at Annex A.

I am aware that, since our revisit, the force has taken action to address this issue. You will see that we have referred to this progress in our assessment, so the Home Secretary can take this into account when making decisions on continuing scheme membership.

Yours sincerely,



Wendy Williams
HM Inspector of Constabulary

cc. PCC
Force Liaison

Annex A: 2016 Best Use of Stop and Search (BUSS) scheme revisit assessment of Staffordshire Police

BUSS scheme feature	2016 HMIC assessment
<p>Recording and publishing the full set of outcomes including showing the connection between outcomes and objects</p>	<p>The force was not compliant with this feature at the time of the revisit</p> <p>The force publishes the required outcome data on its website. Data showing the connection between the outcome and the item searched for are published but only for arrest outcomes. There is a link to the Staffordshire Police Stop and Search Overview page on the police.uk website which includes the outcome data, but data showing the connection between the outcome and the item searched for was not published for the majority of cases.</p> <p>We are aware that, since our revisit, the force has published the required outcomes, including the connection between the outcomes and the objects that were searched for. The force is now compliant with this feature of the scheme.</p>
<p>Providing opportunities for the public to observe the use of stop and search powers</p>	<p>The force is compliant with this feature</p> <p>The force does not provide an opportunity for members of the public to accompany police officers on patrol when they might deploy stop and search powers. However, people can join safer neighbourhood panels, developed by the Office of the Police and Crime Commissioner, on a short or long-term basis. Panel members are invited to attend and observe police operations. The force has used feedback from such observations to improve how officers use body-worn video to record their use of stop and search powers. Actively targeting the lay observations at police operations that are more likely than routine patrols to involve the use of stop and search powers is considered by HMIC to be good practice.</p>
<p>Implementing a community complaints trigger</p>	<p>The force is compliant with this feature</p> <p>The force has a community complaints trigger, outlined in its stop and search policy.</p> <p>The trigger is activated when the force receives a stop and search-related complaint. Members of the public can also activate the trigger by contacting the force with concerns. When the trigger is activated, the force explains its use of the power to independent scrutiny groups.</p>

	<p>However, while it is clear that an application by a member of the public would activate the trigger, neither the policy nor the force website say whether the trigger would automatically be activated by the receipt of a complaint. Clarification of this point in the policy and on the website would assist with transparency.</p> <p>The force includes on its website details of how to make a complaint about stop and search. The receipt card officers give to people who are stopped and searched also provides details about how to make a complaint.</p>
<p>Reducing stop and search encounters made under section 60, Criminal Justice and Public Order Act 1994</p>	<p style="text-align: center;">The force is compliant with this feature</p> <p>The force's policy and procedures in relation to searches authorised under section 60 are compliant with the Best Use of Stop and Search scheme.</p> <p>The force policy offers very comprehensive information and guidance to those considering authorising searches under section 60, and the examples of reasonable belief that violence will take place are particularly helpful. HMIC considers this guidance to be good practice.</p>
<p>Monitoring the use of stop and search powers, with particular regard to the impact on black, Asian and minority ethnic people and young people</p>	<p style="text-align: center;">The force is compliant with this feature</p> <p>The force monitors data on ethnicity and age.</p> <p>The analysis and subsequent monitoring could be enhanced by monitoring data on:</p> <ul style="list-style-type: none"> • the reason for searches (e.g. drugs) by ethnicity and age; • the outcome rates (not just the arrest rate), by ethnicity and age; • the rate at which the item searched for is found, by ethnicity and age; and • individual officer/team data – totals, outcomes and find rate, by ethnicity and age. <p>The force carries out a monthly review of all stop and search encounters involving a person 17 years old or under and all those involving black, Asian, or minority ethnic people. The review includes specific consideration of the details of each stop and search to identify potential vulnerability. Information about vulnerability is routinely shared with partner agencies to reduce the</p>

	<p>risk to children and young people. In July 2016, a young girl, unknown to the police, was stopped and searched with three people who were known to be involved in a street gang. Enquiries revealed that the girl was on the periphery of the gang and at risk of being sexually exploited. The force allocated a PCSO to work with the girl and her parents to reduce the risk. HMIC considers this to be good practice.</p>
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