

**ORIGINATOR: CHIEF CONSTABLE**

**PAPER NO: AP16/20**

**SUBMITTED TO: ACCOUNTABILITY AND PERFORMANCE PANEL –  
10 JUNE 2016**

**SUBJECT: USE OF STOP SEARCH IN SUFFOLK – APRIL 2015 TO MARCH  
2016**

**SUMMARY:**

1. This report provides analysis of stop and search for the twelve month period April 2015 to March 2016.
2. The number of “Stop and Search” used by Suffolk officers has decreased by an average of 55.2% since the commencement of the new Home Office Stop and Search standard in April 2014.
3. ‘Black and Minority Ethnic’ people are 2.6 times more likely to be stopped and searched than people of ‘White’ ethnicity. This rate has reduced from a peak of 3.5 since new Home Office standards were introduced.
4. Nine out of ten people stopped and searched reported that they understood the reasons for their search and were treated with respect and dignity by the officer(s).
5. In October 2015 the Constabulary were inspected by the HMIC in relation to stop search under the PEEL inspection and were rated GOOD.
6. In March 2016 the Home Office reviewed compliance with the Best Use of Stop and Search (BUSS) by all 44 forces (British Transport Police included) and Suffolk was found to be one of only 11 forces to be fully compliant.
7. The Constabulary has strong progress against the national action plan (attached) with only one action outstanding which will soon be resolved.

**RECOMMENDATION:**

1. The Accountability and Performance Panel is asked to take account of the steps that the Constabulary is taking to ensure stop search legislation is used fairly and effectively.

# 1 USE OF STOP/SEARCH IN SUFFOLK, APRIL 2015 – MARCH 2016

- 1.1 A new database for recording stop and search and stop and account was implemented in Suffolk in December 2014, as part of BUSS. The rationale behind the new database is to allow for greater governance of the use of stop and search powers, and allow for the identification of trends in the use of powers by individual officers, teams or stations. The new database also allows for increased data collection on stop and search outcomes. This report is a summary of the data collected, however a great deal of detailed data now exists which managers use to monitor stop and search data locally.
- 1.2 In October 2015 as part of the PEEL Inspection the HMIC inspected Suffolk Constabulary with regard to stop and search. The inspection has a specific section regarding the use of stop and search involving interviewing senior managers and field work with operational staff. The overall grading was found to be GOOD with one area for consideration regarding managers understanding the disproportionality in greater depth. This is covered below to some extent with JPAD also being commissioned to investigate this further with the force stop search lead. Suffolk was also highlighted as a Constabulary holding national best practice in relation to community scrutiny of stop and search.
- 1.3 In March 2016 the Home Office carried out an audit of forces continued compliance with BUSS. 15 forces were found not to be compliant in 3 or more of the 5 components and expelled from the scheme. Only 11 forces were found to be compliant with all 5 parts of the scheme, Suffolk being one of those forces. This shows a clear commitment from the Constabulary to address the national and local issues raised by stop and search.
- 1.4 This report (and future reports) is based on data collected from the new database. This report covers the period between April 2015 and March 2016 inclusive.

## 2 OVERALL TRENDS<sup>1</sup>

### 2.1 Use of Stop and Search

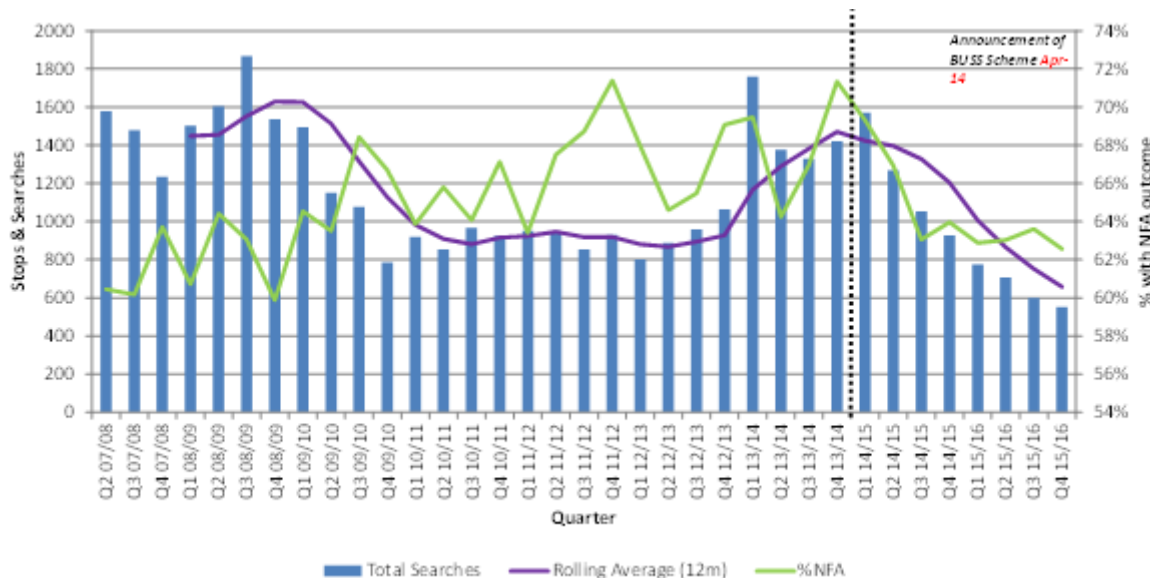


Figure 1: Long-term trends in use of Stop and Search in Suffolk

<sup>1</sup> Rolling average based on a 12 month period

2.1.1 Figure 1 displays long term trends in stop and search over time. As discussed in previous reports, there has been a steady decrease in the use of stop and search over the course of 2014/15 and 2015/16, which coincides with the announcement of the Best Use of Stop and Search (BUSS) scheme by the Home Secretary in April 2014.

2.1.2 Figure 2 displays the trend in usage of stop and search in Suffolk since the beginning of 2015/16. As discussed previously, the introduction of Best Use of Stop and Search in April 2014 coincided with a steady decrease in the use of stop and search. In 2013/14 usage peaked, seeing an average of around 420 stop and searches per month. Since the introduction of BUSS, there has been an average of 310 per month. This average is consistently reducing, as during 2015/16 no month saw the Constabulary record more than 300 stops.

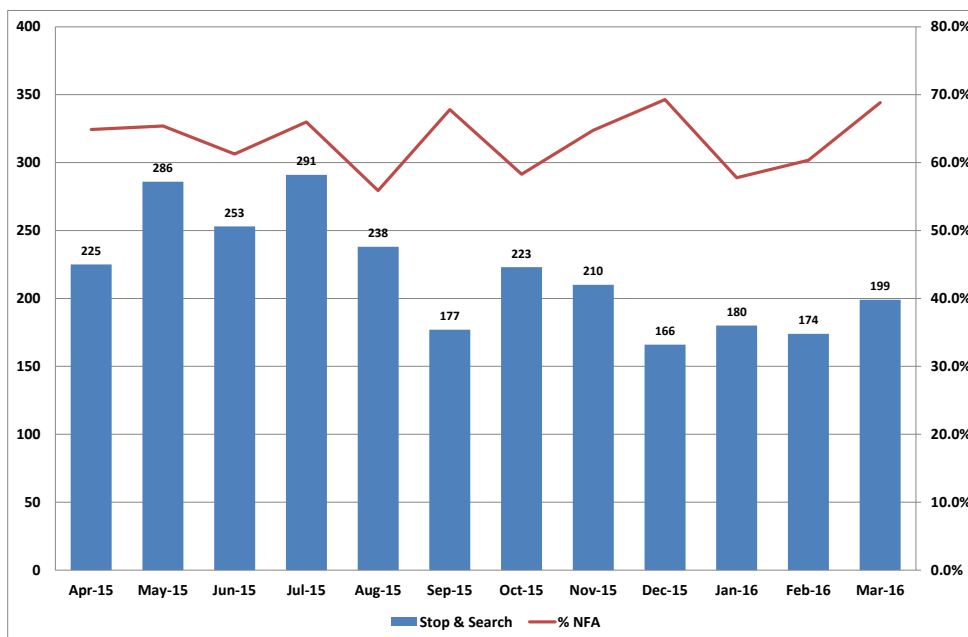


Figure 2: Volume of Stop and Search and % NFA Outcomes Apr 15 – Mar 16

2.1.3 In the past twelve months the No Further Action (NFA) rate has been 63.3%, which is a reduction compared to previous reports. Since the introduction of BUSS the NFA rate has remained relatively stable whereas prior to BUSS there had been significant fluctuations in the rate seen in Suffolk. This NFA rate is significantly lower than the national average.

## 2.2 Reasons for Search

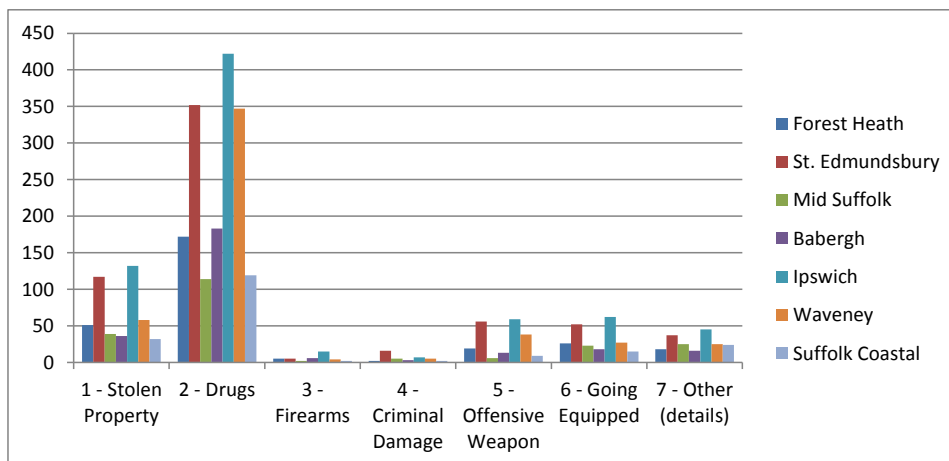


Figure 3: Object of search by district

- 2.2.1 Figure 3 displays reasons for stops and searches to be undertaken in Suffolk, broken down by geographic district. The prevalence of the use of the tactic in relation to drugs is immediately apparent, accounting for half of all stops and searches over this period. Unsurprisingly, the highest volumes of these searches have taken place in the three main centres of population in Suffolk - Ipswich, Bury St Edmunds and Lowestoft as this is where police intelligence indicates most drug dealing and usage activity takes place. The 'reason' field is left blank in slightly more than a fifth of stop searches, however work has been commissioned to address this issue with supervisors.
- 2.2.2 57.1% of stop and searches for drugs are carried out against persons aged under 25 years old. This is broadly consistent with the profile of drug supply in Suffolk. The profile of all offenders dealt with by police for supply of drugs between April 2015 and March 2016 in Suffolk shows that 52% of offenders were aged under 25 years old.

### 2.3 Use of Strip Search

- 2.3.1 Between April 2015 and March 2016, there were 198 strip searches, accounting for 7.6% of all stop and searches in Suffolk. Figure 4 displays the reasons for those strip searches, with 94% being drug related. Drug dealers are known to use various tactics to conceal drugs about their person, including the 'plugging' of drugs in body cavities, hence the high prevalence of the use of strip searches in relation to drugs.

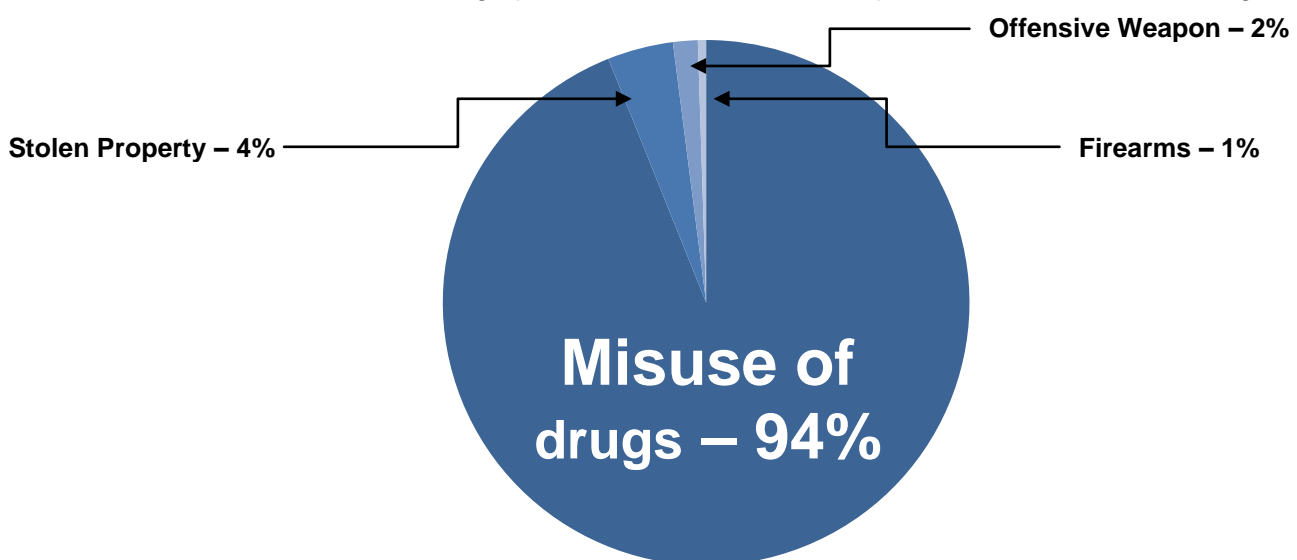


Figure 4: Suffolk Strip Search by reason

- 2.3.2 44% of all strip searches are undertaken on BME persons (including the "Any other white classification"), 52.5% on persons of White (British) ethnicity, with the remainder comprised of persons who have declined to define their ethnicity. The item(s) being searched for is / are found in 36.2% of strip searches which is higher than the national average.
- 2.3.3 The age breakdown of persons subject to strip searches is reflective of the higher proportions of strip searches carried out for drugs, with 48.5% of all strip searches on persons aged under 25 years old. Table 1 provides the age breakdown of those persons subject to a strip search. As mentioned in section 2.2.2, the age profile is consistent with that of persons involved in drug supply offences in Suffolk. If the subject strip searched is under 18 then an appropriate adult of the same sex is always present, a sergeants authority gained prior to the search and a protecting vulnerable people (PVP) referral made.

*Table 1: Age breakdown of people subject of a strip search*

Age category	Strip Searches	%
Under 20 y/o	40	20.4%
20 - 24 y/o	55	28.1%
25 - 29 y/o	41	20.9%
30 - 34 y/o	18	9.2%
35 - 39 y/o	17	8.7%
40 - 44 y/o	11	5.6%
45 - 49 y/o	10	5.1%
50+ y/o	4	2.0%

## 2.4 Stop and Search Outcomes

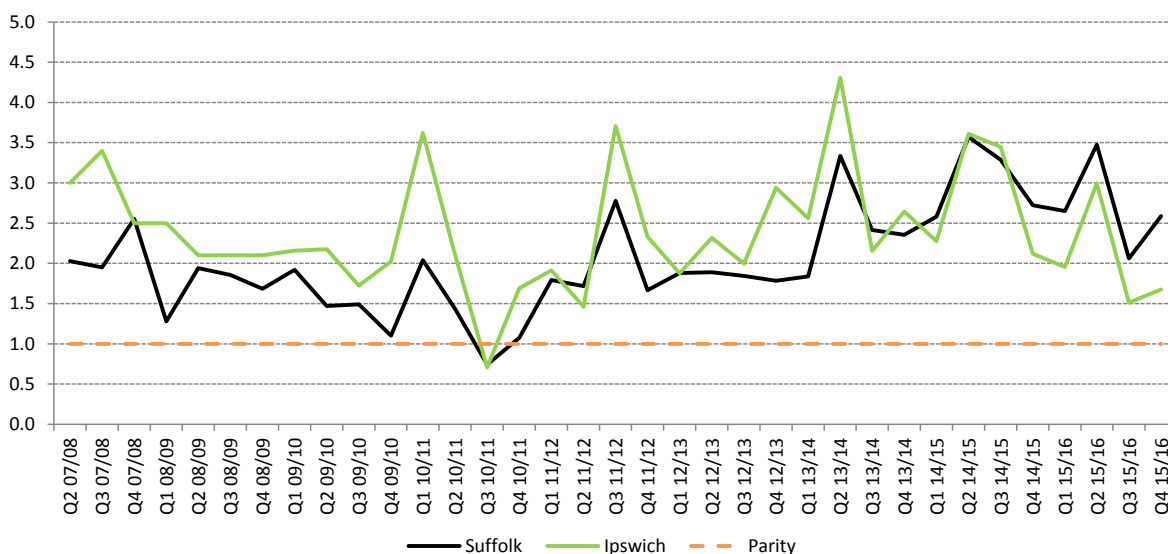
*Table 2: Suffolk Stop and Search Outcomes*

Outcome	Count	%
1 - Summons/Charged by post	68	2.6%
2 - Caution (simple or conditional)	34	1.3%
3 - Khat or Cannabis Warning	137	5.2%
4 - Penalty Notice for Disorder	25	1.0%
5 - Community Resolution	58	2.2%
6 - No Further Action	1660	63.3%
7 - Charged	211	8.0%
N.S.	429	16.4%

2.4.1 The most common outcome for stop and search in Suffolk is No Further Action, accounting for almost two thirds of all outcomes, with a further 16.4% of searches where the outcome is not recorded, as displayed in table 2 above.

2.4.2 The proportions of stop and search where NFA is the recorded outcome vary from district to district, ranging from 57% in Suffolk Coastal, to 69% in Forest Heath.

## 2.5 Proportionality in the Use of Stop and Search



*Figure 4: Proportionality in the use of Stop and Search in Suffolk*

2.5.1 Figure 4 displays the ethnicity proportionality of the use of stop and search for Suffolk as a whole and for Ipswich (where the use of stop and search is most prevalent). As a guide, if the proportionality figure is equal to 1, it equates to parity – or that a ‘Black and Minority Ethnic’ (BME) person has had an equal likelihood of being subject to a stop and search as a white person. Where the figure is greater than one, BME people have been dis-proportionately subject to the use of stop and search compared to white people<sup>2</sup>. As mentioned previously work is on-going to better understand this issue.

2.5.2 In the last quarter, ‘Black and Minority Ethnic’ people were 2.6 times more likely to be stopped and searched than people of ‘White’ ethnicity.

2.5.3 In order to add some context to proportionality, table 3 displays volumes of stop and searches over time in Suffolk at district level, broken down by white and BME stop and searches. The overall trend in Suffolk is one of decline in the number of stop and searches carried out, on persons on both white and BME ethnicity.

Table 3: Suffolk Stop and Search by district, broken down by white / BME ethnicity

	Suffolk				Babergh				Forest Heath				Ipswich				Mid Suffolk				St. Eds				Suffolk Coastal				Waveney			
	Total	White	BME	% BME	Total	White	BME	% BME	Total	White	BME	% BME	Total	White	BME	% BME	Total	White	BME	% BME	Total	White	BME	% BME	Total	White	BME	% BME	Total	White	BME	% BME
Q1 2013/14	1759	1510	141	8.0%	252	229	8	3.2%	141	117	15	10.6%	221	154	49	22.2%	91	83	2	2.2%	394	345	29	7.4%	103	91	10	9.7%	535	491	28	5.2%
Q2 2013/14	1376	1087	183	13.3%	125	113	5	4.0%	164	120	24	14.6%	309	183	98	31.7%	95	82	5	5.3%	279	251	13	4.7%	71	56	14	19.7%	316	282	24	7.6%
Q3 2013/14	1329	1116	132	9.9%	67	62	2	3.0%	124	102	15	12.1%	352	265	71	20.2%	108	98	5	4.6%	261	226	20	7.7%	103	90	7	6.8%	252	223	12	4.1%
Q4 2013/14	1420	1211	143	10.1%	140	128	8	5.7%	133	118	6	4.5%	304	222	73	24.0%	167	153	8	4.8%	337	307	19	5.6%	102	86	11	10.8%	227	197	18	7.9%
Q1 2014/15	1570	1320	170	10.8%	97	88	6	6.2%	180	138	35	19.4%	364	272	77	21.2%	123	115	2	1.6%	342	311	20	5.8%	150	136	9	6.0%	288	260	21	7.3%
Q2 2014/15	1268	1015	181	14.3%	88	73	11	12.5%	122	102	17	13.9%	336	216	97	28.9%	80	75	3	3.8%	257	225	18	7.0%	171	150	16	9.4%	201	174	19	9.5%
Q3 2014/15	1053	862	138	13.1%	78	74	4	5.1%	80	65	14	17.5%	291	189	81	27.8%	58	50	6	10.3%	235	218	10	4.3%	114	100	9	7.9%	183	166	14	7.7%
Q4 2014/15	927	800	110	11.9%	112	101	10	8.9%	91	75	12	13.2%	217	167	46	21.2%	82	80	2	2.4%	177	152	20	11.3%	54	49	3	5.6%	194	176	17	8.8%
Q1 2015/16	776	667	89	11.5%	83	70	12	14.5%	98	86	8	8.2%	190	148	36	18.9%	81	70	9	11.1%	157	133	20	12.7%	28	25	2	7.1%	139	133	2	1.4%
Q2 2015/16	885	724	127	14.4%	85	75	8	9.4%	79	71	6	7.6%	219	153	57	26.0%	66	55	5	7.6%	167	141	24	14.4%	65	55	8	12.3%	204	174	19	9.3%
Q3 2015/16	744	653	68	9.1%	82	71	11	13.4%	73	65	6	8.2%	145	117	22	15.2%	33	30	2	6.1%	161	142	17	10.6%	34	30	2	5.9%	216	198	13	6.0%
Q4 2015/16	715	605	79	11.0%	43	36	4	9.3%	53	41	12	22.6%	151	120	25	16.6%	47	42	3	6.4%	149	125	20	13.4%	36	31	5	13.9%	236	210	10	4.2%

2.5.4 Furthermore, table 4 displays stop and search over the same period, showing the percentage of all stop and searches on persons of BME ethnicity, along with the proportionality value. Suffolk has been affected by a spike in stops conducted on the BME population during quarter 2 of 2015/16 which affected almost all districts. Levels returned to normal across Suffolk during quarter 3 of 2015/16.

Table 4: Proportionality of Suffolk Stop and Search by district

Quarter	Suffolk		Babergh		Forest Heath		Ipswich		Mid Suffolk		St. Edmundsbury		Suffolk Coastal		Waveney	
	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	% BME Prop.	
Q1 2013/14	8.0%	1.9	3.2%	1.6	10.6%	1.5	22.2%	2.6	2.2%	1.1	7.4%	2.1	9.7%	3.1	5.2%	2.5
Q2 2013/14	13.3%	3.3	4.0%	2.0	14.6%	2.3	31.7%	4.3	5.3%	2.9	4.7%	1.3	19.7%	7.0	7.6%	3.7
Q3 2013/14	9.9%	2.4	3.0%	1.5	12.1%	1.7	20.2%	2.2	4.6%	2.4	7.7%	2.2	6.8%	2.2	4.1%	1.9
Q4 2013/14	10.1%	2.4	5.7%	2.8	4.5%	0.6	24.0%	2.6	4.8%	2.5	5.6%	1.5	10.8%	3.6	7.9%	4.0
Q1 2014/15	10.8%	2.6	6.2%	3.1	19.4%	2.9	21.2%	2.3	1.6%	0.8	5.8%	1.6	6.0%	1.8	7.3%	3.5
Q2 2014/15	14.3%	3.6	12.5%	6.8	13.9%	1.9	28.9%	3.6	3.8%	1.9	7.0%	2.0	9.4%	3.0	9.5%	4.7
Q3 2014/15	13.1%	3.3	5.1%	2.4	17.5%	2.5	27.8%	3.4	10.3%	5.7	4.3%	1.1	7.9%	2.5	7.7%	3.7
Q4 2014/15	11.9%	2.7	8.9%	4.5	13.2%	1.8	21.2%	2.2	2.4%	1.2	11.3%	3.3	5.6%	1.7	8.8%	4.2
Q1 2015/16	11.5%	2.7	14.5%	7.8	8.2%	1.1	18.9%	2.0	11.1%	6.1	12.7%	3.7	7.1%	2.2	1.4%	0.7
Q2 2015/16	14.4%	3.5	9.4%	4.8	7.6%	1.0	26.0%	3.0	7.6%	4.3	14.4%	4.2	12.3%	4.1	9.3%	4.7
Q3 2015/16	9.1%	2.1	13.4%	7.0	8.2%	1.1	15.2%	1.5	6.1%	3.2	10.6%	3.0	5.9%	1.9	6.0%	2.9
Q4 2015/16	11.0%	2.6	9.3%	5.0	22.6%	3.4	16.6%	1.7	6.4%	3.4	13.4%	4.0	13.9%	4.5	4.2%	2.1

2.5.5 A potential limitation of using census population data on which to base proportionality calculations is that not all persons subject of stop and search in Suffolk will be resident in the county. Between April 2015 and March 2016, there were a total of 2350 stop and searches – 1727 were on subjects resident in Suffolk, 425 on subjects resident outside Suffolk and 198 where the address was not stated. Therefore, a further analysis was undertaken at a County level, looking at proportionality of stops and searches only where the postal address of the subject is identified as within Suffolk, displayed in table 5.

<sup>2</sup> Based on the ethnic breakdown for Suffolk / Ipswich given in the latest census (2011) - ONS

Table 5: Suffolk stop and search broken down by postal address

	Total	White	BME	Ethnicity N.S	% BME	Prop.
Postal Address in Suffolk	1,727	1,540	157	30	9.3%	2.1
Postal Address outside Suffolk	425	291	128	6	30.5%	8.3
Postal Address not given	198	152	24	22	13.6%	3.5
<b>Total</b>	<b>2,350</b>	<b>1,983</b>	<b>309</b>	<b>58</b>		

2.5.6 Table 5 demonstrates the effect stop and searches on persons resident outside Suffolk have on overall figures. For the reasons stated in 2.5.5, it is argued this is a fairer way of looking at proportionality of stop and searches in Suffolk, if using the demographic profile of Suffolk residents as a basis for judging proportionality. Clearly, the use of stop and search remains disproportionate when looking at this sub-sample, but not as disproportionate.

## 2.6 Community Satisfaction / Quality of Service

Table 6: Responses to the question: Did you understand the reason for being searched?

	Total	Male	Female		Asian	Black	Mixed	N Codes	Chinese/Other	White
Didn't Answer	12.1%	9.9%	1.1%	Didn't Answer	7.4%	9.8%	7.5%	59.7%	31.3%	10.7%
NO	0.8%	0.7%	0.0%	NO	0.0%	0.6%	1.1%	6.0%	0.0%	0.7%
YES	87.1%	77.1%	11.0%	YES	92.6%	89.7%	91.4%	34.3%	68.8%	88.6%

2.6.1 Table 6 displays the responses to the question 'Did you understand the reason for being searched?' As the table shows, the majority of respondents did understand the reason for the search (87%) with a further 12% not answering the question. Less than 1% of respondents answered that they did not understand why they were searched.

Table 7: Responses to the question: Did you feel you were treated professionally, respectfully and with dignity?

	Total	Male	Female		Asian	Black	Mixed	N Codes	Chinese/Other	White
Didn't Answer	13.8%	11.3%	1.3%	Didn't Answer	9.3%	13.8%	6.5%	59.7%	31.3%	12.4%
NO	0.9%	0.9%	0.1%	NO	0.0%	1.7%	3.2%	3.0%	0.0%	0.7%
YES	85.3%	75.6%	10.8%	YES	90.7%	84.5%	90.3%	37.3%	68.8%	86.9%

2.6.2 Table 7 displays responses to the question 'Did you feel you were treated professionally, respectfully and with dignity?' Responses are similar to the previous question, with 85% of respondents answering that they did and just 1% saying they did not.

2.6.3 While the satisfaction of those identifying as Chinese/Other is significantly lower than for other ethnicities, this equates to just 20 stops and six reports of dissatisfaction.

## 3 OPERATIONAL ACTIVITY

3.1.1 The Independent Stop and Search Scrutiny Panel (ISSSP) is a community group set up to:

- Scrutinise stops and searches of all ethnicities carried out anywhere in the county.
- Openly discuss the disproportionality in 'Stops and Searches' of Black and Minority Ethnic (BME) people.
- Improve trust and confidence in the way Police conduct Stops and Searches.
- Receive reports of the use of Section 60 of the CJPOA.
- Discuss community triggers as a result of public complaints.

3.1.2 These meetings are now taking place around the county, for example the University College Suffolk (UCS).

3.1.3 The following section outlines some of the operational context within which the Stop and Search tactic has been used in Suffolk this year.

### **3.2 East Suffolk**

3.2.1 Stop and search is one tactic that has been used to support Operation Boulevard in Lowestoft. The overall objective of this operation is to disrupt the various Class A drug dealing businesses in the town. The use of stop and search helps to ensure that the wider public are not adversely affected by any increase in serious acquisitive or violent crime that accompanies any widespread increase in Class A drug availability.

3.2.2 As part of Operation Boulevard, during weeks of action to target drugs in the town, two overt policing operations have been organised. Although outside this reporting period, on 27<sup>th</sup> April 12 Persons and 9 Vehicles were searched under Section 23 Misuse of drugs. On 23<sup>rd</sup> March, there were 12 stop searches and the passive and proactive drugs dogs were also utilised as part of this operation.

3.2.3 Operation Caldera targeted class A drug supply in the Leiston area, while an operation in Halesworth following intelligence passed to the Constabulary used a passive drugs dog and resulted in 15 people being searched.

### **3.3 West Suffolk**

3.3.1 Stop and search is one tactic that has been used to support Operation London in Bury St Edmunds, Newmarket, Haverhill, and Sudbury. The overall objective of this operation is to disrupt the various Class A drug dealing businesses in the West and reduce harm to vulnerable groups.

3.3.2 The use of stop and search powers by officers in a targeted and intelligence led manner has contributed to frustrating, dismantling and disrupting dealers of Class A controlled drugs and by gathering intelligence/evidence on other persons involved in the supply of Class A controlled drugs.

3.3.3 One example of an Operation London stop search was a male stopped in Bury St Edmunds who was found with 50 wraps of Crack Cocaine, cash and swallowed drugs. He was also wanted for two failed to appear warrants for drug offences in London.

3.3.4 The Operation Planetary burglary series in Babergh saw three linked males arrested following a stop search. This has led to the recovery of stolen items on the night and has enabled further investigations to identify other offenders, locate jewellery and other valuables and build intelligence for a further eight warrants.

### **3.4 Ipswich**

3.4.1 On 14 May 2016 the Chief Constable authorised officers to stop and search anyone for weapons under Section 60 of the criminal justice and public order act. This followed a large scale disturbance in which seven people were arrested on suspicion of violent behaviour. The powers were limited to the safer neighbourhood teams of Ipswich East and Ipswich Central and were in place from 3.23pm until 11.59pm on 14 May 2016.

3.4.2 Stop and search is one tactic that has been used to support Operation Volcanic in Ipswich. The overall objective of this operation is to disrupt the various Class A drug dealing businesses in the town. The majority of these are organised by gangs in London utilising young people and vulnerable people to deal drugs on their behalf in the Ipswich area.



- 3.4.3 Operation Novak is a recent multi agency day of action targeting Jubilee Park where weapon and drug possession were targeted. Operation Moonscape similarly targeted parks, this time across Suffolk where intelligence suggested drugs have been stored or weapons used to assist drug supply may have been secreted.
- 3.4.4 Between April 2015 and March 2016, 68 stop and searches have been flagged as being linked to Operation Volcanic. 22 (or 32%) of these have resulted in a strip search. 64.7% of Volcanic searches have been used on persons of white ethnicity, and 29.4% on persons of BME, with ethnicity not stated in 5.8% of cases.
- 3.4.5 However, a point worthy of noting is the fact that when looking at the postal addresses given by persons stopped in relation to Operation Volcanic, 42 give a postal address in Suffolk, 14 give a postal address outside Suffolk, and 12 where the address is not given.
- 3.4.6 The NFA rate for stop and searches flagged as Op Volcanic is 47.1% (32 of 68).

#### **4 NATIONAL COMPARISON**

- 4.1.1 The latest national stop search data is published to March 2015. In the year ending March 2015 there were 541,000 stops and searches conducted by police in England and Wales, a fall of 40% compared with the previous year.
- 4.1.2 The latest national data are for the financial year 2014/15. This shows Suffolk with the 11th lowest volume of stop and search in the country (from 5th in 2013/14) and 18th lowest rate (from 8<sup>th</sup>) with six searches per 1,000 head of population compared to a national average of 9.4.

#### **5 BEST USE OF STOP AND SEARCH (BUSS) / HMIC INSPECTIONS / ALL PARTY PARLIAMENTARY GROUP FOR CHILDREN (APPGC) RECOMMENDATIONS**

- 5.1.1 The Home Office has requested that all police forces in England and Wales provide returns in relation to progress against actions arising from Best Use of Stop and Search, HMIC PEEL Inspections and the All-Party Parliamentary Group for Children (APPGC), in terms of use of stop and search on children and young people, in one standardised format.
- 5.1.2 Appendix A displays the latest version of the Suffolk and Norfolk collaborated response to progress against these actions. All of the recommendations contained within have been loaded into the force tracking system, and progress against them is monitored at the Organisation Board (chaired by Deputy Chief Constables), where the Constabulary's lead for stop and search (ACC Rachel Kearton) is held to account.
- 5.1.3 This plan is also available to members of the public via the Suffolk Constabulary website via the following link:

<http://www.suffolk.police.uk/aboutus/equalityanddiversity/stopandsearch2.aspx>

#### **6 FINANCIAL IMPLICATIONS**

- 6.1 There are no financial implications associated with this report.

#### **7 OTHER IMPLICATIONS AND RISKS**

- 7.1 There are no other implications or risks associated with this report.

<b>ORIGINATOR CHECKLIST (MUST BE COMPLETED)</b>	<b>PLEASE STATE 'YES' OR 'NO'</b>
Has legal advice been sought on this submission?	No
Has the PCC's Chief Finance Officer been consulted?	No
Have equality, diversity and human rights implications been considered including equality analysis, as appropriate?	Yes
Have human resource implications been considered?	No
Is the recommendation consistent with the objectives in the Police and Crime Plan?	Yes
Has consultation been undertaken with people or agencies likely to be affected by the recommendation?	Yes
Has communications advice been sought on areas of likely media interest and how they might be managed?	No
Have all relevant ethical factors been taken into consideration in developing this submission?	Yes