

COPYRIGHT

Copyright © 2021 **Elevated Minds CIC**

All content ©2021 Doreen Sinclair-McCollin. With acknowledgement to contributions from Safer Schools Officer Nsikan Etuk and Retired Chief Superintendent Victor Olisa.

Cover and internal design: Loulita Gill Design.

All rights reserved. No part of this course may be reproduced in any form or by any electronic or mechanical means including information storage and retrieval systems – except in the case of brief quotations in articles or reviews – without the permission in writing from its publisher, **Elevated Minds CIC**.

All brand names and product names used in this course are trademarks, registered trademarks, or trade names of their respective holders. We are not associated with any product or vendor.



About

Elevated Minds CIC is a community interest company that facilitates and delivers early-intervention services. Our service focuses on personal development embedded with proven coaching methods and neuro-linguistic programming techniques.

Primarily, we work with young people who are at risk of exclusion from education as well as society. We also work with the teachers, parents, professionals and organisations supporting these young people.

Contact

Doreen Sinclair-McCollin
doreen@elevatedmindscoaching.com
07809 148 771

Background

In England and Wales, police officers have the legal right to 'stop and search' any individual if they have reasonable grounds to suspect the person is in possession of illegal drugs, a weapon, stolen property or something that could be used to commit a crime¹.

Two main concerns raised and highlighted about stop and search from members of the black community, including members of Elevate2Success, our young people's advisory panel:

1. Far too many stop and search encounters involve a disproportionate number of black males in comparison to their white counterparts.
2. The style of stop and search involving the black community is aggressive and disrespectful, using excessive handcuffing and aggressively securing them on the ground.

The shadow home secretary, Nick Thomas-Symonds, said: "*Stop and search should be intelligence-led. It is crucial that use of these powers is transparent and the police work alongside communities. We know there are very high levels of disproportionality in stop and search, especially with black men, and it is vital that concerns about its use are listened to and addressed.*"²

¹<https://www.gov.uk/police-powers-to-stop-and-search-your-rights>

²<https://www.theguardian.com/uk-news/2020/aug/25/stop-and-search-use-in-london-rose-40-in-lockdown-figures-show>

Two members of Elevate2Success shared their stories of being stopped and searched.

Person one:

"I was walking home by myself. A police car pulled up yards in front of me, two of them got out and came up to me. They told me that there had been a robbery in the area earlier that day and witnesses described seeing someone who fitted my description. Before I had a chance to say anything, my hands were handcuffed behind me, and I was face down on the floor. They searched my pockets, frisked me, found nothing on me, stood me up and let me go. I didn't receive any paperwork from them, nothing detailing what had happened or why."

Person two:

"I was standing outside a pub not far from my home, walking near a block. A police car came screeching around the corner. Two officers jumped out, grabbed hold of me and asked my name. I told them my name, and they said that someone was robbed at knifepoint a while ago by someone who fitted my description. I was aggressively handcuffed and made to remove all my clothes, stripped down to my boxer shorts. Even though they didn't believe me when I kept telling them it wasn't me, they found nothing and let me go. We hate the police because they pick on us all the time. They always say the same thing, 'You were stopped because someone who looks like you did this and did that.' They never listen to us. They think that we are nothing, especially if you have a brother, like me, who has been in trouble before."

Aims

In proposing to use Restorative Approaches as an intervention in response to stop and search, we have the following aims:

- To develop positive relationships between the police and young people, in particular black males, by promoting understanding and learning on the part of the young person and the police officer whom the young person has encountered during a Stop and Search engagement.
- To promote openness and transparency on the part of the Metropolitan Police Service (MPS) with a focus on understanding issues from a young person's perspective.

Rationale

Many young black males experience stop and search with no follow-up, including when force is used (unfortunately, on some occasions, force is required). The damage in terms of perceptions towards police and trauma experience, especially with no form of closure or follow, is considered in many cases to be irreparable.

From our work, we know that young black males do not trust adults, especially those they encounter in a professional capacity. The imbalance of black males being stopped and searched, then, is only exacerbating their lack of trust with police officers.

Added to this, the conversion rates for stop and search triggering safeguarding interventions are inadequate. This means young black individuals are exposed to additional risk at a time when they need extra support.

Elevated Minds CIC believe that sustainable change is possible by working collaboratively with the Met Police and community groups. The Commissioner, Dame Cressida Dick, has commented on several occasions that the organisation is listening to communities and encouraging positive suggestions for improving police engagement and interaction with local communities.

By working with young people and with the police through Restorative Approaches, we will encourage and promote conversations between the two groups. They will learn about each other and better understand motives, instead of placing blame. Restorative Approaches is a tool of empowerment, and it is very impactful in improving relationships.

Intelligence-led policing is vital in detecting and combatting crime. There is both intelligence and learning to be obtained from putting interventions in place, which will allow further follow up to the initial stop and search interaction.

The stop and search process itself is an essential part of effective policing. Nevertheless, introducing a Restorative Approaches service into the process will improve its effectiveness through:

- additional accountability
- promotion of the welfare of the communities we serve
- enhanced opportunities to champion relationships between the police and young people

We are confident that restorative approaches meetings will not only bring understanding to both parties but that it will also provide a basis from which vulnerable young people can access safeguarding support.

For instance, through Restorative Approaches, police officers will be equipped to make more accurate judgements of young people's behaviour. They will understand that young black people learn to play by the rules of the world in which they find themselves to ensure that their choices result in the least painful outcome for them. This means that more often than not, they will try to align themselves with a network of peers. Many will make good choices, but some will not. Those who do not choose 'appropriate' networks feel that it is safer to stand alongside those who pose a risk to their safety rather than stand against them. With this understanding, instead of interpreting the behaviour of individuals as evidence of who they are, police officers will learn that behaviours and actions are indicative of the world in which the young people live. And the young people themselves will discover that seeking help from professionals, including the police, will decrease risk over time as trust begins to develop between both parties.



PROPOSAL

We are proposing a 6-month pilot in the boroughs of Southwark in collaboration with the Met Police to facilitate Restorative Approaches meetings following a stop and search encounter. The importance of this cannot be emphasised enough.

- All stop and search encounters/bodycam footage must be kept for seven years on policing systems, especially if it is young people under 18. What is the current practice? What is the legal limit to store stop and search data and also bodycam footage? An app has recently been produced by Legal Lifelines to collect data/information regarding stop and search.
- Indexing systems should include all aspect of a stop and search bodycam footage. The system should consist of information about location, school uniform, CAD references, safeguarding concerns, i.e. drugs, gangs, serious youth violence and child criminal exploitation. This will identify trends by produce data regarding repetitive stops, safeguarding concerns, and evidence can be used to support individuals, make referrals and involve external agencies.
- Young people should be encouraged to take the opportunity to discuss their stops, exploring Restorative Approaches for their stops, especially if individuals are repeatedly stopped, and the results are 'no further action' (NFA) each time. Early intervention is vital, especially with vulnerable individuals who might be at the early stages of getting involved in criminal behaviour. Safeguarding referrals can and will be triggered if the same young people are stopped consistently with NFA outcomes, but their actions are regularly triggering a stop and search.
- The RA meeting is very much aimed at getting a better understanding between MET police officers and the young people who are stopped repeatedly, but they are not offenders.
- Elevated Minds to work with the stop and search monitoring groups both at London wide level and at Borough Command Unit level.
- There is no legal requirement for a young person to provide personal details when stopped. Therefore, officers should respect that this is the case and ensure that they record the details of the individual stopped as accurately as possible.
- Individuals under 18 should have a Merlin report created for stop and searches where police identify safeguarding concerns.
- Individuals under 18 should have a parent or responsible adult informed of the RA meeting.
- MET senior managers to support this proposal by promoting this RA approach and the whole process.

- A commitment from local supervisors, sergeant or inspector to be involved in facilitating RA meetings.
- Every officer wears a camera that records in real-time; the film can be used during the RA meeting as evidence for the reasons why the stop happened.
- What support can the MET provide to us in order to work toward the successful outcomes as a result of this proposal?
- What are the particular concerns that the MET are facing? What are the issues that the MET are coming across regarding Stop & Search?

For this proposed intervention to happen, the following procedures will be adhered to:

- Initial meeting to discuss how this pilot will work operationally.
- Launch with the Met via education workshops to roll it out.
- Training in RA to include current long-serving senior Met officers and new senior Met Officers. Also Nsikan Etuk (Safer Schools Officer) and Victor Olisa (Retired Chief Superintendent).



We propose introducing direct and indirect Restorative Approaches processes:

Direct RA

This involves police officers and young people, guided by a facilitator, communicating with one another directly. Other people, such as family members, can also be involved in the process, and even members of the wider community.

Indirect RA

With this indirect route, the facilitator will act as 'go-between' in 'shuttle mediation'. In shuttle mediation, the parties do not meet in person. Answers to particular questions are gained via passing messages, or it might be done with audio recordings.

In both cases, the aim is to reach a mutual agreement about how to best to repair the harm caused, and a rehabilitative programme may also be agreed.

For each Restorative Approaches meeting, Elevated Minds' facilitators will:

- Provide separate initial consultations beforehand with the young person and police officer so that both parties fully understand the purpose and expectations of the meeting.
- Work with each family concerned for an agreed period before the RA meeting to ensure that they use the meeting constructively, as an opportunity to discuss the feelings of the young person when stopped and searched.
- Work in line with the Met professional standards process when reviewing a stop and search encounter.
- Encourage the young person to discover useful and necessary information about the actual stop and search encounter – video evidence of events before the stop, explanations of what actions initiated the stop and search, etc.
- Encourage police officers to discover useful and necessary information about the young people they are dealing with – mannerisms of the young black male, e.g., animated when they speak, loud, no direct eye contact.
- Cater for different meeting requirements/necessities, such as face-to-face or online.

- Work closely with senior members of the Met who will support our endeavours throughout.
- Encourage police officers to attend in plain clothes, which will humanise officers in the eyes of the young people – to be discussed.

Potential Impact

We foresee the Restorative Approaches intervention yielding the following results:

- Individuals engaging positively with police officers following a stop and search encounter.
- Closure from stop and search encounters, when needed.
- Increased understanding of the stop and search process for young people and the local community.
- Greater voice for young people.
- Improved community engagement, especially regarding the relationship between vulnerable young black males and the police force.
- Officers connecting more positively with the individuals they come into contact with when carrying out stop and search duties.
- Increased knowledge for police officers.
- Reduction in racial tensions.
- Police stop and search training supported, depending on the officer's level of experience and the level of stop and search.
- Police officers further enabled to carry out their duties of stop and search within the police codes of practice.
- Met organisational learning following listening and consultation with the community.
- Early recognition of safeguarding concerns and opportunities to identify the needs of some vulnerable individuals.
- Police service supported to achieve a primary objective, which is to engage with the community in which they serve effectively.



Elevated Minds – What We Do:

Elevated Minds already has a number of enterprises, all of which have seen sustained levels of success. Each of the programmes includes basic coaching skills and behaviour management training, directly with young people or with those who work with and support young people.

Our services include:

- ***Cycles of Change Rewards Management programme***

We work closely with Safer Schools Officers and the MET Police in empowering young people to make positive choices regarding future outcomes, thus reducing the potential for their involvement in criminal activity.

- ***Having Challenging Conversations programme***

This accredited programme is delivered to groups of parents (or one-to-one sessions) to help develop parents' confidence in communicating with their children and the professionals who work with their children.

- ***The IDENTITY Project and The Leadership Project***

These early-intervention projects are accredited entrepreneurship programmes. They are designed to develop self-awareness, emotional intelligence, confidence, self-esteem, leadership and enterprise skills in young people aged 9 to 16 years.

- ***One-to-One Coaching***

Our coaching focuses on supporting, encouraging and intrinsically motivating people within marginalised communities. The specific aim of our coaching is to tackle the disproportionate levels of BAME children who are excluded from mainstream education.

- ***Face-to-Face Training***

These are delivered via webinars and covers subjects such as Diversity and Inclusion, Effective Leadership, Mental Health and Wellbeing and Mental Health First Aid for Adults.

Elevated Minds – Advisory Panel:

Elevated Minds works with young people who were deemed at risk of exclusion but have turned their lives around through our programmes. These young people live in the borough of Southwark and are extremely streetwise.

Individuals from our programmes have contributed their thoughts regarding our proposal.

These are their comments:

- *“Where would these RA meetings take place, as not everyone would like to attend a police station? Is this service available to all black young people, including those who are identified on the Gangs Matrix?”*
- *“The police believe that they are just doing their job. Therefore, nothing will change even following a meeting like this. For things to change and that change to be sustained, the police will also need training about black people’s identity.”*
- *“Young black people would also need training on how they think and how to change their thinking/beliefs. Therefore, this wouldn’t just be a meeting that they attend and just ‘blag it,’ then leave thinking that the police are no longer onto them or no longer be watching them.”*
- *“How can we ensure that this is not just something that will be attended by the police for the sake of it but will mean nothing to them? I think they will continue to discriminate against us.”*
- *“It’s about educating both groups – young black males about their rights and what the police are entitled to do or not entitled to do.”*

Stop and Search in the Media

Some sources of information that is currently available to the public highlight the feelings of members of the black community. We need to be acting fast, introducing intervention measures, as we could potentially lose a considerable amount of support from those of our community who are currently 'pro' police.

Examples:

1. In Your Area

June 2020, this online newsroom reported:

“With a workforce that is far less diverse than the actual population, police in England and Wales appear much more likely to target Black people with stop and search, use force against them and detain them under the Mental Health Act compared to White people.”

This article highlighted that:

“UK Police are not immune from racial inequality ... The murder of George Floyd at the hands of a Minneapolis police officer has sparked protests against police brutality across the world. And while the incident happened in the US, concerns are being raised that Black people in the UK are also discriminated against by police.”

And it also uncovered the data:

“Black people were eight times more likely than White people to be stopped and searched by police in 2018/19.

When compared to the population, it means that 37 White people were stopped and searched for every 10,000 White residents, compared to 315 stops for every 10,000 Black people.

Nationally, there has been an increase in the use of Section 60 - which allows police to stop people without suspicion that a crime is actually taking place.

There were 13,175 instances of this particular type of search being used in the last year - in 2,669 cases the person involved was White and in 4,858 they were Black.

It means Black people were 43 times more likely to be stopped like this - working out at a rate of five cases for every 100,000 White people compared to 232 for every 100,000 Black people.”

2. Guardian News on YouTube

Please note that this is an age-restricted video as it shows footage of police officers using force when stopping and searching black individuals.

<https://www.youtube.com/watch?v=Y99GoliAF1E>

3. The Guardian

July 2020, this online article carried the headline: Met carried out 22,000 searches on young black men during lockdown.

The article states:

“Young black men were stopped and searched by police more than 20,000 times in London during the coronavirus lockdown – the equivalent more than a quarter of all black 15- to 24-year-olds in the capital.

More than 80% of the 21,950 searches between March and May resulted in no further action, according to analysis by the office of the home affairs select committee chair, Yvette Cooper.

The figures equate to 30% of all young black males in London, though some individuals may have been searched more than once.

The Met increased its use of stop and search during the lockdown, compared with a year ago. The force carried out 43,000 stops in May, compared to 21,000 a year earlier, and 30,608 in April, up from 20,981.”

4. Government Data

The main facts and figures on stop and search include the following:

- between April 2018 and March 2019, there were 4 stop and searches for every 1,000 White people, compared with 38 for every 1,000 Black people
- almost half of all stop and searches took place in the Metropolitan Police force area in London
- there were 22 stop and searches for every 1,000 people in London, the highest rate out of all police force areas
- London had the highest stop and search rates for all ethnic groups apart from Black (Dorset) and White (Merseyside)

5. Lee Jasper Official Blog

Headline: Commissioner Dick hides the truth from Channel 4 News on black public confidence in the Met

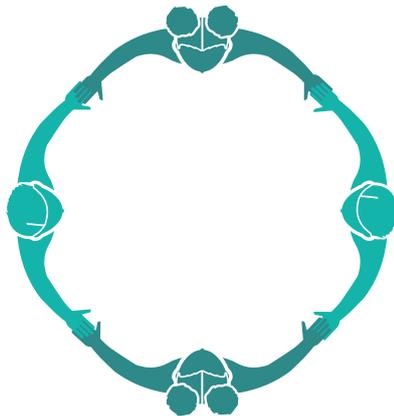
“Further, in this year 2019/20 Black people’s confidence fell again, here are the figures from the Mayor’s office showing a huge drop in levels of black and mixed-raced public confidence in the Metropolitan police service. I say these are historic and unprecedented lows and therefore accuse the Commissioner of deliberately and knowingly misleading the public.”

³<https://www.inyourarea.co.uk/news/black-people-are-being-disproportionately-targeted-by-police/>

⁴https://www.theguardian.com/law/2020/jul/08/one-in-10-of-londons-young-black-males-stopped-by-police-in-may?fbclid=IwARIQ6o-Z19nr6wZFzoWBoeEmMMgllGpsQub88z_RG21xYL-P-Vf9NsEujw

⁵<https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/policing/stop-and-search/latest>

⁶<https://leejasper.blogspot.com/2020/08/so-during-this-interview-met.html?spr%20ef=fb&m=1>



ELEVATED MINDS CIC

info@elevatedmindscoaching.com

elevatedmindscoaching.com

07809 148771