POLICE SCOTLAND
Keeping people safe

Stop and Search Improvement Plan 2015/16 (Testing Phase I)

Version 1.1 – June 2015

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Foreword

The main purpose of policing is to improve the safety and well-being of persons, localities and communities across Scotland. Stop and Search is a valuable policing tactic which contributes to this purpose and helps to both detect and prevent crime and to improve community well-being.

This improvement plan will be delivered by working in collaboration with others where appropriate, ensuring that our improvements are focused on prevention and are accessible to and engaged with local communities.

The use of the tactic has been the subject of much scrutiny since the inception of Police Scotland, particularly in relation to the use of consensual stop and search. We recognise that stop and search must be undertaken within a public consensus, in a manner which reflects the force values of fairness, integrity and respect.

Following an extensive review by the Service itself and independent reviews by Her Majesty's Inspectorate of Constabulary in Scotland (HMICS), Scottish Police Authority (SPA) and the Scottish Institute for Policing Research (SIPR), some areas for improvement have been identified. To address these areas, this improvement plan sets out the activities we will be undertaking between now and early 2016 which will recognise and address each of our own recommendations including, the HMICS, SPA and the SIPR recommendations following their respective reviews.

To deliver the activities associated with each of the key priority themes in the plan, I have established a Police Scotland National Stop and Search Improvement Delivery Team (NSSIDT). The activities outlined in the improvement plan are grouped under key priority themes and include further work around research and evaluation, engagement with children and young people, the organisational change we need to make, the accountability and public information we need to provide and our work to deliver an enhanced database with supporting technologies to inform our intelligence led approaches to stop and search.

While the issues concerning the future of consensual stop and search and a code of practice are still under consideration, these improvements will provide the foundations on which to build any future changes.

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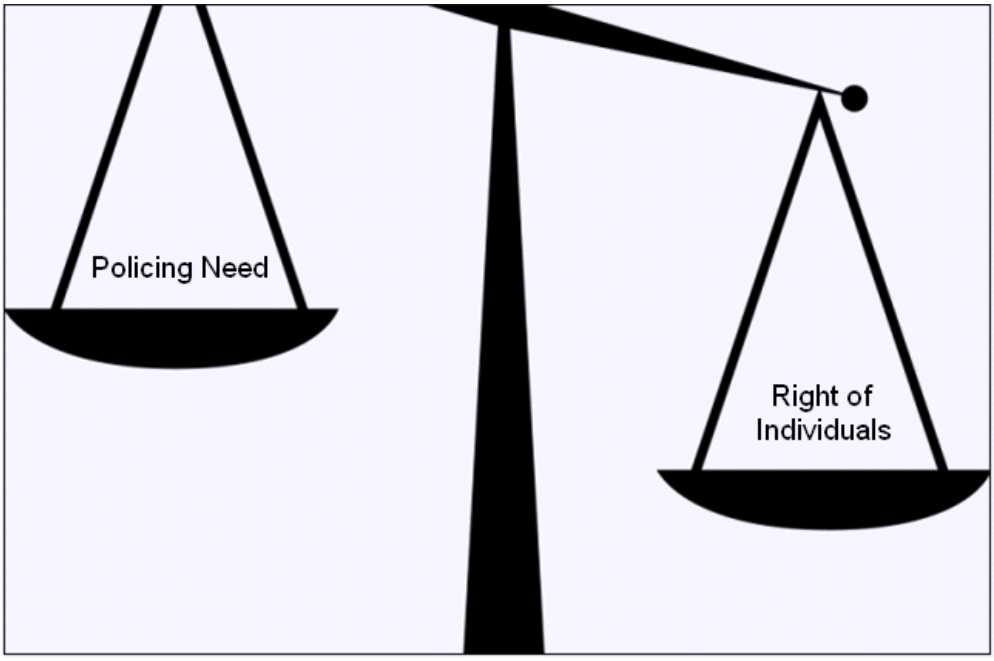
Vision

To ensure that stop and search in Scotland is used in a proportionate and accountable way to prevent and detect crime and to keep people safe.



Aim

Through the delivery of this improvement plan we aim to achieve greater transparency and community involvement in the use of stop and search powers and to support a more intelligence led approach, leading to improved outcomes proportionate to the threat, risk or harm from crime and disorder including community well-being.

Background

Stop and search has historically been used as a police tactic across Scotland, to address public space violence and disorder, providing opportunities to intervene and prevent individuals from coming to harm from criminality, disorder and other threats to their safety.

Since October 2013 the use of stop and search powers in Scotland has been subject to significant public debate. This led to the Scottish Police Authority (SPA) undertaking a review of stop and search leading to ten recommendations for Police Scotland designed to address issues and concerns raised around the use and recording of stop and search(http://www.spa.police.uk/assets/126884/230479/scrutinytaskgroupreport).

Police Scotland created the National Stop Search Unit (NSSU) in May 2014 and began a Stop Search Pilot in Fife Division which ran from July 2014 to January 2015. This Pilot was independently evaluated by SIPR, with their report to be published in May 2015.
In advance of the publication of the evaluation, the NSSU considered early lessons learned and along with further lessons learned through the internal audit and review of stop and search, produced an improvement plan in February 2015, including a number of recommendations to deliver positive change to the way stop and search is governed and recorded.
On Tuesday 31 March 2015, HMICS published an audit and review of stop and search entitled; *Audit & Assurance Review of Stop and Search: Phase 1* (http://www.hmics.org/publications/hmics-audit-and-assurance-review-stop-and-search-phase-1) to assess the state, efficiency and effectiveness of the processes for recording stop and search activity within Police Scotland and the associated procedures for supervision, audit and governance. This review documented suggested improvements through 23 recommendations, intended to provide communities across Scotland with more confidence in the use of the stop and search and allow a more informed view on the future need for consensual stop and search.

On Tuesday 31 March 2015, Police Scotland provided an update report to the Cabinet Secretary for Justice on Stop and Search following its review of the use of consensual stop and search. This report contained 18 recommendations, with options offered on the future use of consensual stop and search (http://www.gov.scot/topics/Justice/policies/police-fire-rescue/police-scotland/stopandsearchupdatereport). Having considered the content of this report, the Scottish Government has established an independent Advisory Group on Stop and Search to advise on long term policy for stop and search and in particular to consider issues relating to consensual stop and search to develop a draft Code of Practice. The advisory group remit recognises that data quality, training, ICT, performance management and audit are matters for Police Scotland to take forward.
As a consequence of the aforementioned developments, Police Scotland has produced this

updated improvement plan which ensures all recommendations from the SPA review, the HMICS review, the Chief Constable's update report to the Cabinet Secretary for Justice along with recommendations emanating from the SIPR evaluation of the Fife stop and search pilot, are taken forward and that relevant good practice is disseminated across Scotland to promote continuous improvement.

Introduction

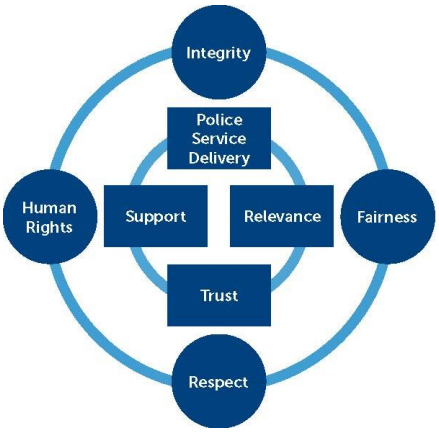
The Police Scotland Stop and Search Improvement Plan is our roadmap for improvement and provides a formal plan detailing the improvements we have and are making over the period 2015/16. The plan is not protectively marked and is intended to inform our own staff, partners, stakeholders and any interested parties of the journey we are taking around stop and search. The plan outlines our journey of improvement over the next year which sets out activities designed to bring about gradual, but continual improvement through constant consultation and review. It will allow us to receive feedback to understand and adapt to the unfolding stop and search environment to set future priorities and direction. We will also develop how we deliver the tactic to improve understanding and satisfaction and it will allow us to lead an outcome focused approach that engages our people and communities.

Police Scotland must earn the trust and confidence of the communities we serve with every encounter we have with the public, both in terms of what we do, as well as how we do it.

As shown below in Figure 1; integrity, fairness and respect, underpinned by a commitment to upholding human rights, have been developed as our organisational values.

It is important that our values resonate with our people and are embodied by the organisation.

Figure 1 – Our Organisational Values



The Improvement Plan is designed to respond to the recommendations, comments, findings and observations contained within the four stop search reviews already mentioned in the foreword and background sections. The recommendations are colour coded throughout the plan as per Figure 2. It should be noted that recommendation 10 from HMICS, has been referred to other business areas within Police Scotland. It has developed the recommendations into 6 high level priority themes which have then been broken down into a number of actions.

The plan will work to achieve all of these actions for our staff, partners, local people and communities. The plan has been developed following consultation with SPA, HMICS, the Scottish Government and SIPR including many other interested stakeholders, however ownership around delivering the plan rests with Police Scotland. It has been progressed through the Police Scotland Improvement Plan Tactical and Strategy Groups and the Stop and Search Reference Group. The plan is dynamic in nature and progress will continue to be shared with others during the lifetime of the plan.

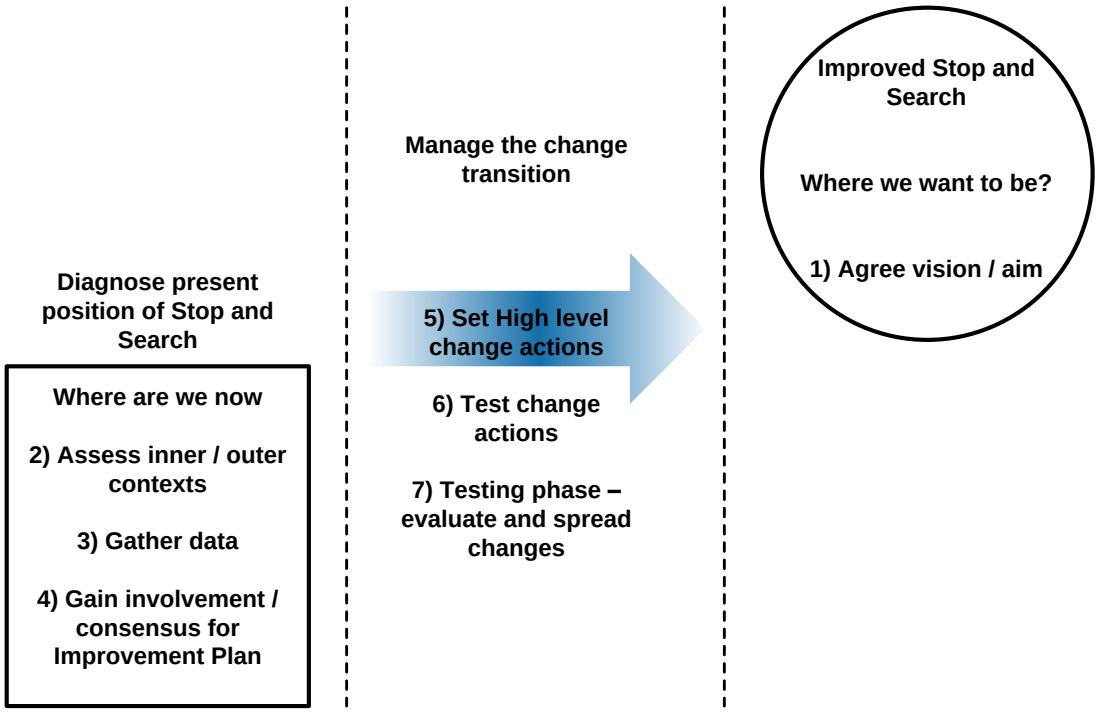
Figure 2 – Recommendation number references

Recommendation number references	
Organisations	**Colour reference**
SPA	
HMICS	
Police Scotland	
SIPR	

Change Methodology

Stop and search improvement requires a methodology applied that can deal with complex change involving organisation-wide change. The SSIDT have used Organisational Development intervention strategy to focus on the whole culture of the organisation to deliver the six themes of the improvement plan - see Figure 3. This strategy allows the team to improve its existing capacity to adapt more readily to external environmental changes around the future policy and practice of stop and search. The Fife pilot saw many tests of change and during the 3 month testing phase these changes will be considered for further testing across Scotland.

Figure 3 - Police Scotland Stop and Search Organisational Development Change Process



In relation to the enhanced database being launched during the testing phase, separate Software Development processes have involved a number of stages, the first of which was the identification of business requirements. A requirements specification document is produced and sent to the relevant business stakeholders for sign-off. Software is developed in line with the agreed requirements specification. The Software undergoes a thorough testing and quality assurance process including code review, developer testing, system testing and user acceptance testing. In addition, performance testing is also considered and conducted where it is deemed appropriate to do so. The database has also been presented to members of the meetings contained in appendix 3. A Manual of Guidance is also being developed to ensure that the database has appropriate audit, accountability and governance processes.

Improvement Plan Governance

Governance of the Police Scotland Stop and Search Improvement Plan will be provided at an operational level by the National Stop and Search Improvement Delivery Team (NSSIDT) led by a Superintendent supported by the National Stop and Search Unit (NSSU) (see appendix 2). The actions contained within this document have a corresponding operational action plan which will be used on a daily basis by the staff dedicated to delivering the plan at both daily and weekly meetings. Their progress will be overseen by the Stop & Search Improvement Plan Tactical Group chaired by a Chief Superintendent. The progress of this group will

thereafter be overseen by the Improvement Plan Strategy Group chaired by an Assistant Chief Constable. This group will also communicate progress to the Stop and Search Reference Group chaired by the Deputy Chief Constable, which will also provide advice and support to unfolding work being developed by the independent Advisory Group on Stop and Search. (See appendix 3). The improvement plan will be presented to the SPA Audit & Risk Committee in May 2015 and will be monitored through SPA governance channels. The SPA will provide scrutiny over Police Scotland during the delivery of the improvement plan, to ensure the recommendations contained within are delivered. In addition the plan progress will also be communicated at regular intervals to the Scottish Government, HMICS, stakeholders and other interested parties.

Communication of Improvement Plan

Effective communication and engagement will be needed to ensure all police officers and appropriate members of staff are informed about the improvements being made and what is expected of them. A communication plan has been developed and will be used to drive activity over the coming months, starting with briefings for all police officers to make them aware about the new stop and search database and to clarify best practice. Externally, communication and engagement will continue with a range of partner agencies and the media. Information about stop and search will also be made available to the public through community meetings, social media and the Police Scotland website. An organisational change sub-group will monitor the progress of internal and external communication and engagement activity and the results, updating the communication plan and driving further activity where appropriate.

Stop and Search Definitions

As an interim measure until further work is carried out around the future of consensual stop and search and the consideration of any code of practice Police Scotland has developed the following definitions. These definitions will be continually reviewed following wider consultation over the coming months and may be subject to some change.

A **statutory search** is one conducted by a Police Officer in the course of their duties where the individual is searched using a specific statutory provision.

A **consensual search** is one conducted by a Police Officer in the course of their duties with the consent of the individual being searched.

A **recordable stop and search** is defined as any unplanned stop and search where the officer has in the course of their duties used statutory powers or gained the consent of the individual being searched, excluding any search:

- As part of an event where searches are conducted as security measures or conditions of entry.
- When undertaking a search under powers conferred by a warrant.
- Where items have been recovered prior to any search by a Police Officer (i.e. Shoplifter).
- Part of an officer safety search whether within a custody setting or elsewhere.
- Where a vehicle is searched but does not involve the search of an individual.

A **positive stop and search** is when an item is recovered where possession of same implies criminality on the part of the individual being searched or any other; or potentially compromises the safety of that individual or any other.

A **refusal** is when an individual does not provide their consent to be searched by an officer. This only relates to a consensual stop and search.

A **seizure** occurs when items are surrendered, or are removed from an individual by a Police Officer, for the purpose of safeguarding the health and well being of that individual or any other, in circumstances where the stop and search tactic has NOT been utilised and no physical search of an individual has taken place.

National Stop and Search Database

The current database which is being utilised to capture all Stop and Search data required additional enhancement with new validation processes. The first of the major enhancements which was introduced to the database was the ability to separately record;

- Stop & Search,
- Intervention / Seizure
- Refusal to consensual stop & search

Enhancement to the statutory reasons for a Stop and Search included the removal of alcohol as a reason and the inclusion of all available statutes that give the ability to stop & search with the inputting officer having to select the specific statute which an individual is searched under. Validations of an individual's date of birth and age along with additional messages and warnings have been included to ensure the quality of all information recorded.

A method of capturing an officer's grounds for suspicion was also introduced by means of a free text box which is titled 'Grounds for Search' during a statutory Stop and Search and 'Circumstances' during a Consensual Search or Intervention / Seizure and prior to the disposal of this record a criminal justice outcome or no further action must be added thus providing an end to end record.

National Stop & Search Improvement Delivery Team (NSSIDT)

The National Stop and Search Improvement Delivery Team has been created to support the delivery of the improvement plan and deliver current actions through continued engagement with internal and external partners. The National Stop and Search Improvement Delivery Team will be responsible in the short to mid term for the development and delivery of this improvement plan, whilst delivering any future recommendations arising from the work of the Stop and Search Advisory Group. This will ensure that Police Scotland makes the appropriate changes around the use of stop and search which address the issues identified through SPA, HMICS, SIPR and internal reviews whilst building confidence across the community through improved transparency.

National Stop and Search Unit (NSSU)

The NSSU was created in June 2014 to monitor the use of stop and search and develop new governance and scrutiny processes that would ensure ongoing improvements to data quality.

With the creation of the NSSIDT and the production of a Stop Search Improvement Plan the role of the NSSU will be to work with the NSSIDT ensuring that all the changes to the National Stop Search Database and the recommendations contained within the Improvement Plan are reflected in a new manual of guidance which will set out Police Scotland's processes for the future audit and governance of stop and search. The NSSU will continue to carry out weekly scrutiny checks of stop searches involving children less than 12 years of age. A further review of the staffing for this unit will be carried out prior to the NSSIDT concluding its activities.

Fife Pilot

Police Scotland recognises stop and search as one of several tactics used to deliver an effective police service across Scotland. The aim of the Fife Division pilot was to; ensure the use of stop and search is transparent, inform our approach towards consensual search, meets the expectations of the public when subject to scrutiny, capture best practice and inform policy and practice and crucially to ensure that its use is lawful, ethical, proportionate and effective in keeping people safe.

The pilot was developed on three founding themes, namely:

- Improving Data Set
- Improving Accountability
- Improving Confidence

All of which were designed to lead to improved outcomes.

Pilot Theme - Improving Data Set
This focused on the provision of a valuable information and intelligence product, which was predictive and forward looking to ensure Police Officers target the right people at the right time in the right place. This ensures that the capture of data is appropriate and meets the needs of the organisation, and informs and is supported by improved business intelligence products.

Pilot Theme - Improving Accountability
This focused on the proportionate and ethical use of stop and search, evaluation of the interaction with members of the public being searched and scrutiny of the recording of searches. This provides confidence that searches carried out are justifiable and appropriate and meet the high expectations of the Service, stakeholders and members of the public.

Pilot Theme - Improving Confidence
The pilot built upon well established existing local partnerships with stakeholders, whilst developing new relationships through proactive engagement to inform communities and sought input to enhance strategy, policy and training and practical application of stop and search within communities. This enabled Police Scotland to understand current perceptions associated with the deployment and use of stop and search within the Fife area, whilst extending a collaborative and transparent approach to national stakeholders.

The pilot has now concluded and the outcomes have been evaluated by the Scottish Institute of Policing Research. Police Scotland are currently looking at the recommendations from this evaluation and will consider any good practice that is appropriate for further cascade across Scotland.

This will have to be scaleable across the service with a local delivery team put in place to educate the workforce and drive this improvement forward. This will be driven by identified divisional SPOCS for all local policing divisions, as well as assistance from key internal and external stakeholders.

Children & Young Persons Working Group

Effectively gauging the impact of Stop and Search on young people and mitigating any identified issues wherever possible are recognised as key strands of the improvement plan. Liaison with the Service's Children & Young Persons Reference Group will be maintained in order that Police Scotland draws upon the best possible advice and guidance in this critical area of business. This external group, Chaired by a Superintendent, Safer Communities, will facilitate engagement with recognised, and independent, academic, third sector and statutory partners in addition to the Young Persons Advisory Panel (YAP). This affords advice from sector professionals and from Young People, from a broad spectrum of social experience.

Stop & Search Reference Group (SSRG)

This group recently changed its name from the existing Stop and Search Short Life Working Group which was initially established to consider the current use by Police Scotland of 'stop and search' as an operational policing tactic; particularly to consider the current law and guidance on its use. To make recommendations as to the future use of that tactic and – as appropriate – any changes to the law and / or guidance. The group has now changed its name to the Stop and Search Reference Group and its members will provide advice and informed comment on the developing improvement plan and support the work of the independent Advisory Group with the aim of developing Police Scotland's strategic policies and processes as they relate to the operational tactic of stop and search.

Independent Advisory Group (IAG)

The Scottish Government has established an independent Advisory Group on Stop & Search, chaired by John Scott QC. This Group will consider the longer term policy that should be in place for stop and search in particular to consider and report to Scottish Ministers on whether a presumption against consensual stop and search goes far enough or alternatively, if there should be an absolute cessation of the practice. Furthermore the Group have undertaken to develop a draft Code of Practice that will underpin the use of stop and search in Scotland and any future legislative requirements. The outcome of this group will inform Police Scotland's future approach to stop and search and this plan will remain flexible enough to accommodate any such developments.

Scottish Government

Scottish Government will continue to engage with Police Scotland to support the delivery of the improvement plan. The Scottish Government's overall role is to support the development of national policy, to represent the interests of the Scottish Ministers and to take forward any necessary legislative changes.

Scottish Police Authority

The Scottish Police Authority will support the delivery of the improvement plan and associated actions through ongoing engagement via membership and attendance at Stop & Search Tactical Group and the Stop & Search Reference Group. The implementation of the improvement plan will be formally overseen through an SPA Audit and Risk Committee held on 30th June. An SPA Board Member will also be a member of the Stop and Search Advisory Group and staff will also provide continued liaison between SPA and Police Scotland as work progresses.

Her Majesty's Inspectorate of Constabulary in Scotland (HMICS)

Through their statutory role, HMICS have requested that an improvement plan, to address the recommendations from their Audit and Assurance Review of Stop and Search Phase 1, is submitted to HMICS within three months of the publication of the HMICS report. HMICS expects to engage with Police Scotland during this period to support the development of the improvement plan in order to ensure that the recommendations are fully addressed. HMICS will also continue to engage and monitor progress on agreed actions with a view to their formal discharge and will independently assess progress through their established parliamentary and public performance reporting processes. HMICS are aware that Police Scotland will report responses to the report, through the SPA Audit and Risk Committee. They will also provide membership to the Stop and Search Advisory Group as an observer and the independent Advisory Group on Stop and Search as an active member and will be available for on-going liaison as work progresses.

Scottish Institute for Policing Research (SIPR)

SIPR draws together a range of research expertise to focus on developing evidence-based approaches to policing and supporting innovation by providing robust, independent evaluation of new initiatives.

SIPR is therefore keen to use its research capacity and capability to support Police Scotland's Stop and Search Improvement Plan by helping develop the evidence base around the use of Stop and Search and evaluate the impacts of new practices.

SIPR is already helping coordinate a Workshop run by the SPA which will consider recent and ongoing research on Stop and Search in Scotland and identify evidence gaps.

With Police Scotland and SPA, SIPR is designing a set of questions on public perceptions of Stop and Search which will be included in the 2015 Scottish Social Attitudes Survey. The findings from the survey will be available in the autumn of 2015.

SIPR will also use its Knowledge Exchange capacity and its UK and International Network to help identify and support the dissemination of good practice in relation to Stop and Search.

Equality Impact Assessment (EIA)

Police Scotland recognises that all tactics including Stop and Search must treat everyone fairly, with respect and not discriminate against any protected characteristic group or infringe on Human Rights. By conducting a thorough Equality Impact Assessment (EIA) on Stop and Search as a whole and not merely the paper guidance, it is envisaged that we will be able to embrace and provide assurance that all actions are ethical, fair, and legal. Every aspect of the Stop and Search tactic will be governed by this robust EIA and will require extensive research and consultation.

Police Scotland will be conducting a wide and comprehensive consultation process during the improvement process. Feedback will be used to inform the decision making process and future training. In addition to the EIA, a Privacy Impact Assessment will be conducted that will cover the security, access, retention and weeding policy for the information held on Stop and Search.

Priority Themes

In order to provide a means of tasking and coordinating the delivery of the improvement plan the National Stop & Search Improvement Delivery Team examined all recommendations emanating from the four reviews already mentioned within the background section of this report. The recommendations were thereafter grouped into six priority themes and are as follows. These themes will be used by the team to manage progress against the stated timescales to achieve the stated improvement outcomes.

Theme 1 – Research & Evaluation
Theme 2 – Consensual Searching
Theme 3 – Engagement with Children & Young People
Theme 4 – Organisational Change
Theme 5 – Accountability & Public Information
Theme 6 – Database & Supporting Technologies

Theme 1 - Research & Evaluation

We are working with partners to develop an evidence base that supports and further informs the delivery of our improvement plan. We are establishing a Research & Evaluation sub-group to bring together the various strands of work being developed by ourselves, the Scottish Police Authority, the Scottish Government and the Scottish Institute for Policing Research including other interested research partners.

Action Taken	Target Date	Recommendation **Key :** SPA HMICS POLICE SCOTLAND SIPR
We held a National Stop & Search Event involving internal and external stakeholders in Glenrothes, Fife.	Nov 2014	
We have carried out an internal audit of stop and search recording, which is helping develop good practice.	Dec 2014	
We have concluded an audit and assurance review to assess the state, efficiency and effectiveness of the processes for recording stop and search activity, including supervision, audit and governance and submitted a report for the Cabinet Secretary for Justice.	March 2015	
We have concluded the Fife Stop & Search Pilot which ran between July 2014 and January 2015 and has been academically evaluated by SIPR	April 2015	
Actions		
1) To consider the recommendations from the SIPR evaluation of the stop and search Fife Pilot in consultation with SPA to identify any good practice and promulgate same across Scotland.	August 2015	5, 12, 12
2) To develop an Equality Impact Assessment on the Stop and Search tactic based on robust consultation, encompassing Guidance, Policy changes and Training.	August 2015	Police Scotland

3) To review best practice around stop and search strategy from across the UK and beyond and provide a report on what practice may be transferable for consideration in Scotland.	August 2015	Police Scotland
4) In consultation with SPA identify and assess links between stop and search and positive outcomes and report to HMIC, SPA and Scottish Government and the Stop and Search Reference Group.	December 2015	8, 11, 1, 2
5) Following consultation with partners develop a wider Violence & Disorder Prevention Strategy which incorporates stop and search in the context of violence and disorder prevention activity.	December 2015	16
6) To support SPA and partners to develop research into the impact of stop and search on different communities and groups and to develop measurements of public confidence aligned to local priorities to inform future policy and practice.	TBC	11, 21, 10, 13, 14
7) To support the Scottish Government in consultation with the SPA to engage with key stakeholders to expand the evidence base of stop and search.	TBC	9
8) Coordinate research between SIPR and other academic(s) to develop the academic knowledge base around stop and search including its impact on young people.	TBC	11, 1, 2
9) To support the development of a draft Code of Practice for stop and search by the independent Advisory Group on Stop & Search.	TBC	19

Outcomes

The National Stop and Search Improvement Delivery Team and its partners will deliver these actions to ensure best practice and use of the stop and search tactic in the prevention and detection of crime and to improve community well-being across Scotland.

Theme 2 - Consensual Searching

We will continue to monitor and report on compliance to the policy that consensual searches are no longer to be employed on children. As new changes are delivered, we will enhance our training to include best practice on consensual searches, reinforcing our policy and expectations. We will work with partners to develop options on the future of consensual searches and investigate enhancements in legislation to support the work of the independent Advisory Group on Stop & Search. We are also moving to a position of presumption of statutory searching over consensual and will monitor the impact of this.

Action Taken	Target Date	Recommendation **Key :** SPA HMICS POLICE SCOTLAND SIPR
We have already introduced a policy and issued guidance to officers that consensual searching is no longer to be employed in respect of those aged 11 years and under. We have introduced a policy and guidance to officers that there is a presumption towards the use of statutory powers, and only reverting to consensual searching where no statutory power exists. This will be reinforced during planned training activity (see theme 4, action 1).	April 2015 May 2015	6 (also see theme 3 / action 1) 15
Actions		
1) To provide training to officers across Scotland surrounding the use of consensual searching via briefing, e-learning and aide memoir.	June 2015	7
2) To further develop our policy around the use of both statutory and consensual searches and cascade to front line officers.	June 2015	15
3) In consultation with SPA provide guidance to the general public and to individuals at point of consensual / statutory search around the use of the tactic and their rights.	August 2015	1, 19

4) To monitor the impact of a presumption of statutory searches in preference to consensual searches and report back to interested stakeholders.	August 2015	3, 9
5) In partnership with the independent Advisory Group on Stop & Search and the Stop & Search Reference Group support the development of proposals to consider further statutory legislation for alcohol. Also see Theme 4 / Action 1.	August 2015	16

Outcomes

The National Stop and Search Improvement Delivery Team and its partners will deliver these actions to ensure a consistent approach towards the presumption of statutory powers, only reverting to consensual searching where no statutory power exists. We will also establish a future position on the use of consensual searching.

Theme 3 - Engagement with Children & Young People

Throughout the improvement process, we will work with children and young people groups to consult on current practice and proposed improvements including any potential impact on age discrimination. We will review all feedback taking into account opinions and recommendations from children, young people and their representatives.

Action Taken	Target Date	Recommendation **Key :** SPA HMICS POLICE SCOTLAND SIPR
During the Fife Pilot officers engaged with all secondary schools, colleges and universities and encouraged feedback on stop and search. We have already consulted on the use of police stop and search through the Children and Young Persons Reference Group to inform our future use of the tactic.	January 2015 March 2015	
Actions		
1) To evaluate and review stop and search levels involving children and young people, take any remedial action and report outcomes / progress to interested stakeholders.	August 2015	6, 18
2) In consultation with SPA develop a forum and other opportunities for children and young people to be involved in contributing to the Improvement Plan outcomes around stop and search impact on young people.	August 2015	7
3) In consultation with SPA identify and cascade across Scotland any good practice identified in the SIPR evaluation affecting Children & Young People. See also theme 1, action 8.	August 2015	8
4) Explore wider links through stop and search activity and the GIRFEC well-being agenda to provide safeguarding measures for children and young people identified through this tactic.	December 2015	Police Scotland
Outcomes		
The National Stop and Search Improvement Delivery Team and its partners will deliver these actions to ensure that all engagement with children and young people is delivered in a positive manner, centred on building trust and positive outcomes. We will take any learning and build it into our policies and practices.		

Theme 4 – Organisational Change

As improvements are designed, we will deliver appropriate communication and effective training, supported by detailed standard operating procedures to ensure that every officer is clear on the policy changes, standards and governance. A communications plan has been implemented which will inform officers and our partners about our progress and improvements. The organisational changes taking place will be managed and governed by the strategic, tactical and operational meetings now in place.

Action Taken	Target Date	Recommendation **Key :** SPA HMICS POLICE SCOTLAND SIPR
We have put in place a governance structure as detailed in appendix 3 and will maintain this arrangement to deliver the plan and to ensure the use of the tactic remains ethical, proportionate, justified and outcome focused.	February 2015	13
Following consultation, develop and implement definitions for Statutory and Consensual Stop and Search, Recordable Stop and Search, Positive Stop and Search, Refusal and Intervention.	April 2015	1
We have put in place single points of contacts in every local policing division to provide a local champion for stop and search issues.	April 2015	
Actions		
1) Develop and deliver training to front line officers around the changes being made and reinforce existing good practice around stop and search via briefings, e-learning, standard operating procedure, aide memoir and appropriate communications.	June 2015	4, 5, 6,14, 3, 6, 11
2) To clarify the roles and responsibilities of the National Stop and Search Unit.	June 2015	8 (also see theme 5 / action 2)
3) To improve the stop and search aide memoir for officers used during the Fife Pilot and learn from best practice elsewhere for roll out across Scotland.	August 2015	17
4) To develop and implement processes to allow first line manager supervision of the stop and search using the Stop and Search Database and to provide further scrutiny and governance through the ongoing support from the National Stop and Search Unit.	August 2015	7 (also see theme 6 / action 3)

5) In partnership with the Scottish Government and the SPA publish a public facing statement on the impact of changes being made to stop and search to balance the use of the policing tactic and individuals' rights.	August 2015	4
6) To identify all appropriate disposal options for stop and search and ensure appropriate guidance to front line officers is communicated. This will include guidance around circumstances where a concern referral or other disposal may be appropriate under the wider safeguarding and prevention agenda.	August 2015	Police Scotland
7) In support of action theme 5, action 2 and theme 6, action 2 provide training for relevant staff to understand the outputs from the stop and search data analysis products.	August 2015	7, 8
8) To review and improve the stop and search information leaflets for individuals being searched used during the Fife Pilot and learn from best practice elsewhere prior to consideration of rolling out across Scotland.	August 2015	16
9) To review the guidance and content of the parent letters used during the Fife Pilot prior to consideration of further roll out across Scotland.	August 2015	18
10) In partnership with the SPA provide an updated progress report to the Scottish Government around the improvement plan.	December 2015	18
11) To support any future HMICS inspection to review the progress of the Improvement Plan.	TBC	14

Outcomes

The National Stop and Search Improvement Delivery Team and its partners will deliver these actions through continued engagement with internal and external stakeholders. This will ensure that Police Scotland makes the appropriate changes around the use of stop and search which address the issues identified through SPA, HMICS, SIPR and internal reviews whilst building confidence across the community through improved transparency.

Theme 5 – Accountability and Public Information

We will establish clear internal and external reporting mechanisms on stop and search activity with comprehensive management information. We will provide accessible and meaningful information to the public at a local level accountable to the SPA via their Audit and Risk Committee.

Action Taken	Target Date	Recommendation **Key :** SPA HMICS POLICE SCOTLAND SIPR
We have removed stop and search volume as a key performance indicator and removed stop and search positive rate as a target prior to the 2015/16 performance year. We will now continue to review this data as management information.	April 2015	2, 22 ,10
We produce weekly audit and scrutiny checks of all stop and searches involving children less than 12 years of age, the results of which are reported to the Scottish Government and the Scottish Police Authority.	April 2015	
Actions		
1) To submit a report to the SPA to provide rationale for the significant changes in stop and search volumes since police reform to present time.	May 2015	10
2) To develop a manual of guidance for Police Scotland to provide audit and governance; of all stop and search data being entered into the stop and search database, on how the data processes through the systems of how the subsequent management and public information will be generated and how that information will be presented.	August 2015	1,12,13,23, 2, 15, 14
3) To provide local policing divisions with meaningful management information around the local use of the stop and search tactic which supports future proactive deployment at the right place, right time and to the right people and provides governance and overview of this information through the Force Tasking & Performance Board.	December 2015	5
4) In partnership with the SPA provide appropriate and regular stop and search public information at a local community level including Local Authority Scrutiny Boards.	December 2015	12, 3, 4, 20, 6, 17
Outcomes		
The National Stop and Search Improvement Delivery Team and its partners will deliver these actions to ensure that meaningful management and public information is provided around the use of the stop and search tactic at local levels.		

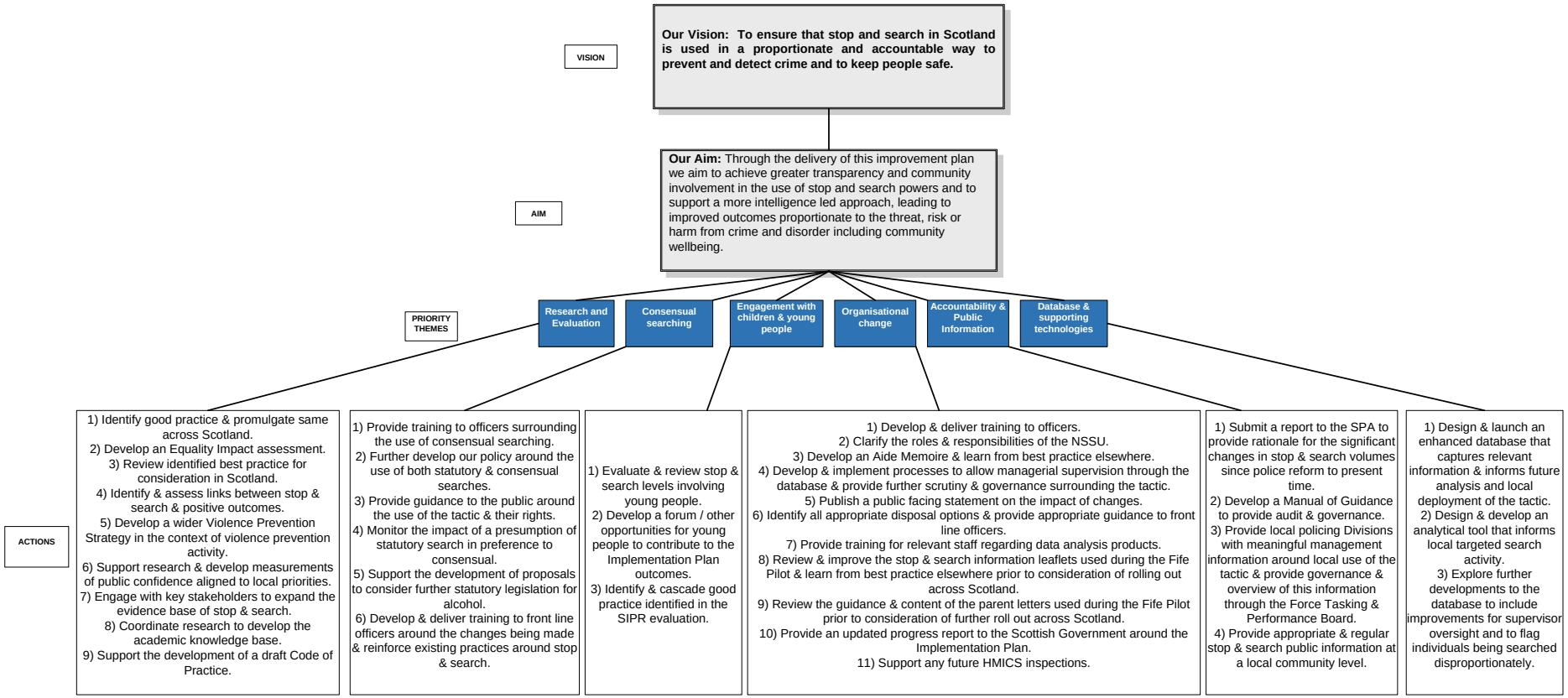
Theme 6 - Database and Supporting Technologies

We will continue to develop solutions to improve the effectiveness of stop and search through intelligence and crime data ensuring all activity is directed and justified. We will design and implement a database that will capture the relevant information required to meet the policy changes as well as making enhancements on accuracy, scrutiny and governance. The existing Police Scotland Database & Supporting Technologies Sub Group will support this work.

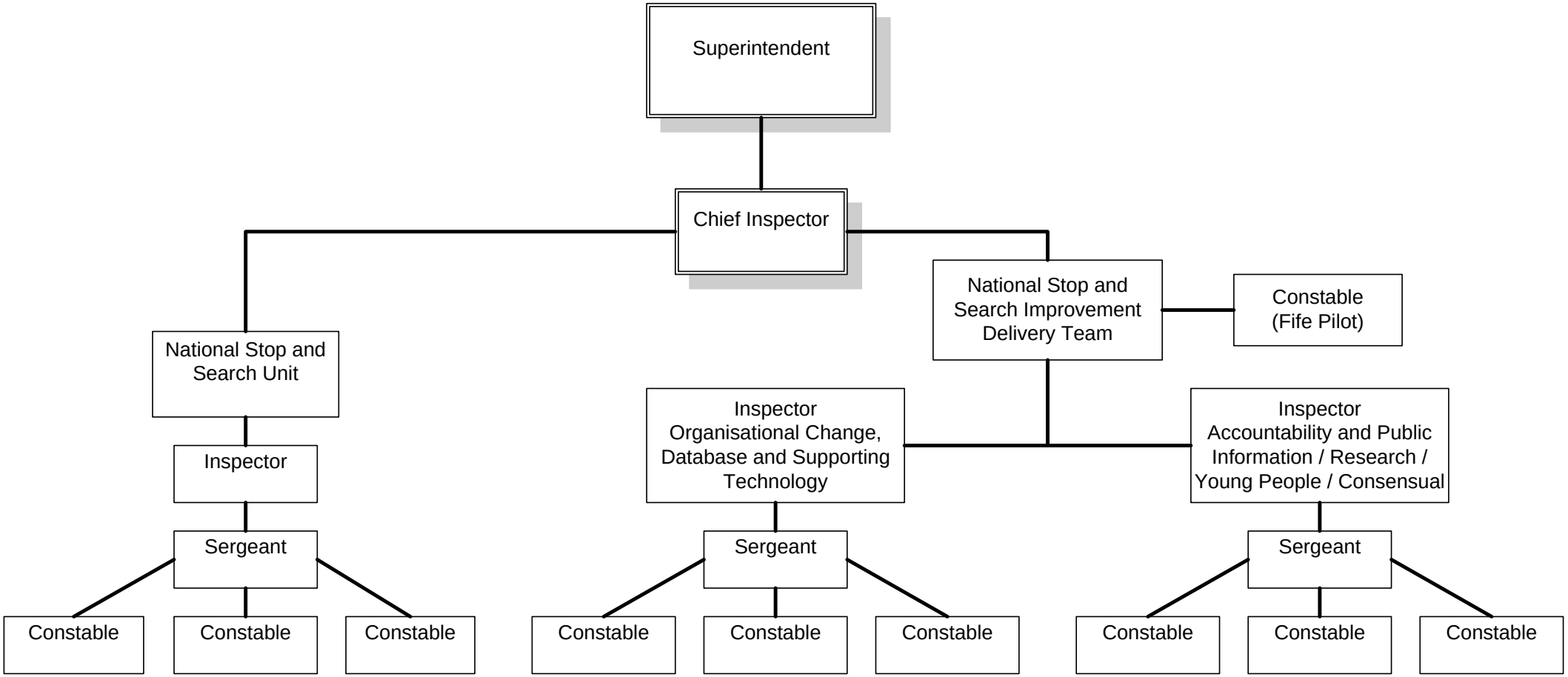
Action Taken	Target Date	Recommendation **Key :** SPA HMICS POLICE SCOTLAND SIPR
We have already developed Business Intelligence Tools such as Divisional Tracker, Area Command Tracker, Ward Tracker, Data Zone Tracker that take account of stop and search data and we have rolled these out across the country.	March 2015	3
Actions		
1) To design and launch an enhanced stop and search database that captures relevant information including grounds for suspicion, refusal, ethnicity, multiple searches of the same person, type of search, records product seizures, improve data validation which together informs future analysis and local deployment of the tactic.	June 2015	9, 2, 9, 10, 11, 17, 5
2) To design and develop an analytical tool that informs local targeted search activity such as the Geographic and Temporal Alignment Tool.	August 2015	3
3) To explore further developments to the database following initial evaluation of the changes to include further improvements for supervisory oversight and to flag individuals being searched disproportionately.	August 2015	4, 15
Outcomes		
The National Stop and Search Improvement Delivery Team and its partners will deliver these actions to deliver an enhanced stop and search database with supporting technologies which ensures data quality surrounding the targeted use of the stop and search tactic.		

Appendices

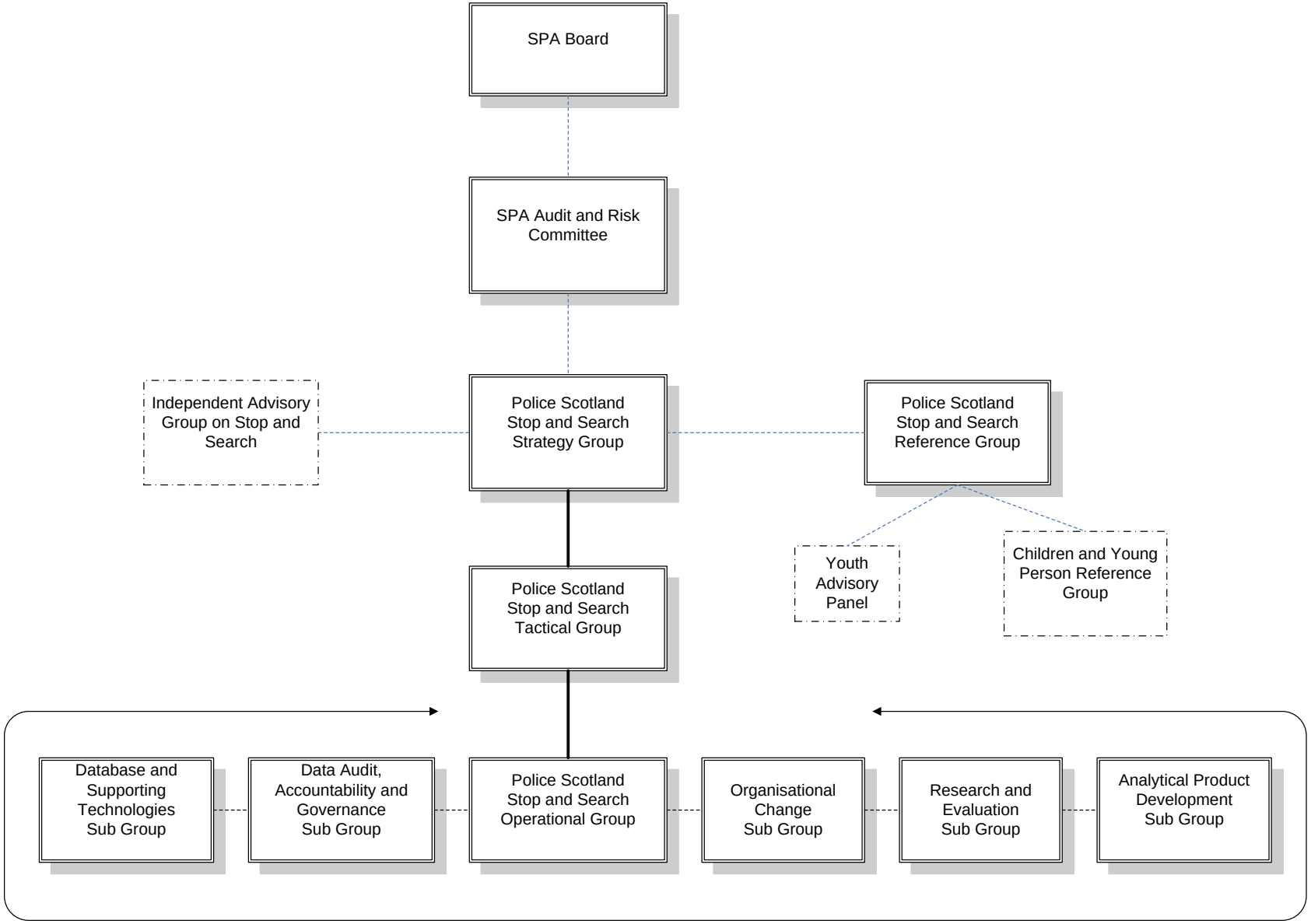
Appendix 1 National Stop and Search Improvement Plan Diagram



Appendix 2 National Stop and Search Improvement Delivery Team Structure



Appendix 3 Improvement Plan – Governance Meeting Structure



Appendix 4 - Improving Stop and Search Practice

SPA SCRUTINY REVIEW RECOMMENDATION (June 2014)	RELATED HMICS RECOMMENDATION FROM AUDIT AND ASSURANCE REVIEW (March 2015)	RELATED POLICE SCOTLAND RECOMMENDATION / COMMENTS FROM REPORT TO SCOTTISH GOVERNMENT (March 2015)	Scottish Institute for Policing Research (SIPR)
Theme 1 - Research & Evaluation			
8) Police Scotland should assess the best value implications and relative priority of the stop and search tactic against other policing activities. 11) The SPA should commission research, in conjunction with others, to establish the short and long term impact of stop and search on different groups and communities. In particular, this should cover the short and long term impact of stop and search activity on young people.	19) Police Scotland and Scottish Police Authority should consult with the Scottish Government on the potential development of a statutory Code of Practice for stop and search. 21) Police Scotland should consider developing a framework for stop and search that aligns national and local priorities and promotes a values-based approach to the treatment of those who are subject to a search. Police Scotland should consider placing public confidence at the centre of this approach to stop and search and commit to on-going measurement through an independent survey commissioned by the Scottish Police Authority.	5) Police Scotland, in consultation with the Scottish Police Authority (SPA), to examine the SIPR evaluation of the Fife Pilot with a view to establishing and rolling out identified good practice across Police Scotland in relation to the theme of Transparency and Fairness. 9) Scottish Government, in consultation with Police Scotland and the SPA, to explore further opportunities to consult and engage with key stakeholders to expand and widen understanding of views and perspectives on the use of stop and search in Scotland. 10) The SPA, in consultation with Police Scotland, to commission academic research to improve the understanding of the use of stop and search, the scope of its impact, both positive and negative, with a view to incorporating the learning to inform future policy and practice. 11) Police Scotland, in consultation with the SPA, to explore methods to identify and assess links between the use of stop and search and positive outcomes.	1) The pilot is based on the premise that effective use of stop and search depends on targeting the 'right people, at the right time and in the right place.' However, it should be acknowledged that this creates a problem in that if the police continue to have a presence in the high-crime areas to which the analytical products used in the pilot direct them for the purpose of stop and search, then these areas are likely to remain as 'hot spots' for crime or anti-social behaviour. More stop and search, even with the good practice identified in the pilot, is not going to change this situation on its own. Other methods, based on problem-solving and partnership approaches, would be more effective in these areas and would better help the police to achieve the pilot's aims of public confidence and accountability. The focus of this research was on the stop and search pilot, however, it should be acknowledged that the police do not use it in isolation, but in conjunction

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		12) Police Scotland, in consultation with the SPA, to examine the SIPR evaluation of the Fife Pilot with a view to establishing and rolling out identified good practice across Police Scotland in relation to the theme of Improved Evidence Base. 16) Police Scotland, in consultation with the SPA, to report at an appropriate time during 2015, on work undertaken in respect of violence prevention and the related reporting of police use of stop and search to the SPA and Scottish Government.	with other, often multi-agency interventions. 2) The effectiveness of stop and search overall was not within our remit and requires further and more detailed research. When implementing the pilot on a national scale, we would encourage Police Scotland to reflect on the intended objectives of stop and search and consult evidence regarding its effectiveness and any unintended outcomes, such as those we have identified in the pilot. Stop and search is an invasive power (members of the public stopped during the pilot mentioned being embarrassed when searched) which the police can use to recover illegal items and the current academic evidence base does not support the idea that it is suited to crime prevention in general (one of the perceived benefits of stop and search which our police respondents identified in the evaluation). We would recommend that stop and search, including the pilot approach, should be used as a last resort in any encounter with a member of the public, but especially with young people. Young people need to be engaged in non-

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			coercive ways whenever possible, as do other vulnerable groups, even considering the good practice identified in the pilot. 12) While the Fife Division was involved in a great deal of consultation with external groups and organisations (which is to be commended) we have concerns that these meetings or communications were not always consultative, and could instead be used more for promotional or instrumental purposes for the police. There were also concerns that the messages given to external stakeholders about the progress of the pilot were inappropriately positive. This was not necessarily deliberate – as we reveal about the dip sampling, the 'complaints' feature and the meetings with schools, these did not illicit reliable feedback to the police about views of the public which they could then pass on to stakeholders and officers. We would urge Police Scotland to reduce the level of self-promotion in these meetings whenever possible. 13) Police Scotland should consider employing an external agency to

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			assess the level of public satisfaction and confidence in the police in relation to stop and search (such as through the dip sampling phone calls). The fact that there were no complaints towards the police during the pilot does not mean that everyone is satisfied with stop and search. It is difficult for some people to tell the police directly what they think of them, even anonymously, especially if the police hold their personal details (name, address and phone number) or are standing in front of them in uniform. External assessors would remove the level of threat that can come with communicating with the police directly. 14) Should Police Scotland decide to continue with its own dip sampling method, there are numerous issues with this which need to be addressed. These include the accuracy of the database, obtaining a representative sample of respondents, time of day in which to ring, the ability of any police officer to get a reasonable assessment of someone's views of their experiences with the police, the closed nature of many of the questions, the use of the comment box and to what use the

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			findings are put (how widely to disseminate them and how often).
Theme 2 - Consensual Searching			
7) Police Scotland should ensure that those to be searched on a non-statutory basis are aware of their right to decline.	15) Police Scotland should consider a policy which raises a general presumption amongst officers that stop and search encounters should be legislative. This should encourage a position where officers only revert to consensual searches, supported by informed consent, where no legislative power exists. 16) Police Scotland should seek legal opinion on whether Section 61 of the Crime and Punishment (Scotland) Act 1997 can be interpreted to show an implied power of search for alcohol from young people under the age of 18 and adults in specific circumstances. This opinion should inform whether there is a requirement to seek further legislation in the absence of consensual stop and search.	1) Police Scotland, in consultation with the SPA, to produce guidance for members of the public as to the police use of stop and search, their rights, including specifically the right to refuse a consensual search, and the consequences or, more importantly, the absence of consequences should they refuse. Police Scotland to work with the SPA, national and local partners to publicise that public guidance. 3) Police Scotland to monitor the ongoing use of stop and search to assess any impact caused by the move to a presumption of the use of statutory searches in preference to consensual stop and search. This may involve engagement with police services in England and Wales to secure the benefits of their experience and learning from an environment which only uses statutory stop and search.	9) Some members of the public who had been stopped and searched during the live phase of the pilot complained about 'random' searches, in that there was no stated reason for the search. This suggests that even with the pilot's methods of making the option to refuse a consensual search explicit and the advice slips, a misunderstanding remains about the purpose of consensual searches. In light of this, we would suggest Police Scotland move to a position of using legislative searches only. Only these can truly be 'targeted' at 'the right people, right place and right time' thereby enhancing accountability and public confidence, two key aims of the pilot. 19) Once a final format for a revised approach to stop and search is developed in Scotland, this should be communicated effectively with the public to help improve confidence in the new method, along with the regular production of publicly accessible reports on progress in changing stop and

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			search and data analysis of the rates of stop and search for local areas.
Theme 3 - Engagement with Young People			
6) Police Scotland should ensure that the rationale for the search rate on young people is intelligence led and that particular groups, such as young people, are not being subjected to excessive levels of searching.	18) Police Scotland should engage with the Stop and Search Short Life Working Group and members of the Children and Young Peoples Reference Group to consider the implications that stop and search recording may have on young people.	7) Police Scotland, in consultation with the SPA, to explore ways in which Scotland's children and young people may be better engaged and consulted to ensure their views are captured in the ongoing development of stop and search policy and practice (and wider policing methods), ensuring that they continue to be treated with respect and that they are aware of their rights. 8) Police Scotland, in consultation with the SPA, to examine the SIPR evaluation of the Fife Pilot with a view to establishing and rolling out identified good practice across Police Scotland in relation to the theme of Children and Young People.	
Theme 4 – Organisational Change			
1) Police Scotland should define the contexts within which stop and search is used as a preventative tactic; and as a means of	5) Police Scotland should develop definitive guidance for officers about what information should be recorded from a stop and search encounter into their notebook or personal data assistant (PDA) to ensure consistency of practice.	4) Scottish Government, Police Scotland and the SPA to work together to develop an appropriate, public facing statement, by the end of August 2015, to cover all stop and search practice in Scotland, which takes into account the implications it may have for the manner in	3) As is already documented elsewhere (see HMICS 2015), the stop and search database is problematic. While systematic and detailed recording of all stop searches as was done in the pilot is welcomed, officers need a much

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detection. It should also define appropriate outcome measures as well as the rationale for any target/s set. 4) Police Scotland should ensure the consistent application of stop and search by reinforcing training for officers, ensuring that officer understanding is tested and that officer training is regularly assessed. Training should include dealing appropriately with children and young people and giving clarity about what constitutes consent with respect to non-statutory searches.	6) Police Scotland should emphasise the rationale for recording the self-defined ethnicity of those who are stopped and searched and provide guidance. 7) Police Scotland should introduce processes for the proportionate supervision of stop and search activity. This should allow opportunities for individual feedback and learning to officers, which increases their confidence in the effective use of legislative stop and search and considers the quality of the encounter. 8) Police Scotland should define the roles and responsibilities of the National Stop and Search Unit and all internal business areas that impact on the end to end process of stop and search, including the quality of published data. 14) Police Scotland should assess the training needs of officers in relation to stop and search and consider techniques that will improve officer confidence in the application of their legislative stop and search powers. This assessment should be informed by proposed changes to stop and search policy and practice across	which police officers in Scotland interact with the public. Particular consideration to be given to the complex legal and policy issues associated with the development of any code of practice with or without statutory force. 13) The Police Scotland Stop and Search Tactical Delivery Group to ensure continuing organisational governance in relation to the ongoing improvement activity. 14) The SPA considers inviting HMICS to conduct a scrutiny exercise at an appropriate time in the future to assess progress against the range of work and recommendations contained within this report. 18) Police Scotland, in consultation with the SPA, to provide Scottish Government with an update report as to the improvements secured and an up to date assessment of the police use of stop and search, realised as a result of the developments and recommendations outlined in this report, by 31st December 2015.	better understanding of how to input the data correctly to reduce errors and improve its use. 6) Related to number 2 above is the need for officers to be much clearer on what constitutes a stop and search. We found confusion on this point more than once, for example, if a search after an arrest is a 'stop and search' and the difference between a search and an intervention. Confusion remains about police powers in relation to alcohol. 7) We would suggest producing one monthly data report which embeds the stop and search analysis within the other relevant contextual data (such as seasonal trends, major events, how 'proportionality' is determined, etc.) including the current six-week and one-year historical views of crime trends. This report would be even more robust if it also included a five-year historical view to mitigate against year-on-year fluctuations. This would improve the strength of the report as a standalone product as it would make the necessary context in which to understand the data fully apparent and would position stop and search within the broader range of police activity (as it is one option among

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	Scotland.		many). This could help reduce the unintended emphasis that our interviewees perceived among their managers to highlight stop and search as a priority method and thus drive up its volume. 8) Related to Recommendation 7 is the work needed at a local level by the staff analysts to prepare the stop and search data for processing with the various analytical products available. There can be local circumstances or stand-alone events which may render the raw data inaccurate. Police Scotland should keep in mind the local work needed to produce the stop and search reports when rolling the pilot method out nationally, to ensure that there is sufficient staffing to do this. 11) Training for officers on stop and search should initially be delivered in a face-to-face way, in sessions that are interactive (not online and not in the context of a briefing) and that illicit their feedback on the procedures. This training should take into account current research on the effects of stop and search in various populations. Anonymous systems of feedback

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			should be considered if officers feel hesitant to provide feedback face-to-face. It may be helpful to use an external organisation to provide this training if officers would be more willing to speak openly in that context. 16) The advice slips given to members of the public when they are stopped and searched are good practice. However, these need to be given out as a matter of course in every stop and search, and a system should be devised to check that this is happening. These documents also need to be amended (or an alternative version produced) to use language more suited to young people, to provide more information on consensual searches and officers should routinely ask if the person might have any difficulty in reading the advice slip (for example, because of vision problems or dyslexia). The Police Scotland Children and Young Persons Reference Group also suggested pictures and font that is easier to read for people with dyslexia. Officers should always carry copies of the advice slips with them, as well as copies of those in alternative formats (such as the Polish language version).

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			17) The aide memoirs are also good practice, especially the mandatory statement on the card explaining the right to refuse a consensual search which officers are to read aloud. However, they also need more information on consensual searches such as when it would be inappropriate to do them, for example, on people who are intoxicated or vulnerable in some way and thus unable to give informed consent (in addition to not conducting consensual searches of children under the age of 12). 18) The letter to parents is a difficult area. There are good suggestions which would make them more useful for parents. These include more detail on the circumstances of the stop and search, details of what brought the police officer to conduct a search, what possible outcomes or repercussions there might be for the child from the search and the use of less formal language. However, there is also a concern that the letters could have negative consequences for children in some households where contact with the police is seen as problematic. Careful consideration should be given

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			to this and whether the letters in some cases might do more harm than good.
Theme 5 - Management & Public Information			
2) Police Scotland should review operational practice in relation to any perceived pressure on individual officers to reach a certain volume of searches. 5) Police Scotland should ensure that its use of stop and search is proportionate across Scotland, focussed on successful outcomes, targeted at the right people, right place and right time. Care should be taken to ensure that: • Particular communities and groups are not being	1) Police Scotland should develop definitive guidance and counting rules for officers to provide clarity on what constitutes a stop and search and how these should be recorded and counted. This should include what a search can involve, particularly in relation to turning out pockets or bags, to ensure there is a common understanding among officers. 3) Police Scotland should accurately record and publicly report on items recovered as a result of a positive stop and search encounter. This should provide greater transparency and better inform local communities about local crime and disorder trends. 4) Police Scotland should develop, record and publicly report on disposal categories which effectively capture the outcomes of stop and search activity. This should include a range of measures which	2) Police Scotland, in consultation with the SPA, to develop processes for monitoring and review of the Police Scotland National Stop and Search Database to ensure compliance with equality and human rights considerations and effective accountability. 6) Police Scotland, in consultation with the SPA to proactively publish stop and search data on a quarterly basis. 15) The Police Scotland National Stop and Search Unit to develop improved audit processes with regular reporting to the SPA and Scottish Government to continue. 17) Police Scotland, in consultation with the SPA, to develop mechanisms for reporting of the police use of stop and search to the 32 local authority scrutiny boards.	10) Police officers in our study expressed a clear impression that there are targets for stop and search, especially once the pilot launched, and as such they should do as many as possible. Therefore, we welcome the recent announcement from Police Scotland that they will be ending the target of 20% positive stop searches and the stop and search Key Performance Indicator (Police Scotland 2015). This unintended outcome of the pilot (raising the rate of stop and search) should be kept under consideration when rolling out the pilot nationally. 14) Should Police Scotland decide to continue with its own dip sampling method, there are issues with this which need to be addressed. These include the accuracy of the database, obtaining a representative sample of respondents, time of day in which to

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disproportionately impacted by stop and search activity; • Use of stop and search is proportionate to the risk of offending, crime rate and threat; Use of the tactic is regularly reviewed to ensure its application is still appropriate. 10) Police Scotland should provide the SPA with their rationale for the significant changes in the volume of stop and search activity across local authority areas in Scotland since police reform and their assessment of the impact this has had on outcomes. 12) The SPA should publish comprehensive stop and search data on	support the statutory purpose of policing to improve the safety and well-being of persons, localities and communities in Scotland. 12) Police Scotland should develop proportionate quality control procedures for stop and search data, detailing how the process will be administered, what regular checks will be implemented and how data errors will be rectified and reported. 13) Police Scotland should review the principles and protocols contained within the Code of Practice for Official Statistics to develop proportionate internal guidance for publicly reported stop and search data. 20) Police Scotland should publish information on stop and search for local scrutiny and engagement committees and local communities. This should include detail on how this activity is aligned to local priorities and delivering positive outcomes. 22) Police Scotland should remove the target for positive searches and the key performance indicator on the number of searches from its performance framework. In the interests of transparency and		ring, the ability of any police officer to get a reasonable assessment of someone's views of their experiences with the police, the closed nature of many of the questions, the use of the comment box and to what use the findings are put (how widely to disseminate them and how often). Social science researchers with expertise in questionnaire methods would be best placed to advise on these and provide the necessary training to officers conducting the calls.

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a regular basis.	effective scrutiny, it should continue to collect and publish this data. 23) Police Scotland should put in place a proportionate audit regime for stop and search including positive and negative searches. There should be clear guidelines for officers completing the audit and those analysing the results. The findings of all audits should be scrutinised by the Scottish Police Authority Audit and Risk Committee.		
Theme 6 - Database & Supporting Technologies			
3) Police Scotland should roll out analysis tools, such as the Geographic and Temporal Alignment Tool (GTAT), across Scotland to target search activity on “the right people, in the right place at the right time” 9) Police Scotland should ensure the recorded details of individuals searched and information about those who do not consent to	2) Police Scotland should require officers to record their grounds for suspicion for legislative searches and make this a mandatory recording requirement on the national stop and search database. This information should be used as a qualitative measure to support effective supervision and audit and to drive improvement in the use of legislative stop and search. 9) Police Scotland should remove the default selection of consensual search from the national stop and search database and require officers to specifically select the legislative power exercised in their stop and search encounter from a pre-defined list. An		4) A further enhancement to the stop and search database would be to track whether the same individuals are being stopped and searched on multiple occasions. If this were to happen, these individuals should be flagged by the system in some way for alternative interventions. 5) Police Scotland should consider recording refusals of consensual stop and search in the main database to give a more complete and transparent picture of the practice. 15) In relation to obtaining phone

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non –statutory search, are also captured in the stop and search database.	option to select consensual search should still be maintained until such time as a decision is taken over its continued use in Scotland. 10) Police Scotland should review its business processes and governance arrangements for the development, testing and acceptance of its ICT systems. This should include the testing and acceptance of ICT changes and updates to existing force systems. 11) Police Scotland should identify all opportunities to improve data validation on both the national stop and search database and personal data assistants (PDA) databases to maximise data integrity. 17) Police Scotland should record seizures of alcohol and other age restricted products separately on the national stop and search database where there is no search of the individual. This should allow them to be counted and reported independently from stop and search activity. Police Scotland should also ensure that offences under alcohol by laws are not recorded as stop and search encounters.		numbers from members of the public, there are some concerns here in terms of data protection and privacy. When members of the public are asked for their phone numbers for the dip sampling process, this needs to be stated by the police officer in question as the sole purpose for having that number. Police Scotland should also make a commitment to destroy these numbers once the dip sampling is completed for that month.

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