



POLICE
SCOTLAND
Keeping people safe

Stop and Search Improvement Plan 2016/17 – Code Phase III

Version 2.0 October 2016

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| 2.00 | Addition to Training Needs Analysis Page 7 | 12/10/16 |
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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 by helping to prevent, investigate and detect crime whilst at the same time keeping people safe and improving community well-being.

The first version of this improvement plan, was published in June 2015. It supported a three month period where additional training and an enhanced national stop and search database was launched. This phase also focused on delivering the seventy two recommendations from our own review of stop and search including those from the Scottish Police Authority (SPA), Her Majesty's Inspectorate of Constabulary in Scotland (HMICS) and the Scottish Institute for Policing Research (SIPR).

The second improvement plan, was launched in November 2015. This plan took account of additional recommendations from the Independent Advisory Group on Stop and Search (IAG), commissioned by the Scottish Government which recommended that in time, the use of consensual stop and search should be brought to an end and that a Code of Practice on Stop and Search should be introduced and given effect by the Criminal Justice (Scotland) Act 2016.

This third and final improvement plan, provides a roadmap for 2016/17 to put in place the necessary training and business changes to prepare the organisation for the implementation of the new Code of Practice in early 2017. The National Stop and Search Improvement Delivery Team will remain in place to deliver the actions contained within this plan.

Prior to these significant further changes taking effect, I remain confident that the improvements we have made will provide a strong foundation on which to build further in advance of the Code of Practice.

A handwritten signature in black ink, appearing to read 'Mark Williams', written in a cursive style.

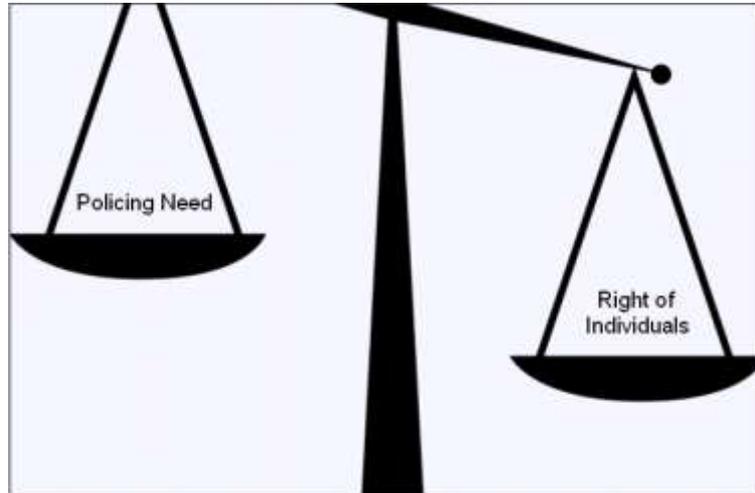
**Assistant Chief Constable
Local Policing West
Mark Williams**

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Vision

Our vision is to ensure that stop and search in Scotland is used in a proportionate and accountable way to prevent and detect crime, keep people safe and improve community wellbeing.



Aim

Through the delivery of this third version of our 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.

Introduction

This Police Scotland Stop and Search Improvement Plan builds on the progress already made through our previous improvement plans, [Testing Phase I](#) and Interim [Consensual Phase II](#), which concluded at the end of March 2016.

This plan details the improvements we are making over the period 2016/17, 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 a timeline for our activities (see Appendix 1) 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.

With our organisational values of Integrity, Fairness and Respect at the forefront of everything we do, the Improvement Plan is underpinned by a commitment to upholding human rights and is designed to respond to the remaining recommendations, comments, findings and observations contained within the earlier stop and search reviews from SPA, HMICS, SIPR and Police Scotland which have yet to be discharged. Appendix 2 details the recommendations that remain outstanding. The plan has been developed following consultation with SPA, HMICS, the Scottish Government, SIPR and the IAG including many other interested stakeholders, however ownership around delivering the plan rests with Police Scotland. It has been progressed through the Police Scotland Stop and Search 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 throughout its implementation.

Improvement Plan Governance

The frequency and membership of existing Stop and Search Governance meetings have been reviewed, to ensure that they remain effective and proportionate. Governance of the Police Scotland Stop and Search Improvement Plan will continue to be provided at an operational level by the NSSIDT led by a Chief Inspector. The actions contained within this document have a corresponding operational action plan which is 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 is also communicating progress to the Stop and Search Reference Group chaired by the Deputy Chief Constable, which provided advice and support to unfolding work being developed by the Independent Advisory Group on Stop and Search. The improvement plan progress is being communicated at regular intervals to the SPA Audit & Risk Committee and scrutiny is provided through SPA governance channels. In addition, the progress of the plan is also being communicated at regular intervals to the Scottish Government, HMICS, stakeholders and other interested parties.

National Stop & Search Improvement Delivery Team (NSSIDT)

The NSSIDT support the delivery of this improvement plan through continued engagement with internal and external partners. Following completion of the previous improvement plans, the resourcing levels within the NSSIDT have been reviewed, with a number of staff redeployed to operational roles. The NSSIDT will continue to be responsible for the development and delivery of this improvement plan, with a focus to mainstreaming the management of stop and search and moving forward, ensuring appropriate audit and governance is applied to the database as business as usual across Police Scotland. This will ensure that Police Scotland addresses the issues identified through SPA, HMICS, SIPR, IAG and internal reviews whilst building confidence across the community and within the organisation through improved transparency.

Training Needs Analysis (TNA)

Police Scotland have carried out a TNA for stop and search, including proposed training methods and resourcing. The TNA recognises the importance of ensuring the effectiveness of stop and search training, examining the likely impact on Police Scotland's officers of the Code of Practice on Stop and Search, due to come into effect in early 2017, along with the impact of recommendations from Police Scotland and its scrutiny partners. To make recommendation on how any subsequent training should be designed, rolled out and formally evaluated, the TNA takes into consideration learning from the Improvement Plan, learning from the 100% review of database records and considers recent academic research on training methods. The TNA recommends training to upskill and prepare officers, including police senior management teams and local authority scrutiny boards (see Appendix 3).

Independent Advisory Group (IAG)

The Independent Advisory Group on Stop and Search policy in Scotland, chaired by solicitor advocate John Scott QC, considered the long-term policy for stop and search, in particular:

- whether a presumption against consensual stop and search was sufficient or if there should be an absolute cessation of the practice, and
- the development of a draft Code of Practice to underpin the use of stop and search in Scotland.

The group reported their findings to the Cabinet Secretary for Justice, at the end of August 2015, with the conclusion that the use of non-statutory stop and search should cease and a Code of Practice be developed. All recommendations made by the IAG are contained within pages 15-16 of [The report of the Advisory Group on Stop and Search](#).

Cessation of consensual searching and other changes will only take effect when the Code of Practice comes into force. Until this time, John Scott QC has agreed that the Advisory Group will play a continued role in revising the Code.

Code of Practice and Criminal Justice (Scotland) Act 2016

On 8 December 2015, the Scottish Parliament unanimously passed the Criminal Justice (Scotland) Bill. The Act received Royal Assent on 13 January 2016. The Act provides that there should be a Code of Practice to underpin how Stop and Search is used, and that before it is brought into force there should first be a consultation on a draft Code of Practice. On 21 March 2016 the Scottish Government launched a [consultation on the draft Code of Practice](#) as required by the Act.

The Code aims to govern all situations in which constables stop and search a person and will set out the requirements to be followed by the Police for recording information in relation to all stop and search activity covered by the Code. The purpose of the Code will be to; set out the principles under which stop and search is

undertaken, ensure a consistency in the application of stop and search, set the standard to which constables can be scrutinised and evaluated, and explain why, when and how stop and search is used. The introduction of a Statutory Code of Practice will provide safeguards around the conduct of stop and search in Scotland, as well as strengthening police accountability.

Following consultation, the Scottish Government will analyse responses to the consultation and information gathered during the consultation period. They will then work with the Independent Advisory Group and other key stakeholders to review the draft Code of Practice. Regulations will be laid before the Scottish Parliament no later than 12 January 2017 with a final version of the Code of Practice. The regulations will specify the date on which the Code will come into effect and the Scottish Parliament must vote to approve the Code of Practice before it will come into effect. The Code of Practice will be reviewed and updated (if necessary) once it has been in force for 2 years. After that it will be reviewed again at least every 4 years.

Priority Themes

Phase III of the Improvement Plan has taken the previous six themes (Research and Evaluation, Consensual Searching, Engagement with Children and Young people, Organisational Change, Accountability and Public Information and Database and Supporting Technologies) and amalgamated them in to four themes to effectively coordinate the delivery of the Improvement Plan and discharge the remaining recommendations. This amalgamation takes account of the future cessation of consensual search whilst the previous Theme 6 (Database and Supporting Technologies) has been subsumed in to Theme 4 (Organisational Change). The remaining themes will be used by the team to manage progress against the stated timescales to achieve the improvement outcomes.

By delivering on the recommendations detailed in Appendix 2, Police Scotland and its partners will deliver on the following outcomes, associated to the four priority themes.

Theme 1 – Research & Evaluation

Police Scotland will progress actions associated to the recommendations 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 – Engagement with Children & Young People

Police Scotland will progress actions associated to the recommendations 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.

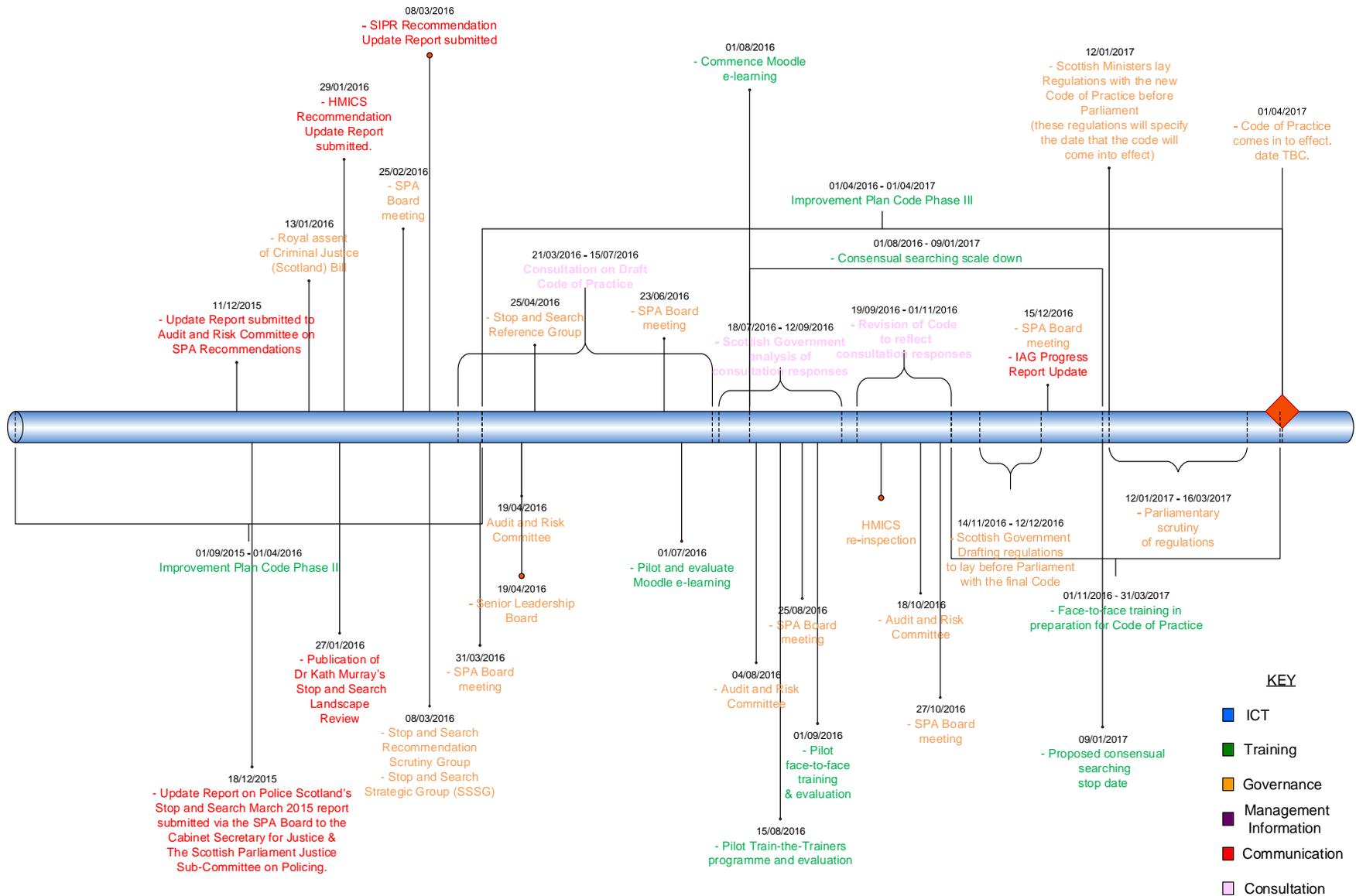
Theme 3 – Organisational Change

Police Scotland will progress actions associated to the recommendations 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 the independent Advisory Group, SPA, HMICS, SIPR and internal reviews whilst building confidence across the community through improved transparency.

Theme 4 – Accountability & Public Information

Police Scotland will progress actions associated to the recommendations to ensure that meaningful management and public information is provided around the use of the stop and search tactic at local levels.

Appendix 1 – Phase III Timeline



Appendix 2 – Ongoing Recommendations

| NO. | SPA RECOMMENDATION (JUNE 2014) | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|
| 1 | Police Scotland should define the contexts within which stop and search is used as a preventative tactic; and as a means of detection. It should also define appropriate outcome measures as well as the rationale for any target/s set. | ACCEPTED | IP1.1 In consultation with SPA identify and assess links between stop and search and positive outcomes and report to HMICS, SPA and Scottish Government and the Stop and Search Reference Group. | NSSIDT Theme 1 | Dec 2016 |
| 2 | Police Scotland should review operational practice in relation to any perceived pressure on individual officers to reach a certain volume of searches. | ACCEPTED | IP3.3 To develop and deliver a Code of Practice Organisational Change Plan to take account of policy, practice and cultural changes, including appropriate processes to measure the impact of training and communications to support this plan. | NSSIDT Theme 3 | Mar 2017 |
| 8 | Police Scotland should assess the best value implications and relative priority of the stop and search tactic against other policing activities. | ACCEPTED | IP1.1 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. | NSSIDT Theme 1 | Dec 2016 |
| 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. | ACCEPTED | IP1.3 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. | NSSIDT Theme 1 | Apr 2017 |

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| NO. | HMICS RECOMMENDATION (MARCH 2015) | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
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| 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. | ACCEPTED | IP4.1 To further develop stop and search public reporting to improve openness and transparency and to support research and monitoring from key stakeholders and interested parties. | NSSIDT Theme 4 | Aug 2016 |
| 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. | ACCEPTED | <p>IP3.1 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.</p> <p>IP4.2 To further enhance Police Scotland’s audit and review processes supporting the National Stop and Search Database, to ensure these are proportionate and sustainable for the future whilst remaining effective to maintain the accuracy of the information recorded.</p> <p>IP4.4 To make further changes to the National Stop and Search Database in preparation for and to support the Code of Practice.</p> | NSSIDT Theme 3 Theme 4 | Apr2017 |

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| NO. | POLICE SCOTLAND RECOMMENDATION (MARCH 2015) | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------|-----------------|
| 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. | ACCEPTED | <p>IP1.1 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.</p> <p>IP1.4 Coordinate research between SIPR and other academic(s) to develop the academic knowledge base around stop and search including its impact on young people.</p> | NSSIDT Theme 1 | Dec 2016 |
| 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. | ACCEPTED | IP1.2 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. | NSSIDT Theme 1 | Jun 2016 |

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| NO. | SIPR RECOMMENDATION (JUNE 2015) | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
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| 1 | <p>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 with other, often multi-agency interventions.</p> | ACCEPTED | <p>IP1.1 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.</p> <p>IP1.3 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.</p> <p>IP1.4 Coordinate research between SIPR and other academic(s) to develop the academic knowledge base around stop and search including its impact on young people.</p> | NSSIDT Theme 1 | Apr 2017 |
| 11 | <p>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 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.</p> | ACCEPTED | <p>IP3.3 To develop and deliver a Code of Practice Organisational Change Plan to take account of policy, practice and cultural changes, including appropriate processes to measure the impact of training and communications to support this plan.</p> | NSSIDT Theme 3 | Mar 2017 |

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| NO. | SIPR RECOMMENDATION (JUNE 2015) | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
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| 13 | <p>Police Scotland should consider employing an external agency to 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.</p> | ACCEPTED | <p>IP1.3 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.</p> | NSSIDT Theme 1 | Apr 2017 |
| 16 | <p>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).</p> | ACCEPTED | <p>IP3.5 Further enhance the stop and search public information (leaflets and supporting videos) to ensure that these are in the appropriate format, ensuring that Police Scotland take all reasonable steps to meet the requirements and needs of the wider community.</p> | NSSIDT Theme 1 Theme 3 | Jun 2016 |

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| NO. | IAG RECOMMENDATION | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
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| 1 | That there should be a Code of Practice covering Stop and Search of the person in Scotland. The Code should be given effect by statute. | ACCEPTED | <p>IP1.5 To support the Scottish Government in engaging in further public consultation on the terms of the Code of Practice</p> <p>IP3.2 To review the disposal options recorded for stop and search, consider aligning these to Criminal Justice measures and the introduction of the Criminal Justice (Scotland) Act 2016 whilst ensuring appropriate guidance to front line officers is communicated.</p> <p>IP4.4 To make further changes to the National Stop and Search Database in preparation for and to support the Code of Practice.</p> | NSSIDT Theme 1 Theme 3 | Apr 2017 |
| 2 | That, ahead of implementation of the Code of Practice, further public consultation should take place on the terms of the Code. To assist in this consultation, a draft Code of Practice is included with this Report. | ACCEPTED | <p>IP1.5 To support the Scottish Government in engaging in further public consultation on the terms of the Code of Practice</p> <p>IP2.1 Explore wider links through stop and search activity and the well-being agenda to provide safeguarding measures for children and young people identified through this tactic.</p> <p>IP3.2 To review the disposal options recorded for stop and search, consider aligning these to Criminal Justice measures and the introduction of the Criminal Justice (Scotland) Act 2016 whilst ensuring appropriate guidance to front line officers is communicated.</p> <p>IP4.3 Monitor the use of consensual searching to continue to develop learning and cascade good practice around the policy of presumption to statutory searches.</p> | NSSIDT Theme 1 Theme 3 Theme 4 | Jan 2017 |
| 3 | That the Code of Practice should be reviewed at regular intervals of not less than every four years, with provision for earlier review being triggered at the request of the Chief Constable of Police Scotland, the Scottish Police Authority or Her Majesty's Inspector of Constabulary in Scotland. There should be specific provision for post-implementation review to take place two years after the initial Code comes into effect. | ACCEPTED | <p>IP3.4 To support the Scottish Government to develop an ongoing review process for the Code of Practice.</p> | NSSIDT Theme 3 | Nov 2016 |

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| NO. | IAG RECOMMENDATION | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
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| 4 | That the Code of Practice should be issued by the Scottish Ministers, subject to Parliamentary approval as to commencement and, thereafter, on the coming into force of any proposed revision. | ACCEPTED | IP3.4 To support the Scottish Government to develop an ongoing review process for the Code of Practice. | NSSIDT Theme 3 | Nov 2016 |
| 5 | That Police Scotland should provide regular reports to the Scottish Police Authority about the use of stop and search, including all relevant data on all recorded stops and searches, for the purposes of evaluating and monitoring use of the practice through public scrutiny. These data should also be released publicly on a regular basis by the SPA and by Police Scotland so as to ensure openness and transparency and allow for wider research and monitoring purposes. | ACCEPTED | <p>IP3.2 To review the disposal options recorded for stop and search, consider aligning these to Criminal Justice measures and the introduction of the Criminal Justice (Scotland) Act 2016 whilst ensuring appropriate guidance to front line officers is communicated.</p> <p>IP4.1 To further develop stop and search public reporting to improve openness and transparency and to support research and monitoring from key stakeholders and interested parties.</p> <p>IP4.4 To make further changes to the National Stop and Search Database in preparation for and to support the Code of Practice.</p> | NSSIDT Theme 3 Theme 4 | Apr 2017 |
| 6 | That the Scottish Government should hold an early consultation on whether to legislate to create a specific power for police officers to search children under 18 for alcohol in circumstances where they have reasonable grounds to suspect that they have alcohol in their possession. Such a power might also extend to searching those suspected of supplying alcohol to those under 18. The Government should ensure that the consultation process engages effectively with children and young people. In introducing any such power care should be taken to ensure that there is no consequent increase in criminalisation of children and young people. | ACCEPTED | <p>IP1.6 To support the Scottish Government to carry out consultation on whether to legislate to search children under 18 for alcohol</p> <p>IP3.2 To review the disposal options recorded for stop and search, consider aligning these to Criminal Justice measures and the introduction of the Criminal Justice (Scotland) Act 2016 whilst ensuring appropriate guidance to front line officers is communicated.</p> | NSSIDT Theme 1 Theme 3 | Nov 2016 |

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| NO. | IAG RECOMMENDATION (SEPTEMBER 2015) | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
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| 7 | That the duty on constables to consider the child's best interests in Section 42 of the Criminal Justice (Scotland) Bill be amended so as to apply to a constable's decision to search a child (there defined as a person under 18) who is not in custody. | ACCEPTED | <p>IP1.7 To support the Scottish Government in developing practice to consider the best interests of children and vulnerable adults as part of the Criminal Justice (Scotland) Act 2016</p> <p>IP2.1 Explore wider links through stop and search activity and the well-being agenda to provide safeguarding measures for children and young people identified through this tactic.</p> | NSSIDT Theme 1 Theme 2 | Apr 2017 |
| 8 | That the policing tactic known as "consensual" or non-statutory stop and search of the person in Scotland should end when the Code of Practice comes into effect. All searches by police officers in Scotland of persons not in custody should be thereafter be undertaken on the basis of statutory powers exercised in accordance with the Code of Practice referred to in Recommendation 1. | ACCEPTED | <p>IP3.6 To cease non statutory or 'consensual' stop and search in preparation for the introduction of the Code of Practice.</p> <p>IP4.3 Monitor the use of consensual searching to continue to develop learning and cascade good practice around the policy of presumption to statutory searches.</p> <p>IP4.4 To make further changes to the National Stop and Search Database in preparation for and to support the Code of Practice.</p> | NSSIDT Theme 3 Theme 4 | Apr 2017 |

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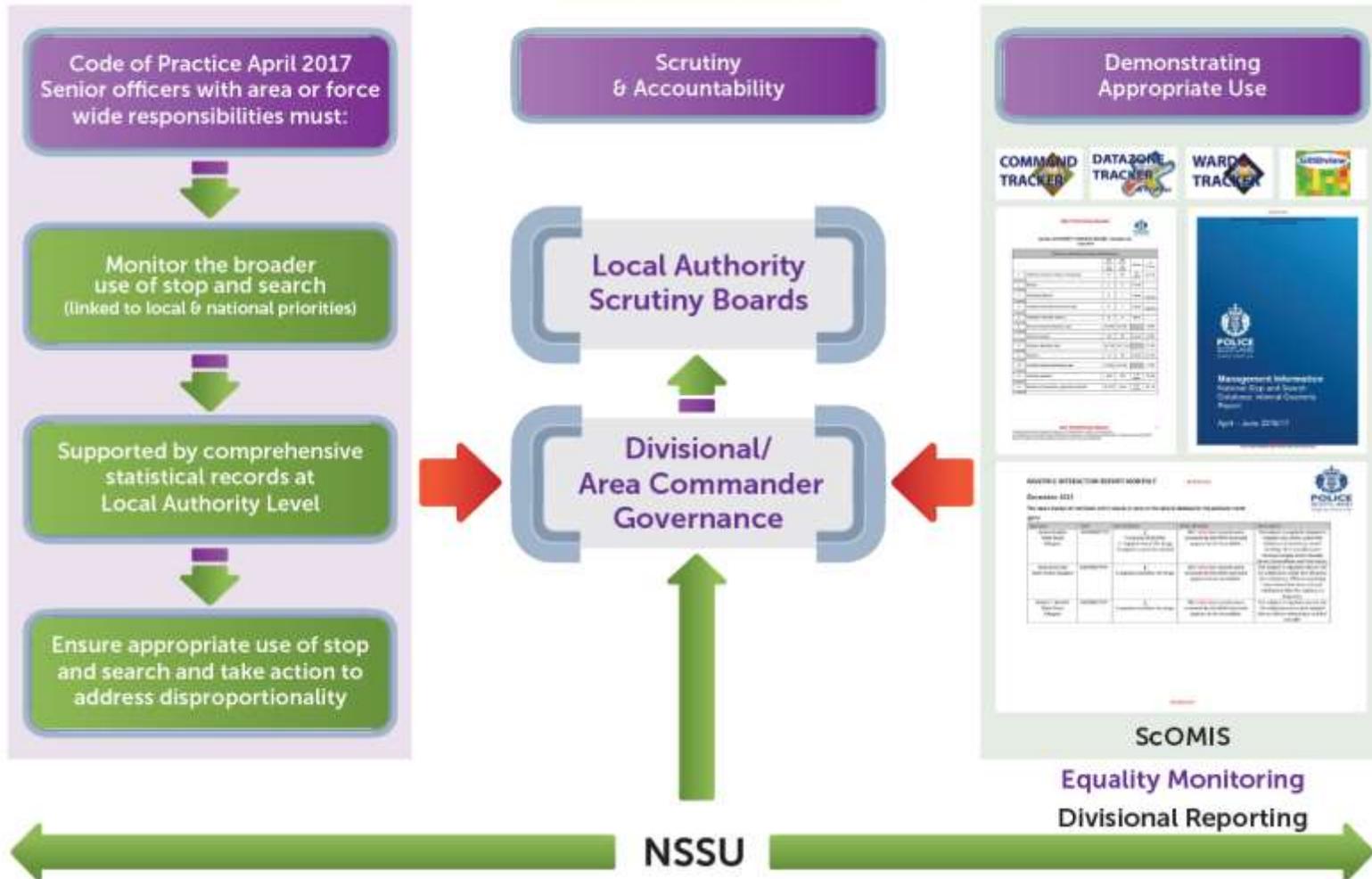
| NO. | IAG RECOMMENDATION (SEPTEMBER 2015) | POLICE SCOTLAND POSITION | POLICE SCOTLAND NARRATIVE | OWNER | TIMESCALE |
|-----|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------|-----------------|
| 9 | That careful consideration should be given to the implications of implementation of these Recommendations for Police Scotland, the Scottish Police Authority and for other stakeholders. The policy, practice and cultural changes required are extensive and should be the subject of a formal implementation programme, subject to effective governance and scrutiny arrangements, training and post-implementation review. | ACCEPTED | <p>IP3.2 To review the disposal options recorded for stop and search, consider aligning these to Criminal Justice measures and the introduction of the Criminal Justice (Scotland) Act 2016 whilst ensuring appropriate guidance to front line officers is communicated.</p> <p>IP3.3 To develop and deliver a Code of Practice Organisational Change Plan to take account of policy, practice and cultural changes, including appropriate processes to measure the impact of training and communications to support this plan.</p> <p>IP4.3 Monitor the use of consensual searching to continue to develop learning and cascade good practice around the policy of presumption to statutory searches.</p> <p>IP4.4 To make further changes to the National Stop and Search Database in preparation for and to support the Code of Practice.</p> | NSSIDT Theme 3 Theme 4 | Mar 2017 |
| 10 | That discussion should take place between police Scotland and other partners and stakeholders, including the Scottish Government, regarding the most appropriate methods of dealing with children and vulnerable adults who come to notice for protection and welfare reasons during stop and search situations. | ACCEPTED | <p>IP1.7 To support the Scottish Government in developing practice to consider the best interests of children and vulnerable adults as part of the Criminal Justice (Scotland) Act 2016.</p> <p>IP2.1 Explore wider links through stop and search activity and the well-being agenda to provide safeguarding measures for children and young people identified through this tactic.</p> | NSSIDT Theme 1 Theme 2 | Apr 2017 |

Appendix 3 – National Stop and Search Training



Appendix 3 – National Stop and Search Training

CODE OF PRACTICE ON THE USE OF STOP AND SEARCH: SENIOR OFFICERS



Appendix 3 – National Stop and Search Training



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