

# Stop and search: Officer Confidence

Police Scotland recognises the importance of confidence in its policing activity both by the public and by its officers. As part of its internal continuous development and improvements to stop and search, Police Scotland has sought feedback from officers through an online anonymous survey and face to face workshops on the changes to stop and search since June 2015.

## Officer Confidence Survey

The internal survey was created as part of the ongoing improvements to stop and search as directed by the Stop and Search Improvement Plan. It was conducted between October 30 and November 15 2015.

The survey objectives were as follows:

- To evaluate the delivery of changes since 1st June 2015 for stop and search
- to assess the understanding and confidence in the use of the database
- to seek suggestions on improvements to frontline stop and search practice
- to determine the successful methods of communication and training
- to set a baseline for future surveys to test improvements in officer confidence.

The survey contained 11 questions seeking agreement responses in both qualitative and quantitative formats to set statements. It was conducted through an anonymous online survey website and was coordinated by the National Stop and Search Improvement Delivery Team (NSSIDT). Of 17,160 eligible officers, 851 officers responded. Not all participating officers completed every question.

The NSSIDT considered the results of the survey to shape subsequent guidance and training to ensure Police Scotland continues to improve the use of stop and search and that frontline officer confidence continues to increase.

As the survey was confidential, details pertaining to those that participated in the survey and individual officer comments have not been reproduced. References to 'agreed' should be considered as agreed/strongly agreed and any reference to 'disagreed' should be considered as disagreed/strongly disagreed.

## Questions

**Q.1 - In order to identify any variances, the survey asked participants to highlight their division, rank and department before proceeding with the survey.**

851 officers responded to this question.

**Q.2 - I am confident that I will be able to apply the knowledge and skills gained from the E-learning and E-brief into the workplace**

Stop and search e-brief:

65% agreed 25% neutral 10% disagreed

Moodle e-learning:

63% agreed 25% neutral 12% disagreed

650 officers responded to this question.

**Q.3 - I feel confident entering data onto the National Stop and Search Database in the following areas**

Stop and Search:

68% agreed 23% neutral 9% disagreed

Seizures:

64% agreed 26% neutral 10% disagreed

Refusals:

62% agreed 27% neutral 11% disagreed

650 officers responded to this question.

**Q.4 - I was afforded ample time to complete the following training**

Stop and Search e-brief:

49% agreed 27% neutral 24% disagreed

Moodle e-learning:

48% agreed 26% neutral 26% disagreed

568 officers responded to this question.

**Q.5 - The learning outcomes for Stop and Search e-briefing and Moodle E-learning, as listed below, were fully achieved**

Learning Outcome 1

Understand why Improvements are being made to stop and search practices:

70% agreed 19% neutral 11% disagreed

Learning Outcome 2

Be aware of stop and search definitions:

72% agreed 22% neutral 6% disagreed

Learning Outcome 3

Understand what needs to be considered when applying stop and search (In particular the grounds for a search):

73% agreed 20% neutral 7% disagreed

Learning Outcome 4

Understand the improvements to the National Stop and Search Database from 1 June 2015:

65% agreed 26% neutral 9% disagreed

Learning Outcome 5

Understand your role in recording Stop and Search activity from 1 June 2015:

73% agreed 21% neutral 6% disagreed.

568 officers responded to this question.

Q.6 - It is clearer now that officers are not under pressure to conduct volume Stop and Searches

45% agreed 27% neutral 28% disagreed

557 officers responded to this question.

**Q.7 - I find the reference material helpful.**

Aide Memoire:

61% agreed 32% neutral 7% disagreed

Process Flowcharts;

38% agreed 45% neutral 17% disagreed

Intranet Stop and Search Page:

42% agreed 45% neutral 13% disagreed

Stop and Search Database User Guide:

39% agreed 47% neutral 14% disagreed

Standard Operating Procedure

37% agreed 47% neutral 16% disagreed

Manual of Guidance:

28% agreed 53% neutral 19% disagreed

Police Scotland Television (PSTV):

19% agreed 55% neutral 26% disagreed

545 officers responded to this question.

**Q.8 - I am supplied with local tasking information to target the right people, at the right time, in the right place.**

35% agreed 37% neutral 28% disagreed

545 officers responded to this question.

**Q.9 - I am aware of where to go to obtain further information on Stop and Search**

64% agreed 26% neutral 10% disagreed

545 officers responded to this question.

**Q.10 - Please provide any suggested improvements**

There was no quantitative data required for this question. This question provided officers with the opportunity to give feedback, which has not been reproduced within this document.

**Q.11- Since the improvements have been introduced, please describe any changes in public perception to stop and search.**

There was no quantitative data required for this question. This question provided officers with the opportunity to give feedback, which has not been reproduced within this document.

See the full [Stop and Search Officer Confidence Data spreadsheet](#)

## Officer Confidence Workshops

The workshops were held within each police division and consisted of open discussion between members of the NSSIDT and a selection of operational officers. Discussions centred around seven main questions with four additional points for consideration.

The seven questions and additional points for discussion are detailed below:

### Officer Focus Group questions

1. How have the improvements to the National Stop and Search Database in relation to stop and search, seizure and refusal affected your work as a frontline officer?
2. In comparison to last year, what improvements have you seen in relation to the frontline practice of using Stop and Search?
3. Has it been made clearer than before that officers are not under pressure to conduct volume searches? In what ways has this message been delivered to you?
4. What changes have you noticed in the public perception of stop and search since the improvements have been introduced?
5. How has the message of presumption of statutory changed your approach to conducting stop and search?
6. What improvements would you like to see in relation to stop and search in the future?
7. What would be your preferred method of training for the future?

### Possible points for discussion

- Outcome of Independent Advisory Group review and what it means for going forward
- 100% audit by National Stop and Search Unit – most common errors made
- Possibility of supervisors getting access – process
- Current research into BASS training

The NSSIDT considered the results of the survey and workshops to help shape subsequent guidance and training to ensure Police Scotland continue improving the use of stop and search and that frontline officer confidence continues to increase.