

# **Independent Scrutiny of Police Powers Panel**

**CASE REVIEW REPORT**

**Panel Meeting 20<sup>th</sup> of March 2025**



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## PANEL OVERVIEW

The Independent Scrutiny of Police Powers Panel (the Panel) has been appointed to scrutinise the use of police powers to ensure it is appropriate and proportionate. This includes reviewing the use of Taser, Stop and Search and other use of force, by reviewing Body Worn Camera (BWC) footage and reading police records of each incident.

The Panel of trained members acts on behalf of the Police and Crime Commissioner (PCC) as a '*critical friend*' to Avon and Somerset Police by communicating local people's views on how the police use their powers. The ISoPP Panel convenes quarterly to scrutinise files and footage related to the police's exercise of their powers. The meeting is attended by the Panel members, representatives from Avon and Somerset Police, and representatives from the Office of the Police and Crime Commissioner (OPCC).

### Who are the Panel?



The Panel is composed of 13 local people from a diverse range of backgrounds. The Panel started their work in June 2017 and meet quarterly, reviewing and scrutinising a sample of files and footage on the use of police powers.

### What does the Panel do?

- Independently scrutinises Avon and Somerset Police (the police) use of their powers.
- Aims to enhance the public's confidence in the work of the police.
- Ensures police openness and transparency.
- Acts as a '*critical friend*' to the police.
- Provides feedback on drafted police policy documents.
- Offers feedback, from a local person's perspective to the police on their use of police powers, particularly the use of force.
- View BWC footage of police incidents, including Stop and Search, feeding back good practice and areas for improvement.
- Observe police training.

In addition to special case reviews\*, as standard, every four months (each quarter) the Panel chooses 50+ cases to scrutinise, reviewing the BWV on each case and preparing a report. Feedback is sent to the police with particular emphasis on identifying individual and organisational learning. The police response to learning is tracked by the Panel.

*\*A special case review is an incident/case that has gained a lot of media attention/public interest, causing public debate/questions around actions taken by the police.*



## SUMMARY OF MARCH SCRUTINY



**46 cases** were scrutinised by the Panel



**3 themes** were identified



More than **70 hours** of BWC footage was viewed

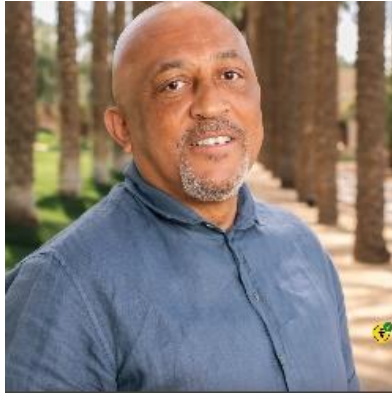
### WHAT THEMES DID WE IDENTIFY IN MARCH?

1. The use of BodyWorn Video (BWV)
2. Learning, Accountability and Panel Influence
3. Use of Force

More details about the above themes are to be found at page [10](#).

March case review comments can be found on page [11](#).

Ongoing organisational learning tracker can be found on page [22](#).



## Chair Introduction

I would like to extend my sincere thanks to all Panel members for their diligence and commitment this quarter. Their thorough review of 46 cases and over 70 hours of Body-Worn Video (BWV) footage has been instrumental in identifying key areas for improvement and learning.

### **Use of Body-Worn Video (BWV):**

While activation rates have improved, inconsistencies in audio quality and delays in footage review persist. Enhancing the timeliness and clarity of BWV analysis is essential for accountability and learning.

### **Learning, Accountability, and Panel Influence:**

Reflective Practice (RP) and the Reflective Practice Review Process (RPRP) are valuable tools for addressing lower-level performance issues. However, ensuring that these processes lead to tangible policy changes requires stronger feedback loops between the Panel, Professional Standards Department (PSD), and frontline supervisors.

### **Use of Force:**

A slight decrease in force deployments suggests de-escalation training is effective. Nonetheless, variations across teams highlight the need for closer monitoring to detect and address disparities.

### **Reflective Practice (RP) & Reflective Practice Review Process (RPRP) Overview:**

*(Please see next page for further detail):*

RP and RPRP aim to foster a learning culture by addressing performance issues through structured, non-adversarial dialogue. The Panel observed that when effectively implemented, these processes lead to improved decision-making and reduced repeat errors. However, inconsistencies in application and a lack of confidence among some supervisors in facilitating reflective discussions were noted. To enhance effectiveness, the Panel recommends additional training on the Gibbs Model and sharing anonymised case studies to illustrate successful outcomes.

### **Looking Ahead:**

Embedding a genuine learning culture remains a work in progress. The Panel will continue to monitor RPRP case-closure times and recurrence rates of Practice Requiring Improvement (PRI) issues. Engagement with community representatives will also be pursued to ensure that RP practices contribute to fairer, more transparent policing.

We extend our gratitude to the officers, supervisors, and PSD staff who participated in March's review. Their openness reflects a shared commitment to continuous improvement.



# MARCH SCRUTINY

## Reflective Practice/Reflective Practice Review Process

### ○ Reflective Practice (RP)

This is a means of learning – the Professional Standards Department (PSD) encourage this generally amongst line managers, it is encouraged to use for low level performance issues. The result should be very similar in that it ends up with a line manager having a useful discussion with their staff member on how improvements can be made and subsequently recorded.

The organisation is trying to encourage staff to embrace it, see as learning, and not about disciplinary action, it should not be adversarial.

### ○ Reflective Practice Review Process (RPRP)

In 2020, the Police Regulations changed making the threshold for misconduct and gross misconduct higher and creating an option for dealing with lower-level matters through learning, outside of disciplinary action.

RPRP will have been the result of an assessment and as part of that, Practice Requiring Improvement (PRI) has been identified. Falling in the not so serious for misconduct but learning being identified. The Supervisor is provided with a discussion model, (Avon and Somerset Constabulary use the Gibbs Model as per the College of Policing: see below diagram).

Once a suitable discussion has taken place, a form needs to be completed to show that a conversation has occurred and been completed.







## Panel Questions:

**Q - What you are describing as RPRP as in other sectors it is a Process Improvement Plan which could lead to disciplinary action? Does that sound right?**

*A - PSD have a separate performance process although there is overlap, we would avoid using the word 'performance' as there is a different structure for misconduct. Although we don't call it misconduct, it is low level misconduct and falls with PSD - there are times when there is overlap between minor breaches and low-level performance.*

**Q - How are managers trained in executing this process? Or is it when one arises you advise them what to do?**

*A - PSD are trying to improve delivery. PSD set up an RPRP working group after the BBI documentary, one thing discussed was do we want to train a cohort to deliver this to improve quality of delivery? It was agreed not, and this should sit with individual line managers. It is an ongoing process to upskill line managers, I have ongoing discussions to make sure they are knowledgeable, aware of process, utilising the GIBBS Model and what good looks like. Other work is ongoing to try and improve that.*

**Q - You say learning is not enforced? Can they (officer/staff) choose whether to take the learning on board?**

*A - PSD must look for a good level of engagement, the staff member might not agree but must show they have reflected and been willing to look at it from a different point of view. If they completely refuse to engage and take no learning, PSD will reassess and then have the option to put it into the Misconduct Process.*

**Q - What rank is a supervisor?**

*A - Lowest level is a Sgt, and then up.*

**Q - How do we measure the success? Are we adding value and improving our delivery?**

*A - this is an ongoing conversation to measure success over the last year or so. Results not yet known.*

**Q - If someone can have many RP's, it shows they're not learning – something is broken in the system. Is that creating a loophole for threshold – what is this threshold?**

**Our experience of RPRP does not assure us and has destroyed our trust. The IOPC has not assured us. Don't feel assured on anything, it sounds like PSD have failed in the RPRP process. What do you do about that and restoring trust and confidence in policing?**

*A - We are improving how line managers deal with it, I hear what everyone is saying, we are trying to tie down the process. At the time of the Bedminster Bus Incident, RPRP was a very new process. That is not how we deliver RPRP now, but we appreciate we have to work hard in this area of business.*



# MARCH CASE CATEGORIES

Each quarter, the Panel will identify several case categories for scrutiny focus at the meeting. A full list of cases that fall under each category type are then requested from the police.

The following categories were selected for scrutiny. The Panel then reviewed, and scrutinised 46 randomly selected cases against these categories:

## Use of Force

1. Compliant Handcuffing of members of the public during a stop and search by race and gender
2. The use of taser on Black, Asian or other racially minoritised group of the community
3. Any use of force on females under 18 years of age with race as an overview
4. The use of baton or PAVA (Pelargonic Acid Vanillyl Amide) spray on members of the public over the age of 18, including race and gender overview
5. Any Section 136\* powers used
6. Use of force in an EIP\*\* search
7. Complaints by a member of the public against police relating to use of force by police.

## Stop and Search

1. Effected because of a suspicion of use/smell of cannabis as the only ground
2. Complaints by a member of the public against police relating to Stop and Search
3. EIP searches for all ages of persons
4. Effected after a S163\*\*\* vehicle stop by officers with grounds
5. Ethnicity and grounds for moderate-high repeated searches (person stopped 3 times or more in a 12-month period).

\*S.136 of the Mental Health Act = [Mental Health Act 1983](#)

\*\*EIP = Exposure of Intimate parts, formally Strip Search

\*\*\*[Road Traffic Act 1988 \(legislation.gov.uk\)](#)





## March: Identified Themes

Each Panel meeting will foster constructive and thought-provoking discussions about the use of police powers, providing the Panel with an opportunity to raise concerns and ask questions of the police. Three key themes were identified during the December meeting, as outlined below:

- ✚ The use of BodyWorn Video (BWV)
- ✚ Learning, Accountability and Panel Influence
- ✚ Use of Force

**BWV; Usage, Retention and Quality:** This area of concern is consistently highlighted each quarter. Concerns have been raised around incomplete footage, inconsistent compliance with footage not always being marked as 'evidential' and the Panel calls for better governance and performance measures to ensure that BWV is used properly and retained appropriately.

**Police Response:**

*The BWV policy has been updated to reflect ongoing concerns raised by the Panel. this is in the process of being signed off and once it has, it will be distributed and published forcewide. The additional points to be added to the policy are as follows:*

- *Mandated turning on of BWV camera with all interactions with the public*
- *Mandated BWV use when TASER deployed in line with national guidance update*
- *Stop and Search updates*
- *Voice of the child guidance*
- *Post recording processes to realign with the implementation of \*NICE*

*(\*NICE Investigate is a new Digital Evidence Management System designed to streamline and enhance the investigative process for digital evidence. This is due to go live in Sept 25).*

**Learning, Accountability & Panel Influence:** The Panel want to see evidence of organisation learning. There is a real appetite in seeing how feedback from the Panel leads to improvements in policy and practice. There needs to be more meaningful updates and evidence of learning and change to complete the feedback loop from the Panel to the police. And this is one of the reasons for the ISoPPP going through a review.

**Police Response:**

*There is ongoing work which is being fed back into the ISoPPP workshop regarding the feedback loop. This is being overseen by Chief Inspector Sims and me (Supt. Ebbs) and is progressing well. This will involve a number of 'options' for feedback into the constabulary which will include thematic learning, 1-2-1 officer feedback, and in some cases Professional Standards involvement. The complete loop will then see a report fed back into the ISoPPP panel meetings. Further detail will be provided into the workshop.*

**Use of Force – Proportionality and Perception:** The Panel often raise the point around the importance of de-escalation, context and alternative approaches. It was highlighted in some cases (3, 33 and 47) that there was a perceived overuse or escalation of force in sensitive/ambiguous situations.

**Police Response:**

*We thank the panel for their observations in these cases and fully support the view that de-escalation and effective early communication are essential. We also agree that context is critical. During our panel meeting, we were able to provide members with additional information, which we believe helped to address concerns regarding the potential overuse or escalation of force.*

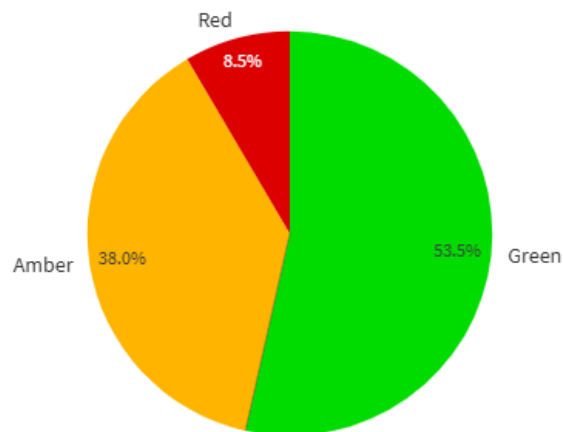
*However, we acknowledge that there are instances where learning can be taken to improve how we handle such situations. At the same time, we recognise the significant stress and pressure our officers face when confronted with challenging and confrontational scenarios.*



## MARCH INDIVIDUAL CASE REVIEWS

Each quarter the Panel will review between 40 and 60 cases. These cases are graded using a RAG rating system (Red, Amber, Green) and will highlight areas of concern (that require addressing) and cases whereby good practice has been recognised.

Result of case gradings for March's case reviews:



For each Panel meeting, several of the reviewed cases (up to 20) are selected and scrutinised during the meeting. March's meeting had 15 case reviews for discussion:

Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
29.	<p><b>Taser Black, Asian or other racially minoritised group</b></p> <p>Police called to an address whereby informant reports a male at the back of his property banging on the window whilst drunk, in possession of a hammer. Officers attended and located suspect, detained under s1 PACE and searched. Arrested for Criminal Damage mid-search.</p>	<p><b>4 reviews: 0 Red, 2 Amber, 2 Green</b></p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>- Officers appeared friendly.</li> <li>- Officers gave very clear reasons for detaining individual and used minimal force. They maintained a calm and friendly approach throughout to good effect.</li> </ul> <p><b>Concerns:</b></p> <ul style="list-style-type: none"> <li>- Case summary document refers to taser red dot use, only one BWV which starts when suspect is already handcuffed, no video on taser - is this an admin error or where none of the several officers using BWV? Does one exist of the red dot use?</li> </ul> <p><b>Other comments:</b></p> <ul style="list-style-type: none"> <li>- Several officers, only one BWV provided. Case summary document refers to taser red dot use, only one BWV which starts when suspect is already handcuffed, no video on taser.</li> <li>- I can't make an informed analysis of case 29 and the BWV does not show the incident. Not sure if this is due to editing of the BWV post incident for filing or uploading, or the BWV does not exist.</li> </ul>	<p><i>The comments from the panel are noted with thanks. We note the positive feedback around the officers dealing with the individual calmly and using minimal force. We also noted the feedback around the BWV being switched on much earlier in the incident to capture the lead up to the individual being detained. This is being reiterated to officers during briefings and officers requested to use their BWV during the whole interaction.</i></p>



Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
		- Case was listed as UOF - taser but BWV does not show any use of force other than gentle hands on to detain and keep individual steady on his feet as appeared very drunk.	
3.	<b>Complaint (UoF)</b>  Complainant alleges that officer used excessive force upon arrest; 'swollen wrist, where the cuffs were put to tight, damage to my elbow with scars still healing; I wish to press charges against the officer	<b>2 reviews: 2 Red, 0 Amber, 0 Green</b>  <b>Positive:</b> None.  <b>Concerns:</b> - Escalation of a calm situation with handcuffing when individual continued to smoke - this would have delayed breath test by 25 mins are they time critical? Officer shouting which escalated situation and BWV not able to support rationale for decisions. - Poor handling of a situation that didn't need to escalate the way it did.  <b>Other comments:</b> - Review of situation with individual for learning and reflection.	<p><i>The comments of the panel are noted with thanks. Drink driving is one of the 'Fatal 5' and most likely causes of serious collisions on our roads, therefore, this is a priority for ASP.</i></p> <p><i>This case has been dealt with through our complaints process, and it was found that the service was acceptable, however, we do accept that there is always opportunity for learning and reflection on our interaction with the public.</i></p>
7.	<b>SS Cannabis</b>  Concerned members of the public pointed out a male who they saw pulling cannabis out of his sock and rolled into a cigarette and had asked if they wanted to buy cocaine. Male stopped for a S23 search, bong and grinder found, nothing else found.	<b>4 reviews: 0 Red, 0 Amber, 4 Green</b>  <b>Positive:</b> - Officers explained reasons for stop and search well and remained calm, friendly and considerate throughout. - Officer didn't react to rude and offensive speech and carried on professionally throughout.  <b>Concerns:</b> - I am hoping that his reasons for nonattendance in court which led to his arrest were checked back at the station without the need to retain him overnight for court in the morning? Otherwise, this could be another example of delays in data reaching the system leading to unnecessary action.  <b>Other comments:</b> - Would like to know why officer driving asked his female colleague to turn her body worn camera off whilst transporting young person to collect his medication/custody. - There was no offer of a search receipt. - Summary of case mentions that GOWISELY was given by the wrong officer. What makes it the wrong officer? Both officers were involved in the S&S, the one giving GOWISELY searched his backpack.	<p><i>I have noted the comments of the panel and thank them for their time. Having watched the BWV I am content that officers acted with professionalism in the face of a challenging subject who seemed intent on provoking officers.</i></p>



Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
		The male officer couldn't resist rising to the bait when the subject was being cocky - "Wipe that smirk off your face! You think you're so funny, don't you!" But to his credit, he then managed to stop himself and calm down, so it didn't escalate. Always best not to show irritation, to keep things calm and contained.	
11.	<b>SS (EIP)</b>  Suspected drug dealing taking place, officers tried to approach the group, but they ran away. Male detained after a short foot chase. Roadside search completed, full search authorised, and male taken back to a station.	<b>4 reviews: 1 Red, 2 Amber, 1 Green</b>  <b>Positive:</b> - Officers calm and professional throughout even in the face of lots of shouting and verbal abuse by one of the young men. - Polite throughout clear communication. - The officers involved in the less shouty DP conducted themselves well, explained every step that would be taken, and was a more positive interaction. - Officers reacted calmly even though the subject used inappropriate language towards them.  <b>Concerns:</b> - Concerns more about whether there was an EIP video missing (admin rather than police practice).  <b>Other comments:</b> - The root cause report indicated there was some police officers - 60% who had records of repeated S&S of the same African and Asian heritage people, the subject's comments about the number of times he had been stopped and searched in the same month may draw attention to this finding and it would be good to know whether what actions are being taken to seek transparency on this. - For what was a relatively short foot chase, the use of bad language wasn't necessary. telling the DP to "get on the fu#ing floor", this was not appropriate.	<i>I thank the panel for the review of this case. I have viewed the BWV and consider that the interaction was professional and lawful. I note the concerns regarding the number of times an individual was stopped, and to reassure the panel, we are piloting the use of a new data analysis tool which helps with the assessment of officers who are disproportionately searching and we are mapping out next steps on how we can most effectively use this. A further report into what this process looks like can be provided in the near future.</i>
33.	<b>Taser Black, Asian or other racially minoritised group</b>  Red dot - theft. Report of Burglary. Victim advertised a phone online for sale. Suspect attended victims address to view phone. Suspect	<b>3 reviews: 0 Red, 3 Amber, 0 Green</b>  <b>Positive:</b> - Male was without a shirt, they looked for a blanket and put his hat on. An officer explained why they reacted in that way which calmed everyone down. - Arrival of female officer/sergeant had a positive impact in calming situation - listening and responding to detainee and fully explaining basis for arrest. Female sergeant arriving when on floor for 2nd time also had a positive impact on	<i>The panel's feedback has been received with thanks. We note there was positive de-escalation was observed, particularly through the actions of a female officer who communicated clearly and calmly. We also note the panel's concerns around the lack of</i>



Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
	<p>stole phone and fled scene. Officers located male at rear of a hairdressers. Suspect tried to run away but was red dotted by taser officer.</p>	<p>listening to detainee which enabled explanation and calmed things down.</p> <p><b>Concerns:</b></p> <ul style="list-style-type: none"> <li>- 4 BWV's none cover the initial stop - starts with detainee already face down on the floor and in cuffs so can't comment on initial use of force – no coverage of 'red dotting'. I am unsure about decision to pull him out of the car and onto ground (already cuffed with hands to rear) vs hearing one another out - but appreciate were responding to a threat to kill police officer not received as sarcasm.</li> <li>- BWVs start when suspect is already handcuffed</li> <li>- what happened before that? Was it necessary to keep the suspect on the floor once everyone had calmed down?</li> </ul> <p><b>Other comments:</b></p> <ul style="list-style-type: none"> <li>- Case summary document refers to use of taser red dot, all four BWVs start when suspect is already handcuffed. Although recognising why officers took suspect of the car onto the ground, it quite forceful, especially when an officer was attempting to discuss the matter.</li> <li>- Although I understand the importance of officer safety but believe the force that is used is a punishment.</li> <li>- Male officer shouting "listen to me!", many officers shouting/talking at the same time doesn't seem effective.</li> <li>- On one BWV suspect didn't know what he was being arrested for - it took a while for officers to respond, the female officer had a good approach getting his attention, a different officer spoke to him the same time and his manner seemed to have potential for escalation.</li> </ul>	<p><i>early BWV footage, the force used during the arrest, and unclear communication of arrest grounds. as well as multiple officers speaking at once created confusion and potential for escalation. This feedback has been noted and will be used to debrief the officers involved.</i></p>
47.	<p><b>UoF (S136)</b></p> <p>Female has absconded from the back of the ambulance, she is running in the middle of the road, heavily intoxicated, she is trying to get over the building works at the back of the hospital. Female inside building when PC's</p>	<p><b>3 reviews: 1 Red, 1 Amber, 1 Green</b></p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>- The subject was shouting, not listening to officers' comments and questions, swearing at officers and obviously distressed. The officers remained calm, friendly and reassuring throughout. The female officer used the subject's name frequently. The officers kept talking to her gently, and tried to explain what would happen next, and why. The male officer tried to obtain a cigarette for the subject from her partner as she had asked for one, and opened the inner door of the 'cage' for her to see if that would calm her.</li> </ul>	<p><i>We note the feedback from the panel with thanks. The feedback is largely positive, and this will be fed back to the officers involved in this Mental Health incident.</i></p> <p><i>We have had the benefit to review the incident in full, including the written information about this incident which the panel would not have had access to.</i></p> <p><i>On balance, we support that the officers have taken the decision to use force to escort the female to the police vehicle so that she could</i></p>



Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
	<p>BWV's recording starts. Female is upset, saying she doesn't want to be sectioned and doesn't need a Mental Assessment. She's shouting at the officers, telling them to F off, not listening. Advised she has two choices, to walk out nicely. She says she's waiting for her partner and not to touch her. Walking female through department. She is saying "DON'T TOUCH ME" BWV does not show the female.</p>	<p>This all helped to keep the situation low key and for the subject to calm a little.</p> <p>- I commend the two police officers who were dealing with the DP at the outset. A male and a female officer. They were kind to her and always seeking to de-escalate a volatile situation. Further the male officer dealt very kindly with her once she had been locked into the van - trying to calm her down, offering to take the phone to her partner and getting her a cigarette. He showed due care towards her.</p> <p><b>Concerns:</b></p> <p>-My concerns regarding the actions of the bearded police officer are recorded above and should in my view be reviewed by ASP.</p> <p>- Felt this mental health case could of been handled in a more caring manner, opportunities to de-escalate were i felt missed leading to some use of force that may of been avoidable, the husband tried to help and was calming her down, so perhaps with time he would of managed and the outcome may of been much more easy going than was the case.</p> <p><b>Other comments:</b></p> <p>- According to the case notes, the young female subject was 'heavily intoxicated' and was refusing to walk from the door of the hospital to the police van to go for a mental health assessment. The officers had been calm and supportive to this point, but it was necessary for two of them to hold her arms firmly to force her to walk to the van.</p> <p>- There is a male police officer, heavy set and bearded, who applies force to the DP by holding her arm and putting her in van. He seems impatient and not interested at all in de-escalation.</p> <p>Felt was a bit over the top and somewhat heavy handed, opportunities to de-escalate were not actioned, the husband was beginning to calm her down and may have made things a lot easier and less stressful for the subject if he had been allowed to do so.</p>	<p><i>be conveyed to the place of safety for a Mental Health Act Assessment.</i></p> <p><i>It would have beneficial for the panel to have seen the footage from the initial attending officer, and this will be fed back to those involved as we remain committed to ensuring that BWV is saved for the required periods.</i></p>
22.	<p><b>Mod-High repeat SS</b></p> <p>Police were dealing with an unrelated matter, when what they believed to be</p>	<p><b>5 reviews: 0 Red, 0 Amber, 5 Green</b></p> <p><b>Positive:</b></p> <p>-The officers were very calm and gentle in their handling of the suspect, engaging well and trying to calm him down. Good practice example of</p>	<p><i>The comments of the panel are noted. Having watched the relevant BWV I am in agreement that officers conducted themselves well,</i></p>





Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
	<p>a drug deal take place. The subject was seen to receive an item from a male on a bike. He was detained and was apparently under the influence of intoxicants. He was shouting and swearing and was placed in handcuffs while a search was conducted. Officer gives GOWISLEY, although the situation is difficult due to the behaviour of the subject. Jason admits to having consumed drugs.</p>	<p>avoiding escalation through their calm handling of the situation.</p> <ul style="list-style-type: none"> <li>- Officer appeared kind and caring towards the suspect despite a stressful and frustrating situation. He also asked good questions about drugs taken as a welfare concern.</li> <li>- Very challenging for the officer/s - handled well in the circumstances.</li> <li>- Officers were quiet and reassuring, and used supportive language with the subject, who was clearly under the influence of something, and was very upset and distressed. They kept him calm, and engaged, and offered to take him to hospital for a check.</li> </ul> <p><b>Concerns:</b></p> <ul style="list-style-type: none"> <li>- Telling him to go to bed wasn't helpful for someone experiencing a mental crisis.</li> </ul> <p><b>Other comments:</b></p> <ul style="list-style-type: none"> <li>- Detainee was incoherent and not understanding. Officer put the receipt/reference in his pocket to find the next day. I think was the best that could be achieved in the very challenging circumstances.</li> <li>- Officers, understandably, found the situation frustrating as the suspect was crying and shouting throughout the search and although they spoke to the suspect respectfully, their frustration showed on the BWV. I don't think this is an issue as there didn't seem to be members of the public present.</li> </ul>	<p><i>avoiding escalation and treating the detained person with respect and care.</i></p>
23.	<p><b>Mod-High repeat SS</b></p> <p>Officers have located a vehicle while on patrol which has links to cross border drug supply. Car has been stopped with three occupants. Once refused details, while the other two have provided their names. BWV shows officers with the vehicle following it being stopped. Details of</p>	<p><b>2 reviews: 1 Red, 1 Amber, 0 Green</b></p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>- Officers calm and courteous throughout.</li> <li>- The officers remained polite, but the whole incident felt wrong.</li> </ul> <p><b>Concerns:</b></p> <ul style="list-style-type: none"> <li>- If this was an intelligence led stop based on a marker on the vehicle, surely it must also have noted it was a hire car? if so, treating every hirer as a suspect is highly inappropriate.</li> </ul> <p><b>Other comments:</b></p> <ul style="list-style-type: none"> <li>- There were enough officers in attendance, the driver was being polite and cooperative, why was he handcuffed?</li> <li>- Please explain the reason behind the vehicle stop? was it intel led or another reason?</li> </ul>	<p><i>I thank the panel for the review of this case. I have viewed the BWV and consider that the interaction was professional. The stop appears to be driven by intelligence, but it is noted that more comprehensive grounds could be provided. To reassure the panel, training has now been rolled out to over 1000 frontline officers regarding the new Stop and search policy and best practice. Furthermore, additionally scrutiny of Stop and Searches is now being provided by a dedicated resource to identify learning and share this with officers and supervisors.</i></p>





Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
	<p>the driver are being obtained, and some time passes with the car and occupants stationary. At 19:11 hours, after 11 minutes, it is explained to the people in the car that the vehicle is linked to drugs. GOWISLEY given to all occupants of the car at the same time by the same officer and all searched at the same time by different officers. Officers are accused of being degrading in the treatment of the person searched.</p>	<p>- The driver made a valid point about already providing his details, yet the officer kept insisting.</p>	
15.	<p><b>Vehicle SS</b></p> <p>A suspected drug dealer was seen to leave an address suspected as used to deal drugs. They were then seen to drive a vehicle, which was stopped. Both driver and vehicle searched. BWV commences following the stop of the subject. GOWISLEY given fully at the beginning of the engagement. Search of the vehicle and subject made.</p>	<p><b>3 reviews: 0 Red, 0 Amber, 3 Green</b></p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>- The officer was positive, approachable, and non-judgemental when discussing the subject's experiences with drugs. He engaged the subject in conversation about the situation while another officer searched the car. He showed interest and concern with the subject's personal experience of using drugs, gave positive advice. and was rewarded by the subject giving him confidential information about the local drugs situation.</li> <li>- Superb example of quality community policing.</li> </ul> <p><b>Concerns:</b></p> <p>None.</p> <p><b>Other comments:</b></p> <ul style="list-style-type: none"> <li>- A great example to use to show in training i thought.</li> </ul>	<p><i>The positive reviews of this BWV are noted with thanks. The officer has managed this situation well and built good rapport with the DP which elicits intelligence and builds good community relations in what could otherwise could have developed into a resented stop. This will be fed back to the officer.</i></p>
50.	<p><b>UoF (other/custody search)</b></p>	<p><b>2 reviews: 1 Red, 1 Amber, 0 Green</b></p> <p><b>Positive:</b></p>	



Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
	Allegation of assault and public order. Female is being arrested. She is resisting arrest, and states, " I'LL FIGHT YOU" and is threatening to kill herself. Officers take her to the floor and handcuff her. Female then searched.	<p>- Good communication calm demeanour especially in the van.</p> <p><b>Concerns:</b></p> <p>- The treatment of the female suspect from the start of the interaction was heavy handed, and then escalated... the DP was aggressive, angry, but there was no attempt to de-escalate by any of the officers.</p> <p><b>Other comments:</b></p> <p>- Is restraint by holding the back of a DPs neck normal practice?</p> <p>- Was the DP known too either officer, or was there prior interaction history that influenced the way she was treated?</p> <p>- Walked with handcuffs and neck held? appropriate at time, did stop eventually after requesting to walk upright. Whilst was verbally abusive felt appeared inappropriate.</p>	<p><i>We are grateful for the feedback and observations from the panel.</i></p> <p><i>The female is animated on the BWV footage, and this may have contributed to some of the tactics used by the officers, however, we do accept that there were limited attempts to de-escalate demonstrated in this incident at the first point of contact.</i></p> <p><i>We would like to reassure the panel that the tactics demonstrated in the BWV are approved as part of Public and Personal Safety Training; any use of force must be proportionate and justified by the officer using it.</i></p>
35.	<p><b>UoF (Female U18)</b></p> <p>Misper - 17yr old not returned for her 2200hrs curfew.</p>	<p><b>3 reviews: 1 Red, 0 Amber, 2 Green</b></p> <p><b>Positive:</b></p> <p>- The women police officer whose BWV features in the footage should be praised for what I thought was exemplary handling of a complex, highly charged and challenging situation. Her style of dealing with the DP was excellent, she did everything she could to win the trust of the DP and never lost her patience with her and stayed focus on her duty of care to her. She demonstrated high levels of de-escalation skills. In my view she should be commended for this and her style used as an example of police officers can make a difference to keeping difficult situations under control. The tone of her voice and her attention to the care of the DP, whilst never losing her authority, was brilliant. Her male police officer colleagues on the other hand tended to ramp up the possibility of conflict with the DP and she tended to start to kick off as soon as the woman PO left the scene to attend to other matters.</p> <p>- This officer maintained an excellent and positive approach throughout the incident. She remained calm, reassuring and patient, though firm.</p> <p>- Incredible patience and a caring attitude to the minors throughout despite it being very challenging at times.</p> <p><b>Concerns:</b></p>	<p><i>Female is a Missing child who is at risk of Exploitation, she was found in an uninsured vehicle with an adult male who she did not know. Who was detained in relation to the exploitation of children. The care provider believed the child was going to a rave. The Carer was unable to collect the child. The child was rude and abusive to Officers who were trying to safeguard her to get home. The child had also stated if she was taken home, she would leave again. Once the child had agreed to return home with her carer she attempted to run away. As a vulnerable child, if she was not detained, she would be missing again. She was detained for her own safety and prevent her from running away. She lashed out at officers. Further review of the other officers BWC will need to be reviewed in relation to the comments around her hair being pulled.</i></p>



Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
		<p>- The lack of any BWV of the pushing against the car incident.</p> <p><b>Other comments:</b></p> <p>- This case requires further review by ASP. I cannot say whether the use of force was appropriate, but it may not have been, the police did not state in terms under what statutory or other authority they could detain the young women and use force to stop them from leaving. The police officers who attended the incident appeared to have very little understanding of what their powers of detention and use of force were in relation to the young women who were detained by them. Force seems to have been used x4 times. Once when the young DP was gripped on the arm to stop her running off, once when she was grabbed by the hair when she started to run off and then handcuffed and once when she was in her words, 'pushed against the car' to stop her running off. This last incident does not appear on any of the BWV that we have been supplied with, but the DP refers to it. Some guidance from ASP on this would be appreciated.</p>	
5.	<p><b>SS (Cannabis)</b></p> <p>Plain clothes officer spotted male sat outside the Guildhall. Male displaying behaviours that brought him to the attention of plain clothed officer; male seen to take small bag of cannabis out of his pocket and rolled into a cigarette. Detained for S23 search, no further items found.</p>	<p><b>3 reviews: 0 Red, 2 Amber, 1 Green</b></p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>- Officer's approach was low-key and relaxed, keeping the situation calm and quiet.</li> <li>- Nice example of a compliant stop search, well-handled throughout i feel, officer very fair and respectful throughout.</li> <li>- Good communication between the PO and the DP. Respectful and efficient.</li> </ul> <p><b>Concerns:</b></p> <ul style="list-style-type: none"> <li>- It was unclear to me what the result of the stop and search was, as the officer did not say explicitly. He told the subject that he would check the PNC to see if the subject had completed a Drug Education Programme in the past (the subject wasn't sure), but there was no mention of whether the subject would be contacted again about this or anything else.</li> </ul> <p><b>Other comments:</b></p> <ul style="list-style-type: none"> <li>- According to the notes, a plain-clothes officer had seen the subject take a small bag from his pocket and use it to roll a cigarette, but there was no video footage of this.</li> </ul>	<p><i>The officer has treated the Detained Person (DP) with respect and managed the interaction in a good manner.</i></p> <p><i>It is noted that the officer has not given the DP an outcome at the time of stopping of him. On checking the record of this search, no further action was taken by police as it was not considered in the public interest.</i></p> <p><i>I have sought reassurance that this outcome was passed to the DP.</i></p>



Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
		- Had the BWV not been switched off early this would be a green. I have graded it Amber because of this.	
51.	<p><b>UoF (other/custody search)</b></p> <p>Criminal damage - male smashed glass pane trying to get into address.</p>	<p><b>3 reviews: 0 Red, 2 Amber, 1 Green</b></p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>- Good care offered towards the DP.</li> <li>- Officer continued throughout to use subject's name, to keep him engaged, to keep him calm and the situation contained. ("---, take a breather. Keep it calm, take a breath.")</li> </ul> <p><b>Concerns:</b></p> <ul style="list-style-type: none"> <li>- The caution delivered right at the beginning was not clearly given. This is why I have given it an amber rating.</li> <li>- Officer told subject he was arrested for "criminal damage, because you smashed a window at number 70", but then seemed to forget to read him his rights until approx. 10 minutes later when the subject was seated in the back of the police car, waiting for a van to arrive to transport him to custody.</li> </ul> <p><b>Other comments:</b></p> <p>None.</p>	<p><i>The officers have been supportive and caring towards the DP and calmed him down effectively.</i></p> <p><i>It is noted that the caution and necessity for the arrest were not given immediately, but the officer has subsequently given a comprehensive explanation once the situation has settled down.</i></p>
25.	<p><b>UoF (Compliant handcuffing)</b></p> <p>SS male - patrols in area due to intel of burglaries, vehicle interference and shop thefts.</p>	<p><b>3 reviews: 0 Red, 2 Amber, 1 Green</b></p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>- Officer was professional and courteous throughout, maintaining a nice demeanour and rapport with the subject, good GOWISELY.</li> </ul> <p><b>Concerns:</b></p> <ul style="list-style-type: none"> <li>- It's difficult to comment on or assess a situation when the camera is covered for most of the encounter, and the officer seems unaware of it.</li> <li>- This may have been inappropriate use of force in applying handcuffs to do the search. As the BWV is of such poor quality and was switched on late it is not possible to be sure on this. Further it appears that the plain clothes PO did not show the DP any ID to establish the powers that he had to SS - if so, this is concerning.</li> <li>- Unnecessary compliant cuffing.</li> </ul> <p><b>Other comments:</b></p> <ul style="list-style-type: none"> <li>- The BWV is hard to follow as the camera is obscured and muffled so I am not sure if the UOF is inappropriate or not. On its face it appears that the UOF may have been inappropriate as the</li> </ul>	<p><i>While patrolling the area, officers observed a male walking alone behind a row of parked cars on Lodge Lane. As they have turned the vehicle around at the roundabout, the male fled, running into a dead-end and attempting to hide behind a van.</i></p> <p><i>Using a torch, the officers spotted the male crouched behind the van. Officers identified themselves as police and instructed him to show his hands. He complied, and officers explained that I was conducting a stop and search due to multiple reports of burglaries in the area. Furthermore, officers had recently received a report about a male acting suspiciously in Nailsea.</i></p> <p><i>The officer himself commented that his BWV camera was obstructed by a covert harness which resulted in the BWV being obstructed.</i></p>

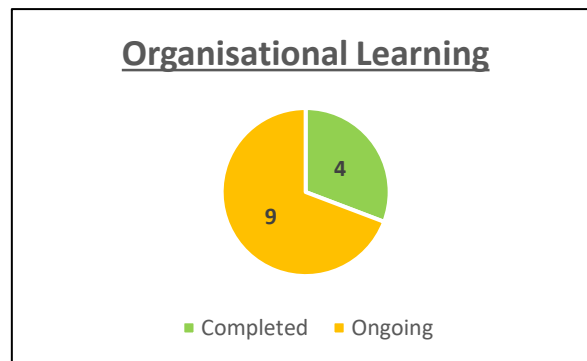


Case No.	Incident Background	Panel Comments	Police Comment – Any Individual/Organisational Learning?
		<p>DP was entirely cooperative calm and pleasant in his demeanour. However, listening to the BWV, it sounds as if the DP may have initially run off when approached by the plain clothes police officer emerging from an unmarked car. If he had run off that may explain the use of handcuffs. However, that begs the question of whether and if so how and why the PO reassured the DP that he really was a PO and not someone intent on causing harm to the DP. It was the middle of the night, and the DP would understandably have been alarmed at the approach without some ID and explanation and reassurance being offered. The BWV does not capture any of this as it seems to kick in only after or perhaps during the cuffing.</p> <p>- Subject remained very compliant throughout, was polite answering all questions, explained why he ran from an unmarked car following him in the dark, cuffs seemed to be unnecessary in my opinion.</p>	<p><i>The correct use of BWV cameras is detailed in the BWV policy, this has undergone recent review to ensure it is clear for officers and the refreshed policy is in the process of being shared and reinforced with frontline staff. This includes reference to mandatory use of BWV in a wide range of incidents</i></p>
34.	<p><b>UoF (Female U18)</b></p> <p>Ambulance located female on the wrong side of the railings overlooking traffic. Report from Ambulance that suspect was found on other side of railings. Police attended. Suspect with paramedics on floor. Search conducted and suspect found in possession of blade. Taken to hospital. When told suspect had to see CAHMS suspect made attempts to leave hospital and therefore force was used to stop suspect from leaving hospital.</p>	<p><b>3 reviews: 0 Red, 2 Amber, 1 Green</b></p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>- Overall, the officers dealt with the DP well, it was just the comments made, whilst well intentioned, were misplaced.</li> <li>- The officers handled the subject with sensitivity and compassion. Recognising her vulnerability and organising her referral to the most appropriate service.</li> </ul> <p><b>Concerns:</b></p> <p><i>None.</i></p> <p><b>Other comments:</b></p> <ul style="list-style-type: none"> <li>- Telling someone who is clearly having a mental health crisis that they're wasting police resources, and that they are being silly, isn't appropriate de-escalation language.</li> </ul>	<p><i>The officers were responding to a female in mental health Crisis, having been the wrong side of a Bridge, was in company with Ambulance having Self harmed. This is a further incident of concern; the Officer was robust in his first interaction with the female. Which caused the female to be abusive.</i></p> <p><i>Grounds for search could have been clearer, Blade found in phone case. Good conversation with female to establish what has been going on at home with parents - safeguarding matters addressed - we note the comments regarding communication with a person in mental health crisis and will feed this back to the individual officers.</i></p>



# ORGANISATIONAL LEARNING TRACKER

Since September 2021, as part of their ongoing work to scrutinise policing, the Panel have identified key organisational learning areas for Avon and Somerset Police. The Panel continue to review, track, and scrutinise how lessons identified are managed. To date, there have been 13 key areas of focus that have been flagged to the Avon and Somerset Constabulary.



4 of these areas have been satisfactorily concluded. Below are the current organisational learning areas that are being tracked and monitored. The police have provided updates to the below outstanding areas of concern:





Date	Organisational Learning Identified	A&S Police Update	Status
Dec 21 - Dec 24	<p><b>BWV SWITCHED ON LATE, OBSCURED, INADEQUATE OR NOT SAVED AS EVIDENTIAL.</b></p> <p>This has been an area of concern for some time, highlighted by the Panel. Data from the last 2 quarters shows a decrease in the adequacy of footage. A new BWV policy has been developed, albeit the level of engagement with the new policy cannot be measured. This area will continue to be monitored, and feedback given to the police on improving the use.</p> <p><i><b>This matter is to be raised at the March Panel meeting in 2025</b></i></p>	<p><i>Unfortunately, we are unlikely to see significant change until the issuing of new cameras. The current contract is not up until 2026, so not likely to be a considerable change until then.</i></p> <p><i>This will be a huge project to replace around 4000 units which is already in motion. There are a couple of hundred cameras coming up to their expired warranty, therefore the plan is to replace with a batch of new cameras which will be issued to all officers working from the main Bristol station (Base 2). This will provide compliance in the short term for our Bristol based officers.</i></p>	KIV - Ongoing scrutiny
Dec 21 - Dec 24	<p><b>STANDARD PRACTICE HANDCUFFING A COMPLIANT PERSON AT A STOP AND SEARCH.</b></p> <p>This is another area that has been kept in view since December 2021. It was established at the June Panel meeting, that Nationally, there is no definition for the term compliant handcuffing. Work has been ongoing for some time around the use of handcuffs and a task and finish group was set up to look into this area of business, specifically in relation to Stop and Search. Therefore, an update is required in relation to any outcomes so far in this area of business, and what is the current picture/ongoing work around compliant handcuffing?</p>	<p><i>This work remains ongoing, and we are currently understanding how this fits into the national picture to ensure that any potential changes would align to prevent any conflict. There are no specific outcomes at this time.</i></p> <p><i>Stakeholders from multiple departments are meeting to discuss the challenges with compliant handcuffing and the impact that it has on the community. It is important that the current ways of working are fully understood to draw out any root causes which can be addressed. Our data has also highlighted a specific cohort of officers within Bristol who may handcuff more frequently than others, therefore, we have commissioned a specific focus on this area also.</i></p> <p><i>Lastly, we are reviewing other data that we possess in relation to arrests and our internal peer review findings to work towards sustainable change in this area.</i></p>	KIV - Ongoing scrutiny
Jun-24	<p><b>THE PRACTICE OF SEIZING MOBILE PHONES, OR VIEWING THE CONTENT, UNDER SECTION 23(2)(c) MISUSE OF DRUGS ACT 1971.</b></p> <p>This matter was initially closed as being dealt with as ASP stated: <i>From August 2022 officers will cease to use Sec 23 to justify seizing phones at a Stop and Search. This applies until and if the search results in an arrest.</i></p> <p>However, some recent case reviews have identified some officers searching mobile phones of detainees as part of a Stop Search, therefore the concern is being placed back onto the organisational tracker.</p>	<p><i>Section 7.18 of the new Stop and Search Procedure for the Avon and Somerset Constabulary states: Using s.23(c) Misuse of Drugs Act to look through phones:</i></p> <ul style="list-style-type: none"> <li><i>- ASP does not support the use of s.23(c) Misuse of Drugs Act to look through a person's phone under stop and search powers.</i></li> <li><i>- If officer suspects evidence of an offence is on a person's mobile phone or electronic device, they should consider seizure powers under s.19 PACE and complete the interrogation of the device using recognised and approved methods.</i></li> <li><i>- There is no ability to require a person to provide their password under Stop and search powers.</i></li> </ul>	KIV - Ongoing scrutiny
Jun-24	<p><b>THE SIGNIFICANCE OF LANGUAGE, VOLUME, TONE AND CONTENT WHEN SPEAKING TO A MEMBER OF THE PUBLIC, PARTICULARLY IN ESCALATION/DE-ESCALATION SITUATIONS.</b></p> <p>This matter was closed off in 2023 after significant improvements and good practice was recognised by the Panel. Officers across the force received de-escalation training. ASP provided the following: <i>We have now fully incorporated situational based training for yearly refreshers in Public and Personal safety Training and we believe that this outcome is linked to the new training.</i></p> <p>Over the last few quarters, the consistently used 'calm down' approached used by officers has aggravated and escalated a number of situations. Therefore, this matter has been re-added to the tracker.</p>	<p><i>At present, there is not any specific training on de-escalation per se as this is encompassed within the situational based PPST training. (This is also now offered to new recruits instead of the previous line drills).</i></p> <p><i>Having attended the situational training and observed other sessions, I can confirm that telling someone to 'calm down' repeatedly does not form part of the training and I wonder if this is part of an innate response by officers when faced with challenging or confrontational situations in the live environment. I will raise this issue with the Operational Training Team and ask that this is shared with the training staff to ensure that it is raised during training.</i></p>	KIV - Ongoing scrutiny
Dec 21 - Dec 24	<p><b>STOP AND SEARCH CONCERNS:</b></p> <ul style="list-style-type: none"> <li>- Lack of consistency explaining the availability of a S&amp;S receipt and how the person can access it.</li> <li>- The smell of cannabis alone does not provide the grounds for a S&amp;S.</li> <li>- At an EIP Search, BWV on audio only should be activated.</li> <li>- Lack of adequacy of grounds for a S&amp;S.</li> <li>- Officers persistence in asking detained person for their personal details after they declined to give them.</li> </ul>	<p><i>Throughout 2024, a new Stop and Search Policy was developed and implemented across Avon and Somerset. The majority of officers have had training on the new policy and from December 2024 onward, the Panel should start to see the impact of the training when they review their case selection.</i></p>	KIV - Ongoing scrutiny





# Further information about the Independent Scrutiny of Police Powers Panel (ISoPPP)

Further information about the ISoPPP can be viewed through the following link:

[Independent Scrutiny of Police Powers Panel | OPCC for Avon and Somerset \(avonandsomerset-pcc.gov.uk\)](https://www.avonandsomerset-pcc.gov.uk/independent-scrutiny-of-police-powers-panel)

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