



College of
Policing

Brief

Updated police uplift figures →

Macpherson Report: 22 years on →

Stop and search changes →

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ISSUE 8 | SEPTEMBER 2021

Updates in police law, operational policing practice and criminal justice, produced by the **Legal Services Department** at the College of Policing



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The College of Policing Brief is a scanning publication intended to capture and consolidate key criminal justice issues, both current and future, impacting on all areas of policing.

During the production of the Brief, information is included from governmental bodies, criminal justice organisations and research bodies. As such, the Brief should prove an invaluable guide to those responsible for strategic decision making, operational planning and police training.

The College of Policing is also responsible for Authorised Professional Practice (APP). APP is the official and most up-to-date source of policing practice and covers a range of policing activities such as: police use of firearms, treatment of people in custody, investigation of child abuse and management of intelligence. APP is available online at app.college.police.uk

Any enquiries regarding this publication or to request copies in accessible formats please contact us at brief@college.pnn.police.uk

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Editorial

Dear readers,

Welcome to the September edition of College Brief, your monthly update of what's new in the policing and criminal justice field, produced by the Legal Services team at the College of Policing.

In this month's edition:

- deaths in police custody - progress update
- mental health wellbeing tips post-lockdown
- best use of stop and search

To find out more about the College and what we do, including information on the Policing Education Qualifications Framework (PEQF) training, please visit the [College of Policing website](#).

We hope that our publication supports police officers and staff in their work. We are always looking for ways to get better at what we do, so please [get in touch](#) if you have any feedback or ideas for future content.

Thank you for reading,

The Legal Services Team

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For subscription requests, further information or to send us ideas about what you would like to see in upcoming editions, please email us at:

brief@college.pnn.police.uk

College news

Barrister Abimbola Johnson to chair Independent Scrutiny and Oversight Board

Barrister Abimbola Johnson has been appointed as chair of the Independent Scrutiny and Oversight Board (ISOB) of police in England and Wales.

ISOB will deliver police leaders' commitment to robust external oversight to shape, check and challenge a new Plan of Action on Inclusion and Race. This plan aims to build a more inclusive police service, addressing harmful disparities.

Ms Johnson will now lead in the appointment of six to eight members of the ISOB. As Chair, Ms Johnson will work with the National Police Chiefs' Council (NPCC) and College of Policing to agree on the Plan of Action. The Board will then provide scrutiny, check and challenge on its progress, including reporting publicly. She will also establish a wider external reference group of external organisations from England and Wales, to ensure that their voices are represented and listened to in monitoring progress against the plan.

Read more: [**New independent chair appointed to scrutinise plan of action on race**](#)

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We welcome our new CEO

Chief Constable Andy Marsh QPM has been appointed the new Chief Executive Officer for the College. He will take up his new role in September.

CC Andy Marsh was a chief officer for 15 years and worked across three police forces. He joined the force as a new recruit in 1987.

The Chair of the College, Nick Herbert, says:

'I'm delighted to welcome Andy to his new role as CEO. This is a hugely important time for policing and Andy is

an exceptional leader who brings with him a wealth of knowledge and experience.

The police service faces great challenges and increasingly complex demands, requiring the highest standards of professionalism and leadership. The College has a critical role to play in equipping officers and staff with the skills and knowledge they need to protect the public.

Andy's leadership and experience will prove invaluable to the College as we strengthen our relationship with the front line and renew our efforts to improve policing.'

Read more: [**New College CEO - Chief Constable Andy Marsh**](#)

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Legal updates

Statutory instruments

SI 2021/897 - The Misuse of Drugs and Misuse of Drugs (Designation) (Amendment) (England, Wales and Scotland) Regulations 2021

The Advisory Council on the Misuse of Drugs (ACMD) has recommended the control of three benzodiazepines (flualprazolam, flunitrazolam and norfludiazepam) as Class C drugs under the Misuse of Drugs Act 1971, following an assessment of their harms.

Read more: [Misuse of Drugs Regulations 2021](#)

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SI 2021/923 - The Health Protection (Coronavirus, International Travel and Operator Liability) (England) (Amendment) (No. 8) Regulations 2021

This instrument amends the Health Protection (Coronavirus, International Travel and Operator Liability) (England) Regulations 2021 (S.I. 2021/582) ('the Regulations').

These Regulations come into force at 4am on 8 August 2021. Regulation 10 comes into force on 23 August 2021. Key changes include the following.

- Introducing amendments to the red, amber and green (RAG) list of countries, to limit the risk of importation of harmful variants of COVID-19 from destinations where there is a higher incidence.
- Amending Schedule 5 of the Regulations to remove sporting events that have finished and to add events that will take place later in the year.
- Amending paragraph 18(3) of Schedule 11 to the Regulations to enable boarding school students arriving at England from red list countries to travel to a boarding school in one of the devolved nations.

- Amending paragraph 2(1)(g)(x) of Schedule 11 to the Regulations so that road hauliers travelling from or through Georgia will not be subject to the additional measures in Schedule 11.
- Amending paragraph 4 of Schedule 13 to edit the list of red list countries from which direct flights are prohibited.

Read the full amendments: [Health Protection Regulations 2021](#)

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Circulars

[Amendments to Annexes F and U under Police Regulations 2003 to implement changes to police pay and allowances](#)

This circular publishes amendments to determinations made under the Police Regulations 2003, to implement the police pay award for 2020-21.

Amendments have been made to Annex F to correct anomalies in the implementation of the pay award for 2019-20.

Amendments to Annex U, service critical skills and recognition of workload payments to:

- provide flexibility for chief constables to make discretionary payments of up to £5,000 a year to recruit and retain officers in service critical or demanding roles
- increase the value of discretionary bonus payments when an officer has performed work of an outstandingly demanding, unpleasant or important nature

The changes took effect on 1 July 2021.

Read more: [Circular 005/2021: Annexes F and U under Police Regulations 2003](#)

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Policing

News

City of London Police awarded Special Commendation for second year in a row

The City of London Police's Intellectual Property Crime Unit (PIPCU) were awarded the Special Commendation Award for the second year in a row at this year's Anti-Counterfeiting Group (ACG) Awards for Excellence. The unit was awarded this for the recognition of their anti-counterfeiting enforcement effort during the past year.

PIPCU has continued to work tirelessly to crack down on criminals committing intellectual property crime. Last month, the unit seized 12 tonnes of counterfeit goods in Manchester. In June, ahead of Euro 2020, the unit seized £80,000 worth of counterfeit football shirts.

The unit has also seized counterfeit car parts, illicit tobacco and cigarettes, and counterfeit face masks, which police believe were going to be advertised as medical grade and sold online. These have all resulted in a number of high-profile charges.

Read more: [**PIPCU win Special Commendation Award for second year running**](#)

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Emerging from the pandemic: Why the police need to reconnect locally

As we emerge from a global pandemic, the Police Foundation's Research Director Andy Higgins suggests it is time to think 'afresh about what it means to feel safe in our local 'places', both metaphorically and literally'.

The discussion paper 'Perspectives on policing: Police in place - why the police need to reconnect locally' intends to stimulate debate on how our public services can remake places of safety.

The Police Foundation's research highlights how a pervasive sense of local deterioration was merging with concerns about knife crime and the

absence of visible policing to bring menace and unease to once-familiar public spaces.

The Police Foundation suggest that it is time for renewed thinking about what it means to feel safe in our places and among our neighbours. Furthermore, to rethink how our public services can help remake areas of safety in which we can enjoy our renewed freedoms without fear and in fair balance with others.

Read more: [**Perspectives on policing: Police in place - why the police need to reconnect locally**](#)

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Eleven people arrested following the Euro 2020 final

Across the UK, police forces have been investigating racist abuse targeting England players on social media to track down those responsible for the hate-filled messages across the UK.

The UK Football Policing Unit (UKFPU) launched a hate crime investigation following the racist comments directed at some of England's Black players after the Euro 2020 final on 11 July.

The investigation team has received more than 600 reports to date. These reports are from individuals, charities, clubs and other organisations across the country. Of these reports, 207 were criminal in nature. Additionally, the UKFPU has made data requests to social media companies to progress further investigations.

Currently, local forces have arrested 11 people across the UK on suspicion of several offences, including malicious communications and breaching section 127 of the Communications Act 2003.

Of the 207 posts identified meeting a criminal threshold, 123 accounts belong to individuals outside the UK. The details of these individuals and cases are being passed on to the relevant country to act on them. 34 accounts have been identified by police as being in the UK and 11 account holders have subsequently been arrested.

The UKFPU are awaiting data from social media companies on the remaining 50 account holders.

Read more: [**Hate crime investigation following Euro 2020 final leads to 11 arrests**](#)

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Updated police uplift figures

The government has almost achieved the half-way point in delivering its pledge to put 20,000 additional officers on the streets by 2023.

In total, 9,814 police officers have been recruited so far, across all 43 police forces in England and Wales. The recruitment is helping to increase diversity within the communities that the officers serve. In all, 6,033 female officers have been recruited since April 2020, making up more than 4 in 10 new recruits, while 1,557 (11.3%) of the new recruits are from ethnic minority backgrounds.

Anyone interested in applying can find out more information on the [**Joining the Police**](#) website.

Read more: [**Government nearly half-way to recruiting 20,000 more officers**](#)

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Best use of stop and search scheme

The ‘Best use of stop and search scheme’ was initially announced by former Prime Minister, Theresa May, in her statement to Parliament on 30 April 2014. Following the announcement in the [**Beating Crime Plan**](#) on 27 July 2021, the voluntary conditions relating to section 60 on ‘no-suspicion’ stop and searches within this scheme are no longer in place.

The features of the scheme are:

- data recording
- lay observation policies
- stop and search complaints ‘community trigger’

Read more: [**Best use of stop and search scheme**](#)

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Deaths in police custody: progress update 2021

Deaths in, or following, police custody are defined as those deaths that happen while a person is:

- under arrest
- detained under the Mental Health Act 1983
- no longer detained but their death arises from injuries or medical problems that were identified during their detention

In 2019/20, there were 18 deaths in, or following, police custody. This was an increase of one death from 2018/19. Of the deceased, 14 were White and three were Black. One person's ethnicity was unrecorded. Eight of the 18 people who died in 2019/20 had some force used against them, either by officers or members of the public before their deaths.

Future work areas to prevent deaths in police custody will be guided by the Policing Minister, in consultation with the Ministerial Board on Deaths in Custody (MBDC) and Independent Advisory Panel on Deaths in Custody (IAPDC). This will include the following.

- **Mental health.** It is crucial that those suffering from crises related to mental health receive the response most appropriate to their needs as soon as possible. The Mental Health Act White Paper commits to removing police stations as a place of safety when there are sufficient alternatives in place offering a health-based place of safety.
- **Disparities.** The causes of racial disparity are complex and reflect wider societal inequalities. Black men are over-represented within the criminal justice system. It is therefore important to ensure that everyone has confidence in the police and other agencies.
- **Embedding learning.** Ensuring that forces learn lessons after a death in custody is vital, especially for bereaved families.
- **Post-custody suicides.** There were 54 apparent suicides following police custody in 2019/20. There may be opportunities to understand more about those individuals who pose the highest risk of post-release suicide and how pre-release assessments may further identify early warning signs.

Read more: [Deaths in police custody](#)

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Police receive funding to tackle domestic abuse

The Home Office has awarded £11.3 million to 25 police and crime commissioners in England and Wales, to go towards domestic abuse intervention programmes to prevent domestic abuse. This is in addition to appointing a Domestic Abuse Commissioner and providing more than £28 million to domestic abuse organisations.

Approximately £5.6m of this will go towards general perpetrator interventions, £3m for child and adolescent perpetrator interventions, and £2.7m for stalking interventions. The funding, which was announced on 11 August, builds on work already taking place to tackle domestic abuse.

A full table of successful bids and an overview of some of the intervention programmes can be found by following the link below.

Read more: [**Police awarded £11.3m for programmes to prevent domestic abuse crimes**](#)

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Criminal justice news

The CPS have developed a 12-month programme on how they will tackle the increase of Domestic Abuse cases

The programme sets out the Crown Prosecution Service's (CPS) work for the next 12 months and their commitment to narrow the disparity between domestic abuse reporting and criminal justice outcomes.

A priority of the programme is building strong partnerships at local and national levels and demonstrating effective leadership across the system that underpins the entire programme.

The CPS relies on the essential work of the police, the courts, specialist services and others. The CPS say that:

'tackling these persistent crimes requires a comprehensive and coordinated approach and this programme reflects the need to work with partners across the criminal justice system and with victims' groups to understand what we can do better, and explore any issues around reporting, charging and prosecuting domestic abuse to support victims of domestic abuse.

While there has been long term progress in how the criminal justice system responds to these offences, more needs to be done to encourage victims to report abuse with confidence and to support them through the criminal justice process to bring more offenders to justice, and to help protect victims and their children from further harm.'

Read more: [**Domestic abuse - CPS programme for 2020-2021**](#)

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HMICFRS conduct a thematic inspection of fraud

In 2018, the Home Secretary commissioned Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) to conduct a thematic inspection of fraud.

In March 2021, HMICFRS describe a substantial increase in fraud and computer misuse offences. Despite this, the inspectorate suggests that

fraud is still treated as a low-priority or victimless crime.

HMICFRS believe that the fundamental problem is a disparity between the work that fraud creates for the police and its resources. It also said that funding is only confirmed a year, and relatively short notice makes it difficult to plan and invest in the long term.

Her Majesty's Inspector of Constabulary, Matt Parr, has said: 'You are still more likely to be a victim of fraud than any other crime, but too few fraudsters are accountable.'

Read more: [**Victims of fraud still receiving a poor service from police**](#)

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New sentencing guidelines for trade mark offences for those selling or possessing counterfeit goods

Two new sentencing guidelines were recently published by the Sentencing Council, following extensive consultations.

Under the new guidelines, 'offenders who run a sophisticated operation or risk significant harm – including the risk of severe physical harm or death to end-users – will receive the highest level of sentences'.

The new guidelines will be used in all courts across England and Wales from 1 October 2021.

Read more: [**New guidelines to sentence trade mark offences published**](#)

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The CPS requests tougher punishments for people guilty of hate crime

Hate crime has a devastating impact on individuals and communities. There is no specific offence of 'hate crime' but many different offences, from assault to online threats.

The term 'hate crime' can be used to describe a range of criminal behaviour where the perpetrator is motivated by hostility or

demonstrates hostility towards the victim's disability, race, religion, sexual orientation or transgender identity.

In 2020-21, 86% of hate-crime cases that were prosecuted led to a conviction or guilty plea. Because of the serious nature of these offences, the CPS can apply to the courts for a 'sentence uplift', which is an increased punishment for the crime. Last year, more than half of their requests led to offenders having their sentence increased because it was motivated by hate.

As part of combating hate crime, the CPS are working to increase awareness and understanding of these serious offences. They ran a social media campaign called #HateCrimeMatters to help people understand what hate crime is, and what can be done about it.

Read more: [Hate crime matters](#)

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Extremism and the COVID-19 pandemic

Since the coronavirus (COVID-19) pandemic outbreak, the Commission for Countering Extremism reported an increase in extremists exploiting the crisis, in an attempt to sow division and undermine the social fabric of the UK.

It is suggested that 'fake news' about minority communities has been circulated on social media platforms in an attempt to inflame hatred. These include, for example, false claims that mosques have remained open during the lockdown. Content such as this can help to reinforce intolerant and hateful views towards ethnic, racial or religious communities.

Read more: [How hateful extremists are exploiting the pandemic](#)

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Reports

The Macpherson Report: 22 years on

Stephen Lawrence was murdered on 22 April 1993 in an unprovoked knife attack in Eltham, South London. The Inquiry into his murder, which was led

by the late Sir William Macpherson, described ‘major failings in the police investigation and how Stephen Lawrence’s family and his friend Duwayne Brooks were treated’. The report, published in February 1999, led to significant changes in the law, policing and the treatment of racist crimes. It ultimately led to two convictions for Stephen Lawrence’s murder.

Twenty years on, the Home Affairs Committee have assessed progress against some Macpherson report recommendations. In this inquiry, it was found that ‘policing today is very different from twenty-two years ago’. The Committee explains that since the Macpherson report was published, there have been necessary improvements in policing, pointing to improvements in the policing of racist crimes, in the commitments made to promoting equality and diversity, and in good examples of local community policing.

Nonetheless, the inquiry has also identified what it describes as ‘persistent, deep-rooted and unjustified racial disparities in critical areas, including a confidence gap for BME [Black and minority ethnic] communities, lack of progress on BME recruitment, problems in misconduct proceedings and unreasonable racial disparities in stop and search’. In these areas, urgent action is proposed.

Read more: [**The Macpherson Report: Twenty-two years on**](#)

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Tips on how to care for your mental wellbeing from lockdown to relaxation of Covid-19 pandemic rules

Many people may feel worried about their wellbeing with the coronavirus restrictions lifting, coming out of lockdown, and how it’s affecting them and their loved ones. Those who are already living with mental health problems are facing extra challenges too.

We should be prepared for the fact that the end of lockdown might be just as hard for us as the start when we were hit with the pandemic. Mind, a mental health charity in England and Wales, has support, information and tips on their website on how to manage feelings about lockdown easing.

Read more: [**Managing feelings about lockdown easing**](#)

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About the College

We're the professional body for the police service in England and Wales.

Working together with everyone in policing, we share the skills and knowledge officers and staff need to prevent crime and keep people safe.

We set the standards in policing to build and preserve public trust and we help those in policing develop the expertise needed to meet the demands of today and prepare for the challenges of the future.

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