



North West Leicestershire
District Council

NWL Community Safety Strategy 2009-2012
Partnership in Safer Communities
Equality Impact Assessment

EQUALITY IMPACT ASSESSMENT

Name of the policy or service being assessed: NWL Community Safety Strategy 2009-2012, Partnership In Safer Communities (PISC)

Service Area: Neighbourhoods and Community

Date Impact Assessment completed: 11 November 2008

Is this a policy or service? **Policy** ✓ **Service** **Procedure**

Is this a new or existing policy or function? **New** **Existing** ✓

Names and roles of the people carrying out the Impact Assessment:

1. Auzra Flynn, Head of Neighbourhoods & Communities, NWLDC
2. Jen Thornton, Safer Communities Manager, NWLDC
3. Gillian Haluch, Community Safety Officer, NWLDC
4. Anne Marie Brannigan, Anti Social Behaviour Co-ordinator, NWLDC
5. Insp Chris Brown, Leicestershire constabulary
6. Chris Woodward, Leicestershire constabulary
7. Kevin Pearson, Leicestershire Fire Service
8. Anita Tailor, Hate Crime Co-ordinator, County Council

Head of Service: Auzra Flynn

Signature



Date: 23 March 2009

PART 1: AIMS AND IMPLEMENTATION OF THE POLICY

Identifying the aims of the policy

What is the policy? What is the aim, objective, or purpose of the policy?

1. Reducing the level and fear of crime in NWL
2. Tackling anti-social behaviour
3. A safer evening and night time economy
4. Tackling domestic abuse
5. To liaise with all sections of the community within NW Leicester to make communities safer.

Rationale behind the policy and its delivery

1. Legislation
 - A. Crime & Disorder Act 1998 (section 17)
 - B. Anti-social behaviour Act 2003
 - C. Police and Criminal Justice Act 2006
 - D. Domestic Violence and Victims/ Witnesses Act 2004
 - E. Race Relations Amended Act 2000
 - F. Disability Discrimination Act 2006
 - G. Equality Act 2007
 - H. Sex Discrimination Act 1975
2. Delivery - to reduce crime & fear of crime
3. LAA Priorities
4. National Policies and Campaigns
 - A. Prolific and Priority Offenders
 - B. National Drug Strategy
 - C. National Alcohol Harm Reduction Strategy
 - D. National Policing Plan

Who is affected by the policy? Who is intended to benefit from it and how?

Who are the main stakeholders in relation to this policy?

Stakeholders:

Public sector:

- CDRP Partner agencies (NWLDC, Police, LPCT, LF&R, LCC)
- Members
- Statutory Agencies (other)

Private & Commercial Sector:

- Local Businesses
- Local Industries

Third Sector:

- Voluntary Agencies/ Organisations
- Community & Charity Organisations

Other:

- NWL Communities
- Residents
- Visitors

Outcomes:

What outcomes would other stakeholders want from this policy?

- Reduction in crime statistics
- Reduction of perceived 'fear of crime'
- Tackle bad behaviour and nurture good, to achieve respect for all within the community
- Reassurance
- Help in meeting shared objectives
- Link in with Local Area Agreement targets
- Support for initiatives and projects
- Reach out to all communities
- Enhanced services for communities
- Safer communities

Are there any groups, who might be expected to benefit from the intended outcomes but which do not?

The following groups do benefit to some degree, however, improved targeting would assist in better accessibility for them:

- Older people
- BME communities
- Transient communities
- Children and Young People
- Disabled people
- Deprived communities affected by: Unemployment, Low income, Debt and financial exclusion, poor housing, geographical locations (ruralised with little or no access to transport and other services)
- People with mental health issues
- Migrant working community
- Asylum seekers
- Refugee communities
- Certain religious organisations

Policy Priorities:

(How does the policy fit in with the council's wider aims? Include Corporate and Local Strategic Partnership Priorities)

- Safer & Stronger Communities

How does the policy relate to other policies and practices within the Crime reduction partnership?

- Anti social behaviour procedures
- Local Policing/Fire plans
- Youth service plans
- Youth Offending service plans
- Partners strategic objectives

What factors/forces could contribute/detract from the outcomes?

- Limited Resources – financial & staffing
- Better use of Communications
- Consultation – more joining up of different agency's methods & processes
- Economic instability – sometimes leads to more crime & fear of crime
- Change in legislation/government
- Community engagement
- Support from all partners
- Financial support

- Identifying the capacity to deliver
- Ambition of the partnership

How is the policy implemented

Is the service/policy provided solely by one service or in conjunction with another service or through a Partnership?

- Through the Partnership in Safer Communities (PISC)

If external partners are involved - what are the measures in place to ensure that they comply with the Partnership's Equal Opportunities policy?

- There is an equal opportunities statement on pg 7 of the community safety strategy that partners have signed up.

Users and beneficiaries are:

(Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to reflect the Community).

- Census data – visible & diverse – all NWL communities.
- Communities likely to experience hate/ race crime – BME communities, gypsy and traveller communities, people with mental health / learning difficulties, disabled people, older people
- Family members likely to experience domestic violence- children and young people, estranged partners, family members with physical disabilities/ mental health issues, older people

Action needed:

(Include short-term measures to be taken to provide a baseline where no or little information is available)

- The PISC Communications Group need, via the strategic assessment process to identify consultation processes taking place in 09.10 and meaningfully engage on a partnership basis with key communities
- Wider Involvement in the formulation of the strategic assessment

PART 2: ASSESSMENT OF IMPACT

	From the evidence available Identify how the groups are reflected in the take up of the service	From the evidence does the policy have an actual or potential negative impact	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity
Race	<p>No information available but suspect that it is limited.</p> <p>It is unclear as to what the level of take up is from different race groups in relation to reporting and accessing community safety issues/ services locally</p> <p>Current document may need to be revised</p> <p>This document should go some way to ensuring a more diverse response to the needs of the community</p>	<p>Potential to exclude people who have difficulty in reading/writing or speaking English. E.g. Migrant families or the gypsy/traveller communities</p> <p>Document in its entirety does not discriminate</p>	No
Gender	<p>It is unclear as to what the level and take up is from different genders in relation to reporting and accessing community safety issues and service</p> <p>More work will be required to establish monitoring systems</p>	<p>Response likely to meet specific needs of men and women separately. Recognition that there are different needs</p>	Men and women have different needs both as victims and perpetrators.
Disability	<p>More information needed</p> <p>It is unclear as to what the take</p>	<p>More information needed as stated above if full assessment is to be made</p>	No justification for adverse impact; more info needed on impact.

	From the evidence available Identify how the groups are reflected in the take up of the service	From the evidence does the policy have an actual or potential negative impact	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity
	up is from different disability groups in regards to reporting and accessing community safety issues/ services		
Age	<p>In terms of fear of crime older people generally are more likely to perceive this</p> <p>Young people are often as likely to be victims as well as perpetrators of crime</p> <p>It is unclear as to what the level of take up is from different age groups regarding reporting and accessing community safety issues and services</p>	<p>Key objectives actively seek to target certain age groups eg alcohol confiscation</p> <p>Crime trends are often specific and even unique to certain age groups</p> <p>Targeted work is appropriate for particular age groups exclusively eg. Work in schools or with youth groups</p>	Possible adverse effect can't be justified
Religion/Belief	<p>No monitoring information collected at the moment.</p> <p>It is unclear as to what the level of take up is from different religious / faith groups in relation to reporting and accessing community safety issues/ services</p>	Needs research	Possible adverse effect can't be justified
Sexual Orientation	No info available but may be difficult to collect	<p>Needs research</p> <p>Baseline is non existent</p>	No info but can't be justified

	From the evidence available Identify how the groups are reflected in the take up of the service	From the evidence does the policy have an actual or potential negative impact	If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity
	It is unclear as to what the level of take up is from people of different sexual orientations in relation to reporting and accessing community safety services	Invisible community at present	
Other groups	<p>The following may also be excluded:-</p> <ul style="list-style-type: none"> • Gypsies and travellers • Children and young people • New arrivals- asylum seekers, refugees, migrant communities • Those with low literacy levels 	No	No

PART 3: PROCESS OF POLICY OR SERVICE DELIVERY AND MONITORING

Operation Times

When is the service provided - are there seasonal issues; are there barriers to the service based on the time and delivery of the service which may affect the target groups?

- 24/ 7 by police service and some other partners. The council and other stakeholders operate business hours
- Seasonal issues built into current document- eg. Religious/ civil festivals/ holidays, weather, key seasonal events in the District
- Current document considers these points

Methods of communication to the public (external) and internally

What methods do you use to communicate this service? Include review and assessment of methods, media, translations, interpretation etc, bearing in mind the extent to which these media forms are accessible to all sections of the community

Externally:

- Partnership website
- Partners individual organisations- websites, publications, press statements
- Events- conferences, seminars, training workshops, showcase events
- Function of new PISC Communications Group to coordinate
- Via District council communication structure?

Internally:

- Intranet
- Briefings
- Workshops
- Staff information points
- Inner Vision
- Annual reports
- Away days
- Strategy Group/ PISC

Future Monitoring and Consultation

How and when will the policy be monitored?

The Safer Communities manager will be monitoring the CS Strategy throughout the coming year and feeding into the Strategy Group. Any relevant issues should be picked up as part of this process.

PART 4: MEASURES TO REDUCE DISPROPORTIONATE OR ADVERSE IMPACT – POSITIVE IMPACT

Specify measures that can be taken to remove or minimise the disproportionate impact or adverse effect identified at the end of Part 3. If none were identified in Part 3, identify how disproportionate impact or adverse effect could be avoided in the future. (Consider measures to reduce any adverse impact and better achieve the promotion of equality of opportunity).

RACE:

- Look at publicity in relation to use of plain English.
- Some printed material in polish. Offer support to people in completion of forms.
- Need to ensure that access to interpretation and translation services
- Consultation needed to determine the views and opinions of people from different races
- Identify barriers that may hinder reporting of incidents, or access to services connected to community safety
- Ensure communication plan incorporates action plan to advertise and promote information on services to people from all races

GENDER:

- Access for this group needs monitoring
- Consultation needed to determine the views and opinions of people of different genders
- Identify barriers that may hinder reporting of incidents, or access to services connected to community safety
- Ensure communication plan incorporates action plan to advertise and promote information on services to people of all genders

DISABILITY:

- Need to tap into various for support groups eg. Leicestershire learning disability partnership group, NWL opportunities group
- Consultation needed to determine the views and opinions of people with disabilities
- Identify barriers that may hinder reporting of incidents, or access to services connected to community safety
- Ensure communication plan incorporates action plan to advertise and promote information on services to people with a range of disabilities

AGE:

- Consultation needed to determine the views and opinions of young people
- Identify barriers that may hinder reporting of incidents, or access to services connected to community safety
- Ensure communication plan incorporates action plan to advertise and promote information on services for young people

- Draw better links with Youth Council and other available youth groups with a view to more consultation

RELIGION/BELIEF:

- Consultation needed to determine the views and opinions of people with different religions and beliefs
- Identify barriers that may hinder reporting of incidents, or access to services connected to community safety
- Ensure communication plan incorporates action plan to advertise and promote information on services to people with different religions and beliefs

SEXUAL ORIENTATION:

- Consultation needed to determine the views and opinions of people of all sexual orientations
- Identify barriers that may hinder reporting of incidents, or access to services connected to community safety
- Ensure communication plan incorporates action plan to advertise and promote information on services to people of all sexual orientations

PART 5 – EQUALITY ACTION PLAN

Recommendation	Key activity	Responsible Officer	Milestones	Progress	Date of completion
1. Determine levels of crime experienced by different groups	Carry out analysis of those affected by the Partnership's priorities by equality strand	Safer Communities Manager & LPU Commander	TBC	TBC	Dec 2009
2. Determine patterns of accessibility to community safety services by different groups	Develop and implement scheme to monitor access to Partnership projects	Safer Communities Manager & Police Partnerships' Officer	TBC	TBC	April 2010
3. Identify key barriers affecting different groups from accessing community safety services	Organise engagement with specific groups to identify barriers to accessing Partnership projects and services	Safer Communities Manager	TBC	TBC	Dec 2009
4. Identify the communication needs of different groups	Assessment process undertaken with the agreement of the CS Strategy Group	Safer Communities Manager	TBC	TBC	Sept 2009
5. Develop a framework to assess re-occurring problems affecting certain groups within the community	Develop a framework to assess re-occurring problems affecting certain groups	Safer Communities manager with the support of the Comm Safety Strategy Group	TBC	TBC	Sept 2009

<p>6. Community Safety Strategy Refresh document</p>	<ul style="list-style-type: none"> • Incorporate key legislation into document • Public summary leaflet needs to be mentioned in document • Include accessibility statement • Link to partners' websites • Complaints procedure incorporated • Rename PISC 	<p>Safer Communities Manager</p>	<p>Mar 2009 – refresh document being produced</p> <p>Apr 2009 – produce leaflet</p> <p>May 2009 Rename PISC</p>	<p>Document being finalised, therefore, key legislation; accessibility statement; complaints procedure can all be included.</p>	<p>May 2009</p>
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