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 (NWLD, 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
<table>
<thead>
<tr>
<th>Identifying the capacity to deliver</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ambition of the partnership</td>
</tr>
</tbody>
</table>

**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

<table>
<thead>
<tr>
<th>Group</th>
<th>From the evidence available identify how the groups are reflected in the take up of the service</th>
<th>From the evidence does the policy have an actual or potential negative impact</th>
<th>If there is an adverse impact, can it be justified on the grounds of promoting equality of opportunity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Race</td>
<td>No information available but suspect that it is limited.</td>
<td>Potential to exclude people who have difficulty in reading/writing or speaking English. E.g. Migrant families or the gypsy/traveller communities</td>
<td>No</td>
</tr>
<tr>
<td></td>
<td>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</td>
<td>Document in its entirety does not discriminate</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Current document may need to be revised</td>
<td></td>
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<tr>
<td></td>
<td>This document should go some way to ensuring a more diverse response to the needs of the community</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gender</td>
<td>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</td>
<td>Response likely to meet specific needs of men and women separately. Recognition that there are different needs</td>
<td>Men and women have different needs both as victims and perpetrators.</td>
</tr>
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<td></td>
<td>More work will be required to establish monitoring systems</td>
<td></td>
<td></td>
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<tr>
<td>Disability</td>
<td>More information needed</td>
<td>More information needed as stated above if full assessment is to be made</td>
<td>No justification for adverse impact; more info needed on impact.</td>
</tr>
<tr>
<td></td>
<td>It is unclear as to what the take</td>
<td></td>
<td></td>
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<tr>
<td><strong>Age</strong></td>
<td>up is from different disability groups in regards to reporting and accessing community safety issues/ services</td>
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<tr>
<td></td>
<td>In terms of fear of crime older people generally are more likely to perceive this</td>
<td>Key objectives actively seek to target certain age groups eg alcohol confiscation</td>
<td>Possible adverse effect can't be justified</td>
</tr>
<tr>
<td></td>
<td>Young people are often as likely to be victims as well as perpetrators of crime</td>
<td>Crime trends are often specific and even unique to certain age groups</td>
<td></td>
</tr>
<tr>
<td></td>
<td>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</td>
<td>Targeted work is appropriate for particular age groups exclusively eg. Work in schools or with youth groups</td>
<td></td>
</tr>
<tr>
<td><strong>Religion/Belief</strong></td>
<td>No monitoring information collected at the moment.</td>
<td>Needs research</td>
<td>Possible adverse effect can't be justified</td>
</tr>
<tr>
<td></td>
<td>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</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Sexual Orientation</strong></td>
<td>No info available but may be difficult to collect</td>
<td>Needs research</td>
<td>No info but can't be justified</td>
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<tr>
<td></td>
<td></td>
<td>Baseline is non existent</td>
<td></td>
</tr>
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<td>From the evidence does the policy have an actual or potential negative impact</td>
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</tr>
<tr>
<td>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</td>
<td>Invisible community at present</td>
<td></td>
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</tr>
</tbody>
</table>
| **Other groups** | The following may also be excluded:-  
• 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
<table>
<thead>
<tr>
<th>Recommendation</th>
<th>Key activity</th>
<th>Responsible Officer</th>
<th>Milestones</th>
<th>Progress</th>
<th>Date of completion</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Determine levels of crime experienced by different groups</td>
<td>Carry out analysis of those affected by the Partnership’s priorities by equality strand</td>
<td>Safer Communities Manager &amp; LPU Commander</td>
<td>TBC</td>
<td>TBC</td>
<td>Dec 2009</td>
</tr>
<tr>
<td>2. Determine patterns of accessibility to community safety services by different groups</td>
<td>Develop and implement scheme to monitor access to Partnership projects</td>
<td>Safer Communities Manager &amp; Police Partnerships' Officer</td>
<td>TBC</td>
<td>TBC</td>
<td>April 2010</td>
</tr>
<tr>
<td>3. Identify key barriers affecting different groups from accessing community safety services</td>
<td>Organise engagement with specific groups to identify barriers to accessing Partnership projects and services</td>
<td>Safer Communities Manager</td>
<td>TBC</td>
<td>TBC</td>
<td>Dec 2009</td>
</tr>
<tr>
<td>4. Identify the communication needs of different groups</td>
<td>Assessment process undertaken with the agreement of the CS Strategy Group</td>
<td>Safer Communities Manager</td>
<td>TBC</td>
<td>TBC</td>
<td>Sept 2009</td>
</tr>
<tr>
<td>5. Develop a framework to assess re-occurring problems affecting certain groups affecting certain groups in the community</td>
<td>Develop a framework to assess re-occurring problems affecting certain groups</td>
<td>Safer Communities manager with the support of the Comm Safety Strategy Group</td>
<td>TBC</td>
<td>TBC</td>
<td>Sept 2009</td>
</tr>
</tbody>
</table>
| 6. Community Safety Strategy Refresh document | • 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 | Safer Communities Manager | Mar 2009 – refresh document being produced  
Apr 2009 – produce leaflet  
May 2009 Rename PISC | Document being finalised, therefore, key legislation; accessibility statement; complaints procedure can all be included. | May 2009 |