

Appendix B

Full Equality Impact Assessment

For a policy, project, service or other decision that is new, changing or under review

What is being assessed?		Community Safety Strategy 2015/18			
Lead Assessor	Debbie Barker			Assessment team	Debbie Barker Karen Griffiths
Start date	24/07/14	End date	31/03/15		
When will the EqIA be reviewed?	April 2016 and then annually				

Who may be affected by it?	The community safety plan is intended to benefit people who, live, work, study and visit Stevenage. The plan may particularly impact on the following equality groups who may experience hate crime: disability, race, gender, sexuality, religion / faith.
What are the key aims of it?	To communicate SoSafe's vision for the delivery of community safety in Stevenage including: <ul style="list-style-type: none"> • CSP priorities • actions we will take to reduce and prevent crime and ASB • community engagement • performance monitoring and measures.

What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	Identifying potential victims of hate crime through multi agency database. Apply ASB tools and powers where appropriate according to evidence of need, in relation to repeat and vulnerable	Promote equal opportunities	Provide community safety and wider partners with the opportunity to participate in events, training etc.	Encourage good relations	Work with community leaders including local mosques, world forum, other faith groups etc Work closely as a partnership to maintain and foster relationships.

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	victims.				
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What sources of data / information are you using to inform your assessment?	<p>Annual Strategic Assessment</p> <p>Quarterly RAG performance monitoring data</p> <p>Consultation with interested organisations, responsible authorities and members of the public</p> <p>Town wide survey</p> <p>Local profiles</p> <p>E&D annual report</p> <p>SoSafe annual action plan</p>
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In assessing the potential impact on people, are there any overall comments that you would like to make?	The community safety strategy aims to be as inclusive as possible, taking into consideration those people and communities who may be perceived as more vulnerable to crime and victimisation.
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Evidence and impact assessment

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

Age					
Positive impact	<p>SBC and the Youth Engagement team organise and promote Summer Fillerz – a summer programme for young people, which is promoted through the CSP.</p> <p>Deprived areas will be targeted for provision of youth activities / clubs etc.</p>	Negative impact	<p>Child poverty, educational attainment and youth unemployment are all contributing factors to crime in Stevenage.</p> <p>There are a large number of families identified as fulfilling the criteria for Thriving Families.</p>	Unequal impact	<p>Negative perception of children and teenagers is a widespread problem. There is a lack of positive stories and images of young people, particularly by the media.</p> <p>There is a need for more youth leisure</p>

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	<p>Shephall steering group are working towards ensuring quality provision for local children and young people, and consulting with them on their preferences.</p> <p>ASB team youth forum undertakes restorative justice with young people, working with FIP and Thriving Families.</p> <p>SoSafe will work with organisations who promote early intervention for families with children under 5; working closely with Stevenage children's centres.</p> <p>SoSafe supports initiatives which engage with older people (like Silver Street Meets, community meals on wheels and Op Sponge Pudding) in order to reduce the fear of crime.</p>		<p>Perceptions (and fear) of crime amongst older people are often heightened.</p>		<p>and sport activities, particularly in deprived areas.</p>
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Please evidence the data and information you used to support this assessment	Thriving Families data. Indices of multiple deprivation datasets. Strategic assessment risk matrix.				
What opportunities are there to promote equality and inclusion?	<p>SoSafe will promote positive images of young people, and promote positive messages.</p> <p>SoSafe will consult with young people and more vulnerable groups, to ascertain their particular needs and requirements.</p> <p>SoSafe will continue to seek external funding for initiatives to reduce youth related ASB.</p> <p>Opportunity to use social media to promote positive messages, accurate crime figures, information about seeking help, in order to reduce fear of crime.</p> <p>SoSafe will continue to work with older people to reduce the fear of crime, through partnership engagement.</p>	What do you still need to find out? Include in actions (last page)	N/A		

Disability e.g. physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	SoSafe continues to work with mental	Negative impact	People with disabilities may be subject to hate	Unequal impact	People with learning disabilities may be

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	<p>health partner practitioners, to address crime as a result of mental illness. Ensure that referrals are made when appropriate.</p> <p>Third party hate crime reporting sites are promoted.</p>		<p>crime.</p> <p>Mental health problems are often attributed to crime and ASB.</p>		<p>difficult to engage – due to problems with understanding community safety and how they can be affected by crime. Such people may be affected by hate crime.</p>
Please evidence the data and information you used to support this assessment		Annual strategic assessment – hate crime statistics.			
What opportunities are there to promote equality and inclusion?	<p>Hate crime is included in SoSafe priorities. Will work with groups and individuals to assess any needs.</p> <p>Ensure that communications are written in plain English, or other mediums appropriate for those with learning disabilities.</p>	What do you still need to find out? Include in actions (last page)	N/A		

Gender reassignment					
Positive impact	<p>County council holds a regular transgender group meeting to address crime issues with this group. Communications between this group and SoSafe ensures</p>	Negative impact	<p>Transgender people may be subject to hate crime, and can be hard to reach.</p>	Unequal impact	N/A

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	that any local issues are identified and dealt with.				
Please evidence the data and information you used to support this assessment		Annual strategic assessment - hate crime data.			
What opportunities are there to promote equality and inclusion?	Hate crime is included in SoSafe priorities. Will work with groups and individuals to assess any needs.	What do you still need to find out? Include in actions (last page)	N/A		

Marriage or civil partnership					
Positive impact	N/A	Negative impact	N/A	Unequal impact	N/A
Please evidence the data and information you used to support this assessment		N/A			
What opportunities are there to promote equality and inclusion?	N/A		What do you still need to find out? Include in actions (last page)	N/A	

Pregnancy & maternity					
Positive impact	SoSafe works with children's centres, Victim Support, MARAC, NHS to identify and support mothers at risk of DA. CAADA DASH risk assessment widely used by partner agencies to identify	Negative impact	Pregnant mothers more susceptible to domestic abuse.	Unequal impact	Community safety work often undertaken in schools, but rarely in settings with families and children under five.

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	women at risk. DA awareness initiatives developed and supported in conjunction with local and national partners.				
Please evidence the data and information you used to support this assessment		CAADA risk data Women's Aid data			
What opportunities are there to promote equality and inclusion?	Support IDVA service at Lister hospital and SBC CSC in order to identify mothers at potential risk of harm. Promote silver street meets in children's centre settings, targeting families with children under 5 – focus on personal safety and domestic abuse.		What do you still need to find out? Include in actions (last page)	N/A	

Race					
Positive impact	All members of the community have the potential to be engaged through street meets, consultation, Neighbourhood Watch etc Each area of Stevenage has a dedicated ward constable and PCSOs	Negative impact	Race based incidents / hate crime may not be reported due to people not knowing how. BME groups may be harder to reach and engage with.	Unequal impact	Translations of community safety publications are only available on request.

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	<p>who make themselves aware of trends and local concerns.</p> <p>Third party hate crime reporting sites are promoted.</p> <p>Potential hate crime concerns are monitored through SafetyNet.</p>				
Please evidence the data and information you used to support this assessment		Annual strategic assessment hate crime data.			
What opportunities are there to promote equality and inclusion?	<p>Undertake engagement and consultation, including BME and other minority groups to address their concerns e.g. The World Forum.</p> <p>Promote hate crime reporting methods through social media, Chronicle and other methods of engagement.</p>	What do you still need to find out? Include in actions (last page)	How do we reach non English speakers?		

Religion or belief					
Positive impact	SoSafe works with local religious leaders, in particular the Muslim community via Stevenage Mosque and Bangladeshi Community Centre,	Negative impact	Certain religious groups may be more open to radicalisation, and the threat of hate crime through overt nationalist extremist groups.	Unequal impact	N/A

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	<p>and through Churches Together.</p> <p>So Safe works closely with Herts Constabulary counter terrorism unit in order to prevent radicalisation.</p> <p>SoSafe works closely with local Street Pastors.</p>				
Please evidence the data and information you used to support this assessment		CTU data Strategic assessment hate crime data			
What opportunities are there to promote equality and inclusion?	<p>Hate crime to continue as a priority crime type when action planning.</p> <p>Work with minority groups through SoStevenage and other existing networks.</p> <p>Continue ongoing work with CTU and promote the prevent agenda.</p>	What do you still need to find out? Include in actions (last page)	N/A		

Sex					
Positive impact	N/A	Negative impact	N/A	Unequal impact	<p>Young adult men are at greater risk of being a victim of crime.</p> <p>Women are less likely to be victims</p>

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					of crime, but perceive this to be the opposite.
Please evidence the data and information you used to support this assessment		National crime data surveys (ONS)			
What opportunities are there to promote equality and inclusion?	<p>Opportunity to use social media to promote positive messages, accurate crime figures, information about seeking help, in order to reduce fear of crime.</p> <p>Promote personal safety awareness aimed at both men and women to address both group's concerns.</p>	What do you still need to find out? Include in actions (last page)	N/A		

Sexual orientation e.g. straight, lesbian / gay, bisexual					
Positive impact	Third party reporting sites are promoted.	Negative impact	Hate crime can be a problem for the LGBT community and may be under-reported due to fear of prejudice.	Unequal impact	N/A
Please evidence the data and information you used to support this assessment		Annual strategic assessment - hate crime data.			
What opportunities are there to promote equality and inclusion?	Hate crime is included in SoSafe priorities. Will work with groups and individuals to assess any needs.	What do you still need to find out? Include in actions (last page)	N/A		

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Socio-economic¹					
e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users					
Positive impact	<p>Support is provided by the voluntary sector and faith groups.</p> <p>The Council provides the homelessness advice service.</p> <p>The Council's mortgage rescue scheme has enabled many residents to remain in their home.</p> <p>No More Project helps vulnerable addicts to remain in their homes, offering debt and budgeting advice.</p>	Negative impact	Areas of deprivation are linked to hot spot crime areas.	Unequal impact	Homeless people may find it difficult to access consistent services.
Please evidence the data and information you used to support this assessment		<p>Indices of deprivation data.</p> <p>Police ASB figures.</p> <p>No More project data.</p>			
What opportunities are there to promote equality and inclusion?	<p>Targeting hot spot areas for partnership work.</p> <p>Public awareness raising / events.</p> <p>Targeting vulnerable groups and referral to projects / further</p>	What do you still need to find out? Include in actions (last page)	N/A		

¹Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

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	<p>support.</p> <p>Working with housing and homeless advice team to identify vulnerable people and take appropriate action.</p>		
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Other			
please feel free to consider the potential impact on people in any other contexts			
Positive impact		Negative impact	
Please evidence the data and information you used to support this assessment			
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)	

What are the findings of any consultation with:

Staff?			
Voluntary & community sector?			
Other stakeholders?	<p>Stakeholders predominantly in favour of aims and objectives identified.</p> <p>Issues identified around age related ASB – addressed in the strategy through early intervention and diversionary activities.</p>		

Overall conclusion & future activity

Explain the overall findings of the assessment and reasons for outcome (please choose one):	
1. No inequality, inclusion issues or opportunities to further improve have been identified	

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Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	√
	2c. Stop and remove	

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination & harassment, promote equal opportunities and / or encourage good relations :				
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?
Reaching non English speakers. Demographic data required to assess extent of non English speaking community. Include in annual action plans if a need for bespoke engagement is required.	yes	Debbie Barker	March 2018	Through regular engagement and bespoke methods of communication.

Approved by Head of Service / Strategic Director:
Date:

Please send this EqlA to equalities@stevenage.gov.uk