



Community Safety Strategy 2024-2029

Equality Impact Assessment (EqIA) Form

[October 2024 - October 2028]

Date created	October 2024
Approved by	Cabinet
Owner	Sarah Pateman
Version	1
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Business Unit and Team	Strategic Community Safety Community Advice and Support

Please [click this link](#) to find the EqIA guidance toolkit for support in completing the following form.

For translations, braille or large print versions of this document please email equalities@stevenage.gov.uk.

First things first:

Does this policy, project, service, or other decision need an EqlA?

Title:	Community Safety Strategy 2025-2028	
Please answer Yes or No to the following questions:		
Does it affect staff, service users or the wider community?		Yes
Has it been identified as being important to particular groups of people?		No
Does it or could it potentially affect different groups of people differently (unequal)?		No
Does it relate to an area where there are known inequalities or exclusion issues?		No
Will it have an impact on how other organisations operate?		Yes
Is there potential for it to cause controversy or affect the council's reputation as a public service provider?		No

Where a positive impact is likely, will this help to:	
Remove discrimination and harassment?	Yes
Promote equal opportunities?	Yes
Encourage good relations?	Yes

If you answered 'Yes' to one or more of the above questions you should carry out an EqlA.

Or if you answered 'No' to all of the questions and decide that your activity doesn't need an EqlA you must explain below why it has no relevance to equality and diversity.

You should reference the information you used to support your decision below and seek approval from your Assistant Director before confirming this by sending this page to equalities@stevenage.gov.uk.

I determine that no EqlA is needed to inform the decision on the .

Name of assessor:

Decision approved by:

Role:

Role: Assistant Director

Date:

Date:

Equality Impact Assessment Form

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

What is being assessed?		Community Safety Strategy 2025-2028			
Lead Assessor	Sarah Pateman			Assessment team	Community Advice and Support
Start date	October 2024	End date	October 2028		
When will the EqIA be reviewed? (Typically every 2 years)	October 2026				

Who may be affected by the proposed project?	All residents in Stevenage will benefit through agencies working effectively in partnership together.
What are the key aims of the proposed project?	<p>It is a statutory requirement that Crime & Disorder Reduction Partnerships (CDRPs) produce a three-year crime reduction plan which is refreshed annually in the form of an action plan.</p> <p>The aim of the partnership plan is to identify how agencies will work together to tackle crime and disorder in Stevenage. The plan sets out the three-year priorities and the actions that will be taken to meet the priorities.</p> <p>The priorities were identified through a strategic assessment which analysed patterns and trends in crime over 2021/2024</p> <p>The outcome will be reduced levels of crime and disorder in Stevenage, achieved through a co-ordinated response from partners.</p>

What positive measures are in place (if any) to help fulfil our legislative duties to:					
Remove discrimination & harassment	SBC is a third party reporting centre for hate crime / discrimination and actively encouraging more organisations to sign up as third party reporting centres to reach the wider community.	Promote equal opportunities	The service priorities aim to promote equalities through partnership working to ensure that all Stevenage residents have equal opportunity access services.	Encourage good relations	Engagement with a wide range of residents, community safety partners and Services. Developing relationships with vulnerable groups through targeted outreach.

What sources of data / information are you using to inform your assessment?	<p>We have used data/information available both locally and nationally, assessments are up to-date.</p> <p>The strategic assessment highlighted particular groups of people that are affected by certain types of crime. This includes victims and perpetrators. This information can be used to identify trends that need to be targeted by the partnership.</p>
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In assessing the potential impact on people, are there any overall comments that you would like to make?	It has been identified that more widespread engagement with different groups within the community needs to take place. Engagement tends to happen most easily with people who have an issue to discuss, for example, those who attend the Street Meet events. Over the coming year we will be seeking ways of ensuring engagement is more widespread and covers those groups which are harder to reach.
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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	Positive impact	Yes	Negative impact	None	Unequal impact
Please evidence the data and information you used to support this assessment	<p>Younger people are often vulnerable to being involved in crime. Education and diversionary activities are carried out with these groups. Young offenders have specific services provided for them.</p> <p>Older people are often vulnerable to certain types of crime and can be more fearful than other age groups. Crime prevention advice and visits are provided. A lack of understanding between generations can lead to mistrust and anxiety. We aim to increase understanding between generations.</p>				
What opportunities are there to promote equality and inclusion?	Support is provided to those of all ages who may be at risk of criminal exploitation or vulnerable to being a victim.		What do you still need to find out? Include in actions (last page)		

Disability e.g., physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	Positive impact	Yes	Negative impact	None	Unequal impact
Please evidence the data and information you used to support this assessment	Those with disability support needs may be considered more vulnerable to becoming a victim of crime and less likely to report crime or access support.				
What opportunities are there to promote	Specialist support is provided to those who may need it. Including raising awareness in		What do you still need to find out?	Further research needs to take place in relation to the services we can provide for	

equality and inclusion?	the community in relations to vulnerable disabled individuals being exploited in relation to fraud and cuckooing.	Include in actions (last page)	people who have a disability. Exploring what provisions are available for those with learning difficulties, deaf and deaf-blind.
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Gender Reassignment					
Positive impact	Yes	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	Gender reassignment may make individuals more vulnerable to crime. Data shows that 80% of transgender individuals have experienced at least one incident of domestic abuse in their lifetime. SoSafe partnership works with specialist domestic abuse services to ensure male and female victims of domestic violence are fully supported.				
What opportunities are there to promote equality and inclusion?	Specialist support is provided to those to victims of violence against women and girls and domestic abuse, regardless of gender reassignment.	What do you still need to find out? Include in actions (last page)			

Marriage or Civil Partnership					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	Within the last year we have not had any service data to show that there would be any impact on this group. Staff do have an awareness of this particular group and as with any other groups will ensure that no group is disadvantaged.				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

Pregnancy & Maternity					
Positive impact	Positive Impact	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	The partnership notes that with some crimes, pregnancy and maternity may be a factor. Data shows that when a woman is in a domestic abuse relationship and she is pregnant/had a baby in the last 18 months, she is more likely to be assaulted.				
What opportunities are there to promote equality and inclusion?	Specialist support is provided to those to victims of domestic abuse and the partnership will continue to raise awareness of domestic abuse.	What do you still need to find out? Include in actions (last page)			

Race					
Positive impact	Positive Impact	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	This strategy will be for all those living within Stevenage, Including BME groups. Hate crime can be a problem for some ethnic groups and language can be a barrier to understanding the services provided.				
What opportunities are there to promote equality and inclusion?	The partnership will continue to raise awareness of the support services available and the methods of accessing those services. It will also raise awareness that the council is a third-party reporting centre for hate crime and support those that are victims of hate crime.	What do you still need to find out? Include in actions (last page)			

Religion or Belief					
Positive impact	Positive Impact	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	The strategy is for all within Stevenage irrespective of religion or beliefs but the partnership notes that hate crime can be a problem for some religious/belief groups.				
What opportunities are there to promote equality and inclusion?	The partnership will continue to raise awareness that the council is a third-party reporting centre for hate crime and support those that are victims of hate crime.	What do you still need to find out? Include in actions (last page)			

Sex					
Positive impact	Positive Impact	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	The partnership acknowledges that some crimes, like domestic abuse are more gendered. While data shows that the majority of victims are from women, the team are aware that men can also be at risk of domestic abuse and the same consideration should be given to them as well as women. SoSafe partnership works with specialist domestic abuse services to ensure male and female victims of domestic violence are fully supported, as well as victims of violence against women and girls.				
What opportunities are there to promote equality and inclusion?	Continue to raise awareness about domestic abuse and what support services are available to victims.	What do you still need to find out? Include in actions (last page)			

Sexual Orientation e.g., straight, lesbian / gay, bisexual

Positive impact	Positive Impact	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	The strategy will be for all communities within Stevenage irrespective of sexual orientation, but the partnership notes that hate crime can be a problem for the LGBTQ+ community.				
What opportunities are there to promote equality and inclusion?	The partnership will continue to raise awareness that the council is a third-party reporting centre for hate crime and support those that are victims of hate crime.	What do you still need to find out? Include in actions (last page)			

Socio-economic¹ e.g., low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement					
Positive impact	Yes	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	Data reflects that individuals from lower socio-economic communities are more vulnerable to crime and are likely to be exposed from a young age, leading to those young people likely committing crime themselves.				
What opportunities are there to promote equality and inclusion?	Support from services is available for free to those who need to access it.	What do you still need to find out? Include in actions (last page)			

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.

	Continue to work with schools to reach young people who may be considered deprived and exposed to crime to provide support and negate their likeliness of future criminal activity.		
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Consultation Findings

Document any feedback gained from the following groups of people:

Staff?	Staff reported that working with partners is the key to problem solving and providing support the community.	Residents?	Residents are consulted with at various opportunities through service surveys. This allows us to adapt to resident needs and report back any trends to the partnership.
Voluntary & community sector?	Voluntary Sectors agree that in order to make a difference it is essential that we work co-operatively, and information is shared regularly.	Partners?	Partners agree that in order to make a difference it is essential that we work co-operatively, and information is shared regularly.
Other stakeholders?			

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		
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	As below
	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?
To engage more fully with the public in informing them of the work of the partnership and seeking their views on community safety issues.	This will promote the work of the SoSafe partnership and shaping the partnerships focus on what the community needs are.	SoSafe Partnership Partnership Services	October 2028	Will become part of the normal monitoring processes.
Further research needs to take place in relation to the services we can provide for people who have a disability. Exploring what provisions are available for those with learning difficulties, deaf and deaf-blind.	This will promote equal opportunities for all residents by ensuring everyone in the community can access the services they need to in a way that suits them.	SoSafe Partnership Partnership Services	October 2028	Will become part of the normal monitoring processes.

Approved by Assistant Director / Strategic Director:

Date: October 2024

Please send this EqIA to equalities@stevenage.gov.uk for critical friend feedback and for final submittance with the associated project.

