



Service:	Person responsible for the assessment:	Date EqIA completed:
Welfare Services	Maggie Quinn	14 March 2023

## PART A - Identification

1	Title or name of proposal	Community Safety Partnership Plan 2023-2026	
2	The commencement date of the proposal and approval e.g., CLT, Cabinet, Committee, Council	April 2023 Individual Decision made.	
3	What are the aims, objectives, and purpose of the proposal?  SMART Targets of the Community Safety Partnership for 2023-2024: To reduce all recorded crime by 2% (from 3958 crimes) To reduce vehicle crime by 2% (from 463 crimes) To increase the number of repeat victims of domestic abuse accessing services by 20% (from 29 high risk victims) To reduce serious violence, including domestic abuse and violence against women and girls by 2% (from 818 crimes and incidents) To reduce anti-social behaviour by 3% (from 1498 incidents) To maintain the high level of feeling of safety during the day (88%) and improve the feeling of safety after dark (67%)	<b>Aims: To reduce Crime, Disorder and ASB in South Staffordshire</b> <b>Objectives: To</b> achieve targets set in relation to identified priorities <b>Purpose: To make</b> South Staffordshire a safe place to live work and visit and ensure the Plan encompasses all people within South Staffordshire.	
4	Status of the proposal	<b>New proposal/Existing proposal</b>	<b>Date Last Reviewed:</b>
5	Are there any other functions, policies or services which might be linked with this one for the purposes of this exercise?	Policies: Prevent Action Plan South Staffordshire Council Plan Staffordshire Commissioner's Priorities Policing Plan South Staffordshire Strategic Assessment South Staffordshire Residents' Survey Localities+  Services: Street Scene Team - Enviro-crime Environmental Protection Community Services Welfare Services Planning Enforcement	
6	Who is it intended to affect or benefit (the target population):	This is aimed at all people who live in, work in and visit South Staffordshire	

## PART B - Evidence, Research and Stakeholder Engagement

7	<p><b>List relevant examples of data (qualitative and quantitative) or any consultation information available that will enable the impact assessment to be undertaken</b></p>	<p>South Staffordshire Strategic Assessment 2021-2022 Police Data Consultation/Engagement Data - Residents' Survey Consultation with public in various locations – see below.</p> <p>Further consultations were held with partners (SCC; FARS; Housing Provider; Probation; Police) on 9 March 2023:</p> <ul style="list-style-type: none"> <li>• Health and Wellbeing focus to include whole life disability and neurodiversity</li> <li>• Refer to ASB policies from Housing providers as ASB to be separated from noise police and pest policy.</li> <li>• Housing providers required to report on perceptions of local area, this to be referred to in the Plan.</li> <li>• Governance arrangements should be referenced in the Plan</li> <li>• Ensure Serious Violence Act is referenced</li> </ul> <p>The CSP Plan reflected these changes.</p> <p>Consultation with Members on 14 March 2023:</p> <ul style="list-style-type: none"> <li>• Locality Forum feedback from Members who wanted further clarification of perception v reality and going forwards throughout the plan explaining further what this means.</li> </ul> <p>Community engagement with residents (including young people) undertaken throughout March 2023 via Police engagement in various locations including Perton, Codsall, Penkridge, Wombourne, Kinver, Great Wyrley, Coven (all localities are represented).</p> <ul style="list-style-type: none"> <li>• Young people's activities, potholes and more visible policing were the suggestions put forward for the CSP to have as another focus.</li> </ul> <p>The CSP Plan will consider these points in Year 1 and as required make amendments to the actions in Year 2 and 3.</p> <ul style="list-style-type: none"> <li>• No negative feedback was recorded.</li> </ul>	
8	<p><b>Evidence from the data from Question 7 of any feedback or complaints against the service/policy/procedure on grounds of potential or perceived discrimination</b></p>	<p>No negative feedback received</p>	
9	<p><b>Does your proposal link with other proposals to have a cumulative negative affect on particular equality groups?</b></p>	<p><b>Yes/ No</b></p>	<p><b>If yes, give details</b></p>
		<p>No</p>	



## PART C - Assessment and Differential Impacts

Within this table, state whether the policy or function will have a positive or negative impact across the protected characteristics and provide any comments, reason, and evidence to support this.

What is the effect of the change on each characteristic – tick one				Reason		Action* Required
	Positive impact	Negative impact*	Neutral	Explanation of impact analysis	Is this likely to be unlawful?	Yes / No
Age	✓			<p>Through the SPACE scheme young people are provided activities and support throughout holiday periods.</p> <p>Working with SCVYS to offer activities to young people and volunteering opportunities for young people too.</p> <p>Young adults and older residents are considered in the mailout of campaign materials and the recommendation of security products</p>	No	No
Disability	✓			<p>Vulnerable residents are supported through multi-agency working and residents with disabilities are supported by the Disability Learning Team.</p> <p>People most vulnerable are discussed and supported through the Multi-Agency Vulnerability Hub.</p> <p>Working with Leaning Disability Group and Dementia organisations for a greater understanding of this challenge.</p>	No	No
Gender reassignment			✓	<p>Information about residents who have undertaken gender reassignment is not currently reflected in the Community safety Partnership Plan.</p> <p>A referral pathway is available into USAH which can be self-referral or a referral from any agency supporting a resident.</p> <p>There is a voluntary sector organisation offering support to the LGBTQ+ residents.</p>	No	No
Marriage & Civil Partnership			✓	<p>Vulnerable residents are supported through multi-agency working and signposting is offered to the Seisdson Wellbeing Team who offer relationship support and counselling.</p>	No	No

<b>Pregnancy and Maternity</b>			✓	<p>The Community Safety Partnership does not have any employee related responsibilities in relation to pregnancy and maternity.</p> <p>A referral pathway is available into USAH which can be self-referral or a referral from any agency supporting a resident.</p>	No	No
<b>Race</b>	✓			<p>Community Cohesion links to the Community Safety Partnership Plan and addresses integration and support for asylum seekers as well as educating and informing the local community to welcome the various races into communities.</p> <p>Crime trends, including hate crimes, are monitored for the implementation of targeted campaigns, which include publicity to educate along with activities.</p>	No	No
<b>Religion or Belief</b>			✓	<p>A multi-faith network is not currently active in South Staffordshire.</p> <p>Vulnerable residents are supported through multi-agency working, including some faith support networks outside of the district, and a commissioned victim support service</p>	No	No
<b>Sex</b>	✓			<p>Violence Against Women and Girls is a targeted government initiative supported locally through the Community Safety Partnership Plan and the local Police Priorities.</p> <p>Partnership working to reduce serious violence, including domestic violence.</p>	No	No
<b>Sexual Orientation</b>			✓	<p>There is a voluntary sector organisation offering support to the LGBTQ+ residents.</p> <p>A referral pathway is available into USAH which can be self-referral or a referral from any agency supporting a resident.</p>	No	No
<b>Other</b>	✓			<p>The Community Safety Plan is a partnership action plan to reduce crime and anti-social behaviour in the district.</p>	No	No

				<p>The plan aims to reduce the fear of crime and reassure everyone who is living, working, or visiting the district.</p> <p>Crime trends are monitored for the implementation of targeted campaigns and the Locality+ initiative is supporting local need.</p> <p>Vulnerable residents are supported through multi-agency working and a commissioned victim support service.</p>		
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## PART D – Outcomes, Action, and Public Reporting

What Justifiable Action Does the Evidence, Engagement and Consultation Suggest You Take?

	Description	Yes / No
<b>A</b>	<b>No Major Change Required</b> When no potential for discrimination or adverse impact is identified and all opportunities to promote equality have been taken.	No change
<b>B</b>	<b>Adjustments needed to remove barriers or to better promote equality</b> Are you satisfied that the proposed adjustments would remove the barriers identified?  Gather information on residents to further understand the makeup of the district including information on gender reassignment, civil partnerships, and sexual orientation.  Recognition of the changing diversity in certain local communities through surveys and local networks.  Community safety messages can be made available in languages applicable to the changing makeup of the newly housed refugees / those seeking or granted asylum.  Explore the links to multi-faith groups both within Staffordshire and neighbouring local authority areas.	Yes
<b>C</b>	<b>Continue despite possible adverse impact</b> For important relevant proposals, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.	No
<b>D</b>	<b>Stop and rethink your proposal</b> Actual or potential unlawful discrimination is identified; the proposal will need reviewing immediately.	No

## PART E – Monitor Evaluate and Review

Action and Monitoring Plan - where the assessment in Part C & D indicates a potential negative impact, how will this be reduced or mitigated to reduce impact moving forwards?

Conclusions Reached About Potential Impact		
Possible Impact	Group(s) Affected	Evidence
Reduce the likelihood of residents becoming a victim of hate crime	Refugees or those seeking asylum Residents perceived to be from a different race or culture Residents who are from the LGBTQ+ community	Although hate crime is low in South Staffordshire it still occurs with race and disability being the highest type of hate crime in the district (USAH)
Impact Identified	Action	Responsibility
	Identify groups for those affected for signposting and support	Community Safety partnership
Timescale	Expected Outcomes	Review Date
2023 - 2026	Minority groups feel supported if they have been a victim of hate crime	Every year end of plan: March 2024 March 2025 March 2026

## PART F – To be completed by Equality Service Group

Date Reviewed	Name of Representatives involved in Review (min of 2-3)
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28 February 2022	Steve Gallis, Kevin Hubery, Karen Riley
<p><b>General Comments</b></p> <p><b>Q It would be useful to review then plan itself to get a feel for what the EqlA is assessing</b></p> <p>A I've copied the plan to you but have attached it again for your information.</p> <p><b>Q Do we need to outline the objectives and ensure they are SMART? Also, who will be responsible for evidencing these objectives when the review of the program is in progress and complete? As there is a partnership do we need to have these roles identified in the impact assessment as accountable?</b></p> <p>A The SMART outcomes are now explained in the EqlA. These will be evaluated through the Community Safety Partnership Responsible Authorities Group twice a year. Each organisation plays a role through their own strategies/policies to achieve reductions in their field i.e., risk of fire; reduce reoffending; reduce neighbour ASB; reduce crime, ASB, disorder; reduce substance misuse; improve health; reduce fear of crime and fear of becoming a victim.</p> <p><b>Q Section 8 – it would be useful to have more detail about the consultation and engagement activity that has taken place on the Plan.</b></p> <p>A Consultations have taken place with partners, Members and residents. This is reflected in the EqlA.</p> <p><b>Q In Part C:</b></p> <p><b>The column Explanation of Impact Analysis simply repeats the same statement against every equality dimension – there is no specific evidence presented</b></p> <p>A I have amended the Impact Analysis in Part C of the EqlA.</p> <p><b>Q Review of the plan makes this clearer now although agree with Kevin that more reference to the consultation that has happened would be useful even as a pointer.</b></p> <p>A Following the community engagement this has been completed in the EqlA.</p>	
<b>Recommendations</b>	
<b>Publish Results</b> <b>Carry Out Further Impact Assessment</b>	<b>Specific Recommendations to Consider:</b>



## 12. PART G: Corporate Director/Assistant Director Approval

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- I am satisfied with the results of this EqlA.
- I have seen the Councils Equality Schemes or Equality Action Plan and am satisfied with the contribution it can make.
- I agree to review the Action Plan after 12 Months with the Service representative named on this document.

**Approved by Corporate Director/Assistant Director: Assistant Director Community Services, Mark Jenkinson**

**Date: 10/04/24**

When you have completed this assessment, retain a copy, attach it to the report and send a copy to the Performance and Customer

Insight Officer. Where the EqlA relates to a Member report the EqlA should be sent to Lindsay Beddows to ensure it is on the CMIS system prior to the Cabinet/Committee/Council meeting.