

APPENDIX B

Equality Impact Assessment Form

Before completing this form please refer to the [EIA Guidance](#)
For further advice and assistance please contact the Equality Unit.

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| Name of the policy/function | Police and Crime Plan |
| Owner of policy/function (name/dept) | PCC |
| Person completing the EIA | Equality Unit and OPCC office |
| Date EIA completed | 25/01/17 |

What is the aim of this policy/function?

Background and Context

The Police Reform and Social Responsibility Act 2011 gave Police and Crime Commissioners (PCC) the responsibility of producing a Police and Crime Plan. The Plan sets the Police and Crime Commissioner's priorities during their term of office.

This Police and Crime plan has been created by the PCC in consultation with the Chief Constable, partner organisations and communities. The overall aim of the plan is to ensure that policing across the Leicester, Leicestershire and Rutland area is efficient, effective and meets the needs and expectations of all the communities.

In addition, the Association of Police and Crime Commissioners and the National Police Chief Council's Policing Vision 2025 sets out the National plan for policing over the next ten years. The plan acknowledges that reducing crime and protecting the vulnerable are core priorities for the police service and that to achieve this, the service must increase partnerships within the community and with other service providers, protect the rights of victims and engage in community led policing to reduce demand.

The Vision describes the ambition for the reform of policing by 2025 by the transformation of the way it delivers its mission with a key focus on prevention and vulnerability.

The first Police and Crime plan set in 2013 focused on:

- Reducing offending and re-offending.
- Supporting victims and witnesses
- Making communities and neighbourhoods safer.
- Protecting the vulnerable.

The new Police and Crime plan includes these areas, however there is a greater emphasis on:

- Crime Prevention.
- A simplification of the Commissioning Framework.

To ensure this is effective, the plan concentrates on the five 'V's, namely:

- Viable Partnerships.
- Visible Policing.
- Victim Services.
- Vulnerability Protection.
- Value for Money.

Which of the protected characteristics is the policy or function likely to impact upon?

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| Age | <input type="checkbox"/> | Religion or Belief | <input type="checkbox"/> |
| Disability | <input type="checkbox"/> | Sex | <input type="checkbox"/> |
| Gender Reassignment | <input type="checkbox"/> | Sexual Orientation | <input type="checkbox"/> |
| Pregnancy and Maternity | <input type="checkbox"/> | All protected characteristics | x |
| Race | <input type="checkbox"/> | None | <input type="checkbox"/> |

Step 1:

Collecting the data

What data or statistical information or evidence based research have been used to identify how this policy or function might affect equality?

The content in the draft Police and Crime Plan was compiled from a number of different strands of work that the PCC undertakes as part of the wider public engagement work, and also took into account the previous Police & Crime Commissioner's (PCC) consultations.

In particular, the Police and Crime Commissioner commissioned a web based survey and a telephone survey to obtain the views of the public, communities, stakeholders, partners and staff. The stakeholders also included the members of the Independent advisory groups.

The telephone based survey produced 1,105 responses.

The web-based survey was circulated in 3 ways:

- To internal personnel (Police Officers and Police Staff)
- To members of the public directly
- To stakeholders (Councillors, MPs etc.)

In total over 6,000 "direct invites" were sent out, these included City / County / Borough & District Councillors. As well as other local politicians and key stakeholders including members of the Independent Advisory groups

The web-based survey generated a total of 1,769 external responses and another 152 were received from Police Officers and Staff.

A total of 3,026 responses were received.

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| | <p>The survey asked questions in the following areas:-</p> <ul style="list-style-type: none"> • What policing priorities should be included in the plan? • How should non-emergency matters be reported to the police? • How would the public like to receive general information from the police, not related to specific crimes. • What was the top suggestions to improve police visibility. • What suggestions were there for providing support to victims? • Was there support for raising additional funding through an increased police precept? • Would they be prepared to engage in further consultation? <p>The two top priorities identified by respondents as being the most important elements to include in the plan (with nine out of every ten respondents believing them to be important, similar to the levels of support in the web surveys) are :</p> <ul style="list-style-type: none"> • Reducing and preventing Crime • Ensuring that crimes such as Hate Crime, Domestic Violence, Sexual offences and Cyber Crime are reported to the Police |
| | <p>What gaps in the information or research have been identified?</p> |
| | <p>Whilst there were 3,026 responses, the demographic breakdown of those who responded shows certain members of the community were less likely to engage in the consultation methods used.</p> <p>The breakdown of respondents to the consultation show a proportional response in terms of gender (in relation to the breakdown of the community). However, the respondents demographic data show the following disproportionalities :</p> <p>Age</p> <ul style="list-style-type: none"> • Under representation of people aged between 16 – 24, 25 - 34 and 65+ responding. • Over representation of people aged between 45 – 54 and 55 - 64 responding. <p>Ethnicity</p> <ul style="list-style-type: none"> • Under-representation of respondents who identified as Asian, Black, Chinese and Other. • Over-representation of respondents who identified as White or White Irish. |

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| | <p>Sexual Orientation</p> <ul style="list-style-type: none"> • The respondents who identified as Lesbian, Gay, Bisexual or Transgender was 6.9%, this is an under representation of previously projected figures of over 10%. <p>Disability</p> <ul style="list-style-type: none"> • Under representation of respondents who identified as disabled. <p>Religion and belief</p> <ul style="list-style-type: none"> • Under representation of respondents who identified their religion as Christian, Hindu, Jewish, Muslim and Sikh. • Over representation of respondents who identified their religion as Pagan or non-religious. <p>The gaps identified in the respondents to the survey will guide future consultation processes, in order to get more representative views. This has been identified in the action plan attached to the EIA.</p> |
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| Step 2: | Describe any adverse impact of the policy or function on any of the equality groups, along with any factors that can explain or justify this impact |
| Assessing likely impacts | <p>The emphasis of the Police and Crime Plan is the five 'Vs' as described above. In particular, viable partnerships, victim services and vulnerability protection, if successful this will have a positive impact of different communities and groups. Visible policing can also have a positive impact on those members of the community who feel more vulnerable and at risk and provide reassurance.</p> <p>In addition the plan outlines a number of areas where there will be a focus of resources and scrutiny in order to provide better outcomes for the public. Many of these areas of crime or policing already see a disproportionate outcome for different communities, because of their age, disability, gender, gender reassignment, race, religion and belief and sexual orientation. Therefore focus and resources will hopefully see more positive outcomes for those groups. This includes:-</p> <ul style="list-style-type: none"> • Reducing rural crime and keeping residents, particularly the elderly feeling safer. Preventing metal and lead theft which can impact on faith communities, at their places of worship. • Prioritising a victim's strategy, which recognises the differing needs of different victims. Ensuring this is captured in the commissioning of services. • Ensuring those members of the community who are vulnerable or who find themselves in a vulnerable position have access to information and support. |

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| | <p>Encouraging the reporting of hidden crime, or crime which is often impacting on minority groups and is also under reported. This includes, child sexual exploitation, domestic violence and abuse including coercion, hate crime and hate incidents, human trafficking and modern day slavery and sexual violence.</p> <ul style="list-style-type: none"> • There will also be a focus on areas where issues of safety particularly impact on minority communities, this can include missing from homes, which often impact on young children or people living with dementia. Also those people living with a mental health condition who find themselves in a crisis and may self-harm or harm others. • There will also be an emphasis on the use of police powers to ensure that there is proper internal and external scrutiny. In particular to recognise the impact that the use of stop search has on communities, particularly those who are young, male and from an Asian or Black background. Monitoring of stop search still shows there is a disproportional outcome for those communities. To ensure the appropriate use of stop search, use of force and Taser, there will be work with representative community groups to quality assure the work and provide feedback on areas of concern, good practice and improvement. |
| | <p>What actions can be taken to mitigate any adverse impact</p> <p>The plan has put an emphasis on areas of policing where focus and scrutiny will be undertaken. Many of those areas as described above have a disproportionate impact on certain communities as defined by age, disability, gender, gender reassignment, race, religion and belief and sexual orientation. Those areas will be subjected to ongoing governance and it is hoped that future monitoring will show a reduction in the disproportionate outcomes of these areas.</p> <p>The principles of respect, absence of bias, integrity, openness and diversity are present throughout the plan and in the commitments made at the outset. The aim is to ensure policing across Leicester, Leicestershire and Rutland is efficient and effective. For this to be successful that requires all communities to experience an improvement and for their needs and expectations to be understood and accounted for.</p> |

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| <p>Step 3:</p> <p>Consulting</p> | <p>Describe who has been consulted and how this has had influenced the assessment</p> |
| | <p>The telephone survey that was conducted gave the following results:</p> <p>The differences in respondents from different backgrounds have not made a significant difference to the responses. However, the following differences were identified in the 6 areas questioned in the survey:-</p> <p>1. What Policing Priorities should be included in the Plan?</p> <p>The following outlines the differences in responses from respondents by different diversity demographics:-</p> <ul style="list-style-type: none"> • Asian respondents felt that the PCC should give more encouragement to people to volunteer to assist in policing. • Significantly more female respondents believe the PCC needs to communicate the role and purpose of PCCs than male respondents. • For respondents aged over 65, there was a higher importance placed on the protection of Neighbourhood Policing Teams, Making it easier to Report Crime, Encouraging People to Volunteer and Improving the public's understanding of the purpose and role of the PCC'. • Those aged 25 to 34 think that 'Making it easier to Report Crime' is of less importance than other respondents; and those aged 45 to 54 consider improving the public's understanding of the purpose and role of the PCC to be of less importance. • Respondents who identify themselves as bisexual consider that Reducing and preventing Crime, Visible Policing and Supporting Neighbourhood Policing to be of less importance than do other respondents. • Respondents who identify as lesbian or gay believe that ensuring crimes such as Hate Crime, Domestic Violence, Sexual offences and Cyber Crime are reported should be of more importance than do other respondents. • There are no significant variances in opinion between people who consider themselves disabled and those who don't. |

2. Reporting non-emergency matters

- Respondents aged 16 to 24 are less supportive of the use a multi-agency phone line to report less serious matters than are other respondents; likewise, those over the age of 65 are less supportive of reporting matters on-line or via an App.
- There are no significant variances in opinion between male and female respondents or different ethnicities, between people who consider themselves disabled and those who don't and between people of different sexualities.

3. Receiving information from the Police

- Significantly more respondents from smaller communities (i.e. "Other" ethnicity (Chinese, Mixed, Arab or "any other")) indicate that they have less desire to receive any information about policing than other respondents.
- There is significant less support for receiving general policing information by leaflets from male respondents.
- Respondents over the age of 65 are less supportive and those 16 to 24 more supportive of receiving general policing information by SMS.
- Respondents over the age of 65 are more supportive of receiving information through a leaflet or email than other respondents.
- Respondents between the ages of 25 and 34 are more supportive, and those aged between 45 and 54 less supportive of the use of social media for this purpose
- Respondents aged 25 to 34 indicate significantly less desire to receive any information about policing in general than do other respondents.
- There are no significant variances in opinion between people who consider themselves disabled and those who don't and from people of different sexualities.

4. Police visibility

- Asian respondents have indicated greater support for seeing uniformed officers on bicycles or vehicles, as well as being available in non-police community locations and the Police having an on line presence, than do persons of other ethnicities.
- Both those between 16 to 24 and over the age of 65 consider Uniformed Police personnel on foot to be a

more important form of visible policing than other respondents, albeit those aged 35 to 44 see this as less important than others do.

- Those over the age of 65 also see Uniformed Police personnel on bicycles to be more important than other respondents as well.
- Those aged 16 to 24 also see an availability in Police Stations and other Community Locations to be more important than do persons of other ages.
- People who describe themselves to be bisexual consider it more important to have Police personnel available in Police Stations than do other respondents.
- There are no significant variances in opinion between people who consider themselves disabled and those who don't and between male and female respondents.

5. Support to victims

- Asian respondents are significantly more supportive of victim support being provided collaboratively by the Police and other agencies; this is balanced by less support for a joint Police and Victim First arrangement.
- Respondents between the ages of 55 and 64 believe stronger than others that all victim support should be accessed through a single point of contact. Persons over the age of 65 have a stronger belief than others that it is policing personnel who should actually provide this.
- There are no significant variances in opinion between people who consider themselves disabled and those who don't and between people of different sexualities.

6. Additional Funding through an increased Policing Precept

- Whilst there is still a majority in favour, there is significantly less support amongst Asian and Black respondents for an increase in the level of precept than for other ethnicities.
- There are no significant variances in opinion between genders, people of differing ages or between people who consider themselves disabled and those who don't and also between people of different sexualities.

Following the initial consultation on what issues might be important to the public in developing the plan, the draft plan was drafted and this was sent to a number of stakeholders within Leicestershire Police and also the Police & Crime Panel. In addition the plan has been discussed at external meetings which

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| | <p>the Police and Crime Commissioner attended in January.</p> <p>The responses received have been collated into the following themes:-</p> <ol style="list-style-type: none"> <p>1. Equality and diversity issues</p> <p>Feedback has been received on how equality and diversity issues are described. In particular there was comment that representation of a diverse workforce only concentrated on BME representation.</p> <p>There was also no description or comment on age, disability, religion and belief or sexual orientation whilst describing diversity.</p> <p>Action taken</p> <p>The relevant areas of the plan were amended to be more inclusive and widen the definition of equality and diversity.</p> <p>2. Stop Search</p> <p>Stop and search needs to be more prominent in the plan. The Force monitoring data indicates that Black and Asian young people are disproportionately stopped and searched compared to the White community.</p> <p>Action taken</p> <p>This area of policing has now been included in the plan, ensuring continual oversight and accountability of this policing tactic, along with the use of Force and the use of Taser.</p> <p>3. Volunteers</p> <p>Volunteers are not mentioned in the plan. The volunteers represent a diverse range of people.</p> <p>Action taken</p> <p>This has now been included and the presence shows the breadth and depth of volunteers within the police service.</p> <p>4. Drugs and Alcohol</p> <p>Drugs and alcohol needed a stronger presence, particularly the impact it can have on members of the community who may be vulnerable or in a vulnerable position.</p> <p>Action taken</p> <p>This has now been included and there is a greater emphasis of the impact this can have on different communities, including those living with mental health conditions.</p> |
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| | <p>5. Mental health</p> <p>This area should be broadened, as being greater than the triage car.</p> <p>Action taken This section has been amended and there is now a greater emphasis on partnership working and seeking solutions to crises which ensure that custody is not an appropriate place of safety.</p> <p>6. Youth commission</p> <p>The Youth Commission was not mentioned.</p> <p>Action taken They have now been included under the section on volunteers to show the diversity of volunteers within the Force.</p> <p>7. Speeding</p> <p>There should be a reference to the impact the Fatal 4 have on communities in the plan.</p> <p>Action taken The Fatal 4 has now been included in the plan under visible policing.</p> <p>8. Accessibility of information.</p> <p>There have been comments on the layout of the document. In particular the use of justified text, capitalisation and lack of Plain English.</p> <p>Action taken The layout was amended to ensure the document is accessible to a wide audience.</p> <p>An Easy Read version of the plan is to be developed, along with versions in alternative languages, including BSL. An audio version is also being planned.</p> |
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| Step 4: | Which of the following decisions has been taken? Please select one of the following options | |
| Decision making | 1. Policy/function to remain unchanged | <input type="checkbox"/> |
| | 2. Policy/function to be amended | X |
| | 3. Stop and remove the policy or function | <input type="checkbox"/> |

NB. Where any further actions have been identified an [EIA Action Plan](#) will need to be completed.

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| Step 5: Publishing | Please select one of the following publishing options for the EIA | |
| | Secret | <input type="checkbox"/> |
| | Confidential | <input type="checkbox"/> |
| | Restricted | <input type="checkbox"/> |
| | Not Protectively Marked | X |

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| Step 6: Reviewing | Date of next review | January 2017 |
| | Please provide details of all reviews completed (including date, person completing review and any changes made as a result of the review) | |
| | Results of any consultations to be included in the EIA as they are undertaken – so reviews to be ongoing and amended when any additional information/views are acquired. | |

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