



## EQUALITY IMPACT ASSESSMENT

<p>Name of Sponsor</p> <p>Name of Author</p> <p>Description of proposal being analysed</p>	<p>Office of the Police and Crime Commissioner</p> <p>Fran Toovey</p> <p>Police and Crime Plan 2021-24</p>
<p>Date EIA started</p> <p>Date EIA finished</p>	<p>June 2021</p> <p>November 2021</p>

The Police Reform and Social Responsibility Act 2011 requires Police and Crime Commissioners (PCC) to set the police and crime objectives for their area through a Police and Crime Plan. The Plan must also set out how the PCC will ensure victims get the help they need, how the Chief Constable will be supported and challenged in their approach to policing, how services will be commissioned and grants awarded, and how policing will be delivered within an ethical framework.

This Equality Impact Assessment is being undertaken as a result of a new Police and Crime Plan being produced following the election of a new Police and Crime Commissioner in May 2021. The Plans links in with the strategic policing priorities and will focus on:

- Putting Communities First
- Crime Prevention
- Supporting Victims & Witnesses
- Ethical Policing
- Robust Enforcement

The Police and Crime Plan (Plan) itself does not make policy changes but it does provide the framework for tackling crime and disorder in Cambridgeshire and Peterborough. This equality impact assessment therefore identifies the areas of the Plan which have the potential to impact on local communities and how these potential impacts could be managed. More detailed equality impact assessments will be carried out, if necessary, as the Plan is implemented.

The statutory requirements relevant to the Plan's development include arrangements for obtaining the views of the community, including victims of crime, on policing, and co-operative working with the Chief Constable and other responsible authorities and criminal justice bodies.

The Plan's primary aim is to tackle crime and keep communities safe with a focus on putting communities first, crime prevention, supporting victims and witnesses and, through ethical policing, ensuring robust enforcement.

An extensive consultation exercise has been undertaken with members of the public, police officers/staff and stakeholders representing key organisations and partnerships with responsibility for providing services across Cambridgeshire and Peterborough. This informed the Plan with a focus on some of the most vulnerable members of society.

A broad consultation process took place, which included: conversations with residents, local businesses and community groups during and after the election period; community engagement undertaken immediately after the election; a series of events to enable local people to have their 'voice' reflected within the Plan; and from feedback received from public and stakeholder surveys, all of which identified a number of emerging themes which have played a major part in informing the Plan.

The strategies and shared objectives of organisations working within the criminal justice system, along with government policy documents, also informed the emerging priorities and shaped the full Plan. Alongside this, the Plan also references the Government's key national priorities for policing, the Strategic Policing Requirement and the Her Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) Reducing Crime Themes.

## STEP 1 – Relevance

The general duty is set out in section 149 of the Equality Act 2010. In summary, those subject to the Equality Duty must have **DUE REGARD** for the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

Authors have a statutory requirement to have **DUE REGARD** to the relevant protected characteristics shown below, whilst taking a common-sense approach:

- age
- disability
- gender reassignment
- marriage & civil partnership\*
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

\*marriage and civil partnership – the analysis applies only to the elimination of unlawful discrimination, harassment and victimisation.

Additional guidance can be found by accessing the EHRC website:

<https://www.equalityhumanrights.com/en/publication-download/meeting-equality-duty-policy-and-decision-making-england-and-non-devolved>

Does this proposal have a direct impact on people who:	a) are any part of the Police workforce (including volunteers)?	YES
	b) reside in any part of England and Wales	YES
If <b>NO</b> to both questions	<i>Explain why and give rational</i>	
If <b>Yes</b> to either question	Continue through to Step 2	
		No Further Action and Return to Sponsor for Authorisation

## STEP 2 – Consultation / Engagement

You should engage with those people who have an interest in how you carry out your work generally, or in a particular proposal. This may include former, current and potential service users, staff, staff equality groups, trade unions, equality organisations and the wider community. In deciding who to engage, you should consider the nature of the proposal and the groups who are most likely to be affected by it.

The proposal owner (Sponsor/Author) must be satisfied that consultation / engagement will take place with the relevant business lead and stakeholders.

This **MUST** include engagement with the following relevant groups:

Equality and Diversity Specialist  
Staff Associations  
Staff Support Groups  
Relevant community groups and members of the public

In addition, consider who else should you consult with internally and externally?

### Who might be affected?

Does what you are considering further the aims of the general duty, to

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between different groups; and
- foster good relations between different groups.

Identify the risks and benefits where applicable, according to the different characteristics.

The public survey asked open questions to solicit the public's views on the draft priorities and whether they thought the police could do anything differently.

Victims were asked two specific questions in the public survey to solicit direct feedback as well as feedback from those services supporting victims.

The stakeholder survey asked broad questions around shared outcomes, to encourage partnership working to ensure a positive impact on crime, reducing demand for services and better meeting the needs of our communities.

The public and stakeholder surveys were sent to many organisations and partnerships having responsibilities for providing services across Cambridgeshire and Peterborough that may impact on community safety.

The survey was also sent to numerous local authority officers who work with seldom-heard and seldom-reached communities, faith groups, organisations representing homeless people, victims and people with lived experience of multiple disadvantage.

A representative from the OPCC attended a Co-production Group, comprising people facing multiple disadvantage, meeting to hear about what the group felt should be priorities for the Plan.

The Commissioner held six Roundtable sessions which provided councillors the opportunity to feedback and they were asked to share the survey with the communities they represent.

The Commissioner, having a statutory duty to consult the Chief Constable while preparing the Plan, engaged with the Chief Constable, his senior management team and the Force Executive Board. The Chief Constable discussed the Plan with officers and staff in the Constabulary through regular engagement sessions. The OPCC has worked with colleagues in the Constabulary to ensure the Plan is aligned with current force strategies as appropriate.

	Positive Impact or Benefits	Negative Impact or Risks
<b>All Protected Characteristics</b>	<p>The consultation process and resulting Plan has considered and reached out to individuals, organisations and groups which represent protected characteristics and helps to uphold the duty to eliminate any unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups.</p> <p>The Plan includes a specific commitment to protect vulnerable people and ensure victims and witnesses are placed at the heart of the criminal justice system, commissioning services to support them.</p> <p>The Plan also includes a specific commitment to holding the Chief Constable to account for his equality and diversity duty and how this is embedded within the Constabulary to ensure the workforce is representative of the communities it serves.</p>	<p>No specific issues have been identified following extensive consultation. The activities identified in the Plan are broad and should apply equally to all and so there is no anticipated negative impact on any protected characteristics at this time.</p>
<b>Age</b> ( <i>Consider elderly or young people</i> )	<p>As above, and additionally there could be a positive benefit from the Plan's specific commitment to dealing with earlier intervention for the most vulnerable young people, to keep children and young people away from crime and setting up a fund which charities supporting young people can bid into, tackling Violence Against Women and Girls as well as child sex abuse.</p>	<p>No specific issues have been identified following extensive consultation. The activities identified in the Plan should apply equally to all age groups irrespective of their age.</p>
<b>Disability Groups</b> ( <i>Consider physical, sensory, cognitive, mental health issues or learning difficulties</i> )	<p>As above, and additionally there could be a positive benefit from the Plan's specific commitment to dealing with hate crime and supporting those with mental ill health and substance misuse.</p>	<p>No specific issues have been identified following extensive consultation. The activities identified in the Plan should apply equally to all irrespective of whether they have a disability or not.</p>
<b>Gender Reassignment</b> ( <i>Consider transgender, transsexual, intersex</i> )	<p>As above, and additionally there could be a positive benefit from the Plan's specific commitment to dealing with hate crime.</p>	<p>There is no evidence relating to this protected characteristic nor any specific issues detected. However, the activities identified in the Plan should apply equally to all irrespective of any gender reassignment.</p>

	Positive Impact or Benefits	Negative Impact or Risks
<b>Marriage &amp; Civil Partnership</b>	As above	There is no evidence relating to this protected characteristic nor any specific issues detected. However, the activities identified in the Plan should apply equally to all irrespective of whether they are married or in a civil partnership.
<b>Pregnancy and Maternity</b>	As above	There is no evidence relating to this protected characteristic nor any specific issues detected. However, the activities identified in the Plan should apply equally to all irrespective of their pregnancy or maternity status.
<b>Race and Ethnic origin</b> – include gypsies and travellers. <i>(Consider language and cultural factors)</i>	As above, and additionally there could be a positive benefit from the Plan’s specific commitment to dealing with hate crime.	No specific issues have been identified following extensive consultation. The activities identified in the Plan should apply equally to all irrespective of their race or ethnic origin.
<b>Religious / Faith groups or Philosophical belief</b> <i>(Consider practices of worship, religious or cultural observance including non-belief)</i>	As above, and additionally there could be a positive benefit from the Plan’s specific commitment to dealing with hate crime.	There is no evidence relating to this protected characteristic nor any specific issues detected. The activities identified in the Plan should apply equally to all and should not impact negatively on their religion, belief or non-belief.
<b>Sex</b> ( <i>Male, Female</i> )	As above, and additionally there could be a positive benefit from the Plan’s specific commitment to dealing with hate crime and tackling Violence Against Women and Girls (which includes men) as well as domestic abuse, rape, sexual violence and child sex abuse.	There is some evidence relating to this protected characteristic and no specific issues detected. The activities identified in the Plan should apply equally to all.
<b>Sexual orientation</b> <i>(Consider known or perceived orientation, lesbian, gay or bisexual)</i>	As above, and additionally there could be a positive benefit from the Plan’s specific commitment to dealing with hate crime.	There is no evidence relating to this protected characteristic nor any specific issues detected. The activities identified in the Plan should apply equally to all irrespective of their sexual orientation.

	Positive Impact or Benefits	Negative Impact or Risks
<p><b>Have you considered how this decision might affect work life balance?</b> (<i>Consider caring issues re: childcare &amp; disability, safeguarding issues, environmental issues, socio economic disadvantage, and low-income families.</i>)</p>	<p>As above.</p>	<p>No specific issues have been identified following extensive consultation. The activities identified in the Plan should apply equally to all and should not impact negatively on their work-life balance.</p>

### STEP 3 – Assessment

Complete the EIA by analysing the effect of your proposal and detail the outcomes.

#### What were the main findings from any consultation carried out?

##### What feedback has been received?

Respondents to the survey (with very few exceptions) gave strong support to the five themes which the Commissioner proposed to focus on during his term of office, through the utilisation of the Plan. Through the comments section a number of people shared their views on how policing could be improved; they also highlighted a number of specific crime types and issues that they felt should be addressed.

The strongest message from the public was around visibility of police officers, strongly linked with police accessibility. The public want to see more police officers on patrol, particularly in rural towns and villages, and for Cambridgeshire Constabulary to be more accessible in terms of the public being able to feed in concerns, report issues within their communities and receive feedback after reporting a crime or suspicious activity.

Issues to be addressed, not surprisingly, cover a huge range of matters many of which are not for the police to solve alone. The Plan must articulate how the police and other partners are listening to the public and working with them to act on their concerns and supporting them to assist themselves. This will require support for partnership working while building on evidence about where there are most problems whether it is rural or business crime, anti-social behaviour or speeding. Strong partnership working is crucial and needs to be at the heart of the new approach. Developed with Community Safety Partnerships and local authorities, the way public services, charities and communities work together to reduce and prevent offending can be strengthened, bringing together efforts across the community to work towards shared long-term outcomes.

Further partnership work is needed to understand and tackle the root causes of crime and serious violence through early intervention and rehabilitating people who have offended, while reducing opportunities for people to commit crime. A comprehensive approach to prevention is required, from early intervention with children and young people to prevent problems occurring in the first place; through to early intervention when young people and adults first come into contact with the criminal

justice system; right through to rehabilitating those already more entrenched in the criminal justice system; and prevention measures to reduce opportunities to commit crime.

Ensuring the police act fairly, with integrity and in the best interests of the public is key to gaining public trust and confidence in the Constabulary. The Plan will need to explain actions to ensure the police 'do the right thing in the right way' and how the Commissioner will hold the Chief Constable to account for having processes in place to ensure policing principles and standards of professional behaviour are embedded in everyday policing. It will also include how the Constabulary can ensure environmental sustainability as to how it can work differently now and in the future.

Using the information you have gathered and consultation that you have undertaken answer the following questions. This will help you to understand the effect on equality your proposal might have.	
Has the feedback indicated any problems that need to be addressed?	<p>The Plan was written in consultation with members of the public, police officers/staff and stakeholders representing key organisations and partnerships with responsibility for providing services across Cambridgeshire and Peterborough.</p> <p>The feedback from these groups, together with local and national strategies are the key elements that have informed the Plan.</p>
Describe and evidence any part of the proposal which could discriminate	<p>No concerns regarding equality impact have been raised.</p> <p>The Commissioner will continue to engage with the public, police officers/staff and stakeholders and work with local schools and colleges, businesses, charities and community groups to develop local projects.</p>
Can the adverse impact identified be justified as being appropriate and necessary?  If so, state what the business case is:	N/A
Where impact and feedback identified, what, if anything can be done?	N/A
What outcome will be achieved that demonstrates a positive impact on people?	The Plan is intended to have a positive impact on those who are most vulnerable in society including all those with protected characteristics.

#### **STEP 4 - Monitoring and Review**

**Equality analysis is an ongoing process that does not end once a document has been produced.**

<p>What monitoring mechanisms do you have in place to assess the actual impact of your proposal?</p>	<p>The Plan will be monitored on a regular basis with reports published on the PCC website. Any amendments will be taken to the Police and Crime Panel for comment.</p> <p>The Commissioner will continue to offer regular, accessible opportunities such as face to face 'surgery' appointments, or telephone/virtual meetings, focus groups and public meetings.</p> <p>Robust governance arrangements ensure the monitoring and scrutiny of the Plan and the Chief Constable's performance in meeting its aims.</p> <p>The Chief Constable is responsible for the delivery of policing, the management of police performance and translation of Operational priorities for the Constabulary through an annual Corporate Plan.</p> <p>A range of information from other sources, such as audits and inspections will also ensure the measure of the Plan's success and the holding to account of the Chief Constable.</p> <p>Ensuring the police and other partners listen to the public and working with them to act on their concerns and support them to assist themselves is at the heart of the Plan. Over the life of the Plan we will continue to seek to engage with seldom-heard and seldom-reached communities.</p>
<p><b>Review Date:</b></p> <p>First review must be no later than one year.</p>	<p>November 2022</p>

### STEP 5 - Sign Off

<p>Once the Equality Impact Assessment is complete it should be signed off by the Proposal Sponsor.</p> <p>This sign off is confirmation that the analysis is accurate, proportionate and relevant and actions will be delivered as required.</p>	
<p>Approved by Senior Officer / Proposal lead</p>	<p>Having considered the potential or actual effect of this proposal on equality, our assessment demonstrates that the proposal is robust and the evidence of our screening shows no potential for unlawful discrimination. We have taken all appropriate opportunities to advance equality and foster good relations between groups.</p> <p>Date: 01/11/21</p> <p>Name: Cristina Strood, Head of Policy</p>