

STRONGER together



Equality and Fairness Analysis Findings report – Equality and Fairness Policy

Policy = the full range of our policies, practices, activities, projects, procurement and decisions, whether it is formally written down or whether it is informal custom and practice. This includes all existing policies and any new policies under development.

Person responsible for analysis	Harry Williams	
Person responsible for policy development	Harry Williams	
Policy area (or function)	Lewes District Community Safety Plan 2018/19	
Service area responsible for implementing the policy	All	
Originator (if not the Council)	n/a	
Is the policy proposed (new) or existing?	Proposed	
Is it an LDC/EBC policy or a partnership initiative?		Partnership
Key people involved in the policy development and its implementation	Business Planning and Performance officers, LDC Service Delivery officers and members of Lewes District Community Safety Partnership.	
Decision making bodies the policy will be referred to	Council, Cabinet, Cabinet Members, Heads of Service and Team Leaders	
Who is the responsible Director/Assistant Director?	Ian Fitzpatrick	
Date of first equality quality check (internal)		
Date of external equality stakeholder group		

The Public Sector Equality Duty

The public sector equality duty is made up of a 'general equality duty' which in turn is supported by 'specific duties'. The general equality duty is set out in section 149 of the Equality Act 2010 and came into force on 5th April 2011. The general equality duty sets out what is required of public authorities and the specific duties help public authorities comply with the statutory obligations.

As a summary, we must, in the exercise of our functions, have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act;
2. Advance equality of opportunity between people who share a characteristic and those who do not share it;
3. Foster good relations between people who share a characteristic and those who do not share it.

These are commonly referred to as the three aims of the general duty.

The second aim (advancing equality of opportunity) involves, in particular, having due regard to the need to:

- Remove or minimise disadvantages experienced by people because of their protected characteristics.
- Take steps to meet the needs of people with certain protected characteristics where these are different from the needs of other people.
- Encourage people with certain protected characteristics to participate in public life or in other activities where their participation is disproportionately low.

The Equality Act further states that the steps involved in meeting the needs of disabled persons that are different to the needs of persons who are not disabled include, in particular, steps to take account of a disabled persons' impairment.

It describes the third aim (fostering good relations) as tackling prejudice and promoting understanding between people who share protected characteristics and those who do not.

It explains that compliance with the general equality duty may involve treating some people more favourably than others, as long as this is within the law.

The duty also covers a 'person' who is not a public authority but who exercises public functions. We retain the responsibility for the 'person' having due regard to the three aims when delivering a service on our behalf. This should be written into their contract with us.

By thoroughly assessing what we do against the general duty we are able to make better decisions about what we do, leading to better outcomes for people who work for us and for people who access our services and facilities.

Context and Scope

What is the purpose of the policy and why is it needed?

Community Safety Partnerships (CSP) were initially established under the Crime and Disorder Act 1998 and are formed from Responsible Authorities, such as the police, fire and rescue service and local authorities.

CSPs have a statutory responsibility for the reduction of crime and disorder, substance misuse and re-offending in their local authority area. CSPs also have a statutory obligation to set up a strategic group to direct the work of the partnership and set out a partnership plan and monitor progress.

The purpose of the Lewes District Community Safety Plan 2018/19 is to comply with the statutory obligations set out in the Crime and Disorder Act as described above.

In what context will it operate and who is it intended to benefit?

The Community Safety Plan for 2018/19 operates in a time where police recorded crime is rising nationally and the resources available to agencies to carry out community safety functions are continually being reduced.

The Office of National Statistics (ONS) identified a 10% annual rise in national police recorded crime in the year ending March 2017 and Lewes district is no exception. In 2013/14 there were around 3638 crimes recorded by the police in Lewes district compared to 4871 in 2016/17, a rise of 33.9%.

Furthermore, the Local Government Associations carried out a report into local authority's community safety functions and CSPs more broadly. The report identified that there is an increasing recognition in the role that council's play in relation to community safety. It also noted that expectations on LAs to engage in community safety functions are ever growing, especially in a time of austerity where other partner agencies resources are being reduced.

Additionally, the report found that CSPs are shifting towards new outcomes around effective safeguarding, reducing vulnerability and risk, early intervention and prevention. Where district CSPs are best placed to deal with local priorities, there is a need to balance this against a shift towards outcomes around vulnerability and individuals with multiple and complex needs.

To be able to effectively respond to the challenges facing CSPs, it is intended that the Community Safety Plan will provide the strategic direction for the LDCSP. It is intended that the plan will help make Lewes district a safer place for all people who live, work or visit. All people in the district could benefit from the plan. However, the main group of people impacted by the plan are victims and offenders.

What are the expected outcomes/longer term benefits of the policy?

It is intended that the Community Safety Plan will help bring about a long-term reduction in the levels of crime and anti-social behaviour, allowing residents, businesses and visitors to be and feel safer in Lewes district. More specific outputs are:

- Increase in Police recorded incidents Personal ASB to allow victims of ASB to have greater access to support services;
- An overall reduction in personal, nuisance and environmental ASB;
- A reduction in the number of people killed or seriously injured on Lewes district's roads
- Increase in awareness of the general population in the support services available to victims and offenders

Information and Research

List all sources of information and relevant data that was obtained and considered in the assessment and include the groups you consulted with?

Sussex Police Recorded Crime.

Local Government Association review of future community safety services.

Office for National Statistics' report on Crime in England and Wales: year ending March 2017.

East Sussex Safer Communities Partnership Community Engagement: Lewes [district] Residents report.

East Sussex Safer Communities Partnership Business Plan 2017 – 2020 priorities.

Policing and Crime Objectives of the Sussex Police and Crime Commissioner (Police and Crime Plan 2017-2021).

Consultation with members of the Lewes District Community Safety Partnership Strategy Group and Joint Action Group via a priority setting workshop held on 5 October 2017.

The Impact of Crime and Anti-Social Behaviour, Victim Support

East Sussex in Figures

Social and Economic Consequences of Road Traffic Injury in Europe

About Domestic Abuse: Save Lives.

Hate Crime, England and Wales 2015/16

Modern Crime Prevention Strategy

Sussex Safer Roads Partnership: Data Portal

Were any gaps identified in this information and if so, what are these and what actions are being taken to address them?

Whilst the '*East Sussex Safer Communities Partnership Community Engagement: Lewes [district] Residents report*' engaged with residents across the district, there is a lack of information from protected groups to inform the development of the Community Safety Plan.

This will be addressed by proactive engagement with protected groups under the proposed LDCSP priority 'Proactively Respond to Emerging Threats and Priorities Based on Threat, Risk and Harm'.

Analysis and Assessment

What are the main findings, trends and themes arising out of the research and information you have gathered and any consultation you have carried out?

Crime can impact on people in different ways. How people react to crime depends on the type of crime committed. It can also depend on other factors such as support available to victims and witnesses after experiencing crime and if the victim is a repeat victim.

The effects of crime can also last for a long time. While the short-term effects can be severe, people can develop long-term problems such as depression, anxiety-related illnesses or post-traumatic stress disorder.

Protected groups can also be disproportionately affected by crime. For example, it is estimated that 1.9 million people in the UK suffer some form of domestic abuse – 1.3 million female victims and 600,000 male.

More over, the Home Office report on Hate Crime in England and Wales in 2015/16 shows that out of the five monitored strands, 79% of Hate Crimes were race related hate crimes, 12% were sexual orientation hate crimes, 7% religious hate crimes, 6% disability hate crimes and 1% transgender hate crimes.

Looking locally, this picture is somewhat reflected in Lewes district. Between October 2016 and September 2017 there were 56 crimes with a racist marker reported to Sussex Police, 18 with a homophobic marker, 8 with a disability, 5 with a religion and 1 with a gender marker.

Fraud and rogue trading is largely targeted at vulnerable and elderly people. It is becoming more complex and deceptive and can have a financial, emotional, social, physical and mental affect on victims.

Anti-social behaviour can have a detrimental impact on people's quality of life and can be intimidating and frightening to most people. However, research shows that disabled people, older people and Black, Asian and Minority Ethnic (BAME) people can find ASB even more intimidating than others.

The latest Crime in England and Wales survey showed that young men aged between 16 and 29 are five times more likely of becoming a victim of assault. The results go further and show that in areas of high deprivation young men are the most likely victims of crime. Comparatively, women aged 60+ living within a similar area have a much lower risk.

Offenders can also be vulnerable and can often have needs in respect of drug and alcohol abuse, lack of employment and education, poverty, accommodation and poor health.

The consequences of Road Traffic Collisions (RTC) may last for days, months, years or the rest of a person's life. A large number of people fully recover from RTCs however some of them never recover fully and can suffer from some kind of permanent disability. Victims of RTCs can have a reduced quality of life and there are other consequences such as legal implications, economic burden, home and vehicle adaptations as well as psychological consequences.

Data from the Sussex Safer Roads Partnership Data Portal shows that in Lewes district young people aged between 16 and 24 are more likely to be involved in a road traffic collision, followed by people aged 60+.

<p>Which protected groups will it affect/benefit the most?</p> <p><i>Considering who the policy is intending to benefit and what the expected outcomes are, assess each characteristic and indicate whether the policy has 'M' more, 'L' less, or 'E' equal relevance. Highlight the finding.</i></p>	Age	M	E
	Disability	M	E
	Gender reassignment	M	E
	Marriage and civil partnership	M	E
	Maternity and pregnancy	M	E
	Race	M	E
	Religion or beliefs	M	E
	Sex	M	E
Sexual orientation	M	E	
<p>Which parts of the Public Sector Equality Duty are most relevant to the policy?</p>	1. Eliminate discrimination, harassment and victimisation	M	E
	2. Advance equality of opportunity	M	E
	3. Foster good relations	M	E

Please explain your reasons for the above assessments and how you have given consideration to the different needs of people and taken steps to minimise potential disadvantages and maximise equality of opportunity

The research has show that by its nature, crime can impact anyone. Victims, witnesses and those with a heightened perception of crime can all experience the negative short-term and long-term effects of crime.

The effects of crime are wide ranging and can include the social and economical impacts along with more personal physical and mental impacts on victims, witnesses and offenders.

However, it was found that the protected groups are at a greater risk of experiencing crime. For example, elderly and BAME groups are more likely to find anti-social behaviour more intimidating than others where women are more likely to become a victim of domestic abuse compared to men.

Offenders are also vulnerable and can often have multiple and complex needs. These vulnerabilities place individuals at a greater risk of offending – either by directly offending or being manipulated by others to offend (e.g. Child Exploitation).

As the nature of crime continues to change, the risks of the protected groups becoming victims, witnesses or offenders also increase. The research has shown that the emerging areas (such as Modern Slavery and Cybercrime) place new risks to a range of protected groups.

Based on your findings is there a need to balance conflicting views or counter resentment and inaccurate perceptions, if so what will you do?

As outlined above, the LGA identified that CSPs are shifting towards outcomes around vulnerability and risk. District CSPs are best placed to deal with local priorities and the analysis has shown that there is a need to balance the impact of crime on the most vulnerable against the wider community. This is even more prevalent in a time where resources are reducing and the nature of crime is changing.

The priorities outlined within the 2018/19 Community Safety Plan allows the partnership to deal with emerging risks and priorities. Within this priority, there is a clear objective to proactively engage with communities to identify local community safety concerns. Whilst it can be challenging to engage with some protected groups, effort will be taken by the partnership to ensure that protected groups and other community groups are equally engaged with.

Action Planning

If you have identified specific areas that require action to promote equality, what steps are you going to take to ensure this work is carried out and completed?					
Issue Identified	Action Required	Lead Officer	Required Resources	Target Date	Measure of Success
Lack of information from the protected groups to inform the development of the Lewes District Community Safety Partnership priorities for 2018/19	Where possible, to proactively engage with protected groups to inform activity under the LDCSP priority 'Proactively Respond to Emerging Threats and Priorities Based on Threat, Risk and Harm'.	TBC	None	31 March 2019	Protected groups engaged with.

Outcome

Considering all the evidence and the potential or actual effect of the policy on equality, it is concluded that:

*1. **No major changes are needed** – the policy is robust and evidence shows no potential for discrimination and all opportunities to advance equality and foster good relations between groups has been taken.

Quality Assurance

How will you implement any recommendations made through quality checking?	
How will the issues covered in the action plan be monitored and reviewed and who will do this?	
Who will sign off the action plan once all actions are completed?	
How will you share the results with stakeholders?	

Approval

Report Author	
Signed	
Dated	

Director/Assistant Director	
Signed	
Dated	

Please now send this report to EqualitiesEmail@lewes-eastbourne.gov.uk

For completion by the Business Planning and Performance Team:

Quality Checking

Initial quality check carried out by			
Report cleared for internal quality checking or returned to EaFA author for further action	Cleared	<input type="checkbox"/>	Returned to EaFA author for further action
	Tick the box that applies		
Date sent to the internal equality checking group			
Record of comments/ recommendations made by this group			
Date comments sent back to EaFA author for inclusion in final draft report – where relevant			
Date final draft report received			
Final draft report cleared by (officer / date)			

Date of Equality and Fairness External Steering Group review	
Record of any comments/ recommendations made by this group	
Date comments/recommendations sent back to EaFA author for inclusion	
Date final EaFA received	
Final EaFA cleared by	
Date EaFA published on website	