

Equality Impact Assessment Form

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

Name of the plan	The Police and Crime Plan
Owner of the plan	Office of Police and Crime Commissioner
Person completing the EIA	Equality Unit
Date EIA completed	March 2013

What is the aim of this plan?

The Police and Crime Commissioner (PCC) for Leicester, Leicestershire and Rutland has a legislative requirement to produce a Police and Crime Plan by 31st March 2013. The Police and Crime Plan is a four year framework created by the PCC in consultation with the Chief Constable, partner organisations and communities. It sets out the strategic priorities identified since taking office in November 2012.

The plan has three key strands, which are:-

1. Setting the strategic direction and accountability for policing. This includes consulting with and involving members of the public in setting priorities for the Force and holding the Force to account through the Chief Constable.
2. Contributing to resourcing of policing responses to regional and national threats.
3. Working with partners to prevent and tackle crime, re-offending and non- crime incidents. This includes responding effectively to public concerns and threats to public safety, increasing confidence and promoting and enabling effective partnership working.

The plan also aims to reduce crime, improve reporting rates, detection rates and satisfaction rates for particular types of crimes. In addition, it sets out priorities when working with partners and the strategy for responding to the financial situation.

Which of the protected characteristics is the plan likely to impact upon?

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	<input checked="" type="checkbox"/>
Race	<input type="checkbox"/>	None	<input type="checkbox"/>

<p>Step 1:</p> <p>Collecting the data</p>	<p>What data or statistical information or evidence based research have been used to identify how this plan might affect equality?</p>
	<p>The strategic priorities set out in each of the three strands are based on comprehensive research and analysis commissioned on behalf of the PCC. The main sources of research included the following:-</p> <ol style="list-style-type: none"> 1. The Leicestershire Police Strategic Assessment 2012 - 2013. This looks at the existing and emerging policing threats at a local, regional and national level. The assessment evaluates the level of that threat and the likelihood of harm to the communities within Leicester, Leicestershire and Rutland. The document is restricted due to the sensitivity of some of the data. The document does however look at the demographic breakdown of many of the areas analysed. The areas include overall crime rates, domestic and commercial burglary, domestic abuse, child abuse and child exploitation, serious sexual offences, ASB, hate crime, missing from homes, violence against the person and vehicle crime. 2. Partnership Need Assessment. A briefing document was produced in November 2012. This document looked at the commissioning across Leicester city, Leicestershire County and Rutland County. In particular the report looked at a proposed commissioning framework. The document also highlighted some of the key differences between Leicester City, Leicestershire and Rutland. Noticeably issues of poverty and deprivation were featured. Leicester City having a high level of deprivation, ranked 25th worst out of 376 local authorities, with 33% of children under the age of 16 in poverty. Within Leicestershire rankings from districts on deprivation range from 200 to 319th worst out of 376 local authorities, and 10.5% of children under the age of 16 living in poverty. This compares to Rutland who is 305th worst out of 376 local authorities on deprivation levels and 7.3% of children living in poverty. <p>The assessment also looked at the impact of housing, employment and income, supported families, NEETs (not in education or employment), mental health, drug misuse, alcohol and offenders. Demographic information was given in the reports on the impact in these areas and how it affects different communities.</p>

3. Performance analysis. This is current data on the performance of how Leicestershire Police are currently performing on the areas identified within the plan. This has enabled the targets to be set to improve performance.
4. Strategic policing requirement. This outlines the resources and skills required to achieve a public order response and a counter terrorist response.
5. Business survey. A business survey has been commissioned to understand the perceptions of business owners about the impact of crime on their business.
6. Victim crime survey data. This has been looked at to gauge the satisfaction levels of those people who have been victims of crime. Below is a snapshot of the comprehensive data captured.

Between October 2011 to September 2012 the following outlines the white, BME satisfaction levels:-

All satisfaction levels

White 86.4%

BME 82.3%

Hate incidents

White 88.7%

BME 84.9%

Violent crime

White 80.4%

BME 80.3%

Vehicle crime

White 85.85

BME 74.7%

Burglary

White 90.9%

BME 89.3%

The data collected has been used to set satisfaction and confidence levels for the forthcoming year.

7. Community based surveys. The Community based survey was set up in September 2011 by Leicestershire Police in conjunction with Leicestershire County Council. The survey was conducted on 2396 residents of Leicester,

	<p>Leicestershire and Rutland in 2011 – 2012. This number is increasing in 2013. The survey is conducted on a quarterly basis. The respondents are sampled in terms of age gender and geography. Representation of ethnicity is monitored by the survey and additional surveys are conducted to get a representative sample. The survey asks questions about perception of the police, issues of respect and fairness.</p> <p>8. The Census 2011 data has also been reviewed for the areas of Leicester, Leicestershire and Rutland to identify the demographics within the force area. This highlights that there will be different needs between the differing geographical areas of the police force.</p>
	<p>What gaps in the information or research have been identified?</p>
	<p>There are gaps in some area of satisfaction rates by different communities, namely the lesbian, gay, bisexual and transgender (LGBT) communities, as well as the disabled community. In addition there are gaps in the monitoring of victims of crime by disability and LGBT communities. This needs to be assessed to identify what future action can be taken to reduce the gaps and where priority will be given.</p>
<p>Step 2: Assessing likely impacts</p>	<p>Describe any adverse or positive impact of the plan on any of the equality groups.</p> <p>The emphasis of the Police and Crime Plan is to ensure that members of the public have a say in local policing, that crime is reduced and satisfaction remains high. If successful this will have a positive impact on different groups and communities. One of the aims of the plan is to ensure that people who are vulnerable or who find themselves in a vulnerable situation are protected.</p> <p>In addition the plan outlines the areas of policing where there is an expectation that the reporting levels will increase, showing an increase in confidence in the police. These areas of crime or policing often have a greater impact on minority communities. Moreover the impact of crime and policing on different communities because of age, disability, gender, gender reassignment, race, religion and belief and sexual orientation are often complex and difficult. They include the following:-</p> <ul style="list-style-type: none"> • Domestic abuse. The data shows that women are more likely to be the victims of domestic

abuse. However reporting levels are lower than the numbers of incidents occurring. The police are to work with partners to develop a shared understanding of the level of domestic abuse and increase reporting. In addition there needs to be an awareness of the impact of same sex domestic abuse, domestic abuse involving disabled victims and also domestic abuse targeted at men.

- **Child abuse and sexual exploitation.** The Leicestershire Child abuse investigation unit manages over 3000 crimes relating to child abuse or sexual exploitation every year. Whilst the levels are increasing the PCC welcomes further reporting and an understanding with partners of the scale of the problem. In addition creating a culture where victims receive the appropriate support.
- **Serious sexual offences on children or vulnerable adults.** Over the last year the number of recorded serious sexual offences in Leicester, Leicestershire and Rutland has fallen by 12%. In Her Majesty's Crown Prosecution Service Inspectorate report "Without Consent" in 2007 it was estimated that between 75% - 95% of rapes are never reported to the police. The PCC has directed the police and community safety partnerships to work together to increase their knowledge and practices relating to this type of crime. In addition to encouraging an increase in reporting there is also a target to increase the numbers of offenders brought to justice.
- **Hate crime.** All National research in this area indicates that there is a low reporting of crimes across all areas. Hate crimes based on hostility towards someone because of their race or religion and belief have attracted higher reporting levels than hate crime based on disability, sexual orientation or transgender. The PCC has directed that there is an increase in reporting of all areas of hate crime, because communities have greater confidence in the police. In addition there is a recognition that previously the National data has been looking at satisfaction rates for racist incidents. Leicestershire Police now capture the views of all victims of hate crime and this will be monitored and scrutinised to ensure that all communities receive a high level of service.
- **Stop and search.** The data shows that the Black and Asian communities are disproportionately stopped and searched compared to the White

	community. This area of policing has now been included in the plan, ensuring continual oversight and accountability of this area of policing.
	What actions can be taken to mitigate any adverse impact
	<p>The plan recognises that there are areas of policing where there is under reporting. All of these areas have an impact on groups and individuals which could find themselves in a vulnerable situation at a particular time. This includes domestic abuse, child abuse and sexual exploitation, serious sexual offences and hate crime. In order to ensure that those individuals and communities impacted by those crimes have the confidence to approach the police, the PCC has set a target for Leicestershire Police to increase reporting in these areas. In addition there are targets to increase the numbers of offenders brought to justice. By ensuring a focus on increasing confidence and hence reporting, subsequently measuring satisfaction rates and an increase in offenders brought to justice, it is hoped that this will mitigate against the adverse impact these crimes have.</p> <p>The PCC will also continue to have oversight of Force performance and satisfaction rates. He expects the Force to act with integrity, accountability, openness, honesty and leadership. Also that these principles are adhered to through the scrutiny processes adopted.</p>

Step 3: Consulting	Describe who has been consulted and how this has had influenced the assessment
	<p>The Police and Crime Plan was presented to the Police and Crime Panel in a draft format in January 2013. Initial feedback was given by the panel. The plan was posted on the external website of the Office of the Police and Crime Commissioner and open public consultation was sought. The open consultation ended on March 10th 2013.</p> <p>During the public consultation phase responses were received in a number of ways; in person to the PCC, in letters, via Facebook, Twitter and email. Responses were received by a number of individuals, organisations and groups, these include:-</p> <ul style="list-style-type: none"> • The three police independent advisory groups (The Police Advisory Group on Equality issues,

the Disability Independent Advisory group and the LGBT Community Safety Forum).

- Local Authorities, including Leicester City Council, Leicestershire County Council, Rutland County Council, Charnwood Borough Council, Market Bosworth Parish Council, Hinckley and Bosworth Borough Council, Blaby District Council and Harborough District Council. Other public bodies included the Leicestershire NHS Partnership Trust, Leicestershire Fire and Rescue, Leicestershire and Rutland Probation Trust.
- National organisations, including UNISON, Trading Standards, World Society for Protection of Animals, The International Fund for Animal Welfare and the Prison Reform Trust.
- Others including; neighbourhood watch groups, schools, community safety partnerships, the Race Equality Centre, Leicester Council of Faiths and the Leicester Mercury.

The responses received have been collated into the following themes;

1) Accessibility of information

There were several comments on the accessibility of the document. This ranged from the use of language, ACRONYMs, jargon, complex words, through to the style and presentation of the diagrams and graphs.

Action taken: The plan has been reformatted and rewritten in parts in order to take out those areas causing a problem with accessibility. Further action is being undertaken to ensure a greater accessibility by September 2013. These actions can be seen in the action plan attached to the equality impact assessment.

2) Partnership working

This area of the plan received a high number of comments. It was strongly felt that the plan did not adequately reflect many partnership working practises that already exist. In particular that the partnership working is essential to the delivery of the police and crime plan.

Action taken: The plan has been amended to better reflect the partnership arrangements in many areas of the City and Counties. This includes reference to some of the partnership arrangements that are currently in

place across several areas of the plan. This will be continually reviewed for the next plan.

3) Hate crime

Due to the structure of the introductory paragraph around hate crime there appeared to be a perception that the focus was on disability hate crime, and due regard was not evident across all types of hate crime. In addition that satisfaction levels were being measured by racist incidents so how were satisfaction levels of victims of other types of hate crime going to be measured

Action taken: The section on hate crime has been rewritten to reflect that the actions and commitments derived from the Equality and Human Rights Commission report on disability hate crime will be across all types of hate crime. The definition of hate crime has also now been included, which explicitly includes all groups. Although at the present time the indicator available is in relation to racist incidents, it has been noted that this does not enable the capturing of satisfaction levels for victims of all other types of hate crime. This is being addressed for the future.

4) Domestic abuse

There were comments received that the domestic abuse chapter did not identify that reporting is particularly low in certain communities; i.e. same sex relationships. Also, that it refers to violence and does not recognise other prevalent forms of domestic abuse.

Action taken: This area of this plan has been revised and the umbrella term used is now domestic abuse to include violence and other forms of abuse which are included within the definition. Particular reference has been made to the fact that domestic abuse can affect all communities and underreporting is recognised in particular communities.

5) Stop and search

Comments were received from various parties that stop and search was not included within the plan at all. This in particular has an impact on the Black and Asian communities.

Action taken: Stop and search is now included within

the plan with a commitment to ensuring that its use continues to be monitored, both in terms of impact on different communities and outcomes. The Force continues to work towards reducing the stop search disproportionality rates between different communities.

6) Missing from home

Feedback was received that there were concerns that the missing from home concentrated on young people and those with a mental health condition. There was also concern that there would be a reduction in time spent dealing with those missing from home who are, due to a condition such as dementia, inherently high risk in their nature.

Action taken: The plan has been amended to give a wider perspective on those who go missing from home. It also recognises the reports received concerning people who have dementia that go wandering. It now includes details about the work being undertaken with partners to reduce the risk to vulnerable groups.

7) Mental health

A lot of feedback was received in relation to the tone of the mental health section. Comments were made that they perceived the tone to be negative and that it appeared that those people living with a mental health condition were taking up time and resources.

Action taken: The mental health section was reworded to reflect the purpose of ensuring that those people living with a mental health condition receive the appropriate support when they need it. It also looked at ensuring the tone of the section did not appear negative towards those living with mental health conditions. The phrasing was adjusted so the intention is clear; that the police will be working with agencies to coordinate their response to ensure people receive the most appropriate response, particularly at a moment of crisis.

8) Anti-social behaviour (ASB)

Comments were received that the section did not adequately recognise the partnership approach which is already taken in terms of dealing with ASB. Also that this partnership working has led to a reduction in ASB incidents.

Action taken: The chapter on ASB has been revised to ensure that the partnership working that is already undertaken is acknowledged and that the police require this multi agency approach to deal with those causing anti-social behaviour.

9) Young People

It was felt by some that there was a generalisation that young people are responsible for committing crime with little reference to the safeguarding considerations and proactive approach to preventing offending behaviours through partnership working.

Action taken: This chapter has been extended to include prevention and diversion of children and young people from offending, recognising the work with partner groups and organisations.

10) Equality and diversity issues

There were several comments received that the plan did not reflect the multi-culturalism within Leicestershire and that there was no recognition of the differing communities across the force area. Some people said that reference could be made to the differing areas within the force area. It was suggested that recent census data could be used to illustrate the diversity that exists as well as an appreciation that the needs of new communities will be recognised. It was felt by some that equality and diversity did not get mentioned until the chapter on hate crime and actually should be a theme throughout the plan, underpinning all areas of policing.

Action taken: Two new chapters have been inserted into the earlier part of the plan. One is entitled 'The Diversity of Leicester, Leicestershire and Rutland'. This section gives an overview and flavour of the diversity across the force area. A summary for each of Leicester, Leicestershire and Rutland with statistical highlights has been provided. These statistics have been derived from the Census 2011. In addition there is now a chapter entitled; 'Commitment to Equality and Human Rights', which clearly sets out the commitment the force has in terms of their equality obligations. As well as the commitment to development and improvement, demonstrated by the benchmarking activities that are undertaken and reference to the force equality objectives. For example in terms of working towards a

representative workforce when outlining a target for increasing the number of special constables.

11) Targets

There were numerous issues raised about the targets within the plan, it was one of the areas within the plan causing most comments. The following outline some of those issues:-

- There was confusion about what a stretch target was.
- There are too many targets (it being suggested that there are over 40 contained in the draft Plan), what is a priority if everything is “targeted”?
- Some of the targets were confusing and not clear.
- Some of the targets are too specific and only cover a small element of wider service provision (eg there are targets around racist incidents but nothing around other types of hate crime)
- Some of the specific detection targets are inconsistent with a desire to more accurately record levels of crime and could create a disincentive to record a “crime” if it is apparent that it is unlikely to generate a detection.
- The setting of an “all crime” reduction target is too “broad brush” to mean anything and inconsistent with a desire to improve recording for specific categories that are currently felt to be “under recorded”.
- The six themes identified in the plan were not all represented by the targets, in particular making our communities and neighbourhoods safer was mentioned as an example.

Action taken: Some of the targets have been reworded to give greater clarity. This area will continually be monitored and revisited at the review in September 2013.

12) Commissioning

Concerns were expressed over the commissioning processes being adopted. In particular concerns were raised about the impact of funding decisions being made for a short period of time.

Action taken: Equality considerations will be embedded into the commissioning processes.

Step 4: Decision making	Which of the following decisions has been taken? Please select one of the following options	
	1. Plan to remain unchanged	<input type="checkbox"/>
	2. Plan to be amended	<input checked="" type="checkbox"/>
	3. Stop and remove the Plan	<input type="checkbox"/>

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

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	<input checked="" type="checkbox"/>

Step 6: Reviewing	Date of next review	August 2013 by the Office of the Police and Crime Commissioner
	Please provide details of all reviews completed (including date, person completing review and any changes made as a result of the review)	
	<p>Between March 2013 and September 2013 further consultation and engagement will occur about the direction and content of the Police and Crime Plan. This will include a wide range of communities and groups in order to inform the issues being raised by local communities.</p> <p>In September 2013 the PCC will publish an updated version of the Police and Crime Plan</p>	