Equality Impact Assessment (EIA) Tool

Document Control

Control Details:	
Title of EIA/ Decision (DDM): Budget booklet code (if applicable): **If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet**	The Nottingham Community Safety Partnership Strategy 2024-2027
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Strategic Budget EIA:	No
Exempt from publication:	No
Date decision due to be taken:	8th July 2024

Document Amendment Record

Version	Author	Date
1	Laura Patterson	31/05/2024
2	Laura Patterson	10/06/2024

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Glossary of Terms

Term	Description
NCSP	Nottingham Community Safety Partnership
JSNA	Joint Strategic Needs Assessment
DV	Domestic Violence
LGBT+	Lesbian, Gay, Bisexual, Transgender Plus
DLUHC	Department for Levelling Up, Housing and Communities
EIA	Equality Impact Assessment

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

The Nottingham Community Safety Partnership (NCSP) Strategy 2024-2027 sets out the Partnership's approach to reducing crime, substance use, re-offending and anti-social behaviour.

The NCSP Strategy 2024-2027 satisfies a statutory duty to co-operate in order to formulate and implement a strategy for the reduction of crime and disorder in the area, a strategy for combatting the use of drugs, alcohol and other substances in the area and a strategy for the reduction of reoffending in the area.[1] There is a statutory requirement to revise the Partnership Strategy following the annual strategic assessment.[2]

The 2024-2027 Partnership Strategy was approved by the Partnership Board on 22nd March 2024. Its content has been developed based on the findings of the Strategic Assessment 2023 and the priorities and targets agreed by the NCSP Board at their meeting on 26th January 2024.

[1] s5 and s6 Crime and Disorder Act 1998

[2] The legislation places a duty on Community Safety Partnerships to undertake frequent strategic assessments of levels and patterns of crime and drug misuse in their area and to produce annual rolling three year community safety plans (details of which are contained in Statutory Instrument 1830 **SI 2007/1830** and **SI 2007/1830 (Explanatory Memorandum)** which came into force on 1 August 2007.

1. b. Information used to analyse the equalities implications

The targets in the new 2024-2027 plan were set following the annual strategic assessment. The Strategic Assessment 2023 assesses current, emerging and longstanding crime, anti-social behaviour, substance use and reoffending issues in Nottingham.

The statutory aims of the Partnership are to:

- Reduce Crime
- Reduce Reoffending
- Reduce Substance Misuse
- Reduce Anti-Social Behaviour

The Strategic Assessment is based on detailed analyses of a wide variety of data and information from partners across Nottingham city and gives a comprehensive overview. Where particular areas are identified as disproportionately affected by one crime type, further analysis at a local geographic level has been undertaken. Some analysis has also been undertaken for different crime types, where data was available by protected characteristics, such as for hate crime. Relevant intelligence from a variety of sources has also been included, along with practitioner perspective.

Recommendations from this assessment are set out in the strategy and have been accepted by the community safety partnership to be actioned through the relevant strategic group or partnership forum. Citizen consultation has not been carried out directly as part of the Strategic Assessment process, although citizen engagement through several work areas is considered through the strategic assessment process. Examples of this are citizen engagement through Neighbourhood Action Teams, Survivor Voice surveys, and citizen satisfaction surveys (currently run through the Office of the Police and Crime Commissioner following the cessation of the Place / Respect surveys). Mechanisms for direct citizen consultation, through the formation of focus groups or other traditional consultation mechanisms are prohibitive due to resource, and the avenues open for other partner agencies, such as Independent Advisory Groups, could not be practically delivered in the available timeframe.

Using the analysis and insight developed during the assessment period, a number of local priorities around crime and antisocial behaviour have been identified, based on an assessment of threat, risk, harm, volume and the current partnership response. The identified priorities form the basis of the 2024-27 Partnership Strategy.

In 2022 the partnership decided to move to three-year priorities in order to allow sufficient time for activity to be implemented and take effect. Therefore, the priorities for 2024/25 are unchanged and remain as follows:

- Slavery & Exploitation
- Domestic & Sexual Violence & Abuse
- Preventing Radicalisation & Violent Extremism
- Serious Violence
- Substance Use
- Anti-Social Behaviour

Partner Consultation: Partners were invited to contribute through all stages of the Strategic Assessment Process. All statutory Community Safety partners were consulted Community Safety Partnerships - GOV.UK (www.gov.uk) as well as a range of non-statutory partners and stakeholders from the private and voluntary sectors. Partners were invited through the Community Safety Board, sub groups and associated groups to be involved in the production of the assessment and consulted on the outcomes and recommendations. The proposed process was circulated to NCSP board members and all other relevant stakeholders in August 2023. The draft strategic assessment was then circulated in December 2023 before final consultation, amendment and sign off on 26th January 2024.

The Partnership Strategy has been developed subsequent to the approval of the Strategic Assessment and has adopted the following priorities, following the consultation detailed above:

- Slavery & Exploitation
- Domestic & Sexual Violence & Abuse
- Preventing Radicalisation & Violent Extremism
- Serious Violence
- Substance Use
- Anti-Social Behaviour

In 2022 the partnership decided to move to three-year priorities in order to allow sufficient time for activity to be implemented and take effect. Therefore, the priorities for 2024/25 are unchanged and remain as follows:

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- Serious Violence
- Substance Use
- Anti-Social Behaviour

Hate crime will remain an area of focus for the partnership in the years to come. Over the next year the governance arrangements will be improved and the strategic partnership approach to managing hate crime will be reviewed and revised. The aims of this work will be to improve coordination between partners, deliver outreach and training programmes and make funding available to those areas and groups most in need. An Equalities Impact Assessment will be completed for this work.

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
		X	X	X			
Citizens	People from different ethnic groups	X			See 1d(i) below	See 1d(i) below	See 1d(ii) below

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive X	Negative X	None X	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
Citizens	Men	X			See 1d(i) below	See 1d(i) below	See 1d(ii) below
Citizens	Women	X			See 1d(i) below	See 1d(i) below	See 1d(ii) below
Citizens	Trans	X			See 1d(i) below	See 1d(i) below	See 1d(ii) below
Citizens	Disabled people/ carers	X			See 1d(i) below	See 1d(i) below	See 1d(ii) below
Citizens	Pregnancy and maternity	X			See 1d(i) below	See 1d(i) below	See 1d(ii) below
Citizens	Marriage/Civil Partnership	X			See 1d(i) below	See 1d(i) below	See 1d(ii) below

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive X	Negative X	None X	Reasons for your assessment (Including evidence)	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
Citizens	**People of different faiths/ beliefs and those with none**	**X**			**See 1d(i) below**	**See 1d(i) below**	**See 1d(ii) below**
Citizens	**Lesbian/ Gay/ Bisexual people**	**X**			**See 1d(i) below**	**See 1d(i) below**	**See 1d(ii) below**
Citizens	**Older**	**X**			**See 1d(i) below**	**See 1d(i) below**	**See 1d(ii) below**
Citizens	**Younger**	**X**			**See 1d(i) below**	**See 1d(i) below**	**See 1d(ii) below**
Citizens	**Care Experience** (Please refer to the guidance notes for further information)	**X**			**See 1d(i) below**	**See 1d(i) below**	**See 1d(ii) below**

Impact type **(NCC staff/ Service users/ Citizens/ Community)**	**Equality group/ individual**	**Positive** **X**	**Negative** **X**	**None** **X**	**Reasons for your assessment** **(Including evidence)**	**Details of mitigation/ actions taken to advance equality**	**Details of any arrangements for future monitoring of equality impact** **(Including any action plans)**
Citizens	**Other** (e.g. cohesion/ good relations, vulnerable children/ adults), socio-economic background. ***Please underline the group(s) /issue more adversely affected or which benefits.***	**X**			**See 1d(i) below**	**See 1d(i) below**	**See 1d(ii) below**

1. d. Summary of any other potential impact (including cumulative impact/ human rights implications)**:**

(i) A key target in the Partnership Strategy is to **reduce the number of victims** of crime, which would therefore impact on the protected groups highlighted in the table above. It would also have a positive impact on the population as a whole.

A number of the crimes which are prioritised in the Partnership Strategy, disproportionately affect groups of citizens, both perpetrators and victims as detailed below. Some of these groups have protected characteristics and are also vulnerable groups, so prioritising these crimes, is therefore likely to have a positive impact on these groups:

- Domestic & Sexual Violence: gender (women)
- Vulnerability & Exploitation: gender, age, race, disability, care experience
- Substance Misuse – gender (Men)
- Preventing Radicalisation & Violent Extremism: Race, Religion/Faith
- Hate Crime: Disability, Race, Religion/Faith, Sexual Orientation, Transgender, Alternative Sub-Culture, Misogyny

This EIA focuses on the Partnership Plan as a whole, so does not go into level of detail you may expect at service level but commissioned services are required to ensure that equalities implications and possible barriers to access are taken into account in delivery and are required to report on this quarterly. EIAs will also be required when services are being commissioned.

There are open-access commissioned substance misuse treatment services. There is under-representation of access by people from ethnic backgrounds. Commissioned services are taking steps to rectify this by work. Further detail is included in the document Substance Misuse (illicit drugs and alcohol) (2022) - Nottingham Insight

Within commissioned domestic violence (DV) services, there is under-representation of people from ethnic backgrounds and LGBT+ communities. This is being addressed through the appointment of outreach workers from the DLUHC funding for the statutory duty on local authorities relating to the provision of support to victims of domestic abuse and their children residing within refuges and other safe accommodation. Men are also not accessing the DV services in the numbers which would be expected and this is also being addressed through additional outreach work.

The disaggregated data is analysed by the NCSP Performance and Intelligence team but the team is not involved with delivery at an operational level and therefore any specific disproportionalities or barriers which might affect perpetrators engagement are addressed at an operational level.

A full performance & outcomes framework is used to monitor performance on a regular basis, including detailed performance reports on progress against targets being provided quarterly to the NCSP Board.

Key performance indicators will be used to manage the city's performance in relation to specific categories of crime. Rates of offending for specific crime types will be monitored to help manage delivery strategies. This EIA will be updated if any changes occur and if any negative impact should arise, mitigations will be identified.

(ii) The NCSP will regularly collect and analyse equalities data collected by commissioned domestic and sexual violence and abuse services, as these are funded through the NCSP. Data is collected regularly on all of the partnership priorities (both Police data and data from commissioned services) and is analysed, then presented to the NCSP board five times a year for information and discussion. The data collection is also part of the Joint Strategic Needs Assessment (JSNA) cycle and the analysis will feed in to the next JSNA. This EIA will be updated to reflect any updates or changes.

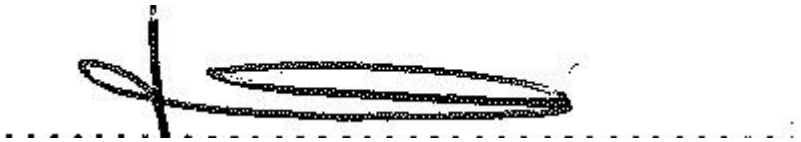
Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	This strategy is aimed to benefit all protected groups.	Michael Swanwick/ Philip Broxholme	Review October 2024 as part of strategic assessment. Completion March 2025 when new strategy is signed off.	

Advance equality of opportunity between those who share a protected characteristic and those who don't	This strategy is aimed to benefit all protected groups.	Michael Swanwick/ Philip Broxholme	Review October 2024 as part of strategic assessment. Completion March 2025 when new strategy is signed off.	
Foster good relations between those who share a protected characteristic and those who don't	This strategy is aimed to benefit all protected groups.	Michael Swanwick/ Philip Broxholme	Review October 2024 as part of strategic assessment. Completion March 2025 when new strategy is signed off.	
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)				

Section 3 – Approval and publishing

The assessment must be approved by the manager responsible for the service /proposal. **Approving Manager details** (name, role, contact details)**:** James Douglas, Head of Community Protection, james.douglas@nottinghamcity.gov.uk	**Date sent for advice:** **12/06/2024**
Approving Manager Signature: 	**Date of final approval:** **12.06.24**

For further information and guidance, please visit the Equality Impact Assessment Intranet Pages
Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.