

Equality Analysis Report

Title of activity / Budget Proposal title and number	Committee meeting (decision maker) and date
Bedford Borough Community Safety Partnership (CSP) Strategic Plan 2020-23	Executive, 4 March 2020
Service area	Lead officer
Environment Directorate, Regulatory Services & Culture	John McKinney, Manager for Community Safety & Resilience Sarah Stevens, Specialist Community Safety Officer
Approved by	Date of approval
John Molyneux – Chief Officer for Regulatory Services & Culture	January 2020
Description of activity: <p>The vision of the Bedford Borough Community Safety Partnership (CSP) is “Tackling crime, disorder, anti-social behaviour, drug and alcohol misuse and increasing perceptions about safety and well-being in our communities”.</p> <p>The current CSP Plan covers the period 2017-20 and requires renewal by June 2020. The new CSP Plan will cover the period 2020-23, from April 2020 to March 2023. The theme/priority issues identified and detailed within the Plan will be established for the three years. The CSP has a statutory obligation to undertake an annual Crime and Disorder Strategic Assessment (SA), as a result annually the CSP Plan will be updated to reflect any changes in priorities as identified as part of the process and in response to changes within the community.</p> <p>The purpose of the CSP Plan is to set out the priority areas for action by the CSP and its partner agencies by:</p> <ul style="list-style-type: none"> • Describing what the CSP aims to achieve over the period 2020 - 2023 • Outlining the key objectives for each individual priority area • Giving an overview of how the CSP will work to deliver each priority • Explaining how the CSP will work in partnership to make the best use of resources • Explaining how performance will be measured and managed 	

The Priority areas covered in the plan will be:

High Harm and Violence

- Knife Crime and Youth Violence
- Robbery
- Domestic Abuse
- Serious Sexual Offences

Hidden Harms and Exploitation

- County Lines
- CSE and Missing
- Cuckooing
- Modern Day Slavery and Human Trafficking
- Hate and Extremism

Public Perceptions

- Drug Use and Distribution
- Alcohol Related Disorder
- Gangs and Young People
- Homelessness and Begging

Please refer to the Equality Analysis Template Notes for guidance on completing this form.

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed N/A				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	<p>As an overarching strategic document the CSP Plan will have an impact on all residents as well as those who work, visit or socialise in Bedford Borough.</p> <p>The Plan is developed in Partnership with contributions from other statutory stakeholders – Bedfordshire Police, Bedfordshire Fire and Rescue Service, National Probation Service/BeNCH Community Rehabilitation Company, and Bedfordshire Clinical Commissioning Group.</p> <p>A number of other local partners from the housing sector and voluntary sector organisations will have a strong role to play in the delivery of these plans.</p>
Which particular protected equality groups are likely / will be affected?	<p>Relevant to all of the protected groups, not affecting one more than another.</p> <p>In undertaking the analysis no specific protected equality groups / characteristics (age, gender etc) are <u>unduly</u> affected by the proposal within this plan, however by virtue of some of the work streams involved as part of the CSP, the activities of the CSP Plan will <u>positively affect</u> certain protected equality groups, for example particular relevance to those with disability, race, religion etc.</p>

Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	<p>The priorities developed in the CSP Plan are supported by evidence provided in the 2019 Strategic Assessment. A number of national and local data sets are used in this process:</p> <ul style="list-style-type: none">• ONS Census 2011• Indices of Deprivation 2019• JSA and Universal Credit data 2019• Police Recorded Crime, ASB incidents and Missing Persons data: 2016-2019• Bedford Borough Council recorded ASB cases• Bedford Borough Safeguarding referral data• ONS Crime Severity Scores• Public Consultation Data (collected Summer 2019)• Bedford Borough MARAC and IDVA service data <p>These large scale data sets were supported by information contributed at a local level from third sector service providers within each priority area.</p> <p>Evidence of the community's concern and awareness around levels of Crime and ASB are provided by way of a partnership consultation exercise undertaken in 2019.</p>
What consultation did you carry out with protected equality groups to identify your activity's effect on equality?	<p>Extensive public consultations form an important part of the CSPs evaluation process, gathering data around the community's perception of crime and disorder and awareness of emerging issues in both their local area and the Borough as whole.</p> <p>A Borough Wide public consultation took place over the summer in 2019. The consultation was designed specifically to:</p> <ul style="list-style-type: none">• Understand public perception of progress in terms of tackling crime and ASB• Understand what contributes to making people feel safe and unsafe• Gain an understanding of people's concerns about some of the underlying issues that impact on Crime and ASB• Gain an understanding of people's awareness of new and emerging issues in the Borough

	<ul style="list-style-type: none"> • Understand those issues that cause the greatest level of public concern <p>The consultation was delivered as both an online survey and as a face-to-face exercise; distributed by a number of local partners over the period May to August 2019 (1533 respondents completed the survey).</p> <p>A timetable of Community events was complimented by targeted locations to ensure are broad demographic of responses.</p> <p>A full report of the consultation has been produced and published via the Borough's web site. https://www.bedford.gov.uk/environmental-issues/community-safety/</p>
What does this evidence tell you about the different protected groups?	<p>In undertaking the analysis no specific protected equality groups / characteristics (age, gender etc) are <u>unduly</u> affected by the proposal within this plan, however by virtue of some of the work streams involved as part of the CSP, the activities of the CSP will <u>positively affect</u> certain protected equality groups, for example those with disability, race, religion etc.</p> <p>Analysis undertaken with the Strategic Assessment has identified a number of protected groups that may be affected by Crime and ASB, either in terms of their increased risk of becoming a victim or in terms of their increased fear or concerns around an issue.</p> <p>All three of the CSP priority areas aim to support vulnerable groups and this work will form part of the new CSP specific action plans within each area. There is an overarching aim to both reduce the risk to individuals and to raise awareness of support services.</p>
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the activity?	<p>A Strategic Assessment will take place each year during the lifespan of the 2020-23 plan. This process includes an evaluation of the previous year's recommendations and looking ahead to the next year of the Plan. The findings within each Strategic Assessment will be use to refresh existing priority areas and address any emerging issues at that time.</p> <p>Quarterly performance reports for each priority area are submitted to the CSP Safer Thematic (strategic group) for monitoring and exception reporting purposes.</p>

General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age	<ul style="list-style-type: none"> Protecting young people at risk of Criminal/Sexual Exploitation Developing services to support children affected by Domestic Abuse Protecting vulnerable adults at risk of exploitation 	<ul style="list-style-type: none"> Increase engagement with young people Explore community led initiatives to deliver 'Safe Spaces' for young people Developing community led diversions and sustainable pathways for young people linked to 'Youth Violence' Increase in Safeguarding referrals to Adults Services 	<ul style="list-style-type: none"> Improving relationships between young people and statutory partners Increased understanding of needs/concerns of young people Improving relationships between vulnerable adults and statutory partners
Disability	<ul style="list-style-type: none"> Promote services to support victims of Hate Crime Protecting vulnerable adults at risk of exploitation 	<ul style="list-style-type: none"> Increase in victims seeking support Increase in Safeguarding referrals to Adults Services 	<ul style="list-style-type: none"> Improving Community Cohesion Improving relationships between vulnerable adults and statutory partners
Gender reassignment	<ul style="list-style-type: none"> Promote services to support victims of Hate Crime 	<ul style="list-style-type: none"> Increase in victims seeking support 	<ul style="list-style-type: none"> Improving Community Cohesion Increasing confidence between community and statutory partners
Pregnancy and maternity	n/a		
Race	<ul style="list-style-type: none"> Promote services to support victims of Hate Crime 	<ul style="list-style-type: none"> Increase in victims seeking support 	<ul style="list-style-type: none"> Improving Community Cohesion

			<ul style="list-style-type: none"> Increasing confidence between community and statutory partners
Religion or belief	<ul style="list-style-type: none"> Promote services to support victims of Hate Crime 	<ul style="list-style-type: none"> Increase in victims seeking support 	<ul style="list-style-type: none"> Improving Community Cohesion Increasing confidence between community and statutory partners
Sex	<ul style="list-style-type: none"> Promote services for male victims of rape 	<ul style="list-style-type: none"> Increase in victims seeking support 	<ul style="list-style-type: none"> Increasing confidence between community and statutory partners
Sexual orientation	<ul style="list-style-type: none"> Promote services to support victims of Hate Crime 	<ul style="list-style-type: none"> Increase in victims seeking support 	<ul style="list-style-type: none"> Improving Community Cohesion Increasing confidence between community and statutory partners
Marriage & civil partnership	n/a		

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> Early identification of vulnerable persons at risk of Criminal Exploitation Developing community led diversions and sustainable pathways for young people linked to 'Youth Violence' Evidence of a 'Youth Voice' in partnership action plans Developing 'Safe Spaces' for young people
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> Increased awareness and confidence in services to support victims of Hate Crime

				<ul style="list-style-type: none"> • Early identification of vulnerable persons at risk of Criminal Exploitation
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> • Increased awareness and confidence in services to support victims of Hate Crime
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> • Increased awareness and confidence in services to support victims of Hate Crime
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> • Increased awareness and confidence in services to support victims of Hate Crime
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> • Increased awareness and confidence in services to support male victims of Rape
Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> • Increased awareness and confidence in services to support victims of Hate Crime
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	n/a
Other relevant groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<ul style="list-style-type: none"> • Relevant to all of the protected groups, not affecting one more than another.

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	n/a
What steps will be taken throughout the commissioning cycle to meet the different needs of protected equality groups?	n/a

Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact	Regular performance reporting and annual strategic assessment	Manager for CS&R / Specialist CSO	Quarterly & Annually	Ensure the CSP Plan remains relevant and fit for purpose, meeting the needs of the communities of the Borough
Actions to increase positive impact	Regular performance reporting and annual strategic assessment	Manager for CS&R / Specialist CSO	Quarterly & Annually	Ensure the CSP Plan remains relevant and fit for purpose, meeting the needs of the communities of the Borough
Actions to develop equality evidence, information and data	Regular performance reporting and annual strategic assessment	Manager for CS&R / Specialist CSO	Quarterly & Annually	Ensure the CSP Plan remains relevant and fit for purpose, meeting the needs of the communities of the Borough
Actions to improve equality in procurement / commissioning	n/a			
Other relevant actions	n/a			

Recommendation

No major change required	<input checked="" type="checkbox"/>	
Adjustments required	<input type="checkbox"/>	
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010. In summary, the result is that the Community Safety Plan 2020-2023 has no overall adverse effect on equality.

The Council has a statutory duty under the Crime and Disorder Act 1998 (Regulations updated June 2011) to have a Community Safety Plan in place that is informed by a Strategic Assessment. It is recognised that the Police alone cannot reduce crime and anti-social behaviour, and that it is by working together in partnership with our local community that we can help to create safer communities.

Every CSP in England is required to produce a three year Plan. This Plan covers the period April 2020 to March 2023 and will set out the key strategic aims and priority issues of the CSP for the next three years. As well as establishing a three year plan, the CSP also has a statutory obligation to undertake an annual Crime and Disorder 'Strategic Assessment' (SA); this will continue to be carried out annually to inform the progress of the Plan 2020-2023, the work of partners and the effective delivery of community safety work.

The equalities analysis demonstrates that the Crime and Strategic Assessment analysis and evidence gathering process is robust enough to inform the Community Safety Plan priorities. The evidence shows that the Partnership considers discrimination through the strategic assessment process, partnership delivery process and is discussed at a strategic level. There are appropriate processes in place to deal with offenders and provide a level of support to victims prioritised through a Risk Assessment process.

Monitoring and review

Monitoring and review	Review date
Governance and oversight of the CSP three year plan sits with the CSP Safer Thematic Partnership Board, which meets quarterly.	Quarterly and Annually
The development and delivery of priority specific annual action plans is owned by the CSP Operational Delivery Group (ODG) which meets bi-monthly	Bi-monthly and Annually
Topic specific multi-agency tasking meetings meet monthly to address local level issues that relate to CSP priority areas. These groups report to the ODG.	Monthly and Bi-monthly
Performance reports are produced by the Community Safety Team to support all CSP led meetings	Regularly during the period of the CSP Plan