



Equality Impact Assessment (EqIA)

Before completing this EqIA please ensure you have read the guidance on the intranet.

Initial Information

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Date assessment started:	3 rd Feb 2020
Date of completion:	
Version Number:	2

Part 1: Background Information

Is this (please tick or expand the box to explain)

Existing	
Changing, updating or revision	
New or proposed	X
Other	

Is this (please tick or expand the box to explain)

Internal (employees only)	
External (residents, communities, partners)	X
Both of the above	

What is the name of your policy, strategy, project or service being assessed?

Dorset Community Safety Plan 2020-2023

What is the policy, strategy, project or service designed to do? (include the aims, purpose and intended outcomes of the policy)

The Community Safety Plan sets out partners' strategy for reducing crime and disorder issues in the area. The issues are determined using an annual assessment of needs and issues, called a Partnership Strategic Assessment (PSA) along with a range of other information and public consultation.

The proposed priority issues for inclusion in the 2020-2023 Community Safety Plan are:

- Modern Slavery and Human Trafficking
- County Lines
- Sexual Violence
- Child Exploitation
- Domestic Abuse

- Rural Crime
- Anti-Social Behaviour
- Public Place Violence

In addition to these partners will monitor and respond to issues of hate crime including in relation to community cohesion.

Once completed, the Community Safety Plan will be posted on the Community Safety Partnership's (CSP's) web pages [here](#)

The plan will include a full explanation of the priority issues included within it. The plan will also set out high level activity to address priorities with more detailed actions included in a separate action plan. This EqIA will help inform action planning and actions will demonstrate the positive impact on those with a protected characteristic as set out below.

What is the background or context to the proposal?

Community safety partners are legally required to have three-year Community Safety Plans that are refreshed annually. Their latest plan will set out partners' priorities based on the most recent assessment of community safety issues.

Part 2: Gathering information

What sources of data, information, evidence and research was used to inform you about the people your proposal will have an impact on?

Statistics, information and evidence has been gathered from a range of local and national studies. Locally an annual Partnership Strategic Assessment is produced which contains local data. Sources of national evidence is listed below.

General Crime Data

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/publications> Publications used provide data on domestic abuse and sexual offending as well as other crime and justice statistics from the Office for National Statistics (ONS).

<https://www.nationalcrimeagency.gov.uk/component/finder/search?q=county+lines&Itemid=101&Itemid=101>

<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/crimeinenglandandwales/yearendingjune2018#no-change-in-the-most-common-types-of-violent-crime>

By way of background, general findings relating to equality, crime and the criminal justice system taken from [Statistics on Race and the Criminal Justice System](#) (Ministry of Justice, 2016) reveal:

- That non-White ethnic groups appear to be over-represented at most stages throughout the criminal justice system (CJS), compared with the White ethnic group, though this is not universal and does not appear to increase as they progress through the CJS. Among non-White ethnic groups, Black and Mixed individuals were often the most over-represented.
- The Mixed ethnic group was the most likely to be a victim of personal crime (7.4%), and the Asian or Asian British ethnic group were the least likely (2.6%). Since 2008/09, the White ethnic group and the Asian or Asian British ethnic group experienced statistically significant falls in the likelihood of being a victim of personal crime, but the falls for other ethnic groups were not statistically significant.
- Prosecution rate relative to the population was highest for Black juveniles (12 juveniles per 1,000 people in the population), followed by Mixed (4 per 1,000), Chinese or Other (2 per 1,000) and White (2 per 1,000) and Asian (2 per 1,000).

In terms of local offender data collected between 1 April 2018 and 31 March 2019 across Dorset County the majority of offenders:

- were male (75%)
- did not define themselves as having a disability (88%)
- were white British (77%)
- were aged between 22 and 40 years old (47%)

Findings and information relating to specific groups are captured in the relevant sections below. Sources:

Safe Lives

<http://www.safelives.org.uk/policy-evidence/about-domestic-abuse/who-are-victims-domestic-abuse>

NSPCC

<https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/child-sexual-exploitation/child-sexual-exploitation-facts-and-statistics/>

Home office

<https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2016-to-2017>

Refuge

<https://www.refuge.org.uk/our-work/forms-of-violence-and-abuse/domestic-violence/domestic-violence-and-pregnancy/>

National Rural Crime Survey 2018

<http://www.nationalruralcrimenetwork.net/content/uploads/2018/07/National-Rural-Crime-Survey-2018-Report-and-Recommendations.pdf>

The information, evidence and statistics demonstrate the positive impact the Community Safety Plan will have on a number of specific groups.

Hate Crime Data

Hate crime is one of the priority issues that community safety partners intend to monitor and respond to. More information on hate crime locally is available via [this link](#) and the Dorset Police website.

In 2018/19, Dorset Police recorded 726 hate crime offences, a significant increase from the 564 offences recorded in 2017/18 and 443 offences recorded in 2016/17.

What did this data, information, evidence and research tell you?

The data, information, evidence and research confirmed that the community safety plan will have a positive impact on a number of protected characteristics as set out below.

Is further information needed to help inform this proposal?

No. Partners will, though, continue to use a wide range of information and conduct research to better understand local community safety issues and the impact of them on particular groups.

This information and research will be used to determine actions and activity that address issues.

Part 3: Engagement and Consultation

What engagement or consultation has taken place as part of this proposal?

Consultation has taken place via the Dorset Residents Survey (Autumn 2019) and Peoples Panel (January 2020). The results have been used to shape the community safety plan. Further public consultation is being undertaken on the draft priorities and members of the public will be invited to attend the Community Safety Partnership meeting in March to share their views on the community safety plan.

Findings from further consultation exercises undertaken over the course of the year, including with the People Panel, will be used to inform future revisions of the Community Safety Plan.

How will the outcome of consultation be fed back to those who you consulted with?

Feedback has been provided directly to those members of the People's Panel who submitted a response. Members of the public will be invited to attend the Community Safety Partnership meeting in March to share their views on the final community safety plan.

Please refer to the Equality Impact Assessment Guidance before completing this section.

Not every proposal will require an EqIA. If you decide that your proposal does **not** require an EqIA, it is important to show that you have given this adequate consideration. The data and research that you have used to inform you about the people who will be affected by the policy should enable you to make this decision and whether you need to continue with the EqIA.

Please tick the appropriate option:

An EqIA is required (please continue to Part 4 of this document)	<input checked="" type="checkbox"/>
An EqIA is not required (please complete the box below)	

This policy, strategy, project or service does not require an EqIA because:

Name:

Job Title:

Date:

Please send a copy of this document to [Diversity & Inclusion Officer](#)

Next Steps:

- The EqIA will be reviewed by Business Intelligence & Communications and if in agreement, your EqIA will be signed off.
- If not, we will get in touch to chat further about the EqIA, to get a better understanding.

Part 4: Analysing the impact

Who does the service, strategy, policy, project or change impact?

- If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.

For each protected characteristic please choose from the following options:

- Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the ‘Please provide details’ box.

Positive Impact	<ul style="list-style-type: none">• the proposal eliminates discrimination, advances equality of opportunity and/or fosters good relations with protected groups.
Negative Impact	<ul style="list-style-type: none">• Protected characteristic group(s) could be disadvantaged or discriminated against
Neutral Impact	<ul style="list-style-type: none">• No change/ no assessed significant impact of protected characteristic groups
Unclear	<ul style="list-style-type: none">• Not enough data/evidence has been collected to make an informed decision.

Age:	<i>Positive</i>
What age bracket does this affect?	See below
Please provide details:	<p>The Community Safety Plan sets out the community safety issues for the area and how partners will go about tackling them.</p> <p>Although anyone can be a victim of crime, some crimes affect certain groups more than others. For example, tackling domestic abuse is a priority for community safety partners and studies have shown that young women are more likely to have experienced partner abuse in the last 12 months than older women (ONS).</p> <p>Younger people are also more likely to be subject to interpersonal violence (Safe Lives) and 64% of high and medium risk victims of abuse have children, on average 2 each (Safe Lives).</p> <p>The Community Safety Plan describes how partners will tackle emerging and local community safety issues. Younger adults (aged 16 to 34) tend to be more likely victims of robbery than older adults (35 and over) (ONS).</p> <p>Adults aged 16 to 24 are more likely to be victims of violence than those in older age groups. Older people and the very young were less likely to be victims of violent crime (based on Crime Survey for England and Wales – CSEW- figures on ONS and The Home Office data hub).</p> <p>Tackling sexual violence is a priority for partners. Local studies have demonstrated that those aged between 11-25 years were more likely to be victims of serious sexual offences (Partnership Strategic Assessment 2019/20). This has been echoed in national studies.</p>

Disability: (including physical, mental, sensory and progressive conditions)	<i>Positive</i>
Does this affect a specific disability group?	See below for details
Please provide details:	Hate crime is an issue that will be monitored and responded to by community safety partners. Hate crime is defined as 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility

	<p>or prejudice towards someone based on a personal characteristic.' There are five centrally monitored strands of hate crime: race or ethnicity; religion or beliefs; sexual orientation; disability; and transgender identity (Home Office).</p> <p>In 2016/17, there were 5558 recorded disability hate crimes which represents 7% of the total hate crimes recorded in the UK (Home Office). We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue.</p> <p>Although anyone can be a victim of crime, some crimes affect certain groups more than others. For example, tackling domestic abuse is one of the priority issues for community safety partners and women who had a long-term illness or disability were more than twice as likely to have experienced some form of partner abuse (12.4%) in the last 12 months than women who did not (5.1%) (ONS).</p>
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Gender Reassignment & Gender Identity:	Positive
Please provide details:	<p>In 2016/17, there were 1248 recorded transgender hate crimes which represents 2% of the total hate crimes recorded in the UK (Home Office). We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue.</p>

Pregnancy and maternity:	<i>Positive</i>
Please provide details:	<p>Tackling domestic abuse is one of the priorities for community safety partners. Pregnancy can be a risk factor for domestic violence. 20% of women in refuge services are pregnant or have recently given birth. It is estimated that four to nine in every 100 pregnant women are abused during their pregnancy or soon after the birth and there is a link between abuse during pregnancy and a woman's chance of being killed by her perpetrator (Refuge).</p>

Race and Ethnicity:	Positive
Please provide details:	<p>Tackling hate crime is one of the issues that partners will monitor and address.</p> <p>Hate crime is defined as 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.' There are five centrally monitored strands of hate crime: race or ethnicity; religion or beliefs; sexual orientation; disability; and transgender identity (Home Office).</p> <p>In 2016/17, there were 62,685 recorded race hate crimes which represents 78% of the total hate crime cases recorded in the UK (Home Office). Race is by far the largest strand of recorded hate crimes recorded in the UK. We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue.</p> <p>Although anyone can be a victim of crime, some groups are more affected than others. For example, an ONS study published in December 2013, indicated a higher percentage of adults who identified themselves as non-white were victims once or more of a Crime Survey England & Wales (CSEW) personal crime in 2010/11, 2011/12 and 2012/13.</p>

Religion or belief:	Positive
Please provide details:	<p>Hate crime is one of the issues partners will monitor and address. Hate crime is defined as 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.' There are five centrally monitored strands of hate crime: race or ethnicity; religion or beliefs; sexual orientation; disability; and transgender identity (Home Office).</p> <p>In 2016/17, there were 5949 recorded religious hate crimes which represents 7% of the total hate crime cases recorded in the UK (Home Office). We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue.</p>

Sexual orientation:	<i>Positive</i>
Please provide details:	<p>Although anyone can be a victim of crime, some crimes affect certain groups more than others. For example, domestic abuse is one of partners' priorities and, according to a study conducted by the ONS, bisexual women were nearly twice as likely to have experienced partner abuse in the last 12 months than heterosexual women (10.9% compared with 6.0%).</p> <p>In 2016/17, there were 9157 recorded sexual orientation hate crimes which represents 11% of the total hate crimes recorded in the UK (Home Office). We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue.</p>

Sex (consider both men and women):	<i>Positive</i>
Please provide details:	<p>The Community Safety Plan sets out the priority community safety issues for the area and how partners will go about tackling them.</p> <p>Although anyone can be a victim of crime, some crimes affect certain groups more than others. For example, tackling domestic abuse is one of partners' priorities. Women are much more likely than men to be the victims of high risk or severe domestic abuse: 95% of those going to Multi-Agency Risk Assessment Conference (MARAC) or accessing an Independent Domestic Violence Advisor (Idva) service were women (Safe Lives).</p> <p>The number of male victims of homicide has increased at a faster rate than females in recent years with male victims of homicide increasing by 33% in the year ending March 2015 (ONS). The homicide rate for males was more than twice that for females (ONS).</p> <p>Tackling sexual violence is a priority for partners. The Crime Survey for England and Wales (CSEW) estimated that 20% of women and 4% of men have experienced some type of sexual assault since the age of 16, equivalent to an estimated 3.4 million female victims and 631,000 male victims (ONS).</p> <p>The Community Safety Plan describes how partners will tackle local and emerging issues. Males tend to be more likely to be victims of robbery (ONS) and men are more</p>

	<p>likely to be victims of violent crime than women (Based on CSEW figures on ONS).</p> <p>Perpetrators of violent crime are most likely to be male (ONS).</p>
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Marriage or civil partnership:	<i>Neutral</i>
Please provide details:	N/A

Carers:	<i>Positive</i>
Please provide details:	Carers are protected from discrimination through association with the person they care for – e.g. hate crime/incidents.

Rural isolation:	<i>Positive</i>
Please provide details:	<p>Rural crime is one of the priorities partners are intending to include in their community safety plan.</p> <p>The National Rural Crime Survey 2018 discovered that:</p> <ul style="list-style-type: none"> • Crime, and the fear of crime, is leading to emotional strain and a loss of confidence within rural communities, particularly among young people, families and farmers • Communities believe crime in rural areas is a big problem – and is getting worse • Many crimes in rural communities go unreported • Residents and businesses in rural communities believe they are being specifically targeted • Farmers and agricultural businesses are facing huge challenges • The financial impact of crime is substantial • Rural victims feel angry and annoyed that they are not taken seriously by those in positions of power – and the extent of crime is making communities feel vulnerable <p>In addition partners have established a dedicated Isolated Communities Engagement Project to help support victims of domestic abuse including in rural communities where it can be harder to access services.</p>

Single parent families:	<i>Neutral</i>
Please provide details:	N/A

Social & economic deprivation:	<i>Positive</i>
Please provide details:	<p>Tackling domestic abuse is one of partners' priorities. According to a study undertaken by the ONS, women living in households with an income of less than £10,000 were more than four times as likely (14.3%) to have experienced partner abuse in the last 12 months than women living in households with an income of £50,000 or more (3.3%).</p> <p>Adults who were unemployed are more likely to be victims of violent crime than those who were employed (ONS).</p>

Armed Forces communities	<i>Neutral</i>
Please provide details:	N/A

Part 5: Action Plan

Provide actions for **positive**, **negative** and **unclear** impacts.

If you have identified any **negative** or **unclear** impacts, describe what adjustments will be made to remove or reduce the impacts, or if this is not possible provide justification for continuing with the proposal.

Issue	Action to be taken	Person(s) responsible	Date to be completed by
Completion of the Community Safety Plan	The final Community Safety Plan which will be informed by further public consultation and the findings of this EqIA exercise, will be taken to the Dorset Community Safety Partnership (CSP) for sign off on 9 th March. From there it will be taken to Dorset Council to formally adopt.	Andy Frost	CSP 9 th March Formally adoption by Dorset Council is dependent on the committee timetable and process.

EqIA Sign Off

Officer completing this EqIA:	Andy Frost	Date:	14 Feb 2020
Equality Lead:	Susan Ward-Rice	Date:	2 March 2020
Equality & Diversity Action Group Chair:	Rick Perry	Date:	2 March 2020

Next Steps:

- Please send this draft EqIA to: [Diversity & inclusion Officer](#)
- The report author will be invited to an Equality & Diversity Action Group (these are held monthly - dates are available on the intranet)
- The Equality & Diversity Action Group will review the EqIA and you may be asked to make some alterations
- EqIAs are signed off and published
- The report author is responsible for ensuring any actions in the action plan are implemented.