



GENERAL EQUALITY DUTY ASSESSMENT

Overview of the management of the Equality Assessment for the Draft Nottinghamshire Police and Crime Plan 2013 - 2018

The primary function of the Nottinghamshire Police and Crime Commissioner is to secure the maintenance of an efficient and effective Police Force for the communities of Nottingham and Nottinghamshire and to hold the Chief Constable to account for the exercise of their functions and those of persons under their direction and control.¹

The Commissioner is responsible for the totality of policing in his area, including setting local policing and crime priorities, setting the police force budget and precept, and disbursing community safety funding. He also has responsibilities to co-operate with partners to:

- provide an efficient and effective criminal justice system;
- to co-operate with community safety partners and have regard to their priorities;
- to obtain views from the community and victims of crime on policing; and
- to exercise duties in relation to safeguarding children and the promotion of child welfare.

As public bodies, the Office of Police and Crime Commissioner and Chief Constable are subject to the general equality duty. The broad purpose of this duty is to integrate equality and good relations into day-to-day business and for consideration to be given to how the Commissioner can positively contribute to the advancement of equality and good community relations, by having due regard to:

- eliminate discrimination, harassment, victimisation and any other conduct prohibited under the Equality Act 2010;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- to foster good relations between such groups.

These are sometimes referred to as the three aims or arms of the general equality duty which involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of people's different needs. It describes fostering good relations as tackling prejudice and promoting

¹ Police Reform and Social Responsibility Act

understanding between people from different groups. It states that compliance with the duty may involve taking positive action to meet the needs of some people.

This document, whilst not a Legal requirement itself, has been used to record how the drafting of the Police and Crime Plan has given due regard to the General Equality Act, which is a Legal requirement.

1. Subject area of plan, strategy, policy, project or procedure	
Name of document	Draft Nottinghamshire Police and Crime Plan 2013 - 2018
Related policy	Police Reform and Social Responsibility Act 2011
Description of the intention of the document	<p>This Equality Assessment has been produced in support of the development of the first Draft Police and Crime Plan 2013-2018.</p> <p>The assessment process has been used to inform the objectives, priorities, activities and performance measures identified in the Plan, and will continue to form part of the Commissioner's Strategic Planning Cycle.</p> <p>In accordance with the Police Reform and Social Responsibility Act 2011 the Plan must be published as soon as practicable after taking office on 22nd November 2012 but no later than 31st March 2013.</p>
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Control	Version 1 7 January 2013

2. Relevant Equality Activity	
Promote equality of opportunity	<p>The development of the Police and Crime Plan embraced the General and Specific Equality Duties as defined by the Equality Act 2010 and has focused on:</p> <ul style="list-style-type: none"> • Effective communication on the development of the Plan, which was managed through the PCC Partnership Transition Programme until handover to the Commissioner. • Ensuring the communities, partners and key stakeholders across policing and crime were involved in the development of the Plan. • Ensuring the identification of gaps and risks to manage throughout the programme of activity. <p>The Draft Police and Crime Plan refers to the Equality Act as a standard, which the Commissioner will deliver through his Pledges, core values and activities to support the strategic priority themes.</p> <p>Gathering information for the Equality Assessment began as part of the PCC Partnership Transition Programme through the work of:</p> <ul style="list-style-type: none"> • Project 4: Consultation and Engagement Strategy. • Project 12: Police and Crime Plan – drafting of the Joint Strategic Assessment. <p>The Community and Engagement activities included:</p> <ul style="list-style-type: none"> • Victims of Crime Surveys • Crime Survey for England and Wales
Eliminate discrimination that is unlawful	
Eliminate harassment	
Promote positive attitudes	
Encourage participation	
Take steps to meet people's needs, even if this requires more favourable	

treatment	<ul style="list-style-type: none"> • Neighbourhood Surveys • Respect for Nottingham Survey • Nottinghamshire Listens • Priorities and Precept Survey
Provide an opportunity for people to highlight the barriers presented by this activity	<p>Additional work conducted since the Commissioner and Deputy Commissioner have taken up office include:</p> <ul style="list-style-type: none"> • Commissioned social market research. • Dedicated focus groups with Women and BME groups. • Web Survey on the proposed priorities. • NCC Youth Board, Bassetlaw and Broxtowe NCC Young People Scrutiny Advisory Board. • Public Survey through summer events. <p>There have been various forums and meetings to discuss opportunities for participation, with the Commissioner and Deputy Commissioner.</p> <p>The Joint Partnership Strategic Assessment conducted analysis of issues and challenges for policing and crime to identify the strategic priority themes and vulnerable groups. The Assessment was prepared in collaboration with analysts and officers from Nottinghamshire Police, Nottingham Crime and Drugs Partnership (CDP), the Safer Nottinghamshire Board (SNB), District Community Safety Partnerships (CSPs), Nottinghamshire Local Criminal Justice Board (LCJB) and City and County Health and Wellbeing Boards and the East Midlands Police Collaboration Programme (EMPCP). The following vulnerable groups were identified:</p> <ul style="list-style-type: none"> • Domestic Violence • Hate Crime • Disability Hate Crime • Young People • Child Poverty • Drugs and Alcohol • Safeguarding Children and Adults <p>Other key data sources have been reviewed covering:</p> <ul style="list-style-type: none"> • Political landscape nationally – policy and strategy • Economy • Social data covering <ul style="list-style-type: none"> Demographic data Population Diversity Education Leisure Deprivation Health • Technology • Environment • Legal • Organisational <p>Key national stakeholders were asked to identify areas of policing activity that Police and Crime Commissioners should focus on, with</p>

	<p>regards to Equality Diversity and Human Rights (EDHR), particularly activities that impact on under-represented, vulnerable and marginalised groups, which included:²</p> <ul style="list-style-type: none"> • Anti Social Behaviour • Child Abuse • Child Sexual • Exploitation and Grooming • Countering Terrorism • Custody • Data Sharing • Domestic Abuse • Female Genital Mutilation • Hate Crime • Honour Based Violence and Forced Marriage • Human Trafficking • Missing From Home • Perpetrators • Rape • Recruitment, Retention and Progression • Safeguarding Vulnerable Adults • Sexual Exploitation • Stop and Search • Use of Regulation of Investigatory Powers Act • Victims • Witnesses <p>There is planned work to ensure further consultation with citizens across the City and County on the draft Plan and further assessments of equality and impact will be undertaken. Together with continuing work throughout the consultation of the Draft Plan to identify action and information in relation</p>
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3. Risk Assessment

Risk scoring	There will also be a continuous monitoring of risks areas throughout the development and delivery of the Plan, which will be escalated through the governance and risk management process and logged in the Risk Register of the Office of Police and Crime Commissioner.
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4. Impact on Protected Characteristics

Diversity / Group	Impact H/M/L	Reasons / Comments
Race	H	<p>The Force's Police User Satisfaction Survey, 12 month rolling to Sept 12 .key findings:</p> <ul style="list-style-type: none"> • Overall satisfaction with service – 87.4% • Overall satisfaction with service – White Ethnicity – 87.2%

² EDHR Framework APCC: *Police and Crime Commissioners: Equality, Diversity and Human Rights (2012)*.

		<ul style="list-style-type: none"> • Overall satisfaction with service – BME Ethnicity – 82.3% • Overall satisfaction with service – Disparity – 4.9% <p>The Force's public confidence surveys carried out between September 2009 and May 2010 revealed no statistical difference responses between white and BME respondents. It did show that females (70.3%) were significantly more confident in the police than males (63.1%).</p> <p>Results of the regular victim of crime surveys carried out by the Force show that, as of the first Quarter of 2010-11, there was a 4.3% disparity between white (84%) and BME (79.7%) respondents in terms of satisfaction with the overall service provided by the police. 81% of those who were victims of racist incidents were satisfied with the overall service.</p> <p>Hate crime</p> <p>There is a known issue with under-reporting of hate crime which is in line with the national picture. In Nottingham City hate crime incidents and crime levels are almost half of those for the City and County combined. Of these racist hate crime accounts for almost 74% of the City's hate crime incidents total. In the County the most recent data shows the highest levels of reported hate crime are in Ashfield and Mansfield, with the highest number reported from the 41-48 age group.</p> <p>Focus groups have been conducted with representatives from the BME and Refugee Groups.</p> <p>There has also been information gathered from the Force which has formed part of the setting of the Pledges and priorities for the Commissioner.</p>
Gender	H	<p>Domestic Violence</p> <p>The most vulnerable age group (males and females combined) is 18-25, which accounts for nearly 30% of all domestic violence offences and incidents. The most vulnerable age group for females is 18-25, and for males is 41-50, although domestic violence is gender specific, i.e. most commonly experienced by women and perpetrated by men.</p> <p>There have been dedicated focus groups with representatives from the Women's Groups.</p> <p>There has also been information gathered from the Force's workforce which has formed part of the setting of the Pledges and priorities for the Commissioner.</p>
Disability	H	<p>Disability hate crime is an emerging trend for this year</p> <p>A recent joint survey by the Safer Communities and Safeguarding Adults and Mental Capacity Act Teams (Nottinghamshire County Council) found that almost three quarters of disabled people (73%) had been hurt physically, mentally or verbally as a result of their disability. It also indicated that hate crime against disabled people is widely under reported and that for many disabled people ongoing harassment is part of their everyday lives. The</p>

		<p>Nottingham Crime and Drugs Partnership's Hate Crime Strategy outlines how partners within Nottingham and Nottinghamshire will co-operate to deliver the required reductions in Hate Crime. The Strategy highlights approaches to support disabled people, specifically such as those with learning disability.</p> <p>There has also been information gathered from the Force's workforce which has formed part of the setting of the Pledges and priorities for the Commissioner.</p>
Age	H	<p>Safeguarding children and adults</p> <p>A Multi-Agency Safeguarding Hub (MASH) was launched on 26 November to improve adult and children safeguarding. It is the first point of contact for safeguarding enquiries within the County and will see staff within the Force working with Children's Social Care, Adult Safeguarding and Health, co-located at Mercury House in Annesley. The MASH received safeguarding concerns or enquiries and gathers information from different agencies to build up a full picture of the circumstances of a case, enabling swift, co-ordinated and consistent decisions on the most appropriate action needed to ensure that vulnerable children and adults are kept safe.</p> <p>In the City, the Domestic Abuse Referral Team (DART) was launched in June 2012 as part of a pilot programme of work to improve services for children, young people and vulnerable adults at risk from domestic violence, which includes early identification, prevention and new commissioning strategies. The DART prioritises children living in domestic violence families. Like the MASH it receives safeguarding referrals and gathers information from different agencies and staff which are co-located at Oxclose Police Station. Nottingham City will consider whether to develop this into a MASH. Agencies at present consist of Children's and Families, Adult Social Care, Police and Health. The DART enhances and speeds up early joint decision making and intervention for survivors and their children. Partner agencies are able to refer survivors to the DART for consideration of the Multi Agency Risk Assessment Conference (MARAC) and the City Domestic Abuse Panel (CDAP) for medium risk repeat victims. Agencies within the DART are able to share up to date information to ensure informed decision making.</p> <p>Child Poverty</p> <p>Nottinghamshire has average levels of child poverty. Ravensdale Ward (2003 boundaries) had 42.7% of all children under 20 living in poverty which is the highest level in the County. In districts, there is wide variation in the percentage of children living in poverty. In 2008, districts are ranked as follows: Mansfield (22.7%), Ashfield (21.7%), Bassetlaw (18.3%), Newark and Sherwood (16.8%), Gedling (15.0%), Broxtowe (14.2%), and Rushcliffe (7.9%). In Nottinghamshire in 2008, there were 20,605 children living in households reliant on Income Support or Job Seekers Allowance, of which 15,205 were in lone parent households. When broken down at district level there is a marked difference in the numbers reliant on Income Support and Job Seekers Allowance Ashfield (4,305), Mansfield (3,970), Bassetlaw</p>

		<p>(3,240), Newark and Sherwood (3,100), Gedling (2,530), Broxtowe (2,230), and Rushcliffe (1,230) (HMSO 2010).</p> <p>Young People</p> <p>Bassetlaw, Newark and Sherwood and Mansfield have the highest youth crime rate in the County. The three highest wards for youth crime are Worksop South East (Bassetlaw), Worksop North West (Bassetlaw) and Eastwood South (Broxtowe). There have been 384 First-Time Entrants (FTEs) this year. This is a reduction of 40.9% (266 FTEs) compared to last year. Since 2009 the number of young people entering the youth justice system in the County area has decreased by 40% although remains above the national average. The rates at which young people re-offend in the County is below the national average and violent crime committed by youths has reduced by over 20% since 2009.</p> <p>There are activities within the Plan to work with Women and girls suffering from domestic violence, and other forms of violence.</p> <p>There has also been information gathered from the Force's workforce which has formed part of the setting of the Pledges and priorities for the Commissioner.</p>
Sexual orientation	L	<p>There are activities conducted and planned to continue to talk to groups and individuals to address issues around sexual orientation. There have been identified issues through Partners Strategic Assessments that cover Hate Crime issues for communities.</p> <p>There has also been information gathered from the Force's workforce which has formed part of the setting of the Pledges and priorities for the Commissioner.</p>
Religious belief	L	<p>Faith communities have been included in consultation exercises.</p> <p>There has also been information gathered from the Force's workforce which has formed part of the setting of the Pledges and priorities for the Commissioner.</p>
Transgender or transsexual individuals	L	<p>There is regular consultation and engagement with Transgender and Transsexual communities to inform policing priorities, which will form a continuous part of the planning cycle and the Community Engagement and Consultation Strategy.</p> <p>There has also been information gathered from the Force's workforce which has formed part of the setting of the Pledges and priorities for the Commissioner.</p>

5. Governance

A draft Police and Crime Plan was presented to the final Nottinghamshire Police and Crime Commissioners (PCC) Partnership Transition Programme Board meeting on the 2nd November, with an endorsement that the draft Plan would require refinements and further adjustments once the Commissioner took up office. The Commissioner, in shaping the policing and crime vision, priorities and performance measures has undertaken further work to engage with partners and communities to finalise the draft Plan to be presented to the Police and Crime Panel for views and comments on 15th January 2013.

The Plan has continually been developed with strategic partners, and ongoing surveys,

focus groups and forums with victims and citizens of Nottingham and Nottinghamshire which have been led by the Commissioner and the Deputy Commissioner.

There will be formal presentation to the Police and Crime Plan on the 15th January.

There will be further Community Launch events for consultation around the priorities in the Draft Plan in the County and the City:

- Thursday 17th January at 6:30pm - Pleasley Landmark Centre, Mansfield.
- Thursday 24th January at 6:00pm - Nottinghamshire Deaf Society, Forest Road.

The Commissioner will report on progress against the Plan to the Police and Crime Panel on a six monthly basis, there will be an Annual Report produced, with the Commissioner producing the first Annual Report on the 100 days in office.

There will also be ongoing work with the Force to ensure meeting the equality requirements of staffing, particularly around recruitment selection and retention of BME Officers.

6. Key areas of consideration

The Plan sets the strategic direction for the Commissioner and the Equality Assessment will be an ongoing process throughout the development and delivery of the Plan to support the evidence base for the priorities actions and deliverables.

Communication strategy covering internal and external communication of the Plan, activities and deliverables.

There will be annual Joint Strategic Assessments conducted which will build on the information generated for the draft Plan, and will inform future activities required to be delivered to achieve the ambitions of the Plan.

Key Governance Areas	Opportunities
Horizon Scanning	There will be an ongoing process of scanning for future considerations of equality and diversity to support the monitoring of the Plan. This will form part of the Horizon Scanning of the Commissioner's Office.
Training and Development	The Commissioner and the Office of the Police and Crime Commissioner should be sufficiently competent in issues to monitor and inform the Plan. There will be a Service Level Agreement with the Force to deliver specialised training for the Force and the Commissioner's Office.
Equality and Diversity Profiling	The Commissioner will ensure that there is continuous profiling of to area's socio-demographics to inform the monitoring of the Plan and impacts of equality activity which will inform the risk management process and the Joint Partnership Strategic Assessment. This should include the latest performance management information from the Force, together with other available data from partners, nationally, regionally and locally.
Equality and Diversity Performance Monitoring	<p>The Commissioner will monitor equality and diversity over the lifecycle of the Plan as part of the governance arrangements. The monitoring will form part of the Annual Report and 6 monthly updates on the Plan to the Police and Crime Panel.</p> <p>The Force will provide information to continually support the information gathering for scrutiny of the Force's performance to deliver quality policing services, together with the Plan's identified activities with partners to</p>

	deliver services and monitor and manage equality and diversity issues to inform decision making.
Engagement and Consultation	The Community Engagement and Consultation Strategy identifies the approaches the Commissioner will take to ensure being the 'Voice' for hard to hear communities. This will be monitored through the Governance arrangements of the Plan. There will be ongoing analysis of the engagement and consultation feedback to identify risks and opportunities to address issues in line with the needs of individuals and communities, together with meeting the duties of the Equality Act.