



Equality Impact Assessment (EqIA)

Introduction

This EqIA is for:	Community Safety: Reduction in Staffing	
Details are set out:	B01 Option for Change	
Officers undertaking the assessment:	Sarah Houlton, Team Manager Trading Standards & Community Safety	
Assessment approved by:	Paul McKay, Service Director, South Notts & Public Protection	Date: 12/8/15

The Public Sector Equality Duty which is set out in the Equality Act 2010 requires public authorities to have due regard to the need to: Eliminate unlawful discrimination, harassment and victimisation; Advance equality of opportunity between people who share a protected characteristic and those who do not; Foster good relations between people who share a protected characteristic and those who do not.

The purpose of carrying out an Equality Impact Assessment is to assess the impact of a change to services or policy on people with protected characteristics and to demonstrate that the Council has considered the aims of the Equality Duty.

Part A: Impact, consultation and proposed mitigation

1 What are the potential impacts of proposal? *Has any initial consultation informed the identification of impacts?*

The Community Safety function for the Authority is currently delivered by 4.8 full time equivalent (FTE) Band C Community Safety Officers. The proposal is to reduce the staffing by 1 FTE, a 20% reduction releasing a saving of £50k (including some associated supplies and services savings).

The proposal would result in a 20% reduction in the capacity of the team to deliver 3 roles:

1. Co-ordinating and enabling the Safer Nottinghamshire Board, its Community Safety Partnerships, and other Groups that sit beneath the Board to reduce crime and disorder;
2. Developing and delivering a range of initiatives the Council wishes to prioritise that tackle crime and disorder; and
3. Managing the finance and performance of a range of initiatives on behalf of the Police and Crime Commissioner.

The proposal would result in a 20% reduction in Community Safety Officer capacity within the Trading Standards & Community Safety Service to lead community safety partnership initiatives and support partnership initiatives led by other organisations/partners and other departments within the County Council.

2 Protected Characteristics: Is there a potential positive or negative impact based on:

Age	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Disability	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender reassignment	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Pregnancy & maternity	<input type="checkbox"/> Positive	<input type="checkbox"/> Negative	<input checked="" type="checkbox"/> Neutral Impact
Race <small>including origin, colour or nationality</small>	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Religion	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Gender	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact
Sexual orientation <small>including gay, lesbian or bisexual</small>	<input type="checkbox"/> Positive	<input checked="" type="checkbox"/> Negative	<input type="checkbox"/> Neutral Impact

3 Where there are potential negative impacts for protected characteristics these should be detailed including consideration of the equality duty, proposals for how they could be mitigated (where possible) and meaningfully consulted on:

How do the potential impacts affect people with protected characteristics <i>What is the scale of the impact?</i>	How might negative impact be mitigated or explain why it is not possible	How will we consult
<p>i) The Community Safety team make a key contribution to partnership work to reduce Hate Crime within the County. The team provides support to the Safer Nottinghamshire Board Hate Crime champion.</p> <p>ii) The Community Safety team represent the County Council in community safety partnership activity to reduce crime and the fear of crime in our communities. Residents who are more vulnerable due to their age or disability can be more at risk of being a victim of crime or of their lives being affected by their fear of crime. The team also provides support to the Safer Nottinghamshire Board Vulnerable People champion.</p>	<p>The impact can be mitigated (to be neutral impact) by a prioritisation of this area of work within the reduced establishment.</p> <p>The impact can be mitigated (to be neutral impact) by a prioritisation of this area of work within the reduced establishment.</p>	<p>Via the Safer Nottinghamshire Board Hate Crime Steering Group.</p> <p>Via the Community Safety Partnerships.</p>

Part B: Feedback and further mitigation

4 Summary of consultation feedback and further amendments to proposal / mitigation

In addition to the County Council consultation process, a letter was sent to key Community Safety Partners in the County, including the Safer Nottinghamshire Board Hate Crime Champion who leads the Hate Crime Steering Group. The majority of these partners are concerned that the proposed reduction may lead to reduced performance across the County with respect to crime and disorder – crime and disorder has a disproportionate impact on many groups with protected

characteristics. Further the Hate Crime Lead for the County, and the Police and Crime Commissioner raised concerns about the impact of the proposed reduction on the work that is being undertaken as a partnership regarding hate crime. Hate crime is crime that specifically targets those with protected characteristics. To help minimise the impact of the reduction if it occurs, and to work in a more efficient manner, partners requested that a strategic overview is undertaken of community safety in the County, the team and its roles, and how more integration can take place.

Completed EqIAs should be sent to equalities@nottscc.gov.uk and will be published on the Council's website.