

Equality Impact Assessment Form

Revised September 2010



(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)

When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

Partners Against Crime is a project driven by the IOW Community Safety Partnership (IOW Council, Hampshire & IOW police and the NHS, Probation) highlighting partnership initiatives of various island organisations. Also, to make available information and give demonstrations on how to reduce crime, home security, road safety, dog training, trading standards, youth work, drug awareness and how to improve the environment. To gather information of public needs.

1.2 Officer(s) and section or service responsible for completing the assessment

Martin Thomas - Partnership & Consultation Support Officer, Resident Information & Consultation Division

Michael Halliday – Community Support Officer, Community Safety Services

Rosie Barnard - Lead Officer Diversity & Wellbeing, Human Resources

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

Community Safety Partnership (CSP) national Standards requires partnership Chief Officers to carry out an annual open question forum with the public. Partners Against Crime event provides a venue for such a forum.

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

Residents and visitors to the IOW will benefit from this project by engaging with partnership agencies who will make available, advice and corrective action if appropriate.

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

The Project is being advertised on local radio, newspapers and posters locally. Invitations to the event were sent directly to partner agencies and key stakeholders and a dedicated website has been constructed www.saferwight.org.uk/csi In addition, a pre event communications plan has been produced, highlighting a wide range of additional channels of communication that are to be used.

1.6 How does the service, policy, procedure, practice or project contribute to better

community cohesion?

The project keeps the community informed of local crime and disorder and council issues, voluntary sector projects as well as NHS and Fire & Rescue issues. It also provides an opportunity for the community to raise issues or concerns with the IW CSP.

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

Partners Against Crime event contributes towards the Safe and Well Kept Island theme of the Council's Strategic Programme supporting outcome 7: Reduce crime and fear of crime

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The aim of the project is to engage and involve the local community, in a fair, accessible and just manner removing barriers to make sure no group feels disadvantaged.

1.9 How is, or how will the service, policy, procedure, practice or project be put into practice and who is responsible for it?

Members of the CSP and other invited partner agencies are responsible for their own element of the plan, providing their own personnel and equipment. All agencies will work within the provided action plan and report event progress to the project Chairman (Martin Thomas – Partnership & Consultation Support Officer).

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

Data has been gathered from the Residents Survey in particular community safety questions. The Strategic Assessment 2009/10 collating crime statistics from across the IOW. Also, the Joint Strategic Needs Assessment that highlights the needs of specific groups within our community.

2.2 Equalities profile of users and beneficiaries

Equality profile of the IOW was taken from the latest census data which will identify minority groups and help to cater for any special requirements at the event. Up to date information has also been taken from the IOW Observatory website where available.

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

No complaints were received in 2010, however a complaint was made against the service reference the Newport mini - CREW event 2009 suggesting that there was no facility for the deaf. Future events will ensure that provision is made available and a police signer will be attending the event because of this.

2.4 What does the consultation, research and/or data indicate about the negative impact on the service, policy, procedure, practice or project

There is nothing to date to suggest that the Partners Against Crime event will or can have a negative impact.

2.5 What does the consultation, research and/or data indicate about the positive impact on the service, policy, procedure, practice or project

Promotion through the project will improve and continue to improve co-ordination between partner agencies and encourage dialog with the local community which enables CSP to gather information and evidence to measure and analyse crime related issues or problems so that we can ensure that local issues are improving. The project enables the CSP to work in an open and transparent way that encourages two way communication between agencies and the local community.

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or project on each of the protected characteristics of the Equality Act 2010.

**3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics)
(please refer to the guidance for additional information)**

Protected Characteristics	Negative	Neutral	Positive	Comments
Age		Event advertising, advice, demonstrations, stalls and information is targeted at all people, regardless of their race, disability, gender, sexual orientation, age or religious belief. Need to use the latest form in future – available on the intranet – home page follow quick link to E&D as the categories have been amended following the Equality Act 2010)	There are baby changing facilities within the complex.	
Disability			An excellent venue for mobility/access. Also a hearing loop has been introduced. Availability of disabled vehicle parking. Police Link Officers for Deaf People will be attending the event and signing.	
Gender Reassignment				
Marriage & Civil Partnership				
Pregnancy & Maternity				
Race			The EIA has previously been scrutinised and agreed by the	

			<p>Equals Panel to ensure that there is no negative impact. EQUALS have been invited to attend the event.</p>	
Religion / Belief			<p>PAC is organised on a Saturday and will be open all day. This will cater for individuals that worship on a Saturday.</p>	
Sex (male / female)				
Sexual Orientation (LGB&T)			<p>Youth PRIDE and Young Employees Forum have been invited to attend.</p>	

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(Please refer to the guidance for additional information)*

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

No negatives

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.

No negatives

4.3 If there is no evidence that the service, policy, procedure, practice or project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

This project does promote equality, equal opportunities and aims to improve relations within equality target groups.

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

Only have the event at a suitable venue that has suitable mobility/access facilities. Disabled parking at the venue has to be clearly identified. Acting upon comments from the equality target groups.

4.5 How will any service, policy, procedure, practice or project be implemented?

The Partners Against Crime project will be implemented by the project team planning the event.

4.6 As 4.5 above please identify training requirements.

All partnership agencies will identify and meet their own training requirements.

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the service, policy, procedure, practice or project comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

Providing awareness to all groups about Partners Against Crime, improving accessibility (i.e. sign language interpreter).

5.3 Summary of recommendations for improvement

During the planning phase, recommendations have been highlighted. Providing a language interpreter, appropriate advertising for the blind and foreign visitors, as well as signs in Polish for the local community, a segregated disabled parking area and a process awareness to address complaints or observations during or after the event.

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

During the preparation of the event equality will be monitored and discussed at the event action meetings. Also, a wash up meeting will be held after the event to review equality evaluation.

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

When CSP instruct the next Partners Against Crime event.

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Age					
Disability					
Gender Reassignment					
Marriage & Civil Partnership					
Pregnancy & Maternity					
Race					
Religion / Belief					
Sex (male or female)					
Sexual Orientation					
Geographical location					
All of the above	Complaints/observations to be actioned	Martin Thomas	Prior to next CSP event		Action delegated at wash up meeting

Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council’s website. Please access the Work tab of the council’s intranet and follow the instructions to upload your completed equality impact assessment on to the website.

Date of assessment

Officer’s name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion / Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Sex (male/female)

x
x

Sexual Orientation
