

## Equality Impact Assessment Form

Revised June 2009



(Equality target groups are those which cover the 6 equality strands: race, disability, gender, age, sexual orientation and religious belief)

### **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 Crime and Disorder Reduction Partnership (IW Council, Hampshire & IOW police and the NHS) 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**

Environment & Neighbourhoods Officers ( Newport), Community Safety Services

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

Crime and Disorder Reduction Partnership (CDRP) 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?**

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](http://www.saferwight.org.uk/csi) In addition a pre event communications plan has been produced, highlighting a wide range of addition channels of communication that have been used.

#### **1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?**

Keeps the community informed of local crime and disorder, council issues, voluntary sector projects, NHS and Fire & Rescue issues. It also provides an opportunity for the community to raise issues of their concern with the IW CDRP.

#### **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.

**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 with all of the community in a fair and just manner and 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 CDRP 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 (Alex Hicks of Community Safety Strategic Manager).

**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 data or any consultation information available that will enable the impact assessment to be undertaken**

Data has been gathered from the Residents Survey that looks at community safety questions. The Statutory Assessment collating crime statistics from across the IOW. Also, the Joint needs Strategic 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.

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

A complaint was made against the service reference the Newport mini - CREW event suggesting that there was no facility for the deaf. In response to the above complaint, two sign language interpreters have been hired for the Partners Against Crime project.

**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 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**

Improving co-ordination between partner agencies and encourage dialog with the general public to gather evidence to measure that issues or problems are improving

**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 6 strands of diversity covered in the Authority’s single equality scheme.

**3.1 Complete this section with the following information – relating to all of the identified groups: (please refer to the guidance for additional information)**

	Reason, evidence, comment					
	Race	Disability	Gender	Sexual Orientation	Age	Religious Belief
Barriers, negative impact						
Neutral impact	Event advertising, advice, demonstrations, stalls and information is targeted at all people, regardless of their race, disability, gender, sexual orientation, age or religious belief.					
Positive impact	The EIA has been securitized and agreed by the Equals Panel to ensure that there is no negative impact	An excellent venue for mobility/access. Also a hearing loop has been introduced. Availability of disabled vehicle parking		Youth PRIDE and young Employees Forum have been invited to attend	There are baby changing facilities within the complex	PAC is organized on a Saturday and will be open all day. This will cater for individuals that worship on a Saturday.

**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. Any shuttle buses used are to be wheel chair friendly. 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, proper vehicles used for the shuttle service, a drop off point, 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 CDRP 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
Race					
Disability	Introduce a sign language interpreter	Alex Hicks	05.02.10		This was an action from previous event
Age					
Religious and Philosophical belief					
Gender					
Sexual orientation					
Geographical location					
All of the above	Complaints/observations to be actioned	Alex Hicks	Prior to next CDRP 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 and publish your report using the Equality and Diversity pages of the Intranet. Your summary information and a copy of your completed report will then be made available to the public on the Council’s 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**

- |                           |                          |                           |                                     |
|---------------------------|--------------------------|---------------------------|-------------------------------------|
| <b>Race</b>               | <input type="checkbox"/> | <b>Gender</b>             | <input type="checkbox"/>            |
| <b>Sexual Orientation</b> | <input type="checkbox"/> |                           | <input type="checkbox"/>            |
| <b>Disability</b>         | <input type="checkbox"/> | <b>Religion or belief</b> | <input type="checkbox"/>            |
| <b>Other</b>              | <input type="checkbox"/> | <b>All</b>                | <input checked="" type="checkbox"/> |