



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Summary

Name of Product	Restorative Cleveland
Brief Description of Product	Police and Crime Commissioners (PCCs) are responsible for the overall availability of Restorative Justice (RJ) services to those harmed by crime in their local area. The Office of the Police and Crime Commissioner (OPCC) for Cleveland, in partnership with The Probation Service, is seeking to co-commission local service delivery within the Cleveland Police Force area – which covers the local authority areas of Hartlepool, Middlesbrough, Redcar and Cleveland and Stockton-on-Tees.
Product / Product Summary Attached	Yes
Department	Office of the Police and Crime Commissioner for Cleveland
Assessment Writer	Chris Guttridge
Date Started	15 th October 2021
CEO/ACE Sign Off	Rachelle Kipling [15/11/2021]
EDI Manager Assurance	Jenni Salkeld 09/11/2021
Review Date	October 2022

Version Control

This is a living document and should be updated as we update our products and receive new insights and data on how our people or communities engage with our product.

Version	Date	Reason for update	Author



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Please ensure you consult the Equality Impact Assessment Guidance while completing this document

Stage One – Early Thinking

Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our [Equality Consideration Checklist](#).

Is an EIA required at this time?	Yes
If no, what is your rationale?	

Stage Two – Identify Scope


Please consult the [Equality Impact Assessment Guidance](#) for suggestions as to consider how you might evidence both positive and negative impact. Where possible please provide references or links.

Sources	<p>The Code of Practice for Victims of Crime sets out the services and a minimum standard for these services that must be provided to victims of crime by organisations in England and Wales. Right 4 relates to victims having the right to be referred to services that support victims and have services and support tailored to their needs.</p> <p>https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974376/victims-code-2020.pdf</p> <p>Additional reading material considered:</p> <p>https://restorativejustice.org.uk/sites/default/files/blog/files/RJ%20APPG%20Inquiry%20Report-1.pdf All Party Parliamentary Group on Restorative Justice</p> <p>https://restorativejustice.org.uk/sites/default/files/files/NOS(1).pdf National Occupational Standards</p> <p>https://restorativejustice.org.uk/sites/default/files/resources/files/Best%20practice%20guidance%20for%20restorative%20practice%202011.pdf RJC – Best Practice Guidance</p> <p>https://why-me.org/2017/postcode-lottery-victims-crime-across-england-wales/ Why me? Valuing Victims Report</p>
---------	---



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

	<p>https://etheses.whiterose.ac.uk/26923/ Banwell-Moore: Restorative justice: understanding the enablers and barriers to victim participation in England and Wales</p> <p>Van Camp, T. and Wemmers, J. (2016) Victims' reflections on the protective and proactive approaches to the offer of restorative justice: The importance of information. Canadian Journal of Criminology and Criminal Justice, 58(3): 415-442.</p> <p>https://www.ons.gov.uk/peoplepopulationandcommunity/householdcharacteristics/homeinternetandsocialmediausage/articles/exploringtheuksdigitaldivide/2019-03-04 Office for National Statistics</p> <p>https://www.ncbi.nlm.nih.gov/pmc/articles/PMC7454901/ Seifert. A., Cotton. S. R., and Xie. B.</p>
<p>Consu ltation</p>	<p>A key objective of the Police and Crime Commissioner (PCC), as outlined in the Police and Crime Plan, is to ensure that there is Effective Quality Support to Victims and Witnesses of Crime in Cleveland. Public consultation was undertaken as part of the development of the plan. As part of this consultation public feedback was obtained as to what is needed from a victim support service. Specific work was undertaken with hard to hear groups as part of the consultation.</p> <p> Police%20and%20Crime%20Plan%20-%20</p> <p>A specific consultation in relation to Restorative Cleveland could not be completed within the tendering timeframes. These could not be extended.</p> <p>Within the specification we emphasise that there will be a requirement for the successful bidder to continue to seek feedback from victims and offenders that engage with the service that will be used to shape future delivery as part of continuous service improvement. This will include highlighting the needs of, and any barriers to access from diverse communities as part of delivering a more accessible service across all protected characteristics.</p>

Stage Three - Impact

What potential positive or negative impacts has your research and consultation revealed? Consult the [Equality Considerations Checklist](#) for previously identified impacts that may be relevant.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Age	
Data & Background Information	
<p>Performance information for current service delivery between April 2021 and September 2021 reported the following age demographic of service users:</p> <ul style="list-style-type: none"> • 18-24 (18%) • 25-34 (20%) • 35-44 (16%) • 45-54 (16%) • 55-64 (10%) • 65 and over (7%) • Undisclosed (13%) <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across age demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.</p> <p>The tendering questions will include the following, which the applicants will have to sufficiently answer:</p> <ul style="list-style-type: none"> • Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs • Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities 	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • In line with victim wishes, having a restorative justice service will allow those with this protected characteristic to share their journey with the offender(s) and 	<ul style="list-style-type: none"> • The digital offer will not be appropriate for those that are digitally excluded by either the lack of knowledge and skills when using the technology and/ or those who



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

<p>how the offence(s) has affected them as part of their own recovery.</p> <ul style="list-style-type: none"> • As part of the specification we have mandated that the service should provide interventions outside of 'core business hours' which we define as between 09:00 and 17:00, Monday to Friday. This assist those would be excluded from participating due to work, educational or family care commitments which would enhance the accessibility of the service across all age groups. • Alongside this requirement – we will be asking bidders to put forward a 'digital offer' to enhance the flexibility and accessibility of the service for those that may experience issues with travel, or require greater flexibility • Home visits will be conducted by the team, or a meeting at an alternative public building will be arranged in agreement with the service user for those who are unable to travel. • It is recognised that third sector agencies may be better placed to support service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<p>would be unable to afford the technology</p>
Disability	
Data & Background Information	



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Performance information for current service delivery between April 2021 and September 2021 reported that 6% of service users considered themselves to have a disability. An additional 6% did not disclose this information.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across disability demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.

The tendering questions will include the following, which the applicants will have to sufficiently answer:

- Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs
- Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • In line with victim wishes, having a restorative justice service will allow those with this protected characteristic to share their journey with the offender(s) and how the offence(s) has affected them as part of their own recovery. • It is acknowledged that people with disabilities are more likely to experience travel related issues – including a lack of available parking, suitable public transport and links. We will be asking bidders to put forward a ‘digital offer’ to enhance the flexibility and 	<ul style="list-style-type: none"> • The digital offer will not be appropriate for those that are digitally excluded by either the lack of knowledge and skills when using the technology and/ or those who would be unable to afford the technology



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

<p>accessibility of the service for those that may experience issues with travel or require greater flexibility.</p> <ul style="list-style-type: none">• Home visits will be conducted by the team, or a meeting at an alternative public building will be arranged in agreement with the service user for those who are unable to travel.• There will be an expectation for speech interpreters to be provided for the hearing impaired• The specification will require the service provider to produce reading materials in a variety of formats – including easy-read and braille.• It is recognised that third sector agencies may be better placed to support service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model.• The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment.	
Gender Reassignment	
Data & Background Information	
<p>Performance information for current service delivery between April 2021 and September 2021 there was no information provided with regards to gender reassignment. It is not known if there were no people supported, or if this data is not being recorded.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.</p>	



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.

The tendering questions will include the following, which the applicants will have to sufficiently answer:

- Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs
- Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • In line with victim wishes, having a restorative justice service will allow those with this protected characteristic to share their journey with the offender(s) and how the offence(s) has affected them as part of their own recovery. • It is recognised that third sector agencies may be better placed to support service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

safe and comfortable in the environment.	
Marriage and civil partnership	
Data & Background Information	
<p>Marriage data has not been reported back to the OPCC and has been identified as a gap in reporting which will be reviewed.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.</p> <p>The tendering questions will include the following, which the applicants will have to sufficiently answer:</p> <ul style="list-style-type: none"> • Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs • Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities 	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

safe and comfortable in the environment.	
Pregnancy and Maternity	
Data & Background Information	
<p>Pregnancy and maternity data has not been reported back to the OPCC and has been identified as a gap in reporting which will be reviewed.</p> <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.</p> <p>The tendering questions will include the following, which the applicants will have to sufficiently answer:</p> <ul style="list-style-type: none"> • Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs • Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities 	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Race	
Data & Background Information	
<p>Performance information for current service delivery between April 2021 and September 2021 reported the following race demographic of service users:</p> <ul style="list-style-type: none"> • White British (78%) • White European (6%) • Asian Pakistani (6%) • Asian Indian (6%) • Not Disclosed (4%) <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across race demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.</p> <p>The tendering questions will include the following, which the applicants will have to sufficiently answer:</p> <ul style="list-style-type: none"> • Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs • Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities 	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • In line with victim wishes, having a restorative justice service will allow those with this protected characteristic to share their journey with the offender(s) and how the offence(s) has affected them as part of their own recovery. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

- There will be a requirement for the service provider to provide a translation service so that the support can be provided in the service user's first language. This will include providing reading materials in their first language.
- It is recognised that third sector agencies may be better placed to support service users with these characteristics. Signposting and referral mechanisms to these services will be included in the service model.
- The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment.

Religion or Belief

Data & Background Information

Religion/ belief data has not been reported back to the OPCC and has been identified as a gap in reporting which will be reviewed.

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic, and the provider will need to incorporate this into current recording.

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of 'Undisclosed' responses. This will allow the OPCC to monitor equal and effective provision across this demographic – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

The tendering questions will include the following, which the applicants will have to sufficiently answer:

- Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs
- Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • In line with victim wishes, having a restorative justice service will allow those with this protected characteristic to share their journey with the offender(s) and how the offence(s) has affected them as part of their own recovery. • It is recognised that third sector agencies may be better placed to support service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.

Sex

Data & Background Information

Performance information for current service delivery between April 2021 and September 2021 reported the following sex demographic of service users:

- Male (51%)
- Female (49%)

Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across sex demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.

The tendering questions will include the following, which the applicants will have to sufficiently answer:

- Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs
- Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • In line with victim wishes, having a restorative justice service will allow those with this protected characteristic to share their journey with the offender(s) and how the offence(s) has affected them as part of their own recovery. • It is recognised that third sector agencies may be better placed to support service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. • The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Sexual Orientation	
Data & Background Information	
<p>Performance information for current service delivery between April 2021 and September 2021 reported the following sexuality demographic of service users:</p> <ul style="list-style-type: none"> • Heterosexual (86%) • Homosexual (6%) • Not Disclosed (8%) <p>Accessibility will remain a key area of service delivery and the provider will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.</p> <p>Performance reporting and data recording will require the service provider to provide this information on a regular basis – whilst minimising the rates of ‘Undisclosed’ responses. This will allow the OPCC to monitor equal and effective provision across sexual orientation demographics – and provide an evidence to seek assurances from the provider when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p> <p>The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.</p> <p>The tendering questions will include the following, which the applicants will have to sufficiently answer:</p> <ul style="list-style-type: none"> • Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs • Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities 	
Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> • In line with victim wishes, having a restorative justice service will allow those with this protected characteristic to share their journey with the offender(s) and how the offence(s) has affected them as part of their own recovery. 	<ul style="list-style-type: none"> • No negative impacts were identified at the time of writing.



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

<ul style="list-style-type: none"> It is recognised that third sector agencies may be better placed to support service users with these characteristics. Signposting and referral mechanisms to these services will be include in the service model. The service provider will be required to ensure that their building(s), or public buildings where they have agreed to meet a service user has appropriate accessibility measures in place, and that the service user must feel safe and comfortable in the environment. 	
--	--

Other – Please clarify

Data & Background Information

The specification for the future Restorative Cleveland has been completed with expanding and enhancing the accessibility of the service across all protected characteristics. This specification also states that the successful applicant will have to conduct their own equality impact assessment.

The tendering questions will include the following, which the applicants will have to sufficiently answer:

- Please provide an overview of your understanding of the needs of victims in Cleveland, and how you will develop a restorative justice programme that is responsive to these needs
- Describe how you will ensure that you are able to deliver an accessible restorative justice service that is available to all residents across the boundaries of Cleveland that is aware of, and responsive to the needs of diverse communities

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> No positive impacts were identified at the time of writing. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.

Stage Four – Mitigation – Actions

What can be done to mitigate/minimise negative impacts?

Action	Action Owner	Action Status



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

<p>The digital offer will not be appropriate for those that are digitally excluded by either the lack of knowledge and skills when using the technology and/ or those who would be unable to afford the technology.</p> <p>The service will have to provide a range of different engagement options to those unable to engage digitally. This will include, home visits, meetings in convenient public spaces, extending the provision of the service beyond 'core-hours'.</p>	<p>Chris Guttridge</p> <p>The Service Provider</p>	<p>Ongoing</p>
<p>Gaps in data need to be closed. This includes data on characteristics not previously captured and in areas where data was captured but a proportion of people chose to not disclose or record data.</p> <p>The Commissioners Officer will include regular monitoring of demographic details as part of the contract management process.</p>	<p>Chris Guttridge</p> <p>The Service Provider</p>	<p>Ongoing</p>

To be filled in by CEO / ACE	
Stage Four – Mitigation – Risk Tolerance	
<p>Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here – these should be added to the relevant departmental risk register.</p>	
<p>Impacts we cannot mitigate</p>	<p>N/A</p>
<p>Which Risk Register have these impacts been added to?</p>	<p>N/A</p>

Stage 5 – Sign Off

Once complete, you must send your completed EIA and the product or product summary to the EDI team at edi@cleveland.pnn.police.uk

The team will review your EIA and will either: provide final sign off, OR, return your document with further considerations and recommendations for you to implement.