



Equality Impact Assessment Summary

Summary

Name of Product	Police and Crime Plan
Description of Product	Strategic Plan setting out PCC priorities for term of office
Department	OPCC
Assessment Writer	Sarah Wilson
Date Started	15 September 2021
CEO/ACE Sign off	Rachelle Kipling 30/03/2022
EDI Manager Sign Off	Satnam singh 30/09/2021
Review Date	April 2023

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
1	Sep 2021	Initial draft written.	SW

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	N/A

Stage Two – Identify Scope

You must list the specific sources of evidence that you have used within the EIA to ensure your product is inclusive. Please including links to any sources and details of any consultation work you have undertaken.

- The PCC produces a Police and Crime Plan covering their term of office that sets out the priorities for local policing for the whole force area, and how they are going to be addressed. The Police Reform and Social Responsibility Act states that before the Police and Crime Plan is issued the PCC must make arrangements for obtaining the views of people in that police area on that plan.
- An extensive consultation was undertaken with local communities to ascertain their views and ensure these input to the development of the Police and Crime Plan



Police and Crime Plan
consultation results.d

- Specific consultation was undertaken with women and girls to understand gender specific issues they may face



VAWG survey
results.docx

- A communications plan has been developed to ensure that the content of the Police and Crime Plan is effectively disseminated to communities across Cleveland.



Police and Crime Plan
Communications Plan.

The draft plan priorities were presented to a local Independent Advisory group.



Redcar IAG Minutes
10th June 2021.docx



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Stage Three – Impact	
What potential positive or negative impacts has your research and consultation revealed?	
Age	
Positive Impacts	Negative Impacts
<p>The plan makes several specific provisions for young people in terms of:</p> <ul style="list-style-type: none"> • Increasing awareness of County Lines • Commissioning Youth Diversionary Services • Funding for violence reduction initiatives aimed at young people <p>The development of a crime reporting app will also positively benefit young people who are traditionally more engaged with technology and more likely to use apps</p> <p>Several of the performance indicators related specifically to the safety of young people:</p> <ul style="list-style-type: none"> • Knife crime volume and rate per 1000 population involving young people • Hospital admission of u25 for assault with sharp object 	<p>Young people may be less likely to engage with OPCC communication methods so have less awareness of the work being undertaken through the police and crime plan. We will be working with the Youth Commission to mitigate or the reduce the impact regards with youth engagement</p>
Disability	
Positive Impacts	Negative Impacts
<p>The development of a crime reporting app will potentially benefit some disabled community members who currently face barriers when reporting, eg the hearing impaired community</p> <p>Performance indicators are in place to monitor the satisfaction of hate crime victims</p> <p>Engagement was undertaken with the visually impaired community in relation to access to the plan. Feedback indicated</p>	<p>Cognitive understanding may impact the ability of those with learning difficulties to have awareness of the work being undertaken through the police and crime plan.</p> <p>The deaf community may have difficulties accessing a written plan if they cannot read written word and BSL is their first language.</p>



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that the community generally have access to technology which will read aloud any written word therefore no additional measures would be needed to make the plan accessible.	
Gender Reassignment	
Positive Impacts	Negative Impacts
Performance indicators are in place to monitor the satisfaction of hate crime victims.	No negative impacts were identified at the time of writing
Marriage and civil partnership	
Positive Impacts	Negative Impacts
No positive impacts were identified at the time of writing.	No negative impacts were identified at the time of writing.
Pregnancy and maternity	
Positive Impacts	Negative Impacts
Pregnancy can be a trigger for domestic abuse – the Police and Crime Plan has a strong focus on providing support for victims of domestic abuse with a range of performance indicators around this.	No negative impacts were identified at the time of writing.
Race	
Positive Impacts	Negative Impacts
Performance indicators are in place to monitor the satisfaction of hate crime victims.	Lack of access to the Police and Crime Plan for people who do not have English as a first language.
Religion or Belief	
Positive Impacts	Negative Impacts
Performance indicators are in place to monitor the satisfaction of hate crime victims.	No negative impacts were identified at the time of writing.
Sex	
Positive Impacts	Negative Impacts
Consultation with women and girls showed high levels of this population feeling unsafe and the Police and Crime Plan has a	No negative impacts were identified at the time of writing.



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specific priority to tackle violence against women and girls. Women are disproportionately affected by domestic abuse - Performance indicators are in place to monitor the satisfaction of domestic abuse victims	
Sexual Orientation	
Positive Impacts	Negative Impacts
Performance indicators are in place to monitor the satisfaction of hate crime victims.	No negative impacts were identified at the time of writing.
Other – Please clarify	
Positive Impacts	Negative Impacts
None identified at the time of writing.	None identified at the time of writing.

Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
Work with Cleveland Youth Commission to develop a youth proofed version of the Police and Crime Plan	Sarah Wilson	Ongoing
Commission an Easy Read version of the Police and Crime Plan	Sarah Wilson	Ongoing
Undertake continuous outreach and community engagement with diverse groups to ensure that the key areas of focus within the Police and Crime Plan are effectively communicated together with ongoing work to deliver the plan priorities.	Sarah Wilson	Ongoing
Have a video with captions and a BSL interpreter on the OPCC website highlighting the key areas of focus of the Police and Crime Plan	Judith Dun	Ongoing
Develop a two sided leaflet to highlight the key areas of focus of the Police and Crime Plan for dissemination at diverse community events	Judith Dunn	Ongoing



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Translate the two sided leaflet into key languages – this will be available on the OPCC website	Sarah Wilson	Ongoing
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Stage Four – Mitigation – Risk Tolerance	
Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here.	
Impacts we cannot mitigate	
Does your head of department approve of tolerating this risk?	Yes/ No – <i>delete / add to business area risk register as appropriate.</i>

Stage 5 – Sign Off

Once you have completed your assessment and product you must request your head of department sign them off. You then need to send your completed EIA summary and the product you have assessed to the EDI team: EDI@cleveland.pnn.police.uk

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