



Equality Impact Assessment Summary

Office of the Police and Crime Commissioner for Cleveland

Summary

Name of Product	CURV Response Strategy
Brief Description of Product	A strategy for a multi-agency partnership in delivering a reduction in serious violence throughout Cleveland
Product / Product Summary Attached	This is a new strategy resulting from the establishment of Cleveland's Violence Reduction Unit. The strategy sets the vision and outlines the framework as to how the partnership will work to reduce serious violence through a number of underlying principles. The strategy goes on to highlight the thematic priorities and sets the immediate objectives for the next 12 months.
Department	Office of the Police and Crime Commissioner for Cleveland
Assessment Writer	John Holden
Date Started	01/03/2023
CEO/ACE Sign Off	Rachelle Kipling [3 April 2023]
EDI Manager Assurance	Jenni Salkeld (13/04/2023)
Review Date	To be reviewed alongside any strategy reviews / renewal.

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	01/03 /2023	EIA created.	John Holden



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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?	Not applicable

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>This policy was drafted in line with Home Office Guidance in relation to Violence Reduction Units (VRUs) and Government guidance on "Making Policy Inclusive".</p> <p>Following the guidance within Government guidance, this strategy was developed in accordance with a number of principles:</p> <ul style="list-style-type: none"> Maximise the data sample used to make decisions. CURV commissioned Crest to undertake a Cleveland wide Strategic Needs Assessment (SNA), which identified localities and cohorts of specific interest. Where information gaps exist, CURV will seek to expand its understanding by conducting further research. <p>In response to the analysis and early collaboration with partners, CURV agreed its vision as:</p> <p align="center"><i>individuals, families and communities to live, learn and work in Cleveland free from the fear, effects and consequences of violence.</i></p> <p>In line with this vision, the strategy will adopt an 'evidenced based approach to delivery', with activity aimed at reducing serious violence</p>
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regardless of the characteristics of affected individuals or communities.

- Maximise the partnership. A number of specified authorities are identified as having statutory responsibilities under the Serious Violence Duty. [Serious Violence Duty - Statutory Guidance \(publishing.service.gov.uk\)](https://publishing.service.gov.uk) outlines the specified and relevant authorities with statutory duties assigned to reducing serious violence. These are all core members within CURV and have all agreed to the strategy. CURV has extended its partnership, however, to include a broader membership base in order to ensure broader inclusivity.
- Maximise Distribution. The strategy will be a public document, accessible via the OPCC internet page and in time, via CURV's own website. All core-members will be invited to make the strategy accessible via their own web pages to broaden accessibility.

It is recognised, however, that digital exclusion will restrict certain cohorts of Cleveland from accessing the strategy.

<https://www.ons.gov.uk/peoplepopulationandcommunity/householdcharacteristics/homeinternetandsocialmediausage/articles/exploringtheuksdigitaldivide/2019-03-04>, Exploring the UK's Digital Divide, Office for National Statistics highlights this issue and more recent studies such as <https://www.ippr.org/files/2021-09/north-east-digital-exclusion-september21.pdf>, Institute for Public Policy Research: Addressing Digital Exclusion in North East England, provides greater granularity of the digital exclusion across Cleveland and highlights the overlap of where some of the areas most at risk of digital exclusion are the same as those affected the most by serious violence. It is necessary, therefore, to ensure that the strategy's associated communication strategy accounts for this.


- Learning through listening. Learning is a key component of the strategy, and all partners will have a role to play in shaping future policies. Moreover, Community Groups including those specific to young people will be empowered through governance arrangements to contribute to policy development, and these groups will all be required to be reflective of the communities they represent as well as the protected characteristics.

In addition to the above, CURV have undertaken the following to ensure greater inclusivity:



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	<ul style="list-style-type: none"> • Designed the strategy to be more accessible, by producing summary boxes written in plain language. • Commissioned an illustrator to covert key messages into graphic images <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, as at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/974376/victims-code-2020.pdf. The strategy highlights one of its main priorities for 2023 as the establishment of A&E Navigators, who will identify victims of serious violence at the point of admission into A&E, and will be trained to refer them to services that support victims, as well as develop bespoke support plans.</p>
<p>Consultation</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>The attached document summarises the 10 objectives that his draft Police and Crime Plan that he presented to the Police and Crime Panel. Within these objectives, a number are directly linked to the CURV Response Strategy:</p> <ul style="list-style-type: none"> • Preventing, tackling and reducing serious violence. This objective is at the very heart of the strategy. • Using technology to combat crime. As a VRU, CURV's strategy for delivery relies on an evidenced based approach, which requires partners to share information. Work is ongoing within one of the thematic delivery groups to ensure that technology supports this in order to reduce any and all constraints and barriers to sharing information • Tackling violence against women and girls. Sexual offences is categorized within the definition of serious violence, and so tackling violence against women and girls is a priority within the strategy.



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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.

Age

Data & Background Information

CURV commissioned a Strategic Needs Assessment (SNA) to help identify the key causes and drivers of serious violence. Although the Home Office’s focus is on reducing knife/sharp implement offences and hospital admissions amongst those under 25, the average age of serious violence offenders within Cleveland is over 30, so interventions will need to reflect this. The initial priority for CURV is to establish Navigator programmes within Custody and A&E settings who will support offenders/victims of serious violence regardless of age.

Data, drawn from initial interventions, has not yet been reported back to the OPCC and has been identified as a gap in reporting which will be reviewed as part of future delivery, and this will form part of future governance. Governance arrangements have been agreed as per the attached:



CURV and Serious Violence Duty Partner

Positive Impacts	Negative Impacts
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- This strategy is aimed at reducing serious violence – focussing on the causes and drivers so will support people of all ages

- The Home Office’s guidance specifies a number of measurement metrics, each of which has a caveat identify the under 25’s as a specific cohort. This will direct CURV to prioritise this group, which in turn may stigmatise them. CURV’s partnership is aware of this, and so will work to avoid this risk.

Disability

Data & Background Information

The SNA commissioned by CURV identified that Cleveland is above the national average for Individuals who are in contact with NHS funded secondary mental health, learning disability and autism services. Although it is recognised that Mental health concerns can increase an individual’s vulnerability to being a victim of violence, there is no specific data within the SNA to suggest that this cohort are at greater risk in Cleveland than elsewhere.

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



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Performance reporting and data recording will require interventions 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 evidence to seek assurances from providers when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.

Positive Impacts	Negative Impacts
<ul style="list-style-type: none"> The strategy is evidenced based so will target cohorts who are most at risk. If analysis identifies any specific characteristic attracting a greater risk of serious violence, then activities seeking to protect cohorts with this specific characteristic will be considered as a priority. 	<ul style="list-style-type: none"> No negative impacts were identified at the time of writing.

Gender Reassignment

Data & Background Information

This data has not previously been reported back to the OPCC and has been identified as a gap in reporting which will be reviewed as part of future delivery and this will form part of future governance.

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Marriage and civil partnership

Data & Background Information



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Pregnancy and Maternity

Data & Background Information

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Race	
Data & Background Information	
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Religion or Belief	
Data & Background Information	
<p>This data has not previously been reported back to the OPCC and has been identified as a gap in reporting which will be reviewed as part of future delivery and this will form part of future governance.</p> <p>Accessibility will remain a key area of service delivery and interventions 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 interventions 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 evidence to seek assurances from providers when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p>	



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Sex	
Data & Background Information	
<p>The SNA commissioned by CURV identified that women account for 88% of all sexual offences in Cleveland, and the SNA goes on to say that societal inequality and stresses that affect women more often than men highlight the need for a gendered approach to tackling poverty and crime. Women are more likely to be affected by lone parenting, unemployment, wage inequality, and unexpected events that impoverish them and lead them to engage in criminal activity.</p> <p>Accessibility will remain a key area of service delivery and interventions 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 interventions 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 evidence to seek assurances from providers when disparities are indicated in the data, and provides an evidence base to inform where accessibility considerations need to be reviewed and considered.</p>	
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Sexual Orientation	
Data & Background Information	
<p>This data has not previously been reported back to the OPCC and has been identified as a gap in reporting which will be reviewed as part of future delivery and this will form part of future governance.</p> <p>Accessibility will remain a key area of service delivery and interventions will need to ensure that delivery is reflexive to service user needs in relation to this characteristic.</p>	



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Other – Please clarify

Data & Background Information

The strategy has been completed based on the evidence given in the SNA, and interventions identified from it will take into account the accessibility across all protected characteristics. In the instances where impact has been identified to other characteristics not included within this EIA, the document will be updated to factor in these developments, along with any positive, and negative impacts.

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
<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</p>	John Holden, OPCC	Ongoing



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to engage digitally. This will include, home visits, meetings in convenient public spaces, extending the provision of the service beyond 'core-hours'.		
<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>CURV will continue to undertake analysis to close any data gaps and will include regular monitoring of demographic details as part of the contract management process.</p>	John Holden OPCC	Ongoing
Dip sampling exercises will be conducted to ensure that the service providers have suitable provision in place to support people for whom English is not the first language or who are hearing-impaired as part of equality and quality of service monitoring. This will include reviewing that locations of meetings have appropriate accessibility arrangements in place.	John Holden OPCC	Ongoing

To be filled in by CEO / ACE	
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 – these should be added to the relevant departmental risk register.	
Impacts we cannot mitigate	
Which Risk Register have these impacts been added to?	

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.