

## FULL EQUALITY IMPACT ASSESSMENT FORM

<b>Area of Assessment:</b>	<b>Police and Crime Plan 2021-2024</b>
<b>Date of Assessment:</b>	<b>5 October 2021</b>
<b>Owner:</b>	<b>Darren Horsman</b>
<b>New or existing policy/function:</b>	<b>New Policy</b>

### Stage 1 – Detail of policy, function, project or proposal

Briefly describe the aims, objectives and outcomes of the policy/function

The Police Reform and Social Responsibility Act 2011 requires the Police, Fire and Crime Commissioner to issue a Police and Crime Plan for their term of office, setting out how they plan to discharge their responsibilities; to secure and maintain efficient and effective policing services, and to hold the Chief Constable to account for the operational delivery of this. The Police and Crime Plan must be developed “as soon as practicable” after the Police, Fire and Crime Commissioner takes office, and in any case within the financial year in which they are elected.

The Police and Crime Plan is the primary document through which the Police, Fire and Crime Commissioner sets out their vision and objectives for policing and communicates these to local communities, service users, delivery partners and other stakeholders. It brings together police, partners and the people of Essex to build safe and secure communities, thereby promoting public confidence in policing and ensuring that victims are satisfied with the service and support they receive.

The priorities in the Police and Crime Plan provide the primary basis on which the Commissioner will hold the Chief Constable to account for the performance of Essex Police throughout the electoral term, and will be used by the Chief Constable (alongside other considerations) to set the Force Plan. It also provides a framework by which the Commissioner’s achievements during their term of office are likely to be judged by the public and other commentators (e.g. local media). As such, it is an important strategic document guiding police activity and the use of public funds, and which both the Commissioner and the Chief Constable must have “due regard” to when discharging their statutory functions.

What policies/procedures/functions are relevant to this area?

Most of the Commissioner’s activities and policies will flow from the Police and Crime Plan as it is the primary statutory document setting out his vision and priorities.

## Stage 2 – Consider the Evidence

Which individuals and organisations are likely to be affected by the policy / function and in what way?

The Plan will affect Essex Police, wider partners, and the public. It will shape Essex Police's strategy as the Chief Constable must have due regard to the Plan and as such it will have a direct impact on policing in communities. The Plan will also affect commissioning decisions the Commissioner makes and so affect partners and support organisations across the county.

What relevant quantitative data has been considered?

The Police and Crime Plan 2021 – 2024 is based on the manifesto commitments on which the Commissioner fought and won re-election to the office of Police, Fire and Crime Commissioner in May 2021. It is also informed by a range of documents and evidence including:

- Various internal documents, including the Annual Report for 2020/21, Strategic Board and Performance & Resources Board papers, the results of the ongoing independent public confidence and victim satisfaction survey jointly commissioned by the Commissioner and the Chief Constable.
- The four strategic policing pillars set out by the Home Secretary earlier in 2021:
  - A relentless focus on cutting crime;
  - A resilient workforce;
  - Stronger and more diverse leadership, and
  - Ensuring we are trusted by the public to work together as one, providing national grip over the law enforcement system.
- The major national documents concerning policing, in particular the Beating Crime Plan, Policing Vision covering the period 2017 – 2025, the Strategic Policing Requirement, and the new National Crime and Policing Measures, which set out the Government's key national priorities on crime under the following headings:
  - Reduce murder and other suicides
  - Reduce serious violence
  - Disrupt drugs supply and county lines
  - Reduce neighbourhood crime
  - Tackle cyber crime
  - Improve satisfaction among victims (with a particular focus on victims of domestic abuse)
- A range of presentations from police leads on each of the draft priority areas, followed by extensive discussion and debate from a wide range of police colleagues.
- Workshop discussions with over 100 partner organisations including local councils, charities, support groups, advisory groups and interest groups.
- Feedback from victim support groups
- A range of feedback following presentations at multi agency groups and special interest groups such as Safer Essex, Essex Partners Board, Basildon Diversity Forum and other disability advisory groups.

- Feedback obtained through a public survey
- Feedback obtained through the Youth Voice project undertaken by the Essex Council for Voluntary Youth Services.

In total over 1000 people have been involved in conversations around the Police and Crime Plan with a further 1500 people participating in the public survey.

What relevant qualitative data has been considered?

The sources of quantitative data identified above also include significant qualitative data.

Has the function/policy been subject to consultation? If no, why not? If yes, which individuals and organisations were consulted and what form did consultation take?

The Police, Fire and Crime Commissioner is required to make arrangements, after consulting with the Chief Constable, to obtain the views of the people of Essex in general, and of victims of crime in particular, about matters concerning the policing of the area and their co-operation with the police in preventing crime and anti-social behaviour in the area. Those arrangements must include arrangements for obtaining their views on the Police and Crime Plan.

The development process undertaken has allowed for wide ranging engagement activity both with mandated consultees and with wider partners and the public. This has been delivered to foster a sense of purpose and strategic direction among the wider criminal justice system within the county.

The engagement activity undertaken is outlined in Annex 3, while the results of the commissioned Youth Voice project is included in Annex 4. A full public survey has also been undertaken and the findings are included as Annex 2. 1500 people responded to the survey. Key findings from the survey include:

- The priorities given the highest order of importance by respondents were *Further investment in crime prevention* and *Reducing drug driven violence*, followed by *Reducing violence against women and girls*.
- The priorities with the highest level of agreement were *Supporting officers and staff*, *Reducing violence against women and girls*, and *Reducing drug driven violence* where over 60% of respondents strongly agreed with the priority.
- The majority of respondents agreed with the We Will statements, although 10-15% disagreed with five statements under *Improving safety on our roads*, three under *Increasing collaboration*, two under *Further investment in crime prevention*, two under *Reducing drug driven violence*, and one under *Protecting rural areas* (where, in addition, 30% disagreed with the statement We Will “Support the development of a transit site for temporary accommodation for travellers”).
- A range of comments were made, mainly about specific points under each priority. However, across all of the priorities, there were a number of comments about the need for more police visibility or presence, more police officers, or the return of community / neighbourhood policing.

Were any gaps in information identified? If so, what consideration has been given to commissioning work where required?

While a large number of people have been engaged with from a diverse cross section of the community and we can show that we have successfully sought the views of young people, a diverse range of communities and people with a range of protected characteristics, we have not collected the socio economic data alongside this so cannot see this data. The decision was taken through the survey not to collect this data given the already significant length of the survey and the impact this had on reaching communities.

Having considered this gap, we are planning to capture this information during the upcoming precept survey. This is directly linked to economic impact and taxation so socio economic analysis is directly relevant.

### Stage 3- Assessment of impact

		Yes/No	Comments and evidence where appropriate
<b>Potential for differential/ adverse impact based on analysis of data and information</b>	<b>Race</b>	Y	Significant feedback was received from people with protected characteristics throughout the development process, during the workshop stage, specific group discussions and the survey.  There was also evidence considered which showed certain groups had a lower level of confidence in policing, particularly people from a Black, Asian or Minority Ethnic background.
	<b>Disability (Including physical, sensory and mental health)</b>	Y	
	<b>Gender reassignment</b>	Y	
	<b>Age</b>	Y	
	<b>Religion or belief</b>	N	
	<b>Sexual orientation</b>	Y	
	<b>Pregnancy and maternity</b>	N	
	<b>Marriage and civil partnership</b>	N	
	<b>Sex</b>	Y	

## Stage 4 – Deciding the way forward

If potential for differential/adverse impact remains explain why implementation is justifiable in order to meet the wider policy aims.

The impact on people with a protected characteristic should be positive with a clear, increased focus on inclusion, linking and working with all communities and helping Essex Police to become more representative of the communities it serves.

Summarise any changes made to the policy to reduce or remove the potential for differential/adverse impact

As a result of the inputs received from workshops, discussions and surveys commitments in the plan have been altered including significant work around Violence against Women and Girls and Improving Support for Victims of Crime.

Specific examples include:

The inclusion of this specific commitment:

*Ensure that Essex Police works with all communities across Essex to hold the confidence of those communities and works together to effectively challenge discrimination and tackle crime.*

The inclusion of this specific commitment:

*Provide extra support and early intervention for people with additional needs or who are at increased risk.*

The inclusion of this specific commitment:

*Foster a supportive culture within Essex Police and the Police, Fire and Crime Commissioner's office with an increase in diversity and an inclusive recruitment and development strategy so that people from all segments of our community can aspire to serve the public through these services.*

The introduction of a section setting out the Commissioner's Equality, Diversity and Inclusion Strategy and the specific objectives they are committed to in order to achieve their public sector equality duty.

If the function/policy is to be abandoned, please explain why and how the implications will be managed

N/A

Describe how the function/policy promotes good relations

The Police and Crime Plan recognises the need for communities, policing and the wider public, voluntary and private sectors to work together to create safe and secure communities. It specifically states the need to work with all communities to foster good relations, to ensure people with protected characteristics receive the support they need so they can live safe and secure lives.

Importantly the Plan also sets out, through the section on the Commissioner's Equality, Diversity and Inclusion Strategy, the ongoing role the Commissioner will have in driving this activity.

### Stage 5 - Monitoring Arrangements

Describe how the function/policy is (or will be) monitored

The Commissioner's scrutiny programme will keep the delivery of the Plan under review through monthly Performance and Resources Boards and quarterly Strategic Boards.

Have the assessment outcomes been fed back to those consulted?

The outcomes of the consultation along with the final Plan will be shared publicly with all participants and the public more widely.

<b>Impact assessed by:</b>	Darren Horsman (Strategic Head of Policy and Public Engagement)	<b>Date:</b>	05/10/2021
<b>Approved by (owner):</b>	Pippa Brent-Isherwood (Chief Executive and Monitoring Officer)	<b>Date:</b>	08/10/2021