

Diversity Impact Assessment: Screening Form

Directorate RCET	Name of Function or Policy or Major Service Change Medway's Community Safety Plan 2016-2020	
Officer responsible for assessment <i>Tim England</i>	Date of assessment <i>17 May 2016</i>	New or existing? <i>Existing</i>
Defining what is being assessed		
1. Briefly describe the purpose and objectives	<p><i>This DIA is an update of the one submitted for the Community Safety Plan 2013-2016.</i></p> <p><i>Government legislation has provided the context for the establishment and evolution of Community Safety Partnerships (CSPs), set up as statutory bodies under the Crime and Disorder Act 1998, which placed a statutory duty on the Police and Councils to jointly tackle community safety issues in their area, by working closely with other statutory agencies, known as 'responsible authorities'.</i></p> <p><i>The CSP plan aims to reduce crime and disorder in Medway by working in partnership with key agencies in Medway to achieve the identified priorities, and specifically to support diverse groups that are affected by crime and disorder. The CSP's identified priorities for 2016-2020 are:</i></p> <ul style="list-style-type: none"> <i>• Strengthening communities</i> <i>• Supporting victims and tackling offenders of sexual and domestic abuse</i> <i>• Tackling the harm caused by substance misuse</i> <i>• Reducing reoffending</i> <i>• Commitment to safeguarding and improving services.</i> <p><i>The plan and identified priorities are there to achieve a positive rather than negative impact. All minority groups will continue to be protected by this plan. All groups will benefit – individual action plans underpin each of these priorities with an overarching aim of protecting all sections of our community. The priorities are aimed at protecting the groups this DIA identifies.</i></p> <p><i>The responsible authorities for Medway CSP, are currently Medway Council, Kent Police, Medway Clinical Commissioning Group, Kent, Surrey and Sussex Community Rehabilitation Company (KSS CSC - formerly Probation) and Kent Fire and Rescue Service. Each of these authorities has nominated senior persons to sit on the Strategic Executive Group of the CSP.</i></p> <p><i>From 2012 Police Authorities in England and Wales were replaced with directly elected Police and Crime Commissioners (PCC). PCCs are responsible for the appointment of Chief Constables, holding them to account for the running of the force, setting out a Police and Crime Plan based on local priorities, setting the local precept and force budget and making grants to external organisations.</i></p> <p><i>The elected PCC for Kent and Medway, Matthew Scott, will remain in office for a period of four years, until May 2020, with a Policing and Crime Plan to cover this period. As such Medway's Community Safety Plan has been developed to be coterminous with this period of tenure.</i></p> <p><i>The CSP has a duty to prepare an annual strategic assessment of crime and disorder in the proceeding year and to consider whether the plan needs to be reviewed.</i></p> <p><i>The statutory scrutiny body for the CSP is the Regeneration, Culture, Environment and Transformation Overview and Scrutiny Committee, which scrutinises the partnership annually.</i></p>	
2. Who is intended to benefit, and in what way?	<i>All residents, visitors and businesses of Medway through focused initiatives.</i>	

3. What outcomes are wanted?	<i>Medway to be a safe and clean place to live, learn, work and visit..</i>	
4. What factors/forces could contribute/detract from the outcomes?	<p>Contribute</p> <p><i>Good partnership working</i></p> <p><i>Good communication with residents</i></p>	<p>Detract</p> <p><i>Large geographic area</i></p> <p><i>Historically high level of crime (Medway and Thanet are top 2 places in Kent)</i></p> <p><i>Changes to funding structures, and changes in funding with the newly elected Police and Crime Commissioner.</i></p> <p><i>Changes to structure of partner organisations.</i></p>
5. Who are the main stakeholders?	<i>All residents, visitors and businesses of Medway. Kent Police in Medway, Kent Fire and Rescue, NHS Medway, KSS CSC, the voluntary sector, the Home Office, and all parts of Medway Council.</i>	
6. Who implements this and who is responsible?	<i>The Strategic Executive Group of the CSP is ultimately responsible. Specific thematic groups based on the five priorities report to this group. This Plan is delivered by a number of agencies and not just Medway Council.</i>	
Assessing impact		
7. Are there concerns that there <u>could</u> be a differential impact due to <i>racial groups</i>?	NO	
What evidence exists for this?	<p><i>The plan sets our approach to Community Safety in Medway. National Statistics indicate that amongst offenders, ethnic minority groups are disproportionately represented and therefore any strategy must ensure that it considers equality and diversity issues and ensure that there is no discrimination in the use of policing and local authority powers. Medway Council has implemented Diversity Impact Assessments across all its services, which should ensure that we do not have a differential impact based on an individual's race or ethnic origin.</i></p> <p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to their own policies and procedures when issues affect racial groups – and all aim to support diverse groups of people).</i></p> <p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aims to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p> <p><i>The CSP is also engaged with, and supports the Medway Independent Advisory Group in partnership with Kent Police.</i></p>	
8. Are there concerns that there <u>could</u> be a differential impact due to <i>disability</i>?	NO	
What evidence exists for this?	<i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour. Evidence demonstrates that people with disabilities are disproportionately more likely to be victims of crime. This is considered in the development of the action plans, specifically around 'tackling ASB'.</i>	

	<p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to their own policies and procedures when issues affect disabled people – and all aim to support diverse groups of people).</i></p> <p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aims to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p> <p><i>The CSP is also engaged with, and supports the Medway Independent Advisory Group in partnership with Kent Police.</i></p>	
<p>9. Are there concerns that there <u>could</u> be a differential impact due to gender?</p>		
	NO	
<p>What evidence exists for this?</p>	<p><i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour. Evidence shows that young males between 16-24 years of age are disproportionately represented amongst offenders, and victims of crime..</i></p> <p><i>Research evidence demonstrates that women and girls are more likely to be the victims of domestic abuse than men, and the abuse that they suffer is likely to be more significant. Supporting victims and tackling offenders of sexual and domestic abuse is one of the priority areas of activity for the CSP.</i></p> <p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to their own policies and procedures when issues of gender are affected – and all aim to support diverse groups of people).</i></p> <p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aims to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p>	
<p>10. Are there concerns there <u>could</u> be a differential impact due to sexual orientation?</p>		
	NO	
<p>What evidence exists for this?</p>	<p><i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour. Evidence shows that some people suffer disproportionate levels of crime due to their sexual orientation. The CSP is engaged with, and supports the Supporting LGBT young people group.</i></p> <p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to their own policies and procedures when issues affect LGBT groups – and all aim to support diverse groups of people).</i></p> <p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aims to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p>	

	<i>The CSP is also engaged with, and supports the Medway Independent Advisory Group in partnership with Kent Police.</i>	
11. Are there concerns there <u>could</u> be a have a differential impact due to religion or belief?		
	NO	
What evidence exists for this?	<p><i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour. There is no evidence to suggest any differential impact.</i></p> <p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to there own policies and procedures when issues affect religion or belief – and all aim to support diverse groups of people).</i></p> <p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aims to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p> <p><i>The CSP is also engaged with, and supports the Medway Independent Advisory Group in partnership with Kent Police.</i></p>	
12. Are there concerns there <u>could</u> be a differential impact due to people's age?		
	NO	
What evidence exists for this?	<p><i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour. It is recognised that there maybe more of an impact on young people aged 14-25 as they are more likely to be involved in the Criminal Justice system. Those aged over 65 are generally more fearful of teenagers hanging around; however the strategic assessment has highlighted the need to deal with anti-social behaviour. Often this is associated with young people and affects older people. This will be considered in the development of any action plans. Those under the age of 21 are often identified as being involved in anti-social behaviour and binge drinking, therefore resources are often directed to challenge this behaviour as well as the ongoing health risksr. Checks and measures are to be put in place to ensure that any activities are balanced to provide positive support as well as enforcement.</i></p> <p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to there own policies and procedures when issues affect different age groups differently – and all aim to support diverse groups of people).</i></p> <p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aims to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p>	
13. Are there concerns that there <u>could</u> be a differential impact due to being trans-gendered or transsexual?		
	NO	
What evidence exists for this?	<p><i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour. It should be noted that the impact on the transgender community is a difficult area as there is little</i></p>	

	<p><i>reporting/recording. Kent Police aim to record, investigate all homophobic and transphobic incidents. Evidence has shown that lots of homophobic or transphobic incidents are not reported. Even if they are, the person reporting them may not say that it is a homophobic or transphobic incident because they do not want the police to know that they are lesbian, gay, bisexual or transgender.</i></p> <p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to there own policies and procedures when issues affect transgender or transsexual people – and all aim to support diverse groups of people).</i></p> <p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aim to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p> <p><i>The CSP is also engaged with, and supports the Medway Independent Advisory Group in partnership with Kent Police.</i></p>	
<p>14. Are there any <i>other</i> groups that would find it difficult to access/make use of the function (e.g. young parents, commuters, people with caring responsibilities or dependants, young carers, or people living in rural areas)?</p>		
<p>What evidence exists for this?</p>	NO	<p><i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour.</i></p> <p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to there own policies and procedures when issues affect people with protected characteristics – and all aim to support diverse groups of people).</i></p> <p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aims to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p>
<p>15. Are there concerns there <u>could</u> have a differential impact due to <i>multiple discriminations</i> (e.g. disability <u>and</u> age)?</p>	NO	
<p>What evidence exists for this?</p>		<p><i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour.</i></p> <p><i>Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority (all stakeholders listed in section 5 are expected to adhere to there own policies and procedures when issues affect people with protected characteristics – and all aim to support diverse groups of people).</i></p>

	<p><i>The purpose of the CSP plan is to pull together the stakeholders listed in section 5, with the aim of addressing the issues highlighted in a strategic assessment as priorities for Medway.</i></p> <p><i>Each of the priorities aims to take positive steps to reduce the risk of victimisation to those who live, work or are visiting Medway (through the positive actions in the plan). These actions ensure that there is no differential impact.</i></p>
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Conclusions and recommendation		
16. Could the differential impacts identified in questions 7-15 amount to there being the potential for adverse impact?		<p><i>This plan is based upon positive actions and interventions, and is designed to be supportive and inclusive of all diverse groups mentioned, and is targeted on ensuring that all minority groups are not discriminated against. For example, Kent Police continue to monitor Hate Crimes through the Community Liaison Officers within the Community Safety Unit. Weekly tension monitoring forms are submitted by front line Police and Council Officers; Kent Police and Medway Council support the LGBT Forum held at Medway Council, also the Independent Advisory Group held by Kent Police. The focus of the plan is to address working with those groups that require more intervention and support, but this is to support the improvements in community safety for all residents – the ultimate aim of the plan. To do that some groups require more intervention or support than others.</i></p>
	NO	
17. Can the adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or another reason?		See above.
	NO	
Recommendation to proceed to a full impact assessment?		
NO	<p><i>This plan complies with the requirements of the legislation and there is evidence to show this is the case. Issues have been identified as part of the needs assessment process; these will be addressed in the resulting action plans and will be monitored by the CSP. The monitoring of statistics will be reported to the CSP at quarterly intervals to enable the reviewing of any diversity issues that may arise.</i></p>	
NO, BUT ...	What is required to ensure this complies with the requirements of the legislation? (see DIA Guidance Notes)?	
YES	Give details of key person responsible and target date for carrying out full impact assessment (see DIA Guidance Notes)	

Action plan to make Minor modifications		
Outcome	Actions (with date of completion)	Officer responsible
<i>Priority owners are aware of their responsibilities to consider diversity issues</i>	<i>Ensure a focus on monitoring diversity issues in the setting up of any Action Plans.</i>	<i>Neil Howlett</i>
<i>Deal with any diversity issues that arise effectively</i>	<i>Monitored on a quarterly basis by the Strategic Executive Group of the CSP.</i>	<i>Neil Howlett</i>
Planning ahead: Reminders for the next review		
Date of next review	<i>The Community Safety Plan will be formally reviewed during its next redrafting, which will be contingent on the annual strategic assessment.</i>	
Areas to check at next review (e.g. new census information, new legislation due)		
Is there <i>another</i> group (e.g. new communities) that is relevant and ought to be considered next time?		
Signed (completing officer/service manager)	Date	
Signed (service manager/Assistant Director)	Date	