

Diversity impact assessment

TITLE Name / description of the issue being assessed	Medway's Community Safety Plan 2020-2024
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DATE Date the DIA is completed	14.01.20
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LEAD OFFICER Name, title and dept of person responsible for carrying out the DIA.	Neil Howlett Community Safety Manager
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1 Summary description of the proposed change

- What is the change to policy / service / new project that is being proposed?
- How does it compare with the current situation?

Medway Council is a responsible authority of the Community Safety Partnership (CSP) under the Crime and Disorder Act 1998. The Act places a statutory duty on the local authority to work with other responsible authorities to develop and implement a strategy for reducing crime and disorder.

Under section 17 of the Crime and Disorder Act 1998, the Council has a statutory duty to do all that it reasonably can to reduce crime and disorder in its' area when exercising its functions. The Crime and Disorder Act also places a statutory duty on the Council, along with the other Responsible Authorities (Kent Police, Clinical Commissioning Group, Kent Fire and Rescue Service, Kent, Surrey and Sussex Community Rehabilitation Trust), to produce an annual Strategic Assessment which identifies crime and disorder priorities for our area.

Once priorities have been identified a Community Safety Plan is written. This is a policy framework document. The plan has been approved by the Strategic Executive Group of the CSP, and has passed through Overview and Scrutiny. This plan needs to have regard for the police and crime objectives set out in the Police and Crime Commissioners (PCC) police and crime plan and will be shared with the PCC.

Previous CSP Priorities –

- Strengthening communities
- Supporting victims and tackling offenders of sexual and domestic abuse
- Tackling the harm caused by substance misuse
- Reducing re-offending
- Commitment to safeguarding and improving services

New CSP Priorities

- Safeguarding Adults and Children
- Reducing Vulnerability
- Reducing Re-offending
- Listening to our Communities and Partners

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2 Summary of evidence used to support this assessment

- Eg: Feedback from consultation, performance information, service user records etc.
- Eg: Comparison of service user profile with Medway Community Profile

Medway's Community Safety Strategic Assessment is a report produced annually. It gathers research, evidence and intelligence both local and national, as well as drawing on the professional expertise of those working locally. It is a joint partnership document and is designed to be a point of reference and guidance to resource community safety initiatives among partner agencies across the county.

Feedback was used in the formulation of the plan from the CSP Consultation forms as well as at formal consultation events held annually by the CSP.

3 What is the likely impact of the proposed change?

Is it likely to :

- Adversely impact on one or more of the protected characteristic groups?
- Advance equality of opportunity for one or more of the protected characteristic groups?
- Foster good relations between people who share a protected characteristic and those who don't?

(insert ✓ in one or more boxes)

Protected characteristic groups (Equality Act 2010)	Adverse impact	Advance equality	Foster good relations
Age		✓	✓
Disability		✓	✓
Gender reassignment		✓	✓
Marriage/civil partnership			
Pregnancy/maternity			
Race		✓	✓
Religion/belief		✓	✓
Sex		✓	✓
Sexual orientation		✓	✓
Other (eg low income groups)			

4 Summary of the likely impacts

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- Who will be affected?
- How will they be affected?

The CSP Plan and identified priorities are there to achieve a positive rather than negative impact. Minority and vulnerable 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.

The CSP Plan focusses on supporting those at risk of harm, for example the vulnerable and repeat victims.

Within the CSP Action Plan there is a focus at addressing Child Sexual Exploitation, Domestic Abuse, Human Trafficking, Cuckooing, Mental Health and Modern Day Slavery.

5 What actions can be taken to mitigate likely adverse impacts, improve equality of opportunity or foster good relations?

- What alternative ways can the Council provide the service?
- Are there alternative providers?
- Can demand for services be managed differently?

The CSP Plan is a statutory requirement on Medway Council and its partner agencies. The plan is not just delivered by Medway Council but in partnership with its statutory partners.

6 Action plan

- Actions to mitigate adverse impact, improve equality of opportunity or foster good relations and/or obtain new evidence

Action	Lead	Deadline or review date
Independent Police Advisory Group, supported by the CSP	Neil Howlett	March 2021
Youth Independent Police Advisory Group, supported by the CSP	Neil Howlett	March 2021

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7 Recommendation

The recommendation by the lead officer should be stated below. This may be:

- to proceed with the change, implementing the Action Plan if appropriate
- consider alternatives
- gather further evidence

If the recommendation is to proceed with the change and there are no actions that can be taken to mitigate likely adverse impact, it is important to state why.

To proceed with the change.

8 Authorisation

The authorising officer is consenting that:

- the recommendation can be implemented
- sufficient evidence has been obtained and appropriate mitigation is planned
- the Action Plan will be incorporated into the relevant Service Plan and monitored

Assistant Director

Ruth DuLieu

Date

12.03.20

Contact your Performance and Intelligence hub for advice on completing this assessment

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