

Diversity Impact Assessment: Screening Form

Directorate RCC	Name of Function or Policy or Major Service Change Medway's Community Safety Plan 2009-2012 Refresh		
Officer responsible for assessment Neil Howlett	Date of assessment 31.05.2011	New or existing? Existing	
Defining what is being assessed			
1. Briefly describe the purpose and objectives	<p><i>This DIA is based on the Community Safety Plan 2009-2012. This is a refresh, a new plan will be produced next financial year.</i></p> <p><i>To reduce crime and disorder in Medway by working in partnership with key agencies in Medway to achieve the identified priorities. These priorities will have a single point of contact – each priority is overseen by statutory members of the CSP, and can be delivered by a number of agencies, each of who will have their own Diversity policies. The CSP has a statutory requirement to consult with Medways residents, the results of these consultations are used in populating the plan. National statistics are also used.</i></p> <ol style="list-style-type: none"> 1. <i>Tackling Class A drug and alcohol abuse.</i> 2. <i>Improving the local street scene.</i> 3. <i>Reducing youth offending.</i> 4. <i>Reducing night time economy related crime and disorder (Specifically alcohol related disorder, violence and theft).</i> 5. <i>Working with vulnerable victims to reduce harm and repeat victimisation (Including Domestic Abuse & hidden communities).</i> 6. <i>Reducing Theft and Shoplifting.</i> 7. <i>Reduce the number of people killed or seriously injured in Road Traffic Collisions.</i> 		
2. Who is intended to benefit, and in what way?	<p><i>All residents, visitors and businesses of Medway through focused initiatives.</i></p>		
3. What outcomes are wanted?	<p><i>Medway is a safe, clean place to live, work, visit and socialise.</i></p>		
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 & Thanet are top 2 places in Kent)</i></p> <p><i>Reductions in funding</i></p>	
5. Who are the main stakeholders?	<p><i>All residents, visitors and businesses of Medway. Kent Police in Medway, Kent Fire and Rescue, NHS Medway, Kent Probation, the voluntary sector, the Home Office, and all parts of Medway Council.</i></p>		
6. Who implements this and who is responsible?	<p><i>The Strategic Executive Group of the Community Safety Partnership is ultimately responsible and works through a Tactical Support Group, and then specific thematic groups based on the seven priorities. This is Plan for which is delivered by a number of agencies and not just Medway Council.</i></p>		

Assessing impact		
7. Are there concerns that there <u>could</u> be a differential impact due to racial groups?	YES	<i>There is the possibility for a differential impact, national statistics show that certain minority ethnic groups are more likely to need support than others.</i>
What evidence exists for this?	<i>The plan sets our approach to Community Safety in Medway. National Statistics indicate there is a disproportionate amount of ethnic minority offenders 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 equality monitoring by way of 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. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to their own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i>	
8. Are there concerns that there <u>could</u> be a differential impact due to disability?	YES	<i>There is the possibility for a differential impact, national statistics show that this group is more likely to need support than others.</i>
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 any action plans. One of the priorities relates to positive activities for disabled young people and the Community Safety Partnership will ensure that these spaces are as accessible as possible. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to their own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i>	
9. Are there concerns that there <u>could</u> be a differential impact due to gender?	YES	<i>There is the possibility for a differential impact, national statistics show that men are more likely to need support than others.</i>
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 shows that young males between 16-24 years of age are disproportionately offenders, and victims of crime. Also this group are also more likely to be victims of road traffic collisions. As the Community Safety Partnership has identified Domestic Abuse as a priority area for 2011/12, an overarching steering group, a multi-agency Domestic Abuse Sub-group has been set up. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to their own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i>	

10. Are there concerns there <u>could</u> be a differential impact due to <i>sexual orientation</i>?	YES	
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. Evidence shows that some people suffer disproportionate levels of crime due to their sexual orientation. We have also used & considered the local Medway Metro report. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to there own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i></p>	
11. Are there concerns there <u>could</u> be a have a differential impact due to <i>religion or belief</i>?	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. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to there own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i></p>	
12. Are there concerns there <u>could</u> be a differential impact due to <i>people's age</i>?	YES	<p><i>There is the possibility for a differential impact, national statistics show that younger people and older people are more likely to need support than others.</i></p>
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 this policy may impact more on young people aged 14-25 as they are more likely to be involved in the Criminal Justice system. Medway Council always obtains all views before taking further action to ensure fairness of process. Those aged over 65 are generally more fearful of teenagers hanging around. This will be considered in the development of any action plans. Those under the age of 21 are often identified as being involved in ASB and binge drinking, therefore resources are often directed to challenge this behaviour. Checks and measures are in place to ensure that any activities are balanced to provide positive support as well as enforcement. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to there own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i></p>	
13. Are there concerns that there <u>could</u> be a differential impact due to <i>being trans-gendered or transsexual</i>?	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 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. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to there own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i></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)?	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. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to their own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i>	
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)?		<i>As national statistics demonstrate young men from certain minority ethnic groups may be impacted on because they are statistically likely to be both perpetrators and victims of crime.</i>
What evidence exists for this?	YES	<i>The plan sets our approach to Community Safety in Medway. It sets out priorities for reducing crime and anti-social behaviour. Each of the priorities within the Community Safety Plan will have underpinning action plans from a number of services to deliver that priority. All partner agencies are expected to adhere to their own policies and procedures when issues affect racial groups. All members of Community Safety in Medway aim to support all diverse groups.</i>

Conclusions & recommendation		
16. Could the differential impacts identified in questions 7-15 amount to there being the potential for adverse impact?	YES	<i>This plan is based upon positive actions and interventions, and is based upon being supportive and inclusive of all diverse groups mentioned, & is targeted on ensuring that all minority groups are not discriminated against. For example, Kent Police continue to monitor Hate Crimes through the Community Cohesion Unit. Weekly tension monitoring forms are submitted by front line Police and Council Officers; Kent Police & Medway Council support the LGBT Forum held at Medway Council. 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 than others.</i>
17. Can the adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or another reason?	YES	<i>See above.</i>
Recommendation to proceed to a full impact assessment?		
NO		
NO, BUT ...	What is required to ensure this complies with the requirements of the legislation? (see DIA Guidance Notes)?	<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 so we can review any diversity issues that may arise.</i>
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 there 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>Rewrite in full of the Community Safety Plan next year.</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	