

Equality Analysis Template.

Directorate: Public Health Service Area: Community Safety	Lead Officer: Lynsey Kelly Date completed: 19.03.20
Service / Function / Policy / Procedure to be assessed: Safer Wolverhampton Community Safety and Harm Reduction Strategy (2020-2023)	
Is this: New / Proposed <input checked="" type="checkbox"/> Existing/Review <input type="checkbox"/> Changing <input type="checkbox"/> (Please tick appropriate box)	Review date: March 2021

Part A – Initial Equality Analysis to determine if a full Equality Analysis is required.

What are the aims and objectives/purpose of this service, function, policy or procedure?

This strategy sets out the Wolverhampton mutli-agency ambition for tackling crime and disorder. It has been completed to reflect the refreshed strategic priorities which form areas of focus over the life of the strategy. The overall aim of the strategy is to direct initiatives and interventions to reduce offending, prevent violence, reduce harm and build community capacity throughout the City.

Please indicate its relevance to any of the equality duties (below) by selecting Yes or No?

	Yes	No
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Eliminating unlawful discrimination, victimisation and harassment	Y	
Advancing equality of opportunity	Y	
Fostering good community relations	Y	

If not relevant to any of the three equality duties and this is agreed by your Head of Service, the Equality Analysis is now complete - please send a copy to the Equality & Diversity Team. **If any of the three equality duties are relevant**, a Full Equality Analysis will need to be undertaken (PART B below).

PART B: Full Equality Analysis.

Step 1 – Identifying outcomes and delivery mechanisms (in relation to what you are assessing)

<p>What outcomes are sought and for whom?</p>	<ul style="list-style-type: none"> • Reduce adult and youth offending • Manage high volume/ risk offenders effectively • Earlier identification of those in need of support • Improved use of pathways to change offender attitudes and behaviours • Work effectively with the partnership to implement interventions to change criminal behaviours, deter criminality and prevent reoffending • Promote a shared understanding amongst communities that any form of violence is unacceptable • Work effectively with partners to support offenders and utilise appropriate enforcement when necessary • Reduced prevalence of violent crime across all ages • Influence and input into delivery provided by the West Midlands Violence Reduction Unit to ensure that it meets local need • Ensure Wolverhampton is a safe place to live, work and visit • Increase reporting of crime, particularly hidden crimes • Recognition that reducing harm is everyone’s business • Empower residents to build a community response to reducing harm • People are encouraged to be more actively involved in their local area and take pride in it
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	<ul style="list-style-type: none"> • Residents take responsibility for their communities and support each other • Build on trust and confidence to increase reporting of crime • Strengthen community cohesion
<p>Are there any associated policies, functions, services or procedures?</p>	<ul style="list-style-type: none"> • Various council departments and partners will be actively involved in the place-based approach which is outlined in this strategy • Wolverhampton Interpersonal Violence Strategy (2019-2022) • Tackling Violence and Exploitation Strategy • Safer Wolverhampton Partnership Board • Black Country Reducing Reoffending Strategy • Homelessness Prevention Strategy • Wolverhampton Safeguarding Together • Wolverhampton Youth Offending Team • Wolverhampton Anti-Social Behaviour Team • West Midlands Violence Reduction Unit • Wolverhampton Health and Wellbeing Together • Community Cohesion Forum
<p>If partners (including external partners) are involved in delivering the service, who are they?</p>	<p>West Midlands Police, Wolverhampton CCG, Royal Wolverhampton Trust, West Midlands Fire Service, Children’s Services, Youth Offending Team, Third Sector Partners, National Probation Service, Community Rehabilitation Company, Safer Wolverhampton Partnership Board, Wolverhampton Safeguarding Boards, Community Interest Groups, Faith Groups, Black Country Partnership Foundation Trust, Wolverhampton Health and Wellbeing Together Board.</p>

Step 2 – What does the information you have collected, or that you have available, tell you?

What evidence/data already exists about the service and its users? (in terms of its impact on the ‘equality strands’, i.e. race, disability, gender, gender re-assignment, age, religion or belief, sexual orientation, maternity/pregnancy, marriage/civil partnership and other socially excluded communities or groups) and **what does the data tell you?** e.g. are there any significant gaps?

Data suggests that some groups are particularly vulnerable to violence and exploitation, for example young men are particularly vulnerable to gangs and youth violence and young women are particularly vulnerable to child sexual exploitation. Anecdotal evidence suggests that those who

are expelled from school, attend a PRU or are care leavers may be more vulnerable to being exploited. The strategy recognises this and uses a data-informed approach to target interventions and support to those most at risk.

Has there been any consultation with, or input from, customers / service users or other stakeholders? If so, with whom, how were they consulted and what did they say? If you haven't consulted yet and are intending to do so, please list which specific groups or communities you are going to consult with and when.

A consultation was conducted across the city and received around 400 responses – this included online questionnaires, hard copy questionnaires, discussions at residents meetings and targeted focus groups. Targeted engagement included:

- Youth council
- Service users of commissioned services
- Service providers
- Community meetings
- Meetings with core external partners
- Youth offending team
- Health sector
- Elected members
- Faith groups

Respondents were asked to provide diversity information to ensure that the responses are representative of the city. Of respondents who answered these questions:

Disability

- 26% had a disability

Ethnic origin

- Asian or Asian British – Chinese; 2.6%
- Asian or Asian British – Indian; 10.5%
- Asian or Asian British – Pakistani; 2.6%
- Mixed Ethnic – White and Black Caribbean; 2.6%
- Mixed Ethnic Group – Other; 2.6%
- White – Welsh/ English/ Scottish/ N. Ireland; 57.9%
- White – Irish; 2.6%
- White – Other 15.8%

Age

- Under 25; 15%

- 25-40; 27%
- 41-65; 37%
- Over 65; 21%

Gender

- Female; 60.5%
- Male; 36.8%
- Prefer not to say; 2.6%

Location

- WV10; 6.1%
- WV5; 3.0%
- WV1; 27.3%
- WV4; 3.0%
- WV2; 15.2%
- WV11; 6.1%
- WV3; 21.2%
- WV14; 9.1%
- WV8; 3%
- WV6; 6.1%

Feedback from the consultation was very positive overall and the vast majority of the respondents agreed with the priority areas which we had identified. Some people commented that the initial consultation version was too difficult to understand for those with low literacy levels or a learning disability. In response to this the document was reviewed with a view to simplify the language and make the document more pictorial. A plan on a page and executive summary was also added.

Respondents also pointed out consistently the importance of providing diversionary activity for young people which is a commitment in the strategy and will be a central feature within the delivery plan.

There was a feeling from some residents that more could be done to empower communities to come forward with information and concerns and raise awareness of hidden crime. A commitment has been made in this strategy to proactively seek engagement with our diverse communities to empower them to report concerns, share information, access services and play an active role within their communities. Using a place-based approach targeted engagement will take place in areas of high deprivation, many of which have residents who have traditionally shown low levels of engagement.

Are there any complaints, compliments, satisfaction surveys or customer feedback that could help inform this assessment? If yes, what do these tell you?

See above.

Step 3 – Identifying the negative impact.

a. Is there any negative impact on individuals or groups in the community?

Equality Themes	Positive Impacts	Negative Impacts identified	Solutions (ways in which you could mitigate the negative impact)
<p>Age (including children, young people and older people)</p>	<p>Although reducing re-offending incorporates all ages, particular focus is given to young people in order to deter and reduce the risk of young people re-offending by strengthening the pathways between youth and adult provisions and improving pathways for support with interventions to engage offenders at an earlier stage.</p> <p>Data shows that of violent offences with substantive outcomes from 1 April 2015- 31 March 2018, 79% of offenders were young men; 60% 15 years old or above. In the same period for knife related offences, 96% of offenders were young men; 71% 15 years or above. Therefore, interventions will have a particularly positive impact for those in this group.</p> <p>The strategy includes youth violence (aged between 0-24). 15.32% of offenders are 18-24 13.97% are 10-17 6.33% are 0-9.</p> <p>Victims of CSE predominantly have an age ranging between 15-17 years of age. The most common age group of suspects is 16-20 years. 18 years was the most common age of suspects in 2017.</p>	<p>Recognising that certain aspects of crime and community safety negatively affect the groups outlined to the left, this strategy works to target intervention to support the most vulnerable. However, the importance of universal provision is recognised and therefore no groups will be negatively impacted by the measures outlined in the strategy.</p>	

	<p>Of the 40 Modern Slavery crimes October 2017-2018 21 victims were 17 and under 5 victims were 18-24 years old 2 were 25-40 years old 9 were over 40 years old</p> <p>Interventions will be informed by data, including that referenced above to ensure that they can protect those most at risk. However, the wider impact of building strong and cohesive communities, reducing crime and violence and reducing harm will also have a positive impact on wider communities.</p>		
Disability (including carers)	<p>The strategy recognises that those with a physical or learning disability are particularly vulnerable to crime including exploitation, hate crime and domestic violence and need to be safeguarded accordingly. Therefore the interventions which will be outlined in the delivery plan will have a particularly positive impact on this group.</p> <p>The strategy will work to remove barriers to disabled victims accessing services.</p>		
Gender (men and women)	<p>Data shows that 79% of violent offences with substantive outcomes from 1 April 2015 - 31 March 2018 were committed by young men. In the same period, 96% of knife related offences with substantive outcomes were committed by young men. Generally men are more likely to be offenders than women and therefore much of the activity around reducing reoffending will have a positive impact on males in the city.</p> <p>It is recognized that women and girls are particularly at risk of interpersonal violence including stalking and harassment, domestic abuse, honour-based violence, forced marriage,</p>	<p>Many of the services around interpersonal violence will be directed at women and girls as we know that they are disproportionately affected. Due to the nature of interpersonal violence some of the commissioned services can be accessed by</p>	<p>Continue to commission St George's Hub to deliver a male only domestic abuse service recognizing that men face particular barriers when it comes to reporting and seeking help.</p> <p>Ensure that there are accessible services for men and women in the city and continue to raise awareness of the ways in which men and boys can be affected by interpersonal violence.</p>

	<p>sexual violence and female genital mutilation. Victims of CSE are predominantly female and perpetrators male. However it is recognized that men and boys can also be victims.</p> <p>This data is used to inform the strategy and ensure that intervention is directed at those who are most at-risk of violence and exploitation and therefore a positive impact will be felt by the above groups.</p>	<p>females only.</p>	
<p>Race (including Gypsies & Travellers and Asylum Seekers)</p>	<p>The strategy is data informed and interventions are targeted effectively, for example: Data shows that of violent offenders with substantive outcomes from 1 April 2015- 31 March 2018 had a BAME profile of: 50% white 23% black 19% mixed 5% Asian</p> <p>In the same period, knife related offenders with substantive outcomes had a BAME profile of: 40% white 37% black 15% mixed 6% Asian</p> <p>Victims of CSE are predominantly white UK and the majority of offenders and persons of interest during 2017 were also white, UK.</p> <p>Interventions will be targeted using robust data collections and therefore will have a positive impact on the above groups.</p>	<p>It is acknowledged that there is a lack of engagement from some identified communities across the city.</p>	<p>The diversity of engagement has drastically improved over the lifecycle of the current strategy however it is recognized that this must continue to improve. Targetted work will be done with underrepresented communities to encourage them to have their views heard and play an active role within their communities.</p>
<p>Religion or belief</p>	<p>Particular focus will be given to those experiencing Hate Crime or violence due to their religion or belief and targeted</p>		

(including people of no religion or belief)	<p>work will be completed with religious establishments and community leaders to empower and support them.</p> <p>There will be a focus on building the capacity of minority groups to report crime and become more involved in community safety.</p>		
Gender Re-assignment (those that are going or have gone through a transition: male to female or female to male)	Particular focus will be given to those experiencing Hate Crime or violence due to their gender status or transitional journey. It is recognized that hate crime is underreported and the delivery of this strategy will provide targeted support to those within the LGBT+ community to empower them to report abuse against them and seek help and support.		
Pregnancy and Maternity			
Sexual orientation (including gay, lesbian, bisexual and heterosexual)	Particular focus will be given to those experiencing Hate Crime or violence due to their sexual orientation. It is recognized that hate crime is underreported and the delivery of this strategy will provide targeted support to those within the LGBT+ community to empower them to report abuse against them and seek help and support.		
Marriage and Civil Partnership	N/A	N/A	N/A
Human Rights	<p>The Strategy Recognises and adheres to the articles and ethos of the Human Rights Act 1998.</p> <p>The strategy directly addresses human rights violations and seeks to safeguard against it – for example those associated to human trafficking, modern day slavery, violence against women and girls and hate crime.</p>		

Step 4 – Changes or mitigating actions proposed or adopted

Having undertaken the assessment are there any changes necessary to the existing service, policy, function or procedure? What changes or mitigating actions are proposed?

The above data suggests that tailored support and interventions must be targeted towards those most at-risk, including the groups outlined above whilst also providing universal services so that interventions are available to all; taking a public health approach to tackling violence in all forms.

Youth Offending Teams, comprising staff from a whole range of disciplines, continue to provide a template for partnership working with all offenders aged under 18, as they have done for many years, and is a key partner for Integrated Offender Management both strategically and operationally.

Feedback from the consultation informed revisions to the draft strategy document.

Step 5 – Monitoring

How are you going to monitor the existing service, function, policy or procedure ?

A delivery plan will drive activity to meet strategy outcomes. This will be governed jointly between Safer Wolverhampton Partnership and Wolverhampton Safeguarding Boards.

We will monitor the recommendations by:

- Establishing a monitoring and reporting framework to ensure that commissioned services and partnerships are delivering against the outcomes of the strategy.
- Report quarterly to the OPCC , SWP Board on outcomes measures and scrutinise performance where necessary.
- Complete a strategic review annually to ensure that the strategy reflects the city's priorities and those services are able to be

commissioned flexibly to meet need and demand.

Part C - Action Plan

Barrier/s or improvement/s identified	Action Required	Lead Officer	Timescale
The consultation feedback highlighted that the strategy could be difficult to understand for those with low literacy levels or a learning disability.	Edit document to ensure that it is as accessible as possible and include a summary and plan on a page	Lynsey Kelly	April 2020
Some groups are particularly vulnerable to certain types of crime – as outlined above.	Commission targeted intervention to safeguard those who are most at risk of harm	Lynsey Kelly	2020-2023
Interpersonal violence services are particularly targeted towards women and girls as they are disproportionately victimised by these crimes. However, there is recognition that men and boys can also be victims.	Ensure that appropriate services are accessible by both male and female victims of abuse. This will involve including St Georges Hub (commissioned provider for male victims services) in the interpersonal violence partnership and working with them to promote their service.	Hannah Pawley	2020-2023
It is acknowledged that there is a lack of engagement from some identified communities across the city.	Utilise a place-based approach to proactively seek targeted engagement with our diverse communities to empower them to report concerns, share information, access services and play an active role within their communities.	Lynsey Kelly	2020-2023

Equality Analysis approved by:

Head of Service: Lynsey Kelly	Date: 21.05.2020
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Please send an electronic copy of the Equality Analysis to the Equality & Diversity Team: