

Community Equality Impact Assessment

The Equality Act 2010 states that public bodies must have “due regard” to a variety of Equalities objectives (Equality Act 2010, Section 149) and consequently, Equality Analysis must be carried out to demonstrate that decision-makers are fully aware of the impact that changes may have on stakeholders.

The concept of ‘due regard’ was reinforced in 2012 during the review of the Public Sector Equality Duty (PSED) which “requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities”

‘Due regard’ is dependent on the relevance and potential impact of the decision being considered. The greater the relevance and impact, the higher the regard due.

As an authority, we have made a commitment to apply a systematic screening process to new policy, strategy, functions or service development including reviews or changes to existing policy, strategy, functions or services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with [full guidance](#), to support officers in meeting our duties under the:

- Equality Act 2010
- Public Sector Equality Duty
- The Best Value Guidance
- The Public Service (Social Value) 2012 Act

In addition, the guidance supports officers to consider our commitments set out in the [Thurrock Joint Compact](#) with the voluntary sector.

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

About the service and reason for the development or review process

Name of service	Thurrock Community Safety Partnership Delivery Plan 2023/24
Lead Officer	Michelle Cunningham
Contact Details	micunningham@thurrock.gov.uk

Why is this policy, strategy, function, or service development/review needed?
The responsible authorities ¹ who form the Community Safety Partnership (CSP) in a local government area are required to work together in formulating and implementing strategies to tackle local crime and disorder in the area and to have in place a partnership plan for that area, setting out the CSP's priorities.

1. Consultation, data and intelligence

1.1 Please highlight the steps you have taken, or plan to take, to consult the whole community or specific groups affected by the policy, strategy, function, or service development/review e.g., on-line consultation, focus groups, consultation with representative groups? For further guidance please contact: consultations@thurrock.gov.uk <i>This is a vital step</i>
Thurrock CSP Strategic Assessment 2022 ² (date timeline Oct 21 – Sept 22) was developed with input from partners and community members of the Independent Advisory Group and informs the CSP about the scale and scope of crime and community safety issues in Thurrock and has determined our priorities for the forthcoming year. The CSP must pay due regard to the The Police Fire and Crime Commissioner (PFCC) priorities. Our priorities for 23/24 take into account the new priorities as laid out in The Police and Crime Plan 2021/24 and have been shared with the PFCC office as part of our sign off.

¹ Essex Police, Thurrock Council, The Probation Service, Integrated Care Board, and Essex Fire and Rescue

² www.thurrock.gov.uk/community-safety-partnership/thurrock-community-safety-partnership

1.2 Please also provide details on the sources of data or intelligence you have used to inform your assessment of impact and how they have helped you to understand those that will be affected by the policy, strategy, function, or service development/review outlined?

Strategic assessment 2022/23 and Delivery Plan 23/24 - Community Safety and Crime

The data below, unless otherwise cited, is taken from the strategic assessment and relates to the period Oct 21 – Sept 22.

Please note there is a separate Community Equality Impact assessment in relation to Domestic Abuse and Violence Against Women Strategy and our Prevent Strategy

The Community Development team have been consulted on this CEIA and their comments reflected in the assessment and actions.

2. Community and workforce impact

1.1 What impacts will this policy, strategy, function, or service development/review have on communities, workforce and the health and wellbeing of local residents?

Look at what you know? What does your research tell you?

Consider:

- National and local data sets – please see guidance
- Complaints
- Consultation and service monitoring information
- Voluntary and community organisations
- The Equality Act places a specific duty on people with ‘protected characteristics’. The table below details these groups and helps you to consider the impact on these groups.

	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	x			Tackling hidden offences across all spectres of society. Priority 8 is Safer streets through increased community engagement to raise awareness of keeping self-safe	Improved engagement and awareness raising, with aim of improving perceptions and communities feelings of safety
Age	x			The plan addresses victims and perpetrators both older and younger Young people are more at risk of exploitation with all referrals to the National	The development of the serious violence strategy will respond to the exploitation of young people alongside the work

				<p>Referral Mechanism (NRM), for Children (17 or under) and no adults.</p> <p>The number of young people in drug and alcohol treatment has increased across the reporting period (58)</p> <p>The Thurrock Youth Offending Service are seeing young people with a more entrenched pattern of offending and a greater degree of complexity and risk.</p> <p>Whilst there is a lack of data we recognise that older people are more vulnerable to fraud and scams</p> <p>Regular monitoring of the stop and search data to identify disproportionality</p>	<p>with the safeguarding childrens partnership</p> <p>The safer streets priority includes working with the safeguarding adults board, trading standards and fraud team to raise awareness of risk of scams and fraud.</p> <p>The work to tackle ASB identifies opportunities to address risks to young people of underage sales in relation to alcohol and vapes as well as nitrous oxide.</p> <p>Engagement with the Youth Council in relation to stop and search</p>
Disability	x			<p>Hate crime against this community is identified as underreported- locally and nationally. There were 45 reports (-47%)</p> <p>A higher percentage of adults with a disability experienced domestic abuse in the last year than those without.³</p> <p>Data is not available however we know that people with a learning difficulty are more likely to be at risk of exploitation through cuckooing / mate crime</p>	<p>Improve reporting of this as a hate crime will enable us to see any disproportionately of individuals experiencing crimes due to their disability and improve response</p> <p>Working with Adult safeguarding board to raise awareness with professionals and in communities of signs to be aware of and how to report cuckooing and mate crime</p>
Gender reassignment	x			<p>Identified as underreported- locally and nationally 7 reported hate crimes to police and 2 to housing against this community which is an increase</p>	<p>Improve reporting of this as a hate crime will enable us to see any disproportionately of individuals experiencing crimes due to their gender reassignment and improve response</p>
Marriage and civil partnership		x		<p>Delivery Plan addresses crime and ASB regardless of marital status.</p>	N/A

³ Domestic abuse victim characteristics, England and Wales: year ending March 2022

Pregnancy and maternity		x		Delivery Plan addresses crime and ASB regardless of pregnancy/maternity	N/A
Race (including Gypsies, Roma and Travellers)	x			Thurrock saw a 9% increase in reported racial hate crime, Racial offences remain higher per 1,000 population in Thurrock than average of our most similar comparator CSPs Regular monitoring of the stop and search data to identify disproportionality	Opportunity to engage with communities raise awareness and trust and confidence. IAG remains a key part of this and is establishing a stop and search panel Priority 5 aims to raise awareness of hate crime and improve confidence across communities to report.
Religion or belief	x			There was a 20% decrease in hate crime reported due to religion/belief: 12 (9 Muslim, 3 Jewish)	Priority 1 VAWG highlights the importance to understand crimes such as honour based abuse and Female genital mutilation and crimes which is not condoned by established religions. Priority 5 aims to raise awareness of hate crime and improve confidence across communities to report.
Sex	x			Nationally there is a prevalence rate of approximately 7 in 100 women and 3 in 100 men experiencing domestic abuse 2022 Thurrock recognises that women are disproportionately affected by sexual violence and abuse. We also recognise and acknowledge that many of these types of crime remain unreported. In our risk matrix sexual offences ranked third highest National data indicates that 1 in 5 working-age women have experienced sexual violence Essex Police are now recognising gender and sex as protected characteristics falling under hate crime and are recording as hate	Priority 1 VAWG will respond to the disproportionality experienced by women through the refreshed DA and VAWG strategy There is a good understanding of the support that men need, supported by a male worker in the community response team Programme of hate crime training that is updated to reflect and include gender/sex based.

				crime that motivated by sex/gender. Reports are low with 14 recorded in Thurrock over the 12 month period. All victims were female and 50% were aged 31 – 40.	
Sexual orientation	x			Identified as underreported-locally and nationally Housing reported 2 reports and Essex Police 39 – a 45% decrease	Improve reporting of this as a hate crime will enable us to see any disproportionately of individuals experiencing crimes due to their sexual orientation and improve response Priority 5 aims to raise awareness of hate crime and improve confidence across communities to report.
Any other community issues identified for this location?	x			The delivery plan is aimed borough wide however recognises that crime is more prevalent in Tilbury, Belhus and Chadwell St Mary Two wards accounted for over a quarter of violence <u>with</u> injury offences: West Thurrock & South Stifford ward and Grays Riverside. Grays town centre, West Thurrock (incorporating Lakeside) and Tilbury were identified as hot spots for violence Hate crime reports were highest in West Thurrock & South Stifford ward and Grays Riverside wards In terms of ASB Beat areas with the highest recorded to Essex Police were W Thurrock/Purfleet/Lakeside, Tilbury, and Grays South and the top five wards reported to Thurrock Council housing were Chadwell St Mary, Belhus, Ockenden, Grays Thurrock, and Tilbury St Chads.	Community engagement within these wards to raise awareness of support provision
Workforce of Thurrock Council (e.g. in the case of service change/s)	x			Women's staff network identified raising awareness of domestic abuse as a priority	There is a need to work across the Council to capture hate incidents

				We know that staff are victims of hate crime whilst carrying out their duties, however this is not recorded. Race Equality Standards for social workers have been developed and include reporting hate crime and monitoring tensions	against staff and ensure reported and investigated 67% of staff live in the borough and will benefit from improved responses to tackling crime and disorder
Health and wellbeing of residents	x			This delivery plan supports implementation of Domain 6 of the HWB strategy	Reporting to the HWB Board in relation to progress of the DA and VAWG strategy and implementation of the Serious Violence Duty to ensure coordinated approach
Socio-economic outcomes Please see guidance.	x			In Thurrock, the five areas with the highest deprivation rates ⁴ were: Chadwell St Mary, Tilbury, South Ockendon, Stifford Clays & Stanford East. This aligns to the 3 highest crime areas of Tilbury, Belhus and Chadwell St Mary	Priority 8 Safer Streets sees awareness raising at pop up events where there are highest reports of ASB and crime.
Veterans and serving members of the armed forces		x		Delivery Plan addresses crime and ASB regardless of veteran status	N/A

3. Monitoring and Review

<p>3.1 How will you review community and equality impact once the policy, strategy, function, or service has been implemented? <i>These actions should be developed using the information gathered in Section 1 and 2 and should be picked up in your departmental/service business plans.</i></p>		
Action	By when?	By who?
Priority 1 VAWG: Respond to the findings within Op Minerva	Ongoing	CSP
Priority 3: Violence and Vulnerability: Work with the Local Safeguarding Children's Partnership to safeguard young people from CSE through Op Makesafe (ensuring hotel staff are able to recognise risks and respond)	Ongoing	LSCP
Priority 1 VAWG and Priority 5 hate crime: Promote the reporting of hate crime due to sex/gender	Ongoing	CSP

⁴ www.ons.gov.uk/census

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Priority 1 VAWG: Promote the training opportunity that covers Honour Based Abuse, FGM and forced marriage	Ongoing	VAWG strategic group
Priority 5 hate crime: To host a pop-up event at Sikh Temple.	Complete	Essex Police
Priority 5 hate crime: Refresh of an easy read hate crime reporting leaflet	31/3/23	CSP
Priority 3 Violence and vulnerability: to promote the crime stopper cuckoo campaign	31/3/23	CSP
Priority 3 Violence and vulnerability: through the IAG stop and search panel to look at data in relation to age and race	Set up by 30/9/23	Essex Police
Priority 5 Hate Crime: to offer opportunity for all staff network members to be hate crime ambassadors and to champion each of their respected groups across the organisation	31/3/23	CSP and TBC
Priority 5 Hate Crime: to improve understanding of hate incidents against staff	To agree corporately through the Improving Equality Outcomes Board	

4. Next steps

It is important to ensure that the information gathered is used to inform any council reports that are presented to Cabinet or Overview and Scrutiny committees. This will allow members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

Take some time to précis your findings below. This can then be added to your report template and the Equality and Diversity Implications section for sign off by the Community Development and Equalities team at the consultation stage of the report cycle.

<p>Implications/ Customer Impact</p> <p>This delivery plan will contribute towards Thurrock Council meeting their duty under the Crime and Disorder Act 1998 Section 17 through the Thurrock Community Safety Partnership.</p> <p>Locally it addresses several shared priority themes within the Thurrock Health and Wellbeing Strategy, the Local Safeguarding Children's Partnership and the Thurrock Adult Safeguarding Board.</p> <p>The plan is aligned to the Essex priorities within the Police and Crime Plan.</p>
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Implications/ Customer Impact
This plan focuses on Borough wide delivery of the priorities as identified in the strategic assessment for 2022 whilst taking an `intelligence led' approach to community safety and therefore will have specific areas of focus.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Strategic Lead who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role – for example, project sponsor, head of service)	Date
Cheryl Wells	Strategic Lead Community Safety, Emergency Planning and Resilience	12.06.23