

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	Council Funded Police Officers Options Paper
Lead Officer Contact Details	Michelle Cunningham

Why is this policy, strategy, function, or service development/review needed?
<p>This community equality impact assessment provides the Cleaner Greener and Safer Overview and Scrutiny Committee members with more information with regards to the options and decision required in regard to the review of Council funded additional Essex Police Officers, currently deployed as part of the Town Centre Team (TCT) within Community Policing in Thurrock.</p> <p>This review of the funded Town Centre Police Officers contract, is good practise as with all council contracts.</p>

1. Community impact (this can also be used to assess impact on staff although a cumulative impact should be considered)

<p>1.1 What impacts will this policy, strategy, function, or service development/review have on communities and workforce? Look at what you know? What does your research tell you?</p> <p><i>Consider:</i></p> <ul style="list-style-type: none"> • 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 minimized or eliminated?
Local communities in general			x	On 2017 deprivation rank by ward in Thurrock Tilbury is 2 nd (where 1 highest) and Purfleet 5 th .	The potential for loss of additional policing will have a negative impact on reducing inequalities within our deprived communities.
Age		x		There is no evidence to suggest that there would be any positive or negative impact on those vulnerable due to their age regardless of option	
Disability		x		There is no evidence to suggest that there would be any positive or negative impact on those vulnerable due to a disability regardless of option	

Gender reassignment		x		There is no evidence to suggest that there would be any positive or negative impact on those vulnerable due to gender reassignment regardless of option	
Marriage and civil partnership		x		There is no evidence to suggest that there would be any positive or negative impact on anyone due to their marriage/ civil partnership status regardless of option	
Pregnancy and maternity		x		There is no evidence to suggest that there would be any positive or negative impact on anyone due to being pregnant regardless of option	
Race (including Gypsies, Roma and Travellers)			x	West Thurrock and S Stifford ward have the highest rate of racial hate crime in Thurrock – however detailed analysis does not identify Purfleet as having any additional vulnerabilities in relation to race hate crime	Hate crime is investigated by the Community Policing Team which will not be affected by these options
Religion or belief		x		There is no evidence to suggest that there would be any positive or negative impact on anyone due to their religion regardless of option	
Sex		x		From data from May 21 to July 21 West Thurrock and South Stifford and Tilbury Riverside and Thurrock Park wards featured in the top 5 wards for Domestic Abuse in Thurrock.	The town centre team do not respond to call regards Domestic abuse or provide support or investigate these types of crimes.
Sexual orientation		x		There is no evidence to suggest that there would be any positive or negative impact on anyone due to their sexual orientation regardless of option	
Any community issues identified for this location?			x	W Thurrock and S Stifford ward rank 33 in the top 100 unitary wards for crime rates in Sept 22. No other wards in Thurrock are within this group. West Thurrock and South Stifford and Tilbury St Chads are 2 of 3 wards determined for Thurrock based localities work using analysis determined where offenders known to criminal justice services reside (this therefore includes those offenders open to our services but offending out of borough) and where victims / perpetrators known to Essex Police reside (not	Community Policing Team officers for Tilbury and Purfleet will retain ownership of their beats

				where offences happen).	
Workforce		x		Will impact 4 officers within Essex Police	This will not affect terms and conditions, just potentially role and location

2. Consultation, data and intelligence

2.1 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
This is a vital step

Consultation with overview and scrutiny regards options.
The Community Safety Inspector who manages the officers has been consulted on.
Once the PFH has agreed the papers this will be shared with the Police Fire and Crime Commissioner and the Chief Superintendent for the West.

2.2 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?

Thurrock Council Data documentation
Thurrock Community Safety Partnership strategic assessment 2021
A detailed assessment cannot be completed due to a lack of data at ward level for some protected characteristics

3. Monitoring and Review

3.1 How will you review community and equality impact once the policy, strategy, function, or service has been implemented?
*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.*

Action	By when?	By who?
Fortnightly review of all crime rates across Thurrock through Essex Police tasking	Fortnightly ongoing	Insp Fisher
Bimonthly detailed review of hate crime across Thurrock	CSP executive & IAG	District Commander
Annual Strategic Assessment identifying locations and crime types of concern	March 2023	CSP Manager

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.

Implications/ Customer Impact

This review provides the opportunity to provide demand led policing across the District thus minimising any negative impacts

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Head of Service 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 & Resilience	12.12.22
