

Appendix C

Equality Impact Assessment (EIA)

For advice on this document please contact Clare Muir on 72119 or email Clare.Muir@reading.gov.uk.

Please contact the Project Management Office at pmo@reading.gov.uk for advice and/or support to complete this form from a project perspective.

Name of proposal/activity/policy to be assessed: **Reading Community Safety Partnership - Community Safety and Serious Violence Strategy 2023 - 2026**

Directorate: DEGNS

Service: Housing & Communities

Name: Jo Middlemass

Job Title: Community Partnerships Service Manager

Date of assessment: 1/11/2022

Version History

Version	Reason	Author	Date	Approved By
1	Initial version	Jo Middlemass	01/11/22	

Scope your proposal

- **What is the aim of your policy or new service/what changes are you proposing?**
-

Reading Community Safety Partnership's Community Safety and Serious Violence Strategy 2023 - 2026.

The Community Safety Partnership (CSP) has a statutory duty to develop, implement, and publish a community safety strategy and serious violence strategy that sets out its priorities and how it plans to meet these priorities, these include:

Reduce crime in the top crime-generating neighbourhoods

Improve the way the Community Safety Partnership works with communities to tackle anti-social behaviour and hate crime.

Reduce community-based drug related activity.

Reduce knife violence, including the carrying of blades and their use in crime.

Tackle organised crime gangs transporting illegal drugs across Reading's borders, also known as 'county lines' offending.

Improve safety for women in public places and reduce sexually focused crimes and anti-social behaviour.

Develop a strategy and plan to reduce persistent offending.

- **Who will benefit from this proposal and how?**
-

Residents, businesses visitors and those who come to Reading to work through a focussed and collaborative approach to preventing and tackling the priorities identified through the Community Safety and Serious Violence Strategic Assessment.

- **What outcomes does the change aim to achieve and for whom?**
-

This strategy aims to reduce the impact of crime, including serious violence, Hate Crime and anti-social behaviour across the borough and improve the safety and well-being of those living and working in Reading.

This will have greater impact in Reading most deprived areas and some of our most vulnerable groups and individuals, for example those at risk of harm includes vulnerable young people, women and girls and those who experience hate crime.

- **Who are the main stakeholders and what do they want?**
-

Victims/those at risk of crime and anti-social behaviour.

Organisations in the town, statutory and voluntary, supporting those at risk or are victims of crime and anti-social behaviour.

Those who are perpetrators of crime and anti-social behaviour.

Assess whether an EqlA is Relevant

How does your proposal relate to eliminating discrimination; advancing equality of opportunity; promoting good community relations?

- Do you have evidence or reason to believe that some groups may be affected differently than others (due to race, disability, sex, gender, sexuality, age, religious belief or due to belonging to the Armed Forces community)? Make reference to the known demographic profile of the service user group, your monitoring information, research, national data/reports etc.

Yes - as identified in the CSP's Community Safety and Serious Violence Strategic Assessment 2022.

- Is there already public concern about potentially discriminatory practices/impact or could there be? Make reference to your complaints, consultation, feedback, media reports locally/nationally.

No

If the answer is **Yes** to any of the above, you need to do an Equality Impact Assessment.

If **No** you **MUST** complete this statement.

An Equality Impact Assessment is not relevant because:

N/A -

23/11/2022

X Jo Middlemass

Completing Officer

Signed by: Middlemass, Joanne

23/11/2022

X Zelda Wolfle

Lead Officer

Signed by: Middlemass, Joanne

Assess the Impact of the Proposal

Your assessment must include:

- **Consultation**
- **Collection and Assessment of Data**
- **Judgement about whether the impact is negative or positive**

Think about who does and doesn't use the service? Is the take up representative of the community? What do different minority groups think? (You might think your policy, project or service is accessible and addressing the needs of these groups, but asking them might give you a totally different view). Does it really meet their varied needs? Are some groups less likely to get a good service?

How do your proposals relate to other services - will your proposals have knock on effects on other services elsewhere? Are there proposals being made for other services that relate to yours and could lead to a cumulative impact?

This is a partnership strategy to tackle crime and serious violence and will cross over a number of services in terms of ensuring that crime is prevented, if crimes occur, victims are supported and safeguarded and that appropriate action is taken against perpetrators, in particular to reduce reoffending. It aligns with other key plans across the council and partnership. All partners impacted will be involved in developing the action plan to respond to tackling the identified priorities.

Consultation

How have you consulted with or do you plan to consult with relevant groups and experts. If you haven't already completed a Consultation form do it now. The checklist helps you make sure you follow good consultation practice.

[Consultation manager form - Reading Borough Council Dash](#)

Relevant groups/experts	How were/will the views of these groups be obtained	Date when contacted

<p>Agencies supporting those who experience crime or anti social behaviour, statutory or voluntary.</p> <p>Safeguarding Boards</p> <p>Service Users</p> <p>Community Safety Partnership members</p> <p>Member of Reading Voluntary Action</p> <p>ACRE</p>	<p>The consultation adopted a number of different approaches reflective of the stakeholders whose views are sought.</p> <p>Discussions and meetings with colleagues</p> <p>Targeted emails</p> <p>Attendance and discussion at relevant internal and partner meetings</p> <p>Online survey and information</p>	<p>A period of public consultation about the proposed priorities was conducted between 25th July and 5th September 2022.</p>
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Collect and Assess your Data

Using information from Census, residents survey data, service monitoring data, satisfaction or complaints, feedback, consultation, research, your knowledge and the knowledge of people in your team, staff groups etc. describe how the proposal could impact on each group. Include both positive and negative impacts.

(Please delete relevant ticks)

- Describe how this proposal could impact on racial groups
- Is there a negative impact? No

The Community Safety and Serious Violence Strategic Assessment highlights that people from Black and Mixed ethnic backgrounds are significantly over-represented in the suspect population, while people from Asian ethnic backgrounds are significantly under-represented when compared to the Reading population. This disproportionate representation is also true for recorded victims, although the difference from the population is less extreme.

Both victims and offenders of recorded knife crime are predominantly male (78% and 86% respectively) and disproportionately from minority ethnic backgrounds (34% knife crime victims v 25% all victims of crime and 42% knife crime suspects v 27% all suspects of crime). These variations are consistent with previous years. The CS & SV Action Plan will seek to address these factors.

A priority has been identified to have a renewed focus on Hate Crime, to ensure that victims are aware of the reporting mechanisms and support available to those who experience incidents of hate.

- Describe how this proposal could impact on Sex and Gender identity (include pregnancy and maternity, marriage, gender re-assignment)
- Is there a negative impact? No

The Community Safety and Serious Violence Strategic Assessment highlights males are more likely to be victims of Acquisitive Crime, whereas females are more likely to be victims of Violent and Sexual Crime, although Non-Domestic Violence has more male victims than female victims.

The strategy has identified a priority to tackle violence against women and girls in response to this.

A priority has also been identified to have a renewed focus on Hate Crime, to ensure that victims are aware of the reporting mechanisms and support available to those who experience incidents of hate.

- Describe how this proposal could impact on Disability
- Is there a negative impact? No

A priority has been identified to have a renewed focus on Hate Crime, to ensure that victims are aware of the reporting mechanisms and support available to those who experience incidents of hate.

- Describe how this proposal could impact on Sexual orientation (cover civil partnership)
- Is there a negative impact? No

A priority has been identified to have a renewed focus on Hate Crime, to ensure that victims are aware of the reporting mechanisms and support available to those who experience incidents of hate.

- Describe how this proposal could impact on age
- Is there a negative impact? No

The Community Safety and Serious Violence strategic assessment highlights the victim-suspect age profile in Reading has changed over the last 3 years, with increases in younger suspects (aged 13-21) and decreases in young adult victims (19-29), although these are increasing again.

The focus on reducing knife crime will have a particular focus on young people to ensure they are not at risk of being victims of or being offenders of knife related incidents.

- Describe how this proposal could impact on Religious belief

- **Is there a negative impact? No**
-

A priority has been identified to have a renewed focus on Hate Crime, to ensure that victims are aware of the reporting mechanisms and support available to those who experience incidents of hate.

- **Describe how this proposal could impact on the Armed Forces community (including reservists and veterans and their families)**
 - **Is there a negative impact? No**
-

No impact identified.

Make a Decision

If the impact is negative then you must consider whether you can legally justify it. If not you must set out how you will reduce or eliminate the impact. If you are not sure what the impact will be you **MUST** assume that there could be a negative impact. You may have to do further consultation or test out your proposal and monitor the impact before full implementation.

(Delete numbers below which don't apply)

1. No negative impact identified - Go to sign off

- How will you monitor for adverse impact in the future?
-

The Community Safety Partnership will monitor through a new performance group and will revisit its strategic assessment on an annual basis to ensure that there is no negative impact.

23/11/2022

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X Jo Middlemass

X Zelda Wolfle

Completing Officer

Signed by: Middlemass, Joanne

Lead Officer

Signed by: Middlemass, Joanne