

Safer Communities Initiatives Equality Impact Assessment (EIA) Questionnaire

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Initiatives to support implementation of the safer communities strategy	
Is it a function, policy, procedure or service?: Service/ Function	
Department and Section: Community Protection Group, Adults Delivery Unit	
Date assessment completed: 04/06/2013	
2. Names and roles of officers:	
Lead officer	Ruth Murphy (Project Manager)
Stakeholder groups	Safer Communities Project Board (including project representatives from Council/ local police/ probation service)
Representative from internal stakeholders	James Mass, Lead Commissioner Family and Community Wellbeing Matthew Kendall, AD Community Wellbeing
HR rep (for employment related issues)	Vandana Duggal
3. Full description of function, policy, procedure or service:	
<p><u>Enhancements to the Strategy (four initiatives to be trialled and rolled out more widely)</u></p> <p>(i) Neighbourhood Justice Panels :</p> <ul style="list-style-type: none"> ▪ A forum in which perpetrators of anti-social behaviour or low level offending are called to meet with the victims of their behaviour, and any wider involved community, to recognise the harm that they have caused and make meaningful amends for their actions. Both the victim and perpetrator must agree to this remedy and the perpetrator must admit liability. NJPs are a form of restorative justice. ▪ Targeted at people exhibiting anti-social behaviour and at risk of arrest, in particular those who come to the notice of the Police but are not in contact with, and unlikely to meet, the statutory threshold for other public services. <p>(ii) Community Coaches</p> <ul style="list-style-type: none"> ▪ Community coaches is a citizen-led service designed to enable people to effectively navigate the support available to them, articulate and realise their own goals, and thus support themselves. ▪ Based on a prototype which used locally trained volunteers to work with disadvantaged individuals and families. Based on the success of the project, it is recommended that a similar service is established where individuals would be referred on the basis of their risk of criminal behaviour. ▪ Targeted at people involved in anti-social behaviour at risk of arrest, not accessing support and people believed to be at risk of becoming involved in criminal behaviour. 	

(iii) Conditional Cautions

- Conditional cautions are one of a range of out-of-court disposals determined by the Police, and provide an effective, swift and speedy resolution in appropriate cases. The perpetrator of the offence must admit liability and agree to the alternative out of court disposal.
- Current utilisation of conditional cautions in Barnet is very limited. The initial proposal is to increase use of conditional cautions targeting for example, alcohol related crime and anti-social behaviour. The police view is that obstacles include a requirement for additional police training in the use of conditional cautions, and the lack of suitable “conditions”.
- The target group will be people who are arrested in Barnet who could be prosecuted in court if alternatives are not available, the specific focus for a range of out of court disposals being alcohol-related issues (with a diversionary alcohol / ASB impact course paid for by the offender).

(iv) Enhanced Integrated Offender Management (IOM)

- Integrated Offender Management (IOM) aims to co-ordinate all relevant agencies to deliver interventions for offenders identified as warranting intensive engagement, whatever their statutory/non-statutory status. Local IOM models are at the discretion of local partner agencies. Barnet’s model includes the following elements
- Co-location of statutory agencies including Probation and Police and re-settlement workers (Barnet Homes and Job Centre Plus)
- A target group defined by local partner agencies (see below).
- A “carrot and stick” approach, with re-settlement support provided but robust enforcement if an offender does not comply.
- IOM is already up and running in Barnet and the proposal is to expand the cohort to 200, including new target groups.

Why is it needed?

The four initiatives will support delivery of the Safer Communities Strategy by delivering the outcomes detailed below. They will also result in savings across the partner agencies, in particular the police and probation.

What are the outcomes to be achieved? What are the aims and objectives?

- Improved victim satisfaction through the use of restorative justice approaches.
- Improved public confidence with visibility of crime and ASB being tackled, through community-led schemes.
- Individual and community ownership of community safety in their local area.
- Reduced crime and anti social behaviour
- Reduction in re-offending levels due to multi agency offender management.
- More efficient multi-agency working: more visible and citizen centred community safety initiatives resulting in reduced customer contact.
- Annual savings to the partnership of £572,210. This includes substantial savings to the Police and Probation services.

Who is it aimed at? Who is likely to benefit?

The initiatives will benefit the following groups:

- Victims of crime and anti-social behaviour
- Prevent individuals becoming involved in criminal activity (may include vulnerable people)
- Communities affected by crime and anti-social behaviour

How have needs based on the protected characteristics been taken account of?

Processes, safeguards and risk assessments will need to be identified and agreed by partner agencies for the proposals in order to protect the needs of victims.

4. How are the equality strands affected? Please detail the effects on each equality strand, and any mitigating action you have taken so far

Equality Strand	Affected?	Explain how affected	What action has been taken already to mitigate this?
Race	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No identified differential impact based on race.	n/a
Gender	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	There are no identified differential impacts on gender from other strands.	n/a
Disability	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No identified differential impacts based on disability.	n/a
Age	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Volunteering opportunities will be open to all residents aged 18 and above. The target group for the Conditional cautioning / NJP initiatives will be based on the nature of the offence. While anecdotally young people may be seen as more likely to be perpetrators of ASB, there is no local evidence to support this.	n/a
Sexual orientation or gender reassignment	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No identified differential impacts based on sexual orientation or gender reassignment.	n/a
Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No identified differential impacts based on religion or belief	n/a
Pregnancy/maternity (including teenage)	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No identified differential impacts based on	n/a

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parents)		pregnancy/ maternity.	
Marital status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No identified differential impacts based on marital status.	n/a
Those on low incomes	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	At this stage, no identified differential impacts based on income.	n/a
Vulnerable groups	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	The community coaches initiatives will be designed to support individuals identified as being at risk of offending – this may include vulnerable adults. Use of restorative justice approaches will ensure the needs of victims are considered.	n/a

<p>5. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents</p>
<p>Overall, the initiatives are expected to have a positive impact on satisfaction rates among residents:</p> <ul style="list-style-type: none"> • One aim of these initiatives is to reduce the fear of crime among residents, which was a top concern in the 2012 resident survey. • Restorative justice approaches have been shown to lead to increased victim satisfaction. • A key aim is to ensure that residents have the opportunity to take a more active role in the delivery of community safety initiatives (through volunteering as a community coach or facilitator for panel meetings)
<p>6. How does the proposal enhance Barnet’s reputation as a good place to work and live?</p>
<p>The proposals will improve Barnet’s reputation by delivering the following outcomes:</p> <ul style="list-style-type: none"> ▪ Improved victim satisfaction through the use of restorative justice approaches. ▪ Improved public confidence with visibility of crime and ASB being tackled, through community-led schemes. ▪ Individual and community ownership of community safety in their local area. ▪ Reduced crime and anti social behaviour (promoting quality of life) ▪ Reduction in re-offending levels due to multi agency offender management. ▪
<p>7. How will members of Barnet’s diverse communities feel more confident about the council and the manner in which it conducts its business?</p>
<p>The enhancements to strategy will enable greater visibility of crime and ASB being tackled, and will ensure community ownership of community safety initiatives.</p>
<p>8. What measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? <i>Include how frequently will the monitoring be conducted and who will be made aware of the analysis and outcomes? Include these measures in the Equality Improvement Plan (section 13)</i></p>
<p><u>Enhancements</u></p> <p>The Equalities Impact Assessment will need to be updated at implementation planning.</p> <p>Target groups, referral mechanisms and protocols and should also be reviewed at appropriate points to ensure that there are no adverse impacts on any strand.</p>
<p>9. How will the new proposals enable the council to promote good relations between different communities? <i>Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different</i></p>

<i>groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.</i>			
Overall the initiatives are expected to have a positive impact on communities by reducing ASB and crime..			
10. How have residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.			
The enhancements to the strategy have been discussed at the Safer Communities Partnership Board which is open to members of the public. Community Barnet and VCS groups at Community Barnet's AGM meeting in 2012. The focus on restorative justice was well- received.			
11. Decision:			
No Impact <input type="checkbox"/>	Positive Impact <input checked="" type="checkbox"/>	Neutral Impact <input type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input type="checkbox"/>
12. Comment on decision			
It is anticipated that overall the initiatives to support the delivery of the Safer Communities Strategy would have a positive equalities impact by supporting vulnerable people and victims, reducing antisocial behaviour and the negative impact that this has on communities and improving community confidence in the partnership's ability to address the concerns of communities and individuals.			

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

13. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Impact Assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when
To ensure that detailed plans for the enhancements initiatives do not have an adverse impact on any equalities strand.	Review EIA for enhancements at implementation planning stage.	Updated Equalities Impact Assessment signed off at Safer Communities Partnership Board.	Ruth Murphy	August 2013
To ensure that there is awareness of the initiatives across all sections of the community.	Develop a communications strategy/ plan (linked to the Safer Communities Strategy priority to reduce the fear of crime)	Communications plan signed off at Safer Communities Partnership Board	Communications lead – tbc	August 2013
To ensure that referral mechanisms, protocols and target groups do not have a negative impact on a particular equalities strand.	Review EIA for enhancements at implementation/ go live stage.	Equalities Impact Assessment updated and reviewed at Safer Communities Partnership Board	Ruth Murphy	September 2013