## About the service

### 1. Brief description of the service covered by this assessment.

The Community Safety Unit provides practical and strategic support for customers directly and for partnership activities. We are the main link with policing on the borough and work directly with Mayor’s Office for Policing and Crime (MOPAC) and the Home Office, plus other Government departments including Ministry of Justice and Department for Communities and Local Government.

### 2. Please list the main partners, council departments, organisations and service user or target groups for this service.

Police, Fire, Government Departments, Probation Community Rehabilitation Company, Other Council Departments, LFB, Voluntary sector, Elected Members and MPs, boards such as Safeguarding Children’s Board and Safeguarding Adults Board plus the Drug and Alcohol Action Team and the Health and Wellbeing Board.

### 3. If the service is provided by another organisation or agency please give their names and how you ensure they comply with the Council’s Equal Opportunities and Valuing Diversity policy

N/A

### 4. Please list any performance objectives / targets relating to equality that your service has / uses.

If as a result of this assessment you are going to introduce new targets, please detail these in your action plan at the end of this form

MOPAC 7 reduction of 20% crimes - whole London target
### Equalities data collection and monitoring

**5. Does your service collect data from service users /applicants for equalities monitoring purposes?**

**YES / NO**  
If **YES** please detail below how and when this data is collected and where it is stored e.g. *equalities data is collected at application stage and entered into the SAP database.*

The Anti-Social Behaviour database has the facility to record ethnicity.

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**6. Does your service carry out equalities monitoring to review the take up / accessibility of your service?**  
**NO**  
If **YES** please detail which aspects of your service are monitored and how frequently, then proceed to Q8. If **NO** please complete Q7.

No - reactive enquiries mainly

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**7. If your service does NOT monitor equalities, please detail how you comply with the Council’s Equal Opportunities and Valuing Diversity policy and how you achieve the council’s aim of ‘Fairness for all’ - serving the whole borough fairly and tackle inequality**

Consultation on the Partnership Plan and targeted activity in areas of greatest need- identified from data. We also lead on the work to tackle Hate Crimes and Violence Against Women and Girls.

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**8. Monitoring information:**

Indicate **YES, NO** or **NA** (Not Applicable) for each characteristic -N/A

<table>
<thead>
<tr>
<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
<th>Sexual Orientation</th>
<th>Gender reassignment</th>
<th>Pregnancy &amp; Maternity</th>
<th>Marriages &amp; Civil Partnerships</th>
</tr>
</thead>
</table>

Does monitoring enable you to **profile** service users / applicants by the following characteristics?*

Does monitoring enable you to profile the **satisfaction** of service users by the following characteristics?*

Does a comparison against baseline demographic data show that service users are representative of the local population in relation to the following characteristics?
Does monitoring show that there are any under-represented groups within the following characteristics?

**IF YES PLEASE LIST THE ACTIONS YOU ARE TAKING/WILL TAKE TO ADDRESS UNDER-REPRESENTATION OF PROTECTED GROUPS IN THE ACTION PLAN AT THE END OF THIS ASSESSMENT.**

* If you do not include all protected characteristics in your equalities monitoring please explain why below:

We monitor impact of certain crimes on certain groups, for example hate crimes. This is through data collation rather than surveys

<table>
<thead>
<tr>
<th>Equality Impact</th>
<th>Disability</th>
<th>Gender</th>
<th>Age</th>
<th>Race</th>
<th>Religion &amp; Belief</th>
<th>Sexual Orientation</th>
<th>Gender reassignment</th>
<th>Pregnancy &amp; Maternity</th>
<th>Marriage &amp; Civil Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td>9. Protected characteristics equality impact:</td>
<td></td>
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<tr>
<td>Please indicate YES, NO or NA (Not Applicable) for each characteristic</td>
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<tr>
<td>Do satisfaction levels identify any concerns arising from vulnerable groups within the following characteristics?</td>
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<tr>
<td>Does your evidence show an adverse impact on any group/s within the following characteristics?</td>
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<td>Are there known or potential barriers to participation for any group/s within the following characteristics?</td>
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</tbody>
</table>

**IF YES PLEASE LIST THE ACTIONS YOU ARE TAKING/WILL TAKE TO MITIGATE ADVERSE IMPACTS / BARRIERS / CONCERNS IN THE ACTION PLAN AT THE END OF THIS ASSESSMENT.**

10. Could the service or policy discriminate, directly or indirectly, according to the accompanying definitions?  
    NO
    If YES, please set out how it is justifiable under legislation in the box below.

    No - service is predicated on positive action. It works with victims and does not measure satisfaction specifically.
<table>
<thead>
<tr>
<th>Question</th>
<th>Answer</th>
</tr>
</thead>
<tbody>
<tr>
<td>11. Could the service or policy have an adverse impact on relations between different groups / community cohesion? If YES, describe below and add any actions to mitigate this impact in your action plan.</td>
<td>No</td>
</tr>
<tr>
<td>12. Have you received any complaints about your service in respect of equality issues? NO If YES, please give a brief description and what action has been taken as a result.</td>
<td>No</td>
</tr>
<tr>
<td>13. How does the service contribute to eliminating discrimination, advancing equality of opportunity and fostering good relations between different groups in the community?</td>
<td>Hate crime strategy, working in areas of highest crime and deprivation to improve services and encourage equality of access. Violence Against Women and Girls (VAWG) strategy, working to tackle the significant over-representation of women and girls in terms of domestic violence and sexual offences.</td>
</tr>
<tr>
<td>14. Please give specific examples of success / best practice your service can evidence in terms of ‘narrowing’ the gap through improved outcomes / reduced inequality for service users</td>
<td>Focussed work for the five highest crime estates to improve crime levels which are disproportionately high compared with the rest of the borough. Crime has reduced as a result and multi-agency work is ongoing to improve quality of life for residents in some of the more deprived areas.</td>
</tr>
<tr>
<td>15. Does your service or policy provide financial support for the protected groups? NO If YES, please list below and the value of the financial support.</td>
<td>No</td>
</tr>
</tbody>
</table>
16. Socio-economic equalities impact:
Indicate YES, NO or NA (Not Applicable) for each characteristic

<table>
<thead>
<tr>
<th></th>
<th>Communities living in deprived wards/areas</th>
<th>People not in employment, education or training</th>
<th>People with low academic qualifications</th>
<th>People living in social housing</th>
<th>Lone parents</th>
<th>People on low incomes</th>
<th>People in poor health</th>
<th>Any other socio-economic factor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Does the service or policy specifically impact on people / communities disadvantaged through the following socio-economic factors?</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Does the service / policy contribute to promoting equality of opportunity for the following groups?</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
<td>Yes</td>
</tr>
</tbody>
</table>

17. If YES answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable

As outline- geographical focus of crime prevention in areas of high crime and deprivation, mainly aligned to Council Housing estates and working with high risk groups such as victims and offenders of crime and ASB.

Work in areas such as gangs, domestic violence, offender management and substance misuse also supports those vulnerable members of society who often have poor academic qualifications, incomes and health.

### Consultation and engagement

18. Please list any recent consultation activity on your service, any specific equalities groups that were targeted, how the results have been publicised and what action has been taken in response to the results. (Please state the source of data)

(If more information is needed to understand the views of disadvantaged groups please add this to your action plan)

N/A- London wide targets agreed for Community Safety Partnerships- ratified by the Safe and Stronger Communities Board locally.

### Staff training and development

19. Please set out below the staff training undertaken on equalities.

   If there is a need for additional staff training please detail this in your action plan.

Evidence of staff training:
Access to corporate training - need to assess individually

Outcomes from such training:
NK

Review and publicity

20. Please set out in your action plan when you will review this assessment and how it will be publicised
   (Note: all EQIAs sent to the Performance Management Team are published on the Council’s website)
## Action plan template for existing services

Name of service/policy: Community Safety

Team: Community Safety Unit
Department: R&E

Service manager: Andrea Clemons

<table>
<thead>
<tr>
<th>Identified Issue</th>
<th>Action Required</th>
<th>Lead Officer</th>
<th>Timescale/By When</th>
<th>Costs</th>
<th>Review Date/Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Publicity of this assessment and when it will be reviewed</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Frequency of staff training</td>
<td>Review staff equalities training</td>
<td>Suj Ponnampalam</td>
<td>December 2016</td>
<td>n/a</td>
<td>January 2017</td>
</tr>
</tbody>
</table>

Please insert additional rows if needed

Date to be reviewed: 

APPROVAL BY THE RELEVANT ASSISTANT DIRECTOR - NAME: 

SIGNATURE: