

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract: Mid Sussex Partnership and Community Safety

Division: Performance and Partnerships

Lead Officer: Lucie Venables

Date Assessment completed: June 2014

1. SCOPING

1.1 What are the aims of the policy, service/service change or contract?

The Mid Sussex Partnership is a group of organisations from across Mid Sussex who work together to solve issues that affect the district. These are set out in the Sustainable Communities Strategy and the outcome of this a more cohesive service to the people in Mid Sussex. The Crime and Disorder Reduction Partnership and the Healthy Mid Sussex Partnership have merged with the Mid Sussex Partnership. This combined Board brings together key local partner agencies to agree priorities, plan and commission work to improve the quality of life for the District using combined partner resources. These partner agencies include:

Mid Sussex District Council
West Sussex County Council
Mid Sussex Association of Local Councils
Mid Sussex Association of Town Councils
Sussex Police
NHS West Sussex
Horsham & Mid Sussex Clinical Commissioning Group
West Sussex Fire & Rescue Service
Surrey and Sussex Probation Trust
Affinity Sutton
Representatives from local voluntary organisations
Representative from the local business sector

Specifically the Partnership agrees a set of priorities each year based on a Strategic Intelligence Assessment of need across the district. For 2014/15 these priorities are:

- Domestic Abuse; focussing on victim centred approaches and increasing reporting
- Domestic Burglary; focussing on partnership approaches to prevention and intelligence gathering
- Antisocial Behaviour and Hate Crime; focussing on vulnerable victims and early intervention with young perpetrators
- Think Family and Think Family Neighbourhoods; ensuring effective partnership input to both aspects of the programme
- Volume Crimes; developing operational responses to high volume crimes across the District

- Tackling Repeat Offenders; identifying and targeting repeat offenders who do not meet the statutory thresholds for PPO programmes
- Acquisitive Crime; focussing on increasing intelligence around perpetrators and causal factors
- Welfare Reform; monitoring effects of welfare reforms on vulnerable residents and crime rates

The Council's Performance and Partnership Business Unit that supports the Mid Sussex Partnership includes a Senior Community Partnerships Officer, Community Safety Officer and an Anti-Social Behaviour Co-ordinator who work with partner agencies to reduce crime and anti-social behaviour. In addition this team supports several of the commissioned elements of the Partnership including a Think Family Keyworker, Early Intervention Family Worker and a Family and Young Person Alcohol worker.

1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

Local residents of Mid Sussex and service users of our partner groups and organisations.

1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

The Equalities Profile (updated 2012). Police crime statistics. JSNA. PANSI and POPPI websites for disability data. Office for National Statistics (ONS). Child Poverty Data.

The Mid Sussex Partnership Joint Action Groups monitors all hate related incidents reported to the Hate Incident Service, including racially aggravated crime, racist crime, homophobic crime, gender identity, religion and disability. The number of Domestic Abuse incidents in the District is also monitored regularly

1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?

This information tells us about the demographics of the District (e.g. BME populations, age breakdowns, crime data for the district), which highlight that there are inequalities of outcome for residents in the District. The Partnership actively commissions services to help reduce these inequalities and keeps the outcomes of this work under review.

With regard to hate crime, figures for 2012/13 show that there were 26 recorded hate crimes. Five were racially aggravated crimes, 2 racist and 2 homophobic. None were related to gender identity religion or disability. There were 374 domestic abuse crimes recorded in 2012/13.

1.5 Are contractors or partnerships used to deliver the service? Y/N

If No go to section 2.

If yes, please refer to the guidance notes, particularly Appendix One of the MSDC Guidance "Integrating Equality and Diversity into Procurement", and complete the next three questions.

Identify the contractors/partnerships used to deliver the service.

- **Crime Reduction Initiatives**
- **West Sussex County Council**

What is their contribution to equality in service delivery and the promotion of equality?

The service specifications for these projects/services ensure that these contractors are all required to target key vulnerable neighbourhoods and community groups. This is monitored through performance measures.

How are equality issues addressed through contractual arrangements and service level agreements?

The procurement process requires bidders to meet pre-defined equalities standards which includes the submission of equal opportunities policies and procedures.

2. Assessment of Impact; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
The needs of different ethnic groups including white minorities, but also established white communities				
There may be differing language needs among some BME groups.	Membership of the overall partnership is open to all organisations with an interest in the well-being of the District. The partnership actively seeks engagement from BME groups.	Review the 2011 census data to see if there are new patterns or trends across the District which may affect the partnership.	Auria Dee	Data is reviewed and implications identified and implemented
There may be some cultural barriers to accessing victims services	The Partnership has run targeted campaigns to facilitate trust for example face to face meetings with local Muslim groups to provide reassurance during series of Asian Gold burglaries.	Continue to respond to emerging trends and target key areas where appropriate	Lucie Venables	Data to be reviewed and partnership action monitored
Racial motivation is one of the categories of hate crime monitored.	The Mid Sussex Partnership Joint Action Group monitors all hate related incidents and co-ordinates community action where there are patterns of harassment and hate crime.			
Gypsies and Travellers are a hard to reach group and tend to have problems in accessing health and education services.	The Partnership works with Gypsy and Traveller groups through the Think Family Programme.	The Think Family programme will continue to target hard to reach groups such as these to receive direct support.	Lucie Venables	Number of families successfully exiting the programme
The needs of men and women. Including taking account of pregnancy and maternity.				
Combating domestic abuse is one of the priorities of the Community Safety Plan.	Domestic abuse services are promoted through the website. These include domestic abuse advice/information shops provided across West Sussex	Development of the Safe at Home Scheme working with Housing Services and Registered Providers. This scheme offers support to victims of Domestic Abuse in their	Lucie Venables/ Emma Shuttleworth	Additional referrals for those suffering domestic abuse and needing assistance.
None identified for the overall Mid Sussex Partnership. Membership is				

<p>open to all organisations with an interest in the well-being of the District.</p>	<p>with services available to both men and women. The Worth service provides independent advisors. There is also the Stonham floating support outreach service. Sussex Police also use a comprehensive risk assessment to identify vulnerable domestic abuse victims to ensure they receive the most suitable support.</p>	<p>own home</p>		
<p>The needs of disabled people</p>				
<p>Access to venues for Mid Sussex Partnership conferences and events.</p> <p>Motivation against disabled people is one of the categories of hate crime monitored.</p>	<p>Events are made as accessible to all as possible via choice of venues and providing services such as signing where required. Risk assessment taken of venue for all events and conferences.</p> <p>The Mid Sussex Partnership Joint Action Group monitors all hate related incidents and co-ordinates community action where there are patterns of harassment and hate crime. Sussex Police and partner agencies also use a combined risk assessment to identify victims of crime and anti-social behaviour whom may have additional needs and require additional support</p>	<p>Ensure people are aware that signing or other required services can be provided at all events.</p> <p>None identified.</p>	<p>Lucie Venables</p>	<p>Representation of disabled people at events</p>
<p>The needs of people with a religion or belief</p>				
<p>None identified for the overall Mid Sussex Partnership. Membership of the partnership is open to all organisations with an interest in the well-being of the District.</p> <p>Religious motivation is one of the categories of hate crime monitored.</p>	<p>We actively engage with a number of faith groups through the partnership.</p> <p>The Mid Sussex Partnership Joint Action Group monitors all hate related incidents and co-ordinates</p>	<p>Review the 2011 census data to see if there are new patterns or trends across the District which may affect the partnership.</p>	<p>Auria Dee/Lucie Venables</p>	<p>Data is reviewed and implications identified and implemented</p>

	community action where there are patterns of harassment and hate crime. . Sussex Police and partner agencies also use a combined risk assessment to identify victims of crime and anti-social behaviour whom may have additional needs and require additional support			
The needs of gay men, lesbians, bisexuals and heterosexual people				
For the Mid Sussex Partnership as a whole- while there are no barriers we are aware that this is a hard-to-reach group. All service providers are required to abide by MSDC Equalities Statement. Homophobia is one of the categories of hate crime monitored.	There does not seem to be many groups for sexual orientation in the District. Residents may be using well established groups outside the District. The Mid Sussex Partnership Joint Action Group monitors all hate related incidents and co-ordinates community action where there are patterns of harassment and hate crime. Sussex Police and partner agencies also use a combined risk assessment to identify victims of crime and anti-social behaviour whom may have additional needs and require additional support. The Partnership has referred individuals to services in neighbouring areas when required e.g. LGBT support groups	None identified.	Lucie Venables	
Issues from marriage and civil partnership				
None identified. All service providers are required to abide by MSDC Equalities Statement.	N/A			
The needs of different age groups, for example older and younger people				
For the Mid Sussex partnership overall, we don't have enough representative views from young people in the District.	Youth Council is being reformed.	Invite Youth Council to Partnership events and to comment on consultations.	Susannah Conway	Participants invited and attend


<p>Focus on early intervention with families and young people,</p> <p>.</p>	<p>Work of Early Intervention Co-ordinators.to provide practical, emotional and parenting support. This includes addressing young people’s involvement in crime and anti-social behaviour and poor school attendance. The Think Family Programme also supports this work.</p> <p>The partnership supports the "This is Abuse" campaign that raises awareness of relationship abuse amongst young people.</p>		<p>Lucie Venables</p>	
<p>Provision of activities for young people can provide a diversion from possible Anti-Social Behaviour.</p>	<p>The Motiv8 programme provides community youth activities, especially in the holiday period. After a review this will now join with the Think Family Neighbourhood programme to provide a more targeted approach to youth activities.</p>	<p>Evaluate Think Family Neighbourhoods approach</p>	<p>Susannah Conway</p>	
<p>The needs of older people in the district</p>	<p>The Partnership runs various campaigns throughout the year to target particular crimes. One of these run jointly with Trading Standards is Op Signature that aims to prevent vulnerable older people becoming victims of scams (telephone or doorstep)</p>		<p>Lucie Venables</p>	
<p>The needs of transgender communities</p>				
<p>None identified for the Mid Sussex Partnership as a whole. All service providers are required to abide by MSDC Equalities Statement.</p> <p>Gender identity is one of the categories of hate crime monitored,</p>	<p>The Mid Sussex Partnership Joint Action Group monitors all hate related incidents and co-ordinates community action where there are</p>	<p>None identified</p>	<p>Lucie Venables</p>	

	patterns of harassment and hate crime. Sussex Police and partner agencies also use a combined risk assessment to identify victims of crime and anti-social behaviour whom may have additional needs and require additional support.			
The needs of people who are disadvantaged by socio-economic factors such as low incomes, skill or living in a deprived area				
Skill level – communications are sometimes complex and difficult to understand	Regularly review partnership promotional material and explanation to ensure plain English standard	Strategic policy difficult to understand. Use plain English and offer different forms of publications on request including summary documents for strategies.	Lucie Venables	Policy documents are reviewed to meet plain English standards
People who live in more deprived areas, or on low income are more likely to be a victim of crime or anti-social behaviour	The Partnership targets activities in key areas that reflect these factors. The think Family Neighbourhoods Programme is an example of this.	None identified		
The needs of people who live in a rural area				
Events and services for the MSP overall are predominately town centre based.		More focus is needed in rural areas. Strategies and action plans should include rural proofing before being implemented.	Lucie Venables	Strategies to consider rural element
Opportunity to work to develop community based initiatives.	The Think Family Neighbourhoods will target some rural areas. A community development worker will be deployed to work locally to build neighbourhoods in support of families. Motiv8 activities have targeted young people who live in rural areas			


3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
<ul style="list-style-type: none"> • The Mid Sussex Partnership is actively involved in tackling inequalities of outcome for residents in the District, commissioning services to help reduce these inequalities and keeping the outcomes of this work under review. • Work to the Community Safety Plan is aimed at helping to improve the community across the Mid Sussex area and continue to keep crime levels low. • Community Safety work is especially relevant to the protected groups in terms of Anti-Social Behaviour and Hate Crime Monitoring and action. Also action against domestic abuse. • The Think Family initiative is working to assist young people and their families in order to improve their life prospects and reduce the impact that they have on the local community. • The Motiv8 Programme soon to become part of the Think Family Neighbourhoods work provides youth diversion activities, especially in the school holiday periods. 	<ul style="list-style-type: none"> • New Census data will be reviewed to see if any changes in demographics could have implications for service delivery • Strategies will be reviewed for plain English usage • Rural needs will be specifically considered when developing future strategies • For the Community Safety initiatives, the Think Families Initiative is being expanded to take a neighbourhood approach to developing the service. • The Domestic Abuse Safe at Home Scheme will be developed to improve the service offered to victims • Rural crime will become more of a focus

4. Signing off this assessment and action plan

Signature 
 Person undertaking the assessment

Date17/06/2014.....

Signature 
 Head of Service

Date15/7/14.....

Please send your completed impact assessment to Neal Barton for publication on the website.