



Staffordshire Police Equality Impact Assessment



The purpose of this EIA is to ensure you consider any equality issues as part of your decision making when developing / reviewing your policy / procedure.

Please complete the sections below and send to the Equality and Diversity unit to be quality assured. New / revised policies cannot be published on the policy database until the EIA has passed the quality assurance process.

Title of policy/procedure:	Anti-Social Behaviour (ASB) Policy
Department:	Local Policing
Date:	Commenced 20 th January 2012

1. Identify the aims and purpose of the policy

To provide a clear structure in how Staffordshire Police responds to, manages and solves Anti-Social Behaviour issues. To achieve our strategic aim of identifying and protecting vulnerable people from harm; and, solving the quality of life issues caused by Anti-Social Behaviour within our communities.

To provide an understanding of the roles and responsibilities within Staffordshire Police.

2. Identify the individuals and organisations who are likely to have an interest in, or be affected by the policy.

All members of Staffordshire Police including Special Constables and any Police Support Volunteers. Also members of the public.

3. Data

Summarise the findings of any monitoring data / information which you have considered regarding the impact of this policy on people from all or any of the protected groups. This could include national or local data.

The Staffordshire Police mission is 'Keeping our communities safe and reassured'. A key element of achieving this strategic aim is ensuring we deal effectively with Anti Social Behaviour (ASB). The ASB policy identifies the approach Staffordshire Police will take in dealing with ASB, in particular our commitment to deliver a high quality of service to victims and witnesses.

Whilst this policy will enhance corporacy in this area of business, Staffordshire Police wish to continue to develop creativity and innovation in relation to problem solving ASB both as a Force and with our partners.

Data obtained between April 2010 and March 2011 from the data.gov website shows that Staffordshire Police performance is particularly strong when comparing the ASB incident rate per 1000 population over the last three years. Currently the rate stands at 38.59 incidents in April 2010-11 down from 57 in April 2008-9, (this performance represents a 32% reduction).

The incident levels for Staffordshire compares favourably nationally with other forces and also in terms of position across each Force area. However, Staffordshire Police does not perform strongly when comparing the percentages of people who perceive high levels of ASB over the last three years. Currently the rate stands at 16% which puts the Force in position 36 compared to the 42 Forces and above the national average. These findings appear to show a difference between the perception of ASB and the number of actual recorded incidents. It is therefore imperative that as an organisation we have a robust infrastructure with regard to recording and contact. Within the Citizens Focus Toolkit Community Contact records between the periods of March 2010 and March 2012 show there were 8628 records. From the top five concerns it can be seen that a total percentage of what is classed as ASB amounts to 61% (including Street gangs, street drinking etc).

As this policy is an internal process of how Staffordshire manage contact ASB incidents, there appears to be no detrimental implications of the policy on the wider range of people with different needs. The thread of this ethos is evident within the policy and procedure. The policy and procedure ensure that contact and management of victims is set within mandatory timescales. Further contact and support outside of this process is based upon professional judgement by members of Staffordshire Police.

3.1 Age

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. The term 'vulnerable' has been researched and defined with regard to 'Situational Vulnerability together with an assessment matrix. The early identification of the vulnerable or whether a victim or their family is being targeted because of the perceived belonging to any protected characteristics group has been addressed.

3.2 Disability

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. (As 3.1)

3.3 Race

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. (As 3.1)

3.4 Religion or Belief

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. (As 3.1)

3.5 Sex

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. (As 3.1)

3.6 Sexual Orientation

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. (As 3.1)

3.7 Transgender

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. (As 3.1)

4. Research

Summarise the findings of any research you have considered regarding this policy for all or any of the protected groups. This could include information you have obtained from other sources e.g. ACPO, Home Office.

Research in relation to Anti-Social Behaviour has taken place in a number of areas. A benchmarking process took place with all 43 Police Forces in England and Wales with regard to their policies and procedures in relation to ASB. West Mercia Police are currently engaged in national trials with regard to how they manage ASB and the concept of their working practice is similar to our proposed policy. A number of other Police forces have produced their policies for examination and we have taken best practice from some of these where appropriate.

Following the HMIC publications 'Stop the Rot' and Inspection Findings published 2011 we examined what practices did and did not work with police forces. From this

research we formulated an Action forum which gave life to the force policy. This outlines a corporate approach in how to deal with and address ASB issues within Staffordshire.

The IPCC concluding reports in the cases of Fiona Pilkington (Leicestershire published 24 May 2011) and David Askew (GMP published 21 March 2011) have been studied with main lessons abstracted and written into the Staffordshire policy. From these elements of research we have attempted to secure robust practices in our procedures that will ensure the early identification of any victim who could come to harm. There is a clear process of assessment in relation to establishing at an early stage whether any reported ASB is a hate crime. The key aim of the policy is to identify and protect vulnerable people from harm; this directly supports the Staffordshire Police goal of keeping our Communities Safe and Reassured’.

4.1 Age

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. The term ‘vulnerable’ has been researched and defined with regard to ‘Situational Vulnerability together with an assessment matrix. The early identification of the vulnerable or whether a victim or their family is being targeted because of the perceived belonging to any protected characteristics group has been addressed.

4.2 Disability

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

4.3 Race

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

4.4 Religion or Belief

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

4.5 Sex

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

4.6 Sexual Orientation

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

4.7 Transgender

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

5. Consultation

Summarise the opinions of any consultation for all or any of the protected groups.

Who was consulted and how e.g. survey, discussion, forum.

If there was no consultation please justify why.

Consultation with regard to this policy and procedure has been carried out as follows;

January 2012 all 11 LPT Neighbourhoods have been consulted at ASB procedure delivery presentations. Feedback and suggestions were accepted as these Officers are considered to be the experts within local Policing on their areas. These staff were all fully supportive of a corporate framework and system which assisted in identifying those most at risk from harm.

January 2012 consulted with Hilary Buxton from Communities First and Steve Clewes and Paul Prout from OCD in relation to control room function in identifying at risk from harm victims within the THRIVE process. These staff outlined processes within National Standards for Incident recording and supported the proposed methodology of the proposed ASB policy.

February 2012 the joint LPT Commanders meeting chaired by CS Jon Drake were consulted and the proposed procedure and policy was discussed in a workshop based upon initial research. Recommendations and amendments were built into the proposed policy.

February 2012 attempted to engage with IAG regarding the policy. This was unsuccessful as IAG do not meet until April which is prior to the critical date for the policy finalisation.

February 2012 the proposed policy was presented to the Senior Management Team of OCD. The feedback was very supportive and positive in relation to the aim and construction of the ASB proposed policy.

February 2012 discussed the proposed ASB policy with Jayne Pascoe from NPIA. Signposted to Forces who had good policies and procedures. This followed by the 'Benchmarking' exercise with all forces in England and Wales. The request to each

force was to provide me with copies of their policies and procedure in relation to ASB.

February 2012 Kathleen Rennie Force Equality & Diversity Manager in relation to the term 'vulnerable' and what this means in reality. This concept has been transferred in to the policy being described as 'Situational Vulnerability.'

March 2012 feedback process from LPTs using the new procedure; Newcastle, South Staffs, Tamworth and East Staffs. All positive responses with no issues of diversity or equality identified.

March 2012 Citizens panel questions sent with regard to the procedure of contact following a report of ASB. Also as to whether it is appropriate ask a victim whether they belong to a protected group. Awaiting the results of these questions.

5.1 Age

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5.2 Disability

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

5.3 Race

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6. Conclusions

Taking into account the results of the monitoring, research and consultation, set out how the policy impacts or could impact on people from the following protected groups? (Include positive and/or negative impacts)

6.1 Age

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

6.2 Disability

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

6.3 Race

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

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The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

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The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims and whether they are vulnerable has been considered and defined within the policy. (As 4.1)

6.7 Transgender

The needs of all persons who are victims or witnesses will be addressed based upon their own specific needs. A process of establishing the needs of individual victims

and whether they are vulnerable has been considered and defined within the policy.
(As 4.1)

7. Decisions

If the policy will have a negative impact on members of one or more of the protected groups, explain how the policy will change or why it is to continue in the same way.

If no changes are proposed, the policy needs to be objectively justified.

It is perceived that this policy will not have a negative impact on any member of one of the protected groups. The policy seeks to provide a mandatory set of procedures in order to assist members of Staffordshire Police in identifying people that are most at risk from harm.

The process has safeguards built in to the contact, assessment and management of victims of ASB. Within that process there are visible signposts to hate crime considerations together with any established vulnerability issues.

8. Monitoring arrangements

If the policy is new what consideration has been given to piloting the policy?

If monitoring is not already in place what arrangements have been made to monitor the effects of the policy on equality and diversity?

This method of contact and management of ASB victims has been used on Newcastle Borough LPT for a period of 12 months to good effect. There have been no reported issues or negative effects on diversity or equality during that time. The process was examined along with other methods used within the force and this was held up as best practice. Due to this further research and consultation was carried out both internally and externally and the procedure was delivered across the force to all Local Police Teams. The system is fully MoPI compliant, auditable and transparent for any scrutiny. The compliance and governance to the policy is applied by the SDU by way of a business objects program centrally. The governance is owned by the head of 'Local Policing' and the monitoring at a Local Police Team level is reviewed and addressed by the LPT Commanders. Any issue of non compliance to the policy is discussed with LPT Commanders at monthly and quarterly performance meetings.

CS Jon Drake has submitted that I [Sgt3857 Knight] will own this Equality Impact Assessment which will be further reviewed in 6 months from now {15th October 2012}. This will enable the adjustment of the policy and procedure within any proposed changes to the force as outlined within the Policing Plan – discussed and agreed with Supt Prince.

This equality impact assessment will be published on the force website.

EIA Form Dated
13/03/12

Not Protectively Marked