



# 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.

<b>Title of policy/procedure:</b>	Partnerships Policy Document
<b>Department:</b>	Force Partnerships
<b>Date:</b>	1/5/2012

## 1. Identify the aims and purpose of the policy

The force Partnerships Policy provides a framework for officers and staff engaged in, giving consideration to engagement in, and withdrawing from partnership activities.

The purpose of Staffordshire Police working in partnership with other agencies and organisations is to deliver better services and outcomes than would have been possible had we been working alone.

In some of these partnerships there is a statutory requirement on the police and other partners to work together to achieve common aims, but others have developed because by working together, better, more cost efficient services can be provided. Partnerships can vary widely in terms of their nature and scope - from formal collaboration across a whole region, to informal joint working between neighbourhood officers and a group of volunteers within an estate or parish.

The policy is one of inclusion and aims to ensure that partnership working is supportive of the diverse communities in Staffordshire and encourages joint working with and for men, women, young and the elderly, including those with a disability, residents from an ethnic minority background, with different religions or beliefs, and those who are lesbian, gay, bi-sexual or transgender.

Aiding delivery of best value services to the residents of Staffordshire, the policy is one of inclusion, which is based on Staffordshire Police contributing to partnerships

that support the delivery of at least one force priority or target.

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

All police officers, staff, special constables and volunteers  
Members of all our communities (Elected and non Elected)  
Staffordshire Police Authority  
Staffordshire Association for Women in Policing (SAWP)  
Staffordshire LGBT Network  
Staffordshire Multicultural Association.  
Staffordshire Police Disability Support Group  
Stoke on Trent City Council  
Staffordshire County Council  
District and Borough Councils  
Probation  
Criminal Justice organisations  
3<sup>rd</sup> Sector Organisations (voluntary organisations)  
Staffordshire Fire and Rescue Service  
Primary Care Trusts  
Other local partners as identified  
Regional representatives  
Her Majesty's Inspector of Constabulary (HMIC)

**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.

**3.1 Age**

National data about key areas of concern are provided by the Local Government Association (LGA), Home Office and related organisations.

Locally, monitoring data and information is provided within the County by Staffordshire Police, Staffordshire Observatory, Stoke on Trent City Council, District and Borough Councils, 3<sup>rd</sup> Sector and community forums. This includes MOSAIC data, which provides a breakdown of neighbourhoods based on economic status and lifestyle, as well as information from local consultations about what matters to people about their local areas.

This national and local crime, anti-social behaviour, deprivation, public confidence and other related data, is regularly used by the force and partners in a number of partnership forums, including multi-agency strategic and operational groups, to identify local concerns and priority areas for partnership working.

**3.2 Disability**

National data about key areas of concern is provided by the Local Government Association (LGA), Home Office and related organisations.

Locally, monitoring data and information is provided within the County by Staffordshire Police, Staffordshire Observatory, Stoke on Trent City Council, District and Borough Councils, 3<sup>rd</sup> Sector and community forums. This includes MOSAIC data, which provides a breakdown of neighbourhoods based on economic status and lifestyle, as well as information from local consultations about what matters to people about their local areas.

This national and local crime, anti-social behaviour, deprivation, public confidence and other related data, is regularly used by the force and partners in a number of partnership forums, including multi-agency strategic and operational groups, to identify local concerns and priority areas for partnership working.

### **3.3 Race**

National data about key areas of concern are provided by the Local Government Association (LGA), Home Office and related organisations.

Locally, monitoring data and information is provided within the County by Staffordshire Police, Staffordshire Observatory, Stoke on Trent City Council, District and Borough Councils, 3<sup>rd</sup> Sector and community forums. This includes MOSAIC data, which provides a breakdown of neighbourhoods based on economic status and lifestyle, as well as information from local consultations about what matters to people about their local areas.

This national and local crime, anti-social behaviour, deprivation, public confidence and other related data, is regularly used by the force and partners in a number of partnership forums, including multi-agency strategic and operational groups, to identify local concerns and priority areas for partnership working.

### **3.4 Religion or Belief**

National data about key areas of concern are provided by the Local Government Association (LGA), Home Office and related organisations.

Locally, monitoring data and information is provided within the County by Staffordshire Police, Staffordshire Observatory, Stoke on Trent City Council, District and Borough Councils, 3<sup>rd</sup> Sector and community forums. This includes MOSAIC data, which provides a breakdown of neighbourhoods based on economic status and lifestyle, as well as information from local consultations about what matters to people about their local areas.

This national and local crime, anti-social behaviour, deprivation, public confidence and other related data, is regularly used by the force and partners in a number of partnership forums, including multi-agency strategic and operational groups, to identify local concerns and priority areas for partnership working.

### **3.5 Sex**

National data about key areas of concern are provided by the Local Government Association (LGA), Home Office and related organisations.

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Staffordshire Police, Staffordshire Observatory, Stoke on Trent City Council, District and Borough Councils, 3<sup>rd</sup> Sector and community forums. This includes MOSAIC data, which provides a breakdown of neighbourhoods based on economic status and lifestyle, as well as information from local consultations about what matters to people about their local areas.

This national and local crime, anti-social behaviour, deprivation, public confidence and other related data, is regularly used by the force and partners in a number of partnership forums, including multi-agency strategic and operational groups, to identify local concerns and priority areas for partnership working.

### **3.6 Sexual Orientation**

National data about key areas of concern are provided by the Local Government Association (LGA), Home Office and related organisations.

Locally, monitoring data and information is provided within the County by Staffordshire Police, Staffordshire Observatory, Stoke on Trent City Council, District and Borough Councils, 3<sup>rd</sup> Sector and community forums. This includes MOSAIC data, which provides a breakdown of neighbourhoods based on economic status and lifestyle, as well as information from local consultations about what matters to people about their local areas.

This national and local crime, anti-social behaviour, deprivation, public confidence and other related data, is regularly used by the force and partners in a number of partnership forums, including multi-agency strategic and operational groups, to identify local concerns and priority areas for partnership working.

### **3.7 Transgender**

National data about key areas of concern are provided by the Local Government Association (LGA), Home Office and related organisations.

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## **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.**

#### **4.1 Age**

See Section 3.

#### **4.2 Disability**

See Section 3.

#### **4.3 Race**

See Section 3..

#### **4.4 Religion or Belief**

See Section 3.

#### **4.5 Sex**

See Section 3.

#### **4.6 Sexual Orientation**

See Section 3.

#### **4.7 Transgender**

**See Section 3.**

### **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.**

#### **5.1 Age**

Consultation is carried out with all communities including those from the protected groups to identify priority areas for partnerships to address and also to measure whether communities are happy with the level of service provided.

In Force and through the work of the Consultation Team, officers and staff, two-way communication continues to be developed with all communities across the County using the following methods / forums:

- **Feel the Difference Surveys** – These are carried out every six months by an independent research company. 1450 people are surveyed each time and are asked their views on quality of life issues.
- **Citizens Panel** – This has over 3000 members providing a broadly representative cross section of the population in the force area. Members are asked to complete 3 to 4 surveys per year on a range of policing issues.
- **Satellite Panels** - In addition to the citizen panel there are a number of satellite panels which provide an indication of opinion for specific community groups such as young people, people with a disability, victims and witnesses of crime plus links with faith, ethnic minority and lesbian, gay, bisexual, transgender groups.
- **Independent Advisory Groups (IAGs)** - Members of these groups are drawn from

all walks of life. They provide independent advice on key policing issues such as critical incidents and aspects of diversity.

- Citizen Focus Toolkit – This is a toolset which is designed to help us understand and respond to the needs and expectations of all the people we serve, not just those who call us for service.
- Community Contact Records (CCRs) - Police officers and PCSOs (Police Community Support Officers) ask individuals to identify any problems in their area and tell us where and when they happen.
- Quality of Service Monitoring - Victims of crime and anti social behaviour, victims and witnesses at court and numerous other service users are surveyed so we understand their needs, expectations and experiences of the services we provide.
- Local police forums
- Neighbourhood Watch (NHW)
- Targeted marketing
- Partnership working
- Multi-agency events and activities
- Youth Action Council
- Staffordshire Engagement Network

## **5.2 Disability**

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- Youth Action Council
- Staffordshire Engagement Network

It is recognised that we need to improve our partnership working and engagement with groups that have traditionally been excluded and regarded as “Hard to Reach” including people with learning disabilities.

### **5.3 Race**

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It is recognised that we need to improve our partnership working and engagement with groups that have traditionally been excluded and regarded as “Hard to Reach” including Gypsies and Travellers and Asylum Seekers.

#### **5.4 Religion or Belief**

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## **5.6 Sexual Orientation**

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- Partnership working
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- Youth Action Council Staffordshire
- Engagement Network

## **5.7 Transgender**

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- Partnership working
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- Youth Action Council
- Staffordshire Engagement Network

It is recognised that we need to improve our partnership working and engagement with groups that have traditionally been excluded and regarded as “Hard to Reach” including people who are Transgender.

## **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 policy seeks to ensure that the all communities, including young people are activity engaged with and supported by all partners.

Through the Partnerships Register, established data provision and consultation practices, the Force and its partners are able to map service provision and engagement more clearly and work with those communities where greater involvement is required.

Staffordshire Police has introduced a Force Partnerships Register, which annually monitors the formal partnership arrangements where it has representation.

The register seeks to record the aims and objectives of each partnership, its membership, the priorities it seeks to address and equality and diversity considerations to ensure an inclusive approach to reflect the needs of the diverse communities of Staffordshire.

Equality and diversity considerations will have to be identified through an individual Equality Impact Assessment for those partnerships that are led by Staffordshire Police and which are rated as a high priority for equality and diversity issues through the force equality and diversity structure.

### **6.2 Disability**

The policy seeks to ensure that the all communities, including people with a disability are activity engaged with and supported by all partners.

Through the Partnerships Register, established data provision and consultation practices, the Force and its partners are able to map service provision and engagement more clearly and work with those communities where greater involvement is required.

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Equality and diversity considerations will have to be identified through an individual Equality Impact Assessment for those partnerships that are led by Staffordshire Police and which are rated as a high priority for equality and diversity issues through the force equality and diversity structure.

### **6.3 Race**

The policy seeks to ensure that the all communities, including people from ethnic minority backgrounds are activity engaged with and supported by all partners.

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### **6.4 Religion or Belief**

The policy seeks to ensure that the all communities, including people who have a different religion or belief are activity engaged with and supported by all partners.

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### **6.5 Sex**

The policy seeks to ensure that the all communities, including men and women are activity engaged with and supported by all partners.

Through the Partnerships Register, established data provision and consultation practices, the Force and its partners are able to map service provision and engagement more clearly and work with those communities where greater involvement is required.

Staffordshire Police has introduced a Force Partnerships Register, which annually monitors the formal partnership arrangements where it has representation.

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Equality and diversity considerations will have to be identified through an individual Equality Impact Assessment for those partnerships that are led by Staffordshire Police and which are rated as a high priority for equality and diversity issues through the force equality and diversity structure.

### **6.6 Sexual Orientation**

The policy seeks to ensure that the all communities, including people who are Lesbian Gay or Bisexual are activity engaged with and supported by all partners.

Through the Partnerships Register, established data provision and consultation practices, the Force and its partners are able to map service provision and engagement more clearly and work with those communities where greater involvement is required.

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Equality and diversity considerations will have to be identified through an individual Equality Impact Assessment for those partnerships that are led by Staffordshire Police and which are rated as a high priority for equality and diversity issues through the force equality and diversity structure.

## **6.7 Transgender**

The policy seeks to ensure that the all communities, including people who are Transgender are activity engaged with and supported by all partners.

Through the Partnerships Register, established data provision and consultation practices, the Force and its partners are able to map service provision and engagement more clearly and work with those communities where greater involvement is required.

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## **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.**

No negative impact has been identified. However, it has been identified that increased effort will be needed to engage with groups that have traditionally been excluded and regarded as 'hard to reach' these are people with learning disabilities, Gypsies and Travellers, Asylum Seekers and people who are Transgender.

## **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 new policy will be reviewed annually.

Additionally, an annual assessment of all partnership arrangements will be carried out by the Police Authority, Force Partnerships Manager and Local Partnership Manager.

This aims to ensure the policy supports force and partner objectives, all of which are documented on the Force Partnerships Database where full details of equality and diversity forums are documented and monitored.

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

EIA Form Dated  
01/11/11