

# Office of the Police and Crime Commissioner for Lincolnshire

## Initial Equality Impact Assessment Pro Forma

<b>Section</b>	OPCC for Lincolnshire & Lincolnshire Police	<b>Persons responsible for the assessment</b>	Ginny Mason (OPCC Research and Performance Officer), John Horton (OPCC Engagement and Consultation Officer), Mel Cowell (Force Diversity Officer)		
<b>Name of Policy/function to be assessed</b>	Police and Crime Plan 2013 - 17	<b>Date of Assessment</b>	20 Dec 2012 9 Jan 2013 29 Jan 2013	<b>Is this a new or existing policy/function?</b>	New legislation replacing Police Authority ownership of functions with PCC. PCC for Lincs provides local policy.
<b>1. Briefly describe the aims, objectives and purpose of the policy/function.</b>	<p>The Police and Crime Plan sets out the Police and Crime Commissioner's police and crime priorities for the period April 2013 to March 2017. It indicates:</p> <ul style="list-style-type: none"> <li>• The police and crime objectives for the county</li> <li>• What policing in Lincolnshire will look like over the plan period</li> <li>• The resources (both in monetary terms and other resources such as buildings, staffing and IT) that the PCC will provide to the Chief Constable to enable him to carry out his role</li> <li>• How the Chief Constable will report to the PCC on the provision of policing</li> <li>• How the Chief Constable's performance in providing policing will be measured and</li> <li>• The grants the PCC will make (relating to crime and disorder reduction).</li> </ul> <p>The Plan outlines how the PCC will work with Lincolnshire Police, the public and partners towards reducing crime and improving levels of safety. The criminal justice sector is made up of many organisations working towards this aim but all organisations need to work together to focus on what is important to the public if collectively we are to achieve our objectives.</p> <p>Objectives stated in the Police and Crime Plan:</p> <ul style="list-style-type: none"> <li>• a reduction in crime</li> <li>• a fair deal and</li> <li>• police and criminal justice services that are there when you need them.</li> </ul>				

<p><b>2. Are there any associated objectives of the policy/function? Please explain.</b></p>	<p>The Plan sets out clear objectives for the Force and the mechanism by which the Chief Constable is held to account. The plan includes a detailed operational delivery plan setting out how and what the police force will deliver. A separate equality assessment will be in place for the Force's Delivery Plan.</p> <p>It is anticipated that the Plan will also include links to the plans and objectives of the Community Safety Partnership which involves local councils, probation, health, the police and others. Over the plan period, as PCC responsibility grows, for example for services for victims, the same structured and disciplined approach will be applied so that the public can see all the effort to improve crime and justice in one place and can see how public money is spent.</p>		
<p><b>3. Who is intended to benefit from this policy/function, and in what way?</b></p>	<p>The Police and Crime Plan is for all the people of Lincolnshire (including residents, visitors and businesses).</p>		
<p><b>4. What outcomes are wanted from this policy/function?</b></p>	<ul style="list-style-type: none"> <li>• Fewer crimes in the county (prevention)</li> <li>• A fair deal for the people in Lincolnshire</li> <li>• Police services that are there when you need them</li> </ul> <p>NB – the Force Delivery Plan is an appendix to the Plan, there will be a separate Equality Impact Assessment covering this.</p>		
<p><b>5. What factors/forces could contribute/detract from the outcomes?</b></p>	<ul style="list-style-type: none"> <li>• Ineffective planning</li> <li>• Lack of resources</li> <li>• Poor publicity/negative media/negative reputation</li> <li>• Inability to communicate messages</li> <li>• Poor governance mechanisms and performance management framework</li> <li>• Lack of awareness and understanding of communities' needs, issues and concerns.</li> </ul>		
<p><b>6. Who are the main stakeholders in relation to the policy/function?</b></p>	<p>Anyone working with or for Lincolnshire Police, plus those living, working or visiting the county.</p>	<p><b>7. Who implements the policy/function, and who is responsible for the policy?</b></p>	<p>The PCC is responsible for the mandate and direction of the policy. The Force is responsible for the implementation and delivery of the policy. Various leads have been identified.</p>

<p><b>8. Are there any concerns that the policy/function could have a differential impact on racial groups?</b></p>	<p>Y</p>	<p><b>No</b></p>	<p>The policy doesn't discriminate but we are aware of the need to continue to develop engagement and communication channels.</p> <p>In particular the VSA (Victims' Service Advocate) asserted that the PCC should progress a communications strategy to include a co-ordinated media campaign to ensure that victims, members of the public and service providers understand what constitutes <b>hate crime</b> and levels of reporting. This together with proactive multi-agency engagement with vulnerable communities should result in victims having more confidence in reporting. This is relevant to other strands of equality legislation<sup>1</sup> like disability, sexual orientation, gender reassignment as well as religion and age.</p> <p>The Force has close links with the Lincolnshire Hate Crime Forum and a strong Hate Crime Policy, which the Commissioner fully supports and is appraised of.</p>
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<sup>1</sup> Referred to as 'protected characteristics' in the Equality Act 2010.

**What existing evidence (either presumed or otherwise) do you have for this?**

Overall, the 2011 Census shows population change in Lincolnshire, but the county remains less diverse than other areas.

- Whilst Lincolnshire now has a higher proportion of residents who were born in the European Union (EU) than the rest of the country, overall it still has a much higher proportion of UK born residents. In terms of ethnicity, Lincolnshire has become more diverse with the non-white population making up 2.4% of the total population in 2011 compared to 1.4% in 2001. However this proportion is still small when compared with a national non-white population of 14%<sup>2</sup>.
- This does not take into account the 'White other' category, which is the most significant for Lincolnshire due to migration mainly from Europe to areas of the county. 4.7% of the county's occupants were born in the EU which is higher than the national average of 3.6%.
- The 2011 Census showed that in Lincolnshire, there were 8,240 households where English was not spoken. These households were mainly based in Boston, Lincoln and South of the county.

The VSA report<sup>3</sup> noted that Gypsy/Traveller communities wanted to feel more respected by the police. It was also recommended in the VSA report that the Commissioner should ensure the provision or bespoke support for Romany Gypsy communities and Travellers is reviewed on an inter-agency basis.

The VSA report stated that "Cuts to specialist support within the Romany Gypsy/Traveller communities are a concern. The extensive Traveller community across Lincolnshire requires a trusted, experienced and consistent support worker who can facilitate information flow from/to the Traveller community and all agencies such as health, education, police and social care.

Feedback from the Traveller and Gypsy communities reported a lack of engagement by the police who often drive in pairs into and out of the site without engaging with the community or parking up and observing them for short periods of time before driving off. Romany gypsy/Travellers felt that the general response by any agency to a call to a traveller site was to attend in numbers (by the police) or by other agencies with the police. Concerns were expressed by the Traveller communities around the prejudgement of individuals.

The VSA also asserted that "Emerging migrants and eastern Europeans are under served communities within Lincolnshire and there are believed to be hidden victims particularly where they have often no recourse to public funds. This adversely impacts on support services they can receive and often the only option is to return to or remain in domestic abusive relationships". This is relevant to both male and female victims of domestic abuse.

<sup>2</sup> See <http://www.research-lincs.org.uk/2011-census.aspx>

<p><b>9. Are there any concerns that the policy/function <u>could</u> have a differential impact due to gender?</b></p>	<p>Y</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact due to gender. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are know, understood and addressed.</p>
<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>The VSA reported that women are more likely than men to have experienced all types of intimate violence. Overall, 30% of women and 17% of men had experienced domestic violence since the age of 16 in England and Wales. In addition 7% of women and 5% of men reported having experienced domestic violence in the last year in England and Wales.<sup>4</sup></p> <p>The VSA found that of concern to service providers was the Eastern European migrants' understanding of British laws around domestic abuse and the reporting of domestic abuse. The VSA also found that "a concern raised by service providers was the lack of local based specialist male or Black and Minority Ethic domestic abuse services including refuges".</p>		

<sup>3</sup> Victims' Services Advocate ' Listening and Learning – improving support for victims in Lincolnshire' (June 2012). Available at <http://www.victimsupport.org.uk/About-us/Policy-and-research/Victims-services-advocates>

<sup>4</sup> Victim Support analysis based on Home Office: Research, Development and Statistics Directorate and BMRB, *Social Research, British Crime Survey; 2010-11*, Colchester, Essex: UK Data Archive [distributor]. Crown copyright material is reproduced with the permission of the Controller of HMSO and the Queen's Printer for Scotland.

<p><b>10. Are there any concerns that the policy/function <u>could</u> have a differential impact due to disability?</b></p>	<p>Y</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact due to disability. However Disability groups and individuals will be consulted and engaged on the priorities for the service to make sure their needs and issues are know, understood and addressed.</p> <p>This will include the Learning Disability Partnership Board and the Lincolnshire Physical and Sensory Disability Partnership Board who have an in depth understanding of the issues for disabled people in Lincolnshire.</p>
<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>In Lincolnshire, 20.40% of respondents to the 2011 Census said that their day to day activities were limited due to their health.</p> <p>The British Crime Survey 2010/11 found that children with a long-standing illness or disability were more likely to have experienced a violent incident compared with children without an illness or disability (15.0% and 6.1% respectively).</p> <p>It also found that children who had been bullied in the last 12 months had a much higher violence victimisation rate (20.8%) than those who had not been bullied (3.3%), not unexpectedly as children perceived that three in five violent incidents (62%) were part of a series of bullying.</p> <p>The Equality and Human Rights Commission (EHRC) 2011 briefing on disabled people’s concerns about crime finds that disabled people in all age groups are more likely than non-disabled people to have experienced a crime in the past 12 months. In 4% of incidents in which disabled people were targeted, they believe this was because of their impairment. Disabled people, particularly women, were more likely than non-disabled people to report feeling unsafe when walking alone after dark and to fear attack by strangers.</p> <p>The VSA report found that “there is a need for the police to address a perceived lack of respect, belief and understanding towards disabled (physical, sensory, mental health and learning) ... victims of hate crime. The VSA report indicated that the comments that were received from both service providers and victims were not about the support they needed but about the way they were treated by the police and their need to be treated with respect.</p>		
<p><b>11. Are there any concerns that the policy/function <u>could</u> have a differential impact due to sexual orientation?</b></p>	<p>Y</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact due to sexual orientation. However lesbian, gay, bisexual and transgender (LGBT) groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are know, understood and addressed.</p>

<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>According to the 2011 Census 0.20% of people in Lincolnshire were in a same sex civil partnership.</p> <p><b>Consultation at the Lincoln Pride (September 2009).</b></p> <p>The event took place on a Saturday daytime and was open to the whole community, with a focus on the LGBT (Lesbian, Gay, Bisexual and Trans) community. The Police Authority Engagement and Communications Officer attended and again joined a multi-agency stand that included Neighbourhood Policing Teams (NPT), recruitment, and the prison service. The day was extremely popular and busy and people took a great deal of interest in the displays. As one may expect there was a particular interest in the area of hate crime, and some surprising comments such as one person who thought that as a gay man he could not be a police officer.</p> <p>Consultation will take place at the 2013 event.</p>
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<p><b>12. Are there any concerns that the policy/function <u>could</u> have a differential impact due to their age?</b></p>	<p>Y</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact due to age. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are know, understood and addressed.</p>
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**What existing evidence (either presumed or otherwise) do you have for this?**

- Single person households (with residents aged over 65) in Lincolnshire make up nearly 14% of all households compared to 12% nationally. This however is down 1% compared to the 2001 Census. Conversely the number of people stating that their day to day activities are limited due to their health has increased by 1% from 2001 to 20%. Nationally 18% of the population reported that this was the case. <http://www.research-lincs.org.uk/2011-census.aspx>
- 17.08% of the population in Lincolnshire are 0-15 years old.
- 62.2% are 16-64 years old.
- 20.72% are 65+ years old.
- The largest increase in Lincolnshire's population was in the 60- 64 age group which increased by 15,867 people.

The Office of the Police and Crime Commissioner (OPCC) Engagement Officer attended the University of Lincoln Fresher's Fair in the Autumn 2012, with the aim of talking to the students about the upcoming elections. Display material was taken along and leaflets handed out. A basic consultation took place, asking the question, 'are you aware of the upcoming Police and Crime Commissioner election?' The results showed that 31% of the people that took part did have knowledge of the election.

The VSA found that "young people wanted the police to be more respectful and empathetic in the way they communicate with them and not to prejudge". They wanted more control and understanding over what information about them was shared. They wanted to feel safe particularly after reporting or witnessing a crime due to fear of reprisals.

The Home Officer reported that over a third of all reported rapes (36%) are against children under 16 years old<sup>5</sup> and one in six teenage girls reported intimate violence from partners (NSPCC 2009).

Indirect victimisation is also common among children and young people. In a recent study, almost one in five young people (22% of girls and 13.5% of boys) said they had experienced cyber bullying. (O'Brien, N Moules and Walker 2011).

Though many young people are affected by crime, they are less likely than adults to report it, seeing it as a fact of life (NSPCC 2009).

A 2011 study of young people's experience of the police and criminal justice system by the charity Catch 22 found particular barriers to young people reporting crime including:

- Lack of trust in the police
- Tensions between young people and the police
- Fear of being perceived as 'as grass' or fear for retaliation.

<sup>5</sup> Home Office report - Call to End violence Against Women and Girls (2010)

<p><b>13. Are there any concerns that the policy/function <u>could</u> have a differential impact due to their religious belief?</b></p>	<p>Y</p>	<p><b>No</b></p>	<p>There are no concerns that the plan has a differential impact in religious groups. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are know, understood and addressed.</p>
<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>Census 2011 data shows that:</p> <ul style="list-style-type: none"> <li>• 68.2% of the Lincolnshire population described themselves as Christian</li> <li>• 23.10% stated they had No religion</li> <li>• 0.20% described themselves as Buddhist</li> <li>• 0.20% described themselves as Hindu</li> <li>• 0.40% described themselves as Muslim</li> <li>• 0.10% described themselves as Jewish</li> <li>• 0.10% described themselves as Sikh</li> <li>• And for 7.10%, religion was not stated.</li> </ul>		
<p><b>14. Are there any concerns that the policy/function <u>could</u> have a differential impact due to them having dependents/caring responsibilities?</b></p>	<p>Y</p>	<p><b>No</b></p>	<p>There are no concerns that the plan has a differential impact in people with dependents /caring responsibilities. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are know, understood and addressed.</p> <p>See initial consultation distribution list. No concerns were raised in relation to the plan having a differential impact due to people having dependents/caring responsibilities.</p>
<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>			
<p><b>15. Are there any concerns that the policy/function <u>could</u> have a differential impact due to them having an offending past?</b></p>	<p>Y</p>	<p><b>No</b></p>	<p>As part of the consultation process, the draft Police and Crime Plan was distributed to Addaction, the Probation Trust and the Executive Director of Resources and Community Safety/Chair, Lincolnshire Community Safety Partnership, Lincolnshire County Council and the Assistant Director for Safer Communities, Lincolnshire County Council and HMP Prisons.</p> <p>No concerns were raised in relation to the plan having a differential impact due to an offending past.</p>
<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>			
<p><b>16. Are there any concerns that the policy/function <u>could</u> have a differential impact due to them being transgendered or transsexual?</b></p>	<p>Y</p>	<p><b>No</b></p>	<p>There are no concerns that the plan has a differential impact due to gender identity. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are know, understood and addressed.</p>

<p><b>What existing evidence (either presumed or otherwise) do you have for this?</b></p>	<p>The Trans Research Review (2009) found evidence to suggest that a high proportion of trans people experience hate crime and have negative experiences of the criminal justice system.</p> <p>A summary of the Trans Research Review is provided below:</p> <ul style="list-style-type: none"> <li>• UK research indicates that around 62% to 73% of trans people have experienced harassment or violence because they were identified as trans. This included verbal abuse, threatening behaviour, physical assault and sexual assault. Poorer trans people were more likely to experience violence.</li> <li>• Despite high rates of hate crime or incidents towards trans people, a high proportion goes unreported. In one Scottish survey only 15.5 per cent of those surveyed reported their experience of hate crime to the police.</li> <li>• Reasons for not reporting such crimes included fear that doing so would involve disclosure of the trans person's gender identity with negative consequences; lack of confidence that they would be treated fairly and appropriately by police (for example, police not treating the attack seriously, or being inappropriately searched).</li> <li>• Some trans people who had contact with the police reported being treated inappropriately. Police officers have been found to feel less knowledgeable and confident in how to deal with trans people than LGB people.</li> </ul>	
<p><b>17. Could the differential impact identified in 8 – 16 amount to there being the potential for adverse impact in this policy/function?</b></p>	<p>Y</p>	<p><u>No</u></p> <p>No adverse impact identified. However consultation and involvement of diverse community representatives are recommended.</p>
<p><b>18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</b></p>	<p>Y</p>	<p><u>No</u></p> <p>No adverse impact identified. However consultation and involvement of diverse community representatives are recommended.</p>
<p><b>19. Should the policy proceed to a full impact assessment?</b></p>	<p>Y</p>	<p><u>No</u></p> <p>No. The plan does not need to progress to a Full Impact Assessment but engagement will need to reflect the make up of Lincolnshire and representation from ALL sectors of the community not just the easy to reach.</p>

<p><b>20. If No, are there any changes required to the policy/function to improve it around the equality agenda?</b></p>	<p>Communities with diverse cultures in the UK suffer disproportionately from the effects of crime and many in those communities do not have full confidence in the law enforcement agencies.</p> <p>In order to achieve our strategic aims, it is important that we consult and engage with the people of Lincolnshire to understand their priorities, concerns and views on our service and experience of anti-social behaviour (ASB) and crime. The information collected can then be used to design service provision, assist strategic planning and drive improvement.</p> <p>The PCC therefore engages with members of the public to develop future priorities, understand public perception of service provision and gain an insight into the quality of services provided. The methods currently utilised are consultation through surveys (electronic and paper based) and direct engagement with representatives of Lincolnshire communities via events and forums.</p> <p>A key proposal of the VSA was for the PCC to pursue a consultation and engagement strategy, which included independently run focus groups with victims from differing categories of crime and with young people as it was thought this would ensure understanding of their needs and issues before setting policing priorities, to check delivery if those priorities set and to ensure that services are commissioned with those needs and issues in mind.</p> <p>The PCC will implement the Engagement and Consultation Strategy and Plan and provide the links back to the Police and Crime Plan.</p>
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**I have read the available evidence and I am satisfied that this demonstrates compliance, where relevant, with Section 149 of the Equality Act and that due regard has been made to the need to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations.**

Signed (completing officer)  Date: 14 March 2013  
 Virginia Mason (Research and Performance Officer)

Signed (Head of Section)  Date: 14 March 2013  
 Malcolm Burch (Chief Executive)

Signed (Police and Crime Commissioner)  Date: 14 March 2013

## Consultation

- The Bishop of Lincoln
- MP for South Holland and The Deepings
- MP for Louth and Horncastle
- MP for Grantham and Stamford
- MP for Boston and Skegness
- MP for Lincoln
- MP for Sleaford and North Hykeham
- MP for Gainsborough
- HM Lord Lieutenant of Lincolnshire
- High Sheriff
- Recorder, Lincoln Crown Court
- Chief Executive, Lincolnshire County Council
- Leader, Lincolnshire County Council
- Chief Executive, West Lindsey District Council
- Leader, West Lindsey District Council
- Chief Executive, Lincoln City Council
- Leader, Lincoln City Council
- Chief Executive, Boston Borough Council
- Leader, Boston Borough Council
- Chief Executive, North Kesteven District Council
- Leader, North Kesteven District Council
- Chief Executive, South Holland District Council
- Leader, South Holland District Council
- Chief Executive, South Kesteven District Council
- Council Leader, South Kesteven District Council
- Chief Executive, East Lindsey District Council
- Council Leader, East Lindsey District Council
- Superintendents Association, Lincolnshire Police
- Lincolnshire Police Federation, Lincolnshire Police
- Executive Director of Resources and Community Safety/Chair, Lincolnshire Community Safety Partnership, Lincolnshire County Council
- Assistant Director for Safer Communities, Lincolnshire County Council
- Head of Safer Communities, Lincolnshire County Council
- Chief Executive Officer and Deputy Chair, Probation Trust
- Chair, Probation Trust
- Chair, Kestevens Community Safety Partnership
- Chair, West Community Safety Partnership
- Chair, East Lincolnshire Community Safety Partnership
- Divisional Manager, Northamptonshire and Lincolnshire, Victim Support
- Governor, HMP Lincoln
- Director, Public Health, Lincolnshire County Council
- Assistant Director of Public Health, Lincolnshire County Council
- Chief Crown Prosecutor, Crown Prosecution Service
- Justices' Clerk for Leicestershire, Rutland and Lincolnshire, Her Majesty's Courts and Tribunals Service
- Deputy Justices' Clerk for Lincolnshire, Her Majesty's Courts and Tribunals Service
- Police and Crime Commissioner for Leicestershire
- Police and Crime Commissioner for Nottinghamshire
- Police and Crime Commissioner for Humberside
- Police and Crime Commissioner for Derbyshire
- Police and Crime Commissioner for Northamptonshire
- Police Oracle
- Community Safety Portfolio Holder, Lincolnshire County Council
- Chairman of East Midlands Ambulance Service
- Chief Fire Officer, Lincolnshire Fire and Rescue
- Chair, Urban Challenge
- CEO, Boston Community and Voluntary Service
- CEO, Chamber of Commerce
- CEO, Lincoln Business Improvement Group
- Regional Director, National Farmers Union
- Locality Manager, Addaction
- CEO, Lincolnshire Partnerships Foundation Trust
- Secretary, UNISON
- CEO, Government & Outsourcing Solutions, G4S
- Director of Development and Environmental Services, Lincoln City Council
- NHS Lincolnshire

## **Consultation via Media Channels**

- BBC East Midlands Today
- BBC Look North
- BBC Radio Lincolnshire
- Boston Standard
- Boston Target
- Cambridge Times and Wisbech Standard
- Crime and Justice
- Lincolnshire County Council
- Fenland Citizen
- Gainsborough Standard
- Grantham Journal
- Grimsby Evening Telegraph
- Heart FM
- Horncastle News
- The Lincolnshire Echo
- Lincs FM
- Louth Target
- Louth Leader
- Lynn News
- Market Rasen Mail
- Newark Advertiser Co Ltd
- Nottingham Post
- Peterborough Telegraph
- Police Professional
- Smooth Radio
- Scunthorpe Telegraph
- Skegness Standard
- Sleaford Standard
- Sleaford Target
- Spalding Guardian and Lincolnshire Free Press
- Spalding and South Lincolnshire Herald
- Stamford Mercury
- The Bourne Local
- Viking Radio
- Yorkshire Television
- Tulip Radio
- Rutland Radio