

Equality Impact Assessment

Introduction

An Equality Impact Assessment (EIA) is required to ensure that equality is placed at the centre of policy development and review, as well as service delivery. The purpose of this EIA is to systematically analyse the likely impact of a service, policy or proposals on different community groups, and how the needs of such groups have been taken into account in developing those proposals.

The EIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group, on the grounds of any protected characteristic. It provides the opportunity to demonstrate the potential benefits for equality target groups arising from a proposed policy or project.

The need for an EIA stems from the general duty placed on public authorities to eliminate unlawful discrimination in carrying out functions, and promote equality of opportunity. This is outlined in the Equality Act 2010, with specific public sector duties in place from April 2011.

1. Name of Policy or Service (existing or proposed)	
Parks & Open Spaces	
2. Responsible Manager	
Andrew Richardson	
3. Date EIA completed	Review date
20/05/2012	20/05/2013
4. Description and aims of policy / service (including relevance to equalities)	
<p>The provision of high quality parks and public open spaces including playgrounds throughout the borough.</p> <p>To provide information and education through events and activities and encouraging the use of open space by others for organised events increasing the use of the facilities.</p>	
5. Who are the stakeholders?	
All residents of South Ribble, elected members and council employees.	

6. What outcomes do we want to achieve?

To provide high quality parks and open spaces accessible to all abilities.

To encourage healthier life styles amongst residents of the borough, providing diversionary activities for younger residents.

7. How will performance be measured?

There are no national performance indicators.

Gateway records all customer contacts, this information is used to make service improvements and improve accessibility to all.

All sites are monitored and inspected by council employees, the findings are recorded and acted upon accordingly and within resources

Worden Park, Hurst Grange Park and Longton Brickcroft currently hold Greenflag awards, which are a recognised sign of quality independently assessed each year.

8. Brief summary of research and background data

The provision of Parks and open spaces is a discretionary service although it forms the core function of any local authority.

South Ribble Borough Council currently has 437 identified areas of open space within the borough, ranging from small verges to major Parks such as Worden Park & Hurst Grange Park.

9. Methods and outcome of consultation

We receive feedback from residents and elected members on a regular basis, more formal consultation has been carried out via:

Forward – the council's newspaper. This is delivered to every property within the borough.

Local Press – Consultation / communication and good news stories.

Council Tax – a questionnaire was distributed to all properties with the council tax bill.

Citizen's panel – a group of over 1000 residents who are regularly consulted via postal surveys. This has been used to measure satisfaction and to shape the service when changes have been introduced.

Neighbourhood Forums – Issues are identified at these forums and improvements to infrastructure or changes to service provision are brought to these meetings to allow residents to comment.

Site specific consultation – Consultation events are held where a specific site is to be changed significantly, consultation events are held on site if possible or in a suitable premises adjacent to the site.

These events are used to gather ideas and public opinion prior to finalising the schemes.

10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

Age – *Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.*

Disability – *Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as 'a physical or mental impairment which has a substantial and long term effect on a person's ability to carry out normal day to day activities.'*

Gender Reassignment – *Is there any concern that these proposals could cause differential impact on the grounds of gender reassignment? The Equality Act recognises this where a person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for changing sex.*

Marriage / Civil Partnership – Is there any concern that these proposals could cause differential impact on the grounds of marriage or civil partnership? Under the Equality Act, no such protection exists for single or unmarried people.

Pregnancy / Maternity – Is there any concern that these proposals could cause differential impact on the grounds of pregnancy or maternity?

Race – Is there any concern that these proposals could cause differential impact on the grounds of race? Race is recognised under the Equality Act as a person's skin colour, nationality or ethnic origin.

Sex – Is there any concern that these proposals could cause differential impact on the grounds of gender? Including men, women and transgender people.

Sexual Orientation – Is there any concern that these proposals could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

Religion or belief – Is there any concern that these proposals could cause differential impact on the grounds of religion or faith? All faiths recognised in the European Convention of Human Rights are included.

A commentary has been provided for each policy where appropriate – see Appendix A

11. Decisions and / or recommendations (including supporting rationale)

All Parks & Open Space are designed to take account of equality issues that may affect residents who may wish to utilise these sites and the equipment provided.

All future developments and improvements will take in to account equality issues at the planning stage.

12. Is an Equality Action Plan required?

No

Appendix A – Results of initial screening

Policy / service	Protected Characteristics									Commentary
	Age	Disability	Gender reassignment	Marriage / civil p'ship	Pregnancy / maternity	Race	Religion or belief	Sex	Sexual Orientation	
Parks Service	O	O	O	O	O	O	O	O	O	

Symbol	Impact
+	Positive
O	Neutral / Negligible
-	Negative
P	Potential issue

Equality Impact Assessment

Introduction

An Equality Impact Assessment (EIA) is required to ensure that equality is placed at the centre of policy development and review, as well as service delivery. The purpose of this EIA is to systematically analyse the likely impact of a service, policy or proposals on different community groups, and how the needs of such groups have been taken into account in developing those proposals.

The EIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group, on the grounds of any protected characteristic. It provides the opportunity to demonstrate the potential benefits for equality target groups arising from a proposed policy or project.

The need for an EIA stems from the general duty placed on public authorities to eliminate unlawful discrimination in carrying out functions, and promote equality of opportunity. This is outlined in the Equality Act 2010, with specific public sector duties in place from April 2011.

1. Name of Policy or Service (existing or proposed)	
Streetscene Services	
2. Responsible Manager	
Derek Sutton	
3. Date EIA completed	Review date
20/07/2011	20/07/2012
4. Description and aims of policy / service (including relevance to equalities)	
<p><i>To maintain the cleanliness of the adopted highway network and public open space.</i></p> <p><i>To provide and maintain street furniture inc bus shelters, roadside seats, street name plates, litter/dog bins and borough boundary signs.</i></p> <p><i>To carry out environmental enforcement activities in line with legislation and adopted by-laws.</i></p> <p><i>To provide an emergency out of hours service to deal with various customer concerns.</i></p>	

*To provide a canine welfare service to deal with various customer concerns.
To maintain the provision of all the councils public car parks.*

5. Who are the stakeholders?

All residents and visitors of South Ribble, businesses, elected members and council employees.

6. What outcomes do we want to achieve?

Service provision, maintain a clean and safe environment, raise public awareness and gain co-operation.

7. How will performance be measured?

NI 196 Fly-capture data submitted direct to Defra which benchmarks performance on a national level.

Some retired national indicators have been maintained locally to measure the amount of abandoned / nuisance vehicles.

Gateway customer contacts; this information is used to benchmark performance and make service improvements.

A generic performance monitoring system developed and implemented within neighbourhoods.

8. Brief summary of research and background data

A clean and safe environment is a core function of any local authority and in most cases a statutory duty as set out in various acts/ orders and by-laws including the Environmental Protection Act 1990, Criminal Damage Act 1971, Highways Act 1980, Refuse Disposal (Amenity) Act 1978, Control of Pollution (Amendment) Act 1989, Clean Neighbourhoods and Environment Act 2005, Dog Control Orders 2009 and various by-laws.

9. Methods and outcome of consultation

The service receives feedback from residents / businesses and elected members on a regular basis through various communication methods. More formal consultation has been carried out via:

Forward - The council's newspaper. This is delivered to every property within the borough.

Local Press - Consultation / communication and good news stories.

Council tax - Questionnaires distributed to all properties with the council tax bills.

Citizen's panel - A group of over 1000 residents who are regularly consulted via postal surveys. This has been used to measure satisfaction and to shape services when changes have been introduced.

Area Committees – Neighbourhoods Managers attend all of the Council's Area Committees, taking feedback and requests for service and communicating key messages to local residents and community groups.

Fetes/Gala's - Summer fetes and festivals have been attended and key messages relayed / feedback provided.

10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

Age – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

Disability – Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as 'a physical or mental impairment which has a substantial and long term effect on a person's ability to carry out normal day to day activities.'

Gender Reassignment – Is there any concern that these proposals could cause differential impact on the grounds of gender reassignment? The Equality Act recognises this where a person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for changing sex.

Marriage / Civil Partnership – Is there any concern that these proposals could cause differential impact on the grounds of marriage or civil partnership? Under the Equality Act, no such protection exists for single or unmarried people.

Pregnancy / Maternity – Is there any concern that these proposals could cause differential impact on the grounds of pregnancy or maternity?

Race – Is there any concern that these proposals could cause differential impact on the grounds of race? Race is recognised under the Equality Act as a person's skin colour, nationality or ethnic origin.

Sex – Is there any concern that these proposals could cause differential impact on the grounds of gender? Including men, women and transgender people.

Sexual Orientation – Is there any concern that these proposals could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

Religion or belief – Is there any concern that these proposals could cause differential impact on the grounds of religion or faith? All faiths recognised in the European Convention of Human Rights are included.

A commentary has been provided for each policy where appropriate – see Appendix A

11. Decisions and / or recommendations (including supporting rationale)

All changes to the Streetscene services have been made whilst considering equality issues that may affect residents / businesses and visitors using these services. The same processes will be used in the development of any future changes.

There are no recommendations at this stage

12. Is an Equality Action Plan required?

No

Appendix A – Results of initial screening

<i>Protected Charateristics</i>	<i>Rating</i>	<i>Commentary</i>
<i>Age</i>	<i>O</i>	<i>No specific impact on any equality group</i>
<i>Disability</i>	<i>O</i>	
<i>Gender reassignment</i>	<i>O</i>	<i>No specific impact on any equality group</i>
<i>Marriage / civil partnership</i>	<i>O</i>	<i>No specific impact on any equality group</i>
<i>Pregnancy / maternity</i>	<i>O</i>	<i>No specific impact on any equality group</i>
<i>Race</i>	<i>O</i>	<i>No specific impact on any equality group</i>
<i>Religion or belief</i>	<i>O</i>	<i>No specific impact on any equality group</i>
<i>Sex</i>	<i>O</i>	<i>No specific impact on any equality group</i>
<i>Sexual orientation</i>	<i>O</i>	<i>No specific impact on any equality group</i>

<i>Symbol</i>	<i>Impact</i>
<i>+</i>	<i>Positive</i>
<i>O</i>	<i>Neutral / Negligible</i>
<i>-</i>	<i>Negative</i>
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The need for an EIA stems from the general duty placed on public authorities to eliminate unlawful discrimination in carrying out functions, and promote equality of opportunity. This is outlined in the Equality Act 2010, with specific public sector duties in place from April 2011.

1. Name of Policy or Service (existing or proposed)	
Waste and Recycling services	
2. Responsible Manager	
Roger Ashcroft	
3. Date EIA completed	Review date
20/08/2012	20/08/2013
4. Description and aims of policy / service (including relevance to equalities)	
<p><i>The collection of residual, recyclable and compostable waste from all households within the boundary of South Ribble. This service is provided by Enterprise PLC on behalf of the Council; close contract management is in operation to ensure that standards are met</i></p> <p><i>To reduce the amount of waste going to landfill and to maximise recycling collected from</i></p>	

households, council buildings and businesses.

To educate residents on sustainable waste management through schools talks, education centre visits, roadshows, community group talks and door stepping

5. Who are the stakeholders?

All residents of South Ribble, local businesses, elected members and council employees.

6. What outcomes do we want to achieve?

To divert waste from landfill by increasing recycling and reducing residual waste.

To make the process of managing waste easier and accessible to all by introducing new collection methods.

To encourage use of the service whilst being mindful of customers that may have mobility issues, be elderly or suffering from illness or disability.

To continue assessing the service and customer needs considering equality issues when engaging new services

7. How will performance be measured?

All our data is entered in to Defra's waste data flow system which benchmarks performance on a national level.

Retired national indicators have been maintained locally to measure the amount of waste recycled by residents.

Gateway records all customer contacts; this information is used to make service improvements and improve accessibility to all.

Waste collections are monitored by council employees and enterprise supervisors, the

findings are reported during a monthly performance meeting between South Ribble and Enterprise.

To carry out door knocking to reduce contamination levels in the blue bin collections.

8. Brief summary of research and background data

Waste collection and recycling is a core function of any local authority, and a statutory duty, as set out in the Environmental Protection Act. Collection of residual, compostable and recyclable waste is carried out on behalf of the Council by Enterprise PLC.

This contract expires in June 2015 the service standards will be reviewed before the contract is advertised for tender.

9. Methods and outcome of consultation

1. The service receives feedback from residents and elected members on a regular basis. More formal consultation has been carried out in the past as below: (as a point of clarification a 'more formal consultation is carried out when significant changes to the service are made, which includes introduction of wheeled bins, extra or different materials collected separately and the introduction of kerb side collections (although this list is not exhaustive

Forward - the council's newspaper. This is delivered to every property within the borough.

Council tax - a questionnaire was distributed to all properties with the council tax bills.

Citizen's panel - a group of over 1000 residents who are regularly consulted via postal surveys. This has been used to measure satisfaction and to shape services when changes have been introduced.

Area Committees – Neighbourhoods Managers attend all of the Council's Area Committees, taking feedback and requests for service and communicating key messages to local residents and community groups.

Roadshows – outreach roadshows have been held at various times across the borough, in locations such as supermarkets, community centres and social clubs. Summer fetes and festivals have been attended and key messages relayed / feedback provided.

Pensioners Association – consultation sessions have been with South Ribble pensioners

association to discuss the needs of older people in waste collection. An example of the support offered was that residents may apply for an 'assisted' collection, whereby the collection crews are instructed to collect the container from the point of storage on the resident's property and return it to that point after collection. All sheltered accommodation sites were deemed to be for elderly residents and as such provided with an assisted collection from the outset of the service. In addition, green bags have been provided for recycling – less bulky and more lightweight than green boxes.

Drop in sessions - sessions are held at the civic centre for staff and councillors to ensure they are fully briefed on any change proposals prior to implementation. An example of this was around the construction of the Farington waste technology park – allowing the introduction of co mingled recycling collections. This allowed most properties to have a third wheeled bin for glass, cans and plastic bottles and reduced the number of green boxes required. Also, a number of smaller blue bins were purchased for customers who could not manage to manoeuvre a larger bin. Terraced properties retained the green box system to reduce the impact on the street scene caused by collection points and non return of wheeled bins.

NB. It also must be noted that any consultation has not revealed any equality issues that needed to be addressed

10. Results of initial screening

The following questions have been considered in order to evaluate the various equality groups:-

Age – Is there any concern that these proposals could cause differential impact on the grounds of age? All age groups.

Disability – Is there any concern that these proposals could cause differential impact on the grounds of disability? Disability is recognised under the Equality Act as 'a physical or mental impairment which has a substantial and long term effect on a person's ability to carry out normal day to day activities.'

Gender Reassignment – Is there any concern that these proposals could cause differential impact on the grounds of gender reassignment? The Equality Act recognises

this where a person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) for changing sex.

Marriage / Civil Partnership – Is there any concern that these proposals could cause differential impact on the grounds of marriage or civil partnership? Under the Equality Act, no such protection exists for single or unmarried people.

Pregnancy / Maternity – Is there any concern that these proposals could cause differential impact on the grounds of pregnancy or maternity?

Race – Is there any concern that these proposals could cause differential impact on the grounds of race? Race is recognised under the Equality Act as a person's skin colour, nationality or ethnic origin.

Sex – Is there any concern that these proposals could cause differential impact on the grounds of gender? Including men, women and transgender people.

Sexual Orientation – Is there any concern that these proposals could cause differential impact on the grounds of sexuality? Including heterosexual, gay, lesbian and bisexual people.

Religion or belief – Is there any concern that these proposals could cause differential impact on the grounds of religion or faith? All faiths recognised in the European Convention of Human Rights are included.

A commentary has been provided for each policy where appropriate – see Appendix A

11. Decisions and / or recommendations (including supporting rationale)

All changes to the waste collection service have been made whilst considering equality issues that may affect residents using this service. The same processes will be used in the development of any future schemes.

There are no recommendations at this stage

12. Is an Equality Action Plan required?

No

Appendix A – Results of initial screening

<i>Protected Charateristics</i>	<i>Rating</i>	<i>Commentary</i>
<i>Age</i>	<i>+</i>	<i>An assisted bin collection service ensures that refuse is collected from properties where residents are unable to move their bins to the roadside. Mini bring sites are in place for sheltered accommodation, to reduce the distance waste needs to be carried and avoid reduced access caused by large numbers of wheeled bins.</i>
<i>Disability</i>	<i>+</i>	
<i>Gender reassignment</i>	<i>0</i>	<i>No specific impact on any equality group</i>
<i>Marriage / civil partnership</i>	<i>0</i>	<i>No specific impact on any equality group</i>
<i>Pregnancy / maternity</i>	<i>0</i>	<i>No specific impact on any equality group</i>
<i>Race</i>	<i>0</i>	<i>No specific impact on any equality group</i>
<i>Religion or belief</i>	<i>0</i>	<i>No specific impact on any equality group</i>
<i>Sex</i>	<i>0</i>	<i>No specific impact on any equality group</i>
<i>Sexual orientation</i>	<i>0</i>	<i>No specific impact on any equality group</i>

<i>Symbol</i>	<i>Impact</i>
<i>+</i>	<i>Positive</i>
<i>0</i>	<i>Neutral / Negligible</i>
<i>-</i>	<i>Negative</i>
<i>P</i>	<i>Potential issue</i>

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Equality Impact Assessment Report Front Sheet

Remember that your EIA report should demonstrate what you do (or will do) to make sure that your service/policy is accessible to different people and communities, not just that it can, in theory, be used by anyone.

1. Name of Policy or Service / Existing or Proposed

Community Safety

2. Responsible Manager

Paul Lowe/Mark Gaffney

3. Date EIA Completed

July 2012

4. Description and Aims of Policy/Service (including relevance to equalities)

The Community Safety Service is delivered through the Safer Chorley and South Ribble Partnership whose purpose is to identify priorities and strategic/operational approaches in the following areas of work:

- Crime and Disorder including Domestic Abuse/Violence and Child Sexual Exploitation and organised criminality.
- Anti-social behaviour and other behaviour adversely affecting the environment.
- Substance misuse with emphasis on illicit drugs and alcohol.
- Reducing offending and re-offending (adults and young people).
- Fire prevention and safety.

The key aims of the partnership are to:

1. Demonstrate empowered and effective leadership by:
 - a. Commissioning a three-year Community Safety Plan which identifies the priorities for South Ribble and Chorley and how they will be achieved.
 - b. Ensuring that the priorities for community safety are reflected in the strategic plans of partner agencies.
 - c. Supporting the co-ordination and commissioning of activity across partnership boundaries.
 - d. Acting as the Safer Thematic Partnership for the South Ribble and Chorley Local Strategic Partnerships and the responsibilities with that role, as noted below.

2. Use intelligence led business processes to inform the use of partner resources, including any allocation of funds by:
 - a. Supporting the preparation of district strategic assessments.
 - b. Using consultation responses to inform priority setting.
 - c. Ensuring that activities are effectively evaluated and learning is shared.
 - d. Adopting a performance management framework for monitoring, evaluating and responding to the priorities both identified and emergent.
 - e. Preparing an information sharing protocol.
3. Establish and support effective and responsive local delivery structures ensuring there is:
 - a. Coordination on the reduction of alcohol and drug related offending in South Ribble and Chorley.
 - b. Leadership of any plans or strategies relating to the reduction of re-offending and criminal justice matters in conjunction with the Lancashire Criminal Justice Board.
 - c. Formation of multi-agency thematic groups across South Ribble and Chorley as required.
 - d. Established Multi Agency Tasking and Co-ordinating (MATAC) across South Ribble and Chorley.
4. Engage and report back to communities through:
 - a. Consultation about community safety issues including those who may directly be affected by the priorities.
 - b. Utilising mechanisms undertaken by partnership members.
 - c. Publishing a summary of the Community Safety Plan to reach as much of the community as is possible.
5. Develop and implement visible and constructive accountability of activities through the scrutiny provisions of the member organisations and receive exception reports on performance.
6. Conduct a review at least once per year to ensure that the individuals and partnerships involved in community safety have the appropriate skills and knowledge.

In all of its activity the Safer Chorley and South Ribble Partnership will have due regard to its duties under Equalities legislation and consider the impact of its work on the diverse communities of South Ribble and Chorley.

5. Who are the stakeholders?

Stakeholders include but are not limited to all residents in the borough, elected members, council employees, partner organisations and agencies including Lancashire Constabulary, Chorley Borough Council, Lancashire County Council, CVS, GONW, LDDAT, Lancashire Fire and Rescue, Lancashire Probation Service, NHS Central Lancashire (CLPCT), SMIC, Progress Housing Group, Places for People, Police Authority.

6. What outcomes do we want to achieve?

“The Safer Chorley and South Ribble Partnership, working together for a safer Chorley and South Ribble.”

The Safer Chorley and South Ribble Partnership have a vision to ensure that both areas remain two of the safest districts in the country to live, work, invest, play and visit. The partnership wants people to feel safe in their communities and also to build safe, clean and sustainable neighbourhoods where people have equal access to first-class, coordinated public services. We encourage a “Big Society” total place approach to community safety helping our communities to help themselves.

The partnership will continue this vision by building on the significant reductions in crime and antisocial behaviour already achieved working with our local communities, and other key agencies, to identify and focus on key Community Safety concerns.

We will ensure that local agencies are accountable and responsive to the needs of the local community through an effective Performance Management Framework and through on-going consultation and engagement with local people through Partner and Community Together (PACT) meetings, surveys and public meetings to guarantee that the partnership is responding to these needs.

The outcomes of the partnership are to reduce crime and disorder including ASB, promote wellbeing, reduce drug and alcohol related harm and improve the quality of life across Chorley and South Ribble

7. What are the Key Performance Indicators?

All crime Target equal or less than baseline 5637 crimes Chorley, 5770 crimes South Ribble.

Burglary, Robbery and Vehicle crime. Target equal or less than baseline 673 crimes Chorley, 669 crimes South Ribble.

Violence Against the Person. Target equal or less than baseline 1352 crimes Chorley, 1149 crimes South Ribble.

Criminal damage. Target equal or less than baseline 944 crimes Chorley, 1301 crimes South Ribble.

Reduce police recorded anti-social behaviour. Target equal or less than baseline 5076 incidents Chorley, 5513 incidents South Ribble

Repeat incidents of domestic violence. Target Maximum of 28% of incidents will be repeat incidents.

Domestic Violence – Murder. Target 0 Chorley, and 0 South Ribble.

Domestic Abuse. Target 70% detection rate Chorley and South Ribble

Test Purchasing. Target 100 % pass rate of underage alcohol sales on 2nd test.

Youths in custody. Target equal or less than TBC Chorley, TBC South Ribble

Youth Reoffending. Target equal or less than average number of 2.07 repeat offences Chorley, average number of 1.60 repeat offences South Ribble

First time entrants into criminal justice system. Target equal or less than 90 individuals Chorley, 82 individuals South Ribble

60% of all home fire safety checks undertaken to be with vulnerable people

Reduction of accidental dwelling fires. 2012/13 targets: Chorley 55 South Ribble 44

Detection rate for deliberate primary fires. Target 20% detection rate Chorley, 20% detection rate South Ribble TBC

Deliberate Primary Fires. 2012/13 targets: Chorley 29 South Ribble 41

8. Brief Summary of Research and Relevant Data

Strategic Assessment (Restricted document) - this is a high level assessment which drives the priorities for the service. The assessment gathers statistical data on crime and disorder issues and identifies trends for the borough. Information from a range of partners is shared along with data from residents (PACT meetings), panel surveys, communication workshops, customer contacts and consultation events. All this data and information is used to inform priorities and identify where the partnership should invest resources to meet the needs of local communities.

9. Methods and Outcome of Consultation

Annual Residents Survey – even though South Ribble is a safe place and the incidents of anti social behaviour are reducing, residents do continue to have a fear of crime. Feedback used to inform priorities.

My neighbourhood Forums– standing item on community safety issues. Police and PCSO attendance to answer and respond to matters of community concern. Feedback enables multi agency operational responses.

PACT Meetings – held by police, community based and give opportunity to raise issues of local concern.

10. Results of Initial Screening or Full Equality Impact Assessment:

Equality Group	Assessment of Impact – High, Medium, Low
Age	Medium
Gender	High
Race	Medium
Sexual Orientation	Medium
Religion or belief	Medium
Disability	Medium
Deprivation	High

11. Decisions and/or Recommendations (including supporting rationale)

Results of consultation are included in the strategic assessment which informs priorities which in turn informs the Crime and Disorder Partnership action plan.

12. Equality Action Plan (if required)

Actions included in plans such as service plan, CDRP partnership plan ETC.

13. Monitoring and Review Arrangements (including date of next full review)

The CDRP partnership plan, service plan etc are monitored on an ongoing basis and are subject to quarterly monitoring and an annual review process which is concluded in April. Consultation enables priorities and actions to be updated.

3.0 Initial Screening

	Which of the 3 parts does it apply to (if any): 1. Eliminating Discrimination 2. Promoting equal opportunities? 3. Promoting good community relations?	Is there evidence or reason to believe that some groups could be differently affected? Which groups are affected?	How much evidence do you have? 0 - 2 None or little 2 - 4 Some 4 – 6 Substantial	Is there any public concern that the service/policy is carried out in a discriminatory way? 0 – 2 None or little 2 – 4 Some 4 – 6 Substantial	Overall Relevance Low, Medium or High
Race Race Relations Act 1976 Race Relations (Amendment) Act 2000					
Religion / Belief Equalities Act 2006 Relevant employment legislation					
Disability Disability Discrimination Act 1995 and 2005					
Gender Sex Discrimination Act 1975					

Equal Pay Act 1970 Equalities Act 2006 Gender Recognition Act 2004					
Age Age Regulations 2006					
Sexual Orientation Equalities Act 2006 Relevant employment legislation					

Remember!

Once the initial screening has been completed, a full assessment is only required if the relevance is medium or high. For example if either,

- The impact is potentially discriminatory under equality or anti discrimination legislation.
- Any equality groups or communities identified as being potentially disadvantaged or negatively impacted by a policy or service
- The policy or service is assessed to be of high significance

If any of the above are true you need to move to step 4. If not move to step 8

Full Impact Assessment

4.0 DATA COLLECTION

Please detail in the table below:

1. Relevant equalities monitoring data and existing consultation
2. Other relevant qualitative data

Data	Are there any problems with this data?	What does the data tell you?
Annual Residents	No	Even though South Ribble is a safe place and the incidents of anti social behaviour are reducing, residents do continue to have a fear of crime. Feedback used to inform priorities.
Inter-Agency Consultation	No	Consultation events, surveys and exercises carried out by partners which are also used to inform community safety priorities.
Customer contacts/police intelligence	No	Enables targeted response to problem areas.
My Neighbourhood Forums/PACT meetings	No	Standing item on each of the six area committee agendas for community safety issues. Police and PCSO attendance to answer and respond to matters of community concern. PACT meetings are held by police and are community based giving opportunity to raise issues of local concern. Feedback enables multi agency operational responses.
Strategic Assessment	No	Takes in to account results of above consultation and partnership data and informs priorities. The current assessment has identified Prevalence of Alcohol and Involvement of Young People as the key priorities.

5.0 CONSULTATION

*This section **must** be completed if this EIA relates to a new or revised policy.*

You will also complete this section to include details of relevant consultation if your EIA relates to an existing function or policy

1. Is there enough information from recent consultations to give you the information you require?	Yes – details given in the Strategic Assessment (RESTRICTED DOCUMENT)
2. Does the service have on-going dialogue with relevant interest or user groups (e.g. Disability Liaison Group?)	Yes – faith groups, young people groups, domestic violence victims, community forums.
3. Who do we need to talk to? What groups or individuals have legitimate interests?	All members of the community and other agencies/partners. Through specialist agencies, PACT, Area Committees, Face the People Sessions, Citizens Panel Surveys, Annual Residents Survey.
4. How do we ensure that they are part of the consultation?	Via public meetings, SRBC website, Questionnaires, Street Surveys, Residents meetings, Surveys.
5. What methods will we employ? <i>Please give details</i>	As above.
6. Have we published the results of this consultation?	Yes – although some information is restricted

6.0 ASSESSMENT

Answer the following questions looking at the data you have collected and the results of consultation in order to identify any particular needs/requirements or adverse impact.

7. Are there any areas of low take up or under/over representation by different groups?	No
8. Does consideration of geography and demography of service users reveal any differential impact?	No

9. Is there any evidence or other reason to believe that different groups have different needs, experiences, issues and priorities in relation to the function or policy?	Yes - Some parts of the borough need to be targeted due to young people issues and incidents of anti social behaviour.
10. Has a differential impact for different groups been identified?	No
11. Is there insufficient evidence to judge whether there is differential impact?	No
12. If a differential impact has been identified, does this amount to adverse impact?	N/A
13. If a differential impact has been identified that does not amount to adverse impact – is this instead positive equalities impact for certain groups?	N/A
14. Is the function or policy directly or indirectly discriminatory under the Race Relations Act, the Sex Discrimination Act, the Disability Discrimination Act or Equality Act?	No
15. If the function or policy is indirectly discriminatory, can it be justified under the legislation?	N/A
16. Is it possible to modify this function or policy to promote equal opportunities and good inter-group relations?	NO

6.1 FULL IMPACT ASSESSMENT GRID

Relevant Equality Area (from Screening)	Key points of research and consultation	Does the policy / service or its implementation:			Key issues for action [Will form basis of action plan]
		Breach equalities legislation?	Prevent discrimination or inequality?	Promote equality / good relations?	
Gender	Victims of Domestic Abuse	NO	YES	YES	Maintain Specialist Domestic Court Status. Secure funding to maintain Independent Domestic Abuse Advocacy Service. Continue Sanctuary Scheme and Vulnerable Households Project.
Race	Hate crime issues	NO	YES	YES	Develop a third party reporting mechanism with front line staff in partnership organisations. Geographically map hate crime incidents on GIS and develop initiatives to reduce hate crime.
Disability		NO	YES	YES	
Age	Elderly people – fear of crime. Young people – alcohol abuse and anti social behaviour.	NO	YES	YES	Reduce fear of crime by developing initiatives, awareness raising, distribution of crime prevention guidance especially to elderly people. Reduce anti social behaviour - establish a Positive Activities For Young People Action Group to secure funding and deliver programmes of positive activities. Reduce alcohol related crime and disorder through projects such as Young Tower and Vulnerable Households Programme.
Sexual Orientation	See partnership Plan 2008 - 2010	NO	YES	YES	See CDRP Partnership Plan and Service Plan.
Religion or Belief	See partnership Plan 2008 - 2010	NO	YES	YES	See CDRP Partnership Plan and Service Plan.

7.0 DEVELOPING EQUALITY OBJECTIVES AND TARGETS

Please indicate which of the following best describes the outcome of your EIA process by ticking one of the following:

• There is insufficient evidence to judge whether there is differential impact	
• The EIA shows that the function or policy has no differential impact	✓
• The EIA shows that the function or policy has a differential impact	
• The EIA reveals a differential impact which also amounts to adverse impact	

7.1 SETTING TARGETS

Using the table below, please insert equality objectives and targets for this function or policy based on the findings of this impact assessment.

OBJECTIVES	PERFORMANCE TARGET	LEAD OFFICER	TIMESCALES / MILESTONES
Refer to CDRP Partnership Plan for detailed action plan. Some key actions are as follows:			
To introduce as necessary interpreters/signers at public consultations.	To meet needs of all minority groups.	Community Safety Manager	Ongoing
To continue existing communication/consultation methods to help inform priorities.	Consultations carried out.	Community Safety Manager	Ongoing

To make literature available in alternate formats when requested e.g. Braille.	Within 10 working days.	Community Safety Manager	Ongoing
Reduce alcohol related crime and disorder.	Refer to partnership plan for detailed actions and targets.	Community Safety Manager	Refer to partnership plan
Reduce the fear of crime.	Refer to partnership plan for detailed actions and targets.	Community Safety Manager	Refer to partnership plan
Reduce Domestic Violence.	Refer to partnership plan for detailed actions and targets.	Community Safety Manager	Refer to partnership plan
Provision of positive activities for young people.	Refer to partnership plan for detailed actions and targets.	Community Safety Manager	Refer to partnership plan

Please ensure that these objectives are incorporated into operational plans for 2009/10.

Progress on the objectives and targets set out above will be measured through the monitoring systems that are in place for the CDRP Partnership Plan.

8.0 Detailed Action Plan Template

Name of Policy or Service:							
Equality groups or communities affected	Issue identified	Action to be taken	By When	Responsible Person	Expected Outcome	Monitoring Arrangements	Data Required – Yes / No
Refer to CDRP Partnership Plan.							

