



Equality Impact Assessment Summary

Summary

Name of Product	Cleveland Police and Crime Plan 2024-2029
Description of Product	The Police and Crime Plan is the primary document through which the Police and Crime Commissioner sets out their strategic vision and objectives for policing and community safety in the local policing area.
Department	Office of the Police and Crime Commissioner
Assessment Writer	Elise Pout
Date Started	29 May 2024
Head of Dept Sign Off	Pending finalisation of the Plan
Review Date	

Version Control

This is a living document and should be updated as we update our products, and receive new insights and data on how our people or communities engage with our product.			
Version	Date	Reason for update	Author
1	4 Nov 24	Reviewed Version	Elise Pout

Stage One – Early Thinking

Use this space to confirm if you are developing a proposal that will impact upon policies and practices that are likely to impact upon our communities or workforce. Consider If you aren't sure how your product may impact people due to their protected characteristics please use our Equality Consideration Checklist .	
Is an EIA required at this time?	Yes, the plan will have an impact upon the whole of the Cleveland area

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If no, what is your rationale?

Stage Two – Identify Scope

You must list the specific sources of evidence that you have used within the EIA to ensure your product is inclusive. Please include links to any sources and details of any consultation work you have undertaken.

The role of the Police and Crime Commissioner (PCC) is designed to be the link between the public and the policing service which is delivered on their behalf.

As per the Police Reform and Social Responsibility Act 2011, the PCC is responsible for securing and maintain an efficient and effective police service for the communities of Cleveland.

In doing so, the PCC is required to produce a Police and Crime Plan that covers their term of office which sets out the strategic priorities for local policing, and how they are going to be addressed.

The document sets out the PCC's objectives for policing and reducing crime and disorder in the area, how policing resources will be allocated, agreements for funding, scrutiny arrangements and performance reporting requirements.

The PCC's vision is to build **safe, strong and confident communities**. At the heart of this vision relies on the successful implementation of the Public Sector Equality Duty, underpinned by the PCC's guiding principles which includes; inclusivity, visibility in communities, victim focussed and being the voice of the public.

As the Plan sets the strategic direction for local policing, it will have an impact on all of nine protected characteristics as defined by the Equality Act 2010 - Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion and Belief, Sex and Sexual Orientation.

To inform the development of the Police and Crime Plan, the OPCC conducted a major 11-week consultation exercise with the public and partners to ensure the Plan appropriately meets the needs of all of Cleveland's communities.

As detailed in the Consultation Report (embedded), the consultation comprised of five main strands of engagement activity:



Appendix B - Police
and Crime Plan Consu

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1. **An online survey** - community members were asked to rank the PCC's main six priorities and provide feedback on how these objectives may be achieved.
2. **Engagement stalls** – residents are asked to rank the PCC's six priorities at a range of community events and on stalls in local supermarkets.
3. **Briefings and meetings** – the PCC presented his draft plan to a range of stakeholders within the criminal justice and community safety landscape.
4. **Victim/survivor focus groups** – the PCC is required by law to engage with people affected by crime and focus groups were held to seek their views.
5. **Workshops with diverse groups** – the PCC visited young people, older people, people with learning disabilities and the hearing-impaired community, and ethnically diverse communities.

Full details of those organisations that were consulted can be found here



Appendix C - Police
and Crime Plan Consu

The aim of the consultation was to gather rich, descriptive feedback on the PCC's Police and Crime Plan priorities. As such, greater efforts were made to conduct meaningful discussions involving the PCC, as well as traditional survey and engagement methods.

More than 1,500 people participated in the consultation of the draft Police and Crime Plan, this is broken down as follows:

- 163 people from stakeholders, partners, and organisations' engaged with online stakeholder briefings and partnership meetings.
- 588 people participated in the online survey which was open to the public within Cleveland.
- 510 people across Cleveland participated in the consultation on engagement stalls roadshows at family events, libraries, supermarkets, and shopping centres.
- 20 victims and survivors of crime participated in the focus groups.
- 242 people from diverse groups attended workshops on the Plan.

Demographic analysis

Demographic information was only collected for the online survey, as specific questions could be posed about age, gender, ethnicity and other characteristics.

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Those who identify as female were more likely to complete the survey than males – 43.36% of respondents identified as male and 51.33% as female.

There were a small number of respondents who preferred not to disclose their gender and none of the respondents disclosed as non-binary.

The majority of respondents (88.17%) identified as White British. There were a small number of responses from other white backgrounds (2.96%), South Asian (2.08%), mixed ethnic background (2), and a Black African or Black Caribbean background (3). The remaining respondents preferred not to disclose their ethnicity.

Whilst responses were spread across all age groups three quarters of respondents (70.88%) were aged between 40 and 60+.

31.87% of respondents have been a victim of crime in the last 12 months. 64.62% have not been affected and 3.51% preferred not to disclose.

Of those victims of crime, over two-thirds (69.9%) were victims of antisocial behaviour. Vehicle theft or damage was the next most common crime type (25.45%).

Stage Three - Impact

What potential positive or negative impacts has your research and consultation revealed?

All protected characteristics

Positive Impacts

The consultation process and resulting Plan has considered and reached out to individuals, organisations and groups which represent protected characteristics and helps to uphold the duty to eliminate any unlawful discrimination, harassment and victimisation; advance equality of opportunity between different groups; and foster good relations between different groups. The Plan includes specific commitments to support victims and vulnerable people and to give people confidence in the criminal justice system, commissioning the services needed to support them.

Negative Impacts

There are no specific issues that have been identified following extensive consultation. The activities identified in the Plan are broad and should apply equally to all and so there is no anticipated negative impact on any protected characteristics at this time.

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<p>This includes the PCC's dedication to reducing hate and division in Cleveland, playing a strategic role in understanding how local organisations are tackling hate crime, challenging discrimination and building communities. The Plan also includes reference to holding the Chief Constable to account Cleveland Police's obligations in the Equality Act 2010 and their own equality objectives.</p>	
<p>Age</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>As above, and additionally there could be a positive benefit from the Plan's commitment to funding programmes which provide early intervention for the most vulnerable young people, to keep children and young people away from crime and working with partners to understand the signs of criminal and sexual exploitation of children.</p> <p>The plan also has a specific commitment to ensuring safety for women and girls.</p> <p>The plan commits to improving trust and confidence in policing and the criminal justice system, including understanding and addressing disparity in the criminal justice process.</p>	<p>No specific issues have been identified following extensive consultation.</p> <p>The activities identified in the Plan should apply equally to all age groups irrespective of their age.</p> <p>Cognitive understanding, affected by age, may impact the ability of those to have awareness of the work being undertaken through the police and crime plan.</p>
<p>Disability</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>As above, and additionally there could be a positive benefit from the Plan's specific commitment to work with minoritised, marginalised and specific groups to understand how services can be designed to meet their needs, including a commitment to dealing with hate crime.</p> <p>The plan commits to improving trust and confidence in policing and the criminal justice system, including understanding and addressing disparity in the criminal justice process.</p>	<p>No specific issues have been identified following extensive consultation. The activities identified in the Plan should apply equally to all irrespective of whether they have a disability or not.</p> <p>Cognitive understanding may impact the ability of those with learning difficulties to have awareness of the work being undertaken through the police and crime plan.</p>

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	The deaf community may have difficulties accessing a written plan if they cannot read written word and BSL is their first language.
Gender Reassignment	
Positive Impacts	Negative Impacts
<p>As above, and additionally there could be a positive benefit from the Plan's specific commitment to dealing with hate and division.</p> <p>The plan commits to improving trust and confidence in policing and the criminal justice system, including understanding and addressing disparity in the criminal justice process.</p>	<p>There is no evidence relating to this protected characteristic nor any specific issues detected.</p> <p>However, the activities identified in the Plan should apply equally to all irrespective of any gender reassignment.</p>
Marriage and civil partnership	
Positive Impacts	Negative Impacts
No positive impacts identified.	There is no evidence relating to this protected characteristic nor any specific issues detected. However, the activities identified in the Plan should apply equally to all irrespective of whether they are married or in a civil partnership.
Pregnancy and maternity	
Positive Impacts	Negative Impacts
Pregnancy can lead to increased risk of domestic abuse – the Police and Crime Plan has a strong commitment to improving safety for women and girls.	There is no evidence relating to this protected characteristic nor any specific issues detected. However, the activities identified in the Plan should apply equally to all irrespective of their pregnancy or maternity status
Race	
Positive Impacts	Negative Impacts
As above, and additionally there could be a positive benefit from the Plan's specific commitment to dealing with hate crime and understanding how local organisations are tackling hate crime.	No specific issues have been identified following extensive consultation. The activities identified in the Plan should apply equally to all irrespective of their race or ethnic origin.

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<p>The plan commits to improving trust and confidence in policing and the criminal justice system, including understanding and addressing disparity in the criminal justice process.</p>	<p>Language barriers, may impact and limit the awareness of the work being undertaken through the police and crime plan.</p>
<p>Religion or Belief</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>As above, and additionally there could be a positive benefit from the Plan's specific commitment to dealing with hate crime and understanding how local organisations are tackling hate crime.</p>	<p>There is no evidence relating to this protected characteristic nor any specific issues detected.</p> <p>The activities identified in the Plan should apply equally to all and should not impact negatively on their religion, belief or non-belief.</p>
<p>Sex</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>As above, and additionally there could be a positive benefit from the Plan's specific commitment to dealing with hate crime and tackling improving safety for women and girls (which includes men) as well as domestic abuse, rape, sexual violence and child sexual exploitation.</p>	<p>No specific issues have been identified following extensive consultation.</p> <p>The activities identified in the Plan should apply equally to all.</p>
<p>Sexual Orientation</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>As above, and additionally there could be a positive benefit from the Plan's specific commitment to dealing with hate crime.</p>	<p>There is no evidence relating to this protected characteristic nor any specific issues detected.</p> <p>The activities identified in the Plan should apply equally to all irrespective of their sexual orientation.</p>
<p>Other – Please clarify</p>	
<p>Positive Impacts</p>	<p>Negative Impacts</p>
<p>None</p>	<p>None</p>

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Stage Four – Mitigation – Actions		
What can be done to mitigate/minimise negative impacts?		
Action	Action Owner	Action Status
Work with the Youth Advisory Group to develop a youth focussed version of the Police and Crime Plan	Hannah Smith	Pending finalisation of the Plan
Develop an Easy Read version of the Police and Crime Plan	Hannah Smith	Pending finalisation of the Plan
Develop an underpinning community engagement strategy, ensuring a programme of continuous and effective engagement programme with communities and diverse groups.	Hannah Smith	Pending finalisation of the Plan
Develop digital media products with visual aids and subtitles highlighting the priorities of the police and crime plan.	Hannah Smith	Pending finalisation of the Plan
Develop versions of the Police and Crime Plan priorities, translated into key local languages based-on Census data, which will be available digitally and in hardcopy within targeted community locations.	Hannah Smith	Pending finalisation of the Plan

Stage Four – Mitigation – Risk Tolerance	
Have we exhausted options to mitigate/minimise any negative impacts? List negative impacts we have not been able to mitigate here.	
Impacts we cannot mitigate	None identified.
Does your head of department approve of tolerating this risk?	Yes

Stage 5 – Sign Off

Once you have completed your assessment and product you must request your head of department sign them off. You then need to send your completed EIA summary and the product you have assessed to the EDI team:

everyonematters@cleveland.pnn.police.uk



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The team will review your EIA and will either: provide final sign off the completed document, OR, return your document with further considerations and recommendations for you to implement.