

## KENT POLICE AND CRIME PLAN 2013 – 2017

### EQUALITY IMPACT ASSESSMENT

The Commissioner, as subject to the general equality duty must, in the exercise of her functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010.
- Advance equality of opportunity between people who share a protected characteristic and those who do not. The Act explains that this means:
  - *Removing or minimising disadvantages suffered by people due to their protected characteristics.*
  - *Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.*
  - *Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.*
- Foster good relations between people who share a protected characteristic and those who do not.

#### 1. Name and outline of policy under consideration, including policy owner.

The Kent Police and Crime Plan 2013 – 17 is a statutory document which sets out the Police and Crime Commissioner's vision for policing and community safety over the next four years. It articulates her priorities and objectives as well as the performance measures against which she will scrutinise the performance of Kent Police.

The Police and Crime Plan has a direct impact on the public of the county of Kent as well as the staff of Kent Police and other community safety and criminal justice agencies.

The strategic priorities of the Plan are:

- Cutting crime and catching criminals
- Ensuring visible community policing is at the heart of Kent's Policing Model
- Putting victims and witnesses first
- Protecting the public from serious harm
- Meeting national commitments for policing
- Delivering value for money

Within the Police and Crime Plan, the Commissioner recognises the impact that budget reductions could have on her aims and ambitions and the nature of policing in the county. Her priorities and objectives are set within this context, and the Plan seeks to articulate how Kent Police and others can continue to deliver first class policing in the county of Kent.

**Policy Owner:** Kent Police and Crime Commissioner  
**Responsible Officer:** Kayleigh Nicholson, Policy and Research Officer

### 1.1 Please outline what has been done to ensure that the policy is accessible to all.

The Kent Police and Crime Plan will be made available on the Kent Police and Crime Commissioner's website. Those who access the Plan through the website will also be offered the opportunity to view the Plan in large font, different formats and other languages. Hard copies of the plan will also be available on request.

The Commissioner has recognised the limitations of placing her Strategic Plan on the website; however, this mode of publication was deemed to be the most prudent in the current financial climate. To mitigate any potential adverse impact, the list of consultees was extensive, which ensured that awareness of the Plan was raised with as wide a group of people as possible, including Independent Advisory Groups, Victim Support and the Citizens Panel. This also ensured a broad variety of views were secured on the Plan. The published version of the Plan will also be sent in hard copy form to all stakeholders, and will be available in hard copy form to any member of the public on request. A short summary version of the Plan will also be made available on the website, and in police stations and council offices.

The format of the Plan is clear, and uses direct language. Whilst some policing language can be technical in nature owing to the subject matter, the Plan has been designed to be public-facing and reader-friendly.

### 2. Are there concerns that the policy could have a ***differential*** impact on any of the following groups below? (please tick the relevant boxes)

Consider both the public and employees	Tick
<b>Racial groups</b> (consider: language, culture, ethnicity including gypsy/traveller groups and asylum seekers are included)	
<b>Sex</b> (male, female)	✓
<b>Sexual orientation</b> (gay, lesbian, bisexual, heterosexual; actual or perceived. Not treating someone less favourably because of their sexual orientation)	
<b>Disability</b> (physically or mentally, e.g. visual, hearing impairment, learning difficulties, issues surrounding access to buildings, communication methods, reasonable adjustments)	
<b>Age</b> (young people, the elderly, issues surrounding recruitment, training, pay, promotion)	✓
<b>Religion or belief</b> (practices of worship, religious or cultural observance, including non-belief)	
<b>Gender re-assignment</b> (transgender, transsexual, transvestite; individual who lives permanently in another gender)	
<b>Pregnancy and maternity</b> (ensuring fair treatment whilst pregnant, on maternity leave or if ill during pregnancy. Cases not relating to work – no unfair treatment within 26 weeks of pregnancy. Does not include paternity)	
<b>Marriage and civil partnership</b> (does not include people who are engaged, divorced or widowed. Not treating someone less favourably if they are married or in a civil partnership)	

### 3. Outline the issues affecting the groups you have identified above

The Kent Police and Crime Plan is intended to provide positive outcomes to all of those who live, work in and visit Kent. It is therefore designed to be a Plan that improves the satisfaction of all community groups. There is, however, a potential positive differential impact on people from two of the protected characteristics.

Within her Police and Crime Plan, the Police and Crime Commissioner sets out her intention to place focus on youth crime and to appoint a Youth Police and Crime Commissioner. This recognises a historic lack of engagement by young people with what they see as the 'establishment'. This policy decision has been taken to improve the ability of young people to have a say over the crime and community safety issues that matter to them. It will also allow young people to suggest ways that agencies could better tackle crime committed by or against young people.

The Police and Crime Plan also focuses on improving police accessibility in rural areas. Demographically, rural areas typically have a higher proportion of older people than urban areas, so this priority may have an indirect positive impact on age.

Within the Plan, tackling issues associated with domestic abuse is identified as an objective for Kent Police and its partners. The Commissioner has also allocated funding to provide a county-wide Independent Domestic Violence Adviser service. As a greater proportion of women are victims of domestic abuse than men, this may have an indirect positive effect

**4. Outline any changes that will need to be made to the policy, or give reasons why any potential differential impact will remain.**

As the differential effects identified are positive and are in response to conscious policy choices, no changes will be made to the policy as a result.

**Review**

**Once this policy is in effect, it will need to be monitored, and data collected, to review its impact and to see what learning can be gained to influence the revision of this policy or the creation of future ones.**

**Please give details below**

The priorities and objectives of the Police and Crime Plan were informed through extensive consultation with the public, victims of crime, partners and stakeholders. This consultation took place in January 2013 and a list of consultees is attached at Appendix A.

All consultees were provided with an electronic draft of the Police and Crime Plan or a hard copy upon request. They were asked to provide comments regarding the priorities and objectives within the Plan as well as the proposed budget and precept which are integral to the Plan document.

The responses received from those consulted will be analysed before the Plan is finalised and published at the end of March. No specific comments relating to the impact of the Policy on equality have yet been received.

The Plan will be kept under review on an ongoing basis in light of any comments received from the public. There will also be a formal review of the Plan on an annual basis. Data collected by Kent Police in relation to crime, ASB and satisfaction will be scrutinised to determine the impact of the Police and Crime Plan, the outcomes it is achieving and to identify any issues arising.

The Commissioner's Office will also monitor correspondence received by the Commissioner and the outcomes of public and victim consultation to ensure that the Plan has not negatively impacted any equality groups.

## Appendix: Consultation

**Please list those people/organisations consulted with.**

**If any comments have been made in relation to the impact of this policy on people with protected characteristics, please include below, and what action has been taken in respect of them.**

The findings of on-going victim and witness consultation were used to inform the development of the Police and Crime Plan, as well as specific consultation with the following stakeholders:

- Chief Constable, Kent Police
- Kent County Council
- Medway Council
- Community Safety Partnerships
- District and Borough Councils across Kent
- Independent Advisory Groups (IAGs)
- Parish Councils
- Kent Fire and Rescue
- Kent Probation
- Members of Parliament (Kent)
- Kent Criminal Justice Board
- Neighbourhood Watch Co-ordinators
- NHS
- Police and Crime Panel
  
- Citizen's Panel
- Youth Panel
- Bluewater Shopping Centre
- Business Link Kent
- Canterbury Citywatch and Whitstable Business Against Crime
- Catch 22
- Charlton Athletic Community Trust
- Kent Drug and Alcohol Action Team
- Medway Drug and Alcohol Action Team
- Kent Youth Offending Service
- Medway Youth Offending Service
- Connexions
- Dover, Deal and Sandwich Business Partnership
- Family Matters
- Forestry Commission
- Federation of Small Businesses
- Folkestone Area Partnership Against Crime
- Freight Transport Association
- Gillingham/Rainham Business Partnership
- G-Safe
- Institute of Directors
- Invicta Chamber of Commerce
- Isle of Grain CNI
- High Sheriff
- K-Dash
- Kent Can
- Kent People's Trust

- Maidsafe
- National Farmers' Union
- Swale Action – SATEDA
- Swale Safe Ltd
- Thanet Safe
- Tunbridge Wells Safe Town Partnership
- UK Border Agency
- Unison
- Victim Support
- Westwood Cross