

# Croydon Council Equality Analysis Form

## Stage 1 Initial Risk Assessment - Decide whether a full equality analysis is needed

At this stage, you will review existing information such as national or local research, surveys, feedback from customers, monitoring information and also use the local knowledge that you, your team and staff delivering a service have to identify if the proposed change could affect service users from equality groups that share a “protected characteristic” differently. You will also need to assess if the proposed change will have a broader impact in relation to promoting social inclusion, community cohesion and integration and opportunities to deliver “social value”.

Please note that the term ‘change’ is used here as shorthand for what requires an equality analysis. In practice, the term “change” needs to be understood broadly to embrace the following:

- Policies, strategies and plans
- Projects and programmes
- Commissioning (including re-commissioning and de-commissioning)
- Service Review
- Budgets
- Staff structures (including outsourcing)
- Business transformation programmes
- Organisational change programmes
- Processes (for example thresholds, eligibility, entitlements, and access criteria)

You will also have to consider whether the proposed change will promote equality of opportunity; eliminate discrimination or foster good relations between different groups or lead to inequality and disadvantage. These are the requirements that are set out in the Equality Act 2010.

### 1.1 Analysing the proposed change

#### 1.1.1 What is the name of the change?

#### Implementation of a Youth Crime Prevention Plan

#### 1.1.2 Why are you carrying out this change?

Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

Whilst overall levels of youth crime are reducing some crime types remain a concern. A Youth Crime Prevention Plan has been developed that sets out how agencies should work in partnership to protect young people from being victims or perpetrators of crime.

**1.1.3 What stage is your change at now?**

See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.

The plan has been drafted, it has been discussed at the Safer Croydon Partnership Board and the Youth Crime sub-group and is scheduled to go to Cabinet for final approval in October 2015.

**Please note that an equality analysis must be completed before any decisions are made. If you are not at the beginning stage of your decision making process, you must inform your Director that you have not yet completed an equality analysis.**

1.2 Who could be affected by the change and how

**1.2.1 Who are your internal and external stakeholders?**

For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.

The Plan sets out a range of partnership actions to both protect victims and target perpetrators. It is specifically targeted at young people who are at risk of being victims of crime or are identified offenders and sets out a programme of work that will be delivered by various Council teams, the police, health services and the voluntary sector.

**1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?**

It is specifically targeted at young people who are at risk of being victims of crime or are identified offenders. The outcomes the plan is designed to achieve are:

- Improved early identification of children and young people at risk of offending and Anti-social behaviour
- Reduction in the number of young people enter the criminal justice system for the first time
- Reductions in the numbers of young people re-offending
- Improved identification and targeting of young people involved in gang activity and are provided opportunities and support to exit gangs
- Improved life chances for those young people identified as at high risk of re-offending or committing anti-social behaviour

- To reduce the number of victims of youth crime
- Improved partnership working to protect young people at risk violence, sexual exploitation, gangs, bullying and domestic abuse
- There is active engagement to ensure young people are contributing to solutions in regard to crime issues of concern to them.

**1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?**

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response  
If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

Yes. The plan specifically targets young people but there are identified issues with a high proportion of young black men being identified as offenders of serious youth violence, robbery and knife crime. The offender population is identified as:

SYV – 58.5% black males  
Knife Crime – 47.3% black males  
Robbery – 54.7% black males

**1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?**

You can find out from the Equality Strategy (<http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf> ). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

Don't know as I can't access the link above to check

**1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”**

Please see Appendix 2 (section 1) for a full description of groups.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	Positive in terms of reducing likelihood of being a victim of crime if young	None
Race/ Ethnicity	Actions to reduce offending behaviour should impact positively	Targeting of young black males could be perceived as a disadvantage as they feature most prominently as offenders
Gender	Actions to reduce offending behaviour and potential victimisation should impact	More targeting of males could be perceived as a disadvantage as they feature most prominently as

	<b>positively</b>	<b>victim and perpetrator however the outcome should positive to the community</b>
Transgender	<b>Positive in terms of reducing likelihood of being a victim of crime if young</b>	<b>None</b>
Age	<b>Positive in terms of reducing likelihood of being a victim of crime if young</b>	<b>None</b>
Religion /Belief	<b>Positive in terms of reducing likelihood of being a victim of crime if young</b>	<b>None</b>
Sexual Orientation	<b>Positive in terms of reducing likelihood of being a victim of crime if young</b>	<b>None</b>
Social inclusion issues	<b>Less crime and youth victimisation</b>	<b>None</b>
Community Cohesion Issues	<b>Less crime and youth victimisation</b>	<b>None</b>
Delivering Social Value	<b>Less crime and youth victimisation</b>	<b>None</b>

<b>1.2.6</b>	<b>In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?</b>  For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation
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Some activity identified in the plan will focus on the areas where there are high levels of youth crime and victimisation. These are most notable in the town centre and in the north of the borough

<b>1.2.7</b>	<b>Would your proposed change affect any protected groups more significantly than non-protected groups?</b>  Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....
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Other than young people as victims and young black males identified as offenders no. The overall effect of the plan should be positive to the population as a whole

<b>1.2.8</b>	<p><b>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do not?</b></p> <p><i>In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.</i></p> <p><b>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</b></p>
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**The plan is designed to reduce youth crime victimisation and reduce offending by young people so it will help the Council advance equality of opportunity. Particularly in respect of young people.**

<b>1.2.9</b>	<p><b>As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?</b></p> <p><i>In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act</i></p> <p><b>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.</b></p>
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**It should positively help the Council although there will be some targeting of specific groups, which could be perceived as discriminatory. In particular, this means the targeting of young black men who are identified as offenders as they represent a high proportion of the cohort as identified in 1.2.3**

<b>1.2.10</b>	<p><b>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</b></p> <p><i>In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.</i></p> <p><b>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</b></p>
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**This is likely to help the Council. We are aiming to engage more with young people so that they have a voice and will be putting in specific measures to make young people safer and**

reduce the chances of them becoming a victim of crime

### 1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Decision	Guidance	Response
<b>No, further equality analysis is not required</b>	<p>Please state why not and outline the information that you used to make this decision. Statements such as 'no relevance to equality' (without any supporting information) or 'no information is available' could leave the council vulnerable to legal challenge.</p> <p><b>You must include this statement in any report used in decision making, such as a Cabinet report</b></p>	
<b>Yes, further equality analysis is required</b>	<p>Please state why and outline the information that you used to make this decision. Also indicate</p> <ul style="list-style-type: none"> <li>• When you expect to start your full equality analysis</li> <li>• The deadline by which it needs to be completed (for example, the date of submission to Cabinet)</li> <li>• Where and when you expect to publish this analysis (for example, on the council website).</li> </ul> <p><b>You must include this statement in any report used in decision making, such as a Cabinet report.</b></p>	<p>I think it is likely that a full Equalities Analysis is required given that the plan is specifically targeted at young people and that a high proportion of young black males are identified as offenders. The full analysis will be completed by the time the report goes to cabinet in October and will be published on the Council's website</p>
<b>Officers that must approve this decision</b>	<b>Name and position</b>	<b>Date</b>
<b>Report author</b>	Andy Opie	
<b>Director</b>	Andy Opie, Director of Safety	9 <sup>th</sup> Sept 2015

### 1.4 Feedback on Equality Analysis (Stage 1)

**Please seek feedback from the corporate equality and inclusion team and your departmental lead for equality (the Strategy and Planning Manager / Officer)**

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<b>Name of Officer</b>		
<b>Date received by Officer</b>		Please send an acknowledgement
<b>Should a full equality analysis be carried out?</b>		Note the reasons for your decision

**Stage 2 Use of evidence and consultation to identify and analyse the impact of the change**

Use of data, research and consultation to identify and analyse the probable Impact of the proposed change

This stage focuses on the use of existing data, research, consultation, satisfaction surveys and monitoring data to predict the likely impact of proposed change on customers from diverse communities or groups that may share a protected characteristic.

**Please see Appendix 2 (section 2) for further information.**

**2.1** Please list the documents that you have considered as a part of the equality analysis review to enable a reasonable assessment of the impact to be made and summarise the key findings.

This section should include consultation data and desk top research (both local and national quantitative and qualitative data) and a summary of the key findings.

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**2.2** Please complete the table below to describe what the analysis, consultation, data collection and research that you have conducted indicates about the probable impact on customers or staff from various groups that share a protected characteristic.

Group's with a "Protected characteristic" and broader community issues	Description of potential advantageous impact	Description of potential disadvantageous impact	Evidence Source

**2.3** Are there any gaps in information or evidence missing in the consultation, data collection or research that you currently have on the impact of the proposed change on different groups or communities that share a protected characteristic? If so, how will you address this?

Please read the corporate public consultation guidelines before you begin:  
<http://intranet.croydon.net/finance/customerservices/customerserviceprogramme/stepbystepguide.asp>.

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**2.4** If you really cannot gather any useful information in time, then note its absence as a potential disadvantageous impact and describe the action you will take to gather it.

Please complete the table below to set out how will you gather the missing evidence and make an informed decision. Insert new rows as required

Group's with a "Protected characteristic" and broader community issues	Missing information and description of potential disadvantageous impact	Proposed action to gather information

**Stage 3 Improvement plan**

Actions to address any potential disadvantageous impact related to the proposed change

This stage focuses on describing in more detail the likely disadvantageous impact of the proposed change for specific groups that may share a protected characteristic and how you intend to address the probable risks that you have identified stages 1 and 2.

**3.1** Please use the section below to define the steps you will take to minimise or mitigate any likely adverse impact of the proposed change on specific groups that may share

	<b>a protected characteristic.</b>
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Equality Group (Protected Characteristic)	Potential disadvantage or negative impact e	Action required to address issue or minimise adverse impact	Action Owner	Date for completing action

<b>3.2</b>	<b>How will you ensure that the above actions are integrated into relevant annual department or team service plans and the improvements are monitored?</b>
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<b>3.3</b>	<b>How will you share information on the findings of the equality analysis with customers, staff and other stakeholders?</b>
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Section 4	Decision on the proposed change
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<b>4.1</b>	<b>Based on the information in sections 1-3 of the equality analysis, what decision are you going to take?</b>
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Decision	Definition	Yes / No
<b>We will not make any major amendments to the proposed change because it already includes all appropriate</b>	Our assessment shows that there is no potential for discrimination, harassment or victimisation and that our proposed change already includes all appropriate actions to advance equality and foster good relations between groups.	

<b>actions.</b>		
<b>We will adjust the proposed change.</b>	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the proposed change. We are going to take action to make sure these opportunities are realised.	
<b>We will continue with the proposed change as planned because it will be within the law.</b>	We have identified opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the proposed change.  However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned.	
<b>We will stop the proposed change.</b>	The proposed change would have adverse effects on one or more protected groups that are not justified and cannot be lessened. It would lead to unlawful discrimination and must not go ahead.	

<b>4.2</b>	<b>Does this equality analysis have to be considered at a scheduled meeting?</b> If so, please give the name and date of the meeting.
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<b>4.3</b>	<b>When and where will this equality analysis be published?</b>  An equality analysis should be published alongside the policy or decision it is part of.  As well as this, the equality assessment could be made available externally at various points of delivering the change. This will often mean publishing your equality analysis before the change is finalised, thereby enabling people to engage with you on your findings.
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<b>4.4</b>	<b>When will you update this equality analysis?</b> Please state at what stage of your proposed change you will do this and when you expect this update to take place. If you are not planning to update this analysis, say why not
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<b>4.5</b>	<b>Please seek formal sign of the decision from Director for this equality analysis?</b> This confirms that the information in sections 1-4 of the equality analysis is accurate, Comprehensive and up-o-date.
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Officers that must approve this decision	Name and position	Date
Head of Service / Lead on equality analysis		
Director		

Email this completed form to [equalityandinclusion@croydon.gov.uk](mailto:equalityandinclusion@croydon.gov.uk), together with an email trail showing that the director is satisfied with it.