

Appendix 2 - Equality Impact Assessment - Standard Assessment Template

Section A: Assessment

Policy	Officer conducting this assessment with Contact Details	Date
SSC7 – Satisfaction in the way racist incidents that result in further action are handled	Darin Halifax Tel no 305446 Email Darin.Halifax@plymouth.gov.uk	17.3.08

1. The Policy

Is this a new or existing policy?	Existing.
What is the purpose of the policy?	To increase the reporting of racist incidents in the city and increase the level of satisfaction for those incidents that require further action.
How do the aims of the policy fit in with corporate priorities i.e. Corporate Plan	It contributes to the strategic objectives of Promoting Community Safety and Promoting Inclusive Communities.
Who will benefit from the policy?	People who experience and wish to report a racist incident. It will also enable Plymouth City Council to, <ul style="list-style-type: none"> • eliminate unlawful discrimination • promote equality of opportunity • promote good race relations between people of different racial groups.
What outcomes are wanted from this policy?	Increased satisfaction in the way racist incident reports are handled and greater knowledge of who is making the reports. Better outcomes for those subjected to a racist incident and to better inform our approach to racist reporting and responses in the future.
Are there any factors that might prevent outcomes being achieved?	People may not know they can report an incident. Those that do know may not want to use or have confidence in the process. Also, people subjected to an incident may not want us to follow it up.

2. Data Collection

<p>What qualitative data do you have about the policy relating to equalities groups (e.g. findings from discussion groups, information from comparator authorities)?</p>	<p>There is qualitative evidence received from our voluntary sector partners to state that you are more likely to report an incident if you are black and male. There is anecdotal evidence to suggest that you are less likely to report an incident if you are female and/or disabled. Under a separate scheme, we also have low levels of homophobic reporting which suggests that black members of our LGBT community are also unlikely to report an incident.</p>
<p>What quantitative data do you have on the different groups (e.g. monitoring data on proportions of service users compared to proportions in the population)?</p>	<p>The total number of racist incidents reported since 2005 to both the police and Plymouth City Council (including schools) is, 2005/06 – 602 2006/07 – 522 2007/08 – 355</p> <p>PCC currently reports via BVPI 175 the number of incidents followed up, but does not currently keep satisfaction figures. The police satisfaction rate is currently 94%</p> <p>The current incidents show that reports are made as follows, 58% are made by men 42% are made by women 95% are made by people aged under 65.</p> <p>Figures are not currently kept that cross-references racist reporting with other equality strands. However, national evidence suggests that whereas race and homophobic incident reporting is recognised by the police as being significantly under-reported, there are also areas of concern that transgender, disablist and faith and belief reporting is not available in all areas and is also under-reported both to the police and to local authorities. It is intended to extend Plymouth City Council's reporting system in April 2008, to include other equality strands and to provide a more comprehensive service for people experiencing discrimination.</p>

Please indicate the source of the data gathered? (e.g. Service/Department/Team)	<ul style="list-style-type: none"> • Crime and Disorder figures produced by the police. • BVPI 175 figures produced by Plymouth City Council – Satisfaction in the way racist incidents are handled. • National BVPI 175 figures.
What gaps in data have you identified? (Have to put actions to address this in your action plan?)	<p>There are no official cross reference mechanisms in place between racist reporting and the other equality strands, although this can be extracted by looking at current and historical reports made to both the police and Plymouth City Council.</p> <p>There is no current system that enables Plymouth City Council to ask whether people were satisfied with the outcome of their report, and whether they would report again, and therefore, no current way to establish satisfaction for different equality groups.</p>

3. Impact

Please complete the following tables using ticks.

Consider the information gathered in section 2 of this assessment form, comparing monitoring information with census data as appropriate¹ and considering any earlier research or consultation. You should also look at the guidance in appendix 1²

Equalities Issue	Positive impact	Negative impact	None	Reasons for decision
Age	✓			Plymouth City Council figures show that 79% of incidents are reported via schools. Enabling people to report on their satisfaction with follow up action will aid Plymouth City Council to, <ul style="list-style-type: none"> • Evaluate its follow up processes • Set targets for satisfaction rates • Establish areas for improvement.
Disability	✓			The current racist reporting system does not cross-reference with disability statistics. The new system will enable disability reporting to be made that could be cross-referenced with racist reporting. It will create another avenue for any discriminatory reports to be made to Plymouth City Council.
Faith	✓			The current racist reporting system does not cross-reference with faith statistics. The new reporting system will be opened up to include a faith and belief incident reporting system which will run alongside the racist reporting system.

¹ www.ons.gov.uk (Office National Statistics website)

² See SIU equalities legislation paper for additional guidance (inclusion@plymouth.gov.uk)

Gender	✓			The current racist reporting system shows that 58% of reports are made by men. The following up of racist incidents will enable Plymouth to analyse why there is a 16% difference in man and women reporting and how this can be addressed if necessary.
Race	✓			The current system shows we are exceeding our targets in follow up action. The new policy will establish whether this is being done to the customers satisfaction and will inform us of future policy development. It is most likely that people from a BME background will use the reporting system and therefore benefit from an improved system.
Sexual Orientation	✓			The current racist reporting system does not cross-reference with sexual orientation. The new reporting system will improve the current homophobic incident reporting system to include follow up and satisfaction data as well as a specific system for transgender reporting.

3.1 Do you think that the policy impacts on people because of their age? ³

Age⁴	Positive	Negative	None	Reasons for your decision
Young (Children and young people, up to 18)	✓			The vast majority of reports (Currently 79%) of incidents reported to Plymouth City Council are made via schools. Schools are currently able to report follow up satisfaction rates, although this is not currently done across the board. Most incidents are reported and follow up action is dealt with immediately by schools. Encouraging pupils/ teachers to comment on their satisfaction in how the incident was handled will enable schools to evaluate whether their actions were appropriate to the needs of the victim.
Older (Working age, and above)	✓			Currently, only follow up action is recorded, and not whether this action has been to the reporters satisfaction. The corporate report form is being re-designed to enable Plymouth City Council to contact the reporter again to establish whether they were satisfied with the outcome. This will enable people to not only report an incident, but also say whether it was worthwhile.

³ For demographic data see www.plymouth-informed.gov.uk or www.ons.gov.uk

⁴ Individual services should look at how the above age criteria best relates to them, and make clear reference to it in deciding on any impact

3.2 Do you think that the policy impacts on people with a disability? ⁵

Disability	Positive	Negative	None	Reasons for your decision
Visual impairment	✓			The new reporting system will be available in appropriate formats and will enable people with sensory impairment to request the most appropriate form for them. Alongside the new racist reporting system will be a disablist reporting system which will enable people to report an incident occurring due to their disability. Reports can be made via reporting centres, on-line, post, telephone and fax, whatever is most appropriate to the person making the report. Third party representatives can also complete reporting forms as appropriate
Hearing impairment	✓			
Physically disabled	✓			
Learning disability	✓			New forms are being developed to include symbols for people who have difficulties completing "narrative " forms. This will be available essentially for disablist reporting, but could be adapted to include racist reporting and follow up action for people with communication issues.
Mental health	✓			
Other (HIV positive, multiple sclerosis, cancer, diabetes, epilepsy)			✓	There is no evidence to suggest that this policy will have either a positive or negative impact on this group.

3.3 Do you think that the policy impacts on people because of their faith/belief? ⁶

	Positive	Negative	None	Reasons for your decision
Faith and Belief	✓			Although the current racist reporting system does not cover faith and belief issues, the new system to be introduced in April 2008, will enable Plymouth City Council to establish whether the reporter sees race or faith and belief as the reason for the incident occurring. e.g. Plymouth City Council has received "racist reports" in the past regarding people using the Islamic centre which could have been as a result of them following Islam as opposed to their ethnicity.

⁵ Disability is defined as an impairment, which has a substantial, long-term adverse effect on a person's ability to carry out normal day-to-day activities.

⁶ Religious groups cover a wide range of groupings the most of which are Buddhist, Christians, Hindus, Jews, Muslims, and Sikhs. Consider these categories individually and collectively when considering impacts

3.4 Do you think that the policy affects men and women in different ways?

Gender	Positive	Negative	None	Reasons for your decision
Male	✓			Establishing satisfaction of follow up action following a racist report will enable Plymouth City Council to use its statistics in a more robust way. It will enable us to see if women and girls experience different forms of incidents than their male counterparts and whether their perception of how we deal with it is different depending on gender. It will also enable departments within Plymouth City Council to receive feedback from its customers regarding their customer care
Female	✓			

3.5 Do you think that the policy impacts on people on the grounds of their race? ⁷

Race	Positive	Negative	None	Reasons for your decision
Promoting equality of opportunity	✓			The new policy will enable Plymouth City Council to expand its current racist reporting system and allow reporters to mould the evolution of the reporting system to provide a complete service. Reporting centres will be available throughout the city via council housing offices and voluntary sector settings, enabling people to report wherever is most convenient for them.
Promoting good race relations	✓			
Eliminating unlawful discrimination	✓			

⁷ Under the Race Relations Act, it is unlawful to discriminate against anyone on grounds of race, colour, nationality (including citizenship or ethnic or national origin). Includes Gypsy and Traveller Communities.

3.6 Do you think that the policy impacts on people because of their sexual orientation?

Sexual Orientation	Positive	Negative	None	Reasons for your decision
Gay Men	✓			Plymouth City Council has a homophobic incident reporting system running alongside its racist reporting system. The numbers of incidents reported are low and there are no current means of establishing satisfaction with any follow up action. The new system will be developed to ensure that all reporting of incidents will have a follow up system and therefore, if someone experiences an incident because of their race and sexual orientation, there will be consistency in how this can be reported and followed up.
Lesbians	✓			
Bi-sexual	✓			
Trans communities (i.e. Trans-gender, trans-sexual and transvestite and gender reassignment) ⁸	✓			Alongside the new racist reporting system will be a transgender reporting system which will enable trans people to report an incident. This will be available in the same process and format as the racist reporting system and will develop consistency across all equality strands.

4. Summary

Which equality groups have positive or negative impacts been identified for (i.e. differential impact)? ⁹	Positive for age, disability, faith and belief, gender, race and sexual orientation.
Is the policy directly or indirectly discriminatory under the equalities legislation? ¹⁰	No
If the policy is indirectly discriminatory can it be justified under the relevant legislation? ¹¹	N/A

⁸ Transgender/transsexual person: a person whose perception of their own gender (gender identity) differs from the sex they were assigned at birth.

A Transvestite will dress as a member of the opposite sex but doesn't have feelings of belonging to the opposite sex or alienation from their own bodies. Source: www.herts.ac.uk/services/counselling/understanding_gender_dysphoria.pdf

Gender reassignment: the process of transitioning from the gender assigned at birth to the gender the person identifies with. This may involve medical and surgical procedures.

⁹ Differential Impact suggests that a particular group has been affected differently by a policy, in either a positive, or negative way.

¹⁰ Direct discrimination is treating people less favourable than others, e.g. on the grounds of age, disability, gender, race, relation and belief, sexual orientation.

Indirect discrimination is applying a provision, criterion or practice that disadvantages people, e.g. on the grounds of age, disability, gender, race, religion and belief, sexual orientation and that can't be justified as a proportionate mean of achieving a legitimate aim.

Section B: Action

5. Please complete your action plan below. Issues you are likely to need to address include

- What **consultation** needs to take place with equality groups (bearing in mind any relevant consultation already done and planned corporate consultation exercises)
- What **monitoring/evaluation** will be required to further assess the impact of any changes on equality target groups
- **Equalities Impact Assessment Implementation Action Plan**

Issue to be addressed	Responsible Officer	Action Required	Timescale for completion	Action Taken	Comments
All strands	Community Cohesion Officer	We will set future satisfaction targets based on reports received between Jan and March 2008. If we do not have enough information to do this, we would consider a series of consultation events to find out what we need to do.	April 2008		
Gender	Community Cohesion Officer	Establish an reporting system specifically aimed at monitoring transgender incidents to run alongside other reporting systems	April 2008		
Faith and Belief	Community Cohesion Officer	Establish an reporting system specifically aimed at monitoring faith and belief incidents to run alongside other reporting systems	April 2008		
Race	Community Cohesion Officer	Improve the current system to include feedback on customer satisfaction with follow up action.	April 2008		
Sexual Orientation	Community Cohesion Officer	Improve the current system to include feedback on customer satisfaction with follow up action.	April 2008		
Disability	Community Cohesion Officer	Establish an reporting system specifically aimed at monitoring disablist incidents to run alongside other reporting systems	April 2008		

(If needed please seek advice from Legal Ser vices and/or your manager)

6. Report and publication

Please record details of the report or file note which records the outcome of the EIA together with any actions / recommendations being pursued (date, type of report etc)	Social Inclusion Unit / Local Area Agreement files. March 2008
Please record details of where and when EIA results will be published	Council website and LSP March 2008

Name of Officer completing Darin Halifax

Signed DH

Date: 24.3.08

Name of Senior Manager Authorising Assessment and Action Plan for publication Peter Aley

Signed: PA

Date: 24.3.08

