

**Tameside & Glossop Strategic Commission  
Equality Impact Assessment (EIA) Form**

<b>Subject / Title</b>	Community Safety Strategy 2021 - 2024	
<b>Team</b>	<b>Department</b>	<b>Directorate</b>
Community Safety	Community Safety & Homelessness	Operations & Neighbourhoods
<b>Start Date</b>	<b>Completion Date</b>	
14/04/2021	30/07/2021	
<b>Project Lead Officer</b>	Dave Smith	
<b>Contract / Commissioning Manager</b>	John Gregory	
<b>Assistant Director/ Director</b>	Emma Varnam / Ian Saxon	
<b>EIA Group</b> (lead contact first)	<b>Job title</b>	<b>Service</b>
Dave Smith	Partnership Manager	Community Safety
Terry Finn	Community Cohesion Officer	Community Safety

**PART 1 – INITIAL SCREENING**

*An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery and/or provision. Note: all other changes – whether a formal decision or not – require consideration for an EIA.*

*The Initial screening is a quick and easy process which aims to identify:*

- *those projects, proposals and service or contract changes which require a full EIA by looking at the potential impact on, or relevance to, any of the equality groups*
- *prioritise if and when a full EIA should be completed*
- *explain and record the reasons why it is deemed a full EIA is not required*

*A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon, or relevance to, people with a protected characteristic. This should be undertaken irrespective of whether the impact or relevancy is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.*

<b>1a.</b>	<b>What is the project, proposal or service / contract change?</b>	The adoption and implementation of Tameside's new Community Safety Strategy
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<b>1b.</b>	<p><b>What are the main aims of the project, proposal or service / contract change?</b></p>	<p>The Crime and Disorder Act 1998 sets out statutory duties on the police and local authorities to work in collaboration with key partners and organisations to develop and implement strategies to tackle crime and disorder and create safer communities.</p> <p>The Strategy sets out the following five key priorities for Tameside’s Community Safety Partnership (CSP);</p> <ul style="list-style-type: none"> <li>• Building stronger communities</li> <li>• Preventing and reducing violent crime, knife crime &amp; domestic abuse</li> <li>• Preventing and reducing crime &amp; anti-social behaviour</li> <li>• Preventing and reducing the harm caused by drugs &amp; alcohol</li> <li>• Protecting vulnerable people and those at risk of exploitation</li> </ul> <p>The CSP also works alongside the Greater Manchester Combined Authority (GMCA). The Community Safety Strategy has also been considered alongside the Greater Manchester Deputy Mayor’s Police and Crime Plan “Standing Together” that sets out the following priorities;</p> <ul style="list-style-type: none"> <li>• Strengthening Communities and Places</li> <li>• Reducing harm and Offending</li> <li>• Keeping People Safe</li> </ul>
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<p><b>1c. Will the project, proposal or service / contract change have either a direct or indirect impact on, or relevance to, any groups of people with protected equality characteristics? Where there is a direct or indirect impact on, or relevance to, a group of people with protected equality characteristics as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.</b> <i>(Please note: Evidence sources for all data in this section can be found in Section 2e of this Equality Impact Assessment form)</i></p>				
Protected Characteristic	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
Age		<b>X</b>		<p>The risk of being a victim of violent crime decreases with age. According to the latest Crime Survey for England and Wales findings from March 2021, 3.6% of all 16-24 year olds had been a victim of violent crime compared to 0.2% of 75+ year olds.</p> <ul style="list-style-type: none"> <li>• A study of interpretations of anti-social behaviour (ASB) found a significant gap between the views of</li> </ul>

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				<p>different age groups - with older people more likely than younger people to interpret public behaviour as anti-social, particularly when associated with young people.</p> <p>More than 80% of adults thought swearing in a public place was ASB compared with less than 43% of young people, and more than 60% of adults listed cycling or skateboarding on the street compared with less than 8% of young people.</p> <p>40% of adults saw young people hanging around as ASB compared with 9% of teenagers.</p>
Disability		<b>X</b>		<ul style="list-style-type: none"> <li>• In the year ending March 2019, the Crime Survey for England and Wales found that almost 1 in 4 (23.1%) disabled adults aged 16 years and over experienced crime (including fraud and computer misuse), compared with 1 in 5 (20.7%) non-disabled adults.</li> <li>• Around 1 in 7 (14.1%) disabled adults aged 16 to 59 years experienced domestic abuse in the year ending March 2019, compared with 1 in 20 (5.4%) non-disabled adults.</li> <li>• In the year ending March 2019, disabled women were more than twice as likely to have experienced domestic abuse (17.3%) than non-disabled women (7.0%).</li> <li>• In the three years ending March 2018, 3.7% of disabled adults aged 16 to 59 years experienced any sexual assault (including attempts), compared with 1.9% of non-disabled adults.</li> </ul>
Ethnicity		<b>X</b>		<ul style="list-style-type: none"> <li>• 34% of Bangladeshi respondents reported that they had experienced all of the following since the start of COVID-19: a racially motivated attack, being treated unfairly because of their ethnicity, and an increase in racism/racial abuse. Other ethnic groups report experiencing all three as follows: 33% Black African, 29% Pakistani, 20% Chinese, 18% Black Caribbean, 11% Indian, 4% White British</li> <li>• In 2018, potential victims of modern slavery were reported to originate from 130 countries; this represents a 12% increase on the number of countries of origin of potential victims referred in 2017. The most common country of origin reported for adult potential victims was Albania (19%) and for those exploited as children was the UK (45%). The latter could be explained by the continuous increase in the recorded NRM referrals related to county lines.</li> <li>• Between April 2017 – May 2018 there were 429 crimes flagged as Hate Crimes in Tameside. Ashton Central was identified as a hate crime hotspot, with 3 of the 4 LSOAs with the highest numbers of hate crimes reported in this ward.</li> </ul>
Sex		<b>X</b>		According to the Crime Survey for England and Wales

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				<p>(CSEW) year ending March 2020:</p> <ul style="list-style-type: none"> <li>an estimated 7.3% of women (1.6 million) and 3.6% of men (757,000) experienced domestic abuse in the last year</li> <li>women aged 16 to 19 years were more likely to be victims of any domestic abuse in the last year than women aged 25 years and over</li> </ul> <p>Of crimes recorded by the police:</p> <ul style="list-style-type: none"> <li>in the year ending March 2020, the victim was female in 74% of domestic abuse-related crimes</li> <li>between the year ending March 2017 and the year ending March 2019, 77% of victims of domestic homicide were female compared with 13% of victims of non-domestic homicide</li> <li>Men were more likely to be victims of CSEW violent crime than women (2% of men compared with 1.3% of women). This was true for all types of violence, with the exception of domestic violence, where women were more likely to be victims (0.3% of women and 0.1% of men).</li> </ul>
Religion or Belief		<b>X</b>		<ul style="list-style-type: none"> <li>In 2018 to 2019, there were in total 103,379 hate crimes recorded by the police in England and Wales, an increase of 10% compared with 2017 to 2018 (94,121 offences); these increases have been mainly driven by improvements in crime recording by the police.</li> <li>In 2018 to 2019, the police recorded 8,566 hate crimes offences related to religion; these offences accounted for 8% of all hate crimes recorded by the police.</li> <li>Half (50%) of the religiously motivated hate crimes recorded by the police were for public order offences (for example, causing fear alarm or distress).</li> <li>According to the Crime Survey for England and Wales (CSEW), adults with an Asian ethnic group were found to be more likely to be victims of a religiously motivated hate crime than adults of White ethnic group (0.5% and less than 0.1% respectively, 2015 to 2016, to 2017 to 2018 CSEW).</li> </ul>
Sexual Orientation		<b>X</b>		<p>Data collected from the GMCA Police and Community Safety survey found the below;</p> <ul style="list-style-type: none"> <li>LGBT people feel less safe in their local area in comparison to heterosexual people</li> <li>41% of LGB people reported they had been a victim of a crime and 53% reported experiencing antisocial behaviour or a disturbance in the last 12 months</li> <li>LGB people reported feeling less safe at their place of work in comparison to heterosexual people</li> <li>LGB people feel less safe outside of their local areas compared to heterosexual people and 10% reported feeling very unsafe</li> </ul>

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			<ul style="list-style-type: none"> <li>40% of Gay and Lesbian people felt fairly confident that they could get help from Greater Manchester Police in an emergency with that going up to 44% amongst bisexual people and dropping to 25% amongst Trans. 22% of LGB people felt not at all confident and 15% of Trans people felt not at all confident</li> </ul> <p>The LGBT Foundation helpline has seen a huge increase in calls about discrimination, compared to the three weeks prior, the period from 23rd March - 12th of April 2020 saw a 450% increase in calls about biphobia, 100% increase in calls about transphobia and 52% increase in calls about homophobia.</p>
Gender Reassignment		<b>X</b>	<ul style="list-style-type: none"> <li>Figures from Greater Manchester Police show hate crime towards the Trans community has more than tripled in four years.</li> </ul> <p>The statistics, obtained through a Freedom of Information request, cover the period between 2016 and 2020, and show the biggest rise in hate crime occurred between 2017 and 2018.</p> <p>In just 12 months the number of crimes across Greater Manchester jumped from 78 to 130.</p> <p>According to research by LGBT+ anti-violence charity Galop, in the past 12 months:</p> <ul style="list-style-type: none"> <li>4 in 5 respondents had experienced a form of transphobic hate crime.</li> <li>1 in 4 had experienced transphobic physical assault or the threat of physical assault.</li> <li>Nearly 1 in 5 had experienced transphobic sexual assault or the threat of sexual assault.</li> <li>Near 7 in 10 said that their daily routine had been affected by transphobia, with more than 5 in 10 feeling less able to leave the house.</li> <li>Only 1 in 7 respondents reported their experience to the police.</li> <li>7 in 10 felt that the police could not help them.</li> </ul>
Pregnancy & Maternity		<b>X</b>	<ul style="list-style-type: none"> <li>In the UK, it is estimated that 30% of domestic abuse starts during pregnancy, while 40–60% of women experiencing domestic abuse are abused during pregnancy</li> <li>Domestic abuse almost doubles the risk of preterm birth and low birth weight, with the risk further increased for women who experience two or more types of abuse during their pregnancy</li> <li>5% of all maternal deaths between 2009 and 2013 had disclosed they were victims of domestic abuse</li> <li>20% of women in Refuge's are pregnant or have recently given birth</li> </ul>
Marriage & Civil Partners		<b>X</b>	<p>Adults who were separated or divorced were more likely to have experienced domestic abuse compared with those who were married or civil partnered, cohabiting,</p>

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hip				single or widowed.
<b>Other protected groups determined locally by Tameside and Glossop Strategic Commission?</b>				
<b>Group (please state)</b>	<b>Direct Impact/ Relevance</b>	<b>Indirect Impact/ Relevance</b>	<b>Little / No Impact/ Relevance</b>	<b>Explanation</b>
Mental Health		X		<ul style="list-style-type: none"> <li>• People with severe mental illness are more likely to be the victims, rather than the perpetrators, of violent crime.</li> <li>• People with mental ill health are more dangerous to themselves than to others: 80-90% of people who die by suicide are experiencing mental distress.</li> <li>• Over a third of the public think people with a mental health issue are likely to be violent.</li> </ul>
Carers		X		It is not anticipated that development of the Community Safety Strategy will have a direct impact on carers based on evidence available – however it is anticipated the introduction of the Strategy overall will have a positive benefit for all Tameside residents including carers.
Military Veterans		X		<ul style="list-style-type: none"> <li>• Exposure to combat and traumatic events during service significantly increases the risk of violent offending</li> <li>• While the UK armed forces does not tolerate domestic violence, 3.6% report family violence and 7.8% report stranger violence immediately following return from deployment</li> <li>• Approximately 4% of the prison population in the UK are former members of the armed forces</li> <li>• Compared to those who have not served, ex-service personnel in the criminal justice system are more likely to present with anxiety disorders and hazardous drinking patterns, and less likely to present with schizophrenia and substance misuse</li> </ul>
Breast Feeding			X	It is not anticipated that development of the Community Safety Strategy will have a direct impact on the characteristic of breast feeding based on evidence available – however it is anticipated the introduction of the Strategy overall will have a positive benefit for all Tameside residents.
<b>Are there any other groups who you feel may be impacted by the project, proposal or service/contract change or which it may have relevance to? (e.g. vulnerable residents, isolated residents, those who are homeless)</b>				
<b>Group (please state)</b>	<b>Direct Impact/ Relevance</b>	<b>Indirect Impact/ Relevance</b>	<b>Little / No Impact/ Relevance</b>	<b>Explanation</b>
Low or no		X		Those on the lowest incomes experience 62% more personal crime – and 73% more violent crime. Notably,

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income groups				<p>the most damaging crimes are especially concentrated on the poor:</p> <ul style="list-style-type: none"> <li>• Those with household incomes below £10,000 per annum suffer violence with injury at more than double the rate of those with household incomes above £50,000.</li> <li>• They suffer robbery and muggings at three times the rate.</li> <li>• They are more likely to be attacked by someone they know and far more likely to be attacked by a stranger.</li> <li>• Rape and attempted rape are almost three times as common.</li> <li>• Incidents of domestic violence are more than twice as common – and the chance of being a victim of domestic violence is almost six times as high.</li> <li>• Burglary and attempted burglaries were both more than twice as common.</li> </ul> <p>The only significant exception to this pattern was in vehicle crime. A car being beyond the means of many households with incomes below £10,000, the poor are substantially less likely to suffer from this offence. A very similar pattern can be seen when looking at areas of greatest economic deprivation, rather than at the victim's income</p>
Homeless		<b>X</b>		<ul style="list-style-type: none"> <li>• Two thirds of the homeless population experience severe and multiple disadvantage such as substance misuse or offending behaviour.</li> </ul> <p>A survey on violence against homeless people from Crisis found that:</p> <ul style="list-style-type: none"> <li>○ More than 1 in 3 have been deliberately hit or kicked or experienced some other form of violence whilst homeless (35%)</li> <li>○ More than 1 in 3 have had things thrown at them whilst homeless (34%)</li> <li>○ Almost 1 in 10 have been urinated on whilst homeless (9%)</li> <li>○ More than 1 in 20 have been the victim of a sexual assault whilst homeless (7%)</li> <li>○ Almost half have been intimidated or threatened with violence whilst homeless (48%)</li> <li>○ Almost 6 in 10 have had been verbally abused or harassed whilst homeless (59%)</li> </ul>

*“Low or no income groups” should be included as a key consideration when assessing the impact of your project, proposal, policy or service/contract change.*

*Wherever a direct or indirect impact or relevance has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact or relevance is anticipated, this can be explored in more detail when undertaking a full EIA.*

<b>1d.</b>	<b>Does the project, proposal or</b>	<b>Yes</b>	<b>No</b>
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	<b>service / contract change require a full EIA?</b>	X	
<b>1e.</b>	<b>What are your reasons for the decision made at 1d?</b>	<p>Given the nature of this strategy, which in essence is designed to improve the lives of all residents and visitors to the borough, it is anticipated that all persons, and therefore all protected characteristic groups will be indirectly impacted by community safety issues and this proposed strategy. It is hoped the indirect impact will be in a positive manner. As protected characteristic groups will be impacted, it is necessary to complete a full EIA.</p>	

*If a full EIA is required please progress to Part 2.*

**PART 2 – FULL EQUALITY IMPACT ASSESSMENT**

<b>2a. Summary</b>
<p>The Community Safety Strategy 2021-24 sets out the shared priorities of the Tameside Community Safety Partnership (CSP). The Crime and Disorder Act 1998 sets out statutory duties on the police and local authorities to work in collaboration with key partners and organisations to develop and implement strategies to tackle crime and disorder and create safe communities. These statutory partnerships are known as the Community Safety Partnership.</p> <p>In Tameside, the Community Safety Partnership is made up of representation from the Tameside MBC (TMBC), Greater Manchester Police (GMP) Greater Manchester Fire and Rescue Service (GMFRS), Health, Probation and Youth Justice, voluntary and community sector organisations and housing providers. The CSP meets on a monthly basis and is jointly chaired by the Council and GMP. In order to identify priorities and develop strategies, the CSP will analyse a wide range of information collected by GMP and other organisations as well as consulting with key stakeholders and communities.</p> <p>The Tameside Community Safety Partnership has one overriding objective – to make Tameside a safe place to live, study, work and visit.</p> <p>The work of the Community Safety Partnership places emphasis on working with residents, partners and communities to improve safety across the borough. The CSP also works alongside the Greater Manchester Combined Authority (GMCA). The Community Safety Strategy should also be considered alongside the Greater Manchester Deputy Mayor’s Police and Crime Plan “Standing Together”.</p> <p>The Community Safety Strategy sets out five priorities for the next three years;</p> <ul style="list-style-type: none"> <li>• Building stronger communities</li> <li>• Preventing and reducing violent crime, knife crime &amp; domestic abuse</li> <li>• Preventing and reducing crime &amp; anti-social behaviour</li> <li>• Preventing and reducing the harm caused by drugs &amp; alcohol</li> <li>• Protecting vulnerable people and those at risk of exploitation</li> </ul> <p>In striving to achieve these priorities, working collectively as a Community Safety Partnership it is believed that Tameside will be a safer borough for all.</p>

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### 2b. Issues to Consider

The Crime and Disorder Act 1998 sets out statutory duties on the police and local authorities to work in collaboration with key partners and organisations to develop and implement strategies to tackle crime and disorder and create safer communities

We have consulted with Tameside residents and people who work in and visit the borough. The consultation on the Community Safety Strategy received 60 replies, an achieved sample of 0.027% of Tameside's total population of 225,197.

Out of the 60 respondents:

21 identified themselves as White British, 1 as Asian/Asian British: Indian, 1 as Mixed ethnicity: White and Black Caribbean and 1 as "Any other ethnic group". The remainder chose not to submit a response. The demographics of those that responded are 87.5% White British, 4.17% as Asian/Asian British: Indian, 4.17% Mixed ethnicity: White and Black Caribbean and 4.17% Any other ethnic group.

16 identified themselves as female, 9 as male, 4 as "prefer not to say". The remainder chose not to submit a response. The demographics of those that responded are 55.2% female, 31% male and 13.8% "prefer not to say".

1 identified themselves as age 0-15, 25 as age 16-64, and 3 as age 65+. The remainder chose not to submit a response. The demographics of those that responded are 3.45% 0-15, 86.2% 16-64, and 10.34% 65+.

The public consultation process itself took place over a 12-week period commencing on 3 December 2020 and concluded on the 25 February 2021. For the duration of this time the ability to view the draft strategy and access the consultation to make comment was facilitated through the Council's 'Big Conversation' website (<https://www.tameside.gov.uk/LeadersBlog/February-2021/Join-In-Tameside-s-Big-Conversation>).

As part of that consultation process the Head of Service for Community Safety gave a presentation regarding the draft strategy to the Councils Place and External Relations Scrutiny Panel.

Furthermore the Partnership Manager based within Community Safety gave a presentation regarding the draft strategy to attendees of one of the Councils Public Engagement Network (PEN) events which included a Q&A session.

Similarly the presentation of the draft strategy was also presented to the Independent Advisory Group (IAG) in Tameside.

Whilst not specific to any protected characteristic group, the findings and feedback received from the engagement sessions undertaken and the consultation itself were that in the main people were happy to hear that partnership efforts are being made to make communities safer. The public want to be part of that, have engagement with authorities and have their concerns addressed. Policing of the streets is a common concern amongst the public.

Due to the Covid-19 pandemic and social distancing requirement much of the consultation and engagement events for the Community Strategy took place on social media and online. The

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social media metrics for the consultation period (covering the Tameside Council Twitter and Facebook accounts only) were as followed:

### Twitter

42 Tweets  
40,450 Impressions  
430 Engagements  
9 Retweets  
8 Replies  
5 Likes

### Facebook

8 Posts  
8,507 Lifetime Post Total Reach  
8,780 Lifetime Post Total Impressions  
46 Lifetime Engaged Users  
2 Shares  
3 Likes  
4 Comments

Recent data taken from the Greater Manchester Combined Authority (GMCA) Police and Community Safety Survey has provided an indication of Tameside resident's perception of Community Safety. When asked;

Q. How safe do you feel when in your local area?

41% of people feel very safe, whilst 50% feel fairly safe. 7% of people feel fairly unsafe. (The Greater Manchester average is 49% feel fairly safe, with 40% of people feeling very safe).

Of the 91% of people who feel very/fairly safe in Tameside – 28% of people have no personal experience of problems. 26% say they the area is nice and quiet. 22% of people state they live in a friendly neighbourhood. 14% of people attributed to having lived in the area for a long time and knowing the area well as to why they feel safe. Reasons for feeling unsafe were being aware of anti-social behaviour and crime in the area at 7% and 4% respectively.

Q. How safe do you feel at your place of work?

53% of people feel very safe, whilst 36% feel fairly safe. 7% of people feel fairly unsafe. (The Greater Manchester average is 51% feel very safe, with 37% of people feeling fairly safe. 6% of people feel fairly unsafe).

Of the 89% of people who feel very safe/fairly safe in their place of work in Tameside – 32% of people feel their workplace is secure. 21% of people have had no personal experience of problems. Having security guards at the workplace and workplaces that are friendly at 15% and 11% respectively were other reason people feel safe in their place of work.

Q. How safe do you currently feel when out and about anywhere in Tameside, away from your local area? SLIDE 21

22% of people feel very safe, whilst 59% feel fairly safe. 14% of people feel fairly unsafe, whilst 3% of people feel very unsafe. (The Greater Manchester average is 20% feel very safe, with 58% of people feeling fairly safe. 15% of people feel fairly unsafe, whilst 4% feel very unsafe).

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Of the 81% of people who feel very safe/fairly safe when out and about in Tameside, away from your local area – 27% of people have had no personal experience of problems. 13% of people feel they know the area well. 8% of people feel it is a nice area with another 8% feeling that the community is friendly.

The Tameside Independent Advisory Group (IAG) has met weekly since March 2020. Primarily to discuss policing issues but also to highlight wider community safety issues identified by the CSP. This EIA and the Community Safety Strategy have both been discussed at the IAG. There are 30 members who are emailed the minutes each week with a “core” of 15 members who regularly attend the meetings. A number of invited speakers have attended the IAG to broaden their personal networks and to consult on important pieces of work – the development of the Community Safety Strategy being one of those pieces of work.

A series of Hate Crime presentations have been conducted by the Community Cohesion Officer. These will continue throughout 2021 and are in addition to any activities identified in the Hate Crime Awareness weeks in February and October. A Hate Crime Fund was set up in March 2021 by Community Safety. This encouraged groups to outline projects that raised awareness of Hate Crime. Eight bids were successful and received up to a maximum grant of £1000. It is intended to run this fund each year.

### 2c. Impact/Relevance

The overall objective of the Community Safety Strategy is to have a positive impact on the lives of Tameside residents.

The priorities detailed in the Community Safety Strategy is to build stronger communities. In order to achieve this, the partnership will seek inclusivity of all communities within the borough, understanding that in order to build stronger communities all must play their part and be able to have their voices heard.

### 2d. Mitigations *(Where you have identified an impact/relevance, what can be done to reduce or mitigate it?)*

<i>Impact/Relevance 1 (seeking inclusivity for all communities within the borough)</i>	<i>The work of the CSP and the Independent Advisory Group will ensure that no communities within the borough will be excluded or negatively impacted by the implementation of this strategy.</i>
<i>Impact/Relevance 2 (Describe)</i>	
<i>Impact/Relevance 3 (Describe)</i>	
<i>Impact/Relevance 4 (Describe)</i>	

### 2e. Evidence Sources

Office for National Statistics, “The nature of violent crime: Appendix Tables”  
<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/datasets/thenatureofviolentcrimeappendixtables>  
 University of Cambridge, “Generation Blame: How Age Affects Our Views of Anti-Social Behaviour”  
<https://www.cam.ac.uk/research/news/generation-blame-how-age-affects-our-views-of-anti-social-behaviour>

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Office for National Statistics, "Disability and Crime, UK: 2019"  
<https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandcrimeuk/2019>

Runnymede Trust/ICM, "Over-Exposed and Under-Protected: The Devastating Impact of COVID-19 on Black and Minority Ethnic Communities in Great Britain"  
<https://www.runnymedetrust.org/uploads/Runnymede%20Covid19%20Survey%20report%20v3.pdf>

HM Government, "2019 UK Annual Report on Modern Slavery"  
[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/840059/Modern\\_Slavery\\_Report\\_2019.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/840059/Modern_Slavery_Report_2019.pdf)

Office for National Statistics, "Domestic abuse victim characteristics, England and Wales, year ending March 2020"  
<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/domesticabusevictimcharacteristicsenglandandwales/yearendingmarch2020>

Office for National Statistics, "The nature of violent crime in England and Wales: Year ending March 2020"  
<https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/thenatureofviolentcrimeinenglandandwales/yearendingmarch2020#groups-of-people-most-likely-to-be-victims-of-violent-crime>

Office for National Statistics "Religion and crime in England and Wales: February 2020"  
<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/religion/articles/religionandcrimeinenglandandwales/february2020>

Greater Manchester Combined Authority, "The Impact of Covid-19 on LGBTQ+ People in Greater Manchester"  
<https://www.gmcvo.org.uk/system/files/The%20Impact%20of%20Covid-19%20on%20LGBTQ%2B%20People%20Final%20Report%20February%202021.pdf>

Mancunian Matters, "Rise in hate crime towards the Trans community over the last few years"  
<https://www.mancunianmatters.co.uk/news/15022021-rise-in-hate-crime-towards-the-trans-community-over-the-last-few-years/>

Galop, "Transphobic Hate Crime Report 20202"  
<https://www.galop.org.uk/transphobic-hate-crime-report-2020/>

North West Centre for Professional Workforce Development, "Tackling Domestic Violence in a Pandemic"  
<https://www.nwcpwd.nhs.uk/attachments/article/639/Amanda%20McDonough.pdf>

Civitas, "Poverty and Crime: Why a new war on criminals would help the poor most"  
<https://www.civitas.org.uk/content/files/povertyandcrime.pdf>

MHFA England, "Mental Health Statistics", <https://mhfaengland.org/mhfa-centre/research-and-evaluation/mental-health-statistics/>

Crisis Homelessness Knowledge Hub, "Health and Wellbeing", <https://www.crisis.org.uk/ending-homelessness/homelessness-knowledge-hub/health-and-wellbeing/>

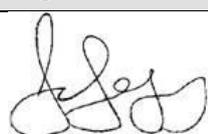
Tameside and Glossop Strategic Commission Big Conversation, "Community Safety Strategy Consultation 2021-24",  
<https://www.tameside.gov.uk/tbc/communitysafetystrategyconsultation2021/24>

60 Socio-Economic Indicators, November 2020 Tameside Non-Suppressed without COVID data Crisis, "New research reveals the scale of violence against rough sleepers",  
<https://www.crisis.org.uk/about-us/latest-news/new-research-reveals-the-scale-of-violence-against-rough-sleepers/>

### 2f. Monitoring progress

**Tameside & Glossop Strategic Commission  
Equality Impact Assessment (EIA) Form**

Issue / Action	Lead officer	Timescale
Ensure that through the service delivery of the Community Safety Partnership impact upon protected groups is not adversely affected.	<i>D. Smith</i>	<i>Annually</i>

Signature of Contract / Commissioning Manager	Date
	<b>07/10/2021</b>
Signature of Assistant Director / Director	Date
	<b>8/10/2021</b>

*Guidance below to be removed from the completed EIA template submitted to Executive Board, Executive Cabinet or Strategic Commissioning Board (SCB)*

**Tameside & Glossop Strategic Commission  
Equality Impact Assessment (EIA) Guidance**

The purpose of an EIA is to aid compliance with the public sector equality duty (section 149 of the Equality Act 2010), which requires that public bodies, in the exercise of their functions, pay 'due regard' to the need to eliminate discrimination, victimisation, and harassment; advance equality of opportunity; and foster good relations. To this end, there are a number of corporately agreed criteria:

- An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery. All other changes, whether a formal decision or not, require consideration for the necessity of an EIA.
- The decision as to whether an EIA is required rests with the relevant Project Lead or Contract / Commissioning Manager, in consultation with the appropriate Assistant Director / Director where necessary. Where an EIA is not required, the reason(s) for this must be detailed within the appropriate report by way of a judgement statement.
- EIAs must be timely, with any findings as to the impact or relevance of a change in policy or procedure which affects residents, the public, service users, patients or staff, being brought to the attention of the decision maker in the body of the main accompanying report. As such, EIAs must be conducted alongside the development of any policy change, with appropriate mitigations integrated into its development where any potentially detrimental or inequitable impact is identified.

**How to complete the EIA Form**

EIAs should always be carried out by at least 2 people, and as part of the overall approach to a service review or service delivery change. Guidance from case law indicates that judgements arrived at in isolation are not consistent with showing 'due regard' to the necessary equality duties.

## Tameside & Glossop Strategic Commission Equality Impact Assessment (EIA) Form

### Part 1 – Initial Screening

The Initial Screening is a quick and easy process which aims to identify:

- those projects, proposals and service / contract changes which require a full EIA by looking at the potential impact on, or relevance to, any of the equality groups
- prioritise if and when a full EIA should be completed
- explain and record the reasons why it is deemed a full EIA is not required

A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon, or relevance to, people with a protected characteristic. This should be undertaken irrespective of whether the impact or relevance is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and Assistant Director / Director.

Wherever a direct or indirect impact or relevance has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact or relevance is anticipated, this can be explored in more detail when undertaking a full EIA.

The table below is an example of what part 1c of the screening process may look like. In this example we have used a review of the services delivered at Children’s Centres and the impact or relevance this may have.

<b>1c. Will the project, proposal or service / contract change have either a direct or indirect impact on, or relevance to, any groups of people with protected equality characteristics? Where there is a direct or indirect impact on, or relevance to, a group of people with protected equality characteristics as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.</b>				
Protected Characteristic	Direct Impact /Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
Age	✓			Children’s Centre services are targeted to the 0 to 5 age group
Disability		✓		Some Children’s Centre users may be disabled
Ethnicity		✓		Children’s Centre users come from a range of ethnic backgrounds
Sex		✓		Children’s Centres aren’t sex specific

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Equality Impact Assessment (EIA) Form**

				but evidence shows service users are predominantly women
Religion or Belief			✓	
Sexual Orientation			✓	
Gender Reassignment			✓	
Pregnancy & Maternity	✓			Children's Centres provide services to pregnant women
Marriage & Civil Partnership			✓	
<b>NHS Tameside &amp; Glossop Clinical Commissioning Group locally determined protected groups?</b>				
Mental Health			✓	
Carers		✓		
Military Veterans			✓	
Breast Feeding	✓			Children's Centres provide services to pregnant women and new mothers
<b>Are there any other groups who you feel may be impacted by the project, proposal or service/contract change or which it may have relevance to? (e.g. vulnerable residents, isolated residents, low income households, those who are homeless)</b>				
<b>Group (please state)</b>	<b>Direct Impact/Relevance</b>	<b>Indirect Impact/Relevance</b>	<b>Little / No Impact/Relevance</b>	<b>Explanation</b>
Lone Parents		✓		Children's Centre users may include lone parents
Disadvantaged families	✓			Children's Centres support the most disadvantaged families, with an aim to reduce

**Tameside & Glossop Strategic Commission  
Equality Impact Assessment (EIA) Form**

				inequalities in child development and school readiness.
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**Part 2 – Full Equality Impact Assessment**

If a full EIA is required then part 2 of the EIA form should be completed.

**2a. Summary**

In this section you should:

- Explain the reason why the EIA was undertaken i.e. the main drivers such as a change in policy or legislation etc. This can be a combination of factors.
- Outline what the proposals are
- Summarise the main findings of the EIA - what are the main impacts or relevancies of the change in policy and what protected characteristic groups do they effect?
- Summarise what measures have been put in place to mitigate any negative impact or relevance and how the success of these measures will be monitored

It may be useful to complete this section towards the end of the EIA process.

**2b. Issues to Consider**

In this section you should give details of the issues you have taken into consideration when coming to your proposals / recommendations and outline the protected characteristic group(s) affected - Age, Ethnicity, Disability, Sex, Sexual Orientation, Religion / Belief, Gender Reassignment, Pregnancy/Maternity, Marriage/Civil Partnership, and how people associated with someone with a particular characteristic (i.e. a carer of a disabled and / or elderly person may be affected (you can refer to the information in 1c identifying those groups who may be affected).

Considerations should include (but are not limited to):-

- Legislative drivers. How have you considered the Equality Act, and the elimination of discrimination, victimisation and harassment, and the three arms of the PSED in coming to a decision / set of proposals i.e. the need to take into account the specific needs of disabled people above and beyond the general needs of other service users? You should consider similar circumstances where a similar service has been provided and changed, and whether this has been challenged. What rules / laws was it challenged under, and what lessons have you taken from this? This can include things such as Judicial Reviews or cases considered by the relevant Ombudsman.

- Comparative data and examples of learning from other areas / benchmarking (linked to legal issues as above)

- Financial considerations. How have your recommendation / proposals been shaped by finances / resources available (please note –legal rulings have indicated that the need to make savings alone is not likely to be deemed sufficient on its own to justify reduction in services – evidence of assessment of impact and relevance is required to ensure a safe and sound decision)

- Service user information. What information do you hold about service users and patients and their

## **Tameside & Glossop Strategic Commission Equality Impact Assessment (EIA) Form**

protected characteristics? How does this compare to comparative data i.e. national / regional picture?

- Consultation, engagement & feedback. What work has been done to ensure interested parties have been made aware of proposed changes, and that comments have been recorded and have the opportunity to influence the final decision? You should detail when consultation took place, those involved i.e. staff, service users, timescales. Any consultation should be timely in order to ensure that all participants are able to contribute fully.

### **2c. Impact/Relevance**

Use this section to outline what the impact or relevance of the changes being proposed is likely to be based on the evidence, and consultation & engagement? Will there be a disproportionate impact on, or relevance to, particular group/s? Does the evidence indicate that a particular group is not benefiting from the service as anticipated? What are the uptake / participation rates amongst groups? Where a greater impact on, or relevance to, a particular group is recorded, is this consistent with the policy's aims? Does the project, proposal and service / contract change include provision for addressing inequality of delivery / provision?

Try to distinguish clearly between any negative impacts or relevancies that are or could be unlawful (which can never be justified) and negative impacts or relevancies that may create disadvantage for some groups but can be justified overall (with explanation). Similarly, does the evidence point to areas of good practice that require safeguarding? How will this be done?

### **2d. Mitigations**

Where any potential impacts or relevancies have been identified as a result of the EIA, you should detail here what can be done to reduce or mitigate these.

### **2e. Evidence Sources**

Use this section to list all sources of information that the EIA draws upon. Evidence can include surveys & questionnaires, policy papers, minutes of meetings, specific service user consultation exercises, interviews etc

*NB – this section is not asking you to give details of your findings from these sources, just the sources from which evidence and considerations were drawn.*

### **2f. Monitoring Progress**

Use this section to identify any ongoing issues raised by the EIA, how these will be monitored, who is the lead officer responsible and expected timescale.

### **Sign Off**

Once the EIA is complete this should be signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.