

**Office of the Police and Crime Commissioner
Equality Impact Assessment**

Function area: Office of the Police and Crime Commissioner	
Name of Project / Policy Title & Number	OPCC and Victim Care websites
Name of Business Lead	
Name of person carrying out EIA	Bridget Batchelor
Version & date	v.1 January 19, 2026
Associated Documents / Working Practices	N/A

Equality Impact Initial Screening

1. Significance & Impact: The relevance for equality depends on the nature and extent of the impact not just the numbers of people affected.	
Do the proposals affect service users, employees, or the wider community?	Yes / No
Do the proposals significantly affect service delivery, business processes or policy?	Yes / No
Does it involve a significant commitment of resources?	Yes / No
Do the proposals relate to an area where there are known inequalities? (e.g. hate crime, domestic abuse, accessibility, recruitment & progression)	Yes / No
2. What are the main aims, purpose and outcomes of the proposals?	
The OPCC website is a primary channel for providing information to the public about the role, responsibilities and activities of the Police and Crime Commissioner. It supports transparency, accountability, consultation, and public engagement. This Equality Impact Assessment considers whether the website and associated content policy may have a differential impact on individuals or groups with protected characteristics and sets out mitigating actions where required. The Victim Care website provides clear information to help victims of crime to access support as well as sharing news updates about victim-centred work by the OPCC.	
3. Relevance: How does the aim and purpose of the proposals relate to each of the aims of the public sector equality duty?	
a) To eliminate unlawful discrimination, harassment, victimisation, and other conduct prohibited by the Equality Act 2010	The OPCC promotes compliance with the Equality Act 2010 and accessibility regulations, reducing the risk of indirect discrimination by ensuring content is usable by people with different needs.

b) To advance equality of opportunity between people from different groups	Accessible design, alternative formats and clear language support people who may face barriers due to disability, age, language or temporary impairment.
c) To foster good relations between people from different groups.	Inclusive online content helps improve trust and engagement with underrepresented communities and supports informed participation in policing and crime matters.

4. Is it likely that the proposals could affect particular protected groups differently?

Age	Yes / No	Disability	Yes / No	Sexual Orientation	Yes / No
Race	Yes / No	Sex	Yes / No	Religion or Belief	Yes / No
Gender reassignment	Yes / No	Pregnancy & Maternity	Yes / No	Marriage or Civil Partnership Status	Yes / No

Please provide details for each protected group where you have indicated 'Yes'.

Age: Difficulty using complex layouts or small text. The website offers responsive design, plain English, and adjustable text sizes

Disability: Barriers for users with visual, hearing or cognitive impairments. Accessible design, alt text, transcripts, accessible documents

Race/Ethnicity: Language or comprehension barriers. Clear language, signposting to support or translation tools

5. What are the issues that you have identified and considered in relation to Human Rights? (see Guidance)

a) What is the potential for interference with an individual's rights?	No adverse human rights impacts have been identified. Improved accessibility supports rights to information, participation and accountability.
b) What is the legal basis?	N/A
c) Are the interferences justified?	N/A
d) Are the interferences proportionate?	N/A

6. Proceed to Equality Analysis? (For complex or long-term project use the EIA Risks & Issues Spreadsheet)

No

7. Approved by Business Lead	Name: Ben Woolvin Signature : Ben Woolvin Date: 26/01/26
------------------------------	--

Step 2 Equality Analysis - assessing the impact for different groups

	8. What information from internal or external reviews or reports is available to help understand the impact for people with different protected characteristics?
	<p>The Devon, Cornwall and Isles of Scilly Peninsula Strategic Needs Assessment 2022/23 includes an oversight of key data in relation to demographics in the region including demographics relating to groups and individuals with protected characteristics.</p> <p>https://www.torbay.gov.uk/media/19388/peninsula-strategic-assessment-refresh-2022_23-final.pdf</p> <p>“Around 104,000 students also have an impact on localised demand for services at predictable times within the academic year and they are identified as particularly vulnerable to crime. Our population is less ethnically diverse than the national profile. People from White English/Welsh/ Scottish/Northern Irish or British ethnic groups make up 92% of the population. People from white minority groups make up 4% and all other minority groups⁹ combined make up the remaining 4% (compared with 7% and 17% respectively for England and Wales). People from ethnic minority groups may feel more isolated and vulnerable and may lack support networks and a strong voice locally and this may be particularly strongly felt in rural areas. Plymouth, Torbay and Exeter are urban centres of significant size but the remainder of the population across the Peninsula is spread between smaller urban clusters, market towns and villages. There are a large number of seaside towns that have their own unique issues. In addition to the usual types of crime and disorder issues associated with urban areas anywhere, CSPs face additional challenges in providing equal access to services for widely dispersed communities. The Isles of Scilly are a cluster of islands located off the far South West of Cornwall. Scilly has its own unique character and very few crimes are recorded on the islands each year (less than 100 crimes annually)”</p> <p>The Strategic needs assessments also highlights emerging issues that may impact communities including young people recognised as a particularly vulnerable group, in terms of their involvement in violence and knife-crime.</p> <p>A range of other evidence bases were considered in development of the police and crime plan.</p> <p>Additional information relating to groups and individuals with protected characteristics can be accessed via the following sources (although is not limited to these data sets):</p> <ul style="list-style-type: none">• Public Health outcomes Framework Public Health Outcomes Framework: commentary, May 2024 - GOV.UK• Indices of Multiple Deprivation https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019• Census https://www.ons.gov.uk/census
	9. What are the main findings from consultation?

	No consultation undertaken.	
	10. Describe the impact for protected groups and any risks or issues arising from the risk in relation to equality, diversity and human rights? (summary from EIA Risks & Issues spreadsheet or complete below)	
Protected Characteristic	Impact	Mitigation / Action
Age	Difficulty using complex layouts or small text.	The creation of the OPCC and Victim Care website have been undertaken to ensure that content is accessible for those who are unfamiliar with complex digital formats. Text meets web accessibility standards and is adaptable for those who require a larger format. Work has been carried out to ensure content is adjusted for viewing on smaller screens and mobile devices. Feedback was sought from partner agencies and where members of the public contacted us to make suggestions for improvement these have been actioned.
Disability	Barriers for users with visual, hearing or cognitive impairments.	As above. In addition, a new accessibility review is currently being commissioned by the OPCC and findings will be actioned promptly.
Gender reassignment	No impact identified	N/A
Marriage and civil partnership	No impact identified	N/A
Pregnancy and maternity	No impact identified	N/A
Race	Race/Ethnicity: Language or comprehension barriers.	A widely-used language translation service is embedded in the websites offering the most commonly requested languages

		as advised by Devon & Cornwall Police's equality and diversity team. Content has been written in plain English to allow ease of understanding and translation.
Religion or belief	No impact identified	N/A
Sex	No impact identified	N/A
Sexual orientation	No impact identified	N/A
	11. Is there any evidence to indicate that any of the proposals could unlawfully discriminate, directly or indirectly, against people with a protected characteristic? (If yes please provide an explanation in the box below and provide 'objective justification' to support this)	No
	N/A	
	12. Could the proposals affect relations between different communities or groups; for example be seen as favouring a particular group or denying opportunities to another? (If 'Yes' provide details of proposed mitigation below)	No
	Mitigation: N/A	
	13. What opportunities are there to promote 'equality of opportunity' or participation in public life by people with a Protected Characteristic?	
	The websites both offer a news section which allows all members of the community to receive updates on community safety issues and policing in their area. The website offers access to the OPCC's key documents including easy read version.	

Step 3 Approval & Publication

Equality analysis supports effective decision making by providing evidence of the impact for equality.

Business Leads are required to confirm that a rigorous and robust assessment of the potential impact on Equality, Diversity and Human Rights has been undertaken.

Business Lead	Date: 26/01/26 Name: Ben Woolvin Signature: Ben Woolvin
----------------------	---

Quality Assurance: Corporate EDHR will quality assure EIAs for all complex / long term projects and for those policies that have been identified as high relevance / high risk for equality.

Corporate EDHR	Date: 270126
	Name: Jonathan BACK
	Signature: Jonathan BACK

Step 4 Version Control

Version	Date	Details of the version
1		