

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

<b>Function area: Office of the Police and Crime Commissioner</b>	
<b>Name of Project / Policy Title &amp; Number</b>	<b>Police and Crime Plan 2025-29</b>
<b>Name of Business Lead</b>	<b>Felicity Ridgway, Director of Operations</b>
<b>Name of person carrying out EIA</b>	<b>Unity Stuart</b>
<b>Version &amp; date</b>	<b>v.1 November 2024</b>
<b>Associated Documents / Working Practices</b>	<b>N/A</b>

**Equality Impact Initial Screening**

<b>1. Significance &amp; Impact:</b> 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 / <b>No</b>
Do the proposals significantly affect service delivery, business processes or policy?	Yes / <b>No</b>
Does it involve a significant commitment of resources?	Yes / <b>No</b>
Do the proposals relate to an area where there are known inequalities? (e.g. hate crime, domestic abuse, accessibility, recruitment & progression)	Yes / <b>No</b>
<b>2. What are the main aims, purpose and outcomes of the proposals?</b>	
<p>The Police and Crime Plan overarching objectives are to deliver Safe, Resilient and Connected communities where everyone plays their part for Devon, Cornwall, and the Isles of Scilly, with the following high-level priorities identified:</p> <ul style="list-style-type: none"> <li>• Antisocial behaviour</li> <li>• Drugs and alcohol</li> <li>• Violence</li> <li>• Theft</li> </ul> <p>The Plan aims to ensure that the many different and diverse communities of Devon, Cornwall and the Isles of Scilly feel safe through the reduction of crime and disorder. This plan aims to benefit all residents of Devon, Cornwall, and the Isles of Scilly (around 1.8 million people). The plan also has specific regard to the diverse environments in which our communities may be victims of crime; towns and city centres, countryside and coastal communities, homes, neighbourhoods and roads.</p>	
<b>3. Relevance:</b> How does the aim and purpose of the proposals relate to each of the aims of the public sector equality duty?	

<p>a) To eliminate unlawful discrimination, harassment, victimisation, and other conduct prohibited by the Equality Act 2010</p>	<p>The Police and Crime Plan vision is to support Safe, Resilient and Connected communities across Devon, Cornwall, and the Isles of Scilly, without prejudice. The plan outlines a commitment to "Ensure that everyone who comes into contact with the police is treated fairly and with respect" As well as a specific commitment to end violence against women and girls.</p>
<p>b) To advance equality of opportunity between people from different groups</p>	<p>The Plan includes a specific commitment to "Celebrate community cohesion" and recognises that "Devon and Cornwall has more people aged over 65 than most places in the UK, and has a higher proportion of people living with disabilities. There are pockets of deprivation across both counties, particularly in towns and cities such as Exeter, Torquay and Plymouth."</p>
<p>c) To foster good relations between people from different groups.</p>	<p>Alongside a commitment to furthering community cohesion as set out above, and a specific ambition for everyone to play their part, the the Plan includes a number of commitments to work in collaboration and in partnership across the criminal justice system. The plan also outlines the intention to work with schools and other partners to educate children and young people about community respect, to promote respect and community cohesion from an early age.</p>

#### 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, disability, sexual orientation, race, sex, and religion and belief are all protected characteristics which could be factors which affect the likelihood of an individual being victimised or targeted in relation to certain crime types, and may influence their experiences as a victim of crime. These impacts and mitigations are considered in the attached EIA.

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

<p>a) What is the potential for interference with an individual's rights?</p>	<p>No negative impact identified.</p> <p>The proposed Police and Crime Plan for Devon, Cornwall and the Isles of Scilly 2025-2029 supports the rights and freedoms protected by the European Convention of Human Rights and furthers the prohibitions against criminal restrictions of people's rights and freedoms.</p> <p>The Plan seeks to make Devon, Cornwall, and the Isles of Scilly a safe, resilient, and connected place, which includes protecting people from discrimination, protecting</p>
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	the right to property and security, and supporting access to fair legal systems.
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 )	<b>Yes</b>
7. Approved by Business Lead	<p>Name: Felicity Ridgway</p>  <p>Signature :</p> <p>Date: 28/10/2024</p>

## 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><a href="https://www.torbay.gov.uk/media/19388/peninsula-strategic-assessment-refresh-2022_23-final.pdf">https://www.torbay.gov.uk/media/19388/peninsula-strategic-assessment-refresh-2022_23-final.pdf</a></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 groups<sup>9</sup> 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"><li>• Public Health outcomes Framework <a href="#">Public Health Outcomes Framework: commentary, May 2024 - GOV.UK</a></li><li>• Indices of Multiple Deprivation <a href="https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019">https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019</a></li><li>• Census <a href="https://www.ons.gov.uk/census">https://www.ons.gov.uk/census</a></li></ul>
	9. What are the main findings from consultation?

	<p>In October 2024 the OPCC embarked on a public engagement exercise to inform the development of the new Police and Crime Plan. The engagement exercise ran from 4<sup>th</sup> - 28<sup>th</sup> October 2024 via an online survey. The survey asked members of the public for feedback on key aspects of the plan, including:</p> <ul style="list-style-type: none"> <li>• The four community priorities of tackling violence, anti-social behaviour (ASB), drugs and alcohol, and theft</li> <li>• Within the context of our towns and city centres, countryside and coastal areas, on our roads, and in our homes and neighbourhoods.</li> <li>• The clarity of the plan and its potential to deliver positive change.</li> </ul> <p>We considered approximately 600 consultation responses received and a full analysis of the survey findings can be provided.</p>
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	<p>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 &amp; Issues spreadsheet or complete below)</p>	
Protected Characteristic	Impact	Mitigation / Action
<b>Age</b>	<p>There is evidence to indicate a growing number of older people who are likely to become victims of fraud, in particular cyber fraud.  <a href="https://www.ageuk.org.uk/latest-press/articles/2019/july/older-person-becomes-fraud-victim-every-40-seconds/">https://www.ageuk.org.uk/latest-press/articles/2019/july/older-person-becomes-fraud-victim-every-40-seconds/</a></p> <p><a href="https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/safe-at-home/rb_april15_only_the_tip_of_the_iceberg.pdf">https://www.ageuk.org.uk/globalassets/age-uk/documents/reports-and-publications/reports-and-briefings/safe-at-home/rb_april15_only_the_tip_of_the_iceberg.pdf</a></p> <p>Evidence suggests youth violence is increasing, and children and young people are disproportionately more likely to be victims of crime and face growing risks of exploitation, abuse, fraud and coercion.  <a href="https://www.victimsupport.org.uk/help-and-support/young-victims-crime/teachers-and-professionals/working-young-victims-crime/">https://www.victimsupport.org.uk/help-and-support/young-victims-crime/teachers-and-professionals/working-young-victims-crime/</a></p>	<p>The Plan recognises that Devon and Cornwall has more people aged over 65 than most places in the UK, and includes a commitment to Increase resilience to fraud and cybercrime, with a renewed focus on theft and burglary.</p> <p>The plan includes a commitment to continue to invest in prevention and diversion activity to deter young people from being drawn into crime and antisocial behaviour, with a focus on knife crime.</p> <p>There is also a focus on prioritising the investigation of young victims and witnesses of crime and specialist support services, recognising that children are victims in their own right.</p> <p>The plan also outlines the intention to work with schools and other partners to educate children and young people about healthy relationships, community respect and the risks of exploitation and violence</p> <p>The plan also seeks to deliver services for children and young</p>

		<p>people who are victims or who are at risk of being drawn into crime and antisocial behaviour</p> <p>The plan also includes a commitment support proactive, visible hotspot patrols in our town and city centres to further prevent violence</p>
<b>Disability</b>	<p>Devon and Cornwall Police recorded 2,151 hate crimes in the year to March 2024, down by -6.7% compared to two years prior.</p> <p>358 were related to disability</p>	<p>The plan indicates the intention to Celebrate community cohesion, and promote safe, resilient, connected communities, where everyone plays their part across the diversity of Devon, Cornwall and the Isles of Scilly.</p> <p>The plan also includes a commitment support proactive, visible hotspot patrols in our town and city centres to further prevent violence</p>
<b>Gender reassignment</b>	No impact identified	N/A
<b>Marriage and civil partnership</b>	No impact identified	N/A
<b>Pregnancy and maternity</b>	No impact identified	N/A
<b>Race</b>	<p>Devon and Cornwall Police recorded 2,151 hate crimes in the year to March 2024, down by -6.7% compared to two years prior.</p> <p>1,238 of these crimes were related to race</p>	<p>The plan indicates the intention to Celebrate community cohesion, and promote safe, resilient, connected communities, where everyone plays their part across the diversity of Devon, Cornwall and the Isles of Scilly.</p> <p>The plan also includes a commitment support proactive, visible hotspot patrols in our town and city centres to further prevent violence</p>
<b>Religion or belief</b>	Devon and Cornwall Police recorded 2,151 hate crimes in the year to March 2024, down by -6.7% compared to two years prior.	The plan indicates the intention to Celebrate community cohesion, and promote safe, resilient, connected communities, where

	<p>126 were related to religion or beliefs</p>	<p>everyone plays their part across the diversity of Devon, Cornwall and the Isles of Scilly.</p> <p>The plan also includes a commitment support proactive, visible hotspot patrols in our town and city centres to further prevent violence</p>
<b>Sex</b>	<p>In recent years there has been an increase in the reporting of violent crimes against women and girls such as sexual offences and domestic abuse.</p> <p>News coverage of the tragic murders of several women in the UK brought to the forefront public concerns about the safety of women and girls and their risk of experiencing violent crime in public spaces. Women are also less likely to feel safe walking alone in public settings than men (ONS, 2022).</p> <p>In February 2023, VAWG was included within the strategic policing requirement, which recognises VAWG as a national threat alongside terrorism and serious and organised crime.</p> <p>Evidence from the Crime Survey for England and Wales (CSEW), considered the most reliable data source for measuring the prevalence of VAWG, shows that women are more likely to be victims of sexual assault. In the year ending March 2024, 26.9% of women and 5.7% of men reported experiencing sexual assault (including attempts) since the age of 16 (ONS, 2024).</p> <p>Devon and Cornwall Police recorded 2,151 hate crimes in the year to March 2024, down by -6.7% compared to two years prior.</p> <p>132 were related to gender identity, including crimes against transgender individuals</p>	<p>The Plan outline a commitment to “Work with partners to prioritise the prevention of violence against women and girls and to improve the reporting, investigation and prosecution of domestic abuse and rape.</p> <p>The plan also includes a commitment support proactive, visible hotspot patrols in our town and city centres to further prevent violence against women and girls</p>
<b>Sexual orientation</b>	<p>Devon and Cornwall Police recorded 2,151 hate crimes in the year to</p>	<p>The plan indicates the intention to Celebrate community cohesion, and promote safe, resilient,</p>

	<p>March 2024, down by -6.7% compared to two years prior.</p> <p>446 were related to sexual orientation</p>	<p>connected communities, where everyone plays their part across the diversity of Devon, Cornwall and the Isles of Scilly.</p> <p>The plan also includes a commitment support proactive, visible hotspot patrols in our town and city centres to further prevent violence</p>
	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
	<p><b>Mitigation:</b></p> <p>N/A</p>	
	13. What opportunities are there to promote 'equality of opportunity' or participation in public life by people with a Protected Characteristic?	
	<p>The Plan aims to achieve safe, resilient, connected communities, where everyone plays their part. The Plan commits to:</p> <ul style="list-style-type: none"> <li>• Ensure that everyone who comes into contact with the police is treated fairly and with respect</li> <li>• Celebrating community cohesion and promoting personal social responsibility</li> <li>• A police service that all our communities can continue to trust and have confidence in</li> <li>• A police service that is accessible and enables the public to report crime and ASB when needed.</li> <li>• Support proactive, visible hotspot patrols in our town and city centres</li> </ul> <p>These commitments will support and promote quality of opportunity for any groups of individuals with protected characteristics.</p> <p>We have identified no evidence to indicate any specific disadvantage for any of the protected groups.</p> <p><a href="https://www.gov.uk/government/statistics/hate-crime-england-and-wales-year-ending-march-2024">https://www.gov.uk/government/statistics/hate-crime-england-and-wales-year-ending-march-2024</a></p> <p><i>Note that hate crime is likely under-reported and will not reflect the true number of crimes committed in communities.</i></p>	

*Camparisons cannot be made to the previous year, due to legacy recording issues from Niche.*

## 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.

<b>Business Lead</b>	Date: 28/10/2024  Name: Felicity Ridgway, Director of Operations   Signature:
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**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.

<b>Corporate EDHR</b>	Date: 28/10/2024  Name: Felicity Ridgway, Director of Operations   Signature:
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## Step 4 Version Control

Version	Date	Details of the version
1	28/10/2024	Version 1