West Yorkshire Combined Authority | Tracy Brabin Mayor of West Yorkshire

Equality Impact Assessments Stage 1 Initial Screening Assessment

West Yorkshire Police and Crime Plan 2024 - 2028			
Directorate:	Policing, Environment and Place	**Officer responsible for assessment:**	Julia Clough, Lead Manager, Commissioning and Partnerships
Service:	Policing and Crime	**Lead manager responsible for assessment:**	Rob Forrest, Head of Policing and Crime
Are you proposing to:	Introduce a service	**Date completed:**	20 November 2024
		Date of sign off:	29 November 2024

1. Purpose of the Analysis

The purpose of this assessment is to analyse the information gathered, to test it for potential **relevance** to equality, diversity, and inclusion (EDI). A relevance ranking of high, moderate, or low will be applied.

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Equality Impact Assessments (EqIAs) are not a box-ticking exercise; it's a process to make sure we have considered the most effective way to use our resources to advance equality, equity, diversity and inclusion and reduce inequalities between diverse peoples and communities, and support working together for an inclusive West Yorkshire.

EqIAs are a collective exercise and not to be completed in isolation, to help us demonstrate that we have complied with our obligations under the Public Sector Equality Duty. However, when used properly they are a tool which assists us in ensuring we achieve our wider EDI ambitions.

General Principles
• A strategic EqIA is positioned within the organisation's EDI priorities and any EDI strategy or strategic framework. • A strategic EqIA is treated as a strategic process and forms an integral part of strategy development and decision making on EDI • Consideration is given to all protected characteristic groups • Consideration and 'due regard' is given to the three needs of the general duty which are broadly: advancing equality of opportunity; eliminating discrimination & harassment; fostering good relations • Decisions are primarily focused on high level intentions and direction to be mapped against and mainstreamed into related areas of organisational strategy, policy, and practice

- The review team involved in the EqIA process have read this guidance, use the EqIA toolkit in conjunction with the template and have sufficient existing knowledge of the legal background, principles, and intent of EqIA.

Other key considerations:

- Prepare in advance of the strategy development cycle, review timescales and allow sufficient time
- Select and gather a representative team of key internal and external partners
- Gather all relevant data and evidence
- Identify and map the relevant organisational strategies, impact assessments (including the environment) and policies that link to all areas of the strategy and related equality, diversity, and inclusion activity, including the organisation's EDI strategy, EDI outcomes and PSED reporting
- Ensure that decisions, rationale, and accountability for action are clear and recorded
- Ensure there is a clear process in place to support ongoing monitoring, evaluation, and review.

2. About the scheme

Briefly describe your proposal, including aims, strategic EDI priorities, delivery outcomes, main beneficiaries/stakeholders, and its desired outcomes:
The West Yorkshire Police and Crime Plan is created and published by the Mayor of West Yorkshire, Tracy Brabin, executing her functions as the Police and Crime Commissioner of West Yorkshire. Under the Police Reform and Social Responsibility Act 2011, the Mayor must produce a Police and Crime Plan which sets out the strategic policing and crime priorities for West Yorkshire, and how she plans to meet them. The Plan also has a requirement to set out the objectives and priorities of the work and activity of West Yorkshire Police, led by the Chief Constable for the next three years, and how the Mayor will hold West Yorkshire Police to account in delivering these objectives. The main beneficiaries are all who live, work and visit West Yorkshire. Together, with our statutory and non-statutory delivery partners, are stakeholders of the Police and Crime Plan. The Plan supports the Mayor's vision of a West Yorkshire that is Safe, Just and Inclusive.

3. Evidence and Intelligence

What advice, evidence and/or intelligence have you considered to assess the scheme and its relevance to equality? Research and intelligence and can be national, regional, local or project specific, but best aligned to the focus of your scheme.
• ONS Population data • Previous, current and ongoing Consultation and Engagement work • Your Views local community safety survey data understanding concern trends over time. • Annual West Yorkshire Crime and Community Safety Needs Assessment • Current Police and Crime Plan • Policing and Crime Annual Reports • Violence Reduction Partnership (VRP) knowledge Hub research and evaluation • VRP Needs Assessment • VRP Annual Report • VRP dashboard • Research used to understand relevance of community safety to equality and protected characteristics and the impact of prioritisation over certain issues includes national policy papers and strategic plans from the NPCC, APCC, Home Office, Ministry of Justice, HMICFRS, Parliamentary Select Committees, Academic Studies and Think Tanks. • Policing and Crime and VRP victims and community safety related strategies: – Reducing Vulnerability Strategy – Safer Places and Thriving Communities Strategy – VRP Response Strategy – Safety of Women and Girls Strategy – Victims and Witnesses Strategy

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4. Assessing impacts and relevance (refer to the evidence you have detailed so far)

A. Based on the evidence you have detailed above, assess who will be relevant to, and to what degree:

Protected Characteristic	Details of impact – consider if the relevance of the scheme to that group is high, moderate or none.
Age	High
Disability	High
Gender reassignment	High
Race	High
Religion or belief (or lack of religion or belief)	High
Sex	High
Sexual orientation	High
Marriage and civil partnership	Moderate
Pregnancy and maternity	Moderate

B. Does the scheme allow us to meet any of our Equality Duty aims? Yes or No
Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act (i.e., the scheme removes or minimises disadvantages suffered by people due to their protected characteristics). Yes Advance equality of opportunity between those who share a protected characteristic and those who do not (i.e., the scheme takes steps to meet the needs of people from protected groups where these are different from the needs of other people). Yes Foster good relations between people who share a protected characteristic and those who do not (i.e., the scheme encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low). Yes Reduces inequalities related to socio-economic disadvantage as well as the protected characteristics. Yes

C. If no relevance to equality is identified using the information at point 3 above, detail your rationale and how the information supports this conclusion:
N/A

5. Conclusions and next steps

Assess the relevancy.

Ranking description
High – The scheme is highly relevant to one or more protected characteristic and/or one or more aim of the general equality duty **In consideration of the evidence above, the scheme is highly relevant to our equality objectives → Continue to complete Stage 2.**

6. **Head of Service sign off and quality check for confidence in the impacts and mitigation detailed:**

Name:	Rob Forrest	**Date:**	**03 Feb 2025**
Service:	Policing and Crime	**Signature:**	**R Forrest**