West Yorkshire Combined Authority | Tracy Brabin Mayor of West Yorkshire

The content of this document contains sensitive, potentially triggering themes from the outset including but not limited to references to and descriptions of victims, vulnerability and specific crimes that some people may find distressing.

We appreciate this may lead to negative emotional responses and readers are advised to prioritise their emotional wellbeing when reading this document

If you or someone you know has been a victim of crime, please follow this link to support available

westyorks-ca.gov.uk/policing-and-crime/support-for-victims/

Stage 2 – Equality Impact Assessment

Project Name: Police and Crime Plan 2024 - 2028		**Date: 30 January 2025**
Officer responsible:	Julia Clough, Lead Manager, Commissioning and Partnerships	**Department: Policing and Crime**
Date Stage 1 completed:	20 November 2024	**Date Stage 2 commenced:** 20 November 2024
Head of Service:	Rob Forrest, Head of Policing and Crime	**Directorate:** Policing, Environment and Place

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1. About your scheme

Briefly describe the key delivery objectives of the scheme being assessed	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.
What are the desired outcomes from this scheme?	• The strategic policing and crime priorities for West Yorkshire • How the Mayor and Deputy Mayor for Policing and Crime plan to meet the priorities. • Set out the objectives and priorities of the work and activity of West Yorkshire Police, led by the Chief Constable • How the Mayor will hold the Chief Constable to account for the performance of West Yorkshire Police in delivering the objectives. • Tackle the concerns and issues identified in the public consultation and engagement on the plan. • Partnership working with other anchor organisations from health, community, academic and Voluntary, Community and Social Enterprise sector • Continue to embed the strategies developed during the last Plan such as the Safety of Women and Girls Strategy, Victim and Witnesses Strategy and Vision Zero. • Launch new workstreams such as Serious Violence Strategy in consultation with partners and the people of West Yorkshire, including those with lived experience and who have been harmed by crime.

2. About the people and communities who use the scheme

Do you currently have existing data, completed consultations and engagements about the scheme in relation to each protected characteristic?		
	Yes **Information that has analysed to inform the content of this EqIA. Includes details of data, research that has been undertaken, and engagement that was carried out.**	**Date and method of consultation**
Age	• Voice of West Yorkshire Police and Crime Plan public consultation • Child First Framework – West Yorkshire • The Mayor's Youth Advisory Group and Violence Reduction Partnership (VRP) Youth Commission • Census data 2021 – West Yorkshire • VRP Influential factors for serious violence Evidence synthesis • WYCA Equity Diversity and Inclusion Plan 2022-2025	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings.

Age	• Office for National Statistics (ONS), released 6 March 2024, ONS website • Crime in England and Wales, victim characteristics: year ending March 2023 • IOPC Public perceptions tracker summary report - 2023/24 • Age UK: Later Life in the United Kingdom 2019 • Centre for Aging Better • Crown Prosecution Service (CPS) - crimes against older people (CAOP) • CPS Code of Practice for Victims of Crime • Sexual Violence and Rape Older victims research papers • Demographic Transformation • Intergenerational Relations • Families and inequalities • Inequalities in later life • Multi-agency responses to serious youth violence: working together to support and protect children - Nov 2024 • The Good Childhood Report 2024 • The Children's Society's annual survey 2024 • Youth Voice Census Report 2024	The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

Disability	• Voice of West Yorkshire Police and Crime Plan public consultation • Census data 2021 – West Yorkshire • WYCA Equity Diversity and Inclusion Plan 2022-2025 • Equality Act 2010 • The Equality Act disability definition (EADD) • NHS Right to Choose/CAMHS (Child and Adolescent Mental Health Services • IOPC Public perceptions tracker summary report - 2023/24 • Understanding what neurodivergent employees need to succeed • Health Inequalities • Annual Victims' Survey 2023 • Structural Racism, Ethnicity and Health Inequalities • The impact of intersectionality culture, community, religion, gender/sex, ethnicity, disability	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings. The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

Gender reassignment	• Census data 2021 – West Yorkshire • WYCA Equity Diversity and Inclusion Plan 2022-2025 • Equality and Human Rights Commission - Gender reassignment discrimination • Transgender Inclusion • Crime Survey of England and Wales (CSEW) – Recorded Hate Crime • Police Recorded Hate Crime England and Wales 2022-23 • West Yorkshire Police Hate Incidents report April 2024 • Stop Hate Crime - Transgender Hate • Hate Crime Report 2020: Challenging online homophobia, biphobia and transphobia • IOPC Public perceptions tracker summary report - 2023/24 • Trans lives survey 2021 • A road map to inclusion - supporting trans people of faith • The impact of intersectionality culture, community, religion, gender/sex, ethnicity, disability	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings. The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

Race	• Voice of West Yorkshire Police and Crime Plan public consultation • Census data 2021 – West Yorkshire • WYCA Equity Diversity and Inclusion Plan 2022-2025 • Equality Act 2010 • Crime in England and Wales: Annual Trend and Demographics • Police Race Action Plan • Children's Commissioner report - Strip searching of children in England and Wales • His Majesty's Inspectorate of Constabulary and Fire & Rescue Services (HMICFRS) - Race and policing: An inspection of race disparity in police criminal justice decision-making 2023 • Association of Police and Crime Commissioners (APCC) Race Disparity Toolkit • APCC - Tackling Race Disparity and Championing Equality and Diversity in Policing and Criminal Justice • APCC Race Disparity Working Group Action Plan 2021-22 • IOPC Public perceptions tracker summary report - 2023/24 • Gypsies' and Travellers' lived experiences, justice, England and Wales - Office for National Statistics • Structural Racism, Ethnicity and Health Inequalities • Tackling Violence Against Women and Girls Strategy • National Policing Statement on Violence Against Women and Girls • Rape Crisis E&W (Listen to us! Communication Barriers: How statutory bodies are failing Black, minoritises, migrant,	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings. The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

	dead and disabled women and girls victims/survivors of VAWG • Intimate Partner Violence and Barriers to Help-Seeking Among Black, Asian, Minority Ethnic and Immigrant Women: A Qualitative Metasynthesis of Global Research • Hate crime, England and Wales, 2022 to 2023 second edition • Structural Racism, Ethnicity and Health Inequalities • The impact of intersectionality culture, community, religion, gender/sex, ethnicity, disability • IOPC Race discrimination report November 2024	

Religion or belief (or lack of)	• Census data 2021 – West Yorkshire • WYCA Equity Diversity and Inclusion Plan 2022-2025 • Equality and Human Rights Commission, Religion or Belief • Hate Crime, England and Wales, year ending March 2024 • Embedding EDI: definitions of Islamophobia and Antisemitism adopted by the Combined Authority • Racial and religious based offences drive increase in hate crime cases, April 2024 • IOPC Public perceptions tracker summary report - 2023/24 • What is Honour Based Abuse? – Karma Nirvana • Honour-based abuse offences recorded in West Yorkshire • Home Office Statistics on honour-based abuse related offences recorded by the police, England and Wales, year ending March 2024. • Office of National Statistics, Religion, education and work in England and Wales: February 2020 • The impact of intersectionality culture, community, religion, gender/sex, ethnicity, disability	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings. The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

Sex	• Voice of West Yorkshire Police and Crime Plan public consultation • Census data 2021 – West Yorkshire • WYCA Equity Diversity and Inclusion Plan 2022-2025 • VRP Needs Assessment and Response Strategy • WYCA Safety of Men and Boys Scoping Report • Crime Survey England & Wales 2023 • Women & Girls Call for Evidence • Women and the Criminal Justice System 2021 • IOPC Public perceptions tracker summary report - 2023/24 • Woman of the North Inequality, health and work report • Letter from the Victims' Commissioner to Minister Phillips: Interpersonal violence against men and boys' strategy	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings. The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

Sexual orientation	• Census data 2021 – West Yorkshire • WYCA Equity Diversity and Inclusion Plan 2022-2025 • Sexual Orientation definition under Equality Act 2020 • Equality Act 2010, Section 12(1) and 12(2) • IOPC Public perceptions tracker summary report - 2023/24 • Equality and Human Rights Commission (EHRC) data on Sexual Orientation Discrimination • West Yorkshire Police Hate Crime Report June 2024 • Sexual Orientation - Stop Hate UK • WYCA Staff Network – Proud	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings. The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

Marriage and civil partnership	• Census data 2021 – West Yorkshire • WYCA Equity Diversity and Inclusion Plan 2022-2025 • Marriage and Civil Partnership (Minimum Age) Act 2022 • Socioeconomic Status and Intimate Relationships	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings. The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

Pregnancy and maternity	• WYCA Equity Diversity and Inclusion Plan 2022-2025 • Pregnant employees' rights - GOV.UK • Leading Article on DA in Pregnancy: IDVAS in maternity units – SafeLives • Evaluation of the Mid Yorkshire NHS Trust Domestic Abuse Team and Hospital Independent Domestic Abuse Advisor (IDVA) Role Prison life: Pregnancy and childcare in prison • Women in Prison - Justice Committee • Pregnancy and Childcare in prison • Supporting women and babies after domestic abuse	The Voice of West Yorkshire Police and Crime Plan public consultation undertaken from 16 July to 31 October 2024. This consultation was undertaken by the Policing and Crime and Violence Reduction Partnership (VRP) Consultation and Engagement teams, via online surveys, face to face discussions and conversations, public events and in group settings. The Serious Violence Duty public consultation undertaken 16 July to 31 October 2024. This consultation was undertaken by Serious Violence Duty Holders, Violence Reduction Partnership (VRP) and Policing and Crime Consultation and Engagement teams via online surveys, face to face discussions and conversations, public events and in group settings.

3. Analysis of the evidence

Age	
Does your analysis indicate a **disproportionate** impact relating to **Age**?	**Yes**
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	**Children and young people** • 18.8% of the population of West Yorkshire is under 15 compared to 17.4% of the England population **Adults** • 38.4% of the population of West Yorkshire is under 30 compared to 35.7% of the England population **Older people** • 16.7% of the population of West Yorkshire is 65 and over compared to 18.4% of the England population • England is witnessing a shift in its population structure, with a larger percentage of older adults than ever before. **Experience of crime and victimisation** • Approximately one in six people aged 16 years and over (16.1%) reported experiencing a crime covered by the interviewer-led parts of the Crime Survey for England and Wales (CSEW) in the year ending March 2023. • People aged 55 years and over had decreased odds of experiencing CSEW headline crime compared with those aged 16 to 24 years; this association was partially reduced after adjusting for other factors, including spending time outside the home and visits to pubs or bars. • The highest prevalence of victimisation by age group was in those aged 16 to 24 years (19.5%), with levels generally falling as age increased

	• All age groups from aged 25 to 34 years and over had decreased odds of CSEW headline victimisation compared with those aged 16 to 24 years, except for those aged 45 to 54 years • Every year, over 2.6 million older people across the UK experience physical, sexual, psychological, economic/financial abuse and neglect. • Children affected by domestic abuse are automatically treated as victims regardless of whether they were present during violent incidents. • The government and local agencies must prioritise the needs of children who are disproportionately at risk of harm from serious youth violence. • Some children from specific ethnic groups are disproportionately represented among those harmed by serious youth violence. • Youth Endowment Fund surveyed 7,500 children in England and Wales and found 47% had witnessed violence in the last 12 months and 60% had seen 'real world' violent acts on social media **Health and wellbeing** • 20.3% of children aged 8 to 16 and 23.3% of young people aged 17 to 19 had a probable mental disorder in 2023. These were similar in males and females however, for young people aged 17 to 19 the prevalence of a probable mental disorder was twice as high in females compared to males. • It is estimated that 40% of older people in GP clinics have a mental health problem, this rises to 50% of older people in general hospitals and 60% of those in care homes. **Employment** • Over 50s make up nearly a third of the UK workforce. • Only 10% of young people believe they can access quality work where they live • Only 36% of young people in secondary school think they understand the skills employers are looking for.

	Housing / Homelessness / Poverty • Living in poor households can make children feel unequal to others. This can then make them less hopeful about getting the job they want • Rising prices were children and young people's top worry in The Children's Society's annual survey 2024 • 4.3 million children were living in poverty in the UK in the financial year ending 2023 • Children living around debt are five times more likely to be unhappy than children from wealthier families
What can you do? ***Negative impacts -*** What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity • Foster good relations between people in any protected group and those who are not? (See guidance)	**Children and young people** • Avoid Adultification of children which refers to the perception that children are older than their actual age and are more mature affecting the treatment that children receive, risking the decreasing of safeguarding responses. This includes the use of language that risks adultification of children. • Use the term 'children' as this creates the idea that someone is innocent, vulnerable and in need of care whereas terms like 'youth' gives the perception of someone who is risky, dangerous and in need of a punitive response. • Reference to older people to enable them to recognise themselves in the plan **Accessibility** • Printed and audio version of the plan available for people including older people that do not engage in online / web-based activity due to choice, access or data poverty. • Create printed version of the Plan for people who are unable to or choose not to access in an electronic format or online version. • Glossary of terms taking children into account re appropriate language • Consideration for launch not being online only and to include in person, supported through partners events and local radio **Socio economic** Barriers for skills, learning and employment.

• Reduce inequalities related to socio-economic disadvantage as well as the protected characteristic.	**Children and young people** • Inequalities in children's lives begin at home. Parental socio-economic resources, parental mental well-being, parental relationships and quality of parenting create disparities between families, which have repercussions for children's development and their subsequent life chances. • More children are born into lone mother families and there are higher rates of parental separation. Forty-four per cent of children born at the beginning of this century had not lived with both their biological parents throughout their childhoods. • Around 20% of first-born children and 16% of all children are to parents in this family setting. These children have the most unequal starts in life and unstable family lives. They are remarkably geographically concentrated in areas of high deprivation, and are a particular feature of the former industrial regions of the country • Family economic circumstances and parental mental well-being separately and collectively diminish the cognitive and emotional development of children in the early years. Poverty is more strongly related to children's cognitive development, and parental mental health to children's emotional and behavioural development, and both impact on the quality of parenting. **Older people** • People who are poorer in later life have worse health, across a wide range of physical and mental health conditions. • Where older people's perceptions of their neighbourhood are poor, this impacts negatively on their social connections. In rural areas, where older people are over-represented, limited public transport and opportunities for social participation can increase the risk of social isolation particularly amongst men. • There is strong evidence that where someone lives and their health outcomes are strongly linked. • Living in a disadvantaged community is associated with poorer physical and mental health in later life.

	• The prevalence of low Socioeconomic status was higher among older adults in the rural areas. **Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation. When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses. • Children and young people who come from Black, Asian and minoritised ethnic communities experience racism, bias, stereotyping or cultural misunderstanding as they grow up. • Anxiety, safety, discrimination and the cost of living are the biggest issues for young people. • Black children are often viewed as older than they actually are by their teachers, peers, police officers, and even society at large. They maybe perceived as having more understanding of their actions and the consequences of their actions. For example, an analysis of case reviews found that practitioners assumed Black boys who were involved in gangs would be able to protect themselves from harm, even after they had been reported missing from home or care. • Inequalities in later life are multiple, interrelated factors shape our experience.

What are your next steps? Please indicate what actions will be taken to address these impacts.	• Create child friendly version of the Plan utilising the 'Creating Child Friendly Products' guidance from West Yorkshire Child First Framework. • Update the Glossary of Terms • Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies. • The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police Plan Police and Plan.
What considerations are advised to be included in the Police and Crime Plan	• Specific reference to older people using the National Institute on Aging definition *older adults are people aged 65 or older.* • Review the Glossary of terms taking children into account re appropriate language • Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/ • Add link to Child First Framework https://www.westyorks-ca.gov.uk/policing-and-crime/west-yorkshire-violence-reduction-partnership/child-first-approach/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	• All funded providers will be required to complete an EqIA for the funded provision

Disability	
Does your analysis indicate a **disproportionate** impact relating to **Disability?**	**Yes**
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	• At least 1 in 5 people in the UK have a long-term illness, impairment or disability. Many more have a temporary disability. • The results of the 2021 Census reveal that 414k people in West Yorkshire were disabled under the Equality Act which equates to 17.6% of the population. • The prevalence of disability rises with age: in 2022/23 around 11% of children in the UK were disabled, compared to 23% of working-age adults and 45% of adults over State Pension age. Two thirds (67%) of people aged 85 or over reported a disability. • In England 9.77 million people (17.3% of the population) were disabled. • 232k people in West Yorkshire reporting being disabled with their day-to-day actives limited a lot. • Wakefield has the highest proportion of disabled people in West Yorkshire (20.2%) and the highest proportion of households containing at least one disabled person (35.6%). • In 2021, there were 321k households (33.0%) in West Yorkshire which included at least one disabled person (up from 310k (33.6%) in 2011). • This compares to 32.0% (down from 32.7%) in England as a whole. • The number of disabled people in West Yorkshire increased from 400,000 in 2011 to 414,000 in 2021, a 3.6% increase which compares to a 4.5% increase in England as a whole. • Overall, the proportionate share of the population of West Yorkshire who are disabled fell by 0.3 percentage points since 2011. • At least one in three people moving through the justice system are thought to be neurodivergent, that is twice the proportion in the general population.

	Disability • Behavioural or emotional: anxiety, bipolar, depression, dissociative disorders, disruptive or impulsive behaviours, and pervasive development disorders, emotional influencing actions • Sensory impairment: hearing, smell, taste, touch and sight. • Physical and health: Diabetes, heart disease, chronic obstructive pulmonary disease (COPD), kidney disease, oral disease, stroke, colorectal cancer, arthritis, asthma, osteoporosis. • Developmental: Attention deficit hyperactivity disorder (ADHD), Cerebral palsy, Autistic spectrum disorder (ASD), Intellectual disability, Learning disabilities. • Neurodiversity: an umbrella term used to describe a number of these variations. Autism, or Autism Spectrum Conditions, ADHD: Attention Deficit Hyperactivity Disorder, or ADD: Attention Deficit Disorder, Dyscalculia, Dyslexia, Dyspraxia, or Developmental Coordination Disorder (DCD). It is estimated that around 1 in 7 people in the UK have some kind of neuro difference. • Dementia can cause a range of cognitive, physical, and emotional impairments that can limit an individual's ability to perform everyday tasks.
What can you do? ***Negative impacts -*** What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity	Ensuring disability is reflected in a positive way. Representing disabled people positively can raise their status and can improve attitudes. Making a website or mobile app accessible ensuring it can be used by as many people as possible. Making content and design clear and simple enough so that most people can use it without needing to adapt it, while supporting those who do need to adapt things. This includes those with: - impaired vision - motor difficulties - cognitive impairments or learning disabilities - deafness or impaired hearing

• Foster good relations between people in any protected group and those who are not? (See guidance) • Reduce inequalities related to socio-economic disadvantage as well as the protected characteristic.	• Easy read version of the Plan • British Sign Language (BSL) film introducing the Plan. • Subtitles used in any films associated with the Plan. • Audio version / and version accessible to screen reading technology • Accessible / alternative formats offered as required on special request for example e.g. Large Print and Braille. • Ensuring commissioning services are accessible or meet specific need. **Socio economic** • Barriers for skills, learning and employment • Four million people with disabilities in the UK are living in poverty. In total, seven million people in poverty are either a disabled person or live with a disabled person – nearly half of everyone in poverty. • Disabled people face higher costs of living • There is a sizeable difference in the highest level of qualification between those who are disabled and those who are not: 19% of disabled adults have a degree or above, compared with 35% of non-disabled adults. • Disability, ill-health and society's response to these conditions often prevent people from working. For example, disabled people tend to earn less than their non-disabled counterparts even if they have the same qualification levels. • On average, disabled people take fewer trips per year than non-disabled people. Those whose ability to carry out day-to-day activities is "limited a lot", as opposed to "limited a little", have an even lower average number of journeys.

	UK disability statistics: Prevalence and life experiences Research Briefing Published Wednesday, 02 October, 2024 https://commonslibrary.parliament.uk/research-briefings/cbp-9602/ **Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation. When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses. • Intersectionality is a lens to help us think about how different people in the Disabled community experience disability discrimination differently depending on the additional social groups that we belong to. • An important part of social justice for Disabled people is doing all we can to be inclusive of all Disabled people. Additionally, disability impacts through • Underprivileged, low income, less likely to seek help, access to services • Limited housing options • Structural and system disadvantage
What are your next steps? Please indicate what actions will be taken to address these impacts.	Accessible / alternative formats versions of the plan Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies. The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police Plan Police and Plan.

What considerations are advised to be included in the Police and Crime Plan	• Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/ • Add link to WYCA accessibility statement for websites https://www.westyorks-ca.gov.uk/footer/accessibility-statement/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	All funded providers will be required to complete an EqIA for the funded provision

Gender Reassignment	
Does your analysis indicate a **disproportionate** impact relating to **Gender Reassignment?**	**Yes**
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	• In 2021, 11,383 people in West Yorkshire (0.61% of the population) stated they have a gender identity different from the sex they were registered at birth, which compares to 0.55% of the population of England as a whole. • UK rates of transgender identity have risen 5-fold since 2000, with the highest rise observed among 16 to 29 year olds, although the overall numbers are still small • Leeds has the highest percentage in West Yorkshire of its population identifying as having a gender identity different from the sex they were registered at birth (0.72%) (4,754). • 1,976 West Yorkshire residents identified as a Trans woman, and 1,986 identified as a Trans Man, whilst 1,224 identified as non-binary. 735 identified as having another gender identity • 4.5% of England's residents who identify as having a gender identity different from the sex they were registered at birth live in West Yorkshire.

	• Looking at spatial patterns on the ONS interactive map for WY, the proportion of people who said their gender identity is different from their sex registered at birth is higher in towns and cities compared to more rural areas. • In the year ending March 2023, there were 145,214 hate crimes recorded by the police in England and Wales (excluding Devon and Cornwall police), a decrease of 5% from the year ending March 2022 (153,536 offences), the first fall since the comparable time series began in the year ending March 2013. • Transgender identity hate crimes rose by 11% (from 4,262 to 4,732) over the same period, the highest number since the time series began in the year ending March 2012. It should be noted that Transgender issues were heavily discussed by politicians, the media and on social media between 2022-23, which may have led to an increase in these offences, or more awareness in the police in the identification and recording of these crimes. • From April 2023 to March 2024 9,488 hate incidents were reported to West Yorkshire Police which is a reduction on the previous 12 months, April 2022 to March 2023 when 10,566 hate incidents were recorded - 10.2% reduction. • Transphobic hate incidents are relatively low in volume but decreased steadily from 306 in the previous twelve month to 275 in the last 12 months, this is a decrease of 10.1% • The main category of incident recorded for transphobic hate are stalking and harassment followed by public order offences. • Positive outcome rates have not changed significantly. Positive outcome rates for the previous 12 months were 4.3% which has reduced to 4.1% in the last twelve months. 58.5% of offences were finalised due to no suspect ID confirmed and 34.4%, showed evidential difficulties prohibited a charge. • Transphobic hate incidents are low in volume (275) and down from the previous year by 10.1% (March 2024 – West Yorkshire Police Hate incidents report). However, as noted from Stop Hate UK and responses from the National LGBT Survey 2021, 88% of transgender people did not report the most serious type of incident, and 48% of transgender people were not satisfied with the Police response after reporting the most serious type of incident.

	• Transgender people are more likely to experience threats of physical or sexual harassment or violence compared with the LGBT community as a whole When referring to women and girls and men and boys we also mean those that identify as women and girls and men and boys. This is a challenging section due to data sets not consistent – the analysis does not provide a conclusion and we can anticipate there is potential for disproportionately across systems, services and society.
What can you do? ***Negative impacts -*** What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity • Foster good relations between people in any protected group and those who are not? (See guidance)	**Socio economic** Barriers for skills, learning and employment Recorded transgender identity is associated with social and economic deprivation, with the rates of people identifying as transgender more than twice as high in the most deprived areas as they were in the least deprived areas. 25% of trans people experienced homelessness at some point in their lives Of the 698 respondents of the 2021 Trans lives survey (ran by TransActual, a transgender-led organisation), 40% reported having experienced transphobia* when seeking housing and 63% experienced transphobia while seeking employment**.** Transgender and non-binary young people are more likely to be bullied or to be a perpetrator of bullying at school than their peers who were not transgender. In the 2018 Stonewall LGBT in Britain Trans Report, 33% of transgender respondents had received negative comments or conduct from work colleagues related to their gender identity in the past year

• Reduce inequalities related to socio-economic disadvantage as well as the protected characteristic	**Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation. When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses. For trans people, this means understanding that their experiences are shaped not only by their gender identity. They are also impacted by factors such as race, ethnicity, socioeconomic status, disability, and more. Most transphobic incidents reported to Stop Hate UK were verbal abuse, threatening behaviour, harassment and anti-social behaviour, such as having derogatory terms shouted at them, having invasive or inappropriate questions asked of them or facing harassment from neighbours, co-workers or strangers.
What are your next steps? Please indicate what actions will be taken to address these impacts.	Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies. The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police Plan Police and Plan

What considerations are advised to be included in the Police and Crime Plan	• Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	All funded providers will be required to complete an EqIA for the funded provision

Race	
Does your analysis indicate a **disproportionate** impact relating to **Race?**	**Yes**
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	• In 2021, 23% of the population of WY now identifies as being from an ethnic minority, up from 18% in 2011. This compares to 19% of population of England as a whole. • Bradford has highest % of its population identifying as from an ethnic minority - 39% (up from 33) • 39% of West Yorkshire's residents who identify as being from an EM live in Bradford" (down from 42) • 42% of people who identify as ethnic minority live in the 10% most deprived neighbourhoods in West Yorkshire. This rises to 61% if you consider the 20% most deprived neighbourhoods. • 44% of people in the 10% most deprived neighbourhoods in West Yorkshire identify as a ethnic minority but only 7% of people living in the least deprived neighbourhoods of West Yorkshire identify as being from an ethnic minority. • When looking at the proportion of people who were victims of all CSEW headline crime and personal crime (including fraud and computer misuse) aged 16 and over, by ethnic group, there is some variance in the figures between White (16.3%), Mixed/Multiple background (18.4%), Asian/Asian British (13.3%), Black/African/Caribbean/Black British (15.7%), and Other ethnic group (20.4%). • These proportions change if considering CSEW headline crime excluding fraud and computer misuse: White (9.9%), Mixed/Multiple background (12.9%), Asian/Asian British (9.4%), Black/African/Caribbean/Black British (10.7%), and Other ethnic group (16.4%). It is worth noting there is variance in the subcategories too, with the proportion of people who were victims higher for people from any other mixed/multiple ethnic background than seen for people from the three listed mixed backgrounds, for example.

	• 62% of Gypsies and Travellers had experienced racial abuse, which was the highest out of all minority ethnic groups surveyed; • 47% of Roma people had been racially assaulted; and • 37% of Roma people have been physically attacked.
What can you do? ***Negative impacts -*** What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity • Foster good relations between people in any protected group and those who are not? (See guidance) • Reduce inequalities related to socio-economic	**Socio economic** • Barriers for skills, learning and employment • Households headed by someone of non-white ethnicity are more likely to be in poverty and in very deep poverty compared to similar households headed by someone of white ethnicity. • People from Bangladeshi, 'other Asian', black and 'other' ethnic backgrounds stand out, with more than a fifth experiencing very deep poverty. • A national survey has found that Romany Gypsy, Roma, Irish Traveller and travelling communities experience some of the highest levels of racially motivated abuse, social and economic deprivation, and poor access to health and employment. **Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation. When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses.

disadvantage as well as the protected characteristic	• Intersectionality was born in Black women's experiences of simultaneous, multiple disadvantages and struggles for intersectional social justice. • Gypsy, Roma and Traveller men were over 12 times more likely to suffer with more than two physical health conditions than white British men; and Roma people had the highest risk of not being able to access health and social care services. • Additional challenges arising among those with 'No Recourse to Public Funds' (NRPF) due to unresolved immigration status, including barriers to paid employment due to unresolved asylum claims.
What are your next steps? Please indicate what actions will be taken to address these impacts.	Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies. The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police Plan Police and Plan
What considerations are advised to be included in the Police and Crime Plan	• Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	All funded providers will be required to complete an EqIA for the funded provision

Religion or belief (or lack of)	
Does your analysis indicate a **disproportionate** impact relating to **Religion or belief (or lack of)?**	**Yes**
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	• For the first time in a census of England and Wales, less than half of the population (46.2%, 27.5 million people) described themselves as "Christian", a 13.1 percentage point decrease from 59.3% (33.3 million) in 2011; despite this decrease, "Christian" remained the most common response to the religion question. • "No religion" was the second most common response, increasing by 12.0 percentage points to 37.2% (22.2 million) from 25.2% (14.1 million) in 2011. • There were increases in the number of people who described themselves as "Muslim" (3.9 million, 6.5% in 2021, up from 2.7 million, 4.9% in 2011) and "Hindu" (1.0 million, 1.7% in 2021, up from 818,000, 1.5% in 2011). • In 2021 40.6% of West Yorkshire residents identified as being Christian, a fall from 54.6% in 2011, with a similar picture in England overall. 36.7% stated they had no religion, an increase from 25% in 2011. • In 2021, 1 in 7 (14.5%) of West Yorkshire residents identified as Muslim, double the England average. • In the year 2024, while there was an overall decrease in hate crime, there was a 25% increase in religious hate crimes compared with the previous year. • This increase was driven by a rise in hate crimes against Jewish people and to a lesser extent Muslims and has occurred since the beginning of the Israel-Hamas conflict. • According to the statistical bulletin, the total of 10,484 anti-religious offences was the highest annual tally of these offences since hate crime records began in the year ending March 2012. • Annually, there were 3,282 religious hate crimes targeted at Jewish people in the year ending March 2024, more than double the number recorded the previous year.

	• These offences accounted for a third (33%) of all religious hate crimes in the last year. By comparison, the proportion in the previous year was 20%. • There was also an increase in religious hate crimes targeted against Muslims since the beginning of the Israel-Hamas conflict, with 3,866 offences in the latest year, up 13% from 3,432 recorded the previous year. In the last year, almost 2 in 5 (38%) of religious hate crimes were targeted against Muslims. • Honour Based Abuse is often thought of as a 'cultural', 'traditional' or 'religious' problem. It can affect people of all ages but often begins early in the family home. • For some communities, the concept of 'honour' is prized above the safety and wellbeing of individuals. To compromise a family's 'honour' is to bring dishonour and shame – which can have severe consequences. • The Home Office statistics state 140 Honour Based Abuse -related offences recorded in WY in the year to March 2024. This has increased from 128 the previous year.
What can you do? ***Negative impacts -*** What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity	**Socio economic** Barriers for skills, learning and employment • The Office for National Statistics released an analysis (2020) of education and employment outcomes of people of different religious identifies in England and Wales. • The difference in qualification levels were stronger predictors of employment outcomes than religious affiliation. • It is important to recognise that a complex set of factors, including cultural norms, migration history, language proficiency, and so on, may combine in different ways among different religious groupings to contribute to the disparities observed in their educational outcomes. **Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation.

• Foster good relations between people in any protected group and those who are not? (See guidance) • Reduce inequalities related to socio-economic disadvantage as well as the protected characteristic	When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses. Gendered dress codes in religions are important when understanding how religion and gender frequently intersect.
What are your next steps? Please indicate what actions will be taken to address these impacts.	Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies. The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police Plan Police and Plan
What considerations are advised to be included in the Police and Crime Plan	• Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	All funded providers will be required to complete an EqIA for the funded provision

Sex	
Does your analysis indicate a **disproportionate** impact relating to **Sex?**	**Yes**
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	• 51% female and 49% males within the UK population • Within West Yorkshire, a similar split is seen – 51.1% female and 48.9% male. All of the districts reflect this split of female/male residents • Although no differences found by sex for being a victim of headline crime (as captured by the CSEW), the prevalence of sexual assault, stalking and harassment were higher for women than men in the year ending March 2023. • 3.2% of women reported experiencing sexual assault compared with 0.9% of men. Similarly, 4.4% of women reported experiencing stalking compared with 2.4% of men. More women (13%) than men (7.2%) also experienced at least one form of harassment and women were more likely to experience any domestic abuse in the last 12 months (5.7%) compared with men (3.2%). • 7 in 10 of all homicide victims (71%) were male with around 3 in 10 being female (29%). • Criminal Justice system – Arrests – 15% (women) 85% (men) – Prosecutions – 21% (women) 79% (men) – Convictions – 21% (women) 79% (men) – Prison population – 4% (women) 96% (men) – Males maintain higher risk of being victim to personal crime than females (3.3% compared to 2.9%) including violence • In 2020/21, 594 homicides were recorded, 70% of victims were male • Violent crime was reported by a higher proportion of male (2.2%) than females (1.4%)
What can you do?	**Socio economic** Barriers for skills, learning and employment.

Negative impacts - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity • Foster good relations between people in any protected group and those who are not? (See guidance) • Reduce inequalities related to socio-economic disadvantage as well as the protected characteristic	The scoping report of safety of men and boys shows that while more serious violence is linked to deprivation, less serious violence among males is often independent of the level of socio-economic deprivation. **Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation. When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses. Considerations of safety, risk and protective factors that female and male intersects with a range of other protected characteristics. Risk and protective factors differ for women, girls, men and boys locally, and may be compounded where multiple protected characteristics combine. Intersectional issues that women and girls who, for example, have a disability, who are from Black African/Caribbean, Southeast Asian, Minority Ethnic, or who are LGBTQIA+ can face in being disproportionately targeted for violence and abuse. Violence, abuse, and harassment violations are deep-rooted in gender inequality, as are subconscious biases which have developed over generations of negative cultural attitudes towards women and girls.

What are your next steps? Please indicate what actions will be taken to address these impacts.	Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies. The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police Plan Police and Plan
What considerations are advised to be included in the Police and Crime Plan	• Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	All funded providers will be required to complete an EqIA for the funded provision

Sexual Orientation	
Does your analysis indicate a **disproportionate** impact relating to **Sexual Orientation?**	**Yes**
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	• In 2021, the UK Census included questions about gender identity and sexual orientation for the first time, allowing data to be collected about the number of people within the LGBTQ+ community. • An estimated 1.8 million people aged 16 years and over (3.3% of the UK population) identified as lesbian, gay or bisexual (LGB) in 2022, an increase from 1.1 million (2.1%) in 2017. • Of those identifying as LGB in 2022, 55.1% identified as gay or lesbian and 44.9% as bisexual • 89.3% of West Yorkshire residents aged 16 and over identified as being Straight or Heterosexual, compared to 89.4% in England as a whole. • 1 in 13 people (7.5%) in England didn't provide a response to this question, and locally that figure was higher in Bradford (8.8%). • 60,368 people, 3.2% of West Yorkshire residents identified as LGB+, with just under half (46%) living in Leeds (4.2% of people aged 16 and over identify as LGB+). • Overall, 4.1% of England's residents who identify as being LGB+ live in West Yorkshire. • 28,246 West Yorkshire residents (aged 16 and over) identified as Gay or Lesbian (1.5% of the population) and 25,550 identified as Bisexual (1.36% of the population), slightly higher than the England average. • 4,604 West Yorkshire residents identified as Pansexual, 1,022 identified as Asexual and just under 600 identified as Queer, whilst 351 identified as another sexual orientation • The distribution of people who identify as LGB+ isn't spatially uniform. Burley, Hydepark Corner & Woodhouse Cliff, Headingly, University & Little Woodhouse and Leeds City centre (all in Leeds) and Hebden Bridge (in Calderdale) have the largest LGB+ communities in West Yorkshire.

	• Sexual orientation Hate Crime incidents decreased slightly over the last twelve months to stand at 1,407, reducing from 1,514 in March 2023, a reduction of 7.1%. The number of repeat victims has dropped significantly to 26.2% from the previous 12 months which was 31.3%, this is a decrease of 5.1%. • 72% of heterosexual people, 86% of LGBTQ+ people, and 92% of trans people had experienced sexual harassment in their lifetime. • In 2020/2021, sexual orientation Hate Crimes rose from 15,972 to 17,135, while transgender identity Hate Crimes went from 2,542 to 2,630. LGBTQI+ Hate Crimes are highly under-reported.
What can you do? ***Negative impacts -*** What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity • Foster good relations between people in any protected group and those who are not? (See guidance)	**Socio economic** Barriers for skills, learning and employment **Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation. When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses. Victims suffer verbal abuse and threatening behaviour such as having derogatory terms shouted at them, being threatened, having invasive or inappropriate questions asked of them or being refused service by businesses.

• Reduce inequalities related to socio-economic disadvantage as well as the protected characteristic	
What are your next steps? Please indicate what actions will be taken to address these impacts.	Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies. The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police Plan Police and Plan
What considerations are advised to be included in the Police and Crime Plan	• Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	All funded providers will be required to complete an EqIA for the funded provision

Marriage and civil partnership	
Does your analysis indicate a **disproportionate** impact relating to **marriage and civil partnership?**	No
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	• The proportion of adults who have never married or been in a civil partnership has increased every decade from 26.3% in 1991 to 37.9% in 2021, whereas the proportion of adults who are married or in a civil partnership (including separated) has fallen from 58.4% in 1991 to 46.9% in 2021 • Adults in same-sex marriages and civil partnerships are more likely to be younger, have no religion, and have higher-level qualifications than adults in opposite-sex marriages. • There is a greater proportion of adults aged under 70 years who have never married or formed a civil partnership than in 2011. The biggest increase is in the aged 25 to 29 years age group, where the proportion increases from 73.9% in 2011 to 84.2% in 2021, and the increase for the aged 30 to 34 years age group is from 49.2% to 58.9%. • The number of people getting married is at the lowest rate on record and the median age of those getting married is increasing. • The aged 25 to 29 years and 30 to 35 years age groups have the largest reduction in married or civil partnered since 2011 for males and females. Females aged 25 to 29 years have the largest decrease from 27.8% in 2011 to 17.5% in 2021 • As the gap in life expectancy between males and females has reduced, the number of female widows has fallen • Same-sex marriage was introduced in 2014 and opposite-sex civil partnerships in 2019. Same-sex couples in civil partnerships have been able to convert civil partnerships into marriages since same-sex marriage was introduced. • Adults in same-sex marriages and all civil partnerships make up less than 0.5% of the population aged 16 years and over.

	• Same-sex married is the largest group at 0.28% (134,000). Followed by same-sex civil partnered at 0.14% (67,000) and opposite-sex civil partnered at 0.07% (36,000). • The age-standardised proportions of adults who have never been married or civil partnered was highest among adults reporting "No religion", at 41.2% in 2021, increasing from 36.2% in 2011. This was the biggest change among usual residents who declared a religion. • In 2021 births registered outside of a marriage or civil partnership have outnumbered births registered within a marriage or civil partnership
What can you do? ***Negative impacts -*** What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity • Foster good relations between people in any protected group and those who are not? (See guidance)	The Marriage and Civil Partnership Act 2022 extends criminal law relating to forced marriage by creating a new offence which makes it illegal to carry out any conduct whose purpose is to cause a child (aged under 18) to enter into a marriage before their eighteenth birthday, whether or not that conduct involves violence, threats or any other form of coercion or deception. In essence, it will now always be illegal to cause a child to marry, whatever the method used, and whether or not the child lacks capacity to consent to marriage. **Socio economic** Couples at lower level of Socioeconomic Status (SES) are more likely to cohabit and give birth prior to marriage and less likely to marry at all. Married couples and civil partners have certain legal rights and responsibilities upon divorce or death, cohabitants receive, in general, inferior protections. **Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation. When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such

• Reduce inequalities related to socio-economic disadvantage as well as the protected characteristic	as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses.
What are your next steps? Please indicate what actions will be taken to address these impacts.	Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies. The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police Plan Police and Plan
What considerations are advised to be included in the Police and Crime Plan	• Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	All commissioned and funded providers will be required to complete an EqIA for the funded provision

Pregnancy and maternity	
Does your analysis indicate a **disproportionate** impact relating to **Pregnancy and maternity?**	**Yes**
What does the data tell you? Describe the nature of any disproportionate impact/s or potential impacts as indicated by the data. If no impact is identified, please explain your rationale based on the data.	• In 2021, the average age of mothers who gave birth in England and Wales increased to 30.9 years, while the average age of fathers remained at 33.7 years. • There were 605,479 live births in England and Wales in 2022, • 3.1% decrease from 624,828 in 2021 and the lowest number since 2002; the number remains in line with the recent trend of decreasing live births observed before the coronavirus (COVID-19) pandemic. • In 2021 births registered outside of a marriage or civil partnership have outnumbered births registered within a marriage or civil partnership • Prevalence studies suggest that between 20% and 30% of women will experience physical violence at the hands of a partner/ex-partner during pregnancy. • About 36% of women report verbal abuse, 14% severe physical violence and approximately 20% of pregnant women reported sexual violence. • For many women, domestic abuse begins in pregnancy, while for others it escalates in terms of frequency and severity of violence. • Between 2,080 and 3,356 children could have been conceived in rape within a single year (from January 2021 to December 2021) in England and Wales. • Children born as a result of rape are officially recognised as victims of crime. • Women in custody are likely to have complex health needs, which may increase the risks associated with pregnancy for both mother and child. • The NHS classifies all pregnancies in prison as high risk.
What can you do?	**Socio economic** • Barriers for skills, learning and employment

Negative impacts - What are the potential actions you can take to avoid, reduce or mitigate any negative impacts/potential negative impacts? ***Are there opportunities to:*** • Advance equality of opportunity • Foster good relations between people in any protected group and those who are not? (See guidance) • Reduce inequalities related to socio-economic disadvantage as well as the protected characteristic	• Socioeconomic inequalities disproportionately affect women, which impacts on their own health and the life chances of their children. • Women, particularly lone mothers, have the highest gap between income and adequate living standards and are the most likely to be living in food insecure households **Intersectionality** Individuals can be targeted because of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, socio-economic background, sex, or sexual orientation. When we say communities, we mean groups of people with shared interests. This might be due to a shared location, a shared faith, a shared ethnicity or cultural heritage, a shared characteristic (such as LGBTQIA+ communities), or a shared disability. It may also include people across the region who are united by an interest in the same activity. When targeting policies and interventions, it is important not to over or under play individual characteristics and identities. A more sophisticated understanding of the experiences among older cohorts, enables development of appropriately tailored and targeted responses. Black women in the UK are four times more likely to die in pregnancy and childbirth than white women; Asian and mixed race women twice as likely. The Royal College of Obstetricians and Gynaecologists noted in 2020 that “racial bias […] can hinder consultations, negatively influence treatment options and can ultimately result in Black, Asian and minority ethnic women avoiding interactions with health services
What are your next steps?	Continually assess impacts during the final drafting of the Plan aligned to EqIA and supporting documents e.g. Needs Assessment and Strategies.

Please indicate what actions will be taken to address these impacts.	The EqIA will be re assessed alongside the annual reporting to the outcomes of the Police and Crime Plan.
What considerations are advised to be included in the Police and Crime Plan	• Add link to the EDI overall policies and guidance for WYCA - Equality, Diversity, and Inclusion https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/
What considerations are advised to be included in the performance measures of the Police and Crime Plan	All commissioned and funded providers will be required to complete an EqIA for the funded provision

Seek approval and confidence in the impacts and mitigation detailed by Head of Service sign off:

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

Supporting materials

Title	Link
West Yorkshire Combined Authority Equity, Diversity, and Inclusion	https://www.westyorks-ca.gov.uk/about-us/governance-and-transparency/transparency-and-freedom-of-information/equality-objectives/
West Yorkshire Combined Authority Equity, Diversity, and Inclusion Plan 2022–2025	https://www.westyorks-ca.gov.uk/media/qbyfselx/edi-plan-2022-2025.pdf
Census 2021 – West Yorkshire Results and changes over the last 10 years	https://www.westyorks-ca.gov.uk/about-us/data-intelligence-hub/census-2021/
West Yorkshire Child First Framework	https://www.westyorks-ca.gov.uk/policing-and-crime/west-yorkshire-violence-reduction-partnership/child-first-approach/
The Mayor of West Yorkshire's Safety of Women and Girls Strategy	https://www.westyorks-ca.gov.uk/a-mayoral-combined-authority/mayoral-pledges/the-safety-of-women-and-girls/safety-of-women-and-girls-strategy/
Safety of Men Boys	https://www.westyorks-ca.gov.uk/media/10844/limeculture-wyca-safety-of-men-and-boys-strategy-scoping-final-pdf.pdf

Glossary	
Analysis	The act of studying or examining something in detail
APCC	Association of Police and Crime Commissioners
BSL	British Sign Language
CAMHS	Child and Adolescent Mental Health Services
CAOP	Crimes Against Older People
CPS	Crown Prosecution Service
CSEW	Crime Survey of England and Wales
CSEW headline crime	CSEW headline crime provides the best measure for a range of crimes against individuals living in private households.
DA	Domestic Abuse
Disproportionate impact	A situation where a policy or practice affects a particular group of people more negatively than others.

E&W	England and Wales
EADD	The Equality Act disability definition
EDI	Equity (Equality) Diversity and Inclusion
EHRC	Equality and Human Rights Commission
EqIA	Equality Impact Assessment
IOPC	Independent Office for Police Conduct
IDVA	Independent Domestic Violence Adviser
LGBTQIA+	Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual/Allies, Non-Binary
NHS	National Health Service
ONS	Office for National Statistics
Protected Characteristics	These are the characteristics where evidence shows there is still significant discrimination in employment, provision of goods and services and access to services such as education and health
Qualitative evidence	Qualitative evidence refers to interpretation-based, descriptive, and relating to language. Information which reflects the feelings, thoughts, meanings and understandings of people.
Quantitative evidence	Quantitative evidence refers to numerical data or statistics that are used to support an argument or claim
Socio-economic disadvantage	A social or economic condition or perceived condition of a person who is disadvantaged by poverty, low income, homelessness, or lack of or low-level educational qualifications
Socioeconomic status (SES)	Socioeconomic status (SES) encompasses not just income but also educational attainment, financial security, and subjective perceptions of social status and social class.
VAWG	Violence Against Women and Girls
VRP	Violence Reduction Partnership
WYCA	West Yorkshire Combined Authority

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