

Equality Impact Assessment Template

Name of the policy or business area:	Police and Crime Plan 2022-25
Name of the person carrying out the Equality Impact Assessment:	Cheryl Gayther
Role of the person carrying out the Equality Impact Assessment:	Compliance and Performance Manager Office for Police and Crime Commissioner (OPCC)

1. Purpose

1.1 What are the aims of the Policy, Procedure or Activity and how do they fit in with the wider aims of the organisation?	<p>One of the key responsibilities of the Police and Crime Commissioner is to issue a police and crime plan as soon as practicable after taking office and within the financial year of being elected.</p> <p>The PCC's plan is informed by and reflects the key opportunities, risks and challenges in Dyfed-Powys Police and key partners. It will direct the Police Delivery Plan and the resources as well as provide the basis for monitoring the force performance and allocating which the Chief Constable is to deliver for the police area.</p> <p>The plan will set out the PCC's priorities and detail various measures in delivering and assessing these priorities.</p> <p>In forming this plan consultation sessions are held with residents of the Dyfed-Powys area to understand their views which ensures the plan is shaped by the public and local stakeholders.</p>
1.2 What are the motivators or driving forces in the development of this Policy, Procedure or activity?	<p>In accordance with section 5(1) of the Police Reform and Social Responsibility Act 2011, PCCs must set the police and crime objectives for their area through a police and crime plan including the force budget and precept.</p>

2. Assessment

In order to assess the impact that the Policy, Procedure or activity has or is likely to have on a person, it is important to look at all the data and information available to you. It may be necessary to obtain further information through consultation, which should also be included.

You are looking for bias that can occur when there are significant differences between groups of people in the way the Policy, Procedure or activity impacts them, in respect of Protected Characteristics (Age, gender, disability, sexual orientation, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, religion or belief)

In carrying out this assessment, it is suggested that you consider:

- **Data in relation to the personal diversity data** which is relevant to the policy. For example, if the policy relates to service delivery, then you need to look at data such as CENSUS data, and any personal diversity data we hold in relation to people accessing those services.
- **Grievance data** – it may well identify issues which may need addressing through the equality impact assessment e.g. if there are complaints relating to accessibility for wheelchair users in custody, then this will need to be addressed through the equality impact assessment when reviewing the custody policy;
- **Any research available in relation to inequality surrounding the policy matter** – this may include HMIC reports, Equality and Human Right Commission reports etc. For example, there are several reports which highlight inequality around stop and search, and the diversity of police officers which could be taken into consideration in drafting relevant equality impact assessments;
- **Consultation with diverse groups including our diversity champions, IAG members and staff support networks.** This would provide an element of external challenge to the equality impact assessment and ensure that the opinions of our diverse communities are taken into consideration;
- **Any survey data which exists relating to this matter** including any user feedback we've received. Business Improvement may be able to assist you in this regard.

A selection of data which may be useful to you can be found on the [Equality and Diversity intranet page](#). Should you require any advice as to what information/data you need to consider in completing this Equality Impact Assessment then please do not hesitate to contact the Equality and Diversity Manager on 23071.

Please list all of the data/consultation/research which you have considered in undertaking this assessment:

Detailed research & consultation has been undertaken in leading to recommending the priorities, including:

- Consideration of national policing documents:

- Strategic Policing Requirement
- Policing Vision 2030
- National Crime and Policing Measures
- UK Government's Beating Crime Plan
- Her Majesty's Inspectorate of Constabulary, Fire and Rescue Services (HMICFRS) Police Efficiency Effectiveness and Legitimacy (PEEL) Assessment Framework
- Relevant legislation:
 - Police Reform and Social Responsibility Act 2011
 - Policing Protocol Order 2011
- Regard of key national Welsh developments:
 - Future Generations Framework
 - Relevant legislation, which Police and Crime Commissioners may not be named as "relevant bodies" due to being governed by Westminster, but in the interest of collaboration and alignment with statutory partners, PCCs in Wales are wise to have regard to:
 - Wellbeing of Future Generations Act
 - Socio-economic Duty
- Appraisal of key Dyfed-Powys Police documents:
 - Control Strategy
 - Priorities and ambitions for 2021
 - Chief Constable's delivery plan & performance framework
 - Strategic Assessment
 - Audit & inspection findings
 - Performance reports
 - Force Management Statement
- Review of partners' priorities under the reciprocal duty:
 - Public Service Boards (PSBs)
 - Community Safety Partnerships (CSPs)
 - Mid and West Wales Fire and Rescue Services (MAWWFRS)
 - Powys Teaching and Hywel Dda University Health Boards
 - Welsh Ambulance Service Trust
 - Criminal Justice in Wales and the Dyfed-Powys Local Criminal Justice Board
- Consultation with:
 - Residents and businesses within the Dyfed-Powys area via the annual precept questionnaire in December 2020
 - Selection of middle & senior managers within DPP through workshops utilising the Public Health Wales and the Future Generations Commissioner's Three Horizons Toolkit
 - 'Lesser heard' minority groups through facilitated sessions
 - Key stakeholders & partners through personal invitation to use consultation walkthrough package
 - Wider public through online and hard copy survey promoted via social media and local press

As well as analysis of relevant think tank / review reports and consideration of practice elsewhere.

Detail the result of your assessment in the below graph:

You need to note any findings here. Has your research identified any negative or disproportionate impact on certain groups? Have we received complaints from certain groups of people in relation to the Policy, Procedure or activity? Have the IAG members raised any concerns? Detail any such findings in the below graph.

Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?

2.1 Age

No, the plan could positively discriminate towards the older age group. It is anticipated that the Dyfed-Powys area will see a 20-28% growth in the ageing population, with those aged over 65 living with dementia in Wales increasing by 64% by 2035.

Priority 1 focuses on supporting victims of all age groups, with a statutory duty to safeguard children and young people and promote their welfare.

Dyfed-Powys Police anticipates a rise in child exploitation, online protection issues and violence against children (in relation to the Removal of the Defence of Reasonable Punishment).

Priority 2 focuses on preventing harm and in particular supports the implementation of a national protocol to reduce the disproportionate criminalisation of care-experienced children and young people

Priority 3 includes supporting provision for young people transitioning between youth offending and probation services and continuing to support early intervention and support for young people.

The plan looks at improving the effectiveness of the OPCC scrutiny mechanisms to help build trust and confidence, including ensuring young adults are able to be meaningfully involved in holding the police to account.

<p>2.2 Disability</p>	<p>No, Priority 1 focuses on safeguarding the vulnerable particularly those with disabilities who may be at risk of becoming victims of crime</p> <p>Over 27,000 victims and vulnerable people were referred to services commissioned by the Police and Crime Commissioner in 2020-21. (This includes Independent Domestic Violence Advocates, Independent Sexual Violence Advocates, victim and witness support, debriefing for missing young people and youth offending and prevention services).</p>
<p>2.3 Gender Reassignment</p>	<p>No, also prioritised in the plan is undertaking work to understand and address disparities in the public's trust of the police among different age groups, races, and genders. This includes improving the effectiveness of the OPCC scrutiny mechanisms to help build trust and confidence.</p>
<p>2.4 Marriage and Civil Partnership</p>	<p>No, population and household profiles across Dyfed-Powys have been considered in setting out priorities.</p>
<p>2.5 Pregnancy and Maternity</p>	<p>No, This is reflected in our National Wellbeing Goal: A more equal Wales: a society that enables people to fulfil their potential no matter what their background or circumstances.</p>
<p>2.6 Race</p>	<p>No, also prioritised in the plan is undertaking work to understand and address disparities in the public's trust of the police among different age groups, races, and genders. This includes improving the effectiveness of the OPCC scrutiny mechanisms to help build trust and confidence.</p>
<p>2.7 Religion or belief</p>	<p>No, also prioritised in the plan is undertaking work to understand and address disparities in the public's trust of the police among different age groups, races, and genders. This includes improving the effectiveness of the OPCC scrutiny mechanisms to help build trust and confidence.</p>
<p>2.8 Gender</p>	<p>No, also prioritised in the plan is undertaking work to understand and address disparities in the public's trust of the police among different age groups, races, and genders. This includes improving the effectiveness of the</p>

	OPCC scrutiny mechanisms to help build trust and confidence.
2.9 Sexual Orientation	No, also prioritised in the plan is undertaking work to understand and address disparities in the public's trust of the police among different age groups, races, and genders. This includes improving the effectiveness of the OPCC scrutiny mechanisms to help build trust and confidence.

In accordance with the Welsh Language Standards, the following considerations also need to be made in relation to the Welsh Language:

2.10 Evidence how you have considered how the policy decision would have positive effects, or increased positive effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.	<p>The plan will be produced and published bilingually.</p> <p>The profile of the Welsh speaking population across Dyfed-Powys has been considered in setting out the plan.</p> <p>The Plan gives due regard to the requirements of the Welsh Language (Wales) Measure 2011 in ensuring the Welsh language is not treated less favourably than the English language.</p> <p>The Commissioner will also support the Chief Constable to invest in increasing Dyfed-Powys Police's capacity to deliver policing services through the medium of Welsh.</p>
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2.11 Evidence how you have considered how the policy decision would not have adverse effects, or so that it would have decreased adverse effects, on —
(a) opportunities for persons to use the Welsh language, and
(b) treating the Welsh language no less favourably than the English language.

As above

3. Action plan to reduce impact identified

Where a negative or disproportionate impact has been identified, then we need to be taking steps to reduce or eliminate this impact through making relevant changes to the Policy, Procedure or activity.

Where it is considered that the Policy, Procedure or activity causing the impact is justifiable, then the reasons for this conclusion must be explained clearly.

Impact identified:	None
Action proposed :	None
N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly.	
Completion date:	12/10/2021
Review date:	

**copy and paste the above table as many times as necessary, depending on the number of 'impacts' identified)