

# EQUALITY IMPACT ASSESSMENT

Budget Savings - 49 Community Safety Team

Reference: EIA000344



**EIA Form – About your EIA**

Reference number	EIA000344
Date Submitted	02/02/2024
Subject of the EIA	Budget Savings - 49 Community Safety Team
Brief description of the policy, service or function covered by the EIA	The directorate has been given a savings target totalling £34.6 million for 2024/25 and 2025/26. In order to make these significant savings the directorate have had to review all their service areas / functions, including its service delivery model, with a view to operating with smaller teams / functions to meet the savings target. The Community Safety Team has been given a target of £185k savings in 2024/25 and 2025/26 against its revenue budget. In order to deliver the savings target the service will need to reduce posts within the Community Safety Team. There are no redundancies as the service will deliver the saving primarily through vacancy management and non renewal of a fixed term contract.
Equality Assessment is in support of...	["Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-03-31

**Directorate, Division & Service Area**

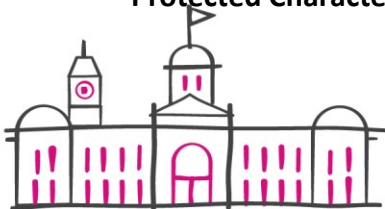
Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Community Safety and Resilience
Service area	Community Safety
Budget Saving	Yes

**Officers**

What is the responsible officer's email address?	Pamela Powis
What is the accountable officer's email address?	Waqar Ahmed

**Data Sources**

Data sources	["Oracle"]
Data source details	N/A

**Protected Characteristics**


**Protected Characteristic – Age**

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics i.e. Violence Against Women and Girls, Hate Crime, Reducing Serious Youth Violence etc.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe, however it is assessed that the impact on younger people (10-19) is likely to be greater as the Partnership has a priority to reduce serious youth violence. Within the community safety team, we have performance dashboards that are produced quarterly by a Police analyst. Data tells us that young people between the ages of 10 -19 are more likely to carry weapons, it is also the age group that is highest as a victim and offender for violence crime.</p>
How will you mitigate against any negative impact to the age characteristic?	The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.

**Protected Characteristic – Disability**

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
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<p>Please describe the impact to the disability characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics. We are aware that certain crimes are already under reported i.e. domestic abuse, Hate Crime, modern slavery etc. these are classes as hidden crimes. Therefore when people report it is important to be able to respond on the first report. People with disabilities will be affected even more as due to their disabilities and in certain cases reliance on the perpetrator (who are in most cases also the carer) they will have limited availability to report. Less staff will mean the inability to be available or respond on that first report.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe.</p>
<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

**Protected Characteristic – Sex**

<p>Does this proposal impact citizens based on their sex as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexes will be impacted by this proposal?</p>	<p>["Male", "Female", "Non-binary"]</p>



<p>Please describe the impact to the sex characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics. Domestic Abuse and Violence against woman and girls is increasing, data shows us that this is a under reported crime. Working with females we know that in most cases a woman will suffer a violent incident 8 or 9 times before reaching out for help. Once they reach out we need to be able to respond or they may not reach out again. We also know that victims of domestic abuse are more likely to reach out to a non Police service. Domestic Homicide reviews that we have completed shows us how important it is to get the first contact correct. This will also impact on sex workers, which are in the main female but also young males. The community safety team work to delivery initiatives to either bring in support service or carry out enforcement both in a location but also on individuals responsible for forcing victims into these situations.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe, however it is assessed that the impact on vulnerable women is likely to be greater as the Partnership has a priority to reduce violence against women and girls.</p>
<p>How will you mitigate against any negative impact to the sex characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

### Protected Characteristic - Gender Reassignment

<p>Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?</p>	<p>Yes</p>
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<p>Please describe the impact to the gender reassignment characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics. Following national conversations with regards people choice to use non -binary and gender reassignment police data shows us an increases in hate crime related to this. Working within this community we know there is a lack of willingness to report to the Police. It is therefore important we can make available a non criminal outlet were people do not feel judged and are therefore willing to report and talk to us so that we can either use our civil powers to enforce or ensure we put measures in place to minimise the impact within the communities. But we must have the resources available engage meaningfully</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe.</p>
<p>How will you mitigate against any negative impact to the gender reassignment characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

### Protected Characteristic - Marriage and Civil Partnership

<p>Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What legal marital or registered civil partnership status will be impacted by this proposal?</p>	<p>["Single","Never married and never registered a civil partnership","Married: Same sex","Married: Opposite sex","In a registered civil partnership: Opposite sex","In a registered civil partnership: Same sex","Separated, but still married","Separated, but still in a registered civil partnership","Divorced","Formerly in a civil partnership now legally dissolved","Widowed","Surviving partner from civil partnership"]</p>



<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics. People becoming victims of crime and anti social behaviour is not lessened due to their marriage or civil partnership status. Victims sit within all the above status. Performance data provided by west midlands people show us that anyone can be a victim of crime or ASB. Birmingham City Council ASB report data also shows that many people will not report to the police and would prefer that the local authority deal with the issue sin a non crime process. For example eviction, issue a injunction, mediation or provide support services.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe. Domestic Abuse is a priority for the community safety partnership so there is likely to be an impact on citizens in abusive relationships.</p>
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

### Protected Characteristic - Pregnancy and Maternity

<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
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<p>Please describe the impact to the pregnancy and maternity characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics. We know for working with 3rd agencies like woman's aid, but also with performance data form west midlands police. Woman who are pregnant are at higher risk of violence from there partner. Knowing this and knowing that domestic abuse is under reported and how important it is to have services and staff available at that first contact pregnant woman are the higher risk.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe. Domestic Abuse is a priority for the community safety partnership so there is likely to be an impact on citizens in abusive relationships including those who are pregnant.</p>
<p>How will you mitigate against any negative impact to the pregnancy and maternity characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

### Protected Characteristic - Ethnicity and Race

<p>Does this proposal impact people due to their race as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What ethnic groups would be impacted by this proposal?</p>	<p>["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]</p>





<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe. Tackling Hate Crime including racism is a priority for the community safety partnership so there is likely to be a greater impact on citizens from a black, asian and ethnic minority community. Police data tells us that hate crime reports are coming down, racially / religiously aggravated offences are still the highest reported. We also know this is a hidden and under reported crime so it is important that we ensure communities have the confidence to report, this is about building cohesion and trust, which with the loss of staff within community safety will be impacted.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

### Protected Characteristic - Religion or Beliefs

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What religions could be impacted by this proposal?</p>	<p>["No religion", "Christian", "Buddhist", "Hindu", "Jewish", "Muslim", "Sikh"]</p>



<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics i.e. Violence Against Women and Girls, Hate Crime, Reducing Serious Youth Violence etc.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe. Tackling Hate Crime is a priority for the community safety partnership so there is likely to be a greater impact on citizens from a Jewish and Muslim background given the rise in islamophobic and antisemitic hate crimes.</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

### Protected Characteristic - Sexual Orientation

<p>Does this proposal impact people's sexual orientation as per the Equality Act 2010?</p>	<p>Yes</p>
<p>What sexual orientations may be impacted by this proposal?</p>	<p>["Straight or heterosexual", "Gay or lesbian", "Bisexual", "Pansexual", "Asexual", "Queer", "All other sexual orientations"]</p>
<p>Please describe the impact to the sexual orientation characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics i.e. Violence Against Women and Girls, Hate Crime, Reducing Serious Youth Violence etc.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe. Tackling Hate Crime including hate towards the LGBTQ+ community is a priority for the community safety partnership so there is likely to be a greater impact on the LGBTQ+ community.</p>
<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

### Monitoring



<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>The actual impact of the proposal on citizens will only be known once the proposal is put into operation. The service will therefore undertake a review of the EIA at the end of 2024/25 to monitor its impact. The service will ensure impacts are closely monitored in partnership governance and delivery structures.</p> <p>Within community safety we have 6 (soon to be 5) local partnership who have in place, we also manage the Birmingham Community Safety Partnership board both have in place performance dashboards, which are made up of police and partner data. The local partnership monitor their dashboards monthly, the BCSP board quarterly.</p>
<p>Please enter the email address for the officer responsible for monitoring impact and mitigation</p>	<p>Pamela Powis</p>

