

Community Impact Assessment Form (CIA)

The council's vision is to promote **equal life outcomes¹ for everyone** living, working and visiting York, through inclusive design in everything the council does. This is to ensure that no-one is unintentionally excluded in York because of specific personal characteristics. In the council, we call these characteristics "Communities of Interest or Identity" – "Cols" for short.

To help realise the vision, council officers are required by Cabinet to assess the impact of council policies, processes and behaviours on customers and staff from the Communities.

This process was previously called Equality Impact Assessment (EIA). To stress the importance of assessing the impact of everything we do on people from the Communities, starting June 2012, we have renamed the process Community Impact Assessment (CIA).

The assessment **should be done at the development stage** of any policy, review, project, service change etc, **before any decision is taken**. It should also be done every time there are changes to policies and practices, **before the changes are finally agreed** by decision makers.

In addition, the Equality Act 2010 came into force on the 1st October 2010. Under the Act the council has a legal duty to show that our policies, practices etc further the aims below:

- Actively and proactively eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share an identity and those who do not

¹ In health, safety and security, personal freedom and choice, housing, education and lifelong learning, jobs and leisure activities and the infrastructure that supports these outcomes.

- Foster good relations between people who share an identity and those who do not.

In completing **Community Impact Assessments (CIAs)** officers are also required to state how what they are assessing meets and contributes to these aims.

1	Name and Job Title of person completing assessment	Jackie Jackson Prevent & Hate Crime Coordinator
2	Name of service, policy, function or criteria being assessed	Embracing Diversity – Hate Crime Strategy
3	What are the main objectives or aims of the service/policy/function/criteria?	<ol style="list-style-type: none"> 1. Raise awareness of hate crimes to aid prevention 2. Make it easier for people to report hate crime 3. Improve the support available to victims of hate crime 4. Improve data capture and develop a more accurate reflection of the extent and breakdown of hate crimes and incidents
4	Date	January 2013

Stage 1: Initial Screening

5	<p>What evidence is available to suggest that the proposed service, <u>policy</u>, function or criteria could have a negative or positive effect on quality of life outcomes² for people (both staff and customers) from the communities? Document the source of evidence in the columns below. You can find evidence via:</p> <ul style="list-style-type: none"> • Data from the Business Intelligence Hub - http://colin.york.gov.uk/beSupported/business_intelligence_hub/ • Council Consultation and Engagement Calendar – contact Sophie Gibson, 551022. • Council consultation - http://colin.york.gov.uk/beSupported/inhouse_services/research_consultation/
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² See appendix 1

- Workplace Wellbeing Survey – contact the Health and Safety team for more info – 554131. CaN results are here: http://colin.york.gov.uk/beConnected/about_CYC/structure/CAN/can_healthwellbeing_results/
- Staff Equalities Reference Group – See feedback reports here - http://colin.york.gov.uk/beSupported/equalities_inclusion/SERG/
- Equality Advisory Group (a customer group) - <http://democracy.york.gov.uk/mgCommitteeDetails.aspx?ID=445>
- EIA Fairs Feedback Newsletters - http://colin.york.gov.uk/beSupported/equalities_inclusion/EIAs/consultation_feedback/
- Previous EIAs – see annual EIA lists - http://colin.york.gov.uk/beSupported/equalities_inclusion/EIAs/

Community of Interest/Identity	Source of evidence that there is or is likely to be a negative or positive impact:			
	Staff		Customers/Public	
	Positive	Negative	Positive	Negative

Race			<p>Report to Cabinet (3.4.12) outlines the strategy focus across the 5 reported equality strands, disability, race, religion or belief, sexual orientation and transgender as outlined in the governments hate crime action plan (Challenge it, report it stop it, March 2012)</p> <p>Various national reports indicate that providing a joined up service benefits victims and their families if they have been victims of hate crime.</p> <p>Locally: March 2011- EIA fair main areas of feedback highlighted; the need for more reporting centres; more raising awareness of hate crimes.</p> <p>Consultation with voluntary, statutory and communities of identity groups identified the need for different approaches to be used when raising awareness of hate crimes and how to report hate crimes. (consultation January 2012 & Aug 2012.)</p>	
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Religion / Spirituality /Belief			Consultation outlined the need to raise awareness of different cultures within our communities	
Gender			As for sexual orientation	
Disability			Consultations highlighted; Providing documents in various formats to communities when raising awareness of hate crimes and increasing reporting centres would improve reporting.	
Sexual Orientation			Local consultation with voluntary groups identified anonymous reporting as a key to increasing reporting amongst this community particularly with the LGBT community.	National studies show that the lack of reporting facilities can reduce the reporting of hate crimes.
Age			Current legislation does not specifically cater for age and gender; the criminal justice agencies are alert to offences where hatred is a factor.	
Pregnancy/ maternity				
Gender Reassignment			As for sexual orientation.	
Marriage and Civil Partnership				

Carers of older and disabled people				
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If there is **no** evidence the service/policy/function will affect **any of the communities**, please proceed to section 9.
 If there **is** evidence the service/policy/function will affect **one or more of the communities**, continue to Stage 2, Full Impact Assessment.

Stage 2: Full Impact Assessment

6 How could different communities be affected by the proposed or reviewed service/policy/function/criteria? Record negative and positive effects below. **Expand the boxes** to take up as much room as you need. See the [2 EIA Guidance documents](#) on Colin for help about effects to consider.

A1	Public/customers – positive effects	<p><u>Disability community</u>; increasing the links with various disability groups supporting the community will increase awareness and facilitate improved relationships with both Police and SYP this will in turn increase confidence for groups and individuals to report hate crime within the community. The Valuing People Partnership Forum disability forum is working with the hate crime coordinator to increase the number of reporting centres specific to the disability community.</p> <p>Sharing of reported hate crime data has now been initiated to communicate actual reports that are occurring in York across the 5 reported hate crime strands; disability, race; sexual orientation; religion or belief and transgender as set out in the governments hate crime action plan.</p> <p>Hate Crime training has been developed by the hate crime coordinator and a member of staff within CBSS directorate. This has been piloted and is now ready to be shared with statutory and voluntary groups within York –</p> <p>Communicating using the easy read reporting forms produced by the government will become a standard approach allow easy access when reporting hate crime and will be included in the ‘hate crime information packs’, developed by the hate crime coordinator.</p> <p><u>Race</u>; Hate crime awareness raising has been carried out with the Turkish women’s group in</p>
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		<p>Clifton building the important links with SYP and the Police officers within this community. Linking with other voluntary groups, (Islamic society of York), and the reporting centre has been established for this community (YREN).</p> <p>Work is also being progressed with the Gypsy and Traveller community through Travellers Trust and the housing officers who support the G&T council sites and the Police.</p> <p>Hate crime Training programmes will be offered to key voluntary groups during 2013.</p> <p><u>Sexual Orientation</u>; Working with the LGBT forum and establishing links with MesMac to increase the channels for reporting hate crime are part of the work to ensure this community has a voice around hate crime.</p> <p>Linking up LGBT web pages with NYP and SYP will support work around making access to reporting hate crime easier, along with having phone and face to face access.</p> <p><u>Transgender</u>; as above for the Sexual orientation.</p> <p><u>Religion or belief</u>; the policy will promote and ensure that voluntary groups are aware of how they can report; raise awareness of hate crime , details of support available for individuals who experience hate crimes will also be promoted using the ‘hate crime information pack’.</p>
A2	Public/customers – negative effects	<p>Disability; the community could be negatively affected if the single point of contact within SYP is not maintained with the community.</p> <p>Race; Ensuring work to consistently highlighted the experience of those who suffer hate crime through various organisations could lead the community to perceive that York is not a fair and equal city, sensitive communication is vital. The Centre for Cities 2011 reported that the York has the second fastest growing population in the UK; regular messages to mitigate the negative reputational damage this could have on our growing communities will be important. We know that York has 78 first languages spoken within the city; communication is a key factor to the success</p>

		<p>of raising awareness of hate crime.</p> <p>Sexual orientation; failure to maintain links with voluntary groups who support and work with this community will impact on reporting hate crimes and potentially the wellbeing of individuals.</p> <p>Religion or belief; SYP plays a vital part in linking up both statutory and voluntary groups with supporting individuals who may be victims of hate crimes.</p> <p>Transgender; as for sexual orientation.</p>
B1	Staff – positive effects	<p>All the above comments relate equally to staff as they will for the general public;</p> <p>Race; Disability Sexual Orientation Transgender Religion or belief</p> <p>CYC media team will be promoting hate crime awareness through the internal electronic magazine Buzz. Posters will also be put up around the council supported by a programme of hate crime awareness training for staff.</p>
B2	Staff – negative effects	<p>Communications regarding hate crime awareness needs to be sensitive and handled carefully to mitigate mixed messages to ensure alarm and fear are not heightened.</p>
7	Can any negative effects be justified? For example:	

- As a proportionate means to achieve a legitimate aim
- In support of improving community cohesion
- To comply with other legislation or enforcement duties
- Taking positive action to address imbalances or under-representation
- Because of evidence-based need to target a particular community or group e.g. younger/older people.

NB. Lack of financial resources alone is NOT justification!

We cannot justify negative effects; however, it would be misguided to assume that negative effects around the complex issues of hate crime have the potential to happen.

Improving communication around sensitive hate crime messages will need to be approached using CYC media teams to ensure when raising awareness with staff and the public this will ensure a balanced message is shared explaining the low numbers of reported hate crime and the anecdotal evidence reported from partners to support the national reports that hate crime is under reported, but at the same time encouraging all our communities of the vital importance to report all incidents to the police and partners to support the preventative work.

8 What changes will you make to the service/policy/function/criteria as result of information in parts 5 & 6 above?

Ensure all consultation feedback is considered when reviewing the policy.
Establish if the hate crime training could be aligned with the Dignity at Work training.

9 What arrangements will you put in place to **monitor impact, positive and negative**, of the proposed service/policy/function/criteria on individuals from the communities?

The Embracing Diversity – hate crime policy will have a detailed action plan and will be performance managed by Safer York Partnership board on a six and twelve monthly basis, along with this it will also be communicated to the various stakeholder groups within the City of York council and the Independent Advisory group, North Yorkshire Police.

Monitoring of individual cases will be undertaken by the ASB panel on a regular basis.

10 List below actions you will take to **address any unjustified impact and promote equality of outcome (as in appendix 1)** for staff, customers and the public from the communities. The action could relate to:

- Procedures
- Service delivery
- Training
- Improvement projects

Action	Lead	When by?
The detailed action plan will show the impact of actions carried out by both SYP and partners	Jackie Jackson	Six and twelve monthly annually
11 Date CIA completed	18 January 2013	

Author: Jackie Jackson

Position: Prevent and Hate Crime Coordinator

Date: 18 January 2013

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Signed off by

I am satisfied that this service/policy/function has been successfully impact assessed.

Name:

Position (Head of Service and above) :

Date:

Please send the completed signed off document to equalities@york.gov.uk. It will be published on COLIN as well as on the council website.

Appendix 1 - Quality of Life Indicators (also known as “the 10 dimensions of equality”)

Think about the positive and negative impact in these areas:

- ❑ Access to services and employment
- ❑ Longevity, including avoiding premature mortality.
- ❑ Physical security, including freedom from violence and physical and sexual abuse.
- ❑ Health, including both well-being and access to high quality healthcare.
- ❑ Education, including both being able to be creative, to acquire skills and qualifications and having access to training and life-long learning.
- ❑ Standard of living, including being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
- ❑ Productive and valued activities, such as access to employment, a positive experience in the workplace, work/life balance, and being able to care for others.
- ❑ Individual, family and social life, including self-development, having independence and equality in relationships and marriage.
- ❑ Participation, influence and voice, including participation in decision-making and democratic life.
- ❑ Identity, expression and self-respect, including freedom of belief and religion.
- ❑ Legal security, including equality and non-discrimination before the law and equal treatment within the criminal justice system.

Indicators from: The Equalities Review 2007 and the Equality Framework for Local Government.