

HDC Due Regard (Equality Analysis)

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the 'Due Regard' process when introducing new policies/procedures/functions and services or reviewing existing ones.

Name of policy/procedure/function/service being analysed: Community Safety Partnership Three-Year Plan 2023/26

Department and section: Community Safety

Name of lead officer: Sarah Pickering

Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.):

Date assessment completed: February 1st 2023

Step 1: Defining the policy/procedure/function/service

Is this a new, amended, or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?

The aim of the Three-Year Plan 2023/26 is to set out ways to tackle and address crime and disorder and community safety priorities within the Harborough District. The Plan identifies the areas where the partnership will prioritise action over the coming year, over and above the day-to-day activity that each organisation undertakes. The focus of the priorities that the partnership have identified within the district are those where people are most vulnerable to crime and the effects of crime. These priorities are:

People

Understanding underlying causes of violence and coercive behaviour to provide support and interventions for the Community (vulnerable individuals and families).

Focussing on: Domestic Abuse, Exploitation (exploitation includes all types of grooming including Child Sexual Exploitation, County Lines and Radicalisation) and Serious Violent Crime

Places

Working with communities to reduce incidents by utilising available powers and resources in a targeted way.

Focussing on: Road safety - Fatal Four, Anti-social behaviour and Public order incidents

Property

To help support and advise our communities on taking personal responsibility, by promoting good practices and using partnership resources to reduce acquisitive crime.

Focusing on: Rural Crime, Domestic burglary within the district, Vehicle Crime and Financial Fraud and scams

There are also cross cutting priorities covering substance misuse, vulnerability, and confidence.

There will be yearly Action Plans produced to deliver initiatives, projects, and campaigns for the priorities. The priorities include targets, and these will help to measure impact and outcomes.

Step 2: Data collection & evidence

What relevant evidence, research, data, and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known effects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

A Strategic Assessment has been undertaken and is available for partners to view – not a public document. This includes police data, fire service data on road safety, data on domestic abuse and substance misuse. A summary is included in the Three Year Plan.

Total crime Harborough YTD from Leicestershire Police figures.

1st April - 31st December 2022				
Performance Measure	Current position	Previous year	Change	% Change
Total Crime	3961	3716	245	+6.6%
Violence Without Injury (includes Stalking and harassment)	978	983	-5	-0.5%
Violence With Injury (includes domestic)	553	464	89	+19.2%
Public Order	472	487	-15	-3.1%
Criminal Damage	368	434	-66	-15.2%
All other theft offences	362	345	17	+4.9%
Vehicle Crime	322	259	63	+24.3%

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Burglary - Residential & Commercial	257	173	84	+48.6%
Shoplifting	208	125	83	+66.4%
Miscellaneous Crimes against society	113	110	3	+2.7%
Other Sexual Offences	86	93	-7	-7.5%
Drug Possession	60	63	-3	-4.8%
Rape	39	50	-11	-22%
Arson	33	26	+7	+26.9%
Bicycle theft	26	14	12	+85.7%
Possession of Weapons	25	19	6	+31.6%
Theft from the Person	25	11	14	+127.3%
Drug Trafficking	23	50	-27	-54%
Robbery of personal	10	8	2	+25%
Robbery of business	-1	-1		

Harborough District Census Data 2021 (Data from initial releases so may be unrounded)

Total Population: 97,631, an increase of 14.3% since 2011 which is significantly higher than the overall increase for England of 6.6%.

Total number of households: 40,400

Age**Census Question: What is your date of birth?**

	Number of residents	% of Harborough District population
All usual residents:	97,631	100.0%
Aged 0-4 years	4,719	4.8%
Aged 5-9 years	5,371	5.5%
Aged 10-15 years	7,106	7.3%
Aged 16-19 years	4,200	4.3%
Aged 20-24 years	4,344	4.4%
Aged 25-34 years	10,487	10.7%
Aged 35-49 years	18,336	18.8%
Aged 50-64 years	21,570	22.1%
Aged 65-74 years	11,429	11.7%
Aged 75-84 years	7,336	7.5%
Aged 85 years and over	2,733	2.8%

Household Composition

One person household aged 65 and over	5,335 (13.2%)
One person household other	5,179 (12.8%)
Lone parent household with dependent children	2,066 (5.1%)

Ethnic Group**Census Question: What is your ethnic group?**

	Number of residents	% of Harborough District population
All usual residents:	97,623	100.0%
Asian/Asian British:	5,298	5.4%
Black/Black British/Caribbean/African:	699	0.7%
Mixed/multiple ethnic groups:	2,003	2.1%
White:	88,851	91.0%
Other ethnic group	205	0.24%

Population by residents born in the UK: Harborough 92.8%

Household Language

All adults in household have English as a main language	39,029 (96.6%)
At least 1 but not all adults in household have English as main language	721 (1.8%)
No adults but at least 1 person aged 3 to 15 has English as main language	143 (0.4%)
No people in household have English as a main language	520 (1.3%)

Main Language: Top 10

English	92,200 residents
Gujarati	363 residents
Panjabi	335 residents
Polish	307 residents
Romanian	222 residents
Portuguese	99 residents
Spanish	92 residents
Hungarian	72 residents
Greek	56 residents

Sign Language, 23 residents (British Sign Language, 16 residents)

Gender

Census Question: What is your sex?

	Number of residents	% of Harborough District population
All usual residents:	97,625	100.0%
Female	49,276	50.5%
Male	48,349	49.5%

Gender Identity

Census Question: Is the gender you identify with the same as your sex registered at birth?

	Number of residents	% of Harborough District population
All usual residents aged 16 and over	80,430	100.0%
Gender identity the same as registered at birth	76,560	95.2%
Gender identity different from sex registered at birth but no specific identity given	69	0.1%
Trans woman	44	0.1%
Trans man	40	0.0%
Non-binary	24	0.0%

All other gender identities	15	0.0%
Not answered	3,678	4.6%

Health

Census Question: Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

	Number of residents	% of Harborough District population
Day to day activities limited a lot	5296	5.4%
Day to day activities limited a little	9413	9.6%
Day to day activities not limited	82917	84.9%

Legal Partnership Status

Census Question: What is your legal marital or same-sex civil partnership status?

	Number of residents	% of Harborough District population
All usual residents aged 16 and over:	80,428	100.0%
Never Married or registered a Civil Partnership	23,779	29.6%
Married or in a registered Civil Partnership	42,622	53.0%
Separated/Divorced or formerly in a Civil Partnership	8,889	11.0%
Widowed or surviving Civil Partnership partner	5,138	6.4%

Religious Belief

Census Question: What is your religion?

	Number of residents	% of Harborough District population
All usual residents:	97,624	100.0%
Buddhist	256	0.3%
Christian	49,046	50.2%
Hindu	2,477	2.5%
Jewish	118	0.1%
Muslim	1,120	1.1%
Sikh	1,467	1.5%
Other religion	379	0.4%
No religion	37,480	38.4%
Religion not stated	5,281	5.4%

Sexual Orientation

Census Question: Which of the following best describes your sexual orientation?

	Number of residents	% of Harborough District population
All usual residents aged 16 and over	80,427	100.0%
Heterosexual or Straight	73,899	91.9%
Gay or Lesbian	923	1.1%
Bisexual	620	0.8%
Pansexual	90	0.1%
Asexual	36	0.0%
Queer	8	0.0%
All other sexual orientations	6	0.0%
Not answered	4,845	6.0%

Households not deprived in any dimension: Harborough 57.9%

Population who have previously served in any UK armed services: 3,145 residents (3.9%)

Hate Incidents

Rolling 12-month data to September 2022 shows a small increase of 9 “all hate Crime and offences” year to date of 8.2% to 119. The majority of the incidents relate to the characteristic of race (43.9%) with the next largest category being in relation to sexual orientation (29.5%), Disability (18.2%) and religious (8.3%). May, July and August 2022 had highest peaks for offences which is similar to the pattern seen in the previous two years. In terms of offence type, the majority of these incidents were “violence against the person” (81 incidents). This has however seen a reduction on the previous year of 19.8% (97 incidents in previous year).

Step 3: Consultation and involvement

Have you consulted and if so outline what you did and who you consulted with and why.

Consultation has taken place with residents via a survey monkey questionnaire which has been widely advertised through various social media channels and through our Parish email newsletter. The survey has also been sent out via Leicestershire Police’s neighbourhood link, through partnership networks. There is also a Leicestershire County Council insight survey. Face to face consultation took place with Harborough Action Team which is a district wide group for people with learning disabilities and also for families/carers. List of main surveys below:

- Violence Reduction Network Community Safety Survey 2022
- Office of the Police and Crime Commissioner Young Persons Safety Survey 2021
- Parish Community safety Survey 2022
- Leicestershire Community insight Survey Sept 2022

Police Neighbourhood link

Step 4: Potential impact

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, current and ex-armed forces personnel (Veterans), deprived or disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

Through the priorities and subsequent range of actions outlined within the Community Safety Plan there should be a positive impact on all individuals who share a protected characteristic as the Plan aims to help people be and feel safe within the Harborough district. In some areas, such as Hate reports there will potentially be a particularly positive and supportive impact for people with the protected characteristics of ethnicity, sexual orientation, disability, religions or belief and gender reassignment through targeted hate awareness campaigns.

As the Community Safety Plan contains a broad range of actions which span across a number of different areas, many of the actions will be designed to improve people's life circumstances and opportunities through the creation of safer communities in which people can thrive and prosper and can achieve their full potential. This may also have an impact on reducing socio-economic disadvantage.

Results from the Community Safety survey seemed to indicate there is an issue around community cohesion in the district with the settled community and the Traveller community, especially in areas where there is a large Traveller community. The Action plan will address fear of crime and anti-social behaviour with a communication and engagement plan.

The Action Plan will include raising awareness of Prevent, this will include including compulsory training for Harborough District Council Staff. The recent inspection of Prevent in Leicester, Leicestershire and Rutland (LLR) recommended that this was an area in need of improvement for LLR.

Harborough District has a large rural area with rural isolation, all surveys show a slight increase in fear of crime and a decrease in feelings of safety.

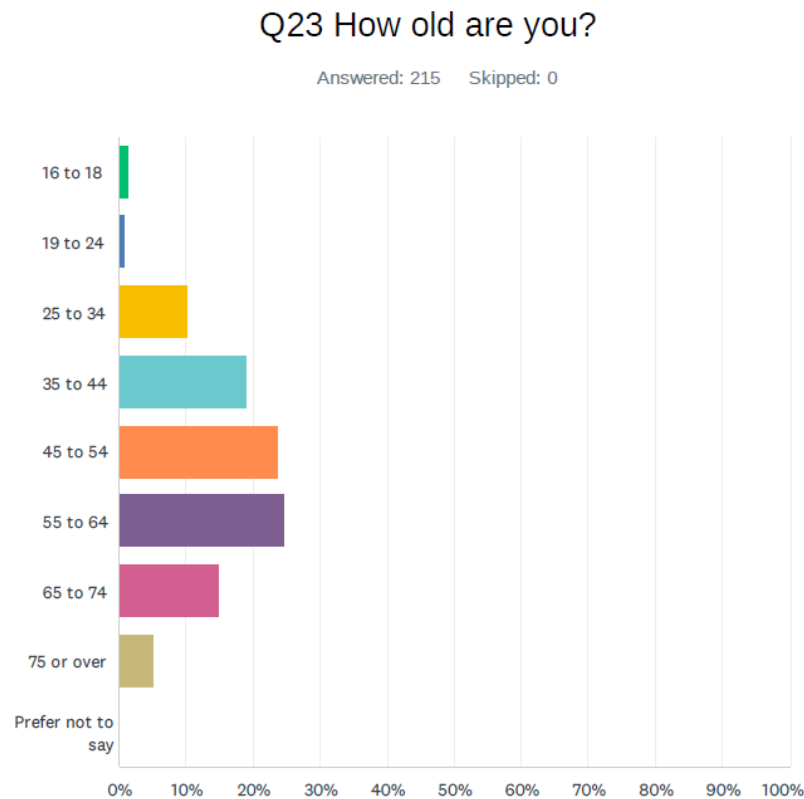
214 people completed the Community Safety Survey in the Harborough District in 2022. (416 in 2020)

Summary of Survey 2022 & previous survey in 2020: (combined % of Strongly agree and agree)

64.6 up from 61% agree that your local area is a place where people from different backgrounds get on well together

81% down from 85% feel safe at home in my local area during the day
63% down from 69% feel safe at home in my local area at night
77% down from 81% feel safe outside in my local area during the day
45% same as 2020 at 45% feel safe outside in my local area at night
60% down from 63% feel that people in my local area can be trusted
91% up from 89% feel that I can ask my neighbour for help

73% of those that completed the survey were female. Ages of those completing the survey are shown in the table below.



Concerns around rural crime are also highlighted by Parish Councils. Prevention of Rural Crime is one of our priorities.

Actions around Domestic Abuse will mainly be focused on female victims who are the majority of victims, however we will also include campaigns around male victims and the work with perpetrators.

Young people’s voice will be taken into consideration, and young people will be the focus of our prevention work around serious violent crime. The Violence Reduction Network’s initial priority focus is serious violence by or against a person under 25 years old. Serious Violence Crime incidents are low in the Harborough District, representing around 5.5% of incidents across LLR (as at Jan 2023). The majority, 91.5% of these are assault with injury followed by 3.8% robbery of personal property and 2.5% assault with serious harm. However figures have increased from 2021/22 from 219 to 236 for 2022/23 as at Jan 2023. In around 25% of these the perpetrators are under 25 and over 50% of the victims are under 25.

Step 5: Mitigating and assessing the impact

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

There are perceived to be no adverse impacts identified in relation to the Community Safety Plan. This plan aims to provide a framework for which all the various community safety strands can be considered in a holistic way to enable partners to respond collectively to better meet the needs of all individuals and communities.

Step 6: Making a decision

Summarise your findings and give an overview of whether the policy will meet Harborough District Council’s responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The Harborough District Community Safety Partnership Three Year Plan meets Harborough District Council’s responsibilities in relation to equality, diversity and human rights. It contributes to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations.

Step 7: Monitoring, evaluation & review of your policy/procedure/service change

What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?

The Three-Year Plan will be delivered through yearly Action Plans which can be updated and amended to reflect progress and/or any emerging issues. There will be quarterly monitoring to the Office of the Police and Crime Commissioner and yearly Harborough Council Scrutiny committee.

Equality Improvement Plan

Equality Objective :

Action: Gather statistics around gender of Domestic abuse victims and perpetrators in Harborough District.

Officer Responsible: Domestic Abuse Link Worker

By when: December 2023

Equality Objective :

Action:

Officer Responsible:

By when:

Equality Objective :

Action:

Officer Responsible:

By when:

Equality Objective :

Action:

Officer Responsible:

By when:

Signed off by:

Date: