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Community Safety Plan (CSIP) 2020-2023

Ref. No.	
Category:	
People	Yes
Place	
Corporate	
In	
Constitution	

Policy Details

What is this policy for?	Dorset Council is under a legal duty to work with the following partners (responsible authorities) to identify and tackle community safety issues in its area: Dorset Police Dorset Clinical Commissioning Group Dorset & Wiltshire Fire & Rescue Authority National Probation Service (Dorset) Dorset, Devon and Cornwall Probation Services The Dorset Community Safety Partnership (CSP) aims to: reduce crime and the fear of crime address risk, threat and harm to victims and local communities facilitate the strengthening of Dorset's communities in the delivery of local initiatives CSPs are required to have three-year Community Safety Plans that are refreshed annually. This latest Plan sets out partners' current priorities based on the most recent assessment of community safety issues. <u>https://www.dorsetcouncil.gov.uk/your-community/community-safety-</u>
	partnership.aspx
Who does this policy	Dorset communities
affect?	Dorset Police
	Dorset Council
	Dorset & Wiltshire Fire and Rescue Authority
	National Probation Service
	Dorset, Devon and Cornwall Probation
	Dorset Clinical Commissioning Group
Keywords	community, safety, crime, modern slavery, human trafficking, county
	lines, serious sexual offences, domestic abuse, rural crime, fraud
	public place violence, anti-social behaviour, hate crime
Author	Name : Andy Frost
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Does this policy	Modern slavery act 2015
relate to any laws?	2018 Home Office Serious Crime Strategy
	Domestic abuse act 2021
	Serious violence strategy 2018
Is this policy linked to	Alcohol and drugs strategy
any other Dorset	Youth Justice plan 2021 to 2022

Council policies?	Children's safeguarding strategy Modern slavery strategy Children, Young People and Families' Plan 2020-23
Equality Impact Assessment (EqIA)	Equalities Impact Assessment (EqIA) The EqIA highlighted a positive impact on several protected characteristics.
Other Impact Assessments	Financial Implications The Dorset CSP does not receive funding, however partners' plans and strategies clarify where they will focus their time and effort and their broad activity to meet priorities Climate implications It is not anticipated that partners' work to tackle community safety, including through the Community Safety Plan, will have an adverse effect on the environment or climate change. Risk Assessment Having considered the risks associated with this decision, the level of risk has been identified as: Current Risk: Low Residual Risk: Low

The plan can be found at <u>https://www.dorsetcouncil.gov.uk/your-community/community-safety-plan-2020-2023.aspx</u>

Status and Approvals

Status	Live	Version	
Last review date	3 September 2020	Next review date	September 2023
Approved by (Director)	Vivienne Broadhurst, Acting Executive Director People - Adults	Date approved	3 September 2020
Member/ Partnership Board Approval	Full Council	Date approved	3 September 2020

Community Safety Plan 2020-2023

Dorset Community Safety Partnership



Introduction

The Dorset Community Safety Partnership (CSP) aims to:

- Reduce crime and the fear of crime;
- Address risk, threat and harm to victims and local communities; and
- Facilitate the strengthening of Dorset's communities in the delivery of local initiatives.

Find out more about the CSP here: Dorset Community Safety Partnership

CSPs are required to have three-year Community Safety Plans that are refreshed annually. This latest Plan sets out partners' current priorities based on the most recent assessment of community safety issues.

The Community Safety Plan should be read in conjunction with partners' annual work plans which can be found here: <u>Annual Work Plans</u>

Crime in the Dorset Community Safety Partnership Area

Total crime in the Dorset Community Safety Partnership area is a lot lower than the average rate across the UK. Although total recorded crime has risen in recent years, this is largely due to improved crime recording practices and changes to Home Office recording standards. These help to provide a better picture of crime levels and issues.

Crime levels are usually higher across the summer months and crime rates vary according to location.

Detailed information can be found here: Dorset Statistics Crime Statistics

Consultation and Engagement

Partners use the findings of consultation and engagement exercises to help inform their understanding and work to tackle community safety issues.

Dorset Council undertakes a residents survey every year. The survey includes questions on how safe residents feel in their local area. The latest survey was completed in the autumn 2019. 2,635 surveys were completed. The results showed that:

- 93% of respondents felt either very safe or fairly safe when outside in their local area during the day
- 77% of respondents felt either very safe or fairly safe when outside in their local area after dark

In January 2020, a series of questions were given to members of Dorset Council's People Panel. 155 responses were received. They showed that:

- The vast majority of respondents felt that crime where they lived did not have a significant impact on their daily life (approx. 89% of respondents said that either 'crime isn't an issue where I live and doesn't affect my daily life' or 'there are some issues but they don't have much impact on my daily life'. None of the respondents felt that crime was a big issue where they lived and had a serious impact on their daily life).
- In relation to anti-social behaviour, 32% of respondents felt anti-social behaviour wasn't an issue where they lived and didn't affect their daily life. 48% of respondents felt there were some issues where they lived but they didn't have much impact on their daily life.
- 8% of respondents had been a victim of crime in the last 12 months.
- The issues that respondents were most concerned about were rural crime and anti-social behaviour.

The National Rural Crime Survey is organised by the National Rural Crime Network which was formed in 2014 to bring greater recognition and understanding of impact and problems of crime in rural areas. The Network brings together 30 Police and Crime Commissioners from across the country along with a number of other interested bodies.

Although the National Rural Crime Survey is not specific to Dorset, it includes 654 responses from the Dorset Police Force area and aims to reflect the views of rural communities. The 2018 National Rural Crime Survey can be found here: National Rural Crime Survey 2018

The findings include:

- That the perception of policing in rural communities is poor, and much worse than in urban areas
- Some of the most common concerns are not solely policing matters, like flytipping and speeding too many partners, like local authorities, are less able to respond to the needs of rural communities
- Crime is not just an inconvenience crime, and the fear of crime, is leading to emotional strain and a loss of confidence within rural communities, particularly among young people, families and farmers
- Communities believe crime in rural areas is a big problem and is getting worse
- Many crimes in rural communities go unreported especially by business owners, because they don't feel the offence will be taken seriously or anything will be done
- Residents and businesses in rural communities believe they are being specifically targeted and, on balance, most believe the crime is organised
- Farmers and agricultural businesses are facing huge challenges and they don't feel there is enough being done to support them
- The financial impact of crime is substantial for residents and, particularly, for businesses who are the lifeblood of the rural economy
- Rural victims feel angry and annoyed that they are not taken seriously by those in positions of power and the extent of crime is making communities feel vulnerable
- Ultimately, rural communities are not understood and services do not match need if nothing is done there is a risk of a wholesale loss of trust in rural policing

Members of the public were encouraged to provide feedback on priorities for inclusion in this plan via the Dorset Council website. There was overwhelming support for the priorities with several respondents emphasising the importance of preventative work.

Findings from further consultation exercises undertaken over the course of the year, including with the People Panel for Dorset Council, will be used to inform future revisions of this plan.

Community Safety Priorities

Partners carry out an annual Partnership Strategic Assessment (PSA) using evidence from a variety of sources to assess crime and disorder issues in the area. The assessment is used to set and review partners' priorities. When setting and reviewing priorities consideration is also given to the local Policing objectives in the area. Priorities are reviewed regularly.

The following priorities have been agreed by partners for 2020/21:

- Modern Slavery and Human Trafficking
- County Lines
- Serious Sexual Offences
- Domestic Abuse

- Rural Crime
- Fraud
- Public Place Violence
- Anti-Social Behaviour

Partners have also agreed to monitor and address Hate Crime including in the wider context of community cohesion.

Reducing re-offending remains a cross cutting area of work for partners and they have a separate strategy to address this issue. There is also a separate Alcohol & Drugs Strategy that covers the pan-Dorset area.

A summary of the type of activity partners will take to address priorities is provided below. Full details are included in partners' annual work plans.

Modern Slavery and Human Trafficking

Summary of Activity:

- Develop our understanding of modern slavery in Dorset and raise awareness of the issues.
- Ensure there are effective processes in place to identify and support victims and people vulnerable to modern slavery.
- Work together to stop perpetrators of modern slavery.

County Lines

Summary of Activity:

- Use work already completed to raise awareness of issues, focusing on specific groups and organisations that may come into contact with those vulnerable to County Lines exploitation.
- Further develop our knowledge and understanding of County Lines issues locally including areas that are vulnerable to County Lines activity.
- Ensure support is available for victims and people vulnerable to County Lines exploitation.

Serious Sexual Offences

Summary of Activity:

- Undertake training and awareness raising focusing on those most vulnerable.
- By working with partners including the Children's Safeguarding Partnership, ensure children and young people have access to education on healthy relationships.
- Work with male and female victims to ensure we have the right services in place.
- Ensure support is available for historical victims of sexual violence.
- Work with partners, including those in the criminal justice system, to ensure offenders are brought to justice.
- Explore opportunities to reduce offending and reoffending by perpetrators.

Domestic Abuse

Summary of Activity:

- Develop initiatives that focus on prevention, early help and education.
- Develop interventions for perpetrators to reduce offending and prevent risk and harm.
- Further develop the whole systems approach to domestic abuse to ensure services are working together effectively.
- Continue to develop partners' response for high risk victims including implementing learning from the High Risk Domestic Abuse (HRDA) pilot.
- Respond to any legislative requirements emerging from the Domestic Abuse Bill.
- Implement learning from Domestic Homicide Reviews.

Rural Crime

Summary of Activity:

- Communicate and engage with rural communities, building on the work already undertaken.
- Increase awareness of the need to report rural crimes.
- Further develop intelligence gathering to enhance understanding of rural crime issues.

Fraud

Summary of Activity:

- Raise awareness of fraud and cyber-crime issues focusing on those most vulnerable and / or at risk.
- Develop initiatives that aim to prevent fraud from happening.
- Work with businesses to understand and help address the issues they are facing.

Public Place Violence

Summary of Activity:

- Develop our understanding of public place violence issues including working with Public Health and using intelligence from the Cardiff Model project.
- Respond to any requirements emerging from the government's Serious Violence Strategy and any related legislation.
- Partnership Coordinating Groups to develop specific actions and initiatives in response to local public place violence issues.

Anti-Social Behaviour

Summary of Activity:

- Undertake work to respond to offenders who will not engage with services.
- Develop initiatives that respond to people with lower level support needs who don't meet thresholds for statutory services.
- Partnership Coordinating Groups to develop specific actions and initiatives in response to local anti-social behaviour issues.

Performance Management

Partners use performance information and data coupled with an assessment of progress against their agreed actions at each meeting, to determine whether they are delivering against their priorities.

Partners' intend to gather a wide range of information and data to complement Police statistics and develop a comprehensive understanding of community safety issues.

Governance

The Dorset CSP is the statutory Community Safety Partnership for the local area. It brings together senior officers and elected members from:

- Dorset Police
- Dorset Council
- Dorset & Wiltshire Fire & Rescue Authority
- National Probation Service
- Dorset, Devon and Cornwall Probation
- Dorset Clinical Commissioning Group

Many other partners such as Public Health Dorset, the Office of the Police and Crime Commissioner, the Dorset & Wiltshire Fire & Rescue Service and the Dorset Combined Youth Offending Service also contribute to the work of the CSP.

At a local level, there are Partnership Co-ordinating Groups (PCGs) that come together to identify solutions to local issues. The PCGs feed into the Dorset CSP.



Equality Impact Assessment

Title	Community Safety Plan 2017 – 2020 (2019/20 refresh)			
Release	16 August 2019		Version No.	3
Revision History	V1 – June 2019 V2 – August 2019 V3 – August 2019			
	Type of strate	gy, po	licy, project or sei	rvice
Existing				
New or proposed	proposed Final		al Annual Refresh of a three-year	
Changing, update	e or revision strate		egy	
Other				
Is this an internal	or external		Internal assessment of a partnership	
Equality Impact Assessment (EqIA)		strategy		
Officers involved in the screening		Andy Frost, Ian Grant, Kay Wilson White		

This report was created by		
Name	Andy Frost	
Email address	Andy.Frost@dorsetcouncil.gov.uk	
Directorate or Service	ACS	
Version No	3	

Aims

What are the aims of your strategy, policy, project or service?

The Community Safety Plan sets out partners' strategy for reducing crime and disorder issues in the area. The issues are determined using an annual assessment of needs and issues, called a Partnership Strategic Assessment (PSA).

The priority issues set out in the 2019/20 refresh of the Community Safety Plan are:

- Domestic Abuse and Sexual Violence
- Serious Violence and Criminal Exploitation
- Acquisitive Crime
- Public Order and Anti-Social Behaviour (ASB)
- Non-Domestic Violence Against the Person

Partners have also agreed to monitor and address hate crime, rural crime, modern slavery and human trafficking, the national terrorism threat and people killed or seriously injured on the roads.



Weymouth and Portland remains a priority locality due to the disproportionately high volumes of crime and anti-social behaviour in the area.

What is the background or context to the proposal?

Community Safety Partners are legally required to have three-year Community Safety Plans that are refreshed annually. This latest and last refresh of the 2017-2020 Plan sets out partners' current priorities based on the most recent assessment of community safety issues.

Intelligence and Communications

What data, information, evidence and research was used in this EqIA and how has it been used to inform the decision-making process?

Statistics, information and evidence has been gathered from a range of local and national studies. Locally an annual Partnership Strategic Assessment is produced which contains local data. Sources of national evidence is listed below.

General Crime Data

https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/publicatio ns_Publications used provide data on domestic abuse and sexual offending as well as other crime and justice statistics.

https://www.nationalcrimeagency.gov.uk/component/finder/search?q=county+lines &Itemid=101&Itemid=101

https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/articles/o verviewofburglaryandotherhouseholdtheft/englandandwales#which-groups-insociety-are-most-likely-to-be-victims

www.gov.uk/government/collections/statistics-exclusions

https://www.ons.gov.uk/peoplepopulationandcommunity/crimeandjustice/bulletins/c rimeinenglandandwales/yearendingjune2018#no-change-in-the-most-commontypes-of-violent-crime

By way of background, general findings relating to equality, crime and the criminal justice system taken from <u>Statistics on Race and the Criminal Justice System</u> (Ministry of Justice, 2016) reveal:

- That non-White ethnic groups appear to be over-represented at most stages throughout the criminal justice system (CJS), compared with the White ethnic group, though this is not universal and does not appear to increase as they progress through the CJS. Among non-White ethnic groups, Black and Mixed individuals were often the most over-represented.
- The Mixed ethnic group was the most likely to be a victim of personal crime (7.4%), and the Asian or Asian British ethnic group were the least likely (2.6%). Since 2008/09, the White ethnic group and the Asian or Asian British ethnic group experienced statistically significant falls in the likelihood of being a victim of personal crime, but the falls for other ethnic groups were not statistically significant.
- Prosecution rate relative to the population was highest for Black juveniles (12 juveniles per 1,000 people in the population), followed by Mixed (4 per 1,000),



Chinese or Other (2 per 1,000) and White (2 per 1,000) and Asian (2 per 1,000).

In terms of local offender data collected between 1 April 2018 and 31 March 2019 across Dorset County the majority of offenders

- were male (75%)
- did not define themselves as having a disability (88%)
- were white British (77%)
- were aged between 22 and 40 years old (47%)

Findings and information relating to specific groups are captured in the relevant sections below.

Sources:

Safe Lives

http://www.safelives.org.uk/policy-evidence/about-domestic-abuse/who-arevictims-domestic-abuse

NSPCC

https://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/child-sexualexploitation/child-sexual-exploitation-facts-and-statistics/

Home office

https://www.gov.uk/government/statistics/hate-crime-england-and-wales-2016-to-2017

Refuge

https://www.refuge.org.uk/our-work/forms-of-violence-and-abuse/domesticviolence/domestic-violence-and-pregnancy/

The information, evidence and statistics demonstrate the positive impact the Community Safety Plan has on a number of specific groups.

What data do you already have about your service users, or the people your proposal will have an impact on?

The statistics and information presented in this report have come, predominantly, from national research, complemented by local studies which were used to inform the completion of the annual PSA. They have been used to help determine the local picture in Dorset (See Intelligence and Communications).

What engagement or consultation has taken place as part of this EqIA?

The annual PSA includes information from a range of consultations and feedback from partners. Findings from further consultation exercises undertaken over the course of the year, including with the People Panel for Dorset Council, will be used to inform future revisions of the Community Safety plan.

Consultation findings have been incorporated into the Community Safety Plan.



This EqIA has been written by members of the Council's Community Safety Team.

Is further information needed to help inform this proposal?

No. Partners will, though, continue to use a wide range of information and conduct research to better understand local community safety issues and the impact of them on particular groups.

This information and research is used to determine actions and activity that address issues.

How will the outcome of consultation be fed back to those who you consulted with?

Any comments and views received have been used to revise and shape the Plan which will be presented to partners for agreement. The results of the EqIA have also be made available to partners.

Assessment

Who does the service, strategy, policy, project or change impact?

If your strategy, policy, project or service contains options you may wish to consider providing an assessment for each option. Please cut and paste the template accordingly.

For each protected characteristic please choose from the following options: Positive Impact Negative Impact Neutral Impact Unclear

Please note in some cases more than one impact may apply – in this case please state all relevant options and explain in the 'Please provide details' box.

Age	Positive
What age bracket does this affect?	See below
Please provide details	The Community Safety Plan sets out the Community Safety issues for the area and how partners will go about tackling them.
	Although anyone can be a victim of crime, some crimes affect certain groups more than others. For example, tackling domestic abuse is one of the priorities set out in the Community Safety Plan and studies have shown that young women are more



likely to have experienced partner abuse in the last 12 months than older women (ONS).
Younger people are also more likely to be subject to interpersonal violence (Safe Lives) and 64% of high and medium risk victims of abuse have children, on average 2 each (Safe Lives).
The Community Safety Plan describes how partners will tackle emerging and local community safety issues. Younger adults (aged 16 to 34) tend to be more likely victims of robbery than older adults (35 and over) (ONS).
Adults aged 16 to 24 are more likely to be victims of violence than those in older age groups. Older people and the very young were less likely to be victims of violent crime (based on Crime Survey for England and Wales – CSEW- figures on ONS and The Home Office data hub).
Sexual violence is a priority in the refreshed Plan. Local studies have demonstrated that those aged between 11-25 years were more likely to be victims of serious sexual offences. This has been echoed in national studies.

Disability	Positive
Does this affect a specific	
disability group?	See below for details.
Please provide details	Hate crime is one of the issues set out in the Community Safety Plan. Hate crime is defined as 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.' There are five centrally monitored strands of hate crime: race or ethnicity; religion or beliefs; sexual orientation; disability; and transgender identity (Home Office). In 2016/17, there were 5558 recorded disability hate crimes which represents 7% of the total hate crimes recorded in the UK (Home Office). We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue. Although anyone can be a victim of crime, some crimes affect certain groups more than others. For



example, tackling domestic abuse is one of the priority issues set out in the Community Safety Plan and women who had a long-term illness or disability were more than twice as likely to have experienced some form of partner abuse (12.4%) in the last 12 months than women who did not (5.1%) (ONS).
Positive
In 2016/17, there were 1248 recorded transgender hate crimes which represents 2% of the total hate crimes recorded in the UK (Home Office). We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue. Gender identity is monitored locally and nationally in relation to hate crime statistics. An action plan would be developed if certain groups were identified as victims or offenders.
Positive
Tackling domestic abuse is one of the priorities set out in the Community Safety Plan. Pregnancy can be a risk factor for domestic violence. 20% of women in Refuge services are pregnant or have recently given birth. It is estimated that four to nine in every 100 pregnant women are abused during their pregnancy or soon after the birth and there is a link between abuse during pregnancy and a woman's chance of being killed by her perpetrator (Refuge).
Positive
Tackling hate crime is one of the issues set out in the Community Safety Plan. Hate crime is defined as 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.' There are five centrally monitored strands of hate crime: race or ethnicity; religion or beliefs; sexual orientation; disability; and transgender identity (Home Office).



	In 2016/17, there were 62,685 (78%) recorded race hate crimes which represents 78% of the total hate crime cases recorded in the UK (Home Office). Race is by far the largest strand of recorded hate crimes recorded in the UK. We know from national studies and research that hate crime is under- reported therefore data presented is likely to only show a fraction of the actual issue. Although anyone can be a victim of crime, some groups are more affected than others. For example, an ONS study published in December 2013, indicated a higher percentage of adults who identified themselves as non-white were victims once or more of a Crime Survey England & Wales (CSEW) personal crime in 2010/11, 2011/12 and 2012/13.
Policion or boliof	Donitivo
Religion or belief	Positive
Please provide details	Tackling hate crime is one of the issues set out in the Community Safety Plan. Hate crime is defined as 'any criminal offence which is perceived, by the victim or any other person, to be motivated by hostility or prejudice towards someone based on a personal characteristic.' There are five centrally monitored strands of hate crime: race or ethnicity; religion or beliefs; sexual orientation; disability; and transgender identity (Home Office). In 2016/17, there were 5949 recorded religious hate crimes which represents 7% of the total hate crime cases recorded in the UK (Home Office). We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue. The Community Safety Plan describes how partners will tackle hate crime issues.
Sexual orientation	Positive
Please provide details	Although anyone can be a victim of crime, some crimes affect certain groups more than others. For example, domestic abuse is one of the priorities set out in the Plan and, according to a study conducted by the ONS, bisexual women were nearly twice as likely to have experienced partner



	abuse in the last 12 months than heterosexual women (10.9% compared with 6.0%). In 2016/17, there were 9157 recorded sexual orientation hate crimes which represents 11% of the total hate crimes recorded in the UK (Home Office). We know from national studies and research that hate crime is under-reported therefore data presented is likely to only show a fraction of the actual issue.
Sex	Positive
Please provide details	The Community Safety Plan sets out the priority Community Safety issues for the area and how partners will go about tackling them.
	Although anyone can be a victim of crime, some crimes affect certain groups more than others. For example, domestic abuse is one of the priorities set out in the Plan. Women are much more likely than men to be the victims of high risk or severe domestic abuse: 95% of those going to Multi- Agency Risk Assessment Conference (MARAC) or accessing an Independent Domestic Violence Advisor (Idva) service were women (Safe Lives). The number of male victims of homicide has increased at a faster rate than females in recent years with male victims of homicide increasing by 33% in the year ending March 2015 (ONS). The homicide rate for males was more than twice that for females (ONS).
	Tackling sexual violence is one of the priorities set out in the Community Safety Plan. The Crime Survey for England and Wales (CSEW) estimated that 20% of women and 4% of men have experienced some type of sexual assault since the age of 16, equivalent to an estimated 3.4 million female victims and 631,000 male victims (ONS).
	The Community Safety Plan describes how partners will tackle local and emerging issues, such as robbery and violent crime. Males tend to more likely be victims of robbery (ONS) and men are more likely to be victims of violent crime than women (Based on CSEW figures on ONS).
	Perpetrators of violent crime are most likely to be male (ONS).



Marriage or civil partnership	Neutral	
Please provide details	N/a	
Other Socially Excluded Groups For example: Carers, rurally isolated, low income, economically disadvantaged, single parents, armed forces.	Low income / economically disadvantaged, substance misuse, mental health	
Please provide details	Low income / economically disadvantaged	
	Domestic abuse is one of the priorities set out in the Community Safety Plan. According to a study undertaken by the ONS, women living in households with an income of less than £10,000 were more than four times as likely (14.3%) to have experienced partner abuse in the last 12 months than women living in households with an income of £50,000 or more (3.3%). Adults who were unemployed are more likely to be victims of violent crime than those who were employed (ONS).	
	Substance Misuse	
	Substance misuse is recognised as a significant vulnerability that can affect people being both a victim and perpetrator of crime. For example, victims of abuse have a higher rate of drug and/or alcohol misuse (whether it starts before or after the abuse): at least 20% of high-risk victims of abuse report using drugs and/or alcohol (Safe Lives).	
	Mental Health	
	Mental health is recognised as a significant vulnerability that can affect people being both a victim and perpetrator of crime. For example, 40% of high-risk victims of abuse report mental health difficulties (Safe Lives)	



Action Plan					
What plans do you have in place, or are developing, that will mitigate the likely identified negative impacts?					
Objective/Outcome	Action to be taken	Lead Officer	Deadline		

EqIA Signatories				
EqIA role	Name	Date		
Lead Manager / Project Sponsor	Andy Frost	4 June 2019 Revised 13 August 2019 Revised 16 August 2019		
Directorate Chair on behalf of the	Sharon Kirkpatrick	16 August		
Directorate Diversity Action Group		2019		