



Norfolk Police Authority Equality Strategy 2009-2012 Final Year (April 2011- April 2012)

Half-Yearly Report – January 2012

Introduction

Norfolk Police Authority is an independent body of 17 members – nine councillors appointed by Norfolk County Council and eight independent representatives from the community (one of whom must be a magistrate). The Members of the Authority are supported by a small team of staff within the Norfolk Police Authority Chief Executive's Office.

The primary duty of a police authority is to maintain an efficient and effective police service. The Authority agrees with the Chief Constable a policing plan for each year and then monitors the performance of the Constabulary against that plan. It also sets the policing budget and appoints senior officers of the Constabulary. In carrying out all its functions, the Members and staff of the Authority are committed to ensuring that equality is promoted, diversity is recognised and discrimination is eliminated.

The Police Authority is a body of governance, which means it has a limited role in delivering services to the public. Service delivery is broadly a function of police forces, with responsibility for operational management of policing placed with the Chief Constable. The Members of Norfolk Police Authority are responsible for monitoring the policies and practices of Norfolk Constabulary (and holding the Chief Constable to account as appropriate) to ensure that the service delivered to all who live in, work in and visit the county is fair and equitable.

Norfolk Police Authority's Equality Strategy and associated action plan (the latest iteration of which was published in April 2011) seek to guide Members and staff in meeting their responsibilities to promote equality, eliminate discrimination and foster good relations. The purpose of this report is to demonstrate actions taken by the Police Authority in the last six months to comply with its equality responsibilities, and highlight the types of equality information published by the Authority.

If you require the information in this report in an alternative format,
please contact Norfolk Police Authority using the details below.

Norfolk Police Authority

An independent body of local people who oversee the work of Norfolk Constabulary

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Equality Responsibilities

The [Equality Act 2010](#) places a number of responsibilities on public bodies, such as police authorities. Under the General Duty of the Act, Norfolk Police Authority is required to, in carrying out all its functions, have due regard to the need to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
2. Advance equality of opportunity between people who share a protected characteristic and those who do not;
3. Foster good relations between people who share a protected characteristic and those who do not.

The 'protected characteristics' referred to in arms two and three of the General Duty are: Age, Disability, Gender Reassignment, Pregnancy and Maternity, Race, Religion and Belief, Sex, and Sexual Orientation. In relation to the first arm of the General Duty, the Authority is required to consider the potential impact of its policies and procedures on people who share one or more of the protected characteristics listed above, as well as any potential discrimination experienced by individuals on the basis of their Marriage or Civil Partnership Status.

Public bodies are required by the Specific Duties of the Act to publish sufficient information by 31 January 2012 (and annually thereafter) to demonstrate compliance with the three arms of the General Duty. As well as reporting on progress made against NPA's Equality Strategy in the last six months, this report will highlight the wider equality information published by the Authority.

NPA Equality Strategy – Half-Yearly Report on Progress

Promoting Equality and Diversity

NPA Equality Strategy and Training

The Police Authority is committed to ensuring that all its Members and staff are aware of their responsibilities under equality legislation.

Through appropriate training, the Authority ensures its Members and staff are well-informed of what constitutes unlawful conduct, as well as their role in advancing equality of opportunity and fostering good relations. The last training session, delivered in July 2011, focussed on updating Police Authority members on the changes to equality duties introduced by the Equality Act 2010. As well as receiving an overview of the new legislation, Members considered scenarios relevant to their work on the Authority to demonstrate what was required of them individually and of the organisation as a whole in order to comply with the three arms of the General Duty.

The Authority maintains an [Equality Strategy and accompanying action plan](#) which guide its approach to equality and diversity. This Strategy was originally implemented in 2009, following consultation with community groups, local organisations and support networks, with the intention of extending the Authority's equality and diversity focus beyond the characteristics of disability, gender and race. The Strategy is reviewed annually to ensure that it and its accompanying action plan remain effective in driving NPA's equality work. Progress against the Strategy and action plan is reported to the Authority's Performance and Engagement Committee on a six-monthly basis ([last report](#) was September 2011). Members of the public are welcome to attend and observe the meetings at which these progress reports, publicly available to view on the Norfolk Police Authority website, are reviewed and discussed. All information available on the Authority's website, including reports to the Authority's committees, is available in alternative formats on request.

Norfolk Constabulary's Equality Strategy

As well as ensuring it meets its own responsibilities, the Authority is also responsible for monitoring Norfolk Constabulary's approach to equality and diversity. The Constabulary's equality work is

guided by its own strategy document and action plan. Progress against this strategy is reported to the Authority's Performance and Engagement Committee on a six-monthly basis ([last report](#) was November 2011), and is also reviewed at Norfolk Constabulary's quarterly Confidence and Equality Action Group meetings, at which NPA is represented by its Lead Member for Equality, as well as staff members. In addition to overseeing the Constabulary's general approach to meeting its equality duties, the Authority also scrutinises particular areas of its work, including its response to Hate Crime, the way it deals with complaints of discrimination or other unlawful behaviour, its use of Stop and Search powers, and its Human Resources policies and processes in order to promote equality and diversity. Further detail on these areas of the Authority's work will be provided under 'Eliminating unlawful discrimination, harassment and victimisation'.

Assessment of Equality Impact

As well as assessing its own policies and practices for any adverse impact on community groups (Equality Impact Assessments carried out are highlighted throughout this report), the Authority also receives details of the assessments carried out by the Constabulary. NPA's Lead Members for Equality and Diversity 'dip-sample' Equality Impact Assessments (EIAs) completed by Constabulary departments, returning their feedback as appropriate, to provide reassurance to the wider Authority that policies and practices are being suitably assessed. The Authority also asks that the authors of all reports to NPA's Committees highlight any equality implications associated with their content in the 'Impact Implications' section of the report form so that Members are aware of them when making decisions.

Eliminating unlawful discrimination, harassment and victimisation

Hate Crime

The Authority's role in relation to tackling hate crime and hate incidents has, in the past, been primarily one of scrutiny of Norfolk Constabulary's handling of reports. That has changed, however, since NPA joined with partner agencies from the public, voluntary and community sectors in the development of [Norfolk's Multi Agency Protocol for Tackling Hate Crime Together](#). The Protocol, a code of practice any organisation can sign up to, was developed to create a consistent standard for tackling hate crime and hate incidents in Norfolk, provide individuals across our diverse communities with the opportunity to report hate crime and hate incidents in different ways, show a commitment to helping victims of hate crime, and send out a clear message that hate crime will not be tolerated in Norfolk. The evidence prompting development of the Protocol included a decrease in reports of hate crime over the previous five years, and research into hate crime showing reports were not being submitted through fear of reprisal, a feeling that victims would not be taken seriously, and a lack of knowledge about how to report.

The Protocol was developed with the involvement of, amongst other community groups, the Norfolk Police Disability Advisory Forum – a group of local disabled people who share with the Authority and Constabulary their views and experiences, and advise on the potential impact of policies and processes on disabled people. (Further information on the work of the Forum will be provided later in this report.)

The Protocol sets out procedures for third-party reporting of hate crime and incidents. The Police Authority, along with 45 other organisations (local authorities, NHS, probation, housing, and community support groups), has signed up to the Protocol as a third-party reporting centre. By becoming a third party reporting centre, organisations are giving victims and witnesses of hate crime and hate incidents who are reluctant to contact the police directly the option to submit reports via organisations with whom they have an established and trusting relationship. [Information on how to report hate crime/ incidents](#) either directly to the police or via a third-party organisation has been added to the Authority's website. To ensure that the Protocol is effectively implemented across the county, it is managed by the County Hate Crime Group, the membership of which is made up of representatives of the signatory organisations (including Norfolk Police Authority).

All reports of hate crime or hate incidents submitted via a third party are directed to Norfolk Constabulary for formal recording and follow-up. If reports are submitted anonymously, follow-up action is limited, however all reports are recorded for monitoring purposes, allowing the Constabulary to gain a fuller picture of what is happening in the county. The Police Authority has responsibility for monitoring and scrutinising the hate crime data being received by the Constabulary via six-monthly reports to its Performance and Engagement Committee (all reports to the Committee are publicly available – [last report](#) was September 2011).

Since the beginning of the year, the Authority has seen an increase in hate crime reports, which is being viewed as a positive development indicating higher confidence in the reporting process. Whilst increases in reports are desirable in the short-term, the longer term aim is to see a reduction in reports, supported by community evidence that fewer people are experiencing hate crime and hate incidents. The Authority is looking at how it can better understand the underlying factors affecting both the actual number of incidents and the level of recording of those incidents, in order for our Members to understand whether an increase in these types of incidents is a positive or negative result. The Norfolk Police Disability Advisory Forum is playing an important role in this, helping both the Authority and the Constabulary to understand what it is like to experience hate crime (specifically disability hate crime) and identify any barriers to reporting. Open discussion on the theme of hate crime at quarterly Forum meetings has also had the effect of increasing the Group's awareness of what constitutes a hate crime/ incident and given them an opportunity to submit reports to police representatives with whom they have built a trusting relationship. Forum members also now feel empowered to share their knowledge outside of the Group, spreading the word that hate should not be tolerated and that, in reporting directly to the police or via a third-party organisation, you will be listened to and taken seriously.

Stop and Search / Stop and Account

Norfolk Police Authority is committed to ensuring that police stops are used by Norfolk Constabulary in a fair and appropriate manner, and that all individuals stopped by a police officer or PCSO are treated fairly and with respect. Stop and Search can help the police detect crime, make communities safer and increase public confidence in policing. But, as highlighted by the Equality and Human Rights Commission's review of police use of stops powers across England and Wales in 2010, disproportionate and unfair use of stop and search can alienate communities and have a negative impact on public confidence levels.

The Authority monitors Norfolk Constabulary's use of Stop and Search and Stop and Account at meetings of its Performance and Engagement Committee. The Force reports twice a year ([last report](#) was September 2011) to the Committee with anonymised data on the stops carried out over the previous 12-month period. These reports are accessible to the public on the Authority's website and enable NPA's Members to identify any evidence of disproportionality in the use of Stops powers. Disproportionate use is where members of a specific ethnic community are identified as being more likely to be stopped by police than other ethnic groups (based on resident population).

The most recent data (July 2010 to June 2011) reviewed by the Authority's members showed that, when looking at all individuals stopped by Norfolk Constabulary over the period, BME people were less likely to be stopped than those of White ethnicity. When considering stop and account alone, BME people were again less likely to be stopped than those of White ethnicity. However, further inspection of the statistics showed that the percentage of stop and account encounters with those in the 'Asian', 'Mixed' and 'Chinese or Other' categories was proportionately lower than their demographic percentage, whilst for those of Black ethnicities the percentage was higher. In respect of Stop and Search, when considering all BME ethnicities, the chance of being stopped was equal to that of White ethnicity, but within the BME group, those recorded as Black ethnicity were more likely to be stopped. In past years, the level of disproportionality locally has been higher, and the Authority is pleased to see that Norfolk Constabulary's ongoing training and communication with its police officers and PCSOs on fair and appropriate use is seeing results.

The Norfolk Independent Advisory Group (IAG) also monitors Stops data, reviewing it from a community perspective. The IAG is a group of local people, with an interest in policing and its effect upon different community groups, who provide independent advice to the police with the aim of improving the quality of policing services delivered across the county.

The Group was also consulted on whether the Constabulary should continue to record Stop and Account via buttons on their Airwave radios once the recording requirement had been removed. All members agreed it was useful to have the data gathered from Stop and Account encounters to help identify any areas of concern and evidence that police stops powers were being used appropriately and fairly in the county. This message was consistent with that gathered through consultation with other community groups and, as a result, Norfolk Constabulary took the decision to continue recording Stop and Account. More detail on the Independent Advisory Group will be provided later in this report.

The Authority publishes [information on individuals' rights when stopped by police](#) on its website. This information was reviewed and updated in November 2011 to ensure that it was accessible and reflected nationally agreed guidance as well as the local situation in respect of Stops powers and recording requirements. Anyone who feels that their rights have not been upheld is encouraged to submit a complaint so that it is brought to the attention of the Authority's Members and senior officers of Norfolk Constabulary. Details of how to complain are also available on NPA's website. The Authority monitors public complaints made relating to Stop and Search and Stop and Account via quarterly reports from the Chief Constable to the Professional Standards and Human Resources Committee.

Complaints

Regular monitoring of public complaints against the Constabulary, including those of harassment and discrimination, is undertaken by the Authority. Quarterly reports ([last report](#) was November 2011) providing complaints statistics and details of how they were handled are reviewed by the Authority's Professional Standards and Human Resources Committee. These reports are publicly available on the Authority's website. Authority Members also carry out 'dip-sampling' of completed complaints files in order to ensure complaints are appropriately investigated, and that learning points are identified and incorporated into Constabulary processes.

Human Resources

Whilst the Professional Standards and Human Resources (HR) Committee receives quarterly reports which encompass all areas of HR service delivery, Members made a specific request to receive special updates at all meetings on Norfolk Constabulary's implementation of changes to its model of operational policing (due to complete in January 2012).

Outside of the Committee meetings, the Fairness at Work Risk Management Group (on which NPA is represented) provides a forum for considering equality-related workforce issues, not least in respect of developing organisational improvement.

Advancing equality of opportunity

Communication

Norfolk Police Authority has a [Communication Strategy](#) which aims to assist the organisation in delivering high standards of communication and accessible information provision. The Strategy was developed in conjunction with the NPA Community Engagement Strategy; a joint Equality Impact Assessment (Appendix A) was carried out during the development of the two strategies. Work guided by the Communication Strategy has included the refresh of the Norfolk Police Authority website, establishment of an external newsletter, and publication of the Annual Policing Plan and Local Policing Summary.

A key consideration in the design of the refreshed NPA website was accessibility. The Authority worked with a local web design company which shared our wish to make the site easy to access for everyone and worked hard to get the level of accessibility in line with the Web Accessibility Initiative (WAI) and Government guidelines. We tested the usability of the website with the Authority's Virtual Community - a group of people from all over Norfolk who regularly have their say on policing issues via email – ahead of its launch, ensuring any issues raised were addressed. We continue to request feedback on the accessibility and usability of our website, welcoming suggestions on how it can be improved. The Authority has a Communications Officer who works to keep the website updated with news articles and information on key developments, as well as opportunities to get involved with NPA and help shape the policing services delivered in the county.

An electronic newsletter called Involving You has been developed which reports back to communities on how their input has made a difference to policing in Norfolk. The newsletter ([last issue](#) published in December 2011) is distributed to community contacts and local organisations in Norfolk, and is housed on the NPA website. The quarterly newsletter is made available in alternative formats on request.

The [Annual Policing Plan](#), published by the Authority and drafted in collaboration with the Chief Constable, brings together any national policing priorities set by the Home Office with local priorities identified through consultation with communities and partners. The Members of the Authority agree local policing priorities with the Chief Constable on the basis of what communities tell them is most important to them through engagement and consultation activity undertaken throughout the year (more detail on community engagement to be provided later in this report), in conjunction with information collated via a strategic assessment of crime information held by the police and its partners. The Authority has worked to make the information published within the Policing Plan more accessible in order to raise public awareness of the priority policing areas being focussed upon by their Force. The Authority produces a [summary of the key points of the Policing Plan](#) which highlights priorities and performance, and is disseminated via parish councils, community groups, libraries and doctors surgeries. NPA also works with a charity which supports individuals with learning difficulties to produce an [Easy-Read version of the summarised Policing Plan](#).

The Authority is legally required to publish a [Local Policing Summary](#) each year in order to provide public information about policing and report on Norfolk Constabulary's performance against the objectives/ targets within the Policing Plan. The report must be distributed to every household in the county. NPA has joined with Norfolk County Council to produce the Local Policing Summary, using the Council's established magazine to publish the statutory information. Having assessed these arrangements for any equality impacts, the Authority is confident that using the magazine as a vehicle for the Local Policing Summary not only makes it accessible to a large proportion of Norfolk's population but, with the alternative formats produced by the Council, also caters for more specific access needs. The Equality Impact Assessment (Appendix B) highlighted a potential adverse impact on members of Gypsy and Traveller communities on the basis that those with no fixed residence may not receive the summary in the traditional manner. Within its engagement work, the Authority has paid particular attention to building relations with Gypsies and Travellers to be in a position to share key messages otherwise communicated via publications such as the Local Policing Summary in a more appropriate way.

Community Engagement

Whilst the Authority is aware of the importance of ensuring all engagement and consultation activity is inclusive and accessible, it would be naïve not to acknowledge that some communities may be less likely or willing to engage. Hence, as well as steering its overall approach to engagement to ensure that all who wish to take part and have a say are able to, [NPA's Community Engagement Strategy](#) also highlights the more targeted/focused pieces of work which enable the organisation to engage with those community groups whose voices are less often heard.

Targeted engagement undertaken has included an event to discuss policing priorities and crime concerns with interpreters working with the police, the Chairman of the Police Authority and the Chief

Constable hosting the July meeting of Norfolk's Youth Parliament, and a business crime event with members of the Federation of Small Businesses. Details of this engagement have been published in [NPA's Involving You newsletter](#). The Authority's Community Engagement Officer has also been working to build effective relationships with, among others, Gypsies and Travellers, and individuals working in the sex industry. Further information on this work is provided under the heading of 'Fostering good relations'.

As the money available to fund Norfolk's policing service continues to reduce, the Police Authority recognises that it becomes ever more important for communities to have their say on how the police budget is spent. Each year, the Authority consults with local people on budget issues and the impact of spending proposals on Council Tax levels. Information on the crime and policing issues which concern communities the most and, therefore, need to be considered by NPA in its preparation of the budget are gathered throughout the year.

In the run-up to agreement of the 2012/13 policing budget, discussion around policing priorities and funding was facilitated through, for example, the [Norfolk Police and Crime Survey](#) launched in October 2011, bespoke engagement events such as those discussed in the previous paragraph, email conversations with the Virtual Community, community priority setting meetings and regular meetings of the Disability Forum and Independent Advisory Group.

In addition to this ongoing collation of views, the Authority holds an annual Public Budget Consultation meeting. An Equality Impact Assessment (Appendix C) undertaken ahead of the 2012 budget event highlighted that its scheduling on a winter's evening could be a barrier to participation for individuals based on their transport requirements or being reluctant to go out at night, potentially including older people, people with disabilities and those living in rural areas. With that in mind, in addition to publicising the details of the meeting, the Authority offered the opportunity for comments or questions to be registered with the Chief Executive's Office ahead of the meeting. This allowed for those wishing to participate but unable or unwilling to attend the meeting to still have a say, and responses given to questions or comments at the meeting were then fed back to individuals in a format suitable to their needs.

Fostering good relations

Disability Forum

As well as bespoke engagement and annual events, the Police Authority also engages in regular conversation with the [Norfolk Police Disability Advisory Forum](#). The Forum works to ensure disabled people are able to influence the decision-making processes of Norfolk Constabulary and Norfolk Police Authority. Through expressing the views and opinions they have gained through personal experiences, the Forum helps the police to gain a better understanding of the effects of policing practices on disabled people.

The Forum, which meets four times a year, held its Annual General Meeting in July, attended by its members, representatives of the Authority and Constabulary, and invited guests from, among other organisations, the Asperger's Society and the Norfolk Coalition of Disabled People. Topics discussed at the meeting included police use of public order tactics on disabled people. There was also a presentation by the Prison Service on how it meets the needs of disabled prisoners and prison visitors. The [Forum's Annual Report](#) provides more information about the work of the Group. The Annual Report is also available as an [Easy-Read summary](#).

Independent Advisory Group

The [Independent Advisory Group](#) is made of up of individuals from a wide range of backgrounds who have an interest in policing and an understanding of the needs and experiences of different community groups. The IAG plays a vital role in helping both the Authority and Constabulary to consider the impact that their policies and practices may have on Norfolk's diverse community. By pointing out where things could be improved, the IAG's members enable changes to be made to the

county's policing service so that it better meets the needs of the people who live here. This, in turn, helps to increase the trust and confidence of communities in the policing of their local area.

2011 was a busy year for the IAG. At the Group's monthly meetings, they have advised the Authority and Constabulary on issues including the use of restorative justice (a process which seeks to bring those harmed by crime or conflict into communication with offenders with the aim of repairing the harm and finding a positive way forward) with victims of hate crime. The IAG has also advised on the potential impact on communities of a public order incident in a rural area, and discussed the potential for setting up a group specifically aimed at exploring the views and needs of young people. More detail on the work of the IAG is available in its [Annual Report](#), which was published ahead of its [Annual General Meeting](#) in December 2011.

Building Positive Relationships

In the run-up to Gypsy and Traveller History Month in June 2011, the Authority's Community Engagement Officer worked with young Travellers on a 'See Us How We Really Are' photo project. Volunteers were given disposable cameras and asked to photograph aspects of their lives to show how they would like to be seen rather than how they might be portrayed by the media or the perceptions other people might have of them. Despite some concerns that Travellers may be reluctant to engage in a project run an organisation linked to policing, it was clear from the number of photos and pieces of artwork received that they were keen to be involved. The photos were displayed at an event to mark the close of Gypsy and Traveller History Month, and then went on tour around libraries in the county to spread their positive message further afield. The photo project helped to build bridges between the Authority and Travelling communities, and led to the Authority's Community Engagement Officer being invited to get involved with a fortnightly homework club run by Traveller Education and to accompany Norfolk Constabulary's Gypsy/Traveller Liaison Officer on his visits to local sites.

The Police Authority was pleased to be involved with the 'Perception' event organised by the Matrix Project – a team of NHS professionals who provide a support service to male and female sex workers. Working with a local artist, Matrix put on an exhibition of photographs featuring sex workers and ex-sex workers, complemented by a number of notes and poems written by the individuals. The exhibition was aimed at challenging conventional opinions about the sex working industry, and marked the start of a strong relationship between the Authority/Constabulary and Matrix. The Authority's Community Engagement Officer has been instrumental in setting up regular meetings between policing teams covering Norfolk's sex working areas and Matrix so that concerns and issues could be raised and options for addressing them discussed.

Protecting Human Rights

Independent Custody Visiting Scheme

In Norfolk, the [Independent Custody Visiting Scheme](#) is the well-established system run by the Police Authority whereby volunteers visit police stations to check on the treatment of detainees and the conditions in which they are held. Independent Custody Visitors (ICVs) ensure that the rights and entitlements of the detainees are being observed, which in turn offers protection to both detainees and the police, and reassurance and confidence to the wider community. Regular reports on Custody Visiting are received by the Authority's Performance and Engagement Committee ([last report](#) was November 2011). ICVs are encouraged to attend meetings of the Committee to observe how the feedback they provide from their visits is used by NPA. The Committee has been pleased to see that ICV visits to the new Police Investigation Centres (introduced in 2011 to replace police station custody suites) show treatment of detained persons held in custody remains fair and in accordance with their rights. The [Annual Report of Norfolk's Independent Custody Visiting Scheme](#) provides further details on the Scheme, including the composition of its membership, issues highlighted by the ICVs and action taken to address them, and visiting statistics.

Next Steps

Future Equality Objectives and the Transition to Police and Crime Commissioner

Norfolk Police Authority is working, both independently and in collaboration with public sector partners, to identify equality objectives that will help it continue to meet the aims of the General Duty. These objectives, which will be published by 6 April 2012, will be based on what the Authority reasonably thinks it can achieve ahead of November 2012, at which time the Authority will be replaced by a [Police and Crime Commissioner](#) (PCC) for Norfolk. At that time, the Authority's equality responsibilities will be inherited by the PCC. The Police Authority Chief Executive's Office is currently preparing for this transition, and work will be undertaken to share with the PCC details of the progress made by the Authority in respect of equality as a foundation upon which he/she can continue to build.

Links to information

If you are reading an electronic copy of this report, links to relevant information complementing its content are embedded in the text and accessible by clicking on the words highlighted in blue.

For those reading a hard copy of the report, full links to the information on Norfolk Police Authority's website are provided below. If you require any of the information, or indeed the report itself, in an alternative format, please contact Norfolk Police Authority using the contact details on the front page.

NPA Strategies

NPA Equality Strategy and accompanying action plan

<http://www.norfolk-pa.gov.uk/equalityScheme.cfm>

NPA Communications Strategy 2011/12

http://www.norfolk-pa.gov.uk/user_files/article/NPA%20Communications%20Strategy%202011.pdf

NPA Community Engagement Strategy 2011/12

http://www.norfolk-pa.gov.uk/user_files/article/NPA%20Community%20Engagement%20Strategy%202011.pdf

Reports to NPA Committees

September 2011 Reports to NPA Performance and Engagement Committee on:

- NPA Equality Strategy and Action Plan
- Hate Crime
- Stop and Search

http://www.norfolk-pa.gov.uk/user_files/meeting/meeting306/PEC%20Agenda%20-%201%209%2011.pdf

November 2011 Reports to NPA Performance and Engagement Committee on:

- Norfolk Constabulary Equality Scheme
- Independent Custody Visiting

http://www.norfolk-pa.gov.uk/user_files/meeting/meeting314/Agenda%20-%2017.11.11.pdf

November 2011 Reports to NPA Professional Standards and Human Resources Committee on:

- Complaints

[http://www.norfolk-pa.gov.uk/user_files/meeting/meeting313/Agenda%20-%2016.11.11%20\(non-conf\).pdf](http://www.norfolk-pa.gov.uk/user_files/meeting/meeting313/Agenda%20-%2016.11.11%20(non-conf).pdf)

Hate Crime

Norfolk Multi-Agency Protocol for Tackling Hate Crime Together
<http://www.norfolk-pa.gov.uk/documents/multiAgencyProtocol.pdf>

Information on how to report hate crime/ incidents
<http://www.norfolk-pa.gov.uk/hateCrime.cfm>

Stop and Search

Information on individuals' rights when stopped by the police
<http://www.norfolk-pa.gov.uk/StopSearch.cfm>

Involving You Newsletter

Involving You Newsletter (December 2011)
http://www.norfolk-pa.gov.uk/user_files/article/involving-you-december-2011.pdf

Previous issues in NPA Document Store (under 'Engagement, Communication and Consultation')
<http://www.norfolk-pa.gov.uk/documentStore.cfm> Annual Policing Plan 2011/12 - http://www.norfolk-pa.gov.uk/user_files/article/Local-Policing-Plan-2011-12.pdf

Policing Plan

Annual Policing Plan 2011/12
http://www.norfolk-pa.gov.uk/user_files/article/Local-Policing-Plan-2011-12.pdf

Summary of Annual Policing Plan 2011/12
http://www.norfolk-pa.gov.uk/user_files/article/Local-Policing-Plan-Summary-2011-12.pdf

Easy-Read Summary of Annual Policing Plan 2011/12
http://www.norfolk-pa.gov.uk/user_files/article/EasyReadLocalPolicingPlan2011-12.pdf

Local Policing Summary

Local Policing Summary 2011
http://www.norfolk-pa.gov.uk/user_files/article/Local%20Policing%20Summary%20-%20Your%20Norfolk%20Oct%202011.pdf

Norfolk Police and Crime Survey 2011

Norfolk Police and Crime Survey 2011
<http://www.norfolk-pa.gov.uk/survey.cfm>

Norfolk Police Disability Advisory Forum

Information on Norfolk Police Disability Advisory Forum
<http://www.norfolk-pa.gov.uk/disabilityForum.cfm>

Norfolk Police Disability Advisory Forum Annual Report 2011
http://www.norfolk-pa.gov.uk/user_files/article/Disability%20Forum%20Annual%20Report%202011.pdf

Easy-Read Summary of Norfolk Police Disability Advisory Forum Annual Report 2011
http://www.norfolk-pa.gov.uk/user_files/article/Easy%20Read%20Summary%20of%20Disability%20Forum%20Annual%20Report.pdf

Independent Advisory Group

Information on Independent Advisory Group
<http://www.norfolk-pa.gov.uk/indAdvGroup.cfm>

Independent Advisory Group Annual Report 2011

http://www.norfolk-pa.gov.uk/user_files/article/IAG%20Annual%20Report%202011.pdf

Report on Independent Advisory Group's Annual General Meeting (December 2011)

<http://www.norfolk-pa.gov.uk/ArticleDetail.cfm?ArticleId=1078>

Independent Custody Visiting

Information on Independent Custody Visiting

<http://www.norfolk-pa.gov.uk/visiting.cfm>

Norfolk Independent Custody Visiting Scheme Annual Report 2011

http://www.norfolk-pa.gov.uk/user_files/article/ICV%20Annual%20Report%202010-11.pdf

Police and Crime Commissioners

Information on Police and Crime Commissioners

<http://www.norfolk-pa.gov.uk/PoliceandCrimeCommissioners.cfm>

NPA'S EQUALITY IMPACT ASSESSMENT TEMPLATE

Section	Norfolk Police Authority (NPA)	Officers responsible for the assessment	Sarah Sutton		
Name of Policies to be assessed	A) NPA Community Engagement Strategy (and action plan) 2011\12 B) NPA Communications Strategy (and action plan) 2011\12	Date of Assessment	April 2011	Are these new or existing policies?	Existing, but updated version
1. Briefly describe the aims, objectives and purpose of the policies.	<p>A) This document is intended to inform and guide Norfolk Police Authority (NPA) in its engagement with people who live, work and visit Norfolk. Its main objective is:</p> <ul style="list-style-type: none"> • To involve individuals, communities and partnerships in policy and service decisions regarding policing in Norfolk. <p>B) The aim of this document is:</p> <ul style="list-style-type: none"> • To steer the organisation to deliver high standards of communication and engagement, give relevant information and provide a wide range of opportunities to hear people's views. 				
2. Are there any associated objectives of the policies? Please explain.	There are no further objectives to the above				
3. Who is intended to benefit from these policies and in what way?	The benefits for the public are improved mechanisms for contributing to shaping policing to meet their needs and being better informed on the policing issues which affect them. Through a better engaged and informed public, the Authority and Norfolk Constabulary will benefit from an improved awareness of those needs and how they can be met.				
4. What outcomes are wanted from these policies?	<ul style="list-style-type: none"> • Strategies and action plans which provide clear direction for NPA, and are kept up-to-date and relevant; • NPA Members fully aware of and able to influence the nature and extent of community engagement and communications activity; • Plans and priorities of organisations and partnerships within Norfolk take account of one another; • Engagement is coordinated with that of other organisations within Norfolk; • Engagement is coordinated between Norfolk and Suffolk Police Authorities, where this provides benefit; • NPA Members more aware of issues important to the public; • Policing decisions and strategies which reflect the views and needs of all our communities; • Channels for two-way communication on key policing issues, with consultee input feeding into NPA decision-making; • NPA priority-setting and decision-making is better informed by public views and the public is informed of how their views have been taken into account; 				

	<ul style="list-style-type: none"> • Improved awareness and accessibility for the public and partners to the information received and key decisions taken by the Authority’s Members; • An NPA website which meets the access needs of all users, ensuring NPA information is available to all, and capacity for two-way information exchange between the Authority and website visitors; • A wider understanding of NPA’s key messages, and two-way information-sharing mechanisms enabling community input to feed into decision-making; • An Independent Advisory Group which reflects the make-up of the community and helps the Authority and Constabulary understand the impact of policies on diverse communities; • A Disability Advisory Forum whose individual members feel sufficiently supported and enabled to make a valuable contribution to the work of the police; • Support and scrutiny leading to enhanced engagement by the Constabulary and increased public confidence and satisfaction; • Budget decisions made with informed awareness of the local socio-economic environment, and potential impact on socio-economic equality; • Increased public awareness of the impact of funding cuts on policing, resulting in informed expectations; • Improved relations and awareness of the Authority role and responsibilities across all media fields. 		
<p>5. What factors/forces could contribute/detract from the outcomes?</p>	<ul style="list-style-type: none"> • Level of public involvement/ participation in engagement activity (emergence of the Big Society and Community Organisers); • Interest levels in policing governance as a result of transition from Police Authorities to Police and Crime Commissioners; • ‘Shrinking’ public service organisations and partnerships, and capacity for planning, funding and undertaking engagement and communications activity; • Involvement of diverse community groups, and accessibility of engagement events and information; • Effectiveness of partnership working, and level of information sharing; • Use of internet as an engagement and communications tool; • The appointment of a single Police and Crime Commissioner to take on the responsibilities of 17 Police Authority Members, and the potential impact on community engagement as a priority. 		
<p>6. Who are the main stakeholders in relation to the policies?</p>	<p>Norfolk Police Authority Norfolk Constabulary Norfolk’s communities Partner agencies</p>	<p>7. Who implements the policies, and who is responsible for the policies?</p>	<p>NPA’s Deputy Chief Executive, and Police Authority Members/staff</p>

<p>8. Are there concerns that the policies <u>could</u> have a differential impact on racial groups?</p>	<p>Y</p> <p>x</p>	<p>N</p>	<p>Please explain</p> <p>Community Engagement Strategy and Communications Strategy: NPA recognises it has a finite capacity to engage and communicate with the 850,800 population of the county. Whilst NPA takes an inclusive approach to all of its business, it is inevitable that engagement activity carried out by the Authority will not involve everyone and, despite seeking to make information accessible to all, there will be sections of the community who do not receive NPA's key messages. With capacity in mind, it is appropriate at times to focus engagement and communications activity on specific communities whose voices are often missing from public discussion or for whom the subject matter is of particular relevance.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>i) Resources may be directed towards a particular group of people when a need has been recognised, eg. engagement with young black men, as a consequence of the findings of the Confidence in Policing project commissioned by NPA in 2010, or targeted communication with communities in areas more likely to experience socio-economic advantage ahead of consultation around Council Tax precepts and police budgets. The implications of this are that more resources will be directed towards some communities than others.</p> <p>ii) It is well documented that minority ethnic groups are often more difficult to engage with, and some groups have views of the police which would make them hesitant to interact with officers or representatives of the Authority or Force. The engagement and communications activity proposed within the strategies' action plans do not exclude different racial groups, but the nature of the engagement activity could, dependent upon their willingness to participate, potentially mean that all racial groups are not represented equally.</p> <p>iii) Whilst a large proportion of the Authority's communications activity will have a county-wide perspective, activity proposed within the Community Engagement Strategy's action plan will target particular locations. Dependent upon the community composition of those neighbourhoods, villages, towns or cities, all racial groups in the county may not be given the opportunity to participate.</p> <p>iv) The Authority seeks to make reasonable adjustments to accommodate those who do not have English as their first language to enable them to participate in community engagement activities and access information. However, these adjustments are made on request, so not knowing participants' needs in advance of engagement activity would prevent a person who could not speak/read/understand English being able to participate fully. And, whilst the opportunity to request information in alternative languages exists, NPA communicates its key messages in English, meaning they may not be understood by all communities.</p>		
<p>Could the differential impact identified above amount to there being potential for adverse impact on these policies?</p>	<p>Yes. The aim of the Community Engagement Strategy is to improve how the views of local people inform the Authority's decision-making. NPA takes an inclusive approach to its work, and the success of the Strategy in</p>		

	<p>meeting its objective is dependent on engaging with a diverse population. Non-participation of members of minority ethnic groups would result in information gathered being unrepresentative of the views of all of Norfolk's communities.</p> <p>Accessibility of information and key messages is vital for ensuring all communities are informed and reassured on the aspects of police authority business which impact upon them. By producing all communications in English, it is inevitable that a proportion of Norfolk's communities will not understand them. Whilst the opportunity to request information in alternative languages is available, some people may be reluctant to make such requests.</p>
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<ul style="list-style-type: none"> <li data-bbox="676 475 2130 614">i) <u>Directing resources towards specific communities</u> The reason for focusing NPA engagement or communications activity towards communities whose voices are often missing from public discussion is to encourage involvement and, therefore, promote equality of opportunity. <li data-bbox="676 614 2130 917">ii) <u>Minority Ethnic Groups are often more difficult to engage with</u> Norfolk Police Authority is aware of the challenges in relation to engaging with members of minority ethnic communities. Steps should be taken to ensure that, where possible and appropriate, minority ethnic groups are targeted to ensure they are aware of engagement activities taking place and encouraged to participate. Research organisations carrying out engagement activity on behalf of the Police Authority should be made aware of the need for samples to be as representative as possible of Norfolk's communities. Monitoring of the ethnicity of engagement participants should ideally be carried out for each activity so that groups not involved can be identified, and consideration given to what additional steps should be taken to include these communities in future/follow-up activity. <li data-bbox="676 917 2130 1157">iii) <u>Selection of locations for engagement activity may result in not all racial groups having the opportunity to be involved in every piece of engagement activity</u> Norfolk Police Authority does not have the capacity to undertake multiple large, county-wide engagement projects. Individual pieces of engagement activity take place in selected areas and, where appropriate, are then rolled out to extend the geographical field covered. The Authority ensures that it varies the locations for its engagement activity, not focusing on the same areas for all work, and using a mix of rural and more urban areas. <li data-bbox="676 1157 2130 1422">v) <u>Reasonable adjustments to address language needs</u> Norfolk Police Authority offers to make the information it produces available in different languages on request. It would be unjustified to have all information translated in anticipation of it being required and arrange for translators to be available at all engagement events, both in terms of cost and the time required to make those arrangements. NPA recognises the benefits for different community groups of making information available in Easy-Read format, and is working to strengthen its capability and capacity for producing Easy-Read documents

	<p>The Community Engagement Strategy action plan sets out activity currently planned. It is a working document and further engagement activity with varying focus and involving different community groups will be added as this area of work develops. This will enable the Authority to target groups whose input is identified as missing from previous engagement activity. The activity identified within the action plan is in addition to ongoing engagement and consultation throughout the year with the Norfolk Independent Advisory Group (IAG). The IAG consists of members of the public who use their knowledge and experience of different community groups to provide independent advice to the police, with the aim of improving the quality of policing services for all communities. The current membership of the IAG has links with a range of community groups and organisations, including minority ethnic groups, faith communities, older people, gay, lesbian and bisexual communities, disabled people, and Gypsy/Travellers.</p> <p>In addition to the activities within the action plan accompanying the Communications Strategy, the Authority regularly provides news updates and delivers key messages to communities via established community publications. None of the publications with which the Authority currently has links are specific to racial groups – this would be an area worth exploring further. NPA does, however, produce an external community engagement newsletter which is disseminated to community organisations and support groups with the aim of communicating key messages and feeding back to communities on how their input influences the policing of their county.</p>		
<p>9. Are there concerns that the policies <u>could</u> have a differential impact due to gender?</p>	<p>Y</p>	<p>N x</p>	<p>Please explain No concerns have been identified.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is no evidence to suggest that the strategies could have a differential impact due to gender.</p>		
<p>10. Are there concerns that the policies <u>could</u> have a differential impact due to disability?</p>	<p>Y x</p>	<p>N</p>	<p>Please explain</p> <p>Community Engagement Strategy and Communications Strategy:</p> <ul style="list-style-type: none"> (i) Wheelchair/mobility scooter users/Individuals with mobility problems (ii) Individuals who are partially sighted or blind (iii) Individuals who are hard of hearing or are deaf (iv) Individuals who are unable to speak (v) Individuals with learning difficulties (vi) Mental health service users

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Through its duties as set out within equality legislation, and through working alongside the Norfolk Police Disability Advisory Forum, Norfolk Police Authority has an awareness of the importance of considering the needs of all participants in engagement and communications activity to enable them to participate as fully as possible.</p> <p>The accessibility of engagement activity and information has the potential to impact on the involvement of people with disabilities. In relation to engagement events, people with mobility problems may find venues inaccessible, while members of the public with sight or hearing impairments, learning difficulties, or mental health issues may encounter problems in participating fully in activities. Similarly, those unable to speak may find engagement activity involving oral discussion unsuitable for their involvement. Regarding communications, individuals who are partially sighted or blind, or people with learning difficulties could find Authority publications or information available on the NPA website inaccessible.</p>
<p>Could the differential impact identified above amount to there being potential for adverse impact on these policies?</p>	<p>Yes.</p> <p>The aim of the Community Engagement Strategy is to improve how the views of local people inform the Authority's decision-making. NPA takes an inclusive approach to its work, and the success of the Strategy in meeting its objective is dependent on engaging with a diverse population. Non-participation of disabled people would result in information gathered being unrepresentative of the views of all of Norfolk's communities.</p> <p>Accessibility of information and key messages is vital for ensuring all communities are informed and reassured on the aspects of police authority business which impact upon them. The means by which the Authority communicates could make key messages inaccessible for some disabled people. Whilst the opportunity to request information in alternative formats (such as Braille, audio tape, or easy-read) is available, some people may be reluctant to make such requests.</p>
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>The Authority seeks to make reasonable adjustments to accommodate those with disabilities to enable them to participate in engagement activities. In publicising engagement events, a request is made that specific requirements to enable individuals to participate are notified to the Authority in advance so that the necessary arrangements can be made. As a matter of course, it is ensured that all venues used for engagement activity are accessible for those in wheelchairs/using mobility scooters.</p> <p>The Authority offers to provide the information it produces in different formats on request. It would be unjustified to have all information translated into Braille, large print, audio format, etc. in anticipation of it being required and arrange for sign language interpreters to be available at all engagement events both in terms of cost and the time required to make those arrangements. NPA recognises the benefits for different community groups of making information available in Easy-Read format, and is working to strengthen its capability and capacity for producing Easy-Read documents</p> <p>The Community Engagement Strategy action plan sets out activity currently planned. It is a working document</p>

	<p>and further engagement activity with varying focus and involving different community groups will be added as this area of work develops. The activity identified within the action plan is in addition to ongoing engagement and consultation throughout the year with the Norfolk Police Disability Advisory Forum, as well as seeking the views/input of organisations in the County who work with people with disabilities. The membership of the Disability Forum is varied in terms of the disabilities of its members and the views and life experiences which they bring to group discussion. The current membership includes, among others, people with physical disabilities, those with hearing and sight impairments, and people with learning difficulties. The Forum meets every three to four months, providing an effective opportunity for ongoing engagement and consultation throughout the year.</p> <p>The Authority ensures that its publications and website are compliant with accessibility guidelines. In addition to the activities within the action plan accompanying the Communications Strategy, the Authority regularly provides news updates and delivers key messages to communities via established community publications. None of the publications with which the Authority currently has links are specific to disabled communities – this would be an area worth exploring further. NPA does, however, produce an external community engagement newsletter which is disseminated to community organisations and support groups with the aim of communicating key messages and feeding back to communities on how their input influences the policing of their county.</p>		
<p>11. Are there concerns that the policies <u>could</u> have a differential impact due to sexual orientation?</p>	<p>Y x</p>	<p>N</p>	<p>Please explain</p> <p>Community Engagement Strategy : Gay men, lesbians and bisexuals.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>The personal nature of sexuality, and potential unwillingness to share private information and experiences within an open debate, may deter individuals from engaging in certain consultation activities.</p> <p>It is also appropriate to acknowledge that, historically, some policing approaches have had a particularly negative impact on homosexual people (for example the effect of policing sex in public places on some gay men), and it may be necessary to consider that sharing of negative experiences within communities may have the effect of homosexual individuals being hesitant to engage with the police. The Community Engagement Strategy does not exclude individuals from participating in engagement activity on the basis of their sexual orientation, but the potential barrier of negative perceptions to engagement should be recognised and addressed, where appropriate, via measures to build positive relationships, such as engaging with appropriate networks and support groups. NPA is currently working to strengthen its links with local LGBT organisation FFLAGG (Forum for Lesbian and Gay Group).</p>		

<p>Could the differential impact identified above amount to there being potential for adverse impact on these policies?</p>	<p>Yes. The objective of the Community Engagement Strategy is to improve how the views of local people inform the Authority's decision-making. NPA takes an inclusive approach to its work, and the success of the Strategy in meeting its objective is dependent on engaging with a diverse population. Non-participation of gay men, lesbians and bisexual people would result in information gathered being unrepresentative of the views of all of Norfolk's communities.</p>		
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>The engagement work carried out by the Authority is varied in approach, with not all activities relying upon the willingness of participants to engage in open face-to-face discussion of their own views and experiences. By undertaking a range of activities, the Authority would hope to engage with all community groups in some way, albeit recognising that, for some individuals based on their background and experiences, participation in some activities may be more appealing than in others.</p> <p>It is not a mandatory requirement for participants in the Authority's engagement activities to disclose personal details, eg. their sexual orientation – this information may however be given on a voluntary basis. It is, therefore, important to acknowledge the challenge faced by the Authority in identifying whether engagement with certain community groups is being achieved. This emphasises the need to also seek to build positive relationships in other ways, such as linking with networks and support groups like FFLAGG.</p>		
<p>12. Are there concerns that the policies <u>could</u> have a differential impact due to their age?</p>	<p>Y x</p>	<p>N</p>	<p>Please explain</p> <p>Community Engagement Strategy and Communications Strategy: Young People and Older People</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>It is well documented that young people are often more difficult to engage with, and sometimes have views of the police which would make them hesitant to interact with officers or representatives of the Authority or Force. None of the engagement activities identified within the Community Engagement Strategy action plan exclude involvement of young people, but individual activities may not be appealing/young-person-friendly and may, therefore, discourage their participation. The action plan includes reference to focussed engagement with young people to specifically explore their views and perceptions – this activity would preclude those above school age to participate.</p> <p>In relation to Communications, the Authority's established publications and information available on its website are not tailored for young people. The Authority makes a large amount of its information and key messages available on its website; by over-relying on the internet as a means of communication the Authority could exclude older people who may be unwilling or unable to use the internet.</p>		

<p>Could the differential impact identified above amount to there being potential for adverse impact on these policies?</p>	<p>Yes. The aim of the Community Engagement Strategy is to improve how the views of local people inform the Authority's decision-making. NPA takes an inclusive approach to its work, and the success of the Strategy in meeting its objective is dependent on engaging with a diverse population. Non-participation of younger or older people would result in information gathered being unrepresentative of the views of all of Norfolk's communities.</p> <p>Accessibility of information and key messages is vital for ensuring all communities are informed and reassured on the aspects of police authority business which impact upon them. The means by which the Authority communicates could make key messages inaccessible for some people.</p>		
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>It has been identified that young people are often more difficult to engage in consultation activity and, therefore, it is appropriate for engagement activity to be delivered which specifically targets children and young people, ensuring that the voice of that community group is heard and promoting equality of opportunity for that particular community group.</p> <p>The Community Engagement Strategy action plan sets out the activities currently planned. This is a working document and further engagement activity with varying focus and involving different community groups will be added as this area of work develops. This will enable the Authority to target groups whose input is identified as missing from previous engagement activity.</p> <p>The Communications Strategy seeks to ensure that an array of communications methods are used by the Authority to convey its key messages, so that they cater for the access needs of as many communities as possible.</p>		
<p>13. Are there concerns that the policies <u>could</u> have a differential impact due to their faith or beliefs?</p>	<p>Y x</p>	<p>N</p>	<p>Please explain</p> <p>Community Engagement Strategy: Those unavailable on days/times of scheduled engagement activities due to prayer times/religious holidays.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is potential that the scheduling of engagement activities may result in individuals with specific cultural/religious commitments being unavailable to participate.</p>		
<p>Could the differential impact identified above amount to there being potential for adverse impact on these policies?</p>	<p>Yes. The aim of the Community Engagement Strategy is to improve how the views of local people inform the Authority's decision-making. NPA takes an inclusive approach to its work, and the success of the Strategy in</p>		

	meeting its objective is dependent on engaging with a diverse population. Non-participation of people with different religious beliefs would result in information gathered being unrepresentative of the views of all of Norfolk's communities.		
Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	<p>The potential for exclusion of community groups based on the scheduling of community engagement activities is considered in the planning process. The Authority aims to avoid carrying out all its engagement activity at the same time of day, recognising that this could exclude not only individuals with certain religious beliefs, but also those members of the public with parental or carer responsibilities and those who work particular shifts.</p> <p>The action plan sets out engagement activity currently planned. This is a working document and further engagement activity with varying focus and involving different community groups will be added as this area of work develops. This will enable the Authority to target groups whose input is identified as missing from previous engagement activity.</p>		
14. Are there concerns that the policies <u>could</u> have a differential impact due to their gender having been reassigned?	Y x	N	<p>Please explain</p> <p>Community Engagement Strategy: The concerns and evidence for potential differential impact of the Strategy due to an individual being transgendered or transsexual would be similar to that identified under 'sexual orientation' – the private nature of gender identity may impact upon an individual's willingness to engage, in a similar way to discussing views and experiences linked to sexual orientation.</p> <p>As with sexual orientation, it is important to seek to build positive relationships in other ways, such as engaging via networks and support groups for those who are transgendered/ transsexual. NPA has been working with members of the Independent Advisory Group to establish links with transgender support groups and explore the needs and experiences of people with a transgender history.</p>
15. Are there concerns that the policies <u>could</u> have a differential impact due to their marriage or civil partnership status?	Y	N x	<p>Please explain</p> <p>No concerns have been identified.</p>
What existing evidence (either presumed or otherwise) do you have for this?			There is no evidence to suggest that the strategies could have a differential impact due to marriage or civil partnership.

<p>16. Are there concerns that the policies <u>could</u> have a differential impact due to them being pregnant or recently having had a baby?</p>	<p>Y</p>	<p>N x</p>	<p>Please explain No concerns have been identified.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is no evidence to suggest that the strategies could have a differential impact due to pregnancy or recently having had a baby. However, points identified below in relation to dependents and carer responsibilities may apply.</p>		
<p>17. Are there concerns that the policies <u>could</u> have a differential impact due to them having dependents/caring responsibilities?</p>	<p>Y x</p>	<p>N</p>	<p>Please explain Community Engagement Strategy: Those unavailable at specific times during the day.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is potential that, the scheduling of engagement activities may result in individuals with parental/carers responsibilities not being available to participate.</p>		
<p>Could the differential impact identified above amount to there being potential for adverse impact on these policies?</p>	<p>Yes. The aim of the Community Engagement Strategy is to improve how the views of local people inform the Authority's decision-making. NPA takes an inclusive approach to its work, and the success of the Strategy in meeting its objective is dependent on engaging with a diverse population. Non-participation of people with parental or carer responsibilities would result in information gathered being unrepresentative of the views of all of Norfolk's communities.</p>		
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>The potential for exclusion of community groups based on the scheduling of community engagement activities is considered in the planning process. The Authority aims to avoid carrying out all its engagement activity at the same time of day, recognising that this could exclude not only individuals with parental or carer responsibilities, but also those who work particular shifts.</p> <p>The action plan sets out engagement activity currently planned. This is a working document and further engagement activity with varying focus and involving different community groups will be added as this area of work develops. This will enable the Authority to target groups whose input is identified as missing from previous engagement activity.</p> <p>The Authority offers a carer's allowance to help those individuals working with the organisation as a member of an advisory group to attend meetings and other events.</p>		

<p>18. Are there concerns that the policies <u>could</u> have a differential impact due to them having an offending past?</p>	<p>Y</p> <p>x</p>	<p>N</p>	<p>Please explain</p> <p>Community Engagement Strategy: People with an offending past (due to vetting requirements)</p>		
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is potential for differential impact on individuals' due to them having an offending past. Activity identified within the Community Engagement Strategy action plan supports the work of the Independent Advisory Group and Norfolk Police Disability Advisory Forum. Appointment as a member of the IAG (not NPDAF) is dependent on successful completion of vetting processes, which may be affected by the applicant's background.</p>				
<p>Could the differential impact identified above amount to there being potential for adverse impact on these policies?</p>	<p>An offending past could prevent an applicant from meeting vetting requirements for appointment to the IAG.</p>				
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>Vetting levels are determined based on the role being undertaken and, as members of the IAG have access to police premises and may receive confidential information, the processes are deemed appropriate and proportionate.</p> <p>Whilst an individual with an offending past may be precluded from becoming an advisory group member, there are many other types of engagement in which they could participate and ensure their voice was heard.</p>				
<p>19. Are there concerns that the policies <u>could</u> have a differential impact for any other reason?</p>	<p>Y</p>	<p>N</p> <p>x</p>	<p>Please explain</p> <p>No concerns have been identified.</p>		
<p>20. Are there concerns that the policies could negatively impact upon any rights/freedoms set out in the Articles of the Human Rights Act 1998?</p>	<p>Y</p>	<p>N</p> <p>x</p>	<p>Please explain</p> <p>No concerns have been identified.</p>		
<p>21. Could the adverse impact identified in 8-19 amount to there being the potential for substantial impact in this policy?</p>	<p>Y</p>	<p>N</p> <p>x</p>	<p>22. Should the policy proceed to a full impact assessment?</p>	<p>YES</p>	<p>NO</p> <p>x</p>

23. If no, are there any changes required to the policy, from an equalities perspective, to improve it?

In order to make Norfolk Police Authority's Community Engagement Strategy more inclusive, the following suggestions should be considered:

- Ensure, as a matter of course, that all organisations undertaking engagement activity on behalf of the Authority understand the need for the voices being heard to be as representative of Norfolk's diverse communities as possible;
- Consider requesting appropriate personal information from individuals participating in engagement activities (on a voluntary basis) to allow some monitoring of which community groups are present and which are absent. This will provide evidence for further development of the action plan to target those community groups not being reached to ensure their voices can be heard;
- Continue to ensure that:
 - Venues and information used for engagement activity are accessible to those with mobility issues, those with sight or hearing impairments, those with specific language needs, etc;
 - Engagement activities are scheduled at different times of the day;
 - Engagement activities are held in different locations around the county.
- Continue to undertake ongoing engagement and consultation with the Disability Forum and Independent Advisory Group, ensuring effective use of the links that members have with community groups/networks;
- Consider further steps which can be taken by the Authority, in collaboration with the Constabulary and other partners, to promote positive relationships with those communities identified as being more likely to be hesitant to engage with the police.

In order to make Norfolk Police Authority's Communications Strategy more inclusive, the following suggestions should be considered:

- Continue to ensure that the Authority's publications and website are compliant with accessibility guidelines, and prioritise accessibility within the review and refresh of the NPA website;
- Explore further potential links with community publications to ensure key messages reach as many communities as possible;
- Ensure that variation in the methods of communications used by the Authority is maintained to cater for as wide a range of needs as possible.

NORFOLK POLICE AUTHORITY'S EQUALITY IMPACT ASSESSMENT TEMPLATE

Section	N/A		Officer responsible for the assessment	Sarah Sutton		
Name of Policy/Document to be assessed	Local Policing Summary 2011 (within Norfolk County Council's Your Norfolk publication- September 2011)		Date of Assessment	August 2011	Is this a new or existing policy/document?	New (existing concept)
1. Briefly describe the aims, objectives and purpose of the policy/document.	The aim and purpose of the Local Policing Summary is to provide to the public information about policing and an annual report of achievements.					
2. Are there any associated objectives of the policy/document? Please explain.	There is a legal requirement on police authorities to produce a summary, hence its productions fulfils the Authority's legislative responsibility.					
3. Who is intended to benefit from this policy and in what way?	The Public – a knowledge, awareness and understanding of recent local policing developments and achievements; The Authority – increased public awareness of its identity, role and responsibilities.					
4. What outcomes are wanted from this policy?	Broader public awareness of the Authority's key messages in relation to local policing and achievements, with potential to lead to greater Authority/public interaction.					
5. What factors/forces could contribute/detract from the outcomes?	Accessibility – both in terms of distribution and content					
6. Who are the main stakeholders in relation to the policy?	The Public, the Authority and the Constabulary (partners in producing the policing summary)		7. Who implements the policy, and who is responsible for the policy?	The Authority (for the Authority-specific content)		
8. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?	Y	N	Please explain Your Norfolk is distributed to every household in the county, which should not exclude any particular racial group from accessing the publication. The content may restrict access initially, being printed in English, but the County Council offers a translation service on request.			
9. Are there concerns that the policy <u>could</u> have a differential impact due to gender?	Y	N	Please explain Your Norfolk is distributed to every household in the county, which should not exclude men or women. Its content is not more specific to one gender or the other.			

10. Are there concerns that the policy <u>could</u> have a differential impact due to disability?	Y	N	Please explain Access to the summary is not limited to standard print. Your Norfolk is available in alternative formats, including large print, in Braille and on audio tape, on request (of which the Authority will have a small number). It is also accessible on the internet.
11. Are there concerns that the policy <u>could</u> have a differential impact due to sexual orientation?	Y	N	Please explain Your Norfolk is distributed to every household in the county, which should not exclude anyone on the basis of their sexual orientation.
12. Are there concerns that the policy <u>could</u> have a differential impact due to their age?	Y	N	Please explain The alternative formats which Norfolk County Council makes available should meet the needs of more elderly community members, providing other opportunities to access the summary information if standard print does not meet their needs. However, whilst the language used within the summary is designed for a public audience, avoiding police jargon and complex sentences, children may not comprehend its content.
Could the differential impact identified above amount to there being potential for adverse impact on this policy?	Children are not the target audience for the information which this publication is conveying. It focuses on local policing developments and achievements which, in the main, may be of more interest to an adult audience. This is not to suggest that children may not have any interest in policing objectives, but rather that, where such interest exists, alternative ways of communicating the key messages would need to be explored.		
Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	This impact can be justified on the basis that the information is being communicated with the wider public and, where children have a particular interest, the key points may be explained to them in an appropriate way by an adult. Some police authorities have produced children and young people versions of their policing plans, and this could be considered for future policing summaries by the Authority.		
13. Are there concerns that the policy <u>could</u> have a differential impact due to their religious belief?	Y	N	Please explain Your Norfolk is distributed to every household in the county, which should not exclude anyone on the basis of their religious belief.
14. Are there concerns that the policy <u>could</u> have a differential impact due to them having dependents/caring responsibilities?	Y	N	Please explain Your Norfolk is distributed to every household in the county, which should not exclude anyone on the basis of them having caring responsibilities.
15. Are there concerns that the policy <u>could</u> have a differential impact due to them having an offending past?	Y	N	Please explain Your Norfolk is distributed to every household in the county, which should not exclude anyone on the basis of them having an offending past.

16. Are there concerns that the policy could have a differential impact due to them being transgendered or transsexual?	Y	N	Please explain Your Norfolk is distributed to every household in the county, which should not exclude anyone on the basis of them being transgendered or transsexual.			
17. Are there concerns that the policy could have a differential impact for any other reason?	Y	N	Please explain Gypsies and Travellers who have no fixed residence in the County (on a permanent Gypsy/Traveller site) may not receive the summary in the traditional manner. Consideration may need to be given to how the information is disseminated to those community groups.			
Could the differential impact identified above amount to there being potential for adverse impact on this policy?	There is potential for the aim of a wider public awareness of local policing developments and achievements to not be achieved within the Gypsy/Traveller community based on accessibility of the summary.					
Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	The Authority's Community Engagement Officer has worked to build up links with local Travelling communities for use in sharing policing information in a more appropriate way.					
18. Are there concerns that the policy could negatively impact upon any rights/freedoms set out in the Articles of the Human Rights Act 1998?	Y	N	Please explain No negative impact has been identified.			
19. Could the adverse impact identified in 8-17 amount to there being the potential for substantial impact in this policy?	Y	N	20. Should the policy proceed to a full impact assessment?		YES	NO
			21. If no, are there any changes required to the policy, from an equalities perspective, to improve it? As mentioned above, accessibility of the summary for children and young people, and Gypsy/Travellers will be considered within the Authority's wider communications and community engagement work.			

NPA'S EQUALITY IMPACT ASSESSMENT TEMPLATE

Section	Norfolk Police Authority (NPA)	Officers responsible for the assessment	Sarah Sutton		
Name of Policies to be assessed	Norfolk Police Authority Public Budget Consultation Event	Date of Assessment	Initial: November 2010 Revisited: November 2011	Are these new or existing policies?	Existing
1. Briefly describe the aims, objectives and purpose of the policy.	The Public Budget Consultation Meeting is held on an annual basis and is one of the ways in which NPA meets its legal requirement to consult with members of the public and non-domestic rate payers over the setting of the Council Tax precept. Council Tax revenue supplements Government grant to make up the police budget.				
2. Are there any associated objectives of the policy? Please explain.	The meeting also provides an opportunity for the Authority and Norfolk Constabulary to explain to the public/non-domestic rate payers budget plans for the coming year and beyond (including impacts of Government funding cuts).				
3. Who is intended to benefit from this policy and in what way?	The Authority and Constabulary benefit through encouraging public support for budget proposals and the subsequent impact on Council Tax, and in more recent years managing public expectations in relation to level of service delivery as a result of funding reductions . The public benefits from having an improved awareness of how its money is spent to deliver policing services to their community. This in turn benefits the Authority and Constabulary by reflecting on performance relating to public confidence and satisfaction.				
4. What outcomes are wanted from this policy?	The benefits cited above, along with compliance with the legislative requirement for public budget consultation.				
5. What factors/forces could contribute/detract from the outcomes?	<ul style="list-style-type: none"> - Level of public participation. - Preparedness of NPA and Norfolk Constabulary to outline budget proposals. - Method by which budget information is disseminated (accessibility of information and consultation event itself). - Influence of Government on Council Tax position (ie. NPA scope to increase, or requirement to freeze). - Level of public support for budget proposals (influenced potentially by national financial climate). 				
6. Who are the main stakeholders in relation to the policy?	Norfolk Police Authority Norfolk Constabulary Public	7. Who implements the policy, and who is responsible for the policy?	Norfolk Police Authority		

<p>8. Are there concerns that the policy could have a differential impact on racial groups?</p>	<p>Y</p>	<p>N</p>	<p>Please explain</p> <ul style="list-style-type: none"> - In relation to racial groups, language is a necessary consideration. - Engaging with minority ethnic groups can be challenging.
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p><u>Language is a necessary consideration</u> Not all of Norfolk's residents will have English as a first-language, and some may be unable to fully understand and use English to communicate. The information disseminated in relation to the police budget and Council Tax leaflet is in English. Any advertising of the consultation event itself will be in English. This would present a barrier to the effective involvement of those for whom speaking and understanding English is a challenge. However, information about the event is also available on NPA's website which is linked to the Google translation facility, and the event is publicised in NPA's external community engagement newsletter which is disseminated to community groups and organisations which may be able to share key messages with their contacts.</p> <p><u>Challenges of engaging with minority ethnic groups</u> It is well documented that minority ethnic groups are often more difficult to engage with, and some groups have views of the police which would make them hesitant to interact with officers or representatives of the Authority or Force. Potential unwillingness to engage may mean lower involvement in the budget consultation of minority ethnic groups.</p>		
<p>Could the differential impact identified above amount to there being potential for adverse impact on this policy?</p>	<p>NPA takes an inclusive approach to its work, and aims for its engagement activity to include a diverse audience. Non-participation of members of minority ethnic groups would result in consultation information gathered being unrepresentative of the views of all of Norfolk's communities.</p> <p>NPA takes steps to ensure that its information and public meetings/events are accessible to all. All information produced by the Authority is available on request in alternative languages, and where attendance of non-English speaking individuals at a meeting was made known to NPA, consideration would be given to ways of improving accessibility, including translation services. It must be considered, however, that with advertising and other information issued ahead of the budget consultation being in English, non-English speakers may not be aware of the event or opportunities for requesting information in alternative formats.</p>		
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>NPA offers to make the information it produces available in different languages on request and make reasonable adjustments to improve accessibility. In publicising consultation events, a request is made that specific requirements to enable individuals to participate are notified to the Authority in advance so that the necessary arrangements can be made. It would be unjustified (cost, time, etc.) to have all information</p>		

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	<p>translated in anticipation of it being required and arrange for translators to be available at all engagement events. It should be considered, however, how awareness of events/opportunities for reasonable adjustment requests could be increased amongst non-English speaking residents.</p> <p>NPA is aware of the challenges in relation to engaging with members of minority ethnic communities. The Authority's approach to community engagement includes targeted work with those groups whose voices are identified as being more seldom heard. Steps should be taken during engagement work to ensure that, where possible and appropriate, minority ethnic groups are made aware of the consultation event, and views on policing priorities and budget are gathered for feeding into NPA decision-making processes. Monitoring of the ethnicity of event attendees should ideally be carried out to help identify where voices are missing and to aid planning of future/follow-up engagement activity.</p>		
<p>9. Are there concerns that the policy <u>could</u> have a differential impact due to gender?</p>	<p>Y</p>	<p>N</p> <p>X</p>	<p>Please explain</p> <p>No concerns have been identified.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is no evidence to suggest differential impact due to gender.</p>		
<p>10. Are there concerns that the policy <u>could</u> have a differential impact due to disability?</p>	<p>Y</p> <p>X</p>	<p>N</p>	<p>Please explain</p> <ul style="list-style-type: none"> (i) Wheelchair/mobility scooter users/Individuals with mobility problems (ii) Individuals who are partially sighted or blind (iii) Individuals who are hard of hearing or are deaf (iv) Individuals who are unable to speak (v) Individuals with learning difficulties (vi) Mental health service users
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Through its duties as set out within equality legislation, and through working alongside the Norfolk Police Disability Advisory Forum, Norfolk Police Authority has an awareness of the importance of considering the needs of all participants in consultation activity to enable them to participate as fully as possible.</p> <p>The accessibility of the budget consultation event has the potential to impact on the involvement of people with disabilities. People with mobility problems may find venues inaccessible, while members of the public</p>		

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	<p>with sight or hearing impairments, learning difficulties, or mental health issues may encounter problems in participating fully in activities. Similarly, those unable to speak may find engagement activity involving oral discussion unsuitable for their involvement. Individuals who are partially sighted or blind, or people with learning difficulties could find presentations and written information available as part of the consultation inaccessible.</p>		
<p>Could the differential impact identified above amount to there being potential for adverse impact on this policy?</p>	<p>NPA takes an inclusive approach to its work, and aims for its consultation events to include a diverse participatory group. Non-participation of disabled people would result in consultation information gathered being unrepresentative of the views of all of Norfolk's communities.</p> <p>NPA takes steps to ensure that its information and public meetings/events are accessible to all. All information produced by the Authority is available on request in alternative formats, such as in Braille or on audio tape, and where attendance of disabled individuals at a meeting was made known to NPA, consideration would be given to ways of improving accessibility, including BSL services. It must be considered, however, that with advertising and other information issued ahead of the budget consultation being in written or web format, some disabled people may not be aware of the event or opportunities for requesting information in alternative formats.</p>		
<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>NPA offers to make the information it produces available in different formats on request and make reasonable adjustments to improve accessibility. In publicising consultation events, a request is made that specific requirements to enable individuals to participate are notified to the Authority in advance so that the necessary arrangements can be made. It would be unjustified (cost, time, etc.) to have all information translated into Braille/put into audio format in anticipation of it being required and arrange for BSL interpreters to be available at all engagement events. As a matter of course, it is ensured that all venues used for engagement activity are accessible for those in wheelchairs/using mobility scooters. The venue used for the budget consultation also has an induction loop. It should be considered, however, how awareness of events and the opportunity to request reasonable adjustments could be increased amongst disabled people (eg. through using members of the Disability Forum as a link to the wider community). Members of the public unable or unwilling to attend the event are invited to register questions to be answered at the meeting. A response will then be provided after the meeting to the individual registering the question in a format suitable to their needs.</p>		
<p>11. Are there concerns that the policy <u>could</u> have a differential impact due to sexual orientation?</p>	<p>Y</p>	<p>N</p> <p>X</p>	<p>Please explain</p> <p>No concerns have been identified, however it is appropriate to acknowledge that, historically, some policing approaches have had a particularly negative impact on homosexual people (for example the effect of policing sex in public places on some gay men), and it may be necessary to</p>

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			consider that sharing of negative experiences within communities may have the effect of homosexual individuals being hesitant to engage with the police. This emphasises the need for NPA to seek to build positive relationships to address negative perceptions, such as linking with appropriate networks and support groups. NPA is currently working to strengthen its relationship with local LGBT group FFLAGG (Forum for Lesbian and Gay Group).
What existing evidence (either presumed or otherwise) do you have for this?	There is no evidence to suggest differential impact due to sexual orientation.		
12. Are there concerns that the policy <u>could</u> have a differential impact due to their age?	Y X	N	Please explain - Young People - Older People
What existing evidence (either presumed or otherwise) do you have for this?	<p>It is well documented that young people are often more difficult to engage with, and sometimes have views of the police which would make them hesitant to interact with officers or representatives of the Authority or Force. There is no age restriction on participants in the budget consultation, but the subject and type of event may not be relevant/appealing/young-person-friendly and may, therefore, discourage their participation. The range of community engagement activity undertaken by NPA includes focussed engagement with young people to explore their views and perceptions; this would include their concerns and what they feel should be priority actions for policing and hence where money should be spent.</p> <p>The meeting is to be held in the evening in January. The dark and weather conditions may deter older people from attending the event, along with restrictions in availability of public transport in the evenings. These two points are applicable to Norfolk's residents in general. Considerations highlighted in the section 10 of this EIA around accessibility may be particularly relevant for older people.</p>		
Could the differential impact identified above amount to there being potential for adverse impact on this policy?	NPA takes an inclusive approach to its work, and aims for its consultation events to enable as many people as possible to have a say. A lack of variety in the age of participants would result in information gathered being unrepresentative of the views of all of Norfolk's communities.		
Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	It has been identified that young people are often more difficult to engage in consultation activity and, therefore, it is appropriate for engagement activity to be delivered which specifically targets children and young people, ensuring that the voice of that community group is heard and promoting equality of opportunity for that particular community group. It is important for NPA to ensure that younger voices are heard at consultation events at which younger people may not be physically present. Norfolk Constabulary has a Youth		

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	<p>Advisory Panel which may have specific views on police spending and priorities for young people. The Panel should be notified of the event and given the opportunity to attend should they wish.</p> <p>The budget consultation is held in January, between the allocation of individual force grants being made known in December and the police budget needing to be set by NPA in February. The scheduling of a consultation event will affect the availability of people to attend. Whilst older people may be particularly deterred from participating in an evening meeting, weather conditions will affect all (especially those travelling a long distance or from rural areas), and home or work commitments will also have an impact. Members of the public unable or unwilling to attend the event are invited to register questions to be answered at the meeting. A response will then be provided after the meeting to the individual registering the question in a format suitable to their needs.</p>		
<p>13. Are there concerns that the policy <u>could</u> have a differential impact due to their faith or beliefs?</p>	<p>Y</p>	<p>N</p> <p>X</p>	<p>Please explain</p> <p>NPA is unaware of any religious or faith considerations which would affect individuals' involvement in the budget consultation.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>No evidence has been identified.</p>		
<p>14. Are there concerns that the policy <u>could</u> have a differential impact due to their gender having been reassigned?</p>	<p>Y</p> <p>X</p>	<p>N</p>	<p>Please explain</p> <p>It is possible that individuals who have had their gender reassigned may be uncomfortable participating in a public meeting.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>People who have had their gender reassigned may be more at risk of being victims of hate incidents and hate crime within society, and this may impact upon their willingness to attend and fully participate in a public event such as the budget consultation meeting. It is also documented that transgendered people are less inclined to engage with the police due to a fear that they will not be taken seriously and treated with the same level of respect as other people. Being a police event, individuals may decide to abstain from getting involved.</p>		
<p>Could the differential impact identified above amount to there being potential for adverse impact on this policy?</p>	<p>NPA takes an inclusive approach to its work, and aims for its consultation events involve as many people with as many different views and experiences as possible. Non-participation of individuals who have had their gender reassigned would result in the consultation information collected being unrepresentative of the views of all of Norfolk's communities.</p>		

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<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>The differential impact identified emphasises the need for NPA to seek to build positive relationships to address negative perceptions, such as linking with appropriate networks and support groups. Through its work with the Independent Advisory Group, NPA has been engaging with transgender communities and increasing its awareness of the needs and experiences of community members. Members of the public unable or unwilling to attend the event are invited to register questions to be answered at the meeting. A response will then be provided after the meeting to the individual registering the question in a format suitable to their needs.</p>		
<p>15. Are there concerns that the policies <u>could</u> have a differential impact due to their marriage or civil partnership status?</p>	<p>Y</p>	<p>N X</p>	<p>Please explain No concerns have been identified.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>			<p>There is no evidence to suggest that the strategy could have a differential impact due to marriage or civil partnership.</p>
<p>16. Are there concerns that the policy <u>could</u> have a differential impact due to them being pregnant or recently having had a baby?</p>	<p>Y</p>	<p>N X</p>	<p>Please explain No concerns have been identified.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is no evidence to suggest that the strategy could have a differential impact due to pregnancy or recently having had a baby. However, points identified below in relation to dependents and carer responsibilities may apply.</p>		
<p>17. Are there concerns that the policy <u>could</u> have a differential impact due to them having dependents/caring responsibilities?</p>	<p>Y X</p>	<p>N</p>	<p>Please explain Those unavailable at specific times during the day.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is potential that, the scheduling of the consultation may result in individuals with parental/carer responsibilities not being available to participate.</p>		
<p>Could the differential impact identified above amount to there being potential for adverse impact on this policy?</p>	<p>NPA takes an inclusive approach to its work, and aims for its consultation activity to involve a diverse participatory group. Non-participation of people with parental or carer responsibilities would result in information gathered being unrepresentative of the views of all of Norfolk's communities.</p>		

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<p>Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</p>	<p>The Authority aims to avoid carrying out all its engagement activity at the same time of day, recognising that this could exclude not only individuals with parental or carer responsibilities, but also those who work particular shifts. This specific event is an evening event, and with that will come barriers to attendance for some. It is important for NPA to recognise this and ensure that, where possible, other means of engagement (ie. NPA Member contact with their local communities) are undertaken in addition to the budget consultation meeting so that views gathered outside of the meeting can be fed into the debate. Members of the public unable or unwilling to attend the event are invited to register questions to be answered at the meeting. A response will then be provided after the meeting to the individual registering the question in a format suitable to their needs.</p>		
<p>18. Are there concerns that the policy <u>could</u> have a differential impact due to them having an offending past?</p>	<p>Y</p>	<p>N X</p>	<p>Please explain No concerns have been identified, however it is worth acknowledging that those with an offending past may have particular views of police and policing that may deter them from participating in the event.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>There is no evidence to suggest differential impact due to individuals having an offending past.</p>		
<p>19. Are there concerns that the policy <u>could</u> have a differential impact for any other reason?</p>	<p>Y X</p>	<p>N</p>	<p>Please explain Decisions following the consultation in relation to the Council Tax precept will have varied impact on Norfolk's residents based on their socio-economic situation. It is important that participants reflect the views of both more and less affluent communities. By advertising the consultation in the county's most widely-read publication, NPA seeks to raise general awareness of the event. By identifying and contacting organisations in Norfolk who work with communities more at risk of socio-economic disadvantage, NPA may be able to encourage the participation of individuals who experience or understand the impact of Council Tax decisions upon those communities.</p>
<p>20. Are there concerns that the policy could negatively impact upon any rights/freedoms set out in the Articles of the Human Rights Act 1998?</p>	<p>Y</p>	<p>N X</p>	<p>Please explain No concerns have been identified.</p>

21. Could the adverse impact identified in 8-19 amount to there being the potential for substantial impact in this policy?	Y	N X	22. Should the policy proceed to a full impact assessment?	YES	NO X
			23. If no, are there any changes required to the policy, from an equalities perspective, to improve it? In order to make Norfolk Police Authority's Public Budget Consultation more inclusive, the following suggestions should be considered: <ul style="list-style-type: none"> • Follow processes established in previous years in respect of requesting notification of specific needs from attendees ahead of the event; • Provide opportunity for individuals unable or unwilling to attend the meeting to register questions in advance and receive a response in a format suitable to their needs.; • Raise awareness of the consultation amongst diverse groups (eg. via NPA's external community engagement newsletter). This dialogue may also help to develop positive relations with communities more reluctant to engage with the police; • Ensure public views gathered through NPA engagement with communities (research projects, Member interaction with local residents, community engagement officer contact) are fed into the debate and help inform decision-making; • Consider requesting monitoring data on a voluntary basis from attendees (age, religion, sexual orientation, race, dependents, etc) so that NPA can use the information to identify where communities are unrepresented and take appropriate future action to address this. 		