

3.6. CULTURE AND COMMUNITIES EQUALITY IMPACT ASSESSMENT FORM

Department: BSafe Blackpool **Title of Policy/ Service or Function:** Community Safety and Drugs Partnership Strategic Assessment

Lead Officer Paolo Pertica **Date:** 18th June 2008

STEP 1 - What type of policy, service or function is this?

Existing New/ proposed Changing/ updated

1. What is the aim and purpose of the policy, service or function?

To provide a document, for all partner agencies that:-

- Analyses the levels and patterns of crime and disorder and substance misuse in the town.
- Analyses the changes in those levels and patterns since the previous strategic assessment/audit.
- Analyses why those changes have occurred.
- Provides clear and accurate strategic recommendations.
- Offers succinct analysis that informs strategic planning and recommends further tactical analysis.
- Takes account of the Blackpool Local Area Agreement, Sustainable Community Plan, Young People Plan, Local Delivery Plan, Drug and Alcohol Annual Treatment Plans etc.

2. Who are the main stakeholders/ customers/ communities of interest?

Blackpool Council, Blackpool Primary Care Trust, Lancashire Constabulary, Lancashire Police Authority and Lancashire Fire and Rescue Service are the five statutory responsible authorities. In addition to these, the Partnership involves a range of other agencies from the public, private and voluntary and community sector, together with the residents, workers and visitors of Blackpool.

3. Does the proposal have existing aims relating to equality, social inclusion or community cohesion?

No, However; Some of the findings from the developing Cohesion Strategy identifies hate crime and geographical issues that may need to be noted within the Strategic Assessment

4. How will the resulting service or function be delivered/ administered?

It will be delivered through the Blackpool Community Safety and Drugs Partnership Plan

STEP 2 - Summarise data/ research and performance management information

Enter research or comparative information available

5. What are the impacts or effects for communities?

Race or ethnicity

Racist Incidents and Crimes: Between 1st July 2006 and 30th June 2007, **202** racist crimes and **84** racial incidents were recorded in Blackpool.¹

Detections²

The detection rate for the period 1st July 2006 to 30th June 2007 for all racially aggravated crimes in Blackpool was **59.8%**.³

Gender and transgender

Blackpool's vibrant LGBT community, support and social networks and trans friendly venues has attracted a considerable trans population to the town. There are various support groups such as the LGBT Forum (mentioned above) and Trans men's and Trans women's groups. From January 1st 2006 to March 27th 2007, 15 transphobic hate crimes and incidents in Blackpool were recorded by Lancashire Constabulary

Age

Blackpool has a large ageing population based on the fact that many people move to the area to retire and the number of retirement homes in the region, This serves to raise the perceptions the crime figures and the fear of crime is higher than the data shows.

Disability

We are also aware of an increasing trend for agencies reporting hate crime and incidents particularly against people who have mental health problems or learning disabilities. A UK study of Abuse and Neglect of Older People in 2007 highlighted an overall prevalence of elder abuse of 4% of the UK older people (342,000 people.)

Religion or belief/ faith communities

Blackpool has attracted people from a broad range of faith traditions and it is highly likely to become even more richly diverse in both its ethnic and faith traditions in the future.

Lesbian, gay, bisexual people

From 1st January 2006 – to 27th March 2007 from figures from Lancashire Constabulary Western Division, 159 homophobic Crimes or incidents were recorded in Blackpool. Together with 15 Transphobic Crimes/Incidents.

In 2004, Blackpool's Community Safety and Drugs Partnership funded a six month multi-agency project named Action Against Abuse (AAA). It aimed to map homophobic crime in Blackpool and gain an insight into what the LGBT community would like to see being done about homophobic hate crime. AAA conducted surveys, focus groups and surgeries, finding that out of the 199 people surveyed, 157 had been attacked, half of these outside a gay venue, and the majority by a stranger with most attacks occurring in the early hours of the morning.

A crucial issue for the local LGB community concerns the Promenade Middle Walk: An area on Blackpool's North Promenade well known as a cruising site and a

¹ Source: Bsafe Blackpool (Blackpool Community Safety and Drugs Partnership)

² A detection is achieved when an offender is located and one of the following occurs:

³ Source: Lancashire Constabulary, Western Division.

dangerous 'hot-spot' for homophobic hate crimes and anti social behaviour because it

- Has limited access points
- Has pillars for victims and offenders to hide behind
- Is isolated – no public vehicular access and limited pedestrian traffic

Looking at police records, offenders are likely to be young males and females who are aware that this is an isolated location. They are also aware that their victims are likely to be vulnerable and unlikely to report incidents that have taken place. There is also a potential lack of witnesses, so victims can be assaulted and robbed without disturbance. There have been many incidents reported on Middle Walk, including cases of juvenile nuisance drunkenness, drug taking, serious hate crime, sexual offences, assault and robberies and assault.

To date, the police and various agencies such as Blackpool, Wyre and Fylde LGBT Forum, Blackpool Council, BSafe Blackpool and Drugline have:

- Distributed advice and information in venues by staff and officers
- Invested £35,000 in an improved lighting system.
- Made plans to redesign the area using community arts projects and incorporating illuminated displays.
- Worked in partnership with Public Sex Environment workers
- Offered alarms and personal safety advice to persons on the Walk
- Raised awareness through LGBT Media

Other socially excluded communities or groups

EU migrant Population:

The available evidence from local public service providers points to a large inward migration of workers from the EU accession counties into Blackpool in the period since 2004. Robust estimates of the numbers, as elsewhere have proved difficult to measure. We know that there were 1,380 non-UK NI registrations in Blackpool during 2005/06 including 870 from Poland. Unofficial estimates from local public service providers range from 2,000 to 8,000 Migrant workers now living in Blackpool.

Employers, agencies and gangmasters who employ both legal and illegal migrants may act unscrupulously, keeping wages low and compromising safety in the workplace in order to maximise profits. The availability of low skilled, labour-intensive and low-wage seasonal employment in Blackpool can encourage businesses to employ migrant workers in order to keep costs at a minimum.

From their advice work with EU migrant workers, Citizens Advice Bureaux have identified a number of common themes published in *Nowhere to turn - CAB evidence on the exploitation of migrant workers*:

- The misleading recruitment of workers in their own country on false promises of good pay, conditions, and housing (with the latter provided by the agency or gangmaster);
- A reality of extremely long hours, low gross rates of pay and substandard accommodation;
- The making of excessive deductions from pay in respect of accommodation, transport between the accommodation and place(s) of work, utilities (such as gas and/or electricity), and repayment of the cost of travel to the UK;
- An almost invariable failure to provide a contract of employment and/or proper pay slips, and denial of other basic employment rights (such as those to paid holiday, maternity leave and pay, and Statutory Sick Pay);
- Considerable uncertainty and confusion about who is actually the worker's

employer, and a frequent failure to ensure that the worker has a National Insurance number, with the apparent non-payment (by the employer) of tax and National Insurance contributions; and

- The summary dismissal, and immediate eviction from any associated accommodation, of workers who assert their legal rights or otherwise 'rock the boat'.⁴

Polish PACT: Police and Communities Together meeting for the Polish community in Blackpool have revealed that many Polish and EU migrant workers are subject to bullying and harassment in their places of work. They are reluctant to report this due to negative past experiences at home. Incidents reported include name calling, refusal of health and safety equipment and withholding sick pay.

Relationships between or within communities

The term *transience* has come to describe the movement of people with a high degree of residential mobility, which sometimes accompanies a chaotic or unsettled lifestyle. In Blackpool, the term transient is applied to those individuals, families or households who experience high mobility of accommodation, who move address frequently; have an address of a very temporary nature; or have no permanent address at all. This mobility has wide-ranging effects on a communities stability, in particular the youth population as they try to settle in new schools, communities and group situations, causing conflict and resentment rising to anti social behaviour and disaffection.

STEP 3 - ASSESSING THE IMPACT

1. Is there any evidence of higher or lower take-up by any group or community? How is this explained?

Geographical factors are prevalent across several equality strands and effect community cohesion and the fear of crime within those given areas.

2. Does the geography or demography of service users reveal anything? Yes No
3. Do any rules or requirements prevent access or use of the service? Yes No
4. Does the service or policy; create additional barriers for disability groups? Yes No
5. Does the service delivered, or policy; create additional barriers for other groups or communities: e.g. income, time, availability, gender or cultural reasons. Yes No
6. Do any of the above limitations amount to unlawful discrimination? Yes No
Yes: Explain (referring to relevant legislation)
No: Do they amount to a differential impact, which should be addressed?

There is a requirement to include community cohesion and inclusion issues in the Community Safety and Drugs Partnership Plan in particular around Hate Crime

7. If the impact or effects are adverse for any community or group, can they be defended in order to provide equality for another community under legislation or policy? Yes No

A Hate Crime Working Group currently exists to address issues that effect minority and equality strand groups.

⁴ *Nowhere to turn - CAB evidence on the exploitation of migrant workers, 2004*
<http://www.citizensadvice.org.uk/nowhere-to-turn.pdf>

- 8 Do you have enough information to make a judgement? Yes No
If no, what information do you require, about which communities?

- 9 Is it possible to get the information quickly and easily or is it recommended that the collection of such data be included as an action for the action plan that will be developed? Please detail below.

The information is available through the Faith, Equality and Diversity Group and there is a Partnership Analyst working within BSafe

STEP 4 - DEALING WITH ADVERSE OR UNLAWFUL IMPACT

1. What can be done to improve proposals in order to reduce or remove any adverse impact or effects

Incorporation within the Community Safety and Drugs Partnership Plan

2. What would be needed to be able to do this? Are the resources likely to be available?

Identify and develop the link between the Cohesion Strategy and the Community Safety and Drugs Partnership Plan through internal Corporate arrangements.

3. What other support or changes would be necessary to carry out these actions?

Maintain liaison with the Faith Equality Unit
Equality Impact Assess the Community Safety and Drugs Partnership Plan

STEP 5 - CONSULTING THOSE AFFECTED FOR THEIR VIEWS

1. Outline the steps taken to test out your findings and possible courses of action below.

Consultation was undertaken with the Faith and Equalities Forum, the LGBT PACT,

2. What feedback or responses have you received to the findings and possible courses of action? Please give details below.

Continuity of PACT meetings, police liaison, community engagement

3. If you have not been able to carry out any consultation, please indicate below how you intend to test out your findings and recommended actions.

Continuity of consultation to demand and circumstance

4. If you are impact assessing some proposals, what steps have been taken to ensure that stakeholders have been able to voice their opinions on the proposals or the need for change?

Consultation was undertaken with the Faith and Equalities Forum, the LGBT PACT,

STEP 6 – MAKING A DECISION BASED ON FINDINGS

1. Decide whether or not to go ahead with your policy, procedures, proposals, or changes to services;

STEP 7 - ACTION PLANNING

Issues/ adverse impact identified	Proposed action/ objectives to deal with adverse impact	Targets/Measure	Timeframe	Responsibility	Indicate whether agreed
A need to include a process to address hate crime that will impact on community cohesion and inclusion	Equality Impact Assess the Plan	To carry out prior to publication	ASAP	Bsafe Team	

STEP 8 - ARRANGEMENTS FOR MONITORING AND REVIEW

Agreed action	Monitoring arrangements	Timeframe	Responsibility	Added to Service Plan etc.
To carry out EIA on Plan		By 30 th Sept 08	Bsafe Team	

STEP 9

Date completed: Published Signed:

Name: Position: