

EQUALITY IMPACT ASSESSMENT

Budget Savings - 49 Community Safety Team

Reference: EIA000344



Reference number



Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]

Please describe the impact to the age characteristic

Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics i.e. Violence Against Women and Girls, Hate Crime, Reducing Serious Youth Violence etc.

It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe, however it is assessed that the impact on younger people (10-19) is likely to be greater as the Partnership has a priority to reduce serious youth violence. Within the community safety team, we have performance dashboards that are produced quarterly by a Police analyst. Data tells us that young people between the ages of 10 -19 are more likely to carry weapons, it is also the age group that is highest as a victim and offender for





Please describe the impact to the gender reassignment characteristic

Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics. Following national conversations with regards people choice to use non -binary and gender reassignment police data shows us an increases in hate crime related to this. Working within this community we know there is a lack of willingness to report to the Police. It is therefore important we can make available a non criminal outlet were people do not feel judged and are therefore willing to report and talk to us so that we can either use our civil powers to enforce or ensure we put measures in place to minimise the impact within the communities. But we must have the resources available engage meaningfully

It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe.

How will you mitigate against any negative impact to the gender reassignment characteristic?



<p>Please describe the impact to the marriage and civil partnership characteristic</p>	<p>Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics. People becoming victims of crime and anti social behaviour is not lessened due to their marriage or civil partnership status. Victims sit within all the above status. Performance data provided by west midlands people show us that anyone can be a victim of crime or ASB. Birmingham City Council ASB report data also shows that many people will not report to the police and would prefer that the local authority deal with the issue in a non crime process. For example eviction, issue a injunction, mediation or provide support services.</p> <p>It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe. Domestic Abuse is a priority for the community safety partnership so there is likely to be an impact on citizens in abusive relationships.</p>
<p>How will you mitigate against any negative impact to the marriage and civil partnership characteristic?</p>	<p>The service will look to mitigate this by optimising further partner resource, contribution and leadership in these areas and monitor impact closely within partnership governance structures. An annual equality impact review will also be undertaken.</p>

<p>Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?</p>	<p>Yes</p>
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Please describe the impact to the pregnancy and maternity characteristic

Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected character



Please describe the impact to the ethnicity and race characteristic

Loss of staff capacity may have an impact on the speed and efficiency of delivery for key community safety initiatives that support vulnerable people including those with protected characteristics.

It is assessed that there is likely to be an impact across all protected characteristics as the work of community safety is to keep all citizens safe. Tackling Hate Crime including racism is a priority for the community safety partnership so there is likely to be a greater impact on citizens from a black, asian and ethnic minority community. Police data tells us that hate crime reports are coming down, racially / religiously aggravated offences are still the highest reported. We also know this is a hidden and under reported crime so it is important that we ensure communities have the confidence to report, this is about building cohesion and trust, which with the loss of staff within community safety will be impacted.

How will you mitigate against any negative impact to the ethnicity and race characteristic?

The service will look to mitigate this by optimising further



Please describe the impact to the religion or beliefs characteristic

Loss of staff capacity may have an impact on the speed and



How will you ensure any adverse impact and mitigation measures are monitored?

The actual impact of the proposal on citizens will only be known once the proposal is put into operation. The service will therefore undertake a review of the EIA at the end of 2024/25 to monitor its impact. The service will ensure impacts are closely monitored in partnership governance and delivery structures.

Within community safety we have 6 (soon to be 5) local partnership who have in place, we also manage the Birmingham Community Safety Partnership board both have in place performance dashboards, which are made up of police and partner data. The local partnership monitor their dashboards monthly, the BCSP board quarterly.

