



Equality Impact Assessment (EqIA)

Template reviewed June 2023

The Public Sector Equality Duty (PSED) was introduced as part of the Equality Act 2010, which protects people from discrimination in the workplace, in the provision of services and in wider society.

The duty requires all public bodies to have due regard to the need to:

- Eliminate discrimination
- Advance equality of opportunity
- Foster good relations between different people

Public bodies demonstrate this due regard in different ways, including producing robust equality impact assessments when considering changes to policies and services.

An EqIA enables us to check the potential impacts on residents and employees of our policies, services and projects. It's an opportunity to challenge how we currently do things.

Carrying out an EqIA should not create extra work; it should be part of your normal service planning process. Most of the information required should already be available to you through other work already undertaken e.g. service user monitoring, analysis of complaints and national research.

The purpose of an EqIA is to *take account* of equality as plans develop, to promote and assist the consideration of equalities issues arising in plans and proposals and to ensure that where possible adverse or disproportionate impacts are minimised and positive impacts are maximised. As such where possible an EqIA should be started at the outset of a project/proposal and continually be developed and reviewed until a final proposal is adopted. An EqIA should be used to ensure decision makers have all the information they need regarding potential impacts to ensure they have due regard to the Public Sector Equality Duty when making judgements.

Carrying out EqIAs should be an integral part of policy or service development/change and larger projects may need more than one EqIA if different areas are impacted by the change.

Any project that requires consultation will automatically require an EqIA.

All approved and signed EqIAs are recorded in a central register. Please email your completed draft EqIA to equalities@buckinghamshire.gov.uk. Previous EqIAs can be made available for information upon request. For any questions or if you require support in completing your EqIA please contact Maria Damigos and Natalie Donhou Morley directly.



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Part A (Initial assessment) - Section 1 - Background

Proposal/Brief Title: Serious Violence Response Strategy 2023-26

OneDrive link to report/policy:

Related policies: This Strategy links to the Safer Buckinghamshire Board Strategy

Date: 23rd August 2023

Type of strategy, policy, project or service: Strategy

Please tick one of the following:

- Existing
- New or proposed
- Changing, update or revision
- Other (please explain)

This assessment was created by:

Name: Sarah McBrearty

Job Title: Community Safety Manager

Email address: sarah.mcbrearty@buckinghamshire.gov.uk

Briefly describe the aims and objectives of the proposal below:

In line with the statutory requirements of the Serious Violence Duty, the Serious Violence Response Strategy 2023-26 has been produced.

The Strategy outlines five priorities and a multi-agency Serious Violence Reduction Delivery Plan will be produced to support the delivery of the priorities over the next three years.

What outcomes do we want to achieve?

The Serious Violence Response Strategy 2023-26 priorities are:

- **Priority 1** – Raises awareness of serious violence through communication, education and training.
- **Priority 2** – Support early intervention for vulnerable young people and those becoming at risk.
- **Priority 3** – Develop awareness of, and embed, the Serious Violence Agenda, and Duty requirements amongst the partnership.



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- **Priority 4** – Enhance appropriate support for those who are released from custody who are most risk of reoffending.
- **Priority 5** – Undertake a proactive partnership response to cohorts and locations vulnerable to serious violence.

Does this proposal plan to withdraw a service, activity or presence? No

Please explain your answer:

Does this proposal plan to reduce a service, activity or presence? No

Please explain your answer:

Does this proposal plan to introduce, review or change a policy, strategy or procedure?

Yes

There has already been a Serious Violence Strategy in place for the last three years. In line with the Serious Violence duty, this has been reviewed (along with the production of a Serious Violence Needs Assessment) and an updated Serious Violence Strategy has been produced for 2023-26.

Does this proposal affect service users and/or customers, or the wider community? Yes

All communities within bucks are affected by serious violence, therefore this Strategy (and the Delivery Plan that will be produced to deliver the priorities) will impact the wider community.

Does this proposal affect employees? Yes

The multi-agency Serious Violence Reduction Delivery Group includes representatives from other Bucks Council departments (including Youth Offending Service, Children Services, Safeguarding etc.)

Will employees require training to deliver this proposal? No

Please explain your answer:

Has any engagement /consultation been carried out, or is planned in the future? Yes

As set out in the Serious Violence Duty, the below statutory agencies were consulted via face-to-face discussions as well as a survey and their views around the 2023-26 priorities were incorporated into this Strategy:

- Thames Valley Police
- Education
- National Probation Service
- Bucks Fire and Rescue Service
- Local Prisons
- Youth Offending Service



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- Public Health

The responses obtained have assisted in ensuring our priorities align with their organisation and will assist in creating a subsequent delivery plan to ensure the 2023-26 Serious Violence priorities are delivered effectively.

In addition, two Members Briefing Sessions took place in July. Any feedback received has been included in the Strategy or will be reflected in the Delivery Plan.

Section 2 - Impacts

Please highlight potential impacts (including unintended impacts or consequences) for each protected characteristic*. Where there are negative or positive impacts please give more details of the impact. Where the impacts are unclear please explain why.

Age*

Positive

Negative

Unclear

None

An action plan will be developed to support the delivery of the priorities set out in the Serious Violence Response Strategy. One of the priorities is supporting early intervention for vulnerable young people – this will mean that initiatives and projects will be available for young people to support and divert them from engaging in serious violence.

Disability*

Positive

Negative

Unclear

None

Details:

Pregnancy & maternity*

Positive

Negative

Unclear

None

Details:

Race & Ethnicity*

Positive

Negative

Unclear

None

Details:

Marriage & Civil Partnership*

Positive

Negative

Unclear

None

Details:

Religion & Belief*



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Positive	Negative	Unclear	<u>None</u>
Details:			
Sex*			
Positive	Negative	Unclear	<u>None</u>
Details:			
Sexual Orientation*			
Positive	Negative	Unclear	<u>None</u>
Details:			
Gender Reassignment*			
Positive	Negative	Unclear	<u>None</u>

Do you anticipate any impacts on military families/veterans in relation to the Armed Forces Act 2021 requirements on local authorities to have due regard to [the Armed forces Covenant](#)? Yes/No

Are there any other additional groups/impacts that the EqIA should evaluate in relation to the proposal? Yes/No/Unclear

Section 3 – Is a full assessment required?

If you have answered yes to any of the initial assessment questions in section 1 of this EqIA, or have indicated a negative or unclear impact in section 2, it is likely you will need to complete part B of the EqIA form. Should you need guidance as to whether a full EqIA is needed at this time please contact Maria Damigos or Natalie Donhou Morley before continuing.

Following completion of part A, is part B completion required?

- Yes
- No
- Not required at this time

Explain your answer:

Whilst 'yes' has been selected in section 2 above, this relates to one of the priorities in the SV Strategy providing support to vulnerable young people. This would not be a disproportionate response, but will allow some young people at risk the chance to engage in projects/initiatives which could divert them from engaging in serious violence.



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The projects commenced under the umbrella of the Strategy will focus on the areas set out in the Strategy as these have been identified as the most in need for the period. While not specifically set out we are aware that both perpetrators and victims often have a number of protected characteristics which interlink, however tackling serious violence within Buckinghamshire which will have a positive impact on all people and the community.

Have you completed an DPIA for this project/change? Yes/No

(As you are completing an EqIA, you may also require a DPIA - for more information please contact dataprotection@buckinghamshire.gov.uk)

Section 4 – Sign off (Only complete when NOT completing Part B)

Officer completing this assessment: (Please insert Name) Date: (Please insert Date)

Equality advice sought from: (Please insert name) Date: (Please insert Date)

Service Director sign off: (Please insert name) Date: (Please insert Date)

CMT sign off (*if deemed necessary by Service Director*) sign off: (Please insert name) Date: (Please insert Date)

Next review Date: (Please insert Date)

If required please complete part B (full assessment)