

# Midlothian Council Equality Impact Assessment Form



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## Lead contact:

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## Section A: Introduction

### 1. Title of policy, procedure or function being assessed

Customer & Housing Services Budget Savings Options 2017- 2018  
Midlothian Community Safety Police Teams

### 2. Divisions/organisations/groups involved in doing this Equality Impact Assessment

Customer & Housing Services – Community Safety

### 3. Date started:

13/01/2016

### Date completed:

14/01/2016

## Section B: Information

### 4. Please describe the Policy, Procedure or Function you are impact assessing

Customer & Housing Services Budget Savings Options 2017- 2018

#### **Midlothian Community Policing Teams -**

At present the Council funds 2 x Community Policing Teams operation in Midlothian at a cost of £500,000. With a background of restricted resources and prospects which will remain challenging for an extended period of financial constraint, funding provided for the Midlothian Community Policing Teams is reduced by £125,000 for 2016/17 and a further £125,000 in 2017/18. This saving equates to half of one of the Community Policing Teams following the reduction in funding arrangements approved in the Council's Financial Strategy from 2016/17.

Proposal is for withdrawal of the remaining funding of £250,000.

**5. What information and consultation data do you have to inform your assessment? What does it tell you?**

Reduced crime rate in Midlothian sustained.  
Reduced fire incidents in Midlothian sustained.  
Reduced anti social behaviour trend in Midlothian sustained.

**6. Do you need more information or more consultation/engagement data?**

- Do you need anything more:
  - i. to do this Equality Impact Assessment (EQIA)
  - ii. to monitor or assess, in future, the impact of the policy/procedure or function you are EQIAing on people with different equalities characteristics
- Lack of data is not a sufficient reason to conclude there is no impact. It is insufficient to state that a policy will affect everyone equally without having considered the different barriers some people may encounter.

The improvements in safeguarding communities in Midlothian is the work of a number of key agencies in the Community Safety Partnership with success in preventative intervention through MELDAP, the Public Protection Committee agencies, the ASBVO Group managing tenancies following Police charges. For example the work of Trading Standards in terms of tackling illegal highs alongside the work of MELDAP will tackle these issues, also the Over provisioning Policy agreed by Midlothian Licensing Board target the source of contributing factors.

Our approach to targeted and focussed efforts throughout our communities remains a priority.

**Section C: Assessment**

Midlothian Council equality impact assesses on **all** of the characteristics in the shaded area below, so you should consider all of these in your assessment. If you want you can consider other groups as well.

**Race** (this includes ethnic or national origins, colour and nationality)

**Disability** (e.g. physical disabilities, sensory impairments, learning disabilities, mental health conditions or long-term illnesses)

**Sex**(male/female)

**Age** (all ages)

**Sexual Orientation** (gay man, gay woman/lesbian, bisexual, heterosexual/straight)

**Religion or belief** (including having no religion or belief)

**Pregnancy and maternity** (having just had a baby or being pregnant)

**Gender reassignment** or transgender status (a person who is proposing to undergo is undergoing or has undergone a process to change their sex)

**Marriage and Civil Partnership**

**People experiencing poverty or at risk of poverty:** (poverty may be simply defined as not having enough money to meet one's basic daily needs or to have the things that most people in the UK take for granted).

**As you answer questions 7i. to 7iv. over the page:**

**a) Think about the policy, practice or function you are assessing and**

- people with the above characteristics
- people associated with them (e.g. a parent or carer)
- people mistakenly assumed to have the above characteristics

Remember to consider impacts on staff as well as communities and customers.  
Continued.../

**b) Consider whether the above people are likely to have different needs, or be affected in different ways by what you are doing/proposing. e.g.**

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the shaded area above, as on average they have a lower income.
- Targeting an area of high poverty could leave people experiencing poverty outside the area even worse off in comparison

**c) Consider the General Equality Duty requirements to pay due regard to the need to:**

- eliminate discrimination, victimization, harassment or other local conduct that is prohibited under the Equality Act 2010 in relation to the characteristics listed in shaded area at the top of this page (except poverty)
- advance equality of opportunity between and foster good relations between people who share a characteristic in the shaded area and those who do not (except marriage and civil partnership and poverty)

**7i. Note any positive impacts on the above equalities groups**

Sustained reduction in crime and anti social behaviour in Midlothian, however, we will continue to monitor impact on vulnerable groups impacted as victims of crime or fear of crime or Anti Social Behaviour.

**7ii. Note any negative impacts on equalities groups**

Delays in Police attending non- priority reports. Impact in safeguarding communities with displacement effects on communities, Housing, CJSW, ACC, C&F Social work services.

**7iii. How significant would this negative impact be, and what kind of numbers would be affected?**

To be determined from further analysis and required consultation exercise.

**7iv. Note any opportunities for making a positive impact on equalities groups.**

To be determined from further analysis and required consultation exercise.

**Section D: Actions and Outcomes**

Questions 8 and 9 below ask about actions which have been taken, or will be taken **as a result** of this Equality Impact Assessment (EQIA). Any pre-existing actions should be included in earlier sections.

**8. Note any actions you will be taking as a result of this EQIA:**

Think about what you can do to:

- minimise or remove any negative impacts, and
- maximise the opportunities for positive impacts

Tactical Police response to crime and ASB in Midlothian- Non statutory.

Concentrating the efforts of all services on delivering integrated services to deliver results.

**9. Please note any actions you have already taken as a result of this EQIA here.**

Funding the posts out of local government and in the single Police service subsidises Police Scotland commitment to 1,000 extra police officers.

These teams act as a tactical police response to crime and anti social behaviour in Midlothian. With a reduced crime rate, the safeguarding of communities is effectively delivered by a range of partners also contributing to the Community Safety Partnership

**10. How will you track/monitor that the actions you mentioned in 8. have been achieved?**

e.g. by adding them to a work plan, service plan etc.

Working collaboratively to address areas of high cost failure demand and putting in place preventative measures will have a positive impact on performance and outcomes.

**11. If you have decided not to take any action please note why this is, and any justification, here.**

A significant negative impact, even if it affects only a small number of people, should be addressed.

**12. Is a more detailed assessment recommended?**

No