

EQUALITY, DIVERSITY AND INCLUSION

DONCASTER METROPLITAN BOROUGH COUNCIL

Due Regard Statement Template

How to show due regard to the equality duty in how we develop our work and in our decision making.

Due Regard Statement

A **Due Regard Statement** (DRS) is the tool for capturing the evidence to demonstrate that due regard has been shown when the council plans and delivers its functions. A Due Regard Statement must be completed for all programmes, projects and changes to service delivery.

- A DRS should be initiated at the beginning of the programme, project or change to inform project planning
- The DRS runs adjacent to the programme, project or change and is reviewed and completed at the relevant points
- Any reports produced needs to reference “Due Regard” in the main body of the report and the DRS should be attached as an appendix
- The DRS cannot be fully completed until the programme, project or change is delivered.

<p>1 Name of the 'policy' and briefly describe the activity being considered including aims and expected outcomes. This will help to determine how relevant the 'policy' is to equality.</p>	<p>Development of the 2014-17 Community Safety Strategy and Refresh 2015/16, which is a statutory plan under the Crime and Disorder Act 1998.</p> <p>The strategy shows residents what they can expect from the Safer Stronger Doncaster Partnership over the next three years. It outlines our priorities and the methods we will use to achieve them.</p> <p>From the development of the strategy this will provide us with a framework to meet the following outcomes.</p> <ul style="list-style-type: none"> • Reduce Crime, Anti-Social behaviour and re-offending • Protecting Vulnerable People • Reducing Substance and Alcohol Misuse and the associated effects on crime. <p>Our aim through consultation with all communities is to understand what is important to them and for them to be part of the solution, working with us as an active partner in creating a safer stronger Doncaster through a variety of activities and initiatives.</p>
<p>2 Service area responsible for completing this statement.</p>	<p>Community Safety Team – Adults and Communities Directorate</p>
<p>3 Summary of the information considered across the protected groups.</p>	<p>Protected user groups as defined by the Equalities Act 2010 are :</p> <p>Age, Disability, Race, Gender, Sexual Orientation, Religion and Belief, Maternity and Pregnancy, Gender Reassignment, Marriage and Civil Partnership.</p> <p>The review of the Community Safety Strategy begins from the statutory Joint Strategic Intelligence Assessment which is a comprehensive analysis of crime and community safety data across Doncaster. In addition to this, our Strategy is informed by an understanding of our communities, their demographics, needs and concerns. Overlaid upon this is key information from data sources such as the census, Joint Strategic Needs Assessment and local crime and anti-social behaviour data.</p> <p>The JSIA and our local community intelligence have identified a number of issues relating to those with protected characteristics – for example:</p>

Hate Crime:

We know that Hate Crime disproportionately impacts on some groups with protected characteristics. Over the last year, incidents of hate crime reported to the police has increased across Doncaster by almost 30% (2012/13) a rise from 86 hate crime offences to 110.

Hate Crime and Hate Incidents Reported to Police 2013/14:

	<i>Racial</i>	<i>Religion</i>	<i>Disability</i>	<i>Sexual Orientation</i>	<i>Trans</i>	<i>Other</i>	<i>Total</i>
<i>Doncaster Crime</i>	123	2	9	23	0	0	157
<i>Doncaster Non-crime</i>	163	2	10	23	0	2	200

Hate Crime Incidents Reported to Police 2014/15

Over the last financial year (2014/15), incidents of hate crime reported to the police have reduced across Doncaster by 24% compared to the previous year (2013/14). This is a reduction of 37 incidents from 155 reports in 2013/14 to 118 reports in 2014/15. Agencies continue to work closely together to ensure vulnerable victims are supported and perpetrators are effectively challenged. We know this is an under reported crime and therefore we will continue to raise awareness and encourage reporting.

Anti-Social Behaviour and Vulnerable Victims:

Although the number of reported Anti-Social Behaviour incidents has decreased significantly over the last 3 years with a reduction of 26% in 2012/13, it is still an area of major concern for most of our communities and in particular those groups with protected characteristics involved in the consultation on the community safety strategy.

From the 2015 Refresh

From the local analysis of the data from the 2015 refresh, we know that a significant number of vulnerable victims referred to the anti-social behaviour panel have a disability (around 24%), 4% are from the LGBT community and perhaps surprisingly the majority are under the age of 50 (around 60%). Ethnicity is poorly reported with 39% of victims not specifying and 58% stating they are white British. Further analysis is therefore needed to ensure effectively targeted action is taken to support these vulnerable victims.

Domestic and Sexual Abuse:

The number of Domestic Abuse incidents reported to the police continues to rise year on year. Last year there were on average 139 more incidents reported each month and Doncaster currently has the highest rate of Domestic Abuse incidents per population in South Yorkshire. Similarly, the numbers of high risk cases (those that are at imminent risk of serious harm) also continue to increase. The majority of incidents are against women (90%) and more than four out of ten domestic abuse incidents (42.3%) are against females aged 30 or under. Almost four out ten perpetrators are aged 21-30.

This information has not changed significantly from the 2014/15 data.

We know this is an area of vast under reporting and we need to continue to encourage people to come forward across all communities and protected characteristics (for example we know that first incidents can occur when a woman becomes pregnant). We also know that in the majority of domestic abuse incidents, children and young people are present and indeed domestic abuse is a significant risk factor in most serious case reviews. Therefore Domestic Abuse is an area requiring partnership focus particularly for those with protected characteristics.

In addition to the data and information drawn together in the JSIA, we consult with our communities in a number of ways, some of which are already established such as community PACT meetings and the networks that exist within Area teams and our local partnerships.

Additional consultation has taken place in the following ways:

Face to face – Area Teams have used a community safety questionnaire in each of their areas based upon a series of questions to identify communities perceptions of priorities in their areas and to assess how safe they feel. It also gave them an opportunity to identify any personal issues and concerns. This identified concerns specific to particular areas e.g. the impact of anti-social behaviour in the Lower Wheatley Ward caused by sex workers.

There were also perceptions of how safe people felt within the Town Centre during the night time economy. This was specific to young people and elderly residents.

There were over 600 returns of the completed questionnaire from the four areas of Doncaster.

An LGBT and BME consultation took place at the Women's Centre and a further event at the Doncaster College for the Deaf. Both were face to face events and enabled individuals to raise issues which have been fed into the wider consultation.

A youth consultation was staged at the Doncaster Hub, where during a whole day a large number of young people were engaged to identify any relevant issues. The youth consultation identified similar concerns to other communities and focused around the impact of substance misuse (drugs and alcohol) and feeling safe in their own areas.

Consultation has taken place with schools in Doncaster. In some areas the schools took responsibility for carrying out the consultation and in one school (Outwood Academy Adwick) this was delivered personally by a member of the Community Safety Team. Concerns raised from young people in schools, mirrored that of the youth consultation where again substance misuse and feeling safe were raised as particular concerns.

Consultation also took place with two Social Education Centres in Auckley and Mexborough, which included service users and carers and focused upon individuals with disabilities. Mexborough was chosen as it is being considered for closure and we wished to identify any gaps that may be created from the potential closure of the

centre. One of the interesting issues raised from this was the 'fear of the dark' and service users outlined that they would use well lit streets rather than darker unlit areas, as these areas made them feel particularly unsafe. The Fire Service and South Yorkshire Police also took part in the consultation event and used it as an opportunity to provide advice on personal and home safety.

Discussions took place with the Older Peoples Parliament based at the Mansion House. A presentation was made about the Community Safety Strategy and our consultation with communities. The significant issues that arose within this forum related to anti-social behaviour, cycling on the pavement and the impact of this upon elderly people. There were also perceptions of how young people show respect to elderly people and a general feeling that standards had fallen, with examples being given of the unwillingness to give up seats on buses to elderly persons.

General consultation events also took place with service users within the One Stop Shop, with opportunities to engage with hard to reach groups wishing to access council services. During two consultation events over 60 people were engaged and completed questionnaires.

On-line questionnaires were advertised through the Doncaster Free Press and DMBC website, this led to the completion of over a hundred additional questionnaires from the public from all areas of Doncaster. In November and December 2013 two events took place with elected members, where they were presented with the previous priorities of the Community Safety Strategy and asked what they felt should be included within the new priorities moving forward. They were also asked to identify any specific issues from their ward or local area, based upon feedback from their communities.

Although there was general agreement that the priorities within the strategy met the needs of communities, the three issues which featured predominantly were Domestic Abuse, the impact of Legal Highs and an increase in reports of anti-social behaviour in the Lower Wheatley area, linked to a perceived increase in the of number of sex workers in this locality.

The completed questionnaires record protected characteristics of service users such as age, gender, religion, ethnicity, disability, sexual orientation and marital status and enable analysis of the results of the questionnaires based upon these factors. Further information based upon this analysis is contained within the attached appendix.

A newly developed Partnership Inclusion and Fairness Forum has been created, which will include representation from communities across Doncaster. The group aims to foster partnership working in order to

		<p>advance equality of opportunity and inclusion for the Doncaster population. Once fully established this will be a forum which we will be able to use as part of future consultations.</p>
	<p>Summary of the consultation/engagement activities</p>	<p>The consultation with the public took place from 13th January to 10th March 2014 and took the form of:</p> <ul style="list-style-type: none"> • Face to face consultations at the Doncaster College, One Stop Shop within the Civic Office. Consultation events at local schools, Social Education Centres, Older Peoples Parliament. • Community Consultation events with the Area teams completing questionnaires. • Extensive consultation with partners though the SSDP Partnership and Executive Board. • On line Survey advertised through local media, DMBC website and information screens. • Meetings with specific Community groups e.g. Doncaster College for the Deaf and Women’s Centre.
<p>5</p>	<p>Real Consideration:</p> <p>Summary of what the evidence shows and how has it been used</p>	<p>The 2014 Community Safety Consultation</p> <p>The 2014 Community Safety Consultation identified a number of prominent issues.</p> <p>Nearly 80 % of respondents felt safe living in Doncaster and 70% felt that agencies responsible for tackling crime and disorder were doing so effectively.</p> <p>Anti-social behaviour (ASB) was identified as being a particular concern. Analysis of vulnerable victims referred to ASB Panel during 2013/14 indicates that the majority are aged 30 and 49 (51%); with 58% identifying as White British; 4% identified as LGBT, 24% as disabled. In response to this, this year will see the introduction of a measure to monitor satisfaction levels of vulnerable victims in respect of the service they receive. This will particularly impact upon those victims falling within the recognised protected characteristics.</p> <p>Another area that received particular comment was the Lower Wheatley area and an increase in reported ASB, linked to the activities of street sex workers. This has led to the development of a Sex Workers Delivery Plan which focuses upon the key elements of enforcement, education, support and early intervention.</p> <p>Recent issues have been raised about the impact of new and emerging communities in Doncaster which have led to reports of increased tension and a rise in ASB. In response there has been a co-ordinated response from local partners to reduce tensions and improve community cohesion.</p> <p>Domestic Violence (DV) is a further priority most likely to impact on women, children and young people; with</p>

reported levels of increasing throughout the Borough. Key actions here include a newly commissioned service for victims, housing refuge service, establishment of a perpetrator programme and a co-location of Domestic Abuse Services. There will also be an expansion of services to young victims including a new multi-agency Children's Group to map out future need.

More work needs to be done to reach LGBT and male DV victims and our recent awareness campaign has started to address this. Our focus is also on implementing a whole family approach working with both perpetrators and victims. The Communications and Marketing Strategy will promote our range of services and seek to ensure fair and equal access to all.

The young persons and Member's consultation determined concerns in relation to the impact of substance misuse and the recent emerging trend of New Psychoactive Substances (NPS) these drugs are also known as legal highs. The Substance Misuse Theme Group has now been extended to include NPS including a partnership NPS working group which will consider initiatives including gaps in legislation, education, prevention, treatment and care.

Doncaster has become a Local Alcohol Action Area, which allows us to work closely with the Government to understand the local impacts and effects of alcohol misuse and its effect on different population groups.

In line with national data the adult treatment population of Doncaster is predominantly white British male. Nationally the next largest population is 'white other' (2%) with no other ethnic group accounting for more than 2% of the treatment population nationally.

In response to this, information about drug treatment services is produced in a range of languages spoken by Doncaster's local minority communities, and is available in a range of universal services and public buildings such as libraries and GP surgeries. However, despite these processes, some groups with protected characteristics are clearly under-represented in treatment services. More analysis and targeting of the existence of services should be carried out to ensure services are fully accessible.

The consultation has identified that hate crime remains an important issue. Recently the Council has been working closely with its partners to explore how services can be further adapted to better meet the needs of hate crime victims. A full review of existing reporting centres has taken place and this identified a number of issues in terms of gaps in provision, awareness of the service and a training need for staff.

A communication campaign has raised awareness of the existence of the reporting centres and further training

has taken place of staff who work within each of the reporting centres.

The 2015 Community Safety Consultation

Between January and February 2015 the SSDP have been seeking the views of people who live and work in Doncaster regarding the proposed area of focus. This consultation has involved community consultation events, a questionnaire, on line survey and face to face meetings with key networks.

Paper copies of the questionnaire have been made available at public libraries, surgeries and public buildings to ascertain as informed a picture as possible. Face to face engagement has taken place across the borough in shopping centres, colleges (including the College for the Deaf), schools, supermarkets, bingo halls, social education centres, food banks, specialist services for victims of crime. There has been direct engagement of harder to reach communities through venues such as the ‘conversation club’ for asylum seekers and religious forums (Doncaster Faiths Together), and other multi-denominational places of worship. The questionnaire was also advertised electronically by voluntary partnership agencies such as SYCIL (South Yorkshire Centre for Inclusive Living), the Sudanese Community Group, Doncaster LGB&T (Lesbian, Gay, Bisexual and Transgender) Community, DMERP (Doncaster Minority Ethnic Regeneration Partnership) direct to their service users. The questionnaire asked the residents there perceptions of feeling safe, the impact of crime and anti-social behaviour in their communities and what they saw as the future priorities of the partnership and how our services can be improved to meet their needs. A copy of the questionnaire is attached at Appendix A.

The questionnaire also includes details of respondent’s age, gender, ethnicity, sexuality and postcode etc. This will enable us to monitor how representative the responses are. This information will be valuable when developing local delivery plans, existing service provision and commissioning new services.

In brief the consultation, which attracted 1204 responses showed:

16% of respondents said they felt safe in Doncaster all the time, with almost sixty per cent saying they

feel safe most of the time. There were however 3% of people who said they never felt safe in Doncaster.

Of the people who responded to the electronic survey stating they never felt safe in Doncaster, this equates to 17 individuals. Of these 17 only one individual who provided details of their ethnicity was from a minority ethnic background and only 2 respondents were aged 65 and over.

Our Response

It is clear from this response and the concern raised about visibility (highlighted later) that the Partnership needs to carry out further work in this area. Whilst efforts are being made to increase the visibility of resources, we need to examine how the Partnership can 'extend its reach' with Communities and we will be examining the development of a 'Visibility Strategy' to consider how we can use all our resources to maximum effect and contribute to making our communities feel safer.

Just over 10% of people who completed the survey said they felt unsafe in their own home.

Our Response

The reasons for these feelings are not always clear however it does indicate the need for the Safer Stronger Doncaster Partnership to ensure its robust links with both the Adult and Children's Safeguarding Boards are maintained. We will also ensure the excellent work of the 'Stay Safe' campaign co-ordinated through the Safeguarding Adult Board will be utilised to reduce the fear of crime, providing practical advice and support to residents and vulnerable groups.

Of the people who responded to the electronic survey who stated they felt unsafe in their own home there was an equal split between male and female and the majority of respondents were aged below 64 years. Only two respondents were aged 65 and over and therefore it is difficult to interpret this as statistically significant. None of the respondents described themselves as being from a minority ethnic background.

We are aware of the growth in cybercrime where criminals and perpetrators are now using the internet to target victims. This could be with the intention of targeting them financially or for other purposes including grooming and exploitation. Our links as an SSDP with the Safeguarding Adults and Children's Board and the County wide Serious and Organised Crime Partnership Board will be key to co-ordinating our efforts to raise awareness of this issue using prevention and education models which are constantly being updated by our operational theme groups. This disproportionately affects young people and older people therefore we need to target those groups.

We recently became aware of an increase in Burglaries in the Intake area of Doncaster where members of the Nepalese Community were being targeted, particular property being stolen included gold jewellery. After being made aware of the issue a meeting took place of all partners to develop a swift response to the issue, which includes targeted prevention advice, the development of a neighbourhood watch scheme, increased visibility in the area and arranging a public meeting to explain and inform the Community of our actions.

Almost 60% of residents told us that they would like to see more officers from partnership agencies on the streets, with just over a quarter of those who responded wanted to see a quicker response to reported incidents.

Our Response

In response to these concerns Doncaster has been the first Policing areas in South Yorkshire to implement a new Policing model, which has led to more visible resources being available to respond to incidents. The new model, introduced on the 1st March 2015, delivers highly visible dedicated Policing teams using new mobile technology to enable officers to work in Communities for longer, without the need to return to Police Stations to complete reports.

The DMBC Neighbourhood Response Team (NRT) remains as a highly visible resource, providing a first line response to anti-social behaviour and being key to partnership early intervention model. Earlier this year the tem moved to work from College Road Police Station, which provides them with a more central location to respond to incidents. The team also uses DMBC mobile technology to maximise their patrol time and visibility within local communities. They now have new mobile CCTV capability fitted to

vehicles (funded by the Police and Crime Commissioner) which enables them to record and transmit and incidents of ASB to assist with evidence gathering and prosecutions.

Many respondents also told us that they would like us to put more emphasis on educating young people about the effects of crime and anti-social behaviour. Around five per cent of respondents would like to see an increase to the CCTV coverage.

Our Response

The Partnership currently has a strong focus on education and early intervention with young people as a way of preventing crime and anti-social behaviour in much of its work. Currently this is delivered through the Stronger Families programme by the Communities Area Teams and our Youth Services provision. Using the results and concerns raised by the survey we will look how we can modify and improve our current work to ensure how more emphasis can be placed on educating young people about the effects of crime and anti-social behaviour.

In addition to this the Partnership will be implementing Restorative Justice Panels as a way of dealing with low level crime and anti-social behaviours and neighbour disputes. The Panels will train community members as volunteer facilitators to bring together the victim and the perpetrator in a controlled way to give the victim a direct say in the justice process. These panels will play a huge part in educating communities as to the impact of crime and anti-social behaviour on victims, through allowing the victim to speak directly to the offender and explain the harm caused in a controlled environment.

Work is being undertaken with St Leger Homes to increase the coverage of the CCTV network in some residential areas within Doncaster and the Partnership has purchased additional mobile CCTV cameras (known as nomad cameras) to be deployed in areas of increased crime, anti-social behaviour or raised tensions. This technology has been used successfully in the Hexthorpe, Town Moor and Balby areas for a range of issues that required a timely response.

The survey had 1204 respondents with ages ranging from under 16 to over 74 years of age, the majority being in the 45-54 age range. 57% of all respondents being female, the main ethnic background of the

		<p><i>respondents was 'White British, and almost 20% of those who responded indicated that they had a disability. Christianity was the religion of the majority of respondents, with the next largest percentage stating they had 'no religion'. Almost half of all respondents were married, with nearly 90% identifying their sexual orientation as 'heterosexual'</i></p> <p><u>Our Response</u></p> <p>We are pleased that we have been able to significantly increase the number of respondents and importantly we now have a well-developed mechanism of consultation with some of the community with protected characteristics and new and emerging Communities. These links will be strengthened over the forthcoming year, particularly as we realise that our Community leaders and consultation groups do change. For example, the LGBT community stakeholders have changed and we are re-engaging with new stakeholders and representatives.</p> <p>We are particularly proud of the links we have established with the 'Conversation Club' a group that represents asylum seekers in Doncaster. As a direct result of the Strategy refresh the group have met with the local NHS Clinical Commissioning Group and work is underway to provide more secure funding to potentially extend their services. A group from the conversation club have also visited the 'Lifewise Centre' at Hellaby where they have received a tour of the facility and have received presentations about safety and the role of emergency services.</p>
6	Decision Making	<p>It is important that the Mayor and Cabinet understand the obligation demonstrating due regard from the review of this strategy and any changes to priorities are presented with a clear rationale and evidence base.</p> <p>The Mayor and portfolio holder have been made aware of due regard considerations through.</p> <ul style="list-style-type: none"> • Regular briefing updates reporting upon progress of the Community Safety Strategy. • As the Strategy has progressed through the Councils Governance structures the Mayor and Cabinet have been able to comment upon the content and provide feedback as to due regard considerations.
7	Monitoring and Review	<p>The Community Safety Strategy will be monitored through various mechanisms which include;</p>

		<ul style="list-style-type: none"> • SSDP Board meetings, reports and presentations • The consideration of equality standards and impact will be a required theme of action plans and new policies. • Action plans developed from the strategy will be monitored through the Partnership theme board structures. • An annual review of the Strategy will take place and will be informed by on-going consultations with communities through PACT meetings, established partnership forums and engagement with Elected Members. • Each of the thematic groups will also consider the impact on those with protected characteristics in their detailed action plans and tasking at a local community level. • The partnership is also going to carry out an outcomes based accountability to the next refresh of the strategy – this should, in particular, further identify evidence based actions to target those with protected characteristics.
8	Sign off and approval for publication	<p>The JSIA and community consultation has examined a full range of evidence across all protected groups and has used the information as a basis to show due regard to the aims of the general duty.</p> <p>This has enlightened the development of the strategy, based upon the changing nature, needs and concerns of our communities.</p>