

Title of Action Plan being assessed	Essex LAA 2 Indicator
LAA indicator	NI 18
Name of person completing this assessment	Helen Pearce
Contact Telephone Number	01376 501626
Date	15.06.2010
Which Partners are involved?	Community Safety Partners (CSPs), 'Health', DAATs, Jobcentre Plus, Court Services, Police, Prisons, Local Agencies and Local Authorities

1. What are the aims and objectives of this Action Plan?

To make Essex a safer place to live by working with offenders, reducing re-offending and supporting victims.

2. What are the steps used to deliver the Action Plan?

- Increase offenders' visible repayment to their communities.
- Increase public confidence in the Criminal Justice System and offenders' ability to act responsibly and change. Develop the involvement of communities and maximise public awareness.
- Development of education, training and skills programmes for offenders.
- Promote and support the introduction of EPA's project to reduce the number of Short-Term Prisoners'.
- Review the current substance misuse provision within Essex. Support the launch of the Integrated Drug Treatment Service.
- Increase the number of offenders in stable and secure accommodation.
- Ensure the provision of services to reduce both the incidence of mental health problems within the adult offender population and the harm caused by the conditions to themselves and to others.
- Increase the safety of communities by reducing high impact crimes through managing the most high risk offenders and the most prolific offenders effectively and as part of a holistic, multi-agency approach.

We have a Single Equality Scheme (SES) that covers age, social class, ethnicity, gender, sexual orientation, disability, religion and belief. We are in the process of revising the SES to include rural isolation and economic deprivation.

3a. Think carefully about each of the equality groups below in turn. Could the Action Plan have a negative or positive effect on people in the group? Tick any group that could be positively affected, and put a cross against any group that could be negatively affected. Some groups can have both a tick and a cross.

√	X	Race and Culture	√	Disability	
√		Age	√	X	Gender
√		Sexual Orientation	√		Religion and Belief
	X	Rural Isolation	X		Economic Deprivation

3b. Describe any positive or negative issues that you think are relevant under each equality strand. If you identify an issue that substantially affects a particular group, and might stop them benefiting, state what changes you will make to the Action Plan.

Race & Culture

Issues:

- Access to interventions where English is not first language.
- Hate crime against race, colour, ethnic origin and nationality.

Changes to Action Plan:

- None proposed for access to interventions as interpreting and translation services available through Intran.
- Hate crime - would need to source data to see how bigger issue this is within Essex. Consider hate crime through offences and review the information provided to CSPs by Police.

Age

Issues:

- Making Essex a Safer place to live is a lot about public perceptions towards crime. In relation to age there are many perceptions regarding young people through media portrayals of youth violence and youth crime.
- The elderly are most and most disproportionately affected by fear of crime.
- Young men (17-21 years) are most at risk of being victims of violent crimes.
- Antisocial behaviour amongst the young (17-21 years).
- Offenders access to interventions.
- Impact of crime across different age groups.

Changes to Action Plan:

- Consider doing research into public perceptions regarding young people.
- Consider doing more research into the impact of antisocial behaviour amongst the young.
- In relation to access to interventions, every Offender is subject to a full in-depth assessment including a Needs Assessment in relation to Literacy, Numeracy, ETE etc.
- Consider doing more research into offences across age ranges.

In relation to fear of crime, the plan attempts to address both reoffending and the fear of crime so no further action propose in this area to date.

Disability

Issues:

- Hate crime against disability and learning difficulties.
- Awareness of mental health and learning difficulties (staff and offenders).
- Access to local delivery units for staff and offenders.

Changes to Action Plan:

- In relation to Hate crime would need to source data to see how bigger issue this is in Essex.
- Review existing staff training in relation to mental health and learning difficulties.
- None proposed for access to delivery units as no access issues, use of access to work, hearing loops etc available.

Religion and Belief

Issues:

- Hate crime against religion and faith.
- Dress requirements.
- Male and female meetings.
- Prayer rooms.

- Religious holidays and time off to observe festivals and ceremonies

Changes to Action Plan:

- Not enough evidence surrounding religion and belief available.
- Source data to see how bigger issue hate crime is within Essex.
- Consider monitoring hate crime through offences and review the information provided to CSPs by Police.

Gender

Issues:

- Hate crime against gender and gender identity.
- Cross dressing.
- Women offenders - experiences and treatment.
- Female offenders not being held locally – women offenders more likely to be placed further from their home compared to male offenders. Causing greater detriment to women offenders and family life.
- Equal Pay.

Changes to Action Plan:

- In relation to Hate crime would need to source data to see how bigger issue this is within Essex. Consider monitoring hate crime through offences.
- Women offenders – none proposed as work being done nationally in relation to this area. EPA has a Women Offender Working Group and training in work with women offenders to be delivered to all operational staff.
- Gender awareness is integral to the diversity training that Trainee Probation Officers undergo and to the training of staff taking NVQ level 3.
- Diversity awareness training provided by local areas to their staff, routinely includes issues of gender.
- Equal pay – none proposed as already being reviewed locally.

Sexual Orientation

Issues:

- Hate crime against sexual orientation.
- Harassment and bullying of staff.

Changes to Action Plan:

- More evidence is needed.
- Consider monitoring hate crime through offences.
- Consider linking victims to hate crime panel.
- Consider hate crime through offences and review the information provided to CSPs by Police.

Rural Isolation

Issues:

- Essex Probation Local Delivery Units are based in major towns (Harlow, Chelmsford, Colchester, Basildon, Southend and Grays) offenders located in a rural location may have difficulties in accessing their local office.
- Access to services, education and employment.
- Lack of or infrequent public transport.

Changes to Action Plan:

- No changes needed as we already have processes in plan to conduct home visits.
- All Offenders' are aware that they should turn up for their appointments on time and that they should tell the responsible officer if they are unable to keep an appointment.
- Need to source more information on rural isolation and include within the Single Equality Scheme.

Economic Deprivation

Issues:

- Access to finance.
- Ability to pay for public transport.
- Level of education and ability to understand literature and what is happening.
- Discrimination of staff.

Changes to Action Plan:

- Need to source more information in relation to economic deprivation and include within the Single Equality Scheme.
- Consider staff training to ensure that they understand the issues and help economically deprived background to understand literature etc.
- Already in place to reimburse travel fees in hardship cases and or to conduct home visits.

4. What equality statistics or other evidence from public engagement do you need to help you test your initial conclusions in Section 1?

What statistics or reports already exist – nationally or locally? Diversity Management Information is compiled by quarter and reviewed by SMT and Diversity Committee.

What else do you need to know – what are the gaps? Statistics that available need to be used better. Equality data needed for Essex so that data can be compared with our own, this will highlight where there are key differences. Statistics from Essex Police in relation to Hate Crime and monitoring of Offences for Hate Crime.

How will you collect this evidence? If you feel that particular organisations or community/voluntary groups will be able to help you please list these too.

STATISTICS

What evidence do you want?	Where is it available?	How will you use the evidence?
Hate Crime and anti-social behaviour across Essex	Essex Police via Community Safety Partners (CPSs) Offender statistics	<ul style="list-style-type: none"> To see the scale of hate crime across Essex and how many crimes there are around the area. Review if any particular social group is affected more than others.
Demographic breakdown of service users by different equality groups for Essex.	Essex County Council 2001 UK Census	<ul style="list-style-type: none"> To make a comparison with EPA equality groups – highlight where there are any major differences. Include with Diversity Management Information.

PUBLIC ENGAGEMENT PLAN (Service users)

What do you want to know?	What questions will you ask?	Who are you going to ask?	Name of planned source (if known)	What will you do with the answer?

Please submit this form to jan.plummer@essex.gov.uk