

EQUALITY IMPACT ASSESSMENT – SERIOUS VIOLENCE STRATEGY AND MODEL FOR VIOLENCE PREVENTION

SECTION ONE: INFORMATION ABOUT THE PROPOSAL

Author(s): This is the person completing the EIA template.	Laura Juett	Department and service:	Public Health, ODPH	Date of assessment:	January 2024
Lead Officer: Please note that a Head of Service, Service Director, or Strategic Director must approve the EIA.	Matt Garrett, Service Director, Community Connections	Signature:		Approval date:	
Overview:	<p>The Police, Crime, Sentencing and Courts Act 2022 introduced a new statutory Serious Violence Duty that commenced on 31st January 2023. This Duty requires local areas to take co-ordinated action to prevent and reduce serious violence. To complement the Duty, the Crime and Disorder Act 1998 has been amended to ensure that Community Safety Partnerships have an explicit role in evidence based strategic action on serious violence.</p> <p>The Duty requires local areas to publish a serious violence strategic needs assessment and response strategy. A needs assessment has been written and brings together data and intelligence from a number of sources and also includes the perceptions, views and experiences of people drawn from surveys, conversations and local research. The needs assessment provides a shared understanding of how violence impacts the city and informs a collective approach to addressing these issues.</p> <p>The Serious Violence Strategy and model for Violence Prevention is informed by the needs assessment, an audit of current responses and a review of the published evidence about what is effective in reducing and preventing violence. It is also shaped by conversations with over 200 people from services, organisations and communities who were invited to consider how we collectively build motivation for change.</p> <p>The overall vision for the Serious Violence Strategy and model for Violence Prevention is for Plymouth to be a place where everyone can lead their lives free from violence and the fear of violence. We aim to achieve this through</p>				

	<p>multiple and reinforcing approaches that both address the drivers of violence and respond to the harm caused by violence. The model for violence prevention has three distinct tiers as described below.</p> <ol style="list-style-type: none"> 1. Building on existing approaches including those led by the Serious Violence Duty <i>specified authorities</i>, the Office for Police and Crime Commissioner and the Violence against Women and Girls, Domestic Abuse and Sexual Violence Local Partnership Board. 2. Realising the potential for violence prevention in the broader range of local policies, programmes and services e.g., Community Youth Services, Family Hubs and Belong in Plymouth, through <ul style="list-style-type: none"> • Challenging harmful cultural and social norms • Adopting trauma responsive approaches and practice • Sharing the responsibility for supporting victims and people who cause harm • Expanding relational based programmes and initiatives 3. Initiating a programme of additional priorities to strengthen a whole systems approach that works towards the longer-term change required to shift cultures and behaviours and prevent serious violence. The key areas of focus here are <ul style="list-style-type: none"> • <i>Building Personal and Community Resilience</i> - including a Healthy Relationships Alliance and multiple approaches to challenging harmful cultural and social norms • <i>Responding to Harm</i> - including the development of a Co-ordinated Community Response to people who harm through enforcement, disruption and behaviour change initiatives • <i>Feeling Safe</i> – including improving opportunities for reporting violence and strengthening violence prevention activity in the evening and night time economy • <i>Learning and Understanding</i> – including spotlight enquiries into specific issues and conversations and coproduction with communities most affected by violence
Decision required:	For information on behalf of the Safer Plymouth partnership

SECTION TWO: EQUALITY IMPACT ASSESSMENT SCREENING TOOL

Potential external impacts:	Yes		No	
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Does the proposal have the potential to negatively impact service users, communities or residents with protected characteristics?				X
Potential internal impacts: Does the proposal have the potential to negatively impact Plymouth City Council employees?	Yes		No	X
Is a full Equality Impact Assessment required? (if you have answered yes to either of the questions above then a full impact assessment is required and you must complete section three)	Yes	X	No	
If you do not agree that a full equality impact assessment is required, please set out your justification for why not.				

SECTION THREE: FULL EQUALITY IMPACT ASSESSMENT

Protected characteristics (Equality Act, 2010)	Evidence and information (e.g. data and consultation feedback)	Adverse impact	Mitigation activities	Timescale and responsible department
Age	<p>Plymouth</p> <ul style="list-style-type: none"> • 16.4 per cent of people in Plymouth are children aged under 15. • 65.1 per cent are adults aged 15 to 64. • 18.5 percent are adults aged 65 and over. • 2.4 percent of the resident population are 85 and over. <p>South West</p>	<p>Overall, we do not anticipate that the Serious Violence Response Strategy will disadvantage any specific age groups.</p> <p>Most recent crime data for Plymouth shows that younger age groups are more impacted by serious violence</p>	<p>The focus of some of the responses in the strategy will be on certain age groups who are evidenced to be more impacted by violence including younger people.</p> <p>This includes establishing a Healthy Relationships Alliance to support</p>	<p>Community Connections and members of the statutory Community Safety Partnership, Safer Plymouth across 2024-2028.</p> <p>By March 2025</p>

	<ul style="list-style-type: none"> • 15.9 per cent of people are aged 0 to 14, 61.8 per cent are aged 15 to 64. • 22.3 per cent are aged 65 and over. <p>England</p> <ul style="list-style-type: none"> • 17.4 per cent of people are aged 0 to 14. • 64.2 per cent of people are aged 15 to 64. • 18.4 per cent of people are aged 65 and over. <p>(2021 Census)</p> <p>Of the 22,531 total crimes recorded in Plymouth between April 2021 and March 2022, those involving under-18s (as a victim and perpetrator) can be considered to account for 12.1% and those involving 18-24 year olds can be considered to account for 14.8%. For violence with injury offences between April 2021 and March 2022 those involving 0-24 year olds (as a victim and perpetrator) can be considered to account for 37.2% and for sexual offences 65%</p>	<p>in particular violence with injury and sexual violence.</p>	<p>social, emotional and life skills development in schools and youth settings and challenging harmful cultural and social norms through bystander training.</p> <p>The Youth Justice Services are one of the <i>specified authorities</i> for the Serious Violence Duty and as such are part of the core response to serious violence in the city. They will enhance their early intervention work with younger people who have come to the attention of the police (pre-crime) through clear, structured work around prevention and early intervention.</p>	<p>Across 2024-2028</p>
<p>Care experienced individuals</p> <p>(Note that as per the Independent Review of Children’s Social Care recommendations,</p>	<p>It is estimated that 26 per cent of the homeless population in the UK have care experience. In Plymouth there are currently 7 per cent of care leavers open to the service (6 per cent aged 18-20 and 12 per cent of those aged 21+) who are in unsuitable accommodation.</p> <p>The Care Review reported that 41 per cent of 19-21 year old care leavers are not in</p>	<p>Overall, we do not anticipate that the Serious Violence Response Strategy will disadvantage care experienced people.</p> <p>We know that care experienced people are more likely than other population groups to have experienced</p>	<p>We are taking a Human Learning Systems approach to violence prevention that prioritises learning and adaptation. This will support the system to develop a better understanding of how</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p>

<p>Plymouth City Council is treating care experience as though it is a protected characteristic).</p>	<p>education, employment or training (NEET) compared to 12 per cent of all other young people in the same age group.</p> <p>In Plymouth there are currently 50 per cent of care leavers aged 18-21 Not in Education Training or Employment (54 per cent of all those care leavers aged 18-24 who are open to the service).</p> <p>There are currently 195 care leavers aged 18 to 20 (statutory service) and 58 aged 21 to 24 (extended offer). There are more care leavers aged 21 to 24 who could return for support from services if they wished to.</p>	<p>abuse and neglect and that this can include being a victim of violence and a person who causes harm at some point in their lives.</p>	<p>care experienced people are affected by violence. We will do this through;</p> <ul style="list-style-type: none"> • Spotlight enquiries • Embedding appreciative enquiry and learning from those with experience in all our work and • Optimise opportunities for conversations and co-production with people who have experience of the care system 	
<p>Disability</p>	<p>9.4 per cent of residents in Plymouth have their activities limited ‘a lot’ because of a physical or mental health problem.</p> <p>12.2 per cent of residents in Plymouth have their activities limited ‘a little’ because of a physical or mental health problem (2021 Census)</p> <p>A Public Health England report published in 2015 found that people with disabilities who experience domestic abuse may face broader risk factors than other domestic abuse victims. Vulnerability resulting from a disability may make a disabled person less able to recognise, report or escape domestic abuse. Disabled people experience higher rates of domestic abuse and they also experience more barriers to accessing</p>	<p>Overall, we do not anticipate that the Serious Violence Response Strategy will disadvantage people with disabilities.</p> <p>However we know from the Plymouth City Survey 2022 that people with disabilities that ‘limit them a lot’ are less likely than the general population to report feeling safe when outside in their local area during the day.</p> <p>People with disabilities, including learning disabilities, may be less likely to report</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence.</p> <p>A new Safer Plymouth website and social media channels will provide advice on crime and violence prevention and reporting mechanisms.</p> <p>There will be specific conversations with communities and groups most affected by serious violence to understand</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>June 2024</p> <p>By March 2025</p>

	<p>support, such as health and social care services and domestic abuse services.</p> <p>Research by Victim Support (2016) reported that people with a limiting disability or illness are almost three and a half times more likely to suffer serious violence than other groups in the population.</p>	<p>crime including serious violence.</p>	<p>how people are affected and what improvements can be made to facilitate reporting of concerns.</p>	
<p>Gender reassignment</p>	<p>0.5 per cent of residents in Plymouth have a gender identity that is different from their sex registered at birth. 0.1 per cent of residents identify as a trans man, 0.1 per cent identify as non-binary and, 0.1 per cent identify as a trans women (2021 Census).</p> <p>A 2023 Home Office Report highlighted that in the year ending March 2023 there was an 11% increase on the previous year in the number of hate crimes against transgender people in England and Wales. Hate crimes on the basis of transgender identity are likely to involve violence or threats of violence.</p>	<p>Overall, we do not anticipate that the Serious Violence Strategy will disadvantage people who have a gender identity that is different from their sex registered at birth.</p> <p>However we recognise that our understanding of violence based on transgender and non-binary identities is not well developed and that national debates and narratives about these identities and communities can be divisive.</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence and this will be informed through conversations with diverse community groups including people from transgender and non-binary communities.</p> <p>A priority in the Serious Violence Strategy is to enhance our understanding of the impact of violence on diverse communities through conversations, co-production and enquiries.</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p> <p>Across 2024-2028</p>
<p>Marriage and civil partnership</p>	<p>40.1 per cent of residents have never married and never registered a civil partnership. 10 per cent are divorced, 6 percent are widowed, with 2.5 per cent are separated but still married.</p>	<p>We do not anticipate that the Serious Violence Strategy will disadvantage people due to their marriage or civil partnership status.</p>		

	0.49 per cent of residents are, or were, married or in a civil partnerships of the same sex. 0.06 per cent of residents are in a civil partnerships with the opposite sex (2021 Census).			
Pregnancy and maternity	<p>The total fertility rate (TFR) for England was 1.62 children per woman in 2021. The total fertility rate (TFR) for Plymouth in 2021 was 1.5.</p> <p>The Confidential Enquiry into Maternal and Child Health examined maternal deaths in England and Wales between 2000-2002 and identified domestic abuse as one of eight key risk factors for maternal death.</p> <p>Research has evidenced pregnancy to be a time when domestic abuse can start or worsen.</p>	We do not anticipate that the Serious Violence Strategy will disadvantage however, we recognise the increased risk of domestic abuse and violence to pregnant women.	The Serious Violence Strategy includes a focus on supporting a wider range of services including Family Hubs and Community Youth Services to share the responsibility for supporting victims of violence and people who cause harm. This includes collectively improving how we identify and intervene with perpetrators of violence and prioritising multi-agency practice to share information, manage risk and prioritise safety.	Community Connections All Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028
Race	<p>In 2021, 94.9 per cent of Plymouth's population identified their ethnicity as White, 2.3 per cent as Asian and 1.1 per cent as Black (2021 Census)</p> <p>People with a mixed ethnic background comprised 1.8 per cent of the population. 1 per cent of the population use a different term to describe their ethnicity (2021 Census)</p>	<p>Overall, we do not anticipate that the Serious Violence Strategy is likely to disadvantage people due to their race.</p> <p>However we recognise that some people from Black and other minority ethnic groups may be less likely to report</p>	The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence and this will be informed through conversations with diverse community groups including people	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p>

	<p>92.7 per cent of residents speak English as their main language. 2021 Census data shows that after English, Polish, Romanian, Chinese, Portuguese, and Arabic are the most spoken languages in Plymouth (2021 Census).</p> <p>The Serious Violence Needs Assessment does not specifically identify that people from diverse communities are adversely affected by violence in Plymouth. However we recognise that our intelligence and understanding is incomplete. We also acknowledge the broader body of data and research showing that people from Black and other minority ethnic communities are adversely affected by violence.</p>	<p>being a victim of violence and may be less likely to seek support.</p>	<p>from Black and other minority ethnic groups</p> <p>The Serious Violence Strategy has prioritised improving our understanding of the impact of violence on diverse communities. This will be developed through conversations, co-production and spotlight enquiries.</p> <p>The Strategy also has a focus on building personal and community resilience through challenging harmful cultural and social norms. This will include bystander training and extending the current Male Allyship Network to promote and develop positive male cultures.</p>	<p>Across 2024-2028</p>
<p>Religion or belief</p>	<p>48.9 per cent of the Plymouth population stated they had no religion. 42.5 per cent of the population identified as Christian (2021 Census).</p> <p>Those who identified as Muslim account for 1.3 per cent of Plymouth’s population while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1 per cent (2021 Census).</p>	<p>Overall, we do not anticipate that the Serious Violence Strategy is likely to disadvantage people from specific religion or belief groups.</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence and this will be informed through conversations with diverse community groups including people</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p>

	<p>We recognise that national reporting and research provides evidence of hate crimes (a broader range of offences than serious violence) that are related to religion. In 2018 to 2019 8% of hate crimes reported in England and Wales were related to religion.</p>		<p>from diverse religious and cultural groups.</p> <p>The Serious Violence Strategy has prioritised improving our understanding of the impact of violence on diverse communities. This will be developed through conversations, co-production and spotlight enquiries.</p>	<p>Across 2024-2028</p>
<p>Sex</p>	<p>51 per cent of our population are women and 49 per cent are men (2021 Census).</p> <p>Violence is highly gendered with men committing the majority of violent crime. Domestic abuse and sexual violence disproportionately affect women and girls. The reasons for this are complex and are driven by societal factors including gender inequalities, gender stereotyping, and harmful norms about masculinity.</p> <p>The Plymouth City Survey 2022 found that 60% of respondents agreed that violence against women and girls is a problem, while only 9% disagreed. Younger people aged 16-24 years were significantly more likely to agree (82%) as were females (63% compared to 56% of males).</p>	<p>Overall, we do not anticipate that the Serious Violence Strategy is likely to disadvantage people due to their sex.</p> <p>We recognise the gendered nature of violent crime and the Serious Violence Strategy, aligned to the broader work of Safer Plymouth, specifically seeks to address male violence through building a Co-ordinated Community Response for people who harm through enforcement, disruption and behaviour change initiatives.</p>	<p>The Serious Violence Strategy is supporting work towards a Healthy Relationships Alliance to support social, emotional and life skills development in schools and youth settings.</p> <p>The Strategy also has a focus on building personal and community resilience through challenging harmful cultural and social norms. This will include bystander training and extending the current Male Allyship Network</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p> <p>By March 2025</p>

			to promote and develop positive male cultures.	
Sexual orientation	<p>88.95 per cent of residents aged 16 years and over in Plymouth describe their sexual orientation as straight or heterosexual. 2.06 per cent describe their sexuality as bisexual, 1.97 per cent of people describe their sexual orientation as gay or lesbian. 0.42 per cent of residents describe their sexual orientation using a different term (2021 Census).</p> <p>There is currently a limited understanding of how serious violence affects LGBTQ+ communities. This is due to limitations in recording and to underreporting from these communities.</p> <p>A 2023 Home Office Report highlighted that hate crimes (a broader crime group than serious violence but some crimes will include violence) on the basis of sexual orientation increased by 112% in the five years to March 2023 in England and Wales.</p>	<p>Overall, we do not anticipate that the Strategy is likely to disadvantage people due to their sexual orientation.</p> <p>We recognise that some people from LGBTQ+ communities may be less likely to report being a victim of violence and may be less likely to seek support.</p>	<p>The Serious Violence Strategy includes a specific priority around improving opportunities for reporting violence and this will be informed through conversations with diverse community groups including people from diverse religious and cultural groups.</p> <p>The Serious Violence Strategy has prioritised improving our understanding of the impact of violence on diverse communities. This will be developed through conversations, co-production and spotlight enquiries</p>	<p>Community Connections and all Safer Plymouth Partners and Serious Violence Duty <i>specified authorities</i> across 2024-2028</p> <p>By March 2025</p> <p>Across 2024-2028</p>

SECTION FOUR: HUMAN RIGHTS IMPLICATIONS

Human Rights	Implications	Mitigation Actions	Timescale and responsible department
	<p>No adverse impacts are anticipated. The developments initiated through the Serious Violence Duty and Serious Violence Strategy are intended to improve human rights.</p>		

SECTION FIVE: OUR EQUALITY OBJECTIVES

Equality objectives	Implications	Mitigation Actions	Timescale and responsible department
Celebrate diversity and ensure that Plymouth is a welcoming city.	No adverse implications. The Serious Violence Duty and Strategy are specifically directed towards making Plymouth a safer city for all. This includes ensuring that we understand the impact of violence on all diverse communities.		Safer Plymouth Partnership members and Community Connections across 2024-2028
Pay equality for women, and staff with disabilities in our workforce.	No adverse implications anticipated through the implementation of the Serious Violence Duty and Strategy.	To ensure that procurement and social value processes associated with the Serious Violence Duty support efforts towards pay equality for women and disabled staff. To promote these values to Safer Plymouth partners and Serious Violence Duty specified authorities.	Safer Plymouth Partnership members and Community Connections across 2024-2028
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	No anticipated implications. The Serious Violence Duty and Strategy are aligned to the values and priorities in the Our People Strategy		
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	The Serious Violence Duty and Strategy is specifically directed to making Plymouth a safer place for everyone. We recognise that violence adversely affects some people and that they are structural barriers for	The Serious Violence Strategy includes specific priorities to improving opportunities for reporting violence. These improvements will be informed through conversations with	Safer Plymouth Partnership members and Community Connections across 2024-2028

	<p>reporting incidents of violence and for accessing help and support</p>	<p>diverse community groups. Additionally we aim to collectively enhance our understanding of the impact of violence on diverse communities through conversations, co-production and enquiries. This work is aligned to and builds on existing work to address hate crimes in the city.</p>	
<p>Plymouth is a city where people from different backgrounds get along well.</p>	<p>We recognise that violence disproportionately affects specific groups in the population including women and younger people. The Serious Violence Duty and Strategy are specifically designed to address this and to prevent and reduce the impact of violence in groups and communities most affected.</p>	<p>The Serious Violence Duty and Strategy overall aim is for Plymouth to be a place where everyone can lead their lives free from violence and the fear of violence. It includes a number of priorities directed to building personal and community resilience and establishing a Co-ordinated Community Response for people who cause harm through enforcement, disruption and behaviour change initiatives.</p>	<p>Safer Plymouth Partnership members and Community Connections across 2024-2028</p>