



Working together for a safer London

EQUALITY IMPACT ASSESSMENT

The Equality Impact Assessment Standard Operating Procedure/Guidance **must** be used when completing this form:

Protective Marking:	Not Protectively Marked	PUBLICATION	Yes
Title:	Formation of a Strategic Anti Violence Board and accompanying Violence Strategy		
Branch / OCU:	TP HQ		
Date Created	14/5/2010	Review Date:	Version: 1
Author:	DCI Mark Stockford 180178		

Person completing EIA: Mark Stockford	
Signed: _____	Date: _____
Person supervising EIA:	
Signed _____	Date: _____
Quality Assurance approval:	
NAME _____	UNIT _____ DATE _____

Decision Making	
Decision Maker	
Name _____	Rank or Grade _____
What is the decision?	
Reject the proposal	Yes <input type="checkbox"/> No <input type="checkbox"/>
Implement the proposal	Yes <input type="checkbox"/> No <input type="checkbox"/>
Produce an alternate proposal (if so, a new impact assessment must be completed)	Yes <input type="checkbox"/> No <input type="checkbox"/>

[Type text]

SMT / (B)OCU/Management Board endorsing decision

Name _____ Rank or Grade _____

1. Aims and Purpose of Proposal – see step 1 of the guidance

Violent crime is a key concern for communities in London. Tackling violence will therefore remain a central element in the MPS approach to maintaining and enhancing community confidence and service user satisfaction.

The MPS has acknowledged the need for a single Anti-Violence Board, and is keen to pursue the concept of a Pan London Strategic Violence Board, working with partners.

This requirement arises from:

1. Opportunities to exploit cross-business group co-ordination in conditions of increasingly limited resources;
2. Concern that violence is addressed more holistically;
3. Wider concerns that organisational and geographical boundaries in London are hindering progress in violence reduction;
4. Significant and ongoing pressure to substantially reduce MPS costs and similar pressures placed upon other statutory and third sector organisations impacting the violence problem in London.

For the purposes of the MPS Violence strategy violence will be defined as follows:

Most Serious Violence (MSV)

Assault with Injury (AWI)

Serious Sexual Offences

Personal robbery

Hate crime

Harassment

The definition will extend to any violence-related recorded offence that has a repeat victim, or involves a weapon and/or group offending. This is will capture lower level incidents that have the potential for escalation and ensure a bridge between ASB and recorded violent crime.

Widening the definition of violence to include robbery (Tier 2 offence) seeks to define violence according to the public concern and impact on confidence rather than the statute book.

A **single, integrated delivery plan and its implementation** would be the central objective with the **over-arching aim** of the board being to **‘reduce serious violence in London’**.

The **purpose** will be to:

- To reduce the incidents of serious violence in London through

intelligence- led targeting of those areas (wards) with the highest levels of violence.

- To reduce the number of repeat victims of violence.
- To offending through effective management of offenders and those at risk of offending.
- Provide a common statement, or vision, with high-level agreement between all statutory agencies.
- To work with other agencies to improve the effectiveness of the response to violence whilst driving down the cost through improved working practices.
- Recognise the community perspective and be responsive to the needs of local communities.

The MPS Anti-Violence Board (AVB) will (amongst other roles):

- Commission work to progress the MPS Anti-Violence strategy and its associated delivery plan (which will include details of how implementation and progress will be measured).

Key stakeholders / Beneficiaries within this process are:

Internal – all Business Groups across the Metropolitan Police Service.

External (this list is not exhaustive) – The public who live, work and visit London, Local Authority and Statutory Partners, ‘third sector’ organisations (engaging on impacting the violence problem in London).

Impacts

The driving factor behind the development of an Anti-Violence Board and Violence Strategy is to build a safer community, reduce violent crime and catch those who commit such offences.

In rationalising co-ordination across Business Groups in this area of policing it is intended to deliver a cost effective and targeted response to violence.

The main impact will be on the community who, it is intended will be and will feel safer, as well as ensuring that those who commit violence are brought to justice and that those vulnerable members of the community who are endanger of becoming involved in such activity are ‘diverted’ away from crime.

2. Examination of Available Information – see step 2 of the guidance

The scoping process for the MPS Anti-Violence Board will identify both the internal and external map of 'Business Group level' and Partnership meetings with violence as the whole or significant part of their 'terms of reference' and reason for operation.

The Violence strategy will provide a mechanism for the strategic alignment, development and delivery of the MPS (and subsequently London wide – including Partners) response to violence and crime /harm reduction.

Previous violence policies and strategies will be reviewed as part of the development process.

The MPS will be seeking early meetings with key strategic partners in order to establish the groundwork in the development of a joint vision for the way forward.

3. Screening Process for relevance to Diversity and Equality issues – see step 3 of guidance

Does this proposal have any relevance to:

a)	Age	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
b)	Disability	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
c)	Faith	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
d)	Gender	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
e)	Race	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
f)	Sexual Orientation	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
g)	Other Issues	Yes	<input type="checkbox"/>	No	<input type="checkbox"/>

3. From the answers supplied, you must decide if the proposal impacts upon diversity or equality issues. If yes, a full impact assessment is required.

Full Impact Assessment Required?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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5. Consultation / Involvement – see step 5 of the guidance

Who was consulted?

Internal Stakeholders

- TP Chief Officer Group

External Stakeholders

Ongoing process

Date and method of consultation

To be detailed as the programme develops with minutes of meetings providing a record of consultation.

Where are the consultation records stored?

Electronic copies currently stored on MPS Shared Drive S:\TP Pan London\TP HQ\FBGP\Women in gangs\violence strategy

Give a brief summary of the results of the consultation / involvement? How have these affected the proposal?

6. Full Impact Assessment – see step 6 of the guidance	
Explain the potential impact (whether intended or unintended, positive or negative) of the proposal on individuals or groups on account of:	
Age	<p>Whilst there will be an holistic approach to the tackling of all forms of violence, one of the key areas of concern is youth crime involving the use of weapons, and in particular knives.</p> <p>Prevention work will be targeted at all young people with diversion being promoted for those who are at risk of becoming involved in violent crime through association (group offending).</p> <p>One of the tactics that will be considered will include the selective (intelligence led) use of stop/search and other tactics for locating weapons. This will potentially have an adverse impact on relationships between youth and police.</p> <p>A comprehensive communication and engagement strategy will be needed to mitigate the potential adverse impact on community relations on the basis that only approximately 1% of youth are involved in violent crime.</p>
Disability	
Religion and Belief	<p>The comprehensive anti-violence strategy (with a focus on victims, offenders and location / time) will have a positive impact on Hate crime ensuring a ‘joint’ approach both within the MPS (across Business Groups) and externally with identified Partner agencies. The delivery plan will ensure that the most vulnerable member so f the community are protected and deliver safer communities.</p>
Gender	<p>The comprehensive anti-violence strategy (with a focus on victims, offenders and location / time) will have a positive impact on Hate crime ensuring a ‘joint’ approach both within the MPS (across Business Groups) and externally with identified Partner agencies. The delivery plan will ensure that the most vulnerable member so f the community are protected and deliver safer communities.</p>

EIA processes will be cognisant of the recommendations made in the recent ROTA report 'The Female voice in violence' in terms of gender proofing delivery of the anti violence strategy and delivery plan.

Race

The comprehensive anti-violence strategy (with a focus on victims, offenders and location / time) will have a positive impact on Hate crime ensuring a 'joint' approach both within the MPS (across Business Groups) and externally with identified Partner agencies. The delivery plan will ensure that the most vulnerable member so f the community are protected and deliver safer communities.

Sexual Orientation

The comprehensive anti-violence strategy (with a focus on victims, offenders and location / time) will have a positive impact on Hate crime ensuring a 'joint' approach both within the MPS (across Business Groups) and externally with identified Partner agencies. The delivery plan will ensure that the most vulnerable member so f the community are protected and deliver safer communities.

Other issues

7. Monitoring – see step 7 of the guidance

a. How will the implementation of the proposal be monitored and by whom?

The governance process for the MPS Anti-Violence Board will be designed to ensure that the implementation of proposals is monitored and tracked.

b. How will the results of monitoring be used to develop this proposal and its practices?

Through the above process and EIA action plan.

c. What is the timetable for monitoring, with dates?

This will be agreed as part of the function of the Anti-Violence Board.

8. Public Availability of reports / results - see step 8 of guidance

What are the arrangements of publishing, where and by whom?

A comprehensive communications strategy will be developed as one of the key themes within the Terms of Reference of the Board.