



PRO-FORMA FOR THE INITIAL ASSESSMENT

Department	OPCC for Lincolnshire & Lincolnshire Police	Section	Office of the Police and Crime Commissioner for Lincolnshire	Person responsible for the assessment	Aubrey Williams (OPCC Research and Performance Officer), Mel Cowell (Force Diversity Officer), Chris Brown (Research and Policy Intern)
Name of the Policy to be assessed	Police and Crime Plan for Lincolnshire 2017 – 21	Date of Assessment	12/04/2017	Is this a new or existing activity	This is a new activity replacing the 2013-2017 Police and Crime Plan for Lincolnshire
1. Briefly describe the aims, objectives and purpose of the activity	<p>The Police and Crime Plan sets out the Police and Crime Commissioner’s police and crime priorities for the period April 2017 to March 2021. It indicates:</p> <ul style="list-style-type: none"> • The police and crime objectives for the county • What policing in Lincolnshire will look like over the plan period • The resources (both in monetary terms and other resources such as buildings, staffing and IT) that the PCC will provide to the Chief Constable to enable him to carry out his role • How the Chief Constable will report to the PCC on the provision of policing and • How the Chief Constable’s performance in providing policing will be measured. <p>The Plan outlines how the PCC will work with Lincolnshire Police, the public and partners towards reducing crime and improving levels of safety. The criminal justice sector is made up of many organisations working towards this aim but all organisations need to work together to focus on what is important to the public if collectively we are to achieve our objectives.</p> <p>Objectives stated in the Police and Crime Plan:</p> <ul style="list-style-type: none"> • Community safety and prevention in partnership • Listening, responding and being accountable 				

	<ul style="list-style-type: none"> • Protecting and supporting victims and the vulnerable • Policing that works 		
2. Are there any associated objectives of the activity, please explain	The Plan sets out clear objectives for the Force and the mechanism by which the Chief Constable is held to account. The plan includes a detailed operational delivery plan setting out how and what the police force will deliver. A separate equality assessment will be in place for the Force's Delivery Plan.		
3. Who is intended to benefit from the policy and in what way	The Police and Crime Plan is for all the people of Lincolnshire (including residents, visitors and businesses).		
4. What outcomes are wanted from this activity?	<ul style="list-style-type: none"> • Community safety and prevention in partnership • Listening, responding and being accountable • Protecting and supporting victims and the vulnerable • Policing that works 		
5. What factors/forces could contribute/detract from the outcomes?	<ul style="list-style-type: none"> • Ineffective planning • Lack of resources • Poor publicity/negative media/negative reputation • Inability to communicate messages • Poor governance mechanisms and performance management framework • Lack of awareness and understanding of communities' needs, issues and concerns. 		
6. Who are the main stakeholders in relation to the activity?	Anyone working with or for Lincolnshire Police, plus those living, working or visiting the county.	7. Who implements the policy and who is responsible for the activity?	The PCC is responsible for the mandate and direction of the policy. The Force is responsible for the implementation and delivery of the policy. Various leads have been identified.
8. Is there any likelihood the activity could have a differential impact on racial groups (including Gypsies and Travellers)	Yes	<u>No</u>	There are no concerns that the plan has a differential impact due to racial group . However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Overall, the 2011 Census shows population change in Lincolnshire, but the county remains less diverse than other areas.</p> <ul style="list-style-type: none"> • Whilst Lincolnshire now has a higher proportion of residents who were born in the European Union (EU) than the rest of the country, overall it still has a much higher proportion of UK born residents. In terms of ethnicity, Lincolnshire has become more diverse with the non-white population making up 2.4% of the total population in 2011 compared to 1.4% in 2001. However this proportion is still small when compared with a national non-white population of 14%. • This does not take into account the 'White other' category, which is the most significant for Lincolnshire due to migration mainly from Europe to areas of the county. 4.7% of the county's occupants were born in the EU which is higher than the national average of 3.6%. • The 2011 Census showed that in Lincolnshire, there were 8,240 households where English was not spoken. These households were mainly based in Boston, Lincoln and South of the county. <p>Overall, the 2012/13 Crime Survey for England and Wales showed a lower risk of being a victim of personal crime for the White ethnic group (5%) compared with the combined Non-White ethnic groups (7%). The risk of being a victim of personal crime was higher for adults from the Mixed ethnic group than for adults from other ethnic groups, a consistent finding in each of the previous four years.</p>		
<p>9. Is there any likelihood the activity could have a differential impact due to gender (including pregnancy and maternity)</p>	<p>Yes</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact due to gender. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>The BCS reported that women (21%) are less likely to report being a victim of crime than men (23%). The BCS also reported that women are significantly less likely than men to experience threats to having property damaged or force or violence used against them.</p>		
<p>10. Is there any likelihood the activity could have a differential impact on due disability</p>	<p>Yes</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact due to disability. However disability groups and individuals will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.</p>

<p>What existing evidence (either presumed or otherwise Is there any likelihood) do you have for this?</p>	<p>In England and Wales in 2015/16, 62,518 hate crimes were recorded by the police, an increase of 19% compared with the 52,465 hate crimes recorded in 2014/15. Of those recorded in 2015/16, 3,629 (6.0%) were disability hate crimes; this represents a 44% increase from 2014/15 (2,515) (Corcoran and Smith, 2016). The likely factors in the increases in hate crime were improvements in recording and awareness of hate crimes and willingness of victims to come forward.</p> <p>The inclusion of mental health as part of the plan was extremely well received with many positive comments, particularly from professionals involved in that field. The plan will benefit those suffering with disability with the aim to work with commissioners of Mental Health services to deliver a sea change in provision in Lincolnshire is just one avenue to benefit those with a disability.</p>		
<p>11. Is there any likelihood the activity could have a differential impact on people due to sexual orientation</p>	<p>Yes</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact due to sexual orientation. However lesbian, gay, bisexual and transgender (LGBT) groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>The BCS asks respondents about their experiences of crime in each year. In 12% of incidents reported by the LGB group, respondents believed that the incident was motivated by the offender's attitude towards their sexual orientation compared to 1% of the heterosexual group.</p> <p>The BCS asks 'how likely do you think you are to be harassed or intimidated in the street or any other public place in the next year?' The LGB group (36%) was more likely to expect such treatment than the heterosexual group (24%).</p>		
<p>12. Is there any likelihood activity could have a differential impact on people due to their age</p>	<p>Yes</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact due to age. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.</p>
<p>12a Is there any likelihood activity could have a differential impact on Young People and Children?</p>	<p>Yes</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact on young people and children. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.</p>

<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>The British Crime Survey (BCS) asked respondents about their reported experiences of crime in the last twelve months. Those in the younger age groups were more likely to report being a victim of crime in the last twelve months compared to those in the older age groups. (32.2% compared to 11.0%)</p> <p>In six per cent of incidents reported by people aged 60 and over, respondents believed that the incident was motivated by the offender's attitudes towards their age compared to three per cent for 16-29 year olds, and one per cent for 30-59 year olds.</p> <p>The plan also aims to work with children's services and other partners to reduce school exclusion rates and continue to support intervention with families and young people to help them stay out of the criminal justice system.</p>		
<p>12b Is there any likelihood activity could have a differential impact on Older People?</p>	<p>Yes</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact on older people. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>The British Crime Survey (BCS) asked respondents about their reported experiences of crime in the last twelve months. Those in the older age groups were less likely to report being a victim of crime in the last twelve months compared to those in the younger age groups. (11.0% compared to 32.2%)</p> <p>In six per cent of incidents reported by people aged 60 and over, respondents believed that the incident was motivated by the offender's attitudes towards their age compared to three per cent for 16-29 year olds, and one per cent for 30-59 year olds.</p> <p>Older people will benefit from the plan through raising awareness of elder abuse and of those with learning difficulties or other vulnerabilities in the home or institutional settings as well as other planned actions.</p>		
<p>13. Is there any likelihood the activity could have a differential impact on people due to their religious belief</p>	<p>Yes</p>	<p><u>No</u></p>	<p>There are no concerns that the plan has a differential impact in religious groups. However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.</p>
<p>What existing evidence (either presumed or otherwise) do you have for this?</p>	<p>Census 2011 data shows that:</p> <ul style="list-style-type: none"> • 68.2% of the Lincolnshire population described themselves as Christian • 23.10% stated they had No religion • 0.20% described themselves as Buddhist • 0.20% described themselves as Hindu • 0.40% described themselves as Muslim • 0.10% described themselves as Jewish • 0.10% described themselves as Sikh 		

	<ul style="list-style-type: none"> And for 7.10%, religion was not stated. <p>British Crime Survey reported that 45% of Muslims and 48% of Hindu respondents worry about being insulted or pestered in a public place. This is a high percentage when compared with only 27% of Christian's respondents reporting being worried about being insulted or pestered in a public place.</p>		
14. Is there any likelihood the activity could have a differential impact on people due to having dependants/caring responsibilities	Yes	<u>No</u>	There are no concerns that the plan has a differential impact in people with dependents /caring responsibilities . However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.
What existing evidence (either presumed or otherwise) do you have for this?	The inclusion of mental health as part of the plan was extremely well received with many positive comments, particularly from professionals involved in that field. However this was also seen as an extremely challenging area of work that would require cultural and organisation change. This inclusion is likely to have beneficial implications on those with dependants/caring responsibilities in a mental health capacity.		
15. Is there any likelihood the activity could have a differential impact on people due to Marriage or Civil partnership?	Yes	<u>No</u>	There are no concerns that the plan has a differential impact in people due to marriage or civil partnership . However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.
What existing evidence (either presumed or otherwise) do you have for this?	According to the 2011 Census, 0.20% of people in Lincolnshire were in a same sex civil partnership. No differential impact identified on people due to marriage or civil partnership		
16. Is there any likelihood he activity could have a differential impact on people due to them being Transgender or Transsexual	Yes	<u>No</u>	There are no concerns that the plan has a differential impact due to gender identity . However these groups will be consulted and engaged on the priorities for the service to make sure their needs and issues are known, understood and addressed.
What existing evidence (either presumed or otherwise) do you have for this?	Transphobic hate crimes makes up only 1% of hate crimes reported to the police. Despite the research suggesting that a high proportion of trans people experience hate crime, much of it may go unreported. Morton (2008) reported that 62% of respondents had experienced transphobic harassment from strangers in public places, but only 15.5% had reported harassment to the police.		
17. Could the differential impact identified in 8-16 amount to there being the potential for	YES	<u>NO</u>	No adverse impact identified. The activity aims to work with partners to identify and support victims of hate crime and to pursue perpetrators to make clear that hate crime is not acceptable.

adverse impact in this activity					
18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason	YES	<u>NO</u>	No adverse impact identified. Consultation and involvement of diverse community representatives are recommended		
			19. If Yes, is there enough evidence to proceed to a full EIA <i>Is there enough concern about a policy or practice to do an in depth assessment?</i>	YES	<u>NO</u>
			20. Date on which Full impact assessment to be completed by		

Signed (completing officer) _____ *C.S. Brown* _____

Signed (Lead officer) _____ *[Signature]* _____

Groups Affected

Please identify the anticipated impact this activity will have on the following population groups.

- Tick the appropriate box and give explanation if so required,
- Please note that there are both likely benefits and adverse impact within the same group
- Any groups highlighted as likely to be adversely affected should be consulted in the second stage Full Impact Assessment.

	Likely to Benefit	No Impact	Adverse Impact
Disability Physical ,Sensory, Learning Disability, Mental Health, Carers	✓		
Gender Male , Female including pregnancy and Maternity	✓		
Transgender	✓		
Race Traveller and Gypsy etc	✓		
Sexual Orientation Lesbian, Gay , Bisexual	✓		
Religion and Belief	✓		
Age Young and Old	✓		
Marriage and Civil Partnership	✓		

Consultation

Prior to the consultation launching, a dedicated email address was set up for consultation responses to be fed back into – pcc.feedback@lincs.pnn.police.uk

A hard copy of the plan was sent to all County MP's, the County Council, district, town and Parish councils and councillors. It was also sent to all key partners such as EMAS, LFR, NHS ect.

The link to the consultation page on the Police and Crime Commissioners website was also sent out to all registered users of Lincs Alert (20,000) and various watch schemes.

The link to the consultation page on the PCC website was also circulated to an ICT MAILMONITOR, inviting input from colleagues.

A copy of the police and crime and invitation to feedback on the plan proposal was also sent to any individuals or community groups that have made contact with the OPCC since the election, inviting feedback.

The focus on the consultation was to give as wider range of people the opportunity to contribute in the style, manner and method of their own choosing – through the dedicated email, or PCC website