

# Swindon Borough Council and NHS Swindon Diversity Impact Assessment for

## 1 What's it about?

Refer to equality groups

*What is it there for? What is it set up to deliver? What is the proposed change?*

The Community Safety Partnership exists to reduce anti-social behaviour, crime and the fear of crime. It brings together the activities of a range of public sector and voluntary partners to achieve its aims. The proposal is to merge the Community Safety Team based at Swindon Borough Council with elements of the Citizen Focus Team in Wiltshire Police. The new merged team will have a stronger focus on generating community resourced solutions with a clear emphasis on engaging and enabling communities but retaining an enforcement capability for use when other options prove unsuccessful

*What potential is there to meet the equality duties?*

The merged Community Safety Partnership Team will have a greater potential to meet equality duties as its focus will be more on local communities that is the case at present

*What equality benefits does it create?*

The team will be more active in the community, working through Localities and other local for a to gain a more complete understanding of the needs and aspirations of local people. This provides the opportunity to identify local groups that may need additional work to ensure that they are fully supported by and integrated into local solutions.

*What are the barriers to meeting this potential?*

There are no barriers identified at this time.

## 2 Who's it for?

Refer to equality groups

*Who is expected to benefit or use the service (internal/external)?*

Internally, Swindon Borough Council and Wiltshire Police will benefit from a reduction in duplication of roles and delivery, a clearer focus on generating and capacity building local solutions and a reduction in repeat call to low level nuisance, crime and anti-social behaviour. This will allow resources to be freed up and directed to greater community involvement.

Externally, the community will benefit from the change in emphasis towards greater involvement in identifying issues that can be tackled locally and from the capacity building to enable that action to take place.

*What do you know about them (evidence)?*

A range of performance data is collected and reviewed on a monthly basis to provide a picture across Swindon. Attendance at Locality meetings, liaison with the 360 teams and our own contacts with locally based voluntary groups provides us with a good understanding of individuals and communities.

*Who is missing or may find it difficult to use the service?*

There are no identified groups or individuals who would find difficulty accessing or using this service. Constant checks are undertaken in service delivery to ensure that individuals and groups can access services without undue barriers.

Do you know why?

<b>3 Impact</b>	Refer to dimensions of equality
<i>How will these services be successfully delivered to a diverse group of people? (positive impact)</i> Using our own data analysis and taking into account soft data collected through local consultation, services will be tailored to address local need. The emphasis will be on generating and capacity building local solutions delivered by local people and supported by the team. This will empower communities, building confidence to tackle issues locally, which will speed up results and local satisfaction.	
<i>Is there any innovative thinking, working or technology that could improve delivery?</i> This model and style of delivery is, of itself, innovative. It has been developed with the key delivery stakeholders. There are no existing models that have been developed in this way.	
<i>Is there anything about the way you deliver your service which may stop people getting involved? (negative impact)</i> The whole emphasis of the new team is to develop locally owned and delivered solutions. It is therefore vital that any barriers, real or perceived, are addressed.	
Is that reasonable? How can it be justified? How can it be resolved?	
<i>What consultation has taken place? How has the consultation influenced the service?</i> Consultation has not taken place on this particular model. However, elements of the model have been consulted and delivered successfully over the past year.	

<b>4 So what?</b>	Link to business planning process
<i>What changes have you identified?</i> The changes include the clear requirement to provide services with the community rather than to the community. Engagement and enablement are key parts of the new delivery. Local ownership, rather than SBC ownership underscores the delivery model.	
<i>What will you do now and what will be included in future planning?</i> The team will be established and reviewed through the governance structure to ensure that it remains fit for purpose and delivers locally owned solutions.	
When will this be reviewed? Performance reviews are undertaken monthly by the Joint Commissioning Group and strategic reviews will be undertaken at least annually by the Executive Board	
How will success be measured? Reducing or maintaining low volumes of crime and disorder will form part of the success measure. To an equal or greater extent the number of locally owned and delivered projects or solutions generated will be a clear measure of success.	

<b>For the record</b>	
Name of person leading this DIA	Richard Palusinski
Names of people involved in consideration of impact	
Date Completed	27 October 2011
Name of director signing DIA	
Date DIA signed	
Date approved by corporate group.	

## Strategic Planning Framework – Diversity Impact Assessments

### 1 What's it about?

- What is it there for? What is it set up to deliver? What is the proposed change?
- What potential is there to meet the equality duties?
- What equality benefits does it create?
- What are the barriers to meeting this potential?

### 2 Who's it for?

- Who is expected to benefit or use the service (internal/external)?
- What do you know about them (evidence)?
- Who is missing or may find it difficult to use the service?
- Do you know why?

### 3 Impact

- How will this service be successfully delivered to a diverse group of people? (positive impact)
- Is there any innovative thinking, working or technology that could improve delivery?
- Is there anything about the way you deliver your service which may stop people getting involved? (negative impact)
- Is that reasonable or justified? How can it be resolved?
- What consultation has taken place? How has the consultation influenced the service?

### 4 So what?

- What changes have you identified?
- What will you do now and what will be included in future planning?
- When will this be reviewed?
- How will success be measured?
- Who is signing this off/taking responsibility?

### Considerations

#### Our equality duties

1. Eliminate Discrimination
2. Promote Equal Opportunities
3. Promote Good Relations
4. Prevent Harassment
5. Encourage Participation in Public Life

In the areas of: age, disability, gender (including transgender), race, religion/belief and sexual orientation (socio-economic status).

**Dimensions of equality** How will the service affect the life chances of different groups? Consider how the service will impact

1. **Longevity:** e.g. premature mortality.
2. **Physical security:** e.g. freedom from violence and physical and sexual abuse.
3. **Health:** e.g. well-being and access to high quality healthcare.
4. **Education:** e.g. being able to be creative, to acquire skills and qualifications, and having access to training and life-long learning.
5. **Standard of living:** e.g. being able to live with independence and security; and covering nutrition, clothing, housing, warmth, utilities, social services and transport.
6. **Productive and valued activities:** e.g. access to employment, a positive experience in the workplace, work/life balance, being able to care for others.
7. **Individual, family and social life:** e.g. self-development, having independence and equality in relationships and marriage.
8. **Participation, influence and voice:** e.g. participation in decision-making and democratic life.
9. **Identity, expression and self-respect:** e.g. freedom of belief and religion.
10. **Legal security:** e.g. equality and non-discrimination before the law and equal treatment within the criminal justice system.

For up to date information and advice contact [equality@swindon.gov.uk](mailto:equality@swindon.gov.uk) or check [swindon.gov.uk/dia](http://swindon.gov.uk/dia)