

EQUALITY IMPACT ASSESSMENT FORM

Directorate	Sustainable Communities	Strategy, policy, procedure, plan or function (indicate)	Strategy	Name of strategy, policy, procedure, plan or function (indicate)	Thurrock Community Safety Partnership Strategy 2011/14
Policy author	Michelle Cunningham		Purpose and Outcomes	To set the strategic direction for the Community Safety Partnership which will: <ul style="list-style-type: none"> ○ Help people feel safe and be safe ○ reduce crime, particularly alcohol fuelled and domestic abuse 	
Summary of consultation (s)			<ul style="list-style-type: none"> ○ Focus groups held with Community Groups in October 10 ○ Postcard surveys completed throughout year ○ Strategic assessment using qualitative and quantitative data Dec 10 ○ Use of peer to peer research by community groups ○ Planning day for partnership members and stakeholders Dec 10 ○ Priorities and outcomes consulted across attendees Jan 11 ○ Strategy widely distributed to stakeholders and e-residents Feb 11 ○ Priorities consulted on at Meet the People day Feb 11 		
Method of implementation			Through action plans, delivery groups and task and finish groups. Will be monitored bimonthly through the CSP executive		

Stage 1

Equality area	Evidence of impact (Consultation, Research or Statistical Evidence)	Potential Adverse Impact
GENDER	<ul style="list-style-type: none"> ○ GAP: There is a lack of A & E data in relation to sexual assault and domestic abuse which goes un reported to the Police ○ 77% of young offenders were male. 61% of young offenders of shoplifting were female ○ A growing concern for Thurrock is female genital mutilation, forced marriage and honour based violence, all of which are included within the violence against women and girls strategy & associate EIA ○ The most commonly used statistic today from the British Crime Survey (2004/05) 1 in 6 (16%) men (aged between 16 and 59) will suffer domestic abuse in their lifetime. The comparable figure for women is 1 in 4 (28%). This equates to a gender-victim ratio of: 36% male: 64% female ○ From the number of women which SERICC are working with only 47% had also reported sexual abuse to the Police 	<p>Statistical evidence versus specialist group information, surveys and focus groups indicates that there is considerable under reporting of gender based violence, be it male on female or same sex violence. There is a lack of confidence to in support to report gender based abuse. The biggest driver identified by women’s aid as to lack of reporting was fear of social services. Failure to report gender based violence to appropriate services will lead to lack of support for victims and impact negatively on service planning by agencies. This will also have a negative impact on any children within the household (ref FIP report).</p>
RACE	<ul style="list-style-type: none"> ○ GAP: Lack of data regarding school bullying ○ The BME focus group thinks that the 3 biggest problems in Thurrock are ASB, criminal damage and hate crime. In particular they don’t feel safe at night. ○ There was a fear of intimidation if they were to report incidents to the Police and lack of confidence that they would be taken seriously. ○ The focus groups other concerns are that they aren’t accepted by the community, they are scared to report crime, cultural differences – in particular with young people, and in particular racial abuse. ○ Data for quarter 1 2010 shows that 24% of victims of reported hate crime are African, 16.7% British, 8.3% white other and 7% White/Black African ○ 4.75% of violent crimes are racially motivated. ○ 8% of Council reported ASB victims stated they were BME. 12 BME victims reported racist hate crime. 	<p>Statistical evidence versus specialist group information, surveys and focus groups indicates that there is considerable under reporting of racial attacks due to fear of repercussions of reporting, indifference or lack of knowledge of where to report. Failure to report racial hate crime will lead to lack of support for victims and impact negatively on service planning by agencies. Victims of hate crime are likely to suffer repeat incidents, which can lead to long lasting effects on their health and family. It can lead to increased anxiety and living in fear of crime. Community safety messages will not be conveyed appropriately due to a lack of awareness.</p>

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	<ul style="list-style-type: none"> ○ Locally in Thurrock TRUST are currently working with 5 women from BME communities impacted by domestic abuse ○ 1 hate crime case was referred to the locality action group in 2009/10. ○ Analysis of Serious Violence indicates that the percentage of Black or Black British victims is higher in the 13-24 age group than in other ages ○ Both Women's Aid and SERICC routinely face the challenges of meeting the needs of women with no recourse to public funds. Women's Aid worked with 5 women in 2009/10 and 2 in the 1st quarter of 09/10. Thurrock Council are currently working with 12 – 15 women 	<p>Un reported hate crime may lead to unawareness of community tensions and therefore appropriate response.</p> <p>There may be a negative impact on violence against BME women due to their culture / race. This is covered within the violence against women strategy</p>
<p>DISABILITY</p>	<ul style="list-style-type: none"> ○ Members of the learning disability focus group think that the biggest problems in Thurrock are robbery and violence against women. This is driven by personal experiences within their community. Many individuals reported being targeted – mainly verbally, due to their disability, i.e. were victims of hate crime and this is probably the main driver for why they do not feel safe. ○ There is an under reporting of hate crime and crime in general by the learning disabled community ○ 36 victims of Council reported ASB were disabled and reported abusive language, noise (other) and nuisance (other). There may be a need to identify if the abusive language is related to peoples disability and if so ensure is recorded as a hate crime. ○ 18% of locality action group cases involved a vulnerable adult ○ Disabled women are twice as likely to experience domestic violence as non-disabled women (1995 British Crime Survey, also confirmed by data from other countries). They are also likely to experience abuse over a longer period of time and to suffer more severe injuries as a result of the violence. ○ At least half of all women in touch with mental health services have experienced violence and abuse¹ ○ Having a limiting disability or illness were found to be 	<p>Hate crime against disabled members of our community – be it physically or learning disabled is acknowledged as under reported. Statistical evidence versus specialist group information, surveys and focus groups indicates that there is considerable under reporting due to lack of confidence, fear of repercussions of reporting, or lack of knowledge of where to report.</p> <p>Failure to report disabled hate crime will lead to lack of support for victims and impact negatively on service planning by agencies. Victims of hate crime are likely to suffer repeat incidents, which can lead to long lasting effects on their health and family. It can lead to increased anxiety and living in fear of crime.</p> <p>Community safety messages will not be conveyed appropriately due to a lack of awareness.</p> <p>Through a lack of confidence and awareness</p>

¹ Equality Impact assessment report: National Violence Against women and Girls strategy

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	<p>independently associated with intimate violence for men and women</p> <ul style="list-style-type: none"> ○ People who report being in poor health (especially women) or having a limiting illness or disability are also disproportionately more likely to have experienced abuse in the past year ○ Research by Brown, Stein and Turk (1995) found that there were 1,250 cases of reported sexual abuse against adults with a learning disability annually in England and Wales. This is a conservative estimate given the likelihood of under-reporting, and there are, unfortunately, no comparable figures for children with a learning disability. ○ For Thurrock there has been one case reported to the Police by a woman with a learning disability. <p><i>Referrals to safeguarding adults:</i></p> <ul style="list-style-type: none"> ○ 12% of referrals (18) were made concerning people with learning disabilities. ○ 14% of referrals (21) related to people with physical or sensory disabilities. 	<p>of support this will lead to an increase in hate crime and ASB directed at those with a learning disability.</p> <p>Through lack of reporting this may lead to safeguarding issues for vulnerable adults</p> <p>Inappropriate disclosure of personal details is a concern for the LD community</p>
<p>SEXUAL ORIENTATION</p>	<p>GAP: Lack of qualitative information regarding same sex domestic abuse</p> <p>Fear of crime and concerns for personal safety due to being LGBT were significant concerns to many respondents of a survey conducted by EGM:</p> <ul style="list-style-type: none"> ○ The majority (70%) felt safe outside in Thurrock, less so at night and in certain situations (e.g. around groups of youths, licensed premises). ○ Fear over personal safety had led many to conceal or modify behaviour so as not to appear as obviously gay, lesbian or bisexual to the wider community. ○ Over a third (35%) reported they had received abuse or discrimination for being LGBT in Thurrock during the previous 12 months. ○ Most LGBT motivated incidents related to verbal abuse (39%) and assault or threats (22%). ○ Less than two thirds of LGBT motivated incidents were reported to local services. 	<p>Hate crime against LGBT members of our community is acknowledged as under reported.</p> <p>Statistical evidence versus specialist group information from surveys indicates that there is considerable under reporting due to lack of confidence, lack of appropriate response, fear of repercussions of reporting, or lack of knowledge of where to report.</p> <p>Failure to report LGBT hate crime will lead to lack of support for victims, including advocacy and impact negatively on service planning by agencies.</p> <p>Victims of hate crime are likely to suffer repeat incidents, which can lead to long lasting effects on their health and family. It can lead to increased anxiety and living in fear of crime.</p>

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	<ul style="list-style-type: none"> ○ Nearly half (46%) respondents who had reported incidents were very dissatisfied with how reports were acted on. ○ There were only 5 homophobic reported hate crimes to the Police in 2009/10 ○ 3 gay men reported 2 assaults and 1 hate crime to the Council community protection team. ○ The percentage of gay or bi-sexual men who suffer domestic abuse (8.9%) is double that of heterosexual/straight men (4.1%). ○ 6.2% gay or bi-sexual men suffer partner abuse whilst 3.3% of heterosexual men do. 	<p>Community safety messages will not be conveyed appropriately due to a lack of awareness.</p> <p>Through a lack of confidence and awareness of support this will lead to an increase in hate crime and ASB directed at those within the LGBT community and lead to feelings of marginalisation.</p> <p>Through lack of reporting this may lead to safeguarding issues for vulnerable adults</p>
<p>AGE</p>	<p>Older</p> <ul style="list-style-type: none"> ○ The TOFFs focus group think that the 3 biggest problems in Thurrock are ASB, drugs and alcohol and burglary. They are concerned by Intimidation by young people requesting they buy cigarettes and alcohol for them ○ Lack of community, don't know their neighbours anymore <p>The focus group reported that they do not feel safe:</p> <ul style="list-style-type: none"> ○ At night, especially unlit areas ○ Outside supermarkets - intimidated ○ Alleys and fields ○ They are fearful of groups of young people and would cross the road to avoid them ○ In particular Stanford station was noted as being dark ○ Grays town centre – both at night and in afternoons. <p>Tilbury was an area where they felt safe, in particular as Police move people on if in groups</p> <ul style="list-style-type: none"> ○ The average age of a victim of distraction burglary is 81 years old ○ Safeguarding adults are aware of 3 cases of domestic abuse (2 female) between April and June 10 and 1 incident of sexual violence ○ 67% of referrals to safeguarding adults are aged 65 or over, with 33% over 85. ○ 8% of reported hate crime victims were aged 50 plus. 	<p>Personal experience has led to a lack of confidence in reporting crime and trust that that they will receive an appropriate response.</p> <p>Noise outside their homes worries this community and has a detrimental impact on health.</p> <p>There is concern that this group is most vulnerable to distraction burglaries and rogue traders.</p>

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	<p>Young: GAP: in data provided by schools on bullying due to gender, race, sexual orientation, or disability. Findings from a focus group with young people identified:</p> <ul style="list-style-type: none"> ○ There were no activities for teenagers (e.g. kick about areas) and not very much for toddlers/young children ○ Young people feel that they get harassed by the Police ○ A key concern of residents is youths and drinking ○ Majority of victims of cycle theft are aged 11 – 15. ○ Shoplifting accounted for 25% of all offences committed by young people ○ Intelligence suggests young people are responsible for a high proportion of Criminal Damage. ○ 25 young people were admitted to hospital with alcohol related crimes ○ In 6 months data April – Sept 8 violent crimes involving young people aged 13-24 involved a knife ○ Underage sales of alcohol and knives are a concern with 14 positive sales out of 65. ○ Nationally 27% of domestic abuse victims are aged 24 or under and 34% of all rapes recorded by the police are committed against girls under 16 years of age ○ In Thurrock in 09/10 there were 45 victims of sexual offences aged 18 and under and 25 offenders under 18 of sexual offences ○ For the year 2009/10 young offender's committed 740 offences, ○ For the year 2009/10 there were 1096 victims of crime aged 18 and under. In the first half of 2010/11 there have been 595 victims aged 18 and under, 12% increase (62). 21% were victims of ABH, followed by 12% victims of assault without injury. ○ The peak age for victims of personal robbery in Thurrock is 15-17, with the highest number of victims being 16 years old ○ The peak age for victims of violent crime in Thurrock is 17-21, 	<p>There is no evidence to support concerns that potentially crimes against young people go unreported. A lack of confidence and fear of repercussions will lead to non reporting and hide potential problems such as bullying. Lack of provision for young people will lead to an increase in ASB, and or an increase in poor perceptions of young people and nuisance. Without addressing concerns over knives and alcohol there will be an increase in first time entrants to youth justice system and re-offending rates Not addressing these issues will lead to an increase in young people as victims, either of violent crime, bullying or domestic abuse.</p>
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	<ul style="list-style-type: none">with the highest number of victims being 17 years oldo Youths (age 13-24) in Thurrock account for 29-39% of Serious Violence victimso There is a 1 in 3 chance that a Serious Violence offence involving a knife or sharp instrument will have a victim aged 13-24o Based on the figures analysed there is a 1 in 5 chance Youths (age 13-24) are likely to be the victims of domestic violence (both violent crime and serious violence)o of reported hate crimes to the Police 19 victims were aged 18 or under.o recent intel raises concerns over Cyber bullying linked to social networking	
RELIGION OR BELIEF	<ul style="list-style-type: none">o There were 2 reported hate crimes on religious groundso 3 churches have reported hate crime incidents to TRUST	<p>Statistical evidence versus local knowledge indicates that there is considerable under reporting of religious hate crime due to fear of repercussions of reporting, indifference or lack of knowledge of where to report.</p> <p>Failure to report hate crime will lead to lack of support for victims and impact negatively on service planning by agencies.</p> <p>Victims of hate crime are likely to suffer repeat incidents, which can lead to long lasting effects on their health and family. It can lead to increased anxiety and living in fear of crime.</p> <p>Community safety messages will not be conveyed appropriately due to a lack of awareness.</p> <p>Un reported hate crime may lead to unawareness of community tensions and therefore appropriate response.</p>
Social and economic inequalities	<p>The extent of the problem of loan sharks in Thurrock is unknown, however will adversely impact those with high level of deprivation</p>	<p>The impact of loan sharks can be devastating on individual lives and families, as well as</p>

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	<p>Families at risk from substance misuse are some of our most socially deprived - The new analysis shows a strong association between alcohol death rates and measures of social and economic deprivation. While the analysis was only undertaken in relation to England and Wales, its conclusions are consistent with previous research and the factor of economic deprivation is probably one of the main explanations of the higher alcohol mortality in parts of Scotland, particularly Glasgow.</p> <p>In the new analysis, alcohol death rates were more than five times higher in men, and more than three times higher in women, for those living in the most deprived areas compared with those living in the least deprived.</p> <p>Previous work has found a relationship between deprivation and deaths from liver cirrhosis, and higher general alcohol mortality has been reported for men in manual occupations compared to those in no manual occupations, especially at younger ages.</p> <p>34% of the families the family intervention project are working with are experiencing debt.</p> <p>For offenders supervised under probation 54% have poor thinking and behaviour skills, 49% are in need of Education, Training and Employment, 29% have housing needs and 18% financial management problems</p>	<p>communities.</p> <p>The effects of substance misuse are wide ranging impacting on individuals, families and the wider community.</p>
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Stage 2

	Summary of adverse impact (or potential To improve equality)	Options explored to improve outcomes
GENDER	<p>Statistical evidence versus specialist group information, surveys and focus groups indicates that there is considerable under reporting of gender based violence, be it male on female or same sex violence. There is a lack of confidence to in support to report gender based abuse. The biggest driver identified by women’s aid as to lack of reporting was fear of social services. Failure to report gender based violence to appropriate services will lead to lack of support for victims and impact negatively on service planning by agencies. This will also have a negative impact on any children within the household (ref FIP report).</p>	<ul style="list-style-type: none"> • Meeting with A & E to establish data sharing • Training to Increase awareness of Female Genital Mutilation, Honour Based Violence, and Forced Marriage • Developing services that respond to the needs of victims • Raising awareness of under reported crimes, that is hidden crimes – domestic abuse and sexual violence, through targeted campaigns • development of the violence against women strategy • Supporting independent Domestic Violence Advisory service
RACE	<p>Statistical evidence versus specialist group information, surveys and focus groups indicates that there is considerable under reporting of racial attacks due to fear of repercussions of reporting, indifference or lack of knowledge of where to report. Failure to report racial hate crime will lead to lack of support for victims and impact negatively on service planning by agencies. Victims of hate crime are likely to suffer repeat incidents, which can lead to long lasting effects on their health and family. It can lead to increased anxiety and living in fear of crime. Community safety messages will not be conveyed appropriately due to a lack of</p>	<ul style="list-style-type: none"> • Identified that there is a need to encourage individuals and communities to report racial crimes in order to prevent/reduce hate crime as well as identify perpetrators. • Launched hate crime campaign to encourage reporting • Hosted One Thurrock to promote diversity • Developed minimum standards for hate crime to encourage reporting and build confidence • developed monitoring system for emerging community tensions • Multi agency, including community and voluntary organisations, response to hate crime emergency hate crime meetings • Target hardened problem areas identified, e.g. street lighting, CCTV • Provided training to Increase awareness of Female Genital Mutilation, Honour Based Violence, and Forced Marriage • Hosted focus group with BME representatives • Targeted communications to BME and Unaccompanied asylum seekers through TRUST

	<p>awareness. Un reported hate crime may lead to unawareness of community tensions and therefore appropriate response. There may be a negative impact on violence against BME women due to their culture / race. This is covered within the violence against women strategy</p>	
<p>DISABILITY</p>	<p>Hate crime against disabled members of our community – be it physically or learning disabled is acknowledged as under reported. Statistical evidence versus specialist group information, surveys and focus groups indicates that there is considerable under reporting due to lack of confidence, fear of repercussions of reporting, or lack of knowledge of where to report. Failure to report disabled hate crime will lead to lack of support for victims and impact negatively on service planning by agencies. Victims of hate crime are likely to suffer repeat incidents, which can lead to long lasting effects on their health and family. It can lead to increased anxiety and living in fear of crime. Community safety messages will not be conveyed appropriately due to a lack of awareness. Through a lack of confidence and awareness of support this will lead to an increase in hate crime and ASB directed at those with a learning disability. Through lack of reporting this may lead to safeguarding issues for vulnerable adults</p> <p>Inappropriate disclosure of personal details</p>	<ul style="list-style-type: none"> • Hosted focus group with learning disability representatives • The partnership has accessed both communities through Thurrock Disability Network and Learning Disability Partnership Board. This interaction needs to continue to build trust in the community, raise awareness of the issue and encourage people to report • Training has been provided throughout the Partnership to raise awareness of safeguarding issues and promote referral process • Identified that there is a need to encourage individuals and communities to report hate crimes due to disability in order to prevent/reduce hate crime as well as identify perpetrators. • Launched hate crime campaign to encourage reporting with specific leaflet for disability with development in conjunction with TDN • Developed minimum standards for hate crime to encourage reporting and build confidence • Developed Stay safe book and learning opportunity for those with a learning disability • Attended TDN to talk to them about bogus callers and ASB • Both the Thurrock Coalition (disability network) and Learning disabilities re represented on the Thurrock Police Independent Advisory Group

	<p>is a concern for the LD community</p>	
<p>SEXUAL ORIENTATION</p>	<p>Hate crime against LGBT members of our community is acknowledged as under reported.</p> <p>Statistical evidence versus specialist group information from surveys indicates that there is considerable under reporting due to lack of confidence, lack of appropriate response, fear of repercussions of reporting, or lack of knowledge of where to report.</p> <p>Failure to report LGBT hate crime will lead to lack of support for victims, including advocacy and impact negatively on service planning by agencies.</p> <p>Victims of hate crime are likely to suffer repeat incidents, which can lead to long lasting effects on their health and family. It can lead to increased anxiety and living in fear of crime.</p> <p>Community safety messages will not be conveyed appropriately due to a lack of awareness.</p> <p>Through a lack of confidence and awareness of support this will lead to an increase in hate crime and ASB directed at those within the LGBT community and lead to feelings of marginalisation.</p> <p>Through lack of reporting this may lead to safeguarding issues for vulnerable adults</p>	<ul style="list-style-type: none"> • The revised SLA for the independent domestic violence advisor includes collation of performance data regarding same sex domestic abuse • Essex Gay Men are now represented on the Thurrock police IAG • Identified that there is a need to encourage individuals and communities to report hate crimes due to sexual orientation in order to prevent/reduce hate crime as well as identify perpetrators. • Launched hate crime campaign to encourage reporting with specific leaflet for LGBT with development in conjunction with Essex Gay Men • Developed minimum standards for hate crime to encourage reporting and build confidence • Launched referrals to LAGs for matter of anti-social behaviour against people due to their sexual orientation

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AGE - Older	<p>Personal experience has led to a lack of confidence in reporting crime and trust that that they will receive an appropriate response.</p> <p>Noise outside their homes worries this community and has a detrimental impact on health.</p> <p>There is concern that this group is most vulnerable to distraction burglaries and rogue traders.</p> <p>TOFFs residents would like more local information on actions taken, punishments received and feedback on any activity in the area such as Police raids.</p>	<p>Ongoing review and implementation of no cold calling areas. Continued promotion of bogus caller message.</p>
AGE - Young	<p>There is no evidence to support concerns that potentially crimes against young people go unreported.</p> <p>A lack of confidence and fear of repercussions will lead to non reporting and hide potential problems such as bullying.</p> <p>Lack of provision for young people will lead to an increase in ASB, and or an increase in poor perceptions of young people and nuisance.</p> <p>Without addressing concerns over knives and alcohol there will be an increase in first time entrants to youth justice system and re-offending rates</p> <p>Not addressing these issues will lead to an increase in young people as victims, either of violent crime, bullying or domestic abuse.</p>	<ul style="list-style-type: none">• Working with CEF to offer apprenticeships for young people• Cycle marking in schools ongoing• Don't scam just scan shoplifting project aimed at young people• Test purchase operations of alcohol and knives and proxy sale operations to reduce under age drinking.• Young People will now be represented at the Thurrock IAG.• Operation stay safes run with YOS to safeguard young people• Supported young people through positive activities• Developed blue tooth communication to young people• Implemented triage through YOS and Police• Supported fire-break for young offenders• There is a gap with A & E data on young people attending with injuries due to alcohol and or knives• Developed internet safety campaign and provided education tools on personal safety – including lock it in ur pocket• Have worked with young people in schools to develop targeted campaigns

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	<p>There is an emerging issue regarding sexual violence and social networking</p>	<p>with messages for young people by young people</p> <ul style="list-style-type: none">• Implemented tackling knife crime and serious youth violence plan• identified there is a gap and concern around bullying in schools• developing sexual violence and alcohol / domestic abuse web based project
RELIGION OR BELIEF	<p>Statistical evidence versus local knowledge indicates that there is considerable under reporting of religious hate crime due to fear of repercussions of reporting, indifference or lack of knowledge of where to report. Failure to report hate crime will lead to lack of support for victims and impact negatively on service planning by agencies. Victims of hate crime are likely to suffer repeat incidents, which can lead to long lasting effects on their health and family. It can lead to increased anxiety and living in fear of crime. Community safety messages will not be conveyed appropriately due to a lack of awareness. Un reported hate crime may lead to unawareness of community tensions and therefore appropriate response.</p>	<ul style="list-style-type: none">• Promoted hate crime message to religious communities through TRUST• Provided community safety advice to places of worship• Identified that there is a need to encourage individuals and communities to report religious crimes in order to prevent/reduce hate crime as well as identify perpetrators.• Launched hate crime campaign to encourage reporting• Hosted One Thurrock to promote diversity• Developed minimum standards for hate crime to encourage reporting and build confidence• Developed monitoring system for emerging community tensions
social and economic inequalities	<p>The impact of loan sharks can be devastating on individual lives and families, as well as communities.</p> <p>The effects of substance misuse are wide ranging impacting on individuals, families and the wider community.</p>	<ul style="list-style-type: none">• Loan shark campaign launched• Alcohol harm reduction strategy and drug treatment plan in place.

Add more rows if necessary

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Stage 3

Number from table in stage 2	Action that will remove adverse impact/ promote equality	Responsible officer	Target date	Progress update
1	Establish data sharing with A & E to identify crimes going un reported to the Police, in particular domestic abuse, sexual violence, hate crime, and knife crime involving young people			
2	Increase awareness of Female Genital Mutilation, Honour Based Violence, and Forced Marriage			
3	Increase awareness of same sex domestic abuse and collate data from agencies to identify scale of abuse			
4	Ensure services respond to the needs of victims			
5	On-going targeted campaigns aimed at raising awareness around hate crime, sexual violence, domestic abuse, loan sharks and bogus callers			
6	reduce violence against women through Implementation of the violence against women strategy			
7	Work to support women offenders			
8	Deliver Independent Domestic Violence Advisory service			
9	Encourage individuals and communities to report hate crimes (all strands) in order to prevent/reduce hate crime as well as identify perpetrators through			

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	ongoing promotion of the hate crime campaign			
10	Focused community engagement to improve confidence and provide appropriate services for vulnerable adults, including Host "One Thurrock" events to promote diversity and encourage reporting			
11	Promote third party reporting of hate crime, and provide training for community organisations			
12	Develop proactive work with probation to challenge racist attitudes			
13	Increase awareness of how to report emerging community tensions			
14	Review collation of data across agencies to ensure in line with the Equalities Act 2010			
15	Develop Multi agency, including community and voluntary organisations, response to hate crime through locality action groups and emergency hate crime meetings for immediate response			
16	Work with voluntary groups to provide support to victims of hate crime			
17	Provide opportunity for focus groups annually with representatives from BME, disabled, learning disabled, LGBT, young and old.			
18	Provide opportunity to advise people with learning disabilities on: not talking to strangers when out, not opening door to			

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19	strangers, if out and someone abuses you to not get involved, not letting anyone into their centre, home security and fire safety advice			
20	PCSO's to develop relationships with vulnerable adults			
21	Continue to build trust in the community, raise awareness of issues and encourage people to report by regularly accessing communities through TDN and Learning Disability Partnership Board			
22	Raise awareness of safeguarding issues and promote referral process			
23	Develop effective identification and response to ASB related to mental health ASB			
24	Developed Stay safe book and learning opportunity for those with a learning disability			
25	Promote hate crime material through safe access points to those vulnerable groups			
26	Promote awareness of internet safety and confidentiality of personal details in particular for young people and those with a LD			
27	Increase local communication to reassure residents and promote actions taken.			
28	Cycle marking in schools ongoing			

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29	Continue to promote Don't scam just scan and lock it in ur pocket projects to reduce young people as offenders and victims			
30	Work between Schools and Community Safety Partnership to educate young people on the consequences of criminal damage.			
31	Continue with test purchase operations of alcohol and knives and proxy sale operations to reduce under age drinking.			
32	Conduct multi agency operations: stay safe and magpie to safeguard young people			
33	Work with LSCB to develop communication campaign			
34	Continue to promote positive activities			
35	Expand social media communication to target young people			
36	Continue to implement and monitor triage through YOS and Police			
37	Work with family intervention project to get young people back into education and reduce-re-offending			
38	Continue to support fire-break for young offenders			
39	Continue to work with young people in schools to develop targeted campaigns with messages for young people by			

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	young people			
40	Work with CEF to identify and address bullying			
41	Implement sexual violence and alcohol / domestic abuse web based project			
42	Continue to promote loan shark campaign and target at areas of deprivation			
43	Work with offenders to address literacy, dyslexia, education, training and employment issues			

Add more rows if necessary

Reviewed by (Corporate Diversity Team)	Date:
	Signature:
Signed off (Head of Service)	Date:
	Signature:
EIA Review Date:	

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