



Crime Recording Policy

Equality Impact Assessment

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What is an EIA?

An EIA is an evidence-based assessment of how a Policy, Procedure or Activity will positively support Gwent Police’s general equality duties, as well as identify any potential negative disproportionate impact on people or groups of people.

The EIA will also outline any steps to redress this.

For ease of reference, within this document the term ‘Policy, Procedure or Activity’ will be used, but must be taken to mean any functions, activities or decisions that may affect external communities or internal personnel.

1.0 Identification Section

Policy/Procedure Title:	Crime Recording Policy
Reference:	201/3 a issue 4
Chief Officer Lead:	Chief Officer Operations
Service Area Owner:	CID
Department Responsible:	Volume Crime
Implementation Date:	7th Jan 2014
Review Date:	Jan 2016

2.0 Purpose

Please answer all of the following questions.

2.1 Aims

What are the aims of the Policy and Procedure, and how do they fit with the wider aims of the organisation?

The main aim of this policy is to develop the most accurate information profile on offending and offenders in order to enable delivery of the Commissioners Police and Crime Plan 2013 – 2017. It is designed to ensure a consistent approach is taken towards crime allocation and investigation; the accuracy of crime records and the disposal of files.

It will support the objectives set out in the Police and Crime Plan as follows:

- Improve the quality of service to the victims of crime
- Increase public confidence and ensure consistency in the recording of crime
- Ensure the highest standards of crime recording and data quality
- Reduce crime by effective identification of, and dealing appropriately with, offenders

The Crime Recording Policy and procedure will:

- Set out Gwent Police's approach to dealing with crime reports to ensure professionalism and consistency in accordance with Force policy and procedure
- Describe the key processes and operational/support structures that will allow this to be delivered
- Detail individual, departmental and force responsibilities in respect to recognising, recording, investigating and scrutinising crime reports
- Ensure that all members of Gwent Police are proactively supporting the principles of opportunity, dignity and fairness in the workplace and professionalism and integrity in all of our activities
- Provide a victim focussed response to all crime reports

2.2 Motivators

What are the motivators or driving forces in the development of this Policy and Procedure?

The motivators are to ensure the highest standards of data quality in order to improve the quality of service to the victims of crime, thereby increasing public confidence and ensuring consistency in the recording of crime.

2.3 Equality Duties

This section outlines if and how this Policy and Procedure, helps support Gwent Police's equality duties.

2.3.1 How does this Policy and Procedure, help to eliminate discrimination, harassment and victimisation?

Accurate information on offending and offenders will enable delivery of the police and crime plan. Improve data quality will lead to better victim care, intelligence led policing and a police service better informed and able to deal with crime and anti-social behaviour which specifically effects individuals of protected characteristics.

2.3.2 How does this Policy and Procedure, help to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it?

This policy aims to treat all individuals fairly and eliminate discrimination, between persons who share relevant protected characteristics and persons who do not share those characteristics. This will be achieved through the ethical recording of crime, and improving data quality in conjunction with intelligence led policing; in order to ensure those crimes specific to persons sharing protected characteristics are properly recorded and dealt with.

2.3.3 How does this Policy and Procedure, help to foster good relations between persons who share a relevant protected characteristic and persons who do not share it?

Improved data quality will lead to better victim care, intelligence led policing and a police service better informed and able to deal with crime and anti-social behaviour which specifically affects individuals who share protected characteristics. The aim is to treat all victims of crime fairly and deliver a high quality of service tailored to meet their specific needs.

3.0 Assessment

This section assesses whether there are any aspects of the Policy, including how it is delivered or accessed, that could contribute to inequality or discrimination.

3.1 Age

Could the Policy and Procedure have a negative disproportionate impact on people who share this protected characteristic?

- There should be no negative disproportionate impact if data quality is improved and the service better informed in relation to specific offences that may impact on particular age groups. For instance the elderly may be more at risk from repeat victimisation and unless intelligence and statistical information is gathered the targeting of specific offences may not be as effective.
- There is no evidence that this policy or its associated procedures will have a negative disproportionate impact on people of different ages. Although 'Age' is not classified as a possible motivating factor in determining victims of hate crime, there is capacity through other means to address specific vulnerabilities relating to younger and older victims of crime, for example, legislation relating to offences/abuse against older people (including elder abuse).

3.2 Disability

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- Those with certain impairments may find it more difficult to make requests for services which means in implementing the procedure such issues needs to be monitored to ensure access is readily available to the disabled.
- Disability Hate Crime is one of the most under reported types of hate crime, despite anecdotal evidence suggesting it is frequently experienced by disabled people. Research by Mencap (Living in Fear, 2000) found that nearly nine out of ten people with learning disabilities had been harassed or attacked within the last year. There is no evidence that this policy or its associated procedures will have a negative disproportionate impact on disabled people, and disability is one of the characteristics that the Home Office requires forces to record and monitor against. All documents have been developed in order to help provide appropriate protection to disabled people that may become victims of hate crime, and support those that have experienced hate crime. The external procedure makes specific

reference to ensuring information and support is accessible to disabled people that may have specific communication needs.

3.3 Gender Reassignment

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- There should be no negative disproportionate impact if data quality is improved and the service better informed in relation to specific offences that may impact on this particular group.
- Transphobic hate crime cases may be under reported so improved data quality and intelligence should enhance our response as a service towards such crimes. There is no evidence that this policy will have a negative disproportionate impact on transgender people, and transgender is one of the characteristics that the Home Office requires forces to record and monitor against.

3.4 Marriage and Civil Partnership

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- There should be no negative disproportionate impact if data quality is improved and the service better informed in relation to specific offences that may impact on this particular group. For instance individuals in marriages or civil partnerships, which may be linked to other protected characteristics such as religion or belief, race, sexual orientation, disability or age.

3.5 Pregnancy and Maternity

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- There should be no negative disproportionate impact if data quality is improved and the service better informed in relation to specific offences that may impact on this particular group.
- There is no evidence that this policy or associated procedures will have a negative disproportionate impact on persons who are pregnant or fall within the timeframe that affords protection on the grounds of maternity. Clearly pregnant women or who are at the stage of maternity may be subject to offences against them. There are examples such as

honour killings, assaults based on religious or cultural beliefs and bullying and harassment.

3.6 Race

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- There should be no negative disproportionate impact if data quality is improved and the service better informed in relation to specific offences that may impact on this particular group.
- Racist incidents are the most common type of hate incident to be reported. There is no evidence that this policy will have a negative disproportionate impact on people of different races, ethnic backgrounds or nationality, and there is specific legislation around racially aggravated offences that provide capacity for enhanced sentencing at prosecution stage. Race is also one of the characteristics that the Home Office requires forces to record and monitor against.

3.7 Religion or Belief

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- There should be no negative disproportionate impact if data quality is improved and the service better informed in relation to specific offences that may impact on this particular group.
- There is no evidence that this policy or its associated procedures will have a negative disproportionate impact on people of different religions or beliefs, and there is specific legislation around religiously aggravated offences that provide capacity for enhanced sentencing at the prosecution stage. Faith is also one of the characteristics that the Home Office requires forces to record and monitor against.

3.8 Sex

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- There is no evidence that this policy or associated procedures will have a negative disproportionate impact on persons of different sexes.

3.9 Sexual Orientation

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- There should be no negative disproportionate impact if data quality is improved and the service better informed in relation to specific offences that may impact on this particular group.
- Stonewall has previously stated that despite significant progress towards securing legislative equality many of the lesbian and gay people in Britain still live in fear of homophobic hate crime.
- Evidence suggests the under reporting of homophobic hate crimes. There is no evidence that this policy will have a negative disproportionate impact on people with different sexual orientation, and there is capacity for enhanced sentencing at the prosecution stage where homophobia is proven as an aggravating factor. Sexual orientation is also one of the characteristics that the Home Office requires forces to record and monitor against.

3.10 Welsh Language

Could the Policy and Procedure, have a negative disproportionate impact on people who share this protected characteristic?

- There should be no negative disproportionate impact if data quality is improved and the service better informed in relation to specific offences that may impact on this particular group.
- The policy, aims to comply with the organisation's Welsh language scheme.

4.0 Actions and Outcomes

File classification: OFFICIAL

This section lists any actions that will need to be taken in order to address any adverse impact that has been identified.

4.1 Action Plan

No negative disproportionate Impact identified:

4.2 Outcomes

This section summarises the outcome of the Policy, following this assessment.

- No Change to Policy

4.3 Review

This assessment and the Policy and Procedure, will be reviewed by Jan 2016