

North Tyneside Council Equality Impact Assessment

| 1. Proposal details | | |
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| Name of the policy/project/process being assessed | Hate Crime Policy Statement | |
| Purpose of project | To introduce a Hate Crime Policy Statement for North Tyneside | |
| Who is the project intended to benefit? | Anyone who is a victim of or witnesses Hate Crime in North Tyneside | |
| What outcomes should be achieved? | Clarity around North Tyneside Council's commitment to tackling Hate Crime and Incidents, and what Hate Crime and Incidents are. | |
| Is this new? | No | |
| Version of EIA | 2 | |
| Date this version created | 21/09/2022 | |
| Directorate | Corporate Strategy | |
| Lead Service | PPR | |
| | Name | Service or organisation |
| Principal author | Jessica Madden | PPR |
| Additional authors | Anne Foreman | PPR |
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| 2. Groups Impacted | | | |
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| Does the project impact upon? | | If yes or indirectly- What are the estimates of numbers impacted? | Level of impact the process will have on the affected groups lives |
| Service Users | Yes | The exact numbers are unknown, but 404 hate crimes were reported in North Tyneside in 2021, with more hate incidents also occurring. These groups will have been those impacted by the hate crimes and incidents. | Low |
| Carers or Family of Service Users | Yes | | |
| Residents | Yes | | |
| Visitors | Yes | | |
| Staff | Yes | | |
| Partner Organisations | Yes | The policy statement refers to partnership working for delivery and consultation. | low |

| 3. Evidence Gathering and Engagement | | |
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| | Internal evidence | External Evidence |
| What evidence has been used for this assessment? | Anecdotal reports from colleagues and community groups | Hate Crime Data, examples of policies from other local authorities |
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| Have you carried out any engagement in relation to this proposal? | Yes | The Ethnic Diversity Taskforce has been consulted on the first draft of the policy statement, the police community liaison officer has been consulted with and colleagues from HR and community safety have been consulted. NTC staff networks have been engaged with around the policy statement. Further consultation is planned. |
| Is there any information you don't have? | Yes | Rates of hate incidents. |

| 4. Impact on Different Characteristics | | | |
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| Legally Protected Characteristics | Potential Positive Impact Identified | Potential Negative Impact Identified | Description of the potential impact and evidence used |
| All Characteristics | - | - | - |
| Age | Yes | - | Whilst not covered by hate crime laws Northumbria Police investigate crimes and incidents related to Age as hate crimes or incidents. Therefore, the hate crime policy statement will provide reassurance that support is available if a member of this group experiences a hate crime or incident. |
| Disability | Yes | - | Disability is protected by hate crime law and disability hate crime is the third most common form of hate crime, therefore the hate crime policy statement will provide reassurance that support is available if a member of this group experiences a hate crime or incident. |
| Gender reassignment | Yes | - | Gender reassignment is protected by hate crime law with transphobia a form of hate crime, therefore the hate crime policy statement will provide reassurance that support is available if a member of this group experiences a hate crime or incident. |
| Marriage & civil partnership | - | - | - |
| Pregnancy & Maternity | - | - | - |
| Race | Yes | - | Race is protected by hate crime law and racism is the most common form of hate crime, therefore the hate crime policy statement will provide reassurance that support is available if a member of this group experiences a hate crime or incident. |
| Religion or belief | Yes | - | Religion or belief is protected by hate crime law, therefore the hate crime policy statement will provide reassurance that support is available if a member of this group experiences a hate crime or incident. |

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| Sex | Yes | - | Whilst not covered by hate crime laws Northumbria Police investigate crimes and incidents related to Sex as hate crimes or incidents. Therefore, the hate crime policy statement will provide reassurance that support is available if a member of this group experiences a hate crime or incident. |
| Sexual Orientation | Yes | - | Sexual orientation is protected by hate crime law and homophobia is the second most common form of hate crime, therefore the hate crime policy statement will provide reassurance that support is available if a member of this group experiences a hate crime or incident. |
| Intersectionality | - | - | |
| Non-legally protected characteristics | | | |
| Carers | Yes | - | The hate crime policy statement will provide reassurance that support is available if someone they care for experiences a hate crime or incident and provide guidance if an incident occurs. |

| 5. Achievement of the Authority's public sector equality duty | | |
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| Will the proposal contribute to any of the following? | Yes, No, or N/A | If yes, how? |
| Eliminate unlawful discrimination, victimisation and harassment | Yes | The policy statement will support individuals who are the victims of hate crime. |
| Advance equality of opportunity between people who share a protected characteristic and those who do not | No | |
| Foster good relations between people who share a protected characteristic and those who do not | No | |

| 6. Negative Impacts | | | |
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| Potential negative impact | Can it be reduced or removed? Yes or No | If yes how? If no, what alternative options, if any, were considered? | Explanation of why the impact cannot be removed or reduced or the alternative option pursued. |
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| 7. Action Plan | | | | |
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| Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them | Responsible Officer Name | Responsible Officer Service Area | | Target Completion Date |
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| Actions already in place to remove or reduce potential negative impacts | Responsible Officer Name | Responsible Officer Service Area | | Impact |
| Engagement has already taken place with a community group and colleagues. | Jess Madden | PPR | | Reduce |
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| Actions that will be taken to remove or reduce potential negative impacts | Responsible Officer Name | Responsible Officer Service Area | Impact | Target Completion Date |
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| Actions that will be taken to make the most of any potential positive impact | Responsible Officer Name | Responsible Officer Service Area | | Target Completion Date |
| Extensive promotion of the policy statement | Communications Team | PPR | | October 22 |
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| Actions that will be taken to monitor the equality impact of this proposal once it is implemented | Responsible Officer Name | Responsible Officer Service Area | | Target Completion Date |
| Feedback from colleagues and community groups | Jess Madden | PPR | | August 23 |
| Monitoring of hate crime reporting rates | Mark Stephens | PPR | | August 23 |
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| Date review of EIA to be completed | Responsible Officer Name | Responsible Officer Service Area | | |
| August 2023 | Jess Madden | PPR | | |

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| 8. Outcome of EIA |
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| Outcome | Please explain and evidence why you have reached this conclusion |
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| The proposal is robust, no major change is required | Policy Statement supports our delivery of Public Sector Equality Duty |

| 9. Corporate Equality Group Member approval | |
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| Do you agree or disagree with this assessment? Yes or No | Yes |
| If disagree, please explain why? | |
| Name of Corporate Equality Group Member | Anne Foreman |
| Date | 22/09/2022 |

| 10. Director approval | | |
|---|-----------------|--|
| Do you agree or disagree with this assessment? | Yes | |
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| Name of Director | Jackie Laughton | |
| Date | 23/09/2022 | |