

**Coventry City Council  
Equality and Consultation Analysis (ECA) Form**

*In line with the principles of decision making outlined in the City Council Constitution, the Council will ensure that its decision making is open and transparent, and that due regard is given to the Council's obligations and desire to promote equality of opportunity and equal treatment.*

## Form 1

***This part must be completed and before formal consultation is undertaken and must be available during the consultation stage.***

**Author of this document: Beverley Massey**

**Name of Service Area/Proposal: Community Safety**

**Head of Service: Craig Hickin**

**Date of completion: 2nd January 2019**

### ***Background to the planned changes***

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- 1. What is the background to the planned changes? Why is this change being considered?** *If further information is available on the different scenarios that have been considered as part of this work, provide a link to the public document which contains this information.*

The Coventry Police and Crime Board brings together a range of partner agencies who work together to make Coventry a safer, more confident city. Coventry is a richly diverse city and a place with good community cohesion – 88% of people think that people from different backgrounds get on well together.

Partner organisations recognise that hate crime is an issue that affects people in Coventry and are committed to working together both to prevent and tackle hate crime. Following engagement with communities and organisations affected by hate crime a draft Coventry Hate Crime Strategy has been produced. The draft strategy sets out the key aims and priorities for an action plan that will be developed following consultation. These priorities being:

- Supporting those who experience and report hate crime;
- Respond to under-reporting through improved and innovative reporting mechanisms;
- Reduce the incidence and numbers of hate crime through working in local communities across Coventry.

The Strategy has been informed by what we know from national and local data on hate crime; what we found out from talking with local residents, service providers, partners and potential partners; and what can be done, in partnership, with local communities.

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### 2. Who do you need to consider as part of this ECA? *\*stakeholder analysis*

Hate crime/incidents are motivated by a hostility or prejudice towards someone based on a personal characteristic. Monitored strands currently cover:

- Disability
- Race or ethnicity
- Religion or belief
- Sexual orientation,
- Transgender identity

This list is not necessarily exhaustive and can be added to as other characteristics are identified locally, for example, elder abuse or misogyny.

The strategy is being formulated to help protect and support those that fall into all of the protected categories and anyone else that is subject to such a crime or incident.

Other major stakeholders will include anyone who becomes a victim of hate crime/incidence, key partners including, police, Local Authority, local educational establishments, community groups/organisations, agencies/organisations involved in supporting victims, criminal justice system, health organisations and any other organisation/agency/individual supporting communities.

### *Pre-Consultation Engagement*

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*This section refers to any activities that took place (such as briefings, meetings, workshops, scoping exercises etc) with stakeholders before the formal consultation period.*

### 3. What engagement activities took place prior to formal consultation and what feedback (if any) was received in relation to equality issues?

- A number of community engagement events were held where conversations reflected a need for a viable and applicable hate crime strategy, for example, Onecov 2017 (where over 125 people gathered to have a conversation - issues identified included: strengthening connections, integration and trust between different communities - including responding to hate crime/incidences), Communities Against Hate 2018 (communities spoke about the need for a Hate Crime Strategy and how victims could be supported to report incidences of hate crime).
- Household survey 2018 (shows that residents generally feel integrated with friends from other cultures and have a sense of belonging to the City and get on well with other people).
- Local community groups and organisations engagement workshops (one issue was the lack of readily available information about hate crime and ways to report).
- Elected members Hate Crime briefing (hate crime was recognised as an issue for the whole Country and the consensus was that they did not want it to go unaddressed in the City of Coventry).

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## *Analysis of Impact*

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In this section please ensure that you consider the three aims of the general duty as they affect **protected groups**. These groups are:

Age  
Disability  
Gender  
Gender reassignment  
Marriage/Civil Partnership  
Pregnancy/Maternity  
Race  
Religion/Belief  
Sexual Orientation

The **three aims of the general duty** require that a public authority, in the exercise of its functions, must have due regard to the need to:

- Eliminate discrimination, harassment and victimisation
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**4. Outline below how this proposal/review could impact on protected groups positively or negatively, and what steps/mitigations (if any) could be taken to reduce any negative impact that has been identified.**

*Note – when identifying potential impacts below, please only include impacts that may exist over and above general impacts that may affect the wider community/population. (For example, a reduction in grant to Coventry Citizens Advice would affect all service users through a reduced level of first line advice being available to all – but it would affect the following groups more; age, disability, gender and race as they represent a larger proportion of the clients who use the advice service.)*

There is growing evidence that hate crime has a significant impact on its victims more so than victims of non-hate motivated offences. Direct impacts can range from physical injury to emotional and/or psychological harm. The Crime Survey for

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England and Wales (CSEW) found that hate crime victims were more likely than victims overall to say they were:

- Emotionally affected by the incident (89% and 77% respectively) and to say they were “very much” affected by the incident compared to non-hate crime victims (36% and 13% respectively).
- Hate crime victims are twice as likely to suffer a loss of confidence or increased feelings of vulnerability after the incident compared with non-hate crime victims (40 per cent and 18 per cent respectively).
- Hate crime victims over twice as likely to experience fear, difficulty sleeping, anxiety, panic attacks or depression compared with victims of overall crime.
- Hate crime victims are more likely to experience repeat victimisation than non-hate crime victims.

Hate crime also has the capacity to generate fears and impacts in local communities who have not been directly targeted:

A survey with over 3,000 LGBT and Muslim people found that simply knowing other people who have been a hate crime victim increases individuals’ perceptions of threat, which in turn was linked to them experiencing increased feelings of vulnerability, anxiety and anger.

This strategy will promote a more tolerant and cohesive society and, although is concerned primarily around the accepted strands of hate crime will encourage the supporting of all victims that experience such issues. The groups that fall into those protected characteristics should not experience any negative effects from this strategy it should be seen as a positive action to underpin the work of all partner agencies/organisations in the support of victims and those experiencing hate crime.

**Age:** this not a hate crime monitored strand so statistical information in relation to impact is unavailable

**Disability:** this is a hate crime monitored strand. The current hate crime narrative for this strand suggests the need to better support victims, their specific needs and promote reporting. Awareness of the needs of the victims of this strand will continue to be highlighted. It is anticipated that there will be a positive equality impact on this group as a result of the strategy.

**Gender:** this not a hate crime monitored strand so statistical information in relation to impact is unavailable

**Gender reassignment:** transgender identity is a monitored characteristic and data shows that incidences of hate against this strand continues to show an increase. Numbers are low which may be attributed to under-reporting, the hate crime strategy highlights the need to support victims and promotes reporting. It is anticipated that there will be a positive equality impact on this group as a result of the strategy.

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**Marriage/Civil Partnership:** this is not a hate crime monitored strand so statistical information in relation to impact is unavailable. If for example, the couple are entering into a civil partnership and they are targeted the crime could be classed as a hate crime, if applicable, under the transgender or sexual orientation strands. Coventry has had some cases of hate crime, where sexual orientation (35 incidents recorded during 2017-18) and transgender (4 incidents were recorded 2017/18) have been recorded. So there could be some positive equality impact as a result of the strategy.

**Pregnancy/Maternity:** there is no identified impact from hate crime.

**Race:** this strand has the highest recorded hate crime/incidents amongst all of the strands. All victims or potential victims will receive a professional and appropriate service that aims to meet their immediate needs at the point of reporting through the process of complaint and subsequent investigation. It is anticipated that there will be a positive equality impact on this group as a result of the strategy.

**Religion/Belief:** this is a monitored strand of hate crime, it continues to show an increase in reporting. Many national and international issues have shown to impact on the number of recorded incidents. Community cohesion is key to developing a better understanding of the different race and religions and encouraging communities to live in harmony. It is anticipated that there will be a positive equality impact on this group as a result of the strategy.

**Sexual Orientation:** this is a monitored strand of hate crime. It is anticipated that there will be a positive equality impact on this group as a result of the strategy.

The Government's hate crime plan has identified under-reporting as a particular cause for concern in at least the following groups:

- Disabled people;
- Muslim women;
- Transgender;
- Gypsy, Traveller and Roma
- New refugees. It has been recognised that Hate Crime is under-reported, often misunderstood and individuals and service providers may not know the range of services, reporting methods and support available. We recognise that there is a need for raising awareness of hate crime as an issue and how people can access help. We also recognise that we have to build an evidence base and research messages on hate crime.

The following table shows that about 9% of all recorded hate crime in the West Midlands occurs in Coventry. Compared to England and Wales, both across the West Midlands and

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specifically in Coventry, there is a higher rate of race hate crime and much lower rates of recording for all other monitored strands. The low rates of religious hate crime across the West Midlands and Coventry are in sharp contrast to the national recorded figures.

**Table to show: Hate Crime recorded by the police by monitored strand:  
national, regional and Coventry (2017/18)**

Hate Crime 2017/18	England & Wales		West Midlands		Coventry	
	Count	%	Count	%	Count	%
Disability	7226	8	104	2	3	1
Race	71251	76	3894	84	342	85
Religion	8336	9	164	4	19	5
Sexual Orientation	11638	12	440	9	35	9
Transgender	1651	2	34	1	4	1
<b>Total</b>	<b>94098</b>		<b>4644</b>		<b>404</b>	

5. **Are there any other vulnerable groups that could be affected?** i.e. deprivation, looked after children, carers.

Also include any information about the health inequalities/Marmot implications of this proposal. Contact Caroline Ryder ([caroline.ryder@coventry.gov.uk](mailto:caroline.ryder@coventry.gov.uk)) or Hannah Watts ([hannah.watts@coventry.gov.uk](mailto:hannah.watts@coventry.gov.uk)) in Public Health for more information.

This strategy aims to be totally inclusive and covers all members of society as it is recognised that any person could become a victim of Hate Crime. The current strands are recognised however this does not prevent other characteristics being added as hate crime strands.

6. **What are the gaps in evidence? Can this be addressed during the consultation stage?**

*In this section, re-state those protected characteristics for which there is no data available. In addition, outline if there are any plans to collect further data during the consultation stage (through surveys, on-site sampling etc). If it is unlikely that additional data will be available to inform this ECA, then include a commitment statement in this section along the lines of 'following on from this ECA, once the new service is implemented/commissioning process undertaken\*, a specific requirement to collect and analyse relevant equalities data will be included in management information processes / service specifications\*'. \*delete as appropriate*

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There is a suggestion of under reporting in all of the different strands, by promoting the hate crime strategy and encouraging the reporting all hate crime incidents will increase the reported crimes thus filling the gaps that may exist.

7. **What are the likely impacts of this project/review on staff from protected groups?** For further support please contact Andy Hyland ([andy.hyland@coventry.gov.uk](mailto:andy.hyland@coventry.gov.uk) tel: 7683 3426)

This strategy should help to reassure staff from protected groups that if there are any issues that have an impact on them they should report them and be reassured that they will be taken seriously and they will be supported through any processes/investigations that need to take place. This strategy applies to everyone and their individual needs.

There are no staffing implications as a result of this strategy.

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## Form 2

*This section should be completed AFTER any consultation has been concluded.*

Author of this document:

Date of completion:

### *Potential Impacts – further information*

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8. Referring to the information detailed in question 4 of ECA Form 1, state if the potential impacts have been confirmed. Also detail below any additional information about potential impacts that has been highlighted during any consultation.

### *Outcome of equality impact*

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9. Indicate which of the following best describes the equality impact of this project/review:

There will be **no** equality impact if the proposed option is implemented

There will be **positive** equality impact if the proposed option is implemented

There will be **negative** equality impact if the proposed option is implemented but this can be objectively justified

There will be both **positive and negative** impacts if the proposed option is implemented

### *Summary of ECA*

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**Write a paragraph below which summarises the key aspects of this ECA.**

*This paragraph should be included in the Equalities/EIA section of any Cabinet/Cabinet Member Report.*

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**Approvals from Director and Cabinet Member**

**Name of ECA Author**

**Date**

**Director:**

**Cabinet Member:**

**Please detail below any committees, boards or panels that have considered this analysis.**

**Name**

**Date**

**Chair**

**Decision taken**

***Next steps***

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Please send this completed ECA to the Insight Team as follows:

Wendy Ohandjanian ([wendy.ohandjanian@coventry.gov.uk](mailto:wendy.ohandjanian@coventry.gov.uk) tel. 7683 2939)

Jaspal Mann ([jaspal.mann@coventry.gov.uk](mailto:jaspal.mann@coventry.gov.uk) tel. 7683 3112)