

| | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Appendix | |
| Section 1.1 - Equality Impact Assessment CRU MASH | |
| <p>This template must be completed for all NYP initiatives (i.e. polices, practices, projects, strategies, programmes). Guidance, including case studies can be found at (insert link).</p> <p>An Equality Impact Assessment (EIA) examines the impact that NYP’s polices or practices have on particular groups. Undertaking an EIA will identify any discriminatory or negative consequences as well as potential benefits ensuring that, as far as possible, everyone has the same experience of policing services. The sections below should be considered from the perspective of race, disability, gender, religion and belief, sexual orientation and age.</p> | |
| Stage 1 - Screening | <p>a) Identify the aims, objectives and intended outcomes of the initiative.</p> |
| | <p>The Protecting Vulnerable Persons (PVP) Units deal with the most vulnerable individuals within our communities. They carry challenging workloads which are high risk which if not managed/mitigated more effectively could have a devastating impact upon victims, communities and organisational reputation. (note: for example serious sexual offences have increased despite the total number of sexual offences in NYP falling year on year).</p> |
| | <p>Austerity measures has seen and continues to see changes to legislation (Welfare Reform Act) and compressions of budgets within all public sector organisations. It is expected that this will feed through the welfare chain as increased demand for those services contained within the umbrella of PVP.</p> |
| | <p>It is accepted within North Yorkshire at Chief Officer and Senior management level that the PVP Units will need additional resources (re-alignment from other units as opposed to growth) to meet current and future demands. The formulation of a CRU/MASH to remove administrative functions from front line officers would support the wider crime directorate realignment of resource to create additional resilience within PVP investigative function</p> |
| | <p>A Central Referral Unit (CRU) constitutes the ‘business and administrative brain’ for all safeguarding matters within North Yorkshire Police. It focuses the administrative resource function into a single unit at a single location therefore optimising administrative efficiencies and reducing the administrative functions that currently default to detectives. This would effectively release detective resource within operational Protecting Vulnerable Persons Units (PVPs) so their skills can be more operationally focussed. In addition a CRU would improve service outcomes for victims within each multi-agency and as a whole and meet ACPO national best practice recommendations and associated national reports recommending the same</p> |
| | <p>Co-locating a CRU with safeguarding strategic partners as a Multi-Agency Safeguarding Hub (MASH) is recognised as best practice and feature as a recommendation within a variety of national reports. This arrangement would improve the information flow and improve outcomes for communities and those most vulnerable by addressing issues relating to information sharing, decision making and early intervention as highlighted in the recommendations of Lord Laming and the lessons learnt from serious case reviews</p> |
| | <p>Further information on the aims, objectives and outcomes can be found in :</p> |
| | <p>PCC Decision Making Template CRU mash V1.3 CRU MASH Business Case v2.7</p> |

PROTECT STAFF

| | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------------------------------------|---------------------------------------|-----------------------|
| <p>b) Could any of the groups of people set out at d) be affected differently by the initiative e.g. in terms of access to a service, or being able to take advantage of proposed opportunities?</p> <ul style="list-style-type: none"> • Race : No formal consultation with any representative groups or associations has yet taken place. • Gender : No formal consultation with any representative groups or associations has yet taken place. • Disability : No formal consultation with any representative groups or associations has yet taken place. • Sexual Orientation : No formal consultation with any representative groups or associations has yet taken place. • Religion or belief : No formal consultation with any representative groups or associations has yet taken place. • Age : No formal consultation with any representative groups or associations has yet taken place. • Transgender/Transsexual: No formal consultation with any representative groups or associations has yet taken place. • | | | | |
| <p>c) What research have you done? What information/data has been considered?</p> <p>Methodology and Sources of Data</p> <p>This proposal is driven by a number of key drivers including;</p> <ul style="list-style-type: none"> • Consideration of demand versus resources • Austerity measures causing changes to legislation (Welfare Reform Act) • ACPO National best practice and recommendations from national reports • National policies and procedures on safeguarding • Improving outcomes for victims both within multi agencies and as a whole <p>The research informing this review includes :</p> <ul style="list-style-type: none"> • Discussions with some existing CRUs within the North of England together with , local staff and social care managers to understand the benefits and future benefits a full MASH could provide • Visits to other forces who have already formed CRU/MASH | | | | |
| <p>d) Following the assessment of available information/data, has a positive (beneficial) or negative (adverse) impact been identified? OR is the initiative equality neutral, i.e. no particular/minimal affect on any group? Give details on whom the initiative impacts and how.</p> | | | | |
| | <p>Positive (High Impact)</p> | <p>Negative (High Impact)</p> | <p>Neutral (Low/no Impact)</p> | <p>Details</p> |

PROTECT STAFF

PROTECT STAFF

| | | | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|---|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | Race | | | X | The type of business conducted would remain the same but an enhanced level of service would be provided. The proposed CRU/MASH would provide a better service to both internal and external parties, and by enabling the identification of risk at an earlier stage it is envisaged that the proposed changes will only improve current service. |
| | Gender | | | X | The proposal does not change the duration of working hours nor the current working pattern. The proposal does include a change in location and this could impact staff currently within the scope of the proposal in terms of the increased distance to travel to the proposed new location. Any members of staff working part time or with flexible working agreements (more commonly female staff members) could be impacted by the changes outlined above. |
| | Disability | | | X | The proposed new location is a new build and as such has been built in compliance with Equality Act 2010 which takes into account disabled access requirements |
| | Religion or belief | | | X | No adverse impact is anticipated. |
| | Sexual Orientation | | | X | No adverse impact is anticipated. |
| | Age | | | X | No adverse impact is anticipated. |
| <u>Transgender / Transsexual</u> | | | | | |
| <p>If the impact is equality neutral (i.e. no particular/minimal affect on any group) this should be noted and no further action is required. Where a potential impact (positive or negative) has been identified, further assessment is required to determine what changes may be necessary to either reduce the negative impact or enhance the positive impact and sections e) to g) should be completed.</p> | | | | | |
| Stage 2 - Assessment | e) Consult with the groups you have at section b) | | | | |
| | Date of Consultation | Outcome | | | |
| | | <p>Formal high level consultation with Federation and UNISON, who represent staff from all protected groups will be taking place as well as individual consultation.</p> <p>Consultation will also take place with HR regarding any proposed changes to role.</p> | | | |
| f) Decide what actions, if any, will be taken as a result of the assessment. Are there any specific factors which need to be taken into account? | | | | | |

PROTECT STAFF

PROTECT STAFF

| | | |
|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| | <p>Actions will be based on all available evidence and business needs case.</p> <p>Following consultation, the proposal will be re-assessed to determine if any changes are appropriate or whether any special factors need to be taken into account.</p> | |
| | <p>g) Provide a report outlining the findings of the impact assessment process and the reasons for the decision reached.</p> | |
| | <p>As above.</p> | |
| | <p>Equality Impact Assessment carried out by:</p> | <p>Date:</p> |

PROTECT STAFF