

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council’s work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

Title of the proposal	Tamworth Community Safety Plan	
Director responsible for the project or service area	Rob Barnes	
Officer completing the assessment	Jo Sands	
Date conducted	17 February 2025	
Who are the main stakeholders?	CSP partners, public	
What is being assessed?	A decision to review or change a service	
	A strategy, policy, report or procedure	X
	A function, service, or project	
What kind of assessment is it?	New	
	Review of existing	X

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

		Yes	No
1	Does this new or revised project, proposal, policy, report, procedure likely to have an impact?	X	
2	Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement?		X
3	Does the proposal seek agreement on restructuring or reorganising of staffing?		X
4	Will this policy or proposed change have any impact on potential suppliers?		X

5	Does this policy or proposed change impact on any HR policy or practice within the council?		X
6	Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above?	X	

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Summary of initial screening outcome:

Decision	Yes	No
Initial screening only	x	
Proceed to Part Two, full assessment	X	

Initial screening completed by	Jo Sands
Date	17 February 2025

Full screening completed by	Jo Sands
Date	17 February 2025

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Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

The production of a Community Safety Partnership plan is a legal requirement under the Under the Police and Justice Act 2006 (England & Wales) and local authorities are duty-bound to 'provide evidence-based data to support Community Safety Partnerships (CSPs) in their planning and duties.

The plan identifies priority areas for a community safety plan and has the following underlying principles:

- Prevention wherever possible
- Early intervention
- Targeting prolific offenders
- Targeting resources to hotspot areas
- Supporting victims
- Increasing public confidence

Section 2

Evidence used and considered. Include analysis of any missing data.

Community Safety Strategic Assessment, crime statistics, council statistics, public perception surveys

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

Consultation around the plan is taken with statutory and voluntary partners. The main 3 year plan is endorsed by Tamworth Council Cabinet and annual refreshes by Infrastructure Safety and Growth Scrutiny

Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

Impact Area	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of the impact	Action to address negative impact
Protected Characteristic, as outlined in the Equality Act 2010			
Age	N & P	Plans in place to prevent criminal exploitation Positive diversionary activity Negative – impact of enforcement Social isolation projects in place	Actions taken to understand and put in diversionary activities (young people) to prevent enforcement
Disability	P	Positive actions around engagement	
Gender reassignment	P	Positive impact of hate crime training	
Marriage and civil partnership	P & N	Prevention and education for domestic abuse Negative – impact of enforcement (DA)	Partnership plans in place to support people affected by DA
Pregnancy and maternity	Ne		
Race	P	Positive impact of hate crime training Community cohesion concerns – positive involvement	
Religion or Belief	P	Positive impact of hate crime training Community cohesion concerns – positive involvement	
Sex	P	Positive impact of hate crime training Community cohesion concerns – positive involvement Campaign in place around safety	
Sexual Orientation	P	Positive impact of hate crime training	

		Community cohesion concerns – positive involvement Campaign in place around safety	
Are there socio-economic groups likely to be affected? If yes, please provide detail below			
Other social exclusion	P	Positive impact of hate crime training Community cohesion concerns – positive involvement Campaign in place around safety	
Digital exclusion	Ne		
Veterans and serving members of the armed forces and their families	P	Positive effect of the Armed Forces Covenant	
Young people leaving care	P & N	Housing plans in place Negative – this cohort is at greater risk of exploitation and crime	Positive work with relevant agencies around housing, activities and trying to prevent concerns
Health and Wellbeing: Individuals and communities in Tamworth	Impact: Positive (P) Negative (N) Neutral (Ne)	Explanation	Action to address negative impact
Will the proposal have a direct impact on an individual's health, mental health and wellbeing?	P	Diversionary activities. Education and support	
Will the proposal directly impact on housing?	P & N	Involvement of all RSLs Negative – potential for offenders and families to lose homes	Early intervention
Will there be a likely change in demand for or access to public services such	Ne		

as health and social care services?			
Will there be an impact on diet and nutrition?	Ne		
Will there be an impact on physical activity?	P	Positive diversionary activities	
Will there be an impact on transport, travel and connectivity?	Ne		
Will there be an impact on employment and income?	Ne		
Will there be an impact on education and skills?	Ne		
Will there be an impact on community safety?	P	Plan is designed to address all community safety priorities Raised awareness to reduce negative perception	
Will there be an impact on the environment, air quality, climate change?	Ne		

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

Yes – enforcement remains the last resort, however criminality requires addressing to ensure community safety

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

The wider community safety plan has working groups with tactical plans to address priority concerns.
Funding is considered and used to maximum effect
CSP plan is reviewed quarterly

Section 7: Monitoring arrangements

Who will be responsible for monitoring	Tamworth Community Safety Partnership
Frequency of monitoring	Quarterly
Where will the impact assessment be reported to?	IS& G Scrutiny
Where this impact assessment will be stored and for how long	Completed with shared drive TSP and stored until 2026 on full review

Section 8: Summary of actions to mitigate negative impact (if required)

Impact Area	Action required	Lead officer/responsible person	Target date	Progress
Enforcement	Review actions	JS	31 March 2026	

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