# Equality Impact Assessment

**Title: Police Precept 2025-2026**

**Date: 01/12/2024**

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## Induction

We aim to provide a working and training environment free from discrimination and unfair treatment.

Equality legislation requires public authorities to conduct Equality Analysis also known as Equality Impact Assessments on significant changes and reviews to policies and practices. This enables GMCA and GMFRS to meet part of their general duties on equality and forms part of our [EDI Strategy and Action Plan](http://insidegmca.gmfs.local/key-info/equality-diversity-and-inclusion/our-edi-strategy-and-action-plan-launched-in-2019/). We also have an ethical duty to tackle inequalities that affect marginalised and underrepresented groups that fall within the protected groups: e.g., our Gypsy and Traveller communities, class, deprivation, and intersectional inequalities.

**Considering the Code of Ethics**

What does the Core Code require? The Core Code should be adopted by every service in England. The principles should be embedded within everything that fire and rescue services and their employees do. This includes those working within, or on behalf of the FRS. FRSs will ensure that the principles of this Core Code are represented within policies and processes to ensure they are embedded and at the heart of day-to-day activity. The five principles in the Core Code apply to every action we take, as individuals or as a FRS. The principles will help all of us do our jobs in the right way. Consider the five principles which can be found on the UKFRS website <https://www.ukfrs.com/core-code-ethics>

## Document Version Control

If this Equality Impact Assessment requires updating or editing, please contact the Author.

As an organisation we need to ensure that our strategies, polices, functions and services, current and proposed have given due regard to equality and diversity.

|  |  |  |
| --- | --- | --- |
| Document Version | Date | Author |
|  | 01/12/2024 | Emma Stonier  Vicky Sugars |

#### Approval Process

|  |  |
| --- | --- |
| Approval Agency  This is your directorate or Team. |  |
| Owner | Jax Effiong (For approval on CDC)  The EDI manager above is owner to ensure final approval has a consistent approach. |

#### Consultation & Engagement

We must have stakeholder involvement & engagement.

Outline any previous involvement or consultation with the appropriate target groups of people who are most likely to be affected or interested with this policy, strategy, function, or service.

|  |  |
| --- | --- |
| Involved | Greater Manchester Police is involved in the development of the police precept.  All key GM stakeholders are involved in helping ensure we gather all stakeholder views for the police precept. This includes GM Equality Panels sharing the consultation with all their networks and Local authority engagement leads ensuring it is shared far and wide to all networks at a borough level. |
| Consultation | The precept is informed by a public consultation with all Greater Manchester residents.  A public survey. alongside dedicated focus group sessions targeted to ensure that we hear from residents all insight will help inform the precept for 2025/26.  Formal public consultation starts 6 Jan 2025  The Police and Crime Panel approves any precept increases. |

#### Related Documents

|  |
| --- |
| Policy & Procedure   * Include all documents |

## Impact Assessment Form

### Section 1

|  |  |
| --- | --- |
| **Name of policy / initiative / Service to be impact assessed** | Police Precept 2024-2025 |
| **Corporate objective being addressed** | Safe and Vibrant Communities and specifically keeping people safe from harm including: -   * Keeping people safe and feeling safe * Fighting crime * Protecting victims * Police response and satisfaction with the police |
| **Department / function carrying out the assessment** | Safer and Stronger Communities team |
| **Who is responsible for the implementation of the policy / initiative / service? (function head /department manager)** | Safer and Stronger Communities team  Engagement team GMCA |
| **Who is involved in the impact assessment?** | Safer and Stronger Communities team |
| **What are the aims / objectives of the policy / initiative / service?** | To ensure adequate funding from the police precept to maintain and improve police services whilst also seeking to provide value for money for taxpayers. |
| **Who is intended to benefit from the policy?** | All of Greater Manchester residents, businesses and visitors. |
|  |  |
| **What are the main outcomes of the policy (this is key to being able to identify what monitoring is needed)?** | The policing precept is the amount Greater Manchester residents contribute to local policing through their council tax bill. Funding for the police comes both directly from a central Government grant (74% and from the police precept (26%)  The police precept, which funds GMP, is one of the lowest in the country, but it also means we are heavily reliant on Government funding to help keep our communities safe.  The main outcome of the precept is to balance the need to ensure that the police have enough funding to keep Greater Manchester residents, businesses, and visitors safe and make the improvements that residents wish to see whilst also ensuring that it provides value for money for Greater Manchester taxpayers. |
| **Is the policy for external or internal purposes?** | Both |
| **Are other organisations involved in the delivery?**  **If yes, please state who:** | No |
| **What information/ experience do we have i.e., a similar initiative and what did this information tell us? (info can be demographic data i.e., census findings, research findings, comparisons between similar policies in our Service and other Services, survey data, equality monitoring data, ad hoc data gathering exercises)** | Previous police precept public consultation results from previous years surveys, hosted on GM Consult. This is quantitative and qualitative data, i.e. numbers of respondents and qualitative feedback. |
| **How will information be collected regarding the impact of the policy /initiative /service/ employment policy etc?** | This will continue, as in previous years, through a consultation survey on GM Consult platform. This year there will also be 2 or 3 qualitative sessions held with residents of GM about their thoughts and attitudes towards the Police Precept. The groups will be representative of GM’s population make up and hear from voices we may struggle to hear from at in person events. |
| **Has a search of the internet revealed an impact assessment conducted by other Fire and Rescue Services or local authorities of a similar policy/initiative?**  **If yes – is it possible to adapt / incorporate findings** | Yes – some other PCCs have undertaken EIAs for their precept consultations. However impact assessments found are quite dated and also for areas which are different from GM so not able to be directly adapted. |
| **Date of Policy Review** | December 2025 |

### Section 2 – Internal

Remember that equality analysis is not simply about identifying and removing negative effects or discrimination, but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.

|  |  |
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|  | **Impacts Identified** |
| **Age**   * Young * Middle age * Older age | None identified |
| **Disability**  Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual. There are several types of barriers that cause exclusion including.  •Physical  •Social/attitudinal  •Institutional  •Communication  Complete which barriers you will need to consider in your programme. | None identified |
| **Sex**  Identify any potential adverse impact to men or women. | None identified |
| **Race**  Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to specifically consider. | None identified |
| **Religion and belief (including no belief)**  Identify any adverse potential impact on different religious groups and identify which you may need to specifically consider. | None identified |
| **Sexual Orientation**  Identify any adverse potential impact on different sexual orientations and identify which sexual orientations you may need to specifically consider. | None identified |
| **Gender Reassignment**  Identify any adverse potential impact on transgender or non-binary people. | None identified |
| **Pregnancy and Maternity**  Identify any adverse potential impact because of pregnancy, maternity, or paternity.  Pregnancy is the condition of being pregnant or expecting a baby.  Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. | None identified |
| **Marriage & Civil Partnership**  Identify any adverse potential impact because of marriage and civil partnership means someone who is legally married or in a civil partnership. Marriage and civil partnership can either be between a man and a woman, or between partners of the same sex. | None identified |
| **Social economic disadvantage**  Identify any adverse potential impact because of financial hardship. | None identified |
| **Other**  Are there other discriminations or disadvantages that you think you need to address? | Not raising the police precept will impact on the Police and Crime team finances directly and policing finances directly. This may impact on our abilities to carry out our functions though it is anticipated that it would not have a direct impact on existing staffing.  Not raising the police precept will also have an impact on our reserves. |

### Section 2 – External

We put the interest of the public, the community, and the service users first.

Remember that equality analysis is not simply about identifying and removing negative effects or discrimination, but it is also an opportunity to identify ways to advance equality of opportunity and to foster good relations.

|  |  |
| --- | --- |
|  | **Impacts Identified** |
| **Age**   * Young * Middle age * Older Age | All ages are impacted by the police having adequate funding to keep people safe.  Policing is a universal service, and the proposed precept funding will deliver benefits across the whole population (for example, by maintaining and improving call answering and incident response and reducing neighbourhood crime)  **Positive**  Precept increase proposals would have a positive impact on people of all ages.  **Negative**  All council taxpayers (adult age) are impacted by proposed precept increases. |
| **Disability**  Types of impairment can be categorised as physical, sensory, psychosocial, and intellectual. There are several types of barriers that cause exclusion including.  •Physical  •Social/attitudinal  •Institutional  •Communication  Complete which barriers you will need to consider in your programme. | None identified |
| **Sex**  Identify any potential adverse impact to men or women. | None identified |
| **Race**  Identify any adverse potential impact on different ethnic groups and identify which ethnic groups you may need to specifically consider. | None identified |
| **Religion and belief (including no belief)**  Identify any adverse potential impact on different religious groups and identify which you may need to specifically consider. | None identified |
| **Sexual Orientation**  Identify any adverse potential impact on different sexual orientations and identify which sexual orientations you may need to specifically consider. | None identified |
| **Gender Reassignment**  Identify any adverse potential impact on transgender or non-binary people. | None identified |
| **Pregnancy and Maternity**  Identify any adverse potential impact because of pregnancy, maternity, or paternity. | None identified |
| **Marriage & Civil Partnership**  Identify any adverse potential impact because of marriage and civil partnership means someone who is legally married or in a civil partnership. | None identified |
| **Social economic disadvantage**  Identify any adverse potential impact because of deprived communities and identify which communities you may need to specifically consider. | The proposed precept increase is based on Council Tax banding. This would mean that people in lower council tax bands would pay less and people in higher council tax bands would pay more.  The proposed precept increases are set at below the rate of inflation to mitigate the impact on financial hardship.  The police precept for Greater Manchester is one of the lowest in the country.  We will consult on options that are below the maximum set by government to ensure financial hardship is minimised.  Not raising the precept is also likely to have an adverse impact on people who live in poorer neighbourhoods who are more likely to experience crime.  **Building our evidence**  We will work with external partners to ensure we reach as many people as possible to enable them to engage in our consultation process. This will consist of an online survey, paper copies will also be available, the consultation will be promoted using social media, external newsletters, and news release All insight gained from participation in the consultation process will follow our Data Protection policy  We will support if needed the completion of the full online survey. We will work with local councils, community partners and the media to ensure awareness of the consultation.  We will closely with our VCFSE connections in Greater Manchester and seek help from the GM Equality panels if responses are low from areas and diverse communities.  In keeping with standard Greater Manchester practices, alternative format materials – including large print, or tailored discussion sessions - will be produced according to need, upon request from individuals or partner organisations |

## Action Plan

Any actions identified as an outcome of the EIA should be mapped against the headings within the Action Plan.

NB: summaries/evidence actions taken to mitigate against adverse impact.

**Title: (**Equality Impact Assessment Report – 12/2023**)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Action/ Activity | Owner and Interested Stakeholders | Dependencies/ Risk/Constraints | Completion Date | Progress Update |
| This should be a list of recommendations identified in the EIA report.  A short description of the issue being taken forward. | Team/Department/Service  Internal and external stakeholders  How will you ensure your stakeholders continue to be involved/engaged in shaping the development/delivery of this policy? | There may be other projects/initiatives that will deliver the action, so refer to these. | The date by which the action is to be completed. | Progress to date. Any barriers. New stakeholders, etc. Give RAG (red/amber/green) rating if appropriate. Details of monitoring and review methods |
| That residents are consulted on proposed precept increases to ensure a balance between funding policing adequately and the impact on taxpayers. | Safer and Stronger Communities team  Police, Fire and Crime Panel | N/A | January 2025 |  |
| That precept increases be kept below inflation to ensure adverse effects based on financial hardship are minimised | Safer and Stronger Communities team  Police, Fire and Crime Panel | N/A | January 2025 |  |
| That 2/3 focus groups are undertaken in January to support the precept consultation and find out residents views of the policing precept | Safer and Stronger Communities team  Engagement team | N/A | January 2025 |  |
| Produce alternative format materials and accessible material as and when the need arises | GMCA Communications and Engagement Team  Safer and Stronger Communities team | Limited project budget and tight time scales for production of additional material | January 2025 | Upon Request |
| Utilise communications and engagement networks of Greater Manchester system – including local councils, VCFSE and partner organisations | GMCA Communications and Engagement Team  Safer and Stronger Communities team | Rely on partners to share information / materials (and tailor for their audiences as appropriate); through Greater Manchester | January 2025 | Information, materials and ask to cascade shared with Greater Manchester Heads of Communications network via email. Shared via partner and own stakeholder updates and newsletters. |

## Sign-off

The final stage of the Equality Impact process is to formally sign off the document as being a complete, rigorous, and robust analysis.

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

#### Quality Check and Review by the Directorate Contact Officer

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| --- | --- | --- |
| **Name** | **Directorate Team** | **Review Date** |
|  |  |  |

#### Summary of strengths and area(s) for improvement

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#### Service Director or Senior Officer (sign-off)

|  |  |  |
| --- | --- | --- |
| **Name** | **Job Title** | **Date** |
|  |  |  |

Ensure your EIA is uploaded onto the [Corporate Document Centre](http://insidegmca.gmfs.local/media/389677/the-cdc-process-eia-gudiance.docx) (CDC) as a draft for the EDI Managers final approval.

Please select ‘Equality impact assessment’ as the document type when uploading.

**Further guidance**

1. [EIA guidance (Word, 195KB)](http://insidegmca.gmfs.local/media/389674/eia-guidance_.docx)
2. [External EIA Quality Assurance Provider (PowerPoint, 158KB)](http://insidegmca.gmfs.local/media/389675/external-eia-quality-assurance-provider.pptx)
3. GMFRS: For further assistance please contact [inclusivity@manchesterfire.gov.uk](mailto:inclusivity@manchesterfire.gov.uk)