

General Equality Impact Assessment (EIA) Form

Support:

An [EIA toolkit](#), [workshop content](#), and guidance for completing an [Equality Impact Assessment \(EIA\) form](#) are available on the [EIA page](#) of the [EDI Internal Hub](#). Please read these before completing this form.

For enquiries and further support if the toolkit and guidance do not answer your questions, contact the Equality, Diversity, and Inclusion (EDI) team by emailing Equalities@Brighton-Hove.gov.uk. If your request is urgent, please mention this in the subject line of your email so we can support as required.

Processing Time:

- EIAs can take up to 10 business days to approve after a completed EIA of a good standard is submitted to the EDI Business Partner. This is not considering unknown and unplanned impacts of capacity, resource constraints, and work pressures on the EDI team at the time your EIA is submitted.
- If your request is urgent, we can explore support exceptionally on request.
- We encourage improved planning and thinking around EIAs to avoid urgent turnarounds as these make EIAs riskier, limiting, and blind spots may remain unaddressed for the 'activity' you are assessing.

Process:

- Once fully completed, submit your EIA to the Equalities team by emailing the Equalities inbox and copying in your Head of Service, Business Improvement Manager (if one exists in your directorate), any other relevant service colleagues to enable EIA communication, tracking and saving.
- Your EIA will be reviewed, discussed, and then approved by the assigned EDI Business Partner and after seeking additional approval as appropriate for your EIA.
- Only approved EIAs are to be attached to Committee reports. Unapproved EIAs are invalid.

1. Assessment details

Throughout this form, 'activity' is used to refer to many different types of proposals being assessed.

Read the [EIA toolkit](#) for more information.

Name of activity or proposal being assessed:	Community Safety Strategy
Directorate:	Commissioning and Communities
Service:	Community Cohesion
Team:	Community Safety
Is this a new or existing activity?	Existing Activity
Are there related EIAs that could help inform this EIA? Yes or No (If Yes, please use this to inform this assessment)	No

2. Contributors to the assessment (Name and Job title)

Responsible Lead Officer:	Adam Salmon
Accountable Manager:	Richard Tuset
Additional stakeholders collaborating or contributing to this assessment:	Nahida Shaikh and Anne Clarke

3. About the activity

Briefly describe the purpose of the activity being assessed:

Under the **Crime and Disorder Act 1998**, Brighton & Hove City Council and its statutory partners are required to work together through the Community Safety Partnership (CSP) to formulate, publish and implement a strategy for reducing crime, disorder, anti-social behaviour, reoffending and substance misuse, and for addressing serious violence and community harm. The Act places a duty on responsible authorities to take community safety considerations into account in all relevant decision-making.

The **Counter Terrorism and Security Act, 2015**, places a statutory duty on specified authorities (including council and public bodies) 'to have due regard to the need to prevent people from being drawn into terrorism or supporting terrorism'. Additionally, local authority has the Channel Duty 'to identify, assess and support individuals at risk of being drawn into terrorism' and all other public bodies have the 'Duty to Cooperate' with the local authority regarding Channel.

The Community Safety and Crime Reduction Strategy 2026–2029 is the statutory mechanism through which these duties are discharged locally. It is informed by a Strategic Assessment of crime, harm, vulnerability and community safety risks, and is subject to regular review to ensure it remains responsive to emerging trends, legislative change and community need.

The Strategic Assessment highlights that harm in Brighton & Hove is increasingly shaped by cumulative disadvantage, place-based risk and repeat victimisation rather than isolated incidents. This EIA reflects that analysis by focusing on how structural inequality, deprivation, identity-based hostility and system barriers interact to produce disproportionate impacts for certain groups. The Strategy's emphasis on early intervention, place-based responses and integrated safeguarding is intended to address these patterns of harm rather than single issues in isolation.

Governance and accountability for delivery of the Strategy sit collectively with the **Brighton & Hove Community Safety Partnership Board and Prevent Partnership Board**, which provides strategic oversight, ensures compliance with statutory duties, and monitors performance through agreed partnership structures and thematic sub-groups. The Strategy is therefore a shared partnership plan rather than a council only document, reflecting the collective responsibilities of local authorities, police, health, probation, fire and rescue, and other relevant agencies.

The strategy is now being reviewed and developed for the period 2026-29 with an updated Strategic Needs Assessment, though the underlying strategic priorities remain the same. This review and refresh gives us an opportunity to conduct an Equality Impact Assessment which assesses, based on current knowledge and available demographic data, the impact that the renewed Community Safety Strategy for Brighton and Hove may have on diverse protected characteristics and different communities.

Within this statutory and governance framework, the Strategy identifies five priority areas that reflect both national requirements and local evidence of harm and inequality. These priorities provide the basis for coordinated action, resource alignment and performance monitoring across the partnership over the lifetime of the Strategy.

1. Serious violence, drugs and exploitation
2. Domestic and sexual abuse and violence against women and girls
3. Anti-social behaviour
4. Hate incidents and crimes
5. Prevent (preventing terrorism and extremism)

The principle focus and/or changes arising from this review and refresh of the strategy are with respect to:

1. Serious violence, drugs and exploitation

The Strategy strengthens the city's collective response to serious violence, drug-related harm and exploitation through coordinated delivery via the Violence Reduction Partnership and the Combating Drugs Partnership. Activity will prioritise prevention, safeguarding and early intervention, particularly for individuals and communities experiencing inequality, poverty and multiple complex needs.

A core focus is improving the identification and protection of vulnerable adults and children affected by criminal and sexual exploitation, including county lines activity, cuckooing and coercive control. The partnership will continue to embed contextual safeguarding approaches, strengthen use of disruption powers, and improve pathways for victims to be recognised and supported rather than criminalised.

Improved data quality and analysis - including on knife carrying, exploitation, substance misuse and disproportionality - will inform targeted, place-based interventions. The Strategy also strengthens communications and engagement to address fear of crime, improve reporting, and build trust with communities most affected by serious violence and exploitation.

2. Domestic abuse, sexual violence and Violence Against Women and Girls (VAWG)

The Strategy sets out a whole-system commitment to preventing and responding to domestic abuse, sexual violence and VAWG in all its forms. This includes strengthening the coordinated community response, prioritising early prevention, improving support for survivors, and holding perpetrators to account.

VAWG is recognised as both an equality issue and a significant driver of health inequality. The Strategy reflects this by embedding trauma-informed practice, improving access to specialist support, and ensuring responses are inclusive of all survivors, including women, men, and trans, non-binary and intersex people. Particular attention is given to the intersection between VAWG, multiple disadvantage, substance misuse, mental ill health and homelessness.

Prevention activity includes education, public awareness, safer public spaces and improved professional practice across agencies. Delivery is aligned with national and local VAWG strategies and safeguarding duties, ensuring consistent, victim-centred responses across the partnership.

3. Anti-social behaviour (ASB)

The Strategy prioritises a balanced and proportionate response to anti-social behaviour that combines enforcement with prevention, support and restorative approaches. Delivery will continue to use the powers available under the ASB, Crime and Policing Act 2014, guided by the principle of "putting victims first".

Operational coordination will be driven through multi-agency structures, including the Joint Action Group and ASB Taskforce, to target repeat perpetrators, high-harm locations and persistent issues on council

estates and in public spaces. Activity addressing ASB linked to public place drug use will be aligned with the city's Drug and Alcohol Strategy and wider work on Multiple Compound Needs.

The Strategy also emphasises early intervention with children and young people, strengthened engagement with businesses and the night-time economy, and improved communication with residents about thresholds, actions and outcomes. Learning from scrutiny and national policy changes, including the introduction of new Respect Orders, will be embedded into local practice.

4. Hate incidents and hate crime

The Strategy responds to a rising volume and complexity of hate incidents and crimes, recognising their significant impact on individuals, communities and cohesion. Delivery focuses on prevention, victim support, improved reporting, and effective partnership responses to both offline and online harms.

The Strategy acknowledges the role of national and international events in shaping local community tensions, including increased fear and harm experienced by Jewish, Muslim, Black and racially minoritised communities, LGBTQ+ communities, disabled people, migrants, refugees, and trans, non-binary and intersex residents. Addressing under-reporting, particularly following the loss of third-party reporting centres, is a key priority.

Activity will include rebuilding reporting pathways, strengthening data and intelligence, addressing online hate and misinformation, and supporting communities affected by heightened tensions. The Strategy aligns with the Council's Fair and Inclusive Action Plan and Anti-Racism Strategy, embedding equality, inclusion and cohesion into partnership delivery.

5. Prevent (preventing terrorism and extremism)

Prevent work aims to stop people from being drawn into terrorism or supporting terrorism. The Prevent Strategy sets out a whole system partnership approach to reduce the risk of terrorism and extremism by strengthening community resilience, improving early identification and support for individuals susceptible to being drawn into terrorism, supporting people who have already engaged in terrorism to disengage and rehabilitate, and enhancing frontline and institutional capacity to recognise and respond to evolving threats. Prevent addresses an increasingly complex and evolving threat and risk landscape; our delivery is risk based, proportionate, and flexible to respond to emerging risks.

Prevent delivery in Brighton & Hove is grounded in strong partnership with our communities and an explicit commitment to equality, proportionality, and anti-racist practice. The Strategy recognises concerns raised through consultation about trust and the potential for disproportionate impacts on some communities. The strategy emphasises transparency, trust building, and inclusive practice to rebuild confidence with communities. Strategy emphasises improved communication on Prevent with our communities and partners to create consensus, strong democratic oversight, and accountability.

Work also focuses on improving resilience to international, national, and local critical incidents, coordinate partnership responses to reduce its impact on community cohesion, reassure, and reducing harm to individuals and communities. Prevent delivery will remain aligned with statutory duties while adapting to emerging risks and national policy changes. Ultimately, it seeks to reduce harm, disrupt radicalising influences, and ensure that individuals, institutions, and communities across the city are equipped, confident, and supported to prevent terrorism and extremism.

Within Community Safety Partnership, the council works with police, health, probation and fire services, as well as other partners to deliver this strategy. However, the council's role and level of influence varies across different actions within the strategy. Some actions fall entirely within our direct control. In other areas, the council works collaboratively with partners through co-delivery of joint actions. In many cases, BHCC's role is to advocate for, encourage, or suggest action to partners, such as encouraging schools to

embed safeguarding approaches, advocating with police for victim-centred responses, or working with health services to improve mental health provision. This EIA focuses on the council's ability to take action under its direct control, while recognising the importance of partnership working to achieve shared community safety objectives. Where actions require partner engagement, the EIA clarifies what we can directly influence versus where partner decisions and resources determine outcomes.

What are the desired outcomes of the activity?

To improve the quality of life for everyone who lives in, works in or visits the city by focusing on:

- Taking early action to prevent crime and disorder
- Tackling the issues which have the biggest impact on people
- Reducing fear of crime and meeting the needs of victims
- Increasing trust and confidence in our communities
- Building and supporting resilience in our communities.

Which key groups of people do you think are likely to be affected by the activity?

Key groups that we'd anticipate would be disproportionately impacted as a consequence of this activity are disabled people, Black and Racially Minoritised communities, Trans, Non-Binary, and Intersex, young people, women, looked after children and care leavers and those experiencing deprivation and poverty.

It is however important to note that the Community Cohesion Service and its constituent teams that deliver the Community Safety Strategy as a central component of their work maintain proactive engagement with the Black, Racially Minoritised, LGBTQ+ and Disabled communities and organisations supporting them as well as a range of services that support Women, young people and looked after children and care leavers. We maintain a number of forums and other contacts with these communities to, over and above the consultation on the renewal of the Community Safety Strategy development, support an open dialogue on the issues impacting or concerning these groups. This dynamic contact and feedback enables the services to better respond to the needs of our communities stakeholders and address identified equalities impacts.

4. Consultation and engagement

What consultations or engagement activities have already happened that you can use to inform this assessment?

- For example, relevant stakeholders, groups, people from within the council and externally consulted and engaged on this assessment. **If no consultation** has been done or it is not enough or in process – state this and describe your plans to address any gaps.

BHCC informally consulted with partners in finalising its 2025 Strategic Assessment and formulating the refreshed Draft 2026–2029 Community Safety Strategy before convening a formal consultation event with partners on 20/11/2025, ahead of putting the revised draft (in light of partners' contributions at the 20/11/2025 event) out to formal consultation through the 'Your Voice' portal. During this consultation period there have been further informal and formal consultation with partners and stakeholders across the full range of Community Safety meetings, panels and sub-groups.

- The 'Your Voice' consultation received **147 responses**, with most respondents participating as **residents (72.1%, n=106)**. Additional responses were received from **community/voluntary organisations (10.9%, n=16)**, **statutory organisations (7.5%, n=11)**, **visitors (4.8%, n=7)** and **businesses (2.0%, n=3)**, alongside a small number identifying as **local councillors (0.7%, n=1)** or 'other' (1.4%, n=2).
- Where respondents provided demographic information, participation was strongest among **older age groups**, with the largest proportions aged **45–54 (19.7%, n=29)** and **55–64 (19.7%, n=29)**, and **65–74 (16.3%, n=24)** (noting that **25.9% (n=38)** did not answer the age question).

Respondents who answered the question on disability/long-term health condition most commonly reported **no limiting condition (50.3%, n=74)**, with **15.6% (n=23)** reporting limitations “a little” and **4.8% (n=7)** “a lot” (with **27.2%, n=40** giving no answer).

- For sex and gender, among those responding, **female** respondents were the largest group (**sex: 37.4%, n=55; gender: 34.0%, n=50**) and **male** respondents accounted for **29.9% (n=44)** (with a substantial “no answer” proportion for both questions). A small number identified as **non-binary (2.7%, n=4)**, and **2.0% (n=3)** indicated their gender is different from sex assigned at birth (with **36.7%, n=54** giving no answer to that question).
- In relation to ethnicity, among those responding, the largest group identified as **White: English/Welsh/Scottish/Northern Irish/British (36.1%, n=53)**, followed by **White: Other (13.6%, n=20)** and **Mixed background (7.5%, n=11)** (with **29.9%, n=44** giving no answer). For sexual orientation, **heterosexual/straight** respondents formed the largest group (**47.6%, n=70**), with smaller proportions identifying as **gay or lesbian (6.8%, n=10)**, **queer (4.8%, n=7)**, **bisexual (2.0%, n=3)** and other categories (with **33.3%, n=49** giving no answer).
- For religion or belief, the most commonly selected response was “**no particular religion or belief**” (**24.5%, n=36**), followed by **Christian (9.5%, n=14)** and **Jewish (8.2%, n=12)** (with **33.3%, n=49** giving no answer). A small number of respondents indicated current or previous UK armed forces service (**regular: 2.0%, n=3; reserve: 0.7%, n=1**), with **10.2% (n=15)** indicating a close family member had served in the regular forces. Responses to the refugee/asylum question indicated **no respondents selected “recognised refugee” or “seeking asylum”**, with **65.3% (n=96)** selecting “No” and **34.0% (n=50)** giving no answer.

The consultation received a broad range of responses from residents, community groups, statutory partners, and businesses. Across all priority areas, respondents overwhelmingly agreed with the overall aims and plans, but raised concerns about implementation, enforcement, and resourcing. Free text comments provided rich insights into community priorities, anxieties, and expectations.

Consultations were also carried out with some forums, for example, the Refugee and Migrant Forum, One Voice Partnership and other minority forums.

- **Serious violence, drugs & exploitation**
- Agreement levels were high, with over three-quarters supporting the aims and plans. Key themes included:
 - **Top concerns**
 - Visible drug use and dealing in central centre areas (especially Kemptown, St James’ Street, Brighton Station, North Laine) centre areas (especially Kemptown, St James’ Street, Brighton Station, North Laine).
 - Lack of visible policing and low confidence in police response.
 - Homelessness, begging and hostel locations linked by respondents to safety concerns.
 - Need for joined-up safeguarding across police, social care, health and community services.
 - Calls for stronger enforcement, targeted raids, and tackling repeat offenders.
 - Concerns about young people’s vulnerability, lack of youth provision, and links to poverty.
 - **Suggestions**
 - More place-based, nighttime safety approaches and night-time safety approaches.
 - Better reporting mechanisms, including instant reporting tools.
 - Expanded harm reduction, safe use spaces, and investment in support services.
- **Domestic abuse, sexual violence & VAWG**
- **Respondents showed very strong support for the aims.**

- **Key themes**

- Need for better police training, greater trust, and more consistent responses.
- Better focus on early prevention, including healthy relationships education in schools.
- Increased public / community awareness of VAWG and services available
- More refuge spaces and specialist women led services.
- Strong emphasis on holding perpetrators to account.
- Repeated calls to ensure trans, non-binary, and intersex survivors are explicitly included.
- Need for support tailored to people with multiple and compound needs.
- Greater consideration of male victims.

- **Anti-social behaviour (ASB)**

Agreement remained high but feedback highlighted frustration with current ASB responses.

- **Top concerns**

- ASB is perceived as worsening, especially in:
 - Kemptown
 - Brighton Station
 - St James' Street
 - The Level
 - Hove Lawns
- Repeat offenders and hotspots not being proactively tackled.
- Insufficient visible policing and lack of follow up when incidents are reported.
- Youth related ASB linked to lack of spaces, activities, and support.
- Perception that council run events sometimes increase ASB.

- **Suggested actions**

- Stronger enforcement and clearer thresholds for action.
- Improved communication back to residents after reports.
- More youth services and preventative community work.

- **Hate incidents & hate crime**

- This section generated the most polarised and high-volume feedback, with over a third of comments relating to tensions between Jewish and Palestinian communities.

- **Key issues**

- Conflicting views on:
 - The nature of local protests
 - Whether criticism of Israel constitutes antisemitism
 - Whether policing is biased *for or against* particular communities
- Requests for:
 - Clearer definitions of hate crime
 - Address the root causes of hate crime - with greater education for young people and countering of divisive narratives in communities and online
 - A more balanced and transparent approach to community tensions
 - Reinstatement of third-party reporting centres
- Widespread concerns about:
 - Under-reporting due to mistrust of authorities
 - Rising antisemitism, Islamophobia, and hostility toward Trans, Non Binary and Intersex and Black and Racially Minoritised communities
 - Hate speech and intimidation at public protests

- Calls to ensure legitimate protest is not criminalised, alongside concerns that protests can feel intimidating.

- **Prevent**

- Agreement levels were positive overall, but free text comments revealed strong polarisation.

- **Key concerns**

- Fear that Prevent could criminalise protest
- Concern from others about extremist activity, radicalisation of young men, and rising Islamophobia and antisemitism.
- Calls for greater focus on:
 - Far right extremism
 - Online radicalisation and misogynistic influencers (“manosphere”)
 - Supporting young, isolated men and boys
- Concerns about Prevent disproportionately impacting BRM and Muslim communities and damaging trust.

- **Suggestions**

- More community engagement, transparency, and balanced narratives.
- Stronger emphasis on education, critical thinking, and youth support.

- **Cross-cutting themes across the consultation**

1. Visible policing & enforcement

- Across all priority areas, respondents expressed extremely low confidence in police responsiveness.
- Increased place-based work/ tackling geographical city centre hotspots

2. Addressing root causes

- Strong calls to invest in:
- Poverty reduction
- Youth provision
- Housing and homelessness support
- Mental health and substance misuse services-misuse services

3. Communication and reporting

- People want:
- Better ways to report crime/ASB
- Clear feedback loops
- Transparency about thresholds, actions, and outcomes

4. Community tensions around Israel/Palestine Violence

- The Israel/ Palestine violence strongly shaped feedback, with:
- Both Jewish, Palestinian, and other communities expressing fear
- Confusion and disagreement about what constitutes hate crime
- Concerns about protest rights, safety, and bias in policing

It is important to note that protest and policing of protest do not fall under Prevent workstream and therefore not something that the Prevent Strategy and local delivery could address or influence directly. Unlawful activities at the fringes of lawful protests, and community tensions arising from protests are addressed through Prevent and team activities.

Freedom of assembly and freedom of speech are basic freedoms that support the right to peacefully and lawfully assemble (i.e. protest). The police usually are the agency to enable this right to protest

peacefully and ensure that disruption is minimised to all other residents and city whilst enabling people their freedoms to demonstrate. These freedoms are qualified freedoms (i.e. they can have conditions imposed on them or prohibited within a legal framework) and based on police's own assessments. Police are key partners in the Community Safety Partnership and whilst protest or policing of protests are not covered by the Strategy, we feed in any community concerns or sentiments appropriately to the relevant authorities, and the Safety Advice Group that the local authority chairs with Prevent and Community Cohesion attendance.

Similarly, training to distinguish between antisemitism or anti-Zionism etc. are not within the remit of the Prevent. Some of the extremist ideologies (for example, extreme right wing, Al-Qaida or Daesh affiliated groups) use antisemitic tropes and target Jewish communities and the extent to which extremist groups or ideologies mobilise these prejudices, is covered by the Prevent work and in Prevent trainings. The extremist discourses often respond to topical issues, for example, currently extreme right wing is engaging on an anti-migrant platform – Prevent trainings cover those identified risks and issues and work to tackle them.

Through our engagement and partnership with communities and through our public statements we reiterate city values, encourage reporting of hate incidents and community concerns, and coordinating partnership responses to address those.

Consultation feedback highlighted strong concern about violence against women and girls, including the availability of specialist women-led services, consistency of statutory responses, and the need for inclusive support for all survivors, including trans, non-binary and intersex people. Respondents also raised concerns about fear of crime, safety in public spaces, and the impact of online harm and misogyny.

These insights have informed the equalities analysis within this EIA and reinforce the need for trauma-informed, inclusive and preventative approaches across all Community Safety priorities. Ongoing engagement with communities and service users will be essential to monitoring impact and ensuring that delivery responds effectively to lived experience.

5. Current data and impact monitoring

Do you currently collect and analyse the following data to enable monitoring of the impact of this activity? Consider all possible intersections.

(State Yes, No, Not Applicable as appropriate)

Age	Yes, age data is captured in the strategic assessment
Disability and inclusive adjustments, coverage under equality act and not	Yes, disability data is captured in the strategic assessment.
Ethnicity, 'Race', ethnic heritage (including Gypsy, Roma, Travellers)	Yes, ethnicity data is captured in the strategic assessment.
Religion, Belief (any religious or philosophical belief), Spirituality, Faith, or Atheism	Yes, this is captured in the strategic assessment.
Sex	Yes, this is captured in the strategic assessment.
Gender Identity and Sex (including non-binary and Intersex people)	Yes, this is captured in the strategic assessment.

Gender Reassignment	Yes, TNBI data is captured in the strategic assessment.
Sexual Orientation	Yes, this is captured in the strategic assessment.
Marriage and Civil Partnership	No, this is not captured in the strategic assessment.
Pregnant people, Maternity, Paternity, Adoption, Menopause, (In)fertility (across the gender spectrum)	No, this is not captured in the strategic assessment.
Armed Forces Personnel, their families, and Veterans	Yes, this is captured in the strategic assessment.
Expatriates, Migrants, Asylum Seekers, and Refugees	Yes, this is captured in the strategic assessment.
Carers	Yes, carer data is captured in the strategic assessment.
Looked after children, Care Leavers, Care and fostering experienced people	Yes, this is captured in the strategic assessment.
Domestic and/or Sexual Abuse and Violence Survivors, and people in vulnerable situations (All aspects and intersections)	Yes, this is captured in the strategic assessment.
Socio-economic Disadvantage	Yes, index of multiple deprivation data is captured in the strategic assessment
Homelessness and associated risk and vulnerability	Yes, this is captured in the strategic assessment.
Human Rights	Not Applicable, it's not practicable within the context of the strategic assessment to collect meaningful human rights data.
Multiple Compound Needs	Yes, MCN data is captured in the strategic assessment.
Mental Health	Yes, mental health data is captured in the strategic assessment.
Substance Misuse	Yes, substance misuse data is captured in the strategic assessment.
Offenders	Yes, offender data is captured in the strategic assessment.

Additional relevant groups that may be widely disadvantaged and have intersecting experiences that create exclusion and systemic barriers may include:

- Ex-offenders and people with unrelated convictions
- Lone parents
- People experiencing homelessness
- People facing literacy, numeracy and /or digital barriers
- People on a low income and people living in the most deprived areas
- People who have experienced female genital mutilation (FGM)

- People who have experienced human trafficking or modern slavery
- People with experience of or living with addiction and/ or a substance use disorder (SUD)
- Sex workers

The EIA recognises that there are limitations in the availability, consistency and granularity of equalities data within community safety, particularly in relation to under-reported harms, intersectional identities and experiences that sit across multiple service systems. Some protected characteristics (such as pregnancy, maternity, and marriage or civil partnership) are not routinely captured within community safety data sources, and in other areas data may not fully reflect lived experience due to barriers to reporting or mistrust of statutory services.

To address these limitations, the Strategy places strong emphasis on partnership intelligence, qualitative insight, consultation feedback and learning from lived experience alongside quantitative data. A central mitigation action arising from this EIA is the introduction of a data-driven equalities impact review within Community Safety Partnership governance, supported by the development of a quarterly equalities impact dashboard.

These arrangements will enable the Partnership to identify emerging disproportionality, respond to gaps in data or outcomes, and take corrective action where required. Learning from this process will inform annual strategic reviews and ongoing refinement of delivery, ensuring that equality considerations remain active throughout the lifetime of the Strategy rather than being treated as a one-off exercise.

If you answered “NO” to any of the above, how will you gather this data to enable improved monitoring of impact for this activity?

Currently the strategic assessment is the only tool at our disposal for gathering equalities data, although we are exploring acquiring one, Community Safety doesn't currently have a case management database, nor does it have the resources to separately collect and meaningfully collate significant equalities data.

The strategic assessment doesn't capture Marriage and Civil Partnership or Pregnancy, Maternity, Paternity, Adoption, Menopause and (In)fertility data, but it's impracticable to identify a methodology/data source for collecting this data in relation to the subjects covered by the Community Safety Strategy.

While the council does hold baseline demographic data, it doesn't currently have a system or methodology for longitudinally comparing this to its demographic data on those impacted across the five strands of the Community Safety Strategy to comprehensively identify disproportionate impacts.

A central plank of the proposed Action Plan arising from this EIA is that the council add a data driven equalities impact review to its quarterly Community Safety Partnership Board meeting, which in turn would require the development of a quarterly equalities impact dashboard (with a data pre-meet of strategic leads prior to each CSP Board meeting).

What are the arrangements you and your service have for monitoring, and reviewing the impact of this activity?

Currently the only mechanism/arrangement for monitoring and reviewing the equalities impact of the Community Safety Strategy is the annually reviewed Strategic Assessment, as a follow-up to this EIA we will be reviewing how an equalities impact dimension can be incorporated into future Strategic Assessments and how the quarterly reviewed Action Plans that underpin each element of the Strategy can incorporate actions to identify and address equality concerns.

6. Impacts

Advisory Note:

- **Impact:**
 - Assessing disproportionate impact means understanding potential negative impact (that may cause direct or indirect discrimination), and then assessing the relevance (that is: the potential effect of your activity on people with protected characteristics) and proportionality (that is: how strong the effect is).
 - These impacts should be identified in the EIA and then re-visited regularly as you review the EIA every 12 to 18 months as applicable to the duration of your activity.
- **SMART Actions mean:** Actions that are (SMART = Specific, Measurable, Achievable, Realistic, T = Time-bound)
- **Cumulative Assessment:** If there is impact on all groups equally, complete **only** the cumulative assessment section.
- **Data analysis and Insights:**
 - In each protected characteristic or group, in answer to the question 'If "YES", what are the positive and negative disproportionate impacts?', describe what you have learnt from your data analysis about disproportionate impacts, stating relevant insights and data sources.
 - Find and use contextual and wide ranges of data analysis (including community feedback) to describe what the disproportionate positive and negative impacts are on different, and intersecting populations impacted by your activity, especially considering for [Health inequalities](#), review guidance and inter-related impacts, and the impact of various identities.
 - For example: If you are doing road works or closures in a particular street or ward – look at a variety of data and do so from various protected characteristic lenses. Understand and analyse what that means for your project and its impact on different types of people, residents, family types and so on. State your understanding of impact in both effect of impact and strength of that effect on those impacted.
- **Data Sources:**
 - **Consider a wide range (including but not limited to):**
 - [Population and population groups](#)
 - [Census 2021 population groups Infogram: Brighton & Hove by Brighton and Hove City Council](#)
 - [Census](#) and [local intelligence data](#)
 - Service specific data
 - Community consultations
 - Insights from customer feedback including complaints and survey results
 - Lived experiences and qualitative data
 - [Joint Strategic Needs Assessment \(JSNA\) data](#)
 - [Health Inequalities data](#)
 - Good practice research
 - National data and reports relevant to the service
 - Workforce, leaver, and recruitment data, surveys, insights
 - Feedback from internal 'staff as residents' consultations
 - Insights, gaps, and data analyses on intersectionality, accessibility, sustainability requirements, and impacts.
 - Insights, gaps, and data analyses on 'who' the most intersectionally marginalised and excluded under-represented people and communities are in the context of this EIA.
 - Learn more about the [Equality Act 2010](#) and about our [Public Sector Equality Duty](#).

6.1 Age

Does your analysis indicate a disproportionate impact relating to any particular Age group? For example: older people, people who may be housebound, those under 16, young adults, with other intersections.	
1. Serious Violence, Drugs and Exploitation	Yes
2. Domestic and Sexual Abuse and Violence Against Women and Girls	Yes
3. Anti-social behaviour	No
4. Hate incidents and crimes	No
5. Prevent	Yes

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Compared with England and the South East, Brighton & Hove has fewer children and older people but more younger adults, particularly those aged 19 to 30. According to the latest ONS estimates (2023), Brighton & Hove is estimated to have more female residents (142,800 people, 51%) than male residents (136,800, people, 49%). The biggest difference is in the age group 19 to 25 years old where there are 2,500 (14%) more females than males. As seen nationally, beyond the age of 75 years old the proportion of female residents increases. There are an estimated 18,900 residents aged 75 or older in the city, of which 58% (10,900 people) are female and 42% (8,000 people) are male. By the age of 90 or older the difference is two to one with 1,400 female (67%) to 700 male (33%) residents ().

Older people may experience specific and under-recognised community safety risks, including domestic abuse by partners, adult children or carers, financial exploitation, hate incidents and fear of crime. Older victims may be less likely to report abuse due to stigma, dependency, isolation or lack of awareness of services, and harms may be misidentified as care or health issues rather than safeguarding concerns. Women in later life may be particularly affected by domestic abuse and coercive control that has continued or escalated over time. Fear of crime and antisocial behaviour can also have a disproportionate impact on older people's wellbeing, independence and use of public space.

The Strategy's focus on early identification, partnership safeguarding and trauma-informed responses provides a basis for addressing these risks. Equalities monitoring will support improved understanding of older people's experiences and help ensure that responses are proportionate and accessible. Health Counts 2024⁴⁴ asked questions about the health and lifestyle issues local people experience in Brighton and Hove, including worry about physical violence.

Those in younger age groups had significantly higher levels of worry about physical violence against themselves compared with respondents as a whole, with 35% of 18-24 year olds reporting they were very or fairly worried. The proportion of respondents who were very or fairly worried generally decreased in subsequent age groups.

Serious Violence, Drugs and Exploitation –

The Community Safety and Crime Reduction Strategy seeks to mitigate the disproportionate impacts identified below through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention, safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring

through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disproportionate impacts:

- Serious violence disproportionately affects boys and young men, including care-experienced young people and those excluded from education.
- Victims of gang violence, especially young Black men, may be disproportionately treated as perpetrators.
- National stop/search data shows that Black people are 9.7 times more likely to be stopped than White people. Young Black men are disproportionately stopped and searched under serious violence initiatives.
- County lines exploitation disproportionately affects looked-after children and care leavers.
- County lines victims (often looked-after children) characterised as offenders rather than victims.

Mitigations:

- Utilising mentors with lived experience.
- Triggering the Serious Violence Response Plan after critical incidents with potential community cohesion impacts, ensuring a rapid multi-agency response coordinated through Sussex Police with BHCC and partners.
- Better targeted prevention through the AVRMS (Adolescent Vulnerability Risk Meeting) and associated exploitation screening/safety planning processes, to ensure earlier identification and multi-agency risk management for children at risk of exploitation/serious violence.
- Maintaining (and re-activating where needed) the Op Safety Youth Meeting model for high-risk cohorts, using structured multi-agency risk assessment and action planning to reduce serious violence and exploitation harm.
- Co-designing and targeting BHVRP-funded youth interventions (e.g., detached youthwork, school/A&E-linked youthwork, and diversionary activity) in high-need areas with voluntary and community sector partners embedded in local communities.
- Developing a dedicated multi-agency "exploitation perpetrators" meeting (aligned to existing local multi-agency models) to strengthen identification, disruption, and partnership accountability while protecting victims.
- Strengthening transitional safeguarding via MARM and the developing local transitional safeguarding protocol/pathways, to reduce the risk of young people with complex needs losing support at the point they move into adulthood.

Disproportionate impacts:

- National statistics indicate that most Prevent referrals are for young men. However, number of referrals overall are very small (when compared to safeguarding referrals, VAWG referrals or any of the other priority area identified in this strategy). Prevent is an early intervention programme, that supports all existing freedoms and rights of the individuals (for example, all decisions must be in the best interest of children and young people), Prevent is a supportive intervention - it will coordinate existing universal support and bring in targeted interventions as a bespoke package to improve the outcomes for individuals, to divert them away from risk of illegality (for instance, harm to self or to others).

Mitigations:

- Individuals engage with the support voluntarily, there is a written signed consent form for all individuals, and this will be signed by parents or legal guardian for children under 18 years of age. Individuals can withdraw from support or remove consent from Channel support.

- Channel Panel is made up of professionals from different public bodies; the panel owns and manages the safeguarding risks. Professionals have safeguarding responsibilities and expertise and are robust in their approach.
- Services that are working with or supporting individuals attend as case specific members of the Channel Panel and will be able to advocate for the individual. The panel will invite voice and experience of the individuals into the process to tailor the support package to their needs.
- The Prevent strategy and delivery has explicitly adopted an anti-racist approach and is promoted within the context of Equality Duty.

6.2 Disability:

Does your analysis indicate a disproportionate impact relating to [Disability](#), considering our [anticipatory duty](#)?

1. Serious Violence, Drugs and Exploitation	Yes
2. Domestic and Sexual Abuse and Violence Against Women and Girls	Yes
3. Anti-Social Behaviour	Yes
4. Hate Incidents and Crimes	Yes
5. Prevent	Yes

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Health Counts 2024 asked questions about the health and lifestyle issues local people experience in Brighton and Hove, including worry about physical violence.

Respondents who were disabled had significantly higher levels of reported worry about physical violence against themselves than all respondents. This was also true of respondents living in temporary/emergency accommodation, as well as respondents living in the most deprived areas of the city.

Disproportionate impacts

The Community Safety and Crime Reduction Strategy seeks to mitigate the disproportionate impacts identified below through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention, safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disabled people, including those with physical, sensory, learning and cognitive disabilities and those with mental ill-health, can experience disproportionate impacts across several areas of community safety. Disabled people are at increased risk of domestic abuse, sexual violence, hate incidents and exploitation, and may experience abuse over longer periods before it is identified or reported.

Barriers faced by disabled people include communication and accessibility challenges, dependence on others (including perpetrators) for care or support, reduced access to safe reporting routes, and difficulties navigating complex service systems. Disabled women may face compounded risks due to the intersection of gender-based violence, disability-related dependency and isolation, and barriers to access to information and in reporting.

Mitigations

The Strategy's emphasis on trauma-informed practice, inclusive communication, early identification of vulnerability and partnership safeguarding responses provides a framework for addressing these risks. Commitments to improving accessible reporting pathways, data quality and cross-agency working will support more effective identification of harm and reduce barriers for disabled people. Equalities monitoring will be used to assess whether responses are reaching disabled residents proportionately and to inform service improvements.

Prevent –

Disproportionate impacts:

- National referrals data indicates that individuals who are neurodivergent and/or autistic, and with mental health conditions are often more frequently represented in referrals. There is no causal link between the disability and the Prevent referrals. As stated previously, number of referrals overall are very small, Prevent is a supportive, early intervention, consensual programme to improve outcomes for the individual, and divert them away before any risk of illegality occurs.

Mitigations:

- The Home Office continues to produce disaggregated data and look at impact through national Channel evaluations and a few supportive interventions/ pilots.
- As stated previously, the Channel Panel comprises of professional with knowledge, expertise and responsibilities around safeguarding, including for example, mental health and neurodivergence. The bespoke support package is often to ensure appropriate mental health support is in place and increase support around neurodivergence (for example, appropriate pathways within statutory services).
- A new assessment tool – Prevent Assessment Framework is introduced nationally for robust assessments, that identifies risk and protective factors.
- The 'Clinical Consultancy Services' nationally works to improve the health outcomes for individuals already subject to Counter Terrorism Policing interventions.

What [inclusive adjustments](#) are you making for diverse disabled people impacted? For example: those who are housebound due to disability or disabling circumstances, D/deaf, deafened, hard of hearing, blind, neurodivergent people, those with non-visible disabilities, and with access requirements that may not identify as disabled or meet the legal definition of disability, and have various intersections (Black and disabled, LGBTQIA+ and disabled).

- The strategy document will be designed by the design team to be accessible and will be uploaded on the website in a format accessible for screen readers.
- Translation into British Sign Language and Easy Read will be considered, resources allowing.
- We are committed to advocating and encouraging our partners to continue working on improving accessible reporting pathways to reducing barriers for disabled people, including, but not limited to, ensuring that safety information and reporting pathways are accessible, written in plain English and available in translation to main community languages.

- Exploring ways to better include the digitally excluded. E.g. digitally excluded and British as a second

6.3 Ethnicity, 'Race', ethnic heritage (including Gypsy, Roma, Travellers):

Does your analysis indicate a disproportionate impact relating to ethnicity?	
1. Serious Violence, Drugs and Exploitation	Yes
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	Yes
5. Prevent	Yes

If "YES", what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Health Counts 20244 asked questions about the health and lifestyle issues local people experience in Brighton and Hove, including worry about physical violence. Gypsy, Roma or Irish Traveller communities had significantly higher levels of reported worry about physical violence against themselves, with 61% reporting that they were very or fairly worried about this. Respondents from mixed/ multiple ethnic groups as well as respondents who described their ethnicity as 'Other' 30 were also significantly more likely to report feeling very or fairly worried about physical violence against themselves (32% and 30% respectively).

Serious Violence, Drugs and Exploitation –

The Community Safety and Crime Reduction Strategy seeks to mitigate the disproportionate impacts identified below through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention, safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disproportionate impacts:

- Serious violence disproportionately affects black boys and black young men.
- Victims of gang violence, especially young Black people, may be dealt with as perpetrators rather than victims.
- County lines exploitation disproportionately affects Black and ethnic minoritised young people.
- Adultification bias and racial stereotyping results in 'gang' terminology applied more readily to Black/Asian youth than White youth.
-

Mitigations:

- Better targeted support and interventions through the AVRMS and associated processes.
- Appropriate proactive NRM referrals to ensure victims of exploitation are appropriately identified as victims, no perpetrators and supported accordingly.
- Work with Police, community safety teams and safeguarding agencies to safeguard children and young people who are being exploited.

Hate Incidents and Crimes –

Disproportionate impacts:

- Ethnic Minoritised groups and communities are disproportionately the victims of hate incidents and crimes.
- Growing concern over national migration management-alongside the St George's flag campaigns have contributed to the increase in fear of and reported hate incidents against ethnic minoritised groups.

Mitigations:

- Establish new mechanisms for third party reporting to promote and enable the reporting of hate incidents and crimes.

Prevent –

Disproportionate impacts:

- Local consultation has indicated people's worries about the Prevent strategy potentially being seen as unfairly targeting Muslims, Black and racially minoritised communities.

Mitigations:

- Prevent strategy since 2011 addresses all forms of terrorism. Prevent delivery is risk based, flexible to respond to emerging risks and needs, and proportionate to risks. We carry out annual risk assessments and action plans to respond to those identified strategic risks.
- The Home Office continues to produce disaggregated data, which are published annually, and look at impact through national Channel evaluations. There are national and local scrutiny and oversight of the impacts and mitigation actions.
- As stated previously, the Prevent strategy and delivery has explicitly adopted an anti-racist approach and is promoted within the context of Equality Duty.
- Statutory Prevent duty requires local authority to have a regular and effective dialogue with communities. We work with all communities, including minority ethnic and faith communities, and support them as required. Most communities are involved in the One Voice Partnership. One Voice Partnership facilitated by the Brighton and Hove City Council, provides a positive and common vision of our city and its communities. Together, we reinforce the values of Brighton and Hove, which are based on pluralism, equality, fairness, and respect for all. For example, all the statements that respond to critical incidents explicitly promote the headline message that we do not tolerate hate incidents, targeting of any communities, provide counter narratives and reporting routes.
- Please see further mitigations identified under the Faith section below.

6.4 Religion, Belief (any religious or philosophical belief), Spirituality, Faith, or Atheism:

Does your analysis indicate a disproportionate impact relating to Religion, Belief (any religious or philosophical belief), Spirituality, Faith, or Atheism?	
1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	Yes
5. Prevent	Yes

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

This EIA assesses the potential impact of the Community Safety Strategy on people with protected characteristics under the Equality Act (2010), including those with particular religions, beliefs, spiritual perspectives, or philosophical beliefs (including but not limited to gender-critical beliefs and other philosophical positions on gender and equality). The assessment recognises that people across the full spectrum of protected beliefs may experience crime and community safety issues, and that the council's duty under the Equality Act is to ensure that its community safety work is accessible, responsive, and respectful to all, regardless of their protected beliefs.

Hate Incidents & Crimes

The Community Safety and Crime Reduction Strategy seeks to mitigate the disproportionate impacts identified below through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention, safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disproportionate impacts:

- The current situation in Israel and Gaza is impacting community cohesion nationally and locally and has contributed to the increase in fear and reported hate incidents against both the Jewish and Muslim communities.
- Growing concern over national migration management-alongside the St George's flag campaigns have contributed to the increase in fear of and reported hate incidents against both the Jewish and Muslim communities

Mitigations:

- Establish new mechanisms for third party reporting to promote and enable the reporting of hate incidents and crimes.

Prevent –

Disproportionate impacts:

- Local consultation has indicated people's worries about the Prevent strategy potentially being seen as unfairly targeting Muslims. This is a legacy issue, as the first iteration of Prevent strategy (prior to 2010) focused on the risks from international terrorism that included Al-Qaida and affiliated ideologies, groups and causes. Prevent strategy since 2011 addresses all forms of terrorism, Prevent delivery is risk based, flexible to respond to emerging risks and needs, and proportionate to risks. We carry out annual risk assessments and action plans to respond to those identified strategic risks.
- Local consultation has also indicated concerns relate to national events and ongoing geo-political shifts and conflicts. For example, many refer to the issues around rising antisemitism in the context of Israel/ Palestine violence and long term, and some refer to the arrests of those opposing ban of the now proscribed group 'Palestine Action'. Protests, and arrests of people on proscription offences are not within the remit of Prevent. The protests are enabled with freedoms of speech and assembly, and the police have a positive duty to facilitate these rights. Prevent aims to stop people becoming terrorist or supporting terrorism. Cases adopted onto Channel have a susceptibility to being drawn into terrorism. Antisemitic tropes are well documented within for example, extreme right-wing discourses and activity. Currently, anti-migrant and anti-Muslim discourses form part of extreme right-wing activity. To that extent, Prevent work raises awareness of the issues and support tackles antisemitism or Islamophobia or other prejudices such as those against migrants and refugees.

Mitigations:

- The Home Office continues to produce disaggregated data, which are published annually, and look at impact through national Channel evaluations. There are national and local scrutiny and oversight of the impacts and mitigation actions.
- As stated previously, the Prevent strategy and delivery has explicitly adopted an anti-racist approach and is promoted within the context of Equality Duty.
- Statutory Prevent duty requires local authority to have a regular and effective dialogue with communities. We work with Muslim, Jewish, faith and no faith communities and support them as required. Most communities are involved in the One Voice Partnership. One Voice Partnership facilitated by the Brighton and Hove City Council, provides a positive and common vision of our city and its communities. Together, we reinforce the values of Brighton and Hove, which are based on pluralism, equality, fairness, and respect for all. For example, all the statements that respond to critical incidents explicitly promote the headline message that we do not tolerate hate incidents, targeting of any communities, provide counter narratives and reporting routes.
- We work with all faith institutions and respond to any concerns around security or incidents. We have good links with faith communities, faith institutions and faith leaders as well as non-faith and humanist communities to understand concerns and respond to those concerns appropriately. For example, racist violence following the Southport incident (29th July 2024) targeted mosques, migrant, visibly Black and minority communities nationally. We worked with local mosques, Muslim and migrant communities to ensure safety, brought in additional security measures with funding and support from the Home Office. Similarly, following the targeting of Heaton Park Synagogue, in Manchester, we worked with all synagogues and Jewish communities to understand and respond to concerns. Our work therefore improves the safety of minority faith communities and institutions, links them with appropriate statutory agencies, improves wellbeing and sense of belonging.
- Following critical incidents, we reach out to the affected communities and groups appropriately to understand concerns, manage and prevent escalation of community tensions and reassure our communities, work to reduce those risks, and build resilience.

6.5 Sex:

Does your analysis indicate a disproportionate impact relating to Sex ?	
1. Serious Violence, Drugs and Exploitation	Yes
2. Domestic and Sexual Abuse and Violence Against Women and Girls	Yes
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	Yes
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Health Counts 20244 asked questions about the health and lifestyle issues local people experience in Brighton and Hove, including worry about physical violence. Respondents who were female had significantly higher levels of reported worry about physical violence against themselves than all respondents.

Serious Violence, Drugs and Exploitation –

The Community Safety and Crime Reduction Strategy seeks to mitigate the disproportionate impacts identified below through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention, safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disproportionate impacts:

- Serious violence disproportionately affects boys and young men, including care-experienced young people and those excluded from education.
- Victims of gang violence, especially young Black men, may be disproportionately treated as perpetrators.

Domestic and Sexual Abuse and Violence Against Women and Girls

Violence against women and girls (VAWG), including domestic abuse, sexual violence, stalking, harassment and exploitation, is a form of gender-based violence that disproportionately affects women and girls. These harms are rooted in structural gender inequality and are not evenly distributed across the population.

While people of all genders can experience domestic and sexual abuse, evidence consistently shows that women are significantly more likely to experience repeated, coercive and high-harm abuse, often perpetrated by known individuals, and to experience longer-term physical, psychological and economic impacts. Women's experiences of crime and safety are therefore shaped not only by victimisation, but also by fear of crime, restrictions on movement, and the need to modify everyday behaviour to reduce risk.

Women are also disproportionately affected by sexual harassment, misogynistic abuse and intimidation in public spaces and online, which contributes to reduced feelings of safety and belonging and intersects with other harms such as antisocial behaviour and hate incidents.

Women in later life may be particularly affected by domestic abuse and coercive control that has continued or escalated over time.

Women within migrant and refugee communities may face particular risks, including coercive control, exploitation and culturally specific forms of harm, alongside additional barriers to disclosure and support. Under-reporting is a significant concern, meaning that the scale and nature of harm may not be fully reflected in recorded data.

Consultation feedback highlighted strong concern about violence against women and girls, including the availability of specialist women-led services, consistency of statutory responses, and the need for inclusive support for all survivors, including trans, non-binary and intersex people. Respondents also raised concerns about fear of crime, safety in public spaces, and the impact of online harm and misogyny.

The Strategy explicitly prioritises Violence Against Women and Girls and adopts a whole-system, trauma-informed approach focused on prevention, early intervention, survivor support and perpetrator accountability. It aligns with national and local VAWG strategies and safeguarding duties, ensuring that responses are victim-centred, proportionate and inclusive.

Mitigation includes strengthening coordinated community responses, improving access to specialist support (including women-led and inclusive services), embedding learning from lived experience, and addressing wider factors such as fear of crime, safety in public spaces and online harm. Ongoing partnership oversight will monitor impact and ensure responses continue to reduce inequality rather than reinforce it.

Mitigations

The Community Safety Strategy explicitly prioritises VAWG and adopts a whole-system, trauma-informed approach focused on prevention, early intervention, survivor support and perpetrator accountability. The Strategy aligns with national and local VAWG frameworks and commits to inclusive, victim-centred responses that recognise the gendered nature of harm while ensuring support is accessible to all survivors. Delivery will be supported by partnership governance, learning from lived experience, and ongoing review of equalities impacts.

Anti-Social Behaviour

Young males are likely to be overrepresented as perpetrators of youth ASB, although though data not disaggregated by sex in strategy.

Hate Incidents and Crimes –

Disproportionate impacts:

- The TNBI community are disproportionately the victims of hate incidents and crimes.
- The Supreme Court ruling on the definition of sex and the public discourse that has followed it have heightened fears of discrimination and victimisation in the THBI community.

Mitigations:

- Establish new mechanisms for third party reporting to promote and enable the reporting of hate incidents and crimes.

6.6 Gender Identity and Sex:

Does your analysis indicate a disproportionate impact relating to Gender Identity and Sex (including non-binary and intersex people)?	
1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	Yes
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	Yes
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Health Counts 20244 asked questions about the health and lifestyle issues local people experience in Brighton and Hove, including worry about physical violence. Respondents who were trans, non-binary or intersex (TNBI) had significantly higher levels of reported worry about physical violence against themselves than all respondents.

Consultation feedback highlighted strong concern about violence against women and girls, including the availability of specialist women-led services, consistency of statutory responses, and the need for inclusive support for all survivors, including trans, non-binary and intersex people. Respondents also raised concerns about fear of crime, safety in public spaces, and the impact of online harm and misogyny.

LGBTQ+ and TNBI people in Brighton and Hove experience disproportionate harms across multiple areas of community safety, reflected in higher exposure to hate incidents and crimes and ongoing experiences of exclusion. The Community Safety and Crime Reduction Strategy identifies hate incidents as a core priority area and highlights the need to address the specific vulnerabilities of minoritised groups within the city’s safety landscape. Local research shows that while some LGBTQ+ residents benefit from Brighton and Hove’s inclusive environment, trans and non-binary people in particular continue to face multiple forms of exclusion and are significantly affected by hate crime, indicating persistent inequalities in safety and wellbeing. Additionally, LGBTQ+ survivors of domestic abuse, especially trans survivors, are acutely impacted by service pressures and risk losing specialist support, which further compounds their vulnerability to harm and reduces safe pathways to protection and recovery.

Non-binary, intersex (TNBI) individuals experience fear of exploitation, but data on this group is limited; leading to potential gaps in identifying vulnerabilities.

Hate Incidents and Crimes –

Disproportionate impacts:

- The TNBI community are disproportionately the victims of hate incidents and crimes.
- The Supreme Court ruling on the definition of sex and the public discourse that has followed it have heightened fears of discrimination and victimisation in the TNBI community.
- Impact of online harm and transphobia.

Mitigations:

- Establish new mechanisms for third party reporting to promote and enable the reporting of hate incidents and crimes.

6.7 Gender Reassignment:

Does your analysis indicate a disproportionate impact relating to <u>Gender Reassignment</u> ?	
1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	Yes
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Respondents who were Trans had significantly higher levels of reported worry about physical violence against themselves than all respondents. This was also true of respondents living in temporary/emergency accommodation, as well as respondents living in the most deprived areas of the city.

Hate Incidents and Crimes –

Disproportionate impacts:

- The TNBI community are disproportionately the victims of hate incidents and crimes.
- The Supreme Court ruling on the definition of sex and the public discourse that has followed it have heightened fears of discrimination and victimisation in the THBI community.

Mitigations:

- Establish new mechanisms for third party reporting to promote and enable the reporting of hate incidents and crimes.

6.8 Sexual Orientation:

Does your analysis indicate a disproportionate impact relating to <u>Sexual Orientation</u> ?	
1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	Yes
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Health Counts 20244 asked questions about the health and lifestyle issues local people experience in Brighton and Hove, including worry about physical violence.

Respondents who were LGBTQ+ had significantly higher levels of reported worry about physical violence against themselves than all respondents.

LGBTQ+ and TNBI people in Brighton and Hove experience disproportionate harms across multiple areas of community safety, reflected in higher exposure to hate incidents and crimes and ongoing experiences of exclusion. The Community Safety and Crime Reduction Strategy identifies hate incidents as a core priority area and highlights the need to address the specific vulnerabilities of minoritised groups within the city’s safety landscape. Local research shows that while some LGBTQ+ residents benefit from Brighton and Hove’s inclusive environment, trans and non-binary people in particular continue to face multiple forms of exclusion and are significantly affected by hate crime, indicating persistent inequalities in safety and wellbeing. Additionally, LGBTQ+ survivors of domestic abuse, especially trans survivors, are acutely impacted by service pressures and risk losing specialist support, which further compounds their vulnerability to harm and reduces safe pathways to protection and recovery.

Disproportionate impacts:

- The LGBTQ+ community is disproportionately victim of hate incidents and crimes.
- The national dialogue on migration management-alongside the St George’s flag campaigns has stoked parallel expressions of homophobia, contributing to the fears of victimisation in the gay community.
- LGBTQ+ community is similarly disproportionately victim of ASB.

Mitigations:

- Establish new mechanisms for third party reporting to promote and enable the reporting of hate incidents and crimes.

6.9 Marriage and Civil Partnership:

Does your analysis indicate a disproportionate impact relating to Marriage and Civil Partnership?	
1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	No
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

6.10 Pregnant people, Maternity, Paternity, Adoption, Menopause, (In)fertility (across the gender spectrum):

Does your analysis indicate a disproportionate impact relating to Pregnant people, Maternity, Paternity, Adoption, Menopause, (In)fertility (across the gender spectrum)?	
1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	No
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

6.11 Armed Forces Personnel, their families, and Veterans:

Does your analysis indicate a disproportionate impact relating to Armed Forces Members and Veterans?	
1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	No
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

6.12 Expatriates, Migrants, Asylum Seekers, and Refugees:

Does your analysis indicate a disproportionate impact relating to Expatriates, Migrants, Asylum seekers, Refugees, those New to the UK, and UK visa or assigned legal status? (Especially considering for age, ethnicity, language, and various intersections)	
1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	Yes
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	Yes
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Migrants, refugees and people seeking asylum may experience heightened vulnerability to crime, exploitation, hate incidents and abuse, including domestic and sexual violence. These risks can be compounded by language barriers, insecure immigration status, fear of statutory authorities, social isolation, poverty and lack of awareness of rights and available support.

Women within migrant and refugee communities may face particular risks, including coercive control, exploitation and culturally specific forms of harm, alongside additional barriers to disclosure and support. Under-reporting is a significant concern, meaning that the scale and nature of harm may not be fully reflected in recorded data.

The Strategy recognises the importance of trust, accessible information and partnership working with voluntary and community sector organisations in supporting migrant and refugee communities. Actions to improve inclusive communication, strengthen safeguarding pathways and address hate incidents will support more equitable access to support. Monitoring of equalities data and community intelligence will help identify gaps and inform targeted responses.

Hate Incidents and Crimes –

The Community Safety and Crime Reduction Strategy seeks to mitigate these disproportionate impacts through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention, safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disproportionate impacts:

- Migrants, Asylum Seekers, and Refugees are disproportionately the victims of hate incidents and crimes.
- Growing concern over national migration management-alongside the St George's flag campaigns have contributed to the increase in fear of and reported hate incidents against Migrants, Asylum Seekers, and Refugees.

Mitigations:

- Establish new mechanisms for third party reporting to promote and enable the reporting of hate incidents and crimes.

6.13 Carers:

Does your analysis indicate a disproportionate impact relating to Carers (Especially considering for age, ethnicity, language, and various intersections).

1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	No
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

While carers are not identified as a group disproportionately impacted by the Strategy, some carers may experience indirect impacts where caring relationships overlap with dependency, isolation, domestic abuse or safeguarding concerns. The Strategy’s safeguarding-led and trauma-informed approach provides a framework for identifying and responding to such risks where they arise.

6.14 Looked after children, Care Leavers, Care and fostering experienced people:

Does your analysis indicate a disproportionate impact relating to Looked after children, Care Leavers, Care and fostering experienced children and adults (Especially considering for age, ethnicity, language, and various intersections).

Also consider our [Corporate Parenting Responsibility](#) in connection to your activity.

1. Serious Violence, Drugs and Exploitation	Yes
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	No
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Health Counts 2024 asked questions about the health and lifestyle issues local people experience in Brighton and Hove, including worry about physical violence.

Respondents who have experience of the care system as a child/ young person all had significantly higher levels of reported worry about physical violence against themselves than all respondents. This was also true of respondents living in temporary/ emergency accommodation, as well as respondents living in the most deprived areas of the city.

Serious Violence, Drugs and Exploitation –

The Community Safety and Crime Reduction Strategy seeks to mitigate these disproportionate impacts through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention, safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disproportionate impacts:

- Serious violence and exploitation disproportionately affect care-experienced young people and those excluded from education.
- Victims of gang violence, including care-experienced young people may be disproportionately treated as perpetrators.
- County lines exploitation disproportionately affects looked-after children and care leavers.
- County lines victims (often looked-after children) characterised as offenders rather than victims.

Mitigations:

- Better targeted prevention through the AVRMS and associated processes.
- Appropriate proactive NRM referrals to ensure victims of exploitation are appropriately identified as victims, not perpetrators and supported accordingly.

6.15 Homelessness:

Does your analysis indicate a disproportionate impact relating to people experiencing homelessness, and associated risk and vulnerability? (Especially considering for age, veteran, ethnicity, language, and various intersections)

1. Serious Violence, Drugs and Exploitation	No
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	No
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

While homelessness is not a protected characteristic, people experiencing homelessness often face intersecting vulnerabilities linked to exploitation, sexual violence, hate incidents and criminalisation. Women experiencing homelessness are at particular risk of sexual exploitation and abuse. These risks are addressed through the Strategy's focus on Multiple Compound Needs, safeguarding-led responses and alignment with housing, health and substance misuse services.

6.16 Domestic and/or Sexual Abuse and Violence Survivors, people in vulnerable situations:

Does your analysis indicate a disproportionate impact relating to Domestic Abuse and Violence Survivors, and people in vulnerable situations (All aspects and intersections)?	
1. Serious Violence, Drugs and Exploitation	Yes
2. Domestic and Sexual Abuse and Violence Against Women and Girls	Yes
3. Anti-Social Behaviour	Yes
4. Hate Incidents and Crimes	Yes
5. Prevent	No

If "YES", what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

The Community Safety and Crime Reduction Strategy seeks to mitigate these disproportionate impacts through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention, safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disproportionate impacts:

- Survivors of domestic abuse, sexual violence and other forms of interpersonal harm experience significant and often long-lasting impacts on physical safety, mental health, housing security, financial stability and wellbeing. These harms are frequently hidden and under-reported, particularly where individuals experience fear, shame, coercive control, or mistrust of statutory services.
- While violence against women and girls disproportionately affects women and girls, domestic and sexual abuse can affect people of all genders, including men and trans, non-binary and intersex people. Survivors may also experience multiple and intersecting vulnerabilities, including disability, mental ill-health, substance misuse, homelessness, immigration insecurity, poverty and social isolation, which can increase exposure to harm and create substantial barriers to disclosure, reporting and access to support.
- People in vulnerable situations may be at risk of being misidentified as perpetrators of antisocial behaviour or criminal activity rather than recognised as victims in need of safeguarding. Survivors experiencing multiple compound needs are particularly vulnerable to repeat victimisation,

exploitation and criminalisation if responses are not trauma-informed and coordinated across agencies. Evidence also highlights the link between domestic abuse, trauma, deteriorating mental wellbeing and heightened risk of self-harm and suicide, underlining the significant health inequalities associated with abuse.

Mitigations:

- The Community Safety and Crime Reduction Strategy explicitly prioritises domestic abuse, sexual violence and Violence Against Women and Girls and adopts a whole-system, trauma-informed approach to mitigate these disproportionate impacts. Delivery focuses on prevention, early intervention, survivor-centred support and perpetrator accountability, aligned with national and local VAWG strategies and safeguarding duties.
- The Strategy strengthens coordinated community responses to ensure that survivors are identified early, believed, and supported through accessible and inclusive pathways, rather than being criminalised or excluded from services. Particular emphasis is placed on addressing intersections with multiple disadvantage, including homelessness, substance misuse and mental ill-health, through partnership working and alignment with wider health, housing and social care systems.
- Mitigation also includes improving professional practice across agencies, enhancing awareness and reporting routes, supporting specialist and inclusive services, and embedding learning from lived experience. Ongoing equalities monitoring through Community Safety Partnership governance will enable the identification of emerging risks, gaps in provision and unintended consequences, ensuring that responses continue to reduce harm and inequality over the lifetime of the Strategy.

6.17 Socio-economic Disadvantage:

Does your analysis indicate a disproportionate impact relating to Socio-economic Disadvantage? (Especially considering for age, disability, D/deaf/ blind, ethnicity, expatriate background, and various intersections)

1. Serious Violence, Drugs and Exploitation	Yes
2. Domestic and Sexual Abuse and Violence Against Women and Girls	No
3. Anti-Social Behaviour	No
4. Hate Incidents and Crimes	No
5. Prevent	No

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Health Counts 2024 asked questions about the health and lifestyle issues local people experience in Brighton and Hove, including worry about physical violence. Respondents living in temporary/ emergency accommodation, as well as respondents living in the most deprived areas of the city had significantly higher levels of reported worry about physical violence against themselves than all respondents.

Serious Violence, Drugs and Exploitation –

The Community Safety and Crime Reduction Strategy seeks to mitigate these disproportionate impacts through a trauma-informed, inclusive and preventative approach. Delivery prioritises early intervention,

safeguarding-led responses and partnership working to ensure that individuals are identified as victims where appropriate and supported rather than criminalised.

The Strategy emphasises improved accessibility of reporting pathways, inclusive communication, and strengthened engagement with communities most affected by harm. Ongoing equalities monitoring through partnership governance will enable the identification of emerging risks and support timely adjustment of delivery where disproportionate impacts are identified.

Disproportionate impacts:

- Socio-economic disadvantage renders people more vulnerable to grooming and exploitation, resulting in the socio-economic disadvantaged being disproportionately affected by criminal exploitation and associated violence.

Mitigations:

- Better targeted prevention through the AVRMS and associated processes.

6.18 Human Rights:

Will your activity have a disproportionate impact relating to Human Rights?	
1. Serious Violence, Drugs and Exploitation	Not Applicable
2. Domestic and Sexual Abuse and Violence Against Women and Girls	Not Applicable
3. Anti-Social Behaviour	Not Applicable
4. Hate Incidents and Crimes	Not Applicable
5. Prevent	Not Applicable

If “YES”, what are the positive and negative disproportionate impacts?

Please share relevant insights from data and engagement to show how conclusions about impact have been shaped. Include relevant data sources or references.

Note: While this Strategy engages areas where human rights considerations are relevant – including policing powers, enforcement activity, and Prevent duties - it does not introduce new powers or change legal thresholds. Potential impacts on rights such as freedom of expression, assembly and privacy have been considered and are mitigated through existing statutory safeguards, proportionality requirements, multi-agency governance, and oversight arrangements. The Strategy emphasises lawful, proportionate and necessity-based decision-making, alongside safeguarding, transparency and accountability.

6.19 Cumulative, multiple [intersectional](#), and complex impacts (including on additional relevant groups):

What cumulative or complex impacts might the activity have on people who are members of multiple Minoritised groups?

- For example: people belonging to the Gypsy, Roma, and/or Traveller community who are also disabled, LGBTQIA+, older disabled trans and non-binary people, older Black and Racially Minoritised disabled people of faith, young autistic people.

- Also consider wider disadvantaged and intersecting experiences that create exclusion and systemic barriers:
 - People being housebound due to disabilities or disabling circumstances
 - Environmental barriers or mobility barriers impacting those with sight loss, D/deafness, sensory requirements, neurodivergence, various complex disabilities
 - People experiencing homelessness
 - People on a low income and people living in the most deprived areas
 - People facing literacy, numeracy and/or digital barriers
 - Lone parents
 - People with experience of or living with addiction and/ or a substance use disorder (SUD)
 - Sex workers
 - Ex-offenders and people with unrelated convictions
 - People who have experienced female genital mutilation (FGM)
 - People who have experienced human trafficking or modern slavery

Many individuals experience overlapping forms of disadvantage that compound their exposure to crime, harm and barriers to support. These cumulative impacts are particularly significant for people who belong to more than one marginalised or disadvantaged group.

For example, women who are disabled, from Black and Racially Minoritised communities, migrants, refugees, older people or those experiencing poverty may face heightened risks of abuse and exploitation alongside additional barriers to reporting and accessing support. These barriers can include language requirements, insecure immigration status, reliance on carers or perpetrators, stigma, fear of authorities, inaccessible services and lack of culturally appropriate provision.

People experiencing multiple compound needs, including homelessness, substance use, poor mental health and contact with the criminal justice system, are at increased risk of both victimisation and criminalisation. Women within this group are particularly vulnerable to sexual exploitation, coercion and violence, and may experience responses that prioritise enforcement over safeguarding if equalities impacts are not actively considered.

The Strategy seeks to mitigate cumulative impacts by strengthening partnership working, aligning enforcement with support, embedding trauma-informed practice and improving data and learning on disproportionality. Ongoing monitoring of equalities impacts through partnership governance will be critical to identifying emerging risks and ensuring that responses do not inadvertently reinforce existing inequalities.

7. Action planning

What SMART actions will be taken to address the disproportionate and cumulative impacts you have identified?

- Summarise relevant SMART actions from your data insights and disproportionate impacts below for this assessment, listing appropriate activities per action as bullets. (This will help your Business Manager or Fair and Inclusive Action Plan (FIAP) Service representative to add these to the Directorate FIAP, discuss success measures and timelines with you, and monitor this EIA's progress as part of quarterly and regular internal and external auditing and monitoring)

1. To add a data driven equalities impact review to the standing agenda of the quarterly Community Safety Partnership Board meeting.
 - Develop a quarterly equalities impact dashboard to inform the quarterly equalities impact review.

- Establish an equalities data pre-meet of strategic leads prior to each CSP Board meeting to prepare for the quarterly equalities impact review. - Incorporate the learning and insights from the quarterly CSP Board equalities impact reviews into the annual strategic review of the Community Safety Strategy, incorporating the resultant equality analysis and corrective action planning.
2. To seek to ensure that all community safety information is accessible, available in plain English, various languages and accessible formats, such as British Sign Language (BSL) and Easy Read. Add the Easy Read version of the strategy to Easy Read Hub on Brighton and Hove City Council's website.

Which action plans will the identified actions be transferred to?

- For example: Team or Service Plan, Local Implementation Plan, a project plan related to this EIA, FIAP (Fair and Inclusive Action Plan) – mandatory noting of the EIA on the Directorate EIA Tracker to enable monitoring of all equalities related actions identified in this EIA. This is done as part of FIAP performance reporting and auditing. Speak to your Directorate's Business Improvement Manager (if one exists for your Directorate) or to the Head of Service/ lead who enters actions and performance updates on FIAP and seek support from your Directorate's EDI Business Partner.

8. Outcome of your assessment

What decision have you reached upon completing this Equality Impact Assessment? (Mark 'X' for any ONE option below)

Stop or pause the activity due to unmitigable disproportionate impacts because the evidence shows bias towards one or more groups.	
Adapt or change the activity to eliminate or mitigate disproportionate impacts and/or bias.	
Proceed with the activity as currently planned – no disproportionate impacts have been identified, or impacts will be mitigated by specified SMART actions.	
Proceed with caution – disproportionate impacts have been identified but having considered all available options there are no other or proportionate ways to achieve the aim of the activity (for example, in extreme cases or where positive action is taken). Therefore, you are going to proceed with caution with this policy or practice knowing that it may favour some people less than others, providing justification for this decision.	X

If your decision is to "Proceed with caution", please provide a reasoning for this:

Caution because there is disproportionality, proceed because we need a Community Safety Strategy. The decision to proceed with caution reflects the fact that the Strategy addresses areas where disproportionality already exists across multiple protected characteristics and disadvantaged groups, and where statutory duties require action. The risks of inaction would be greater than the risks of proceeding. Identified impacts will be mitigated through trauma-informed practice, partnership governance, targeted prevention, and ongoing equalities monitoring, including quarterly review through the Community Safety Partnership Board.
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Summarise your overall equality impact assessment recommendations to include in any committee papers to help guide and support councillor decision-making:

The Equality Impact Assessment (EIA) for the Community Safety and Crime Reduction Strategy 2026–2029 identifies that crime, harm and fear of crime are not experienced equally across Brighton & Hove. The evidence shows that certain groups are disproportionately affected, including women and girls, disabled people, Black and racially minoritised communities, LGBTQ+ communities (particularly trans, non-binary and intersex people), young people, care-experienced individuals, migrants and refugees, and people experiencing poverty, homelessness or multiple compound needs.

The EIA finds that these inequalities are driven by a combination of structural factors, including deprivation, discrimination, barriers to reporting, mistrust of statutory services, and cumulative disadvantage. In particular, violence against women and girls is identified as a form of gender-based harm rooted in inequality and closely linked to wider health and social inequalities. Hate incidents and crimes, including those linked to religion, race, sexuality, gender identity and disability, have a significant impact on community cohesion and feelings of safety, with under-reporting remaining a key challenge. Young people, care-experienced children and those experiencing exploitation face heightened risks of criminalisation rather than safeguarding if equalities impacts are not actively considered.

The EIA also recognises that delivery of the Strategy operates within a complex statutory environment, including duties under the Crime and Disorder Act 1998 and the Counter-Terrorism and Security Act 2015. While some areas of community safety activity engage human rights considerations (such as enforcement powers and Prevent), the Strategy does not introduce new powers and places strong emphasis on proportionality, safeguarding, transparency and accountability.

To mitigate identified disproportionate impacts, the EIA recommends that the Strategy is delivered through trauma-informed, inclusive and preventative approaches, with a strong focus on early intervention, victim-centred responses and partnership working. Particular emphasis is placed on ensuring that enforcement activity is aligned with safeguarding and support, especially for people experiencing multiple disadvantage.

A central recommendation of the EIA is the introduction of strengthened governance and monitoring arrangements. This includes the addition of a standing equalities impact review at the Community Safety Partnership Board, supported by the development of a quarterly equalities impact dashboard. These mechanisms will enable ongoing scrutiny of disproportionality, support learning from lived experience and data, and allow corrective action to be taken where required.

The EIA concludes that, while disproportionate impacts are present, the risks of not having a statutory Community Safety Strategy in place would be greater. The Strategy should therefore proceed with caution, recognising existing inequalities and committing to active mitigation through partnership delivery, continuous monitoring and transparent governance. Councillors are asked to note that equality considerations are embedded within the Strategy and that ongoing oversight will be critical to ensuring that delivery advances equality, reduces harm and strengthens community safety for all residents.

9. Publication

All Equality Impact Assessments will be published. If you are recommending, and choosing not to publish your EIA, please provide a reason:

10. Directorate and Service Approval

Signatory:	Name and Job Title:	Date: DD-MMM-YY
Responsible Lead Officer:	Adam Salmon, Community Safety Manager	05/03/2026
Accountable Manager:	Richard Tuset, Head of Community Cohesion	05/03/2026

Notes, relevant information, and requests (if any) from Responsible Lead Officer and Accountable Manager submitting this assessment:

EDI Review, Actions, and Approval:

Equality Impact Assessment sign-off

EDI Business Partner to cross-check against aims of the equality duty, public sector duty and our civic responsibilities the activity considers and refer to relevant internal checklists and guidance prior to recommending sign-off.

Once the EDI Business Partner has considered the equalities impact to provide approval for by those submitting the EIA, they will get the EIA signed off and sent to the requester copying the Head of Service, Business Improvement Manager, [Equalities inbox](#), any other service colleagues as appropriate to enable EIA tracking, accountability, and saving for publishing. Budget and Staffing EIAs secure EDI Manager and Head of Service level approval via different templates.

Signatory:	Name:	Date: DD-MMM-YY
EDI Officer:	Zofia Danin	
EDI Manager:	Deb Totney	

Notes and recommendations from EDI Officer reviewing this assessment:

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Notes and recommendations (if any) from EDI Manager reviewing this assessment:

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