



COMMUNITY JUSTICE SECURITY

**EXECUTIVE ORDER 0051 – THE PROVISION OF TELEPHONE AND FACE-TO-FACE
SUPPORT TO VICTIMS AND THEIR FAMILIES OF SERIOUS INJURY AND DEATH ON
THE ROADS**

By the authority of the Police and Crime Commissioner as designated by the Police Reform and Social Responsibility Act 2011, and by democratic mandate invested in me by the electorate of Northamptonshire, I have taken the following decision:

To award the contract for the provision of support to victims and their families of serious injury and death through road traffic collisions in Northamptonshire to ASSIST Trauma Care for a period of 2 years at the total maximum contract value of £98,689.34.

This service will provide victims and their families of serious and fatal road traffic collisions with telephone and face-to-face emotional support and information provision. This service will identify close family members including those aged below 18 and provide support to help the whole family cope and recover, through understanding what has happened, the emotions they are experiencing, how to express those emotions and how to begin to cope with what has happened. This specialist support service will work closely with *Voice*, the new service for victims and witnesses in Northamptonshire to ensure victims and their families receive an end-to-end service.

ADAM SIMMONDS
NORTHAMPTONSHIRE POLICE AND CRIME COMMISSIONER
5th October 2015

Equality, Diversity and Human Rights

An Equality Impact Assessment was undertaken in September 2015 during the design stages of the new service, using feedback from victims, witnesses and Stakeholders. The next assessment is due in January 2016 when the new service will have been running for 2 months and feedback from service users and staff will inform further opportunities to ensure the equality, diversity and human rights of all victims and witnesses are being met.

Other Advice Taken

Procurement and legal advice was sought from the East Midlands Strategic Commercial Unit.

A handwritten signature in black ink, appearing to read "S. Smith", is located in the lower right quadrant of the page. The signature is written in a cursive style with some loops and dots.



COMMUNITY JUSTICE SECURITY

Initial Equality Impact Assessment

Title of Initiative	Specialist support for victims of road traffic collisions
Date	September 2015

The Equality Act 2010 places duties on all public sector organizations, including the Office of the Police and Crime Commissioner, to have 'Due Regard' to:

- The elimination of discrimination, harassment and victimisation
- The advancement of equality of opportunity between and for different groups of protected characteristics
- The fostering of good relations between and for different groups of protected characteristics

This EqIA is essential to enable you to analyse impacts of equality for any police, practice or function, whether new or altered. In addition it enables consideration of opportunities to advance equality.

The 'Protected characteristics' we must consider in terms of the above duties are referred to in the Equality Act 2010 'Public Sector Equality Duty' and are:

- Sex
- Gender reassignment (i.e. transgender individuals),
- Age (young and old),
- Disability (mental, and physical)
- Race and ethnicity,
- Sexual orientation (heterosexuality, homosexuality, etc)
- Religion or belief (including no belief)
- Pregnancy and Maternity
- Marriage and Civil Partnership *Only applies to the first aim of the Public Sector Equality Duty above*

NOTE: This initial equality impact assessment is at programme level and provides an overview of the impact of change, individual equality impact assessments will be undertaken at project level once agreed

1. Who is responsible for equality analysis?

Is this a new or existing policy, practice, service or function?	Re-commission of service
Assessment produced by:	Vicki Ross, Head of Prevention

2. Details of policy, practice, service or function

<p>What are the aims and objectives of the policy, practice or function?</p> <p><i>If this EqIA is assessing the impact of a proposed change please describe the aims of the proposed change.</i></p>	<p>The aim is to re-commission a service to support victims and their families of serious death or injury on the roads. This service will meet victims and family's needs and continue to fill the gap that currently exists in the victims code for the provision of support for these victims in Northamptonshire.</p>
<p>Who is intended to benefit from this proposal policy, practice or function?</p>	<p>Victims, witnesses, casualties and their families; all those affected by road traffic collisions in Northamptonshire</p>
<p>Who are the main stakeholders in relation to the proposed policy/service/function? (Partners, Community Groups, Commissioned Services etc)</p>	<p>Police Service, victims and witness support services, local authorities, Courts, Crown Prosecution Service, Fire and Rescue service, all partner agencies linked to work with victims, witnesses and their families</p>
<p>Who implements the proposed Policy/Service/Function and is responsible for it?</p>	<p>A provider or providers will be identified through a tendering process and will be responsible for implementing this service.</p>

3. Data, Consultation, Feedback and Analysis

Source <i>e.g. surveys, performance information, consultation etc</i>	Reasons for using
Victims' Voice; large scale consultation with victims, witnesses and stakeholders; organisations, providers and specialists across victim and witness services and across a range of crime types and experiences.	The consultation produced several recommendations aimed directly at improving the lives of those involved in road traffic collisions. Namely, commissioning specialist victim support services to enhance the support available to those impacted by road deaths, with a particular recognition of the need for support over the long-term. In addition to this, it was found that the understanding of victimisation in respect of serious road collisions and particularly road deaths should be broadened to encompass a greater breadth of family members and others directly impacted.
Victim consultation events run in March 2014, addressing victims of crime and antisocial behaviour views of the potential design for the victim and witness service	Direct consultation with victims about the recommendations from the Victims' Voice report and how these could be addressed through the development of specialist services for road traffic victims and their families.
Service delivery reports from pilot run by Roadpeace	Roadpeace have provided reports on service delivery and evaluation of their resilience groups over the pilot period which have enabled us to see the development of outcomes for victims and witness and the creation a new outcome specification.
Specific Road Victim and Witness consultation was undertaken during Summer 2015	To ensure the specific experiences of road traffic victim and witnesses and their families were able to be contributed to developing the re-commissioned service.

In response to the information above, please state whether there are concerns or evidence that the policy/ procedure/ function could have a specific impact on people from the following groups?

	Based on the above information, what impact will this proposal have on the following groups?				Can the policy/procedure/function be altered to help mitigate or alleviate a negative impact?			Can the policy/procedure/function be altered to help meet our Public Sector Equality Duty to advance equality?		
	Positive	Negative	Neutral	Unsure	Yes	No	Unsure	Yes	No	Unsure
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and		
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>						

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	exceed our equality duty.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Race & Ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Religion or Belief (or No Belief)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Human Rights	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other Groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Are there any gaps in information and understanding of your policy and services? If yes please include how you intend to fill these gaps in the Action Planning section.

Gaps in data/ understanding	<p>The gaps in understanding and the need for this service have been identified following evidence based research and evaluation into the experiences of victims and families following road traffic collisions.</p> <p>The pilot which delivered these services is also now nearing completion and a two contract period is to be commissioned to ensure service continuity and development within Northamptonshire.</p> <p>These victims are not recognised in the same way as victims of murder, violence or even burglary in some cases. This means that whilst other victims are automatically offered immediate support, victims of road collisions are left to cope alone with the sudden and tragic aftermath that follows. Many crash victims fall through the cracks and do not get the support they need.</p> <p>Further work is required around how the service will adhere to the needs of victims and adequately fill this gap in service provision.</p>
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4. Action Planning

Analysing equalities should be a continuous process. Where a full assessment is not required, but minor changes or amendments to the planned proposal can be made, please use the action plan template below.

Planned Actions	Responsibility	Timeframe	Success Measure
To ensure evaluation and service feedback are gathered at regular intervals to ensure gaps are being met.	Chosen provider(s) and OPCC	Continuous process through to April 2016	EgIA measures

Do stakeholders agree with your findings and proposed response?

Stakeholders were involved in the Victims' Voice consultation and their views were represented. The results of Victims' Voice have been shared widely and many groups and meetings have discussed them, during which no stakeholders have disagreed with the findings or the actions that have developed from the recommendations.

Stakeholders from Force operational departments have been involved in creating the specification and reviewing the consultation findings and have been happy with recommendations to proceed to re-commission of service.

Stakeholder engagement will be a continuous process.

Is there is evidence of a disproportionate adverse or positive impact on any groups of protected characteristic?
Are there concerns that there may be an impact that cannot be easily mitigated or alleviated through minor alterations?
Is there an opportunity to significantly alter your proposal to meet the positive duties?
If yes to any of the above then you must answer YES unless you can provide strong justification below.

Yes No X

Explain your reasons for your answer:

This specialist service aims to significantly improve the lives of victims and their families suffering serious injury and death on the roads in Northamptonshire. It is not disproportionate to one group over another, but designed to deliver services to meet individual needs.

6. Review

Review Date



COMMUNITY JUSTICE SECURITY

Full Equality Impact Assessment

This is a Full Equality Impact Assessment. It is intended to expand and build upon the material within the initial assessment.

7. Based on your analysis in the initial form, please explain in more detail the impact

	Impact Identified through initial assessment	Does the impact disproportionately affect any of the listed groups?	How can the policy be changed for certain groups to help meet our positive duties, or mitigate adverse impacts?	What consultation/ Involvement is planned to fully investigate the impact and solutions for mitigation?
Sex				
Gender Reassignment				
Age				
Disability				
Race & Ethnicity				
Sexual Orientation				
Religion or Belief (or No Belief)				
Pregnancy & Maternity				
Human Rights				
Other Groups				

8. Full Assessment Action Plan

Please outline how you will respond to the challenges and opportunities that you have identified above

Action Plan				
Challenge/Opportunity	Actions	Responsibility	Timeframe	Evidence and success measures

9. Full Assessment Authorisation

All Equality Impact Assessments must be signed off by the Police and Crime Commissioner's Monitoring Officer before publication. Signing off means that the Monitoring Officer will need to satisfy themselves that:

- You have consulted and involved stakeholders from each group
- You have gathered all relevant evidence
- You have an action plan

Full EqIA completed by:	Vicki Ross
Signature of PCC's Monitoring Officer:	
Date	September 25 th 2015
Review Date	January 2016