



COMMUNITY JUSTICE SECURITY

**EXECUTIVE ORDER 0046 – 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 collisions in Northamptonshire to RoadPeace for the total maximum contract value of £13,656.

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  
28<sup>th</sup> November 2014

**Equality, Diversity and Human Rights**

An Equality Impact Assessment was undertaken in September 2014 during the design stages of the new service, using feedback from victims, witnesses and stakeholders. The next assessment is due in January 2015 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.



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## Initial Equality Impact Assessment

<b>Title of Initiative</b>	Specialist support for victims of road traffic collisions
<b>Date</b>	September 2014

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?	New service
Assessment produced by:	Sarah Ross, Project Coordinator

2. Details of policy, practice, service or function

<p><b>What are the aims and objectives of the policy, practice or function?</b></p> <p><i>If this Eq/A is assessing the impact of a proposed change please describe the aims of the proposed change.</i></p>	<p>The aim is to 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 fill the gap that currently exists for the provision of support for these victims in Northamptonshire.</p>
<p><b>Who is intended to benefit from this proposal policy, practice or function?</b></p>	<p>Victims, witnesses, casualties and their families; all those affected by road traffic collisions in Northamptonshire</p>
<p><b>Who are the main stakeholders in relation to the proposed policy/service/function? (Partners, Community Groups, Commissioned Services etc)</b></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><b>Who implements the proposed Policy/Service/Function and is responsible for it?</b></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
<p>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.</p>	<p>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.</p>
<p>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</p>	<p>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.</p>

**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 exceed our equality duty.		
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and exceed our equality duty.		
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and exceed our equality duty.		
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and exceed our equality duty.		
Race & Ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and exceed our equality duty.		
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and exceed our equality duty.		
Religion or Belief (or No Belief)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and exceed our equality duty.		
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Not applicable.			This new service is designed to meet and exceed our equality duty.		

Human Rights	<input checked="" type="checkbox"/>	<input 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"/>	<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><b>4. <u>Action Planning</u></b></p> <p><b>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.</b></p>
<p>The gaps in understanding 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. There is currently no provision of such support in Northamptonshire. 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 filling this gap is service provision.</p>

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 2015	EqIA 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. Stakeholder engagement will be a continuous process.

5. Should the policy proceed to a full impact assessment?

*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

**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

January 2015.





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**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?
<b>Sex</b>				
<b>Gender Reassignment</b>				
<b>Age</b>				
<b>Disability</b>				
<b>Race &amp; Ethnicity</b>				
<b>Sexual Orientation</b>				
<b>Religion or Belief (or No Belief)</b>				
<b>Pregnancy &amp; Maternity</b>				
<b>Human Rights</b>				
<b>Other Groups</b>				



## 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:	Sarah Ross
Signature of PCC's Monitoring Officer:	
Date	November 28 <sup>th</sup> 2014
Review Date	January 2015

