



Mae'r ddogfen hon ar gael yn Gymraeg yn ogystal â Saesneg.

This document is available in Welsh as well as English.

## Equality Impact Assessment

Name of the policy or business area:	Victim Engagement Forum
Name of the person carrying out the Equality Impact Assessment:	Emily Wheeler
Role of the person carrying out the Equality Impact Assessment:	Engagement Advisor, OPCC

### 1. Purpose

1.1 What are the aims of the Policy, Procedure or Activity and how do they fit in with the wider aims of the organisation?	<p>Through the <u>Victim Engagement Forum</u> (VEF) the Police and Crime Commissioner works with Criminal Justice Partners to ensure that the voice of victims influences the scrutiny of service provision to victims.</p> <p>We want to involve those who have been affected by crime and anti-social behaviour in meaningful and impactful engagement activities, whereby they have the opportunity to share their views on the services victims receive throughout the criminal justice system.</p> <p>The overarching purpose of the VEF is to work collaboratively to ensure the voice of victims influences the scrutiny of service provision to support the delivery of an outstanding service for victims.</p> <p>The <u>Terms of Reference</u> provides further detail on the VEF.</p> <p>A Victim Database sits alongside the VEF, and it is those individuals on our Database who are contacted about engagement opportunities: Each individual has agreed to be informed of engagement opportunities aimed at improving victim services.</p> <p>The VEF will be promoted publically, and information will be shared with specific community groups across the communities of the Dyfed-Powys area.</p>
1.2 What are the motivators or driving forces in the development of this Policy, Procedure or activity?	<p>In order to ensure a more effective and responsive Criminal Justice System and secure the best possible service and outcomes for victims, the victims' voice must be heard.</p> <p>Our VEF gives those who have been affected by crime and ASB the opportunity to have their say and share their experiences in scrutinising victim services, in order to improve said services.</p>

## 2. Assessment

Please list all of the data/consultation/research which you have considered in undertaking this assessment:

- Police and Crime Commissioner's Police and Crime Plan
- Dyfed-Powys Police / Police and Crime Commissioner's Joint Strategic Equality Plan
- Victim Code of Practice
- Victim Engagement Training delivered to OPCC staff by Nick Lewis of IN:EQUALITY.
- Discussions with Nick Lewis around the content of the Terms of Reference and the nature of the engagement to be undertaken.
- Discussions with Dyfed-Powys Police colleagues in terms of the on-going victims project.
- OPCC's EIA on public consultation around the development of the Police and Crime Plan.
- Updated Terms of Reference for the VEF

Detail the result of your assessment in the below graph:

<b>Could the Policy, Procedure or Activity have a negative disproportionate impact on people who share this protected characteristic?</b>	
<b>For all characteristics</b>	<p>Yes</p> <p>Since the pandemic, the majority of engagement through the VEF has been undertaken using online platforms and not face-to-face. However, if any requests are made for face-to-face engagements, these will be considered.</p>
<b>2.1 Age</b>	<p>No.</p> <p>The VEF is open to all sectors of society and age does not affect inclusion.</p>
<b>2.2 Disability</b>	<p>No.</p> <p>The VEF is open to all sectors of society and disability does not affect inclusion.</p>
<b>2.3 Gender Reassignment</b>	<p>No.</p> <p>The VEF is open to all sectors of society and gender reassignment does not affect inclusion.</p>
<b>2.4 Marriage and Civil Partnership</b>	<p>No.</p> <p>The VEF is open to all sectors of society and marriage / civil partnership status does not affect inclusion.</p>
<b>2.5 Pregnancy and Maternity</b>	<p>No.</p> <p>The VEF is open to all sectors of society and pregnancy / maternity status does not affect inclusion.</p>
<b>2.6 Race</b>	<p>No.</p> <p>The VEF is open to all sectors of society and race does not affect inclusion.</p>
<b>2.7 Religion or belief</b>	<p>No.</p> <p>The VEF is open to all sectors of society and religion / belief does not affect inclusion.</p>
<b>2.8 Gender</b>	<p>No.</p> <p>The VEF is open to all sectors of society and gender does not affect inclusion.</p>
<b>2.9 Sexual Orientation</b>	<p>No.</p> <p>The VEF is open to all sectors of society and sexual orientation does not affect inclusion.</p>

In accordance with the Welsh Language Standards, the following considerations also need to be made in relation to the Welsh Language:

<p><b>2.10</b> Evidence how you have considered how the policy decision would have positive effects, or increased positive effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.</p>	<p>The VEF website page on the OPCC website is available in both Welsh and English.</p> <p>The Terms of Reference has been updated and published in both Welsh and English.</p> <p>Any engagement opportunities will be promoted bilingually.</p> <p>Communication is produced bilingually – both in terms of promoting the VEF publicly and communication with those on our VEF Database.</p> <p>When becoming a member of VEF Database, the individual’s language of preference is noted, and all follow-up communication will be in their language of choice.</p> <p>The majority of staff undertaking the engagement activities will be able to speak both Welsh and English. Where this is not the case, steps will be taken to ensure the individual is re-contacted by a staff member who can speak their preferred language.</p> <p>The OPCC’s delivery plan for the Welsh Language Standards ensures policy development and service delivery consider the impact on use of the Welsh language.</p>
<p><b>2.11</b> Evidence how you have considered how the policy decision would not have adverse effects, or so that it would have decreased adverse effects, on — (a) opportunities for persons to use the Welsh language, and (b) treating the Welsh language no less favourably than the English language.</p>	<p>As above</p>

### 3. Action plan to reduce impact identified

<b>Impact identified:</b>	<p>For all characteristics: Since the pandemic, the majority of engagement through the VEF has been undertaken using online platforms and not face-to-face.</p>
<b>Action proposed :</b> <b>N.B. Where it is considered that the impact is justified, then the reasons for this should be set out clearly.</b>	<p>If any requests are made for face-to-face engagements, these will be considered. We will also continue to advise victims of the option of completing engagement activities over the telephone or through the provision of printed copies of documents through the post.</p>
<b>Completion date:</b>	<p>24/04/2024</p>
<b>Review date:</b>	<p>24/04/2025</p>