

Equality Impact Assessment (EIA) – POL3

Stage 1: Screening Assessment

Name of Policy or Service being assessed:	1.71 Duty to co-operate with MAPPA Policy
Policy Lead:	Gavin Hicks
Person(s) responsible for completing the assessment (if not the Policy Lead):	/

The Equality Impact Assessment is a written record that demonstrates that the policy lead has shown *due regard* with respect to the characteristics protected by the Equality Act 2010 to the need to:-

- i. **eliminate unlawful discrimination,**
- ii. **advance equality of opportunity,** and
- iii. **foster good relations** between persons with different characteristics

1. Is this a new or existing policy or new or existing service?	Existing policy
2. What is the aim of the policy/ service? <i>ie. to ensure the Trust meets best practice for</i>	To ensure the Trust complies with duties under MAPPA and to ensure staff have awareness of this process. Also offers high risk case review guidance on CPA clients who pose a risk of violence
3. What is the expected outcome of the policy/ service? (e.g. objectives and purposes of the policy/ service, standards for practice).	To ensure the trust fulfil obligations under MAPPA and support the management of risky individuals in the community via the process.
4. Does this policy/ service link to others? If yes please state link:	No
5. Who is intended to benefit from the policy/ service? In what way? <i>ie. all staff and service users</i>	All clinical staff, the trust in fulfilling its obligations under MAPPA. Support in managing high risk clients
6. How is the policy/ service to be put into practice? Who is responsible?	CJMHT are core reps for MAPPA ii and iii and members of SMB. All staff who care co-ordinate mappa clients
7. How and where is information about the policy/ service publicised? <i>ie. on the Trust intranet, and the internet/portal.</i>	Trust intranet.
8. What regular consultation do you carry out with different communities and groups re the policy/ service?	MAPPA co-ordinators, MAPPA SMB, audit on HRRCR process

9. Equality Strands Are there concerns that the policy / service could have an adverse impact on:-	<u>YES/NO</u>	If yes (either assumed or otherwise), please give reason
<ul style="list-style-type: none"> • Age 	Yes	MAPPA cases identified due to nature of offending however there is likely a greater number of younger men discussed at panel.
<ul style="list-style-type: none"> • Disability 	No	
<ul style="list-style-type: none"> • Sex/Gender 	Yes	As per national offending statistics most offences committed by males. MAPPA cases identified by having committed violent or sexual offence.
<ul style="list-style-type: none"> • Gender reassignment 	No	
<ul style="list-style-type: none"> • Race / ethnicity / ethnic communities / cultural groups 	Yes	National statistics show that black people are more likely to be in contact with Criminal justice system. This is potentially related to other factors such as social/ financial deprivation, living in inner cities, etc, rather than discrimination. I am not aware of local MAPPA statistics.
<ul style="list-style-type: none"> • Pregnancy and maternity 	No	
<ul style="list-style-type: none"> • Sexual Orientation 	No	
<ul style="list-style-type: none"> • Marriage and Civil Partnership 	No	
<ul style="list-style-type: none"> • Religion / Belief 	No	
<ul style="list-style-type: none"> • Other equality groups? 	Yes	By the nature of the MAPPA process, those individuals affected by the approach are the ex-prison population, a group which is often identified as a disadvantaged group in terms of social and health equalities etc.

<p>9. Do any differences identified above amount to discrimination and the potential for adverse impact in this policy?</p> <p>If YES could it still be justifiable e.g. on grounds of promoting equality of opportunity for one group? Or any other reason</p> <p><i>ie. Indirect discrimination can be justifiable sometimes when a service is being provided for a particular target group e.g. Asian women's breast screening, Gay men's sexual health clinic, gender specific services /environments</i></p> <p>If YES, please give reasons:</p>	<p>No.</p> <p>MAPPA relates to individuals who have committed a MAPPA eligible offence i.e. sexual or violence and provides a framework in order to protect the public. Gender differences mean that men are more likely to offend and commit violent/sexual offences than women.</p> <p>MAPPA is targeted at a specific population i.e. those who commit serious violent / sexual offences therefore are a discriminated against group.</p> <p>Additionally the individuals discussed in MAPPA are driven by agencies external to the trust. Therefore beyond the scope of the Trust to alter.</p> <p>Safeguards are in place in every MAPPA panel to ensure diversity is considered and equality and human rights are adhered to.</p> <p>The primary aim of MAPPA is around public protection. Therefore indirect discrimination in order to target resources at reducing those who pose a high risk to the public may at times be essential.</p>
<p>10. Do you think this policy / service specifically contributes to promoting equality, diversity and inclusion in North Staffordshire?</p> <p>If so, in what way?</p> <p>Please note any examples of good practice</p>	<p>Equality, diversity and human rights are all considered within the MAPPA process for each panel discussion therefore actively protecting the rights of those discussed in panel. Multi-agency discussion to gain multiple opinions and insights and lay-person safeguards are also in place.</p> <p>However, the key focus of the policy is on protection of the public against high risk ex-offenders.</p>
<p>11. What approaches will you take to get feedback on your assessment?</p>	<p>Discussion with Trust D&I Lead and Justin Griffiths.</p>

In the case of a negative impact being identified above, please indicate any measures planned to mitigate against this by completing Stage 2, Full Impact Assessment as below:-

Stage 2: Full impact assessment

What is the impact?	Mitigating actions	Monitoring of actions
n/a		

