

Equality Impact Assessment: Community Safety

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Council 13 January 2026	Community Safety	<p>Council approves a budget of £335,390 to establish a permanent Community Safety Team (CST).</p> <p>That Council approves 8 roles in total to be managed by the Head of Service for City Centre & Net</p>	<p>Race and Ethnicity</p> <p>Disability</p> <p>Sex</p> <p>Gender Reassignment</p>

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		Zero, within the Place Directorate, to address crime and ASB within the City Centre and in public and open spaces across the wider city, as well as supporting the Community Safety Partnership, Safer Exeter.	Religion and belief Sexual orientation Age

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Potentially negative	Medium	There is a risk that a number of people the CST come into contact with may be asylum seekers, as they may not have secured accommodation. The CST works closely with Housing and support services to enable individuals to secure temporary accommodation. Rather than enforcement first, the CST sign-post individuals into services offered.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.	Positive	Medium	The CST regularly patrol the City Centre and support individuals when called upon or they witness when they are being harassed. This will now cover public parks, open spaces and neighbourhood shopping precincts across the wider city.
Sex	Positive	High	If data from Devon & Cornwall Police, as well as statutory and support services indicate that the safety of women and girls is of concern, the CST will address this through their work, projects managed, as well as priorities and Action Plan of the Community Safety Partnership.
Gender reassignment	Positive	High	<p>This group may be more vulnerable to hate crime. There are therefore potential implications in relation to safety.</p> <p>If data from Devon & Cornwall Police, as well as statutory and support services indicate that Hate Crime against this protected characteristic is of concern, the CST will address this through their work, projects managed, as well as priorities and Action Plan of the Community Safety Partnership.</p>
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	High	If data from Devon & Cornwall Police, as well as statutory and support services indicate that Hate Crime to this protected characteristic is of concern (protests, as an example), the CST will address this through their work, projects managed, as well as priorities and Action Plan of the Community Safety Partnership.
Sexual orientation (including heterosexual, lesbian, gay, bisexual).			<p>This group may be more vulnerable to hate crime. There are therefore potential implications in relation to safety.</p> <p>If data from Devon & Cornwall Police, as well as statutory and support services indicate that Hate Crime against this protected characteristic is of concern, the CST will address this through their work, projects managed, as well as priorities and Action Plan of the Community Safety Partnership.</p>

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).			<p>Young people and those aged 65+ are more likely to feel unsafe in the city.</p> <p>It is proposed that the CST is expanded to cover public parks, open spaces and neighbourhood shopping precincts across the wider city, where youth ASB occurs.</p> <p>If data from Devon & Cornwall Police, as well as statutory and support services indicate that this protected characteristic is of concern, the CST will address this through their work, projects managed, as well as priorities and Action Plan of the Community Safety Partnership.</p>
Pregnancy and maternity including new and breast feeding mothers	N/A	N/A	There is no evidence that this will impact on any specific person based on pregnancy and maternity status.
Marriage and civil partnership status	N/A	N/A	There is no evidence that this will impact on any specific person based on marriage and civil partnership status.

Actions identified that will mitigate any negative impacts and/or promote inclusion

- CST are well versed on support services available to individuals they encounter
- Training is provided to the CST on support services available
- Work with Devon & Cornwall Police, as well as statutory and support services to understand areas of concern for Exeter. Address these through the Community Safety Partnership Action Plan and priorities

Officer: Head of Service City Centre & Net Zero

Date: 12 December 2025