



# NOTTINGHAMSHIRE POLICE PREVENT STRATEGY



## EQUALITY IMPACT ASSESSMENT

## FINAL REPORT

JULY 2009

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I wish to thank Glen Williams; the Grievance Manager for the Nottinghamshire Prevent Delivery Team, whose lead, commitment and resilience has ensured that Nottinghamshire Police is at the forefront of delivery of a product that will stand as a national example of good practice for the delivery of a Prevent Strategy Equality Impact Assessment.

I would also like to thank the Nottinghamshire Police Prevent Delivery Team, Ron Lawrence from the Nottinghamshire Black Police Association, The New Arts Exchange and the East Midlands UK Youth Parliament for their support in the delivery of this product.

Finally, but not least, for their management and support in the delivery of this report, Chief Superintendent Simon Nickless, who was the Nottinghamshire Police Prevent Strategic lead between February 2008 and March 2009; Chief Inspector Simon Alexander, Deputy Force lead for Prevent; Inspector Louise Jordan, Force Prevent Delivery Team manager, and the Nottinghamshire Police Prevent Delivery Team.

**Nottinghamshire Police Prevent Strategy Lead: Supt Steven COOPER**

## Executive Summary

This report contains a number of key findings in relation to the perceived and understood Equality Impact Assessment (EIA) of the Nottinghamshire Police Prevent Strategy. The main Equality Impact Assessment observations expressed are:

There is an overall **positive equality impact assessment** response to the Prevent Strategy, with emphasis on the need to ensure all sections of the community are able to understand the strategy objectives in order to achieve its aim, "To stop people becoming or Supporting Terrorist and Violent Extremism". The principle aim and objectives of the local Nottinghamshire Police Prevent Strategy and the National Strategy as outlined in Contest 2<sup>i</sup> will not be changed.

There is a **positive equality impact assessment** response to objectives 3 and 5 of the Prevent Strategy in terms of, supporting individuals vulnerable to recruitment by violent extremism and effectively addressing grievances, as long as there is strong community and partnership involvement with the police on the delivery of the strategy locally. The principle aim and objectives of the local Nottinghamshire Police Prevent Strategy and the National Strategy as outlined in Contest 2 will not be changed.

There is a **negative equality impact assessment** response to the language used in the Prevent Strategic objectives. The main areas of concern covered the complexity and clarity of the language used and the potential for different interpretations that could result in exclusion or alienation. For example, people who do not have English as their first language would be excluded from the process because the strategy is communicated only in English. From an age perspective, values placed on the meaning of some words differ from generation to generation and could exclude young people who may place different positive or negative values on words. For example, "radicalisation" can be a positive thing for young people in the development of their identity and not a negative process as suggested in the Prevent strategy. The discussions within the UK Youth Parliament "SafeSpace" forums for young people add weight to this example. It is accepted that there is a need to ensure the communication of the local Prevent Strategy is simple, clear and relevant to as broad a section of the Nottinghamshire community as possible. This equality impact assessment is seen as relevant to all the diversity strands but especially in relation to Age, Gender, Race and Faith, Belief or Non-belief. **(Address through Recommendation 2, 4 and 8)**

There is a **negative equality impact assessment** response to the perceived underlying tone of the objectives targeting Muslim communities and wanting community members to spy on each other, particularly from within South Asian sub-continent and Arabic countries. The Nottinghamshire Police Service recognises that the perception of targeting sections of the community is a barrier to trust and confidence building and thus a barrier to the flow of community intelligence to the police. This assumption is given weight by evidence from reports such as "Choosing our friends wisely" and "Diversity in Policing". It is

accepted that no section of the community should feel targeted by the Prevent Strategy. This is a point that has been stressed through Contest 1 and 2. Contest 2, however, does confirm that the main area of concern around radicalisation and violent extremism is with the misinterpretation of Islam by a small minority and it makes reference to initiatives focusing on Muslim groups. It is clear that there is a disproportionate impact and emphasis on this section of the community that needs to be addressed through a local approach that emphasises the broader nature of terrorism and violent extremism and does not ignore the disproportionate impact of the strategy on our Muslim communities. This equality impact assessment is seen as relevant in relation to the Race and Faith, Belief or Non-belief diversity strands. **(Address through Recommendation 1, 2, 3, and 4)**

There is a **negative equality impact assessment** response in relation to the strategy appearing to present itself as a process aimed at Race and Faith diversity strands only, through Muslim and Christianity agendas, thus excluding or restricting the other diversity strands' and non belief groups' access to funding and support for initiatives aimed at community engagement. Surveys undertaken by MORI on public perception of Race and Faith gives weight to the belief that there is a changing perception amongst the public that faith is currently regarded as a more divisive issue in British society today than any other. The report "Choosing Our Friends Wisely" also examines issues around engagement with Muslim Groups and some of the potential problems with this. Closely linked to this is also the perception that the Prevent strategy is motivated by Central Government issues and concerns around terrorism and violent extremism which fails to understand or consider the local implications of violent extremism from other organisations and groups outside of the Muslim communities. This equality impact assessment is seen as relevant to all the diversity strands. **(Address through Recommendation 1, 4, 5, 6 and 7)**

There is a **negative equality impact assessment** response in relation to how the strategy would negatively impact on the issue of disproportionality in relation to Stop and Search and intelligence data collecting on certain faith based communities. Reviews by the Stephen Lawrence Inquiry team, Sir Ronnie Flanagan - The Review of Policing, the Equality and Human Rights Commission and associated forums and debates on Stop and Search, Recruitment, Retention and Progression, give weight to this assessment. This equality impact assessment is seen as relevant in relation to the diversity strands Race and Faith, Belief or Non-belief. **(Address through Recommendation 3, 4, 7 and 8)**

There is a **negative equality impact assessment** response in relation to the Police being seen as the lead drivers of the strategy. There is a perception that the Police are not best placed to push forward the strategy objectives unless they are part of an inclusive partnership covering a broad socio-economic spectrum for community engagement and programme development for the Prevent Strategy. It is accepted that talking and engaging with other organisations and agencies from the public, private and voluntary sector is vital for the success of the Prevent strategy. The Communities and Local Government report "Preventing Violent extremism – Winning Hearts and Minds" and associated reports, gives weight to this assessment. This equality impact assessment is seen as relevant to all the

diversity strands, especially in relation to Age, Gender, Race and Faith, Belief or Non-belief. **(Address through Recommendation 6 and 7)**

Quantitative data research, surveys and reviews supported many of the concerns expressed by the consultees. The positive and negative equality impact assessment observations from the internal, external consultations and written submissions were very similar. This, in itself, was seen as a **positive factor** and validation of the observations made because of their consistency across a broad spectrum of those making the observations during the consultations.



## **Introduction**

The purpose of this and the proceeding sections are to provide a summary of the background and delivery plan to be deployed in relation to completing an Equality Impact Assessment final report on the Nottinghamshire Police Prevent Strategy.

From the beginning of the Nottinghamshire Police Prevent Strategy Equality Impact Assessment process it was recognised that a cohesive, structured and open approach, between the Nottinghamshire Police Service and its partners, from within all the diverse communities it served, was essential for the implementation of the seven national objectives of the Prevent Strategy from a local perspective. During the course of the equality impact assessment consultation process Contest 2 was published in March 2009. This document revised and gave additional information behind the reasoning for the aim and seven objectives of the national strategy.

## **Prevent Strategy Aim**

The aim of the Prevent Strategy is to stop radicalisation, reducing support for terrorism and discouraging people from becoming terrorists.<sup>ii</sup>

## **Prevent Strategic Objectives**

- Challenge the ideology behind violent extremism and support mainstream voices
- Disrupt those who promote violent extremism and support the places where they operate.
- Support individuals who are vulnerable to recruitment, or have already been recruited by violent extremists.
- Increase the resilience of communities to violent extremism, and
- Address the grievances, which ideologies are exploiting.

These five objectives are supported by:

- Developing intelligence, analysis and information, and
- Improving our strategic communications.

The aim of this Equality Impact Assessment is to ensure that the implications for equality in relation to all the diversity strands from the strategy are thoroughly assessed and that there is a comprehensive account of the equality impact assessment views expressed during the consultation process. Also, to provide assurance that changes needed to mitigate any potential adverse impacts have been identified, addressed and where necessary considered or implemented. The revised Contest 2 has not changed the Equality Impact Assessment observations

made during the course of the Nottinghamshire Police Equality Impact Assessment consultation process.

In addressing the seven objectives emerging from the National Prevent Strategy, as adopted at a local level by Nottinghamshire Police, it considers the impact of the strategy in terms of race, age, disability, gender, gender identity, sexual orientation and religion/belief or non-belief.

The framework for the delivery of the final report was outlined in the Equality Impact Assessment Preliminary Screening document, which also doubled as the "Nottinghamshire Police Prevent Strategy Equality Impact Assessment Delivery Plan".<sup>iii</sup>

The Equality Impact Assessment (EIA) process was also seen as an opportunity to develop a foundation and framework to assist in addressing objective five of the Prevent Strategy, to "Effectively Address Grievances". As a lawful requirement under equalities legislation, that required community engagement and dialogue, the EIA process was implemented through the creation of the "Prevent Grievance Manager" post, as part of the Nottinghamshire Police Prevent Delivery Team.<sup>iv</sup> The purpose of this role was to oversee the Prevent Strategy approach to tackling community grievances from the broad awareness of international, national, regional and local conflict, to monitoring of relevant community tensions and hate crime.

The Nottinghamshire Police Prevent Strategy Equality Impact Assessment Delivery Plan created a number of consultative platforms where issues were discussed openly, constructively and objectively between all key internal and external partners and stakeholders.<sup>v</sup> The issues identified from the Equality Impact Assessment consultations were recorded, logged, analysed, assessed and evaluated in terms of positive, medium or negative equality impact assessment observations across the seven recognised equality strands.<sup>vi</sup>

Representatives from organisations with experience in equality and diversity issues took part in the Equality Impact Assessment consultation process between 3<sup>rd</sup> November 2008 and 23<sup>rd</sup> January 2009. Further consultation, outside of this period, was undertaken with the UK Youth Parliament for the East Midlands to obtain the views of young people on the positive and negative equality impacts assessments of the Prevent Strategy through their understanding of issues around terrorism and violent extremism. The conference was held on 21<sup>st</sup> March 2009 and was organised by the young people with support and help from youth workers and regional Government Office East Midland (GOEM) representatives.

This report includes information on how the Equality Impact Assessment data and evidence was collated, reviewed, evaluated and, where necessary, how exposed gaps or weakness in delivery of the strategy should be addressed or considered through the Nottingham City Preventing Violent Extremism Steering Group and Prevent Implementation Plan.

## Background

The Nottinghamshire Police Prevent Strategy is the local arm of a National Prevent Strategy overseen by the Association of Chief Police Officers (ACPO). It is part of the "CONTEST" strategy that has four sub strategic arms known as the four 'P's', being Pursue, Prevent, Protect and Prepare.

On 10<sup>th</sup> June 2008 the Association of Chief Police Officers Terrorism and Allied Matters (ACPO TAM) requested that the 43 police services in England and Wales submit their own 'force-level' Equality Impact Assessment on the Prevent Strategy. ACPO TAM requested that they received a copy of the completed final Equality Impact Assessment report by Friday 31 October 2008. ACPO TAM provided police forces with a copy of the "National Initial Equality Impact Assessment for the Police Prevent Strategy" as guidance and made reference to the National Police Improvement Agency (NPIA) as a point of contact in relation to any advice or assistance required on completing an Equality Impact Assessment.<sup>vii</sup>

Nottinghamshire Police Prevent Delivery Team and the National Police Improvement Agency Equality, Diversity and Human Rights department made observations to ACPO TAM in relation to the time scales for delivery of a robust and credible Equality Impact Assessment final report from the 43 police services, and the need for the reports to be based on evidence gained from substantial consultation. The observations also included the need for ACPO TAM to meet its promise to provide police services with a National Equality Impact Assessment workshop, to provide guidance on how to undertake an Equality Impact Assessment.

It was agreed that it was not possible for Nottinghamshire Police to meet ACPO TAM's deadline of 31<sup>st</sup> October 2008, with a credible Equality Impact Assessment final report. Nottinghamshire Police would, however, be able to accommodate the deadline with a Delivery Plan for an Equality Impact Assessment final report, a proposal that was discussed in a meeting with the National Police Improvement Agency Equality, Diversity and Human Rights department on 17<sup>th</sup> September 2008.

It was argued the completion of the Delivery Plan would meet ACPO TAM's requirement to inform their internal review in November 2008. It would also allow Nottinghamshire Police Prevent Delivery Team to undertake substantial consultation, internally and externally, on the local Prevent Strategy; this being an important point as the implementation of local Prevent Strategies would have a profound impact on the nature of policing and community trust and confidence in policing for the foreseeable future in relation to counter terrorism. It was further argued that if this were done the Equality Impact Assessment process would be able to withstand substantial and robust scrutiny by the public.

After consideration of the main points of the observations ACPO TAM extended the deadline to Friday 3<sup>rd</sup> July 2009 for submission of Equality Impact Assessment

final reports by those Police Services that had not already submitted a report by the initial date.

A National Prevent Equality Impact Assessment workshop was arranged for Thursday 25<sup>th</sup> February 2009, and held at The Radisson Hotel, Manchester Airport.

This Nottinghamshire Police Prevent Equality Impact Assessment Final Report is the product of the Nottinghamshire Police Prevent Strategy Equality Impact Assessment Delivery Plan submitted to ACPO TAM on 29<sup>th</sup> October 2008.



## **Legal Framework**

The Nottinghamshire Police Prevent Strategy will have a significant equality and diversity impact on communities, in particular with race and faith based communities, and their interaction with the police service, as evidenced through research, reviews and media reports on matters such as Police Stop and Search and the collation of personal data on National databases.

There is a legal requirement for the Police Service to screen all functions, policies, plans and services for relevance to the Race, Disability or Gender equality strands, and, if it is found that there is an equality impact, perceived or actual, a full Equality Impact Assessment report must be completed to assess any potential impacts under the statutory duties of the:

Race Relations Act 1976 as amended 2000,  
Disability Discrimination Act 1995 as amended 2005,  
Sex Discrimination Act 1975, as amended by the Equalities Act 2006

Other statutory responsibilities to consider are:

Employment Equality (Religion or Belief) Regulations 2003,  
The Racial & Religious Hatred Act 2006  
Employment Equality (Sexual Orientation) Regulations 2003, all as amended;  
Equality Act 2006;  
Employment Equality (Age) Regulations 2006  
Equality Act (Sexual Orientation) Regulations 2007;

In November 2008, the Nottinghamshire Police Prevent Delivery team identified that the Equalities Duties legal requirement under Age, Race and Gender legislation, (and the principles behind the forthcoming Single Equalities Act, as expressed in the Single Equalities Bill currently before Parliament), could be used as an invaluable tool to establish the foundation and framework around a structure that could set out the criteria to deal with Objective Five of the Prevent Strategy to:

“Effectively Address Grievance; genuine grievances that may contribute to violent extremism are addressed effectively.”

It was agreed that this would be done through the creation of the “Prevent Grievance Manager” post as part of the Nottinghamshire Police Prevent Delivery Team. The post would also have the responsibility for delivering the Equality Impact Assessment on the Nottinghamshire Police Prevent Strategy.

## Related reviews and Equality Impact Assessments

The collection of data for the Nottinghamshire Prevent Strategy Equality Impact Assessment (EIA) final report consisted of qualitative evidence from previous reviews, written submissions and the consultations held during the consultation period.

The data consisted of the key areas of research and reviews for the Nottinghamshire Prevent Strategy EIA, which were: -

Flanagan, Sir Ronnie (2008) [The Review of Policing: Final Report](http://police.homeoffice.gov.uk/publications/police-reform/Review_of_policing_final_report/):  
[http://police.homeoffice.gov.uk/publications/police-reform/Review\\_of\\_policing\\_final\\_report/](http://police.homeoffice.gov.uk/publications/police-reform/Review_of_policing_final_report/)

In relation to Sir Ronnie Flanagan's report an Equality Impact Assessment was completed and published along side the final report.

Flanagan, Sir Ronnie (2008) - The Review of Policing: [Equality Impact Assessment Report](http://police.homeoffice.gov.uk/publications/police-reform/Review_of_policing_final_report/revieweiareport).  
[http://police.homeoffice.gov.uk/publications/police-reform/Review\\_of\\_policing\\_final\\_report/revieweiareport](http://police.homeoffice.gov.uk/publications/police-reform/Review_of_policing_final_report/revieweiareport)

Other related inquiries and reports:

The [MacPherson Report](http://www.archive.official-documents.co.uk/document/cm42/4262/4262.htm) stemming from the Stephen Lawrence Inquiry.  
<http://www.archive.official-documents.co.uk/document/cm42/4262/4262.htm>  
<http://www.archive.official-documents.co.uk/document/cm42/4262/sli-00.htm>

The Home Secretary's Annual [Race Employment Targets](http://police.homeoffice.gov.uk/publications/equality-diversity/race/race-employment-targets-report)  
<http://police.homeoffice.gov.uk/publications/equality-diversity/race/race-employment-targets-report>

Demos and the National Association of Muslim Police have written a report, "[Diversity in Modern Policing](http://www.demos.co.uk/files/File/diversity_in_modern_policing.pdf)" which sets out the position of Black Minority Ethnic and Muslim officers in the police service.  
[http://www.demos.co.uk/files/File/diversity\\_in\\_modern\\_policing.pdf](http://www.demos.co.uk/files/File/diversity_in_modern_policing.pdf)

Equality and Human Rights Commission report [Police and racism: What has been achieved 10 years after the Stephen Lawrence Inquiry report?](http://www.equalityhumanrights.com/en/publicationsandresources/Pages/Policeandracism.aspx)  
<http://www.equalityhumanrights.com/en/publicationsandresources/Pages/Policeandracism.aspx> The report shows that police services across England and Wales have made significant progress in addressing race equality issues. However, the report also reveals evidence of a 'closed shop' among some specialist units, such as anti-terrorist units for Asian, Muslim and black officers.

Ministry Of Justice Statistics on Race and The Criminal Justice System 2006 – 2007 - [Stop and Search Published in July 2008](http://news.bbc.co.uk/1/shared/bsp/hi/pdfs/08_07_08_race_criminal_justice.pdf)  
[http://news.bbc.co.uk/1/shared/bsp/hi/pdfs/08\\_07\\_08\\_race\\_criminal\\_justice.pdf](http://news.bbc.co.uk/1/shared/bsp/hi/pdfs/08_07_08_race_criminal_justice.pdf)

Policing Minister's [Assessment of Minority Ethnic Recruitment, Retention and Progression in the Police Service](#) – 20<sup>th</sup> November 2008  
<http://police.homeoffice.gov.uk/publications/equality-diversity/minority-ethnic-recruitment>

Home Office Statistical Bulletin [Young people and crime: findings from the 2006 Offending, Crime and Justice Survey](#), Home Office Statistical Bulletin 09/08

The United Kingdom Youth Parliament (UKYP), "[Project Safe Space](#)", which provides young people with a safe place to discuss terrorism and violent extremism. The main areas of discussion are:

Violent extremism

Terrorism

Young people working with the police

Youth community leaders

<http://www.ukyouthparliament.org.uk/239067.html>

The Communities and Local Government report, "[Preventing Violent Extremism – Winning Hearts and Minds](#)", which outlines the important reason for supporting forums of specific groups whose voices are not normally heard, such as those of women, specifically from certain minority ethnic and faith groups.

<http://www.communities.gov.uk/publications/communities/preventingviolentextremism>

On the 14<sup>th</sup> January 2009 [Ipsos Mori](#) published a report on behalf of the Equality and Human Rights Commission that looked at British attitudes to race, religion and the police

<http://www.ipsos-mori.com/content/home-page-news/as-obama-is-inaugurated-how-have-public-attitudes-.ashx>

The Policy Exchange, published a report entitled: '[Choosing our friends wisely: Criteria for engagement with Muslim groups](#)'. The report argues that the government's strategy for dealing with the "Islamist" challenge inside Britain, the Prevent strategy, is aimed only at preventing violent extremism and it is for this reason, the authors claim, that it has done little to counter extremism and in a number of cases actually empowered extremists.

Communities and Local Government Report "[Getting the message across: using media to reduce racial prejudice and discrimination](#)", examines what works, what is promising and what does not work and why in the use of the media to reduce racial prejudice in England and Wales.

<http://www.communities.gov.uk/documents/communities/pdf/611667.pdf>

## Methodology

The methodology adopted for considering the equality impact assessment of the Nottinghamshire Police Prevent Strategy, and its ability to undergo legal and community scrutiny, took account of the need for the following:

1. **Undertaking the Equality Impact Assessment Preliminary Screening Process.** This was completed and submitted on 29<sup>th</sup> October 2008.
2. **Obtain a National version of the Prevent Strategy.** This was obtained at the beginning of the Equality Impact Assessment process on 3<sup>rd</sup> November 2008.
3. **Deciding how the Equality Impact Assessment Consultation process and data collection process would be undertaken.** A consultation period from the 3<sup>rd</sup> November 2008 to 23<sup>rd</sup> January 2009 was agreed. The consultation period involved internal and external partners and stakeholders with the police service and an inclusive survey was undertaken with police staff in the form of an Equality Impact Assessment questionnaire. This was made available to all members of staff through the Nottinghamshire Police internal intranet service.
4. **Decide on who will be consulted and why.** Wider public communities consultation was agreed through agencies and organisations such as Police Diversity Support Staff Associations, Special Branch, Federation, Unison, Association of Chief Police Officers Terrorism and Associated Matters unit, National Police Improvement Agency, Home Office, Community representatives, voluntary organisations, Muslim reference group forums, local councillors, Police Authorities and Community Independent Advisory Group panel members.<sup>viii</sup> All of these groups were chosen because of involvement with the delivery of the strategy or the potential equality impact assessments the strategy may have.
5. **Obtain National, regional and local data supporting preliminary screening observations to support final report.** A one-day seminar was held on 3<sup>rd</sup> November 2008 with the East Midlands Prevent Strategy Programme Board, to obtain information and views on potential equality impact assessment issues. This meeting consisted of representatives from the Home Office, ACPO TAM and local police representatives who provided information and updates on Prevent. Further relevant equality impact assessment observations were obtained from the "Prevent workshop" at the 8<sup>th</sup> National Independent Advisory Group (IAG) Conference entitled, "Meeting The Challenges Of Our Changing Communities" The conference took place between Monday 24<sup>th</sup> to Tuesday 25<sup>th</sup> November 2008, at the Thistle Hotel, Middlesbrough; Equality impact assessment observations from the "Building Capacity and Resilience in Muslim Communities Seminar" held on 12<sup>th</sup> January 2009 at Nottingham City Council House; "The Stephen Lawrence inquiry 10 years on" that provided information, observations, reviews and research undertaken in relation to Stop and Search, Trust and Confidence that were relevant to the Prevent Strategy. Consideration of Equality impact assessment observation, from a local perspective, was also obtained from the National Prevent 2008 Conference at the QE2 Conference Centre, London that took place on 10<sup>th</sup> December 2008.

In addition to this reading and research was undertaken in relation to the reviews mentioned under the relevant section above.

6. **Distribute draft Prevent Strategy Aim and Objectives to potential consultees.** This was undertaken on 12<sup>th</sup> November 2008.
7. **Inform Consultees of what is required of them.** This was undertaken on 12<sup>th</sup> November 2008.
8. **Undertake consultation process.** The consultation process was undertaken on the 3<sup>rd</sup> November 2008 and was scheduled for completion on 23<sup>rd</sup> January 2009. However, this was extended to include additional requests for written submissions on the strategy and the inclusion of the findings of the regional UKYP conference. Due to the extension of the delivery date of the final equality impact assessment report from 31<sup>st</sup> March 2009 to 3<sup>rd</sup> July 2009 this was easily accommodated.

On the 5<sup>th</sup> January 2009 The Prevent Strategy Equality Impact Assessment Questionnaire was circulated to all members of staff through the Notts Police Intranet and through the internal non-operational notice board. All members of staff through the Nottinghamshire police service were thus given the opportunity to give their views on the seven objectives of the Prevent Strategy.

On Tuesday 13<sup>th</sup> January 2009 an Internal Nottinghamshire Police Prevent Equality Impact Assessment consultation took place at Nottinghamshire Police Headquarters. The purpose of the meeting was to obtain the views of those present on what they saw as the negative and or positive equality impact of the implementation of the strategy in achieving the seven objectives. This meeting included police officers and staff from Assistant Chief Constable to Diversity Support and Staff Associations.

The External Equality Impact Assessment Consultation took place on 19<sup>th</sup> January 2009, at the New Art Exchange in Hyson Green Nottingham. This allowed the engagement with faith partnerships, such as Faith Watch, Faith in Action, Equality and Diversity "RAINBOX" Project multi-faith groups, members from the Nottingham Independent Advisory Group, the Karinia Institute, BME business leaders, and the Notts Black Workers Group.

On 22<sup>nd</sup> January 2009 engagement was sought with the UK Youth Parliament (UKYP) to arrange participation in the East Midlands UKYP East Midlands Conference called "Safe Space" to discuss the Equality Impact Assessment of the Prevent Strategy for young people from their perspective. The regional meeting was held on Saturday 21<sup>st</sup> March 2009.

9. **Write up results for analysis.** From 3<sup>rd</sup> November 2008 through to 27<sup>th</sup> February 2009, all the information obtained from the consultations, reports, submissions from the Nottinghamshire Police Internal Staff Equality Impact Assessment Questionnaire and feedback from written submissions, were collated and analysed to identify positive, medium or negative equality impact assessments. Consideration was also given to any additional data from relevant research or reviews already undertaken.
10. **Consider and/or propose changes to EIA and strategy if required.** After consultation with the Nottingham Prevent Delivery team leads on the

responses to the issues identified by the consultation process it was agreed that the main objectives of the Prevent Strategy did not need to be changed from a local perspective. What needed to be considered and reviewed was the language used and whether alteration was required or additional explanations provided as to the wording used in the strategy in a way that would be understood across all sections of the Nottingham City community. It was also agreed that responses were required in relation to the issues identified around disproportionality of some sections of the community in stop and search figures, data collection, and the related issues of trust and confidence in the police. A further review was required as to how the strategy would be disseminated out into Nottingham City Communities that would form part of the Nottinghamshire Police Prevent Strategy Implementation Plan.

11. **Undertake 'Waterbed' Analysis of any change agreed**, (i.e. consider what impact the changes would have on other diversity strands). The Nottingham Police Prevent Delivery Team leads agreed that as there were no specific changes to the objectives of the strategy there was no requirement for a waterbed analysis.
12. **Disseminate results and proposed strategy changes to consultees for verification, feedback or alteration**. It was agreed that the most appropriate document for dissemination to the consultees was the final draft copy of the Equality Impact Assessment recommendations for ratification by those consulted.
13. **Undertake Risk Analysis of not making changes identified**. Please see 11 and 12.
14. **Reconsider changes in light of feedback from consultees**. Please see 11, 12 and 13.
15. **Finalise and agree Equality Impact Assessment Report**. The feedbacks on the recommendations were returned by Friday 22<sup>nd</sup> May 2009. All indicated were happy with the recommendations put forward, with only one request for additional information to be provided on how the community engagement programme "ActNow" would be incorporated into the delivery of the Nottinghamshire Prevent Strategy. This resulted in additional information included in recommendation 5 in relation to the utilisation of Police Diversity Support Staff Associations in the delivery of the programme.
16. **Publish Final Equality Impact Assessment Report**. The final report is to be published in hard back and displayed on the Nottinghamshire Police Service website in July 2009. An "easy read" version is to be considered.
17. **Set dates, through the strategy implementation plan for review of progress on recommendations from the Equality Impact Assessment**. This is covered by recommendation 8.

### **The Structure of the document**

This document follows the structure of the seven Prevent Strategic Objectives.

## **Equality Impact Assessment of Prevent Strategy Objectives**

This section analyses the likely equality impact assessment of each of the objectives. It provides analysis of the impact on a cross-strand basis and also analysis of the differential impact on particular strands where such an impact has been identified and what evidence through research and data is available to substantiate the observations. The considerations are primarily whether an objective affects the equality strands in a positive or negative way.

### ***Evidence and analysis of potential diversity strand impact***

#### **Age**

It would not be right to say that if you are of a particular age group that the sole contributor of an adverse or positive impact on you would be because of the aim and objectives of the Prevent Strategy. It is recognised that any potential impact will be governed by various influences as opposed to one. For example, statistical evidence shows that young people have a disproportionate negative impact experience in relation to arrests, charges and stop and search, in particular under Section 60 of the [Criminal Justice and Public Order Act](#) across the Criminal Justice System. As this strategy is geared towards promoting and supporting projects and programmes focused at young people and women to help them identify and explore issues around identity extremism and how the above mentioned negative areas fit into the overall Contest strategy, it is acknowledged there is a potentially adverse impact of the strategy in relation to certain sections of the community based on age. There is also an understanding that there is a clear difference in approach and understanding of issues between generations. With this in mind research undertaken in relation to establishing young people's views and understanding on violent extremism through "[Project Safe Space](#)" has been referred to.

It is concluded that the potential negative impact is high in relation to diversity strand Age. Cross-reference can also be made with the equalities strands Race, Faith/Belief/non belief and Gender. **(Address through Recommendation 4)**

#### **Race**

Statistical evidence shows that a disproportionate amount of "Stops" adversely affect black and Asian youths, a fact causing community concern.<sup>ix</sup> After 9/11 and 7/7 minority ethnic communities and Islamic based communities perceived there had been a disproportionate impact in terms of the use of stop and search on such communities.

Recent figures from the Ministry of Justice research on [Stop and Search Published in July 2008](#), show that black males under 18 years of age are 5.3 times

more likely to be stopped than a white youth, and an Asian youth is 1.6 times more likely to be the subject of a "section 60" than a white youth of a similar age. The Black and Asian groups consist of South Asian subcontinent, North East African, Arabic and African Caribbean members of the community.

Trust and confidence in relation to programmes perceived as counter-terrorist initiatives raise serious issue for concern in relation to breakdown of individuals' Human Rights from some sections of the community. In a [report on counter-terrorism and human rights](#) an independent panel of judges and lawyers presented findings about the [impact of counter-terrorism policies worldwide](#) and calls for remedial action.

Customer Service Satisfaction figures for Nottinghamshire Police also show that there is a lower satisfaction level from Black and Ethnic Minority communities in relation to how they are treated by the Police. This supports the concerns around trust and confidence in the police from certain communities to treat them equally in terms of delivery of service.

The increased success of the British National Party (BNP) in the current adverse economic environment and atmosphere of fear of terrorism coming from certain communities is a potential negative equality impact of the implementation of the strategy.

It is thus concluded that the potential negative impact is high in relation to diversity strand Race. Cross-reference can also be made with the equalities strands Age and Faith/Belief/Non Belief. **(Address through Recommendation 3, 4 and 5)**

## **Gender**

As this strategy is geared towards promoting and supporting projects and programmes focused at young people and women to help them identify and explore issues around identity and extremism it is acknowledged there is a potential impact of the strategy based on gender. There is also an understanding that there is a clear difference in cultural approach and understanding of issues between the sexes and through faith and belief. National consultations through the Communities and Local Government report, "[Preventing Violent Extremism – Winning Hearts and Minds](#)", show there are concerns affecting Muslim women, in relation to access for women to mosques and their management committees and cultural barriers including honour crimes and forced marriages and enforced circumcision.

It is concluded that the potential negative impact is high in relation to diversity strands Gender. Cross-reference can also be made with the equalities strands, Race, Age, and Faith/Belief. **(Address through Recommendation 3)**

## Disability

As this strategy is geared towards promoting and supporting projects and programmes focused at vulnerable people and institutions identified as those open to recruitment by terrorist and extremists, it is acknowledged there is a potentially adverse impact based on disability.

There is very little research or statistical evidence to show or link mental health issue to that of vulnerability to extremism or terrorism. Recent terrorist convictions, as in the case of [Nicky Reilly](#), make reference to individual's vulnerability and susceptibility to terrorist and violent extremist behaviour. However, the counter argument is that there is no proof to make the link between mental health issue and vulnerability and susceptibility to terrorist and violent extremism. [See Guardian Report 20<sup>th</sup> August 2008](#).

It is concluded that the potential negative impact is high in relation to the diversity strand Disability and that further research is required or needs to be commissioned at a national level through the Home Office and Mental Health Department. **(Address through Recommendation 6)**

## Religion, Belief or Non-belief

One of the key debates around the CONTEST Strategy has been the issue of its work streams targeting Islamic communities. The concerns around this have been reinforced in relation to the position of Prevent and the three other "P"s, Pursue, Protect and Prepare. There is evidence to show that certain faith communities feel particularly vulnerable to the perception that they harbour terrorist and extremist elements. It is recognised that there is a potential impact in relation to the implementation of the strategy objectives because of this.

Research, under taken by [Ipsos Mori](#) commissioned by The Equalities and Human Rights Commission, has found that Religion is seen more as a divisive issue than Race. As with Race, trust and confidence in relation to counter-terrorist initiatives was perceived as serious issue for concern in relation to the breakdown of Human Rights. Weight was given to those concerns by the publication of a [report on counter-terrorism and human rights](#) in which an independent panel of judges and lawyers presented findings about the [impact of counter-terrorism policies worldwide](#) and made calls for remedial action.

The increased success of the British National Party in the current adverse economic environment and atmosphere of fear of terrorism coming from certain communities is a potential negative equality impact of the implementation of the strategy.

It is concluded that the potential negative impact is high in relation to the diversity strands Faith, Belief or Non-belief. Cross-reference can also be made with the

equalities strands Race and Gender. **(Address through Recommendation 3, 4 and 5)**

## **Sexual Orientation**

It would not be right to say that if you are of a particular sexual or gender orientation that you are more or less likely to be adversely or positively impacted by the Prevent Strategy. It is recognised, however, that certain differences and tolerances may make individuals and institutions from this diversity strand potential targets for terrorist or violent extremist action, through ignorance or distorted messages and propaganda and negative media reporting.

There is no statistical evidence to assist in making a judgment on the potential impact of the strategy in relation to this diversity strand; however, the attempted attack outside the “Tiger-Tiger” nightclub in London and reports by the media making links with extremist rhetoric denouncing homosexuality and women’s rights could potentially highlight this group for targeting in the future.

It was concluded that the potential negative impact is high in relation to the diversity strand of sexual orientation. However, more research needs to be undertaken at a national level by the Home Office. **(Address through Recommendation 6)**

## **Gender Identity**

As with sexual orientation above, it would not be right to say that if you have a particular gender identity that you are more or less likely to be adversely or positively impacted by the Prevent Strategy. It is recognised, however, that certain differences and tolerances may make individuals and institutions from this diversity strand potential targets for terrorist or violent extremist action, through ignorance or distorted messages and propaganda and negative media reporting.

There is no statistical evidence to assist in making a judgment on the potential impact of the strategy in relation to this diversity strand; however, the attempted attack on the “Tiger-Tiger” nightclub in London and reports by the media making links with extremist rhetoric denouncing homosexuality and women’s rights could potential highlight this group for targeting in the future.

It was concluded that the potential negative impact is high in relation to the diversity strand gender identity but more research needs to be undertaken at a national level by the Home Office. **(Address through Recommendation 6)**

### ***EIA three month consultation 3<sup>rd</sup> November 2008 to 28<sup>th</sup> January 2009***

There was a three-month consultation period from 3<sup>rd</sup> November 2008 to 23<sup>rd</sup> January 2009 to discuss various Equality Impact Assessment issues around the Prevent Strategy. This was also seen as an opportunity to obtain Equality Impact evidence from community stakeholders and additional evidence from internal stakeholders and partners. In relation to the collation of data during that period the methodology approach described above was adopted and implemented by the Prevent Equality Impact Assessment Delivery Team. The main face-to-face consultations that took place in relation to Equality and Diversity issues were:

- Tuesday 13<sup>th</sup> January 2009 Internal EIA consultation with representatives from Diversity Support Staff Associations (DSSA), Police Staff Associations (PSA), Association of Police Authorities (APA).
- Monday 19<sup>th</sup> January 2009 External EIA consultation with representatives from the Voluntary sector, Faith sector, community sector and community based Diversity Support Staff Associations.
- Consultation on the Prevent Strategy with the East Midlands UK Youth Parliament (UKYP).<sup>x</sup>

Additionally Equality Impact Assessment team members attended the following meetings and obtained information of relevant Equality Impact Assessment issues identified from them. The meetings were: -

- The East Midland Prevent Conference held at Nottingham East Midlands Conference Centre 17<sup>th</sup> December 2008.
- Building Capacity and Resilience in Muslim Communities Seminar 12<sup>th</sup> January 2009 at Nottingham City Council House.
- Prevent 2008 conference held at QE2 Conference Centre London on 10<sup>th</sup> December 2008

Written submissions took the form of responses to the Prevent EIA questionnaire.

### ***East Midland Prevent conference 3<sup>rd</sup> November 2008***

The main Equality Impact Assessment issues and concerns that came out of the meeting were:

It was stated that the strategy was being perceived as though it was only about community engagement with Muslim communities and did not acknowledge the potential disproportionate impact of the implementation of the strategy on the whole Muslim community with its varied and numerous sects and ethnic makeup. Overall, this was seen as a potentially **negative equality impact** for the race, belief and faith equality strands. **(Address through Recommendation 1, 3 and 5)**

It was stated that Muslim communities were most threatened by the current threat of terrorism as well as being seen as areas of most potential threat. There was a feeling of fear and a siege mentality within those communities because they perceive themselves as being held accountable for the actions of a few, this was seen as a potentially **negative equality impact** for the race, belief and faith equality strands. **(Address through Recommendation 1, 3 and 5)**

Strengthening faith and leadership capacity and that of young people and women was seen as a potentially **positive impact** of the strategy for communities from a gender, age, race, belief and faith equality strands.

The lack of understanding of Muslim communities being numerous and diverse and not one homogenous whole was seen as a potentially **negative equality impact** for all the equality strands. **(Address through Recommendation 3)**

### ***EIA Issues “Building Capacity and Resilience in Muslim Communities”***

The Equality Impact Assessment observations that came out of the “Building Capacity and Resilience in Muslim Communities” meeting held on 12<sup>th</sup> January 2009 were:

Language was identified as a key issue in relation to the delivery of the Prevent Strategy. For certain communities discussion around the Prevent Strategy was seen as a “No, No” because of the associated negative connotations linked to those communities perceived as harbouring terrorists, being part of the problem and thus placing their way of life under threat. This was seen as a **negative equality impact** in the delivery of the Prevent strategy. There needed to be recognition of the fear within those communities to speak out against extremism because of a feeling of lack of empowerment and fear of retribution both internally and externally to those communities. **(Address through Recommendation 2)**

Talking about capacity building and resilience would encourage debate. Empowerment of communities by supporting community representatives that reflected the many voices of the community as opposed to treating faith communities as a homogenous whole was seen as a **positive equality impact** in the delivery of the Prevent Strategy. The promotion of scholars that promoted mainstream aspects of Islam and the promotion of projects and programmes that provided knowledge of mainstream Islam to young people was also seen as a potentially **positive equality impact** of the delivery of Prevent Strategy.

Intervention carried out by communities themselves in relation to the delivery of the Prevent Strategy was seen as a positive impact in its delivery. This was because they were seen as being in the best position to identify and intervene with those individuals and institutions identified as vulnerable. This was seen as a potentially **positive equality impact** in the delivery of the Prevent Strategy.

Support for the Prison system and the integration of Imams that promoted mainstream Islam was also seen as a potentially **positive equality impact** of the Prevent Strategy.

If the delivery of the Prevent Strategy used the old structure of engagement such as 'one voice' to represent one community or relied on the national media outlets to deliver its message these were seen as a potentially **negative equality impact** in delivery of the strategy. In relation to the media the point was made that it had hijacked words such as "jihad" to represent war and not its true meaning of "struggle" in order to sell its news. The use of local media outlets with links into minority ethnic and faith communities would be far more effective in delivery of the Prevent Strategy. This was seen as a potentially **positive equality impact** in the delivery of the strategy. **(Address through Recommendation 8)**

### ***Internal EIA consultation 13<sup>th</sup> January 2009***

The main Equality Impact Assessment issues and concerns that came out of the meeting with representatives from Diversity Support Staff Associations, Police Staff Associations, Associations of Police Authorities and others, of the potential Equality Impacts of the Prevent Strategy objectives were:

There was general support. This was seen as a **positive equality impact** for all the equality strands.

#### **Objective 1 - Undermine extreme ideology**

There was a **negative equality impact** response to the use of language in the Prevent Strategy objective. The meaning of words such as 'mainstream' and "undermine" was contested in terms of who was supported, who was given support for the delivery of mainstream messages? How it related to women as a vehicle for the delivery of such messages considering the cultural barriers surrounding the role of women in some communities? It was acknowledged that there could be a **positive equality impact**, depending on the community, credibility of the individual, or institution supported. **(Address through Recommendation 2)**

It was stated that communities felt disenfranchised with the police. The police were often seen as allowing free speech as long as it suited their aims and objectives. The title would "disengage" and as such there was a need to support the non-mainstream voices to ensure that groups with alternative views were not alienated from the process. For these reasons it was felt that identification of extreme ideologies had to be community led and not left to the mainstream institutions in society to decide, such as the criminal justice system and media. The use of the word "Jihad" was used as an illustration. It was stated that in the media the word had become associated with "violence and war" when its actual meaning related to "struggle". The use of the term "mainstream voices" left out the voice of the young who would be turned away from being associated with the mainstream. The objective was stated to sound "like a propaganda message" and thus was seen to have the potential as a **negative equality impact** in relation to

the diversity strands of Race, Gender and Faith or Belief. **(Address through Recommendation 7)**

Objective 2 - Disrupt those who promote violent extremism -

The use of language was seen as a **negative equality impact**. This objective was the affective “outing” of individuals and institutions as being vulnerable. An undetermined consequence of the use of the word “vulnerable” in the objective could be labelling those individuals and institutions as vulnerable. Engagement with individuals and institutions to come to their own understanding of their vulnerability, or not, should be considered. The simple change of the word “vulnerable” to the term “support and empower individuals or institutions” would turn the objective into a **positive equality impact**. This was also the case in relation to women where the issue of strengthening women’s voices was seen as a better way of dealing with the use of the word “vulnerable”. Current work undertaken within the disabilities diversity strand was identified as of good practice in relation to self-determination of vulnerability through partnership work.

It was stated that in order to make sure the objective had a positive impact it had to have an effective communication strategy that was engaging and did not make assumptions, through language, based on needs of the service and then enforce that on communities. It was about listening to what communities had to say, using it and making sure that it is applied. However, different language had to be used to different groups that had a consistent message. **(Address through Recommendation 1 and 2)**

It was stated that the involvement of the police in community engagement could be seen as a potential **negative equality impact** in relation to the different experiences of communities from different countries with the police. To turn this into a **positive equality impact** effective partnership working was required in relation to engagement with emerging communities with the police and local government and authorities. **(Address through Recommendation 7)**

It was highlighted that there was a **potential negative impact** if this objective and the overall strategy was not “contextualised” in a local picture for Nottinghamshire as opposed to the National view from London. **(Address through Recommendation 3)**

Objective 3. Support individuals who are vulnerable to recruitment by violent extremists -

Again, it was stated that the involvement of police in community engagement could be seen as a potential **negative equality impact** in relation to the Police not being seen as the best organisation to lead. Overall though it was seen as a **positive equality impact** if effective partnership working was undertaken to deliver it.

Quote:

"I think it's a positive impact, but, back to what we have already discussed I don't think in a lot of cases that the police are the best organisation to take the lead. I think it is down to the partners and how we use them."

Again the issue surrounding identifying vulnerable individuals and definition was put forward as a potential **negative equality impact**.

Quote:

"On the flip side that is, once again by identifying an individual who might be vulnerable are we labelling them and turning them off, so if the police comes in and does that, is that individual or individuals seeing police as targeting them as extremists when there not and is that action that makes them." **(Address through Recommendation 1 and 4)**

Objective 4. Increase the resilience of communities -

It was stated that this objective equality impact was seen as'

Quote:

"...The most positive one..."

Because of its use of,

Quote:

"Words like shared values and shared understanding"

Which,

Quote:

"Gets into cohesion, so probably the most positive and probably understated I would suggest".

The need for ensuring a wide range of voices was used was repeated. However, a potential **negative equality impact** in relation to community perception and Police engagement with communities was made. This related to the Police not reflecting certain sections of the communities it served through black minority ethnic representation as a whole and within certain specialist units such as counter terrorism, and the poor history of police community engagement.

Quote:

"My concern for this one is for me that it is important that the police aren't taking the lead on this one. I don't think that the police, on whole represents the community and it doesn't look like the community. The community doesn't see it as part of the community at this time, whether that will change in years to come, and to build trust and confidence you have to have similarities commonalities. You've got to understand different languages so on and so forth and we don't have that. We have a mass of resources in the police force that are not being used in right places and for that comes from up in the management level and that needs to be addressed and looked at. You know you have certain departments that have no ethnic minorities that are dealing with terrorism and that type of thing

that extremist. You know we have support networks which can be utilised a hell of a lot more than right now you know as a police force we've got problems engaging our own officers never mind engaging the greater community. So at this time for me the answer to that is our partners have to be so much stronger than us. Ok, we all have a common cause and a common direction but they have to be in strong order to address this issue because as I've said this is about getting out into the community and dealing with the core of the problem and creating structures, so that we know what's happening and they know what's happening and there's an understanding." **(Address through Recommendation 7)**

Objective 5. Effectively address grievances -

It was stated that this objective,

Quote:

"Has got to be positive"

This was meant in terms of an equality impact. In relation to use of language and perception of the words such as 'Jihad' " maybe used and cause an opening for grievance issues.

Quote:

It was additionally stated that it was important to understand issues around "Stop and Search " and the issue of disproportional representation of groups being stopped,

Quote:

"Poor housing, poor education or feelings of isolation,"

These grievances could accumulate if not dealt with effectively and lead to opening individuals' minds to looking at other ways to express their feelings of frustration and hurt.

The realistic expectation of the public understanding what can and cannot be done to satisfy grievances was seen as a potential **negative equality impact** if not communicated in a simple, clear and transparent way from the police in relation to the implementation of this objective. The issue of the poor track record of Police in building trust and confidence in certain communities and the police being reflective of the community it served was raised as a potential negative impact. The impartiality of the police in relation to opposing groups in society and the response of Government institutions to such situations as Gaza and the community perception of such responses were seen as operational barriers to this objective and its delivery. **(Address through Recommendation 1, 2, 3 and 4)**

Enabling Objective 6. Develop Prevent Intelligence, Analysis and research -

The points made in relation to this objective were around perceptions of the public in terms of police activity and the sharing of information between partners and selected individuals. It was felt there was a greater chance of a negative impact from this objective due to the negative connotations the public had on the use of

the word “intelligence” and its association with police activity being covert and secret. It was felt there needed to be a clear understanding between what was “community intelligence” and the covert world of “secret intelligence”. For these reasons the objective was seen as potentially having a **negative equality impact** for certain sections of the community, such as Muslim communities who may have already perceived themselves as being spied on and that it could be divisive and used by other factions to justify mistrust and fear of those communities by the wider public body. **(Address through Recommendation 1, 3 and 4)**

Enabling Objective 7. Improve Strategic Communications –

The idea of improving communication was seen as a good thing but again the use of language and its meaning for the police and that of understanding by the public was seen as a potential **negative equality impact** for this objective. Quote:

“There is real challenge that people writing this use the title of “increase strategic communication” when they use a language that isn’t; I mean who understands strategic communications?”

Improving communication with whom, for what reason and relevance was identified as a potentially **negative equality impact**.  
Quote:

“The Iraq Commission did some research on how can you communicate with your communities about PVE, they found that in areas which had someone commit an act or terrorism it was really easy to have that robust conversation because it was in their experience. It reflects again, and it comes back to what was said, that importance of that local relevance way of communicating, we haven’t had the incident in Nottingham. We’ve got people that think it is a problem in other areas and so are sensitive and its gradually building up relationships to start to have this conversation. But, it takes time to build those relationships.”

Use of words such as “target audience” was perceived as a **negative equality impact**. Again the issue of communication internally was seen as something that should come first before there was any discussion around improving communication with the public. **(Address through Recommendation 1 and 7)**

#### ***External EIA consultation 19<sup>th</sup> January 2009***

The main Equality Impact Assessment issues and concerns that came out of the meeting with the external representatives from the Voluntary sector, professional Equality and Diversity agencies, Faith sector, community sector and community based Diversity Support Staff Associations were:

There was general support in terms of the Prevent Strategy seen as having an overall **positive equality impact** for all the equality strands.

## Objective 1 - Undermine extreme ideology

The main **negative equality impacts** in relation to this objective were around the use of language and its definition and meaning. Questions were asked such as:

Who is a mainstream voice?  
What is the ideology?  
Why pick on one religion?  
What is meant by support?  
Who is an extremist?  
What is moderate?  
Who makes the judgement and how is that assessed?

Another **negative equality impact assessment** was the perception that the objective was concentrating on one religion.

Quote:

“We are focusing on Islam and this disturbs me. It feels like we are influencing and pulling one race into the mainstream. It feels racist. Yes we have had terrorists, extreme violence and I don’t want to scapegoat a whole faith group for a few minority extremists.”

It was stated that for this objective to work there was a need to provide information on the authentic texts of the Qur’an. With communities undergoing constant pressure to accept different interpretations of certain religious narratives the challenging statement was made that,

Quote:

“Generally there isn’t the understanding in Muslim communities about different ideologies.” “There isn’t an understanding yet of what radical and moderate is for Muslim people.”

Trust and confidence was required in the police from scholars that were able to teach and inform the authentic messages from the Qur’an. It was stated that,

Quote:

“This could fragment communities if not handled well.”

**(Address through Recommendation 1, 3, 4 and 7)**

## Objective 2 - Disrupt those who promote violent extremism -

The main **negative equality impact assessments** in relation to this objective were around the use of language and its definition and meaning. Questions were asked such as:

Quote:

“How do we identify vulnerable institutions?”  
“Could institutions be as basic as the family?”  
“Are we talking global or local?”  
“Does this draw in far right extremism?”

It was stated that the objective was perceived as drawing along lines of Christian and Muslim faiths, when it should be broader than that and include Sikh, Hindu, other faiths and humanist groups.

Over looking the family as a vulnerable institution was seen as a **negative equality impact assessment** of the objective and the overall strategy.

The impact of the media in terms of an institution that uses the language of the extremist and thus seen as a negative influence on views of the public and the family, was identified as an issue of concern that needed to be addressed by the overall Prevent strategy. Young people would potentially be attracted to the radical and extremist voices promoted through the media. **(Address through Recommendation 2 and 5)**

Objective 3 - Support individuals who are vulnerable to recruitment by violent extremists: -

There was generally a **positive equality impact assessment** support for the objective in terms of supporting vulnerable individuals. Concerns were expressed in relation to delivery through inclusive dialogue with all faith groups and groups with diverse ideas and ideologies.

The main **negative equality impact assessments** in relation to this objective were around the use of language, definition and its meaning to different groups.

There was also a **negative equality impact assessment** in relation to the assumption that terrorism is the number one threat for all communities.

Quote:

“In my little world it is the BNP (British National Party) that I see as the number one threat for me. On my way here tonight I rang my daughter and told her I was on my way to this meeting and that it was about terrorism in Nottingham. She responded by asking me if there was a lot of terrorism in Nottingham. I said No. She then said, ‘so why are you having a meeting then?’ **(Address through Recommendation 2 and 3)**

Objective 4 - Increase the resilience of communities -

Supporting strong leadership was seen as a **positive equality impact assessment** along with establishing and identifying shared values, and with the need to understand issues from the community perspective. The potential for the development of young leaders was seen as a **positive equality assessment impact**.

Quote:

“Should take a long term approach to how we develop our young people as leaders. There is an opportunity here to put resources into developing our young people.”

However, there were reservations in terms of the potential **negative equality impact assessments** around:

Quote:

“Who speaks for whom?”

“Who are the community leaders?”

“Sometimes these so called leaders are actually part of the problem and not the solution. There is a need to be caution about who we identify as leaders.”  
**(Address through Recommendation 3 and 7)**

Objective 5 - Effectively address grievances -

This objective was seen as having a **positive equality impact assessment** but with reservations.

Quote:

“Positive at face value. Crack that one and you’ve got it right. Making this happen on a day-to-day basis is the challenge. Some of the others will be a lot easier if you get this right”

How the issue of “Disproportionality” in relation to stop and search was dealt with as a grievance was regarded as important for this objective. **(Address through Recommendation 1 and 4)**

Enabling Objective 6 - Develop Prevent Intelligence, Analysis and research -

Not discussed due to lack of time.

Enabling Objective 7 - Improve Strategic Communications -

This objective was seen as having a potential **positive equality impact** depending on how it was delivered.

Quote:

“I experienced in our Mosque, we teach young kids to teach the Qur’an. The highest class is full of boys. The teacher was struggling to control them and had to call in the parents. The teacher is in his 40’s and poor English. I took the class and they were fine (young person). Being able to communicate on their level is so important. Positive peer pressure is more affective. We bring people in to Bobbersmill Mosque and get to know them and understand them, especially the young that were hanging around outside.”

Use of language was raised as having **potential negative connotations** in relation to ‘Prevent’ and the meaning of ‘communication’ if the context of meaning is not understood within the Prevent Strategy.

Quote:

“The word ‘Prevent’ is negative and it’s about developing strengths and building bridges. More positive words should be used such as ‘cohesion building resilience, which is far more positive than Prevent.’ language is very important.”

“Any process that wants to improve communication is a good thing, but the word ‘communication’ is complex. What is Strategic communication? What level does strategic communication come in at?”

Communication is a two way process and we need to understand our target audience, but what about them understanding you.” **(Address through Recommendation 2)**

### ***EM UK Youth Parliament “Safer Spaces” conference 21<sup>st</sup> March 2009***

The main Equality Impact Assessment issues that came out of the East Midland United Kingdom Youth Parliament “Safer Spaces” conferences came from asking questions of the young people such as: -

“Is terrorism and violent extremism always about religion?”

Is terrorism only carried out by Muslims and only does it only affect Muslims?

Are terrorists only using bombs?

What is terrorism?

Who do you think terrorists are?

How do people become terrorists?

Is there a difference between terrorism and violent extremism?”

A final report on the conference will be published in due course; however the main Equality Impact Assessment concerns identified from the meeting were: -

The media was seen as promoting the negative aspect of the Islamic religion and Islamic countries and their connection with terrorism and violent extremism. It was perceived as promoting fear around the issue and thus contributing to the false stereotypical view that all Muslims are potential terrorists.

Quote: -

“The media is responsible for promoting fear”

“The papers promote everything bad about Iraq. Where is the stuff about BNP being extremist in the news papers?”

The negative treatment of young people and Muslims in the media and police was seen as a potential negative impact for Prevent in the delivery of objective three of the strategy (Supporting individuals vulnerable to recruitment by violent extremists) because it may enhance the false stereotype that because one is

young and/or a Muslim they are more likely to be vulnerable and susceptible to becoming a terrorist or violent extremist.

Quote: -

“We need to educate the police and young people that people are the same and require access to the same things regardless of religious or cultural background. Media are the worst for spreading bad news about us”

The concentration on the Muslim community as potential terrorist was also seen as a negative potential impact in that it fails to acknowledge that terrorism takes on numerous forms. This was highlighted in the response to the question – “Terrorism is only carried out by Muslims and only effects Muslims.”

Quote: -

“ No, look at Ireland and the IRA”

“War is terrorism. We are giving them reason to commit terrorism against us.”

Language and its interpretation was also seen as a potential negative impact in that there were no clear definitions for the young people as to what terrorism is and who terrorists are and how does one become a terrorist. **(Address through Recommendation 2, 3, 4 and 5)**



## **Key EIA issues from Notts Police Prevent EIA Intranet Questionnaire**

The overall responses to the Prevent Strategic objectives from the written submissions, made between 3<sup>rd</sup> November 2008 and 23<sup>rd</sup> January 2009, were positive in terms of the **equality impact assessment**. The responses related mainly to the diversity strands of Race and Faith/Belief. There were 39 written responses, making 156 comments on four equality impact questions. The questions were:

What do you understand about the Prevent objectives?

Can you see any positive impact of the Prevent objectives in your area?

Can you see any negative impact of the Prevent objectives in your area?

Do you have any other comments?

- 48% of the responses were positive (representing 71 comments)
- 25% of the responses were negative (representing 41 comments)
- 27% of the responses were neutral (representing 44 comments)

The key issues from the written submissions received centred on the following:

- The belief that the Prevent Strategy was about Muslim communities; quote in relation to question 2:

Quote:

“No. There are very few Muslims on my beat area.”

- The belief that the Prevent Strategy could be perceived as targeting Muslim communities; quotes in relation answer to question 3:

Quotes:

“Some minorities may feel as if they are being watched or treated as if they are supporting extremist behaviour, when they may feel they are not.”

“It highlights Muslims, therefore stereotyping in a negative way which may well create tensions that weren’t in the community before.”

“If operations and procedures are carried out insensitively and with a lack of understanding of potential impact, it could turn more people away and reinforce the perception that certain communities are targeted.”

“Yes it will presume box in Muslims, per say, as extremists. We might miss the real brains behind these activities and at the same time get many peoples backs up who may otherwise help Prevent. May increase racism towards certain communities.”

“People may think that Muslims are being targeted. Although it doesn’t state that in the objectives, maybe because that is a common myth, then it needs to be explicitly stated that this strategy isn’t just about one community.”

- The need for there to be clarity and understanding of the aims and objectives of the Prevent Strategy; quote in relation to question 3:

Quote:

“Early days but will need to be consistent and embedded. As in many areas one wrong or misinterpreted action will undermine any positive work.”

- The lack of understanding or belief in a terrorist threat in Nottingham; quotes in relation to question 3:

Quote:

“Still people in the community who don’t understand there might be a problem in Notts and message is not getting through sufficiently as yet.”

“Employees need to understand the full picture and serious implications of extremism.”

- The use of clear and plain language in the Prevent Strategy that is easily understood; quotes in relation to question 2 and 3:

Quotes:

“Well I might if I knew what “civic engagement” aligned to strong leadership means – or articulating shared values – whose values and what makes them right?”

“Negative impact in terms of language used for young people and faith groups. The use of the term ‘mainstream’ can be perceived as an attempt to subdue or eliminate any voice that do not support or prescribe to the status quo. Young people tend to be attracted to non-mainstream ideologies, statements and fashions so use of such terms could alienate them from the process. In the case of faith the term could indicate compliance to what main stream societies see as acceptable to them.”

“I wonder how many times this was re-written to include as many complicated terms as possible when simpler. More meaningful language would work better!”

**(Address through Recommendation 1, 2, 3, 4, and 5)**

## Recommendations

### *Recommendation 1*

It is recommended that: - **A clear message should be delivered to the Nottinghamshire community and Nottinghamshire Police staff that the Prevent Strategy is not about targeting one section of the community because of their faith.** The police should make public the reasons for the current focus on Muslim communities for scrutiny so that any disproportionate activity that may adversely affect a section of our community through the implementation of the strategy locally can be identified and addressed.

### *Recommendation 2*

It is recommended that: - **The Nottinghamshire Prevent Strategy is made accessible to all sections of the Nottinghamshire community.** Accessibility includes, clear and easily understood interpretation of all the strategic objectives, what the related activities are in the delivery of those objectives and the expected outcomes from those activities. The media outlets used to communicate the strategy are all key factors in the effective delivery of the Prevent Strategy to the local Nottinghamshire community and to staff inside the police service. The strategy should be reviewed in terms of use of language and clear explanations given as to what is required in relation to the delivery of all seven objectives. This information should be made available through a wide spectrum of information networks such as the Nottinghamshire Police Intranet and external website, Prevent News Bulletin updates, local newspaper, magazine, local radio and television, thus making use of the diverse language opportunities local media outlets can provide in the delivery of the strategy. The creation of an “Easy Read” version of the Prevent Strategy published in different languages and communicated through diverse media formats would assist in this delivery with qualified considerations as outlined in the Communities and Local Government Report “Getting the message across: using media to reduce racial prejudice and discrimination”, should also be considered for development and circulation by the Nottingham City Preventing Violent Extremism Steering Group.

### *Recommendation 3*

It is recommended that: - **There should be a clear understanding of the fear and perception of terrorism and violent extremism and how these vary from one section of the Nottinghamshire community to the other by those delivering the strategy.** This should be done in order to deal with the issue of lack of Trust and Confidence in the Police Service, by certain sections of the Nottinghamshire community and the negative equality impact this could have on the strategy. It should be recognised that one size does not fit all in terms of relevance of the Prevent Strategy for different sections of the Nottinghamshire community. There is a need to contextualise the strategy to the local concerns of Nottinghamshire people. “The Empowerment White Paper: Communities in Control: real people, real power” findings should be considered for communication to community groups in the context of this recommendation. Consideration should also be given to the development of a community based Prevent Advisory Group to act as advisors for the Nottingham City Preventing Violent Extremism Steering Group.

#### **Recommendation 4**

It is recommended that: - **A clear explanation is given of the positive impact of the strategy, in terms of dealing with issue of Disproportionality, which is clearly reflected in the Prevent strategy implementation plan.** The issue of Disproportionality in relation to stop and search is being tackled in Nottinghamshire and even though it is half of the national average (4.2 as opposed to 7.1 times more likely) it is still considered too high by those diversity groups affected by it. The Business Risk management section of the Prevent Strategy Implementation plan needs to identify and include the tools available to be used to address the Disproportionality issue. A process of consistent and regular monitoring should be maintained to monitor the effectiveness of the tools used to address the issue.

#### **Recommendation 5**

It is recommended that: - **Because the strategy is perceived to exclude other Diversity Strands and is aimed specifically at Race and Faith groups by targeting initiatives aimed at Muslim communities, this perception has to be countered in the delivery of the strategy, or a clear explanation given as to why this is the case (As acknowledged in the revised Contest 2).** The Nottingham City Preventing Violent Extremism Steering Group should consider including qualified members of the community, who are likely to perceive this to be the case, as part of their membership, or include them in the development of the Prevent communication strategy in order to effectively address this perception. A selective media strategy should be considered that targets groups such as the Pakistani, Kurdish, Turkish, Sudanese and Afghan communities along with, Egyptian, Arabic and Somali communities in delivering information as to what Prevent is and how it might affect them. Consideration should also be given as to how those groups, supported by the Strategy through "Preventing Violent Extremism" (PVE) funding, can be published in a way that is accountable and transparent and provides a clear positive narrative of the reason for the supported funding. The negative impact of British foreign policy in other countries has an effect on local Nottinghamshire communities. Priority should be given to the promotion of programmes that inform sections of the community as to why such policies are in place. The Foreign Office has made it clear that it would be happy to take part in such programmes. This should be utilised. The training programme "ACTNOW", is well supported and delivered by Nottinghamshire Police Prevent Delivery Team and should be promoted and delivered in partnership with Police Staff Diversity Support Associations such as the Notts BPA.

#### **Recommendation 6**

It is recommended that: - **Further research is required or needs to be commissioned at a national level through the Home Office and Mental Health Department** to establish if there is a link between Disability and vulnerability and susceptibility to Terrorism or Violent Extremism. This is also true for Gender Recognition and Gender Orientation for the same reason.

### ***Recommendation 7***

It is recommended that: - **In relation to partnership working, a clear framework should be established, preferably through the Prevent Implementation Plan, which gives a clear outline of partnership responsibilities and identifies the best partnership combinations for dealing with delivery of the individual strategic objectives and stating the reasons why.** This will counter the perception that the police service is seen as lead organisation in the delivery of the strategy in order to meet their own agenda and it would promote the sense of the strategy being based on equal shared partnerships values.

### ***Recommendation 8***

It is recommended that: - **The Nottingham City Preventing Violent Extremism Steering Group publishes or makes available to the public its response to the Equality Impact Assessment recommendations** that includes, changes made to the implementation plan based on the recommendations; the reason why changes have not been made, or provide information on how the recommendations have already been met. The Equality Impact Assessment Final report is made available for public scrutiny in line with the legal requirements outlined in the Equalities Duty under Race, Gender and Disability. The Nottingham City Preventing Violent Extremism Steering Group should include in the implementation plan set dates to review progress on the recommendations.



## List of Abbreviations

All Communities Together NOW .....	ACT NOW
Association of Chief Police Officers .....	ACPO
Association of Chief Police Officers Terrorism and Allied Matters .....	ACPO TAM
Association of Police Authorities .....	APA
Assessments of Policing and Community Safety .....	APACS
Basic Command Unit .....	BCU
Community Safety Partnership .....	CSP
Counter Terrorism .....	CT
Counter Terrorism Intelligence Officer .....	CTIO
Counter Terrorism Unit .....	CTU
Counter Terrorism Intelligence Unit .....	CTIU
Diversity Support Staff Associations .....	DSSA
Crime & Disorder Reduction Partnership .....	CDRP
Equality Impact Assessment .....	EIA
Government Office East Midlands .....	GOEM
Intelligence & Community Engagement .....	ICE
Independent Advisory Group .....	IAG
Local Strategic Partnership .....	LSP
National Community Tensions Team .....	NCTT
National Intelligence Model .....	NIM
National Indicators .....	NI
National Police Improvement Agency .....	NPIA
Police Staff Associations .....	PSA
Preventing Violent Extremism .....	PVE
Special Branch .....	SB
United Kingdom Youth Parliament .....	UKYP
Youth Offending Team .....	YOT



## **Annex A**

### ***Preliminary Screening document***

This document was submitted to the Association of Chief Police Officers Terrorism and Allied Matters unit based in London on 29<sup>th</sup> October 2008.



# **Prevent Strategy**

# **Equality Impact Assessment**

# **Delivery Plan**

## EQUALITY IMPACT ASSESSMENT

Nottinghamshire Police  
Prevent Delivery  
Prevent Team

### PRELIMINARY SCREENING

**Date of Screening – Initial Equality Impact Assessment** 01.09.08 – 30.10.09

**Name of Equality Impact Assessment writer** Prevent Delivery Team – Glen WILLIAMS

**Line Manager** **Inspector Louise JORDAN**

**Officer in Charge** **Supt Simon NICKLESS**

**Nottinghamshire Police Prevent Strategy and Delivery Plan**

### **Policy Aims**

- To stop people becoming, or supporting, terrorists and violent extremism.

### **Policy Objectives**

- Undermine Extremist Ideology through supporting mainstream voices
- Disrupt those who promote violent extremism through strengthening vulnerable institutions
- Support individuals who are vulnerable to recruitment by violent extremists through support to follow positive and compelling alternatives
- Increase the resilience to communities through social structures with strong leadership, civic engagement, shared values and isolating violent extremists and their supporters.
- Effectively address grievance; genuine grievances that may contribute to violent extremism are addressed effectively.
- Develop Prevent intelligence, analysis and research to understand extremism and its driving forces.
- Improve strategic communications to understand audiences and assess language.

## **Projected Outcomes**

1. To create a safer environment by preventing radicalism and extremism through building trust, confidence and credibility with communities and in particular Muslim communities.
2. To identify places and people vulnerable to radicalism and violent extremism and in providing support prevent potential acts of terrorism
3. To prevent further grievances resulting from executive action within the Pursue strand through effective consequence management.

## **The Nottinghamshire Prevent Strategy main proposals are:**

The Nottinghamshire Police Prevent Strategy adopts a 4-tiered approach in order to achieve its aims and objectives.

**Tier 1** – Universal Approach for all members of the community

**Tier 2** – Targeted approach regarding the vulnerable

**Tier 3** – Interventionist Approach for those moving towards extremism

**Tier 4** – Enforcement Approach for those actively breaking the law

1. Will the Prevent Strategy have an impact on national or local people/staff? **YES**
2. Are particular communities or groups likely to have different needs, experiences and/or attitudes in relation to the Prevent Strategy **YES**
3. Are there any aspects of the Prevent Strategy that could contribute to equality or inequality? **YES**
4. Could the aims of the Prevent Strategy be in conflict with equal opportunity, elimination of discrimination, promotion of good relations? **YES**
5. If this is an amendment of an existing policy, was the original policy impact assessed? **YES**

## Nottinghamshire Police Prevent Strategy EIA Delivery Plan

### Background:

The purpose of this and the proceeding section is to provide a summary of the background and delivery plan to be deployed in relation to completing an **Equality Impact Assessment, (EIA)**, on the **Nottinghamshire Police Prevent Strategy**. It includes information on how the EIA data and evidence will be collated, reviewed, evaluated and, where necessary, how exposed gaps or weakness in delivery of the programme will be addressed through an action plan. The EIA process will be evidenced from substantial internal and external stakeholder consultations that will ensure that a qualitative EIA document is produced.

The Nottinghamshire Police Prevent Strategy is the local arm of a National Prevent Strategy overseen by the Association of Chief Police Officers (ACPO). The National Prevent strategy is part of the CONTEST Strategy that has four sub strategic arms known as the four 'P's', which are **Prevent, Pursue, Protect** and **Prepare**.

On 10<sup>th</sup> June 2008 ACPO (TAM) requested that the 43 police forces in England and Wales submitted their own 'force-level EIA on the Prevent Strategy and that they provide a copy of' the completed final EIA report to them by 'Friday 31 October 2008.' ACPO (TAM) provided a copy of the National 'Initial Equality Impact Assessment for the Police Prevent Strategy as guidance for Police Forces and made reference to the NPIA as point of contact in relation to any advice or assistance required in completing an EIA.

Nottinghamshire Police and the NPIA Equality, Diversity and Human Rights department made observations to ACPO (TAM) in relation to the time scales for delivery of a robust and credible EIA final report based on evidence gained from substantial consultation. It was agreed that it was not possible for Nottinghamshire Police to meet ACPO (TAM)'s deadline with a credible final EIA report. Nottinghamshire Police would, however, be able to accommodate the deadline with a Delivery Plan for a final EIA report, a proposal that was discussed in a meeting with the NPIA on 17<sup>th</sup> September 2008, and in which the NPIA believed such a proposal would be acceptable to ACPO (TAM)

The completion of the Delivery Plan would meet ACPO (TAM)'s requirement to inform their internal review in November 2008 and allow Nottinghamshire Police to undertake substantial consultation, internally and externally, on the local Prevent Strategy. This is an important point as the implementation of local Prevent Strategies will have a profound impact on the nature of Policing, community trust and confidence in policing for the foreseeable future in relation to Counter Terrorism, and thus they must undergo substantial and robust EIAs that will stand up to scrutiny by the public.

## Legal Framework:

The Nottinghamshire Prevent Strategy will have a significant Equality and Diversity impact on communities, in particular faith based communities, and their interaction with the police service. There is a legal requirement to screen all functions, policies, plans and services for relevance to the Race, Disability or Gender equality strands, and, if it is found that any equality impact is possible, a full (EIA) must be completed to assess any potential adverse impact under the statutory duties of the:

- Race Relations Amendment Act 2000,
- Disability Discrimination Amendment Act 2005
- Sex Discrimination Act 1975, as amended by the Equalities Act 2006

Other statutory responsibilities to consider are:

- Employment Equality (Religion & Belief) Regulation 2003
- Human Rights Act 1998
- The Racial & Religious Hatred Act 2006

## Delivery Plan:

The Nottinghamshire Police approach to data collection, analysis and completion of the final EIA will take the following form:

- Identification of the key internal and external consultation forums for the Nottinghamshire Police Prevent Strategy along with details of the regularity of the consultations and identification of individuals and organisations involved.  
Start date: 01.10.08                      **Due date: 03.11.08**
- The Identification of the key aims and objectives of the Prevent Strategy that can be circulated to all relevant consultation forums prior to publication on 17<sup>th</sup> July 2008 for initial discussions and consultation.  
Start date: 01.10.08                      **Due date: 03.11.08**
- Development of a consultation framework; identified leads for consultation with responsibility to feedback information to the centre on Prevent related issues.  
Start date: 01.10.08                      **Due date: 03.11.08**
- Addressing EIA requirements by consulting formally on the agreed aims and objectives of the Prevent Strategy through a **12 week consultation period**, involving internal/external stakeholders and wider public communities through agencies and organisations such as Police Diversity Support Staff Associations, Special Branch, Federation, Unison, ACPOTAM, NPIA, Home Office, Community representatives, voluntary organisations, Muslim reference group forums, local councillors, Police Authorities and Community Independent Advisory Group panel members (this is not an exhaustive list).  
Proposed programmes for community and stakeholder consultation include:

- One-day seminar on 03/11/08 to obtain broader information on East Midlands Prevent Strategy and obtain further views on potential Equality Impact concerns or advantages. This will consist of representatives from the Home Office, ACPO (TAM) and local police representatives providing information and updates on Prevent.
- Engagement with Notts BPA in relation to the CTIU 'ACTNOW' training programme for communities, which is designed to inform and listen to concerns of communities around counter terrorism. Once the product has been approved it will be owned by the CTIU/Prevent team with the support of the Notts BPA
- Inclusion of 'ACTNOW' presentation event as an opportunity to obtain data for Prevent EIA. Engagement required with Notts BPA as to how this would be achieved.
- Engagement with faith partnerships such as Hope In The Cities Interfaith dialogue group to encourage engagement in Prevent Strategy EIA.
- Engagement with UK Youth Parliament (UKYP) to arrange forum for young people to discuss Equality Impact Assessment of Prevent Strategy from their perspective.
- Consultation through Nottingham Police Independent Advisory Group (IAG) and Multi-Ethnicity Advisory Group (MEAG) forums for engagement in Prevent Strategy EIA.
- Engagement with Local Authority community forums including Nottingham City Council - Community Cohesion Teams, Equality and Diversity Department, Housing Associations, GOEM, Nottingham & Nottinghamshire Racial Equality Council, Local Police Authorities, Police Authority and other similar organisations.
- Seek the views and advice of the Nottingham City Council Muslim Communities Steering Group forum in relation to EIA process and their potential involvement in it.
- External consultation with voluntary and community based groups that deal with immigration and asylum seeker issues for various communities in Nottingham such as, Refugee Forum, Refugee Action, Education Department Asylum Seeker Support Team, Nottingham Interfaith Council, Somali Community Nottingham, The Sycamore Centre, The Chase Community Centre and others similar groups. **(19.01.09)**
- Internal consultation meeting with police officers and staff through Diversity Support Staff Associations (DSSA) and Staff Associations. **(13.01.09)**
- Development and circulation of questionnaire based on the objectives of the Prevent Strategy for completion by all members of staff through the force Internet system.

Start date: 03.11.08

Due date: 23.01.09

- Collation and analysis of reports and submissions from consultation and feedback, summarising the findings, and placing them on a EIA Grid, using the RAG system to identify level of impact. Consideration should also be given to any additional data from relevant research or reviews already undertaken.

Start date: 03.11.08

Due date: 23.02.09

- Through the Prevent Project Programme Board, identifying, acknowledging and formalising action on potential issues and concerns, negative, positive or neutral impacts, (using the RAG system), through an action plan and implementation grid. The evaluation of risks or benefits in pursuing proposals, or not, in the final published EIA report should also be covered through the action plan.  
Start date: 23.01.09                      **Due date: 06.02.09**
- Buy in from all stakeholders in relation to recommendations coming out of the EIA final Report, including identification of leads for specific areas of work that require completion with agreed time lines for completion through a action plan.  
Start date 03.11.08                      **Due date: 06.02.09**
- Identification of relevant and effective ports for publication of EIA final report that allows for easy and affective access to the public from all communities.  
Start date: 03.11.08                      **Due date: 16.02.09**
- Publication of final EIA report to be agreed and signed off by project lead. This should coincide with the official public advertisement of the local Prevent Strategy plan.  
Start date: 03.11.08                      **Due date: 20.02.09**
- Continued annual, bi-annual or three year review, as required by Equality legalisation - this is catered for under legislation that currently lies under the general duties requirement under Race, Gender and Disability Acts and needs to be embedded in any action plan that is formulated.  
Start date: 03.11.08                      **Due date: Post 20.02.09**

Approved and authorised by Nottinghamshire Police Prevent Programme lead: Supt Simon NICKLESS

## Annex B

### *List of consulates*

<b>ALEXANDER</b>	Jackie	WIN Representative
<b>ALEXANDER</b>	Simon	Deputy Force Prevent Lead
<b>AZAM</b>	Safdar	Community Representative
<b>BATEMAN</b>	Andy	Police
<b>BROWN</b>	Peter Alan	Crime and Drugs Partnership IAG member
<b>BRUMMITT</b>	Ernie	Corporate Development
<b>CASE</b>	Jean	BME Youth Worker
<b>CROUCH</b>	Lisa	Diversity Officer Prevent Delivery Team
<b>DAVIES</b>	Karen	Community Engagement Officer Prevent Delivery Team
<b>DENNIS</b>	Tony	Equality & Diversity Manager CYRR
<b>DANQUAH</b>	Matthew	Crime and Drugs Partnership IAG member
<b>FISH</b>	Susannah	ACC Notts Police
<b>GODDEN</b>	Gary	Notts Black Police Association
<b>GORE</b>	Jonathan	Team Leader: Community Cohesion
<b>GRANVILLE</b>	Linda	Faith In Action
<b>HELANOR</b>	Simon	Police
<b>HOBBS</b>	Simon	Notts Police Authority
<b>HODGE</b>	Richard	Notts County Council
<b>HODSON</b>	Julia	Chief Constable Notts Police
<b>HUSSAIN</b>	Ajaz	Ass Director of Karimia Institute
<b>GHANI</b>	Atif	Youth Volunteer Karimia Institute
<b>JORDAN</b>	Louise	Inspector Prevent Delivery Team
<b>KHAN</b>	Ak	Chief Supt East Midlands Collaboration

<b>LAWRENCE</b>	Ron	Notts Black Police Association
<b>NICKLESS</b>	Simon	Nottinghamshire Police Prevent lead
<b>MARTIN</b>	Richard	Chair of D.A.W.N
<b>MAXWELL</b>	Edwin	EAM Building Group
<b>MAXWELL</b>	Jennifer	EAM Building Group
<b>MCDONALD</b>	Wesley	Chief Inspector CYRR
<b>MCLEAN</b>	Christopher	INSP 1996 Neighbourhood Policing Project
<b>ORROCK</b>	Emma	Nottingham City Council
<b>OTTEWELL</b>	Rosanna	Diversity Manager, Nottingham Crime & Drugs Partnership.
<b>PARKER</b>	Kris	Police
<b>POLICE</b>	Staff	39 Respondents to the internal survey
<b>SAVAGE</b>	Roy	Vice Chairman Federation Joint Branch
<b>RASHID</b>	Yameen	NHS Office/IT Category Manager
<b>SADIQ</b>	Afzal	NNREC
<b>SADIQ</b>	Iftikhar	Community Representative
<b>SADLER</b>	David	Prevent Delivery Team
<b>SHARMA</b>	Raj	Partnerships Officer
<b>SHARMA</b>	Satinder	CH INSP 4427 LAC City South
<b>SKAFFE</b>	Coral	Community Representative
<b>SKERRITT</b>	Diane	E&D Rainbox Project Faith Group
<b>SWEENEY</b>	Cyril	Minister of Religion
<b>UK</b>	Youth Parliament	35 Representatives aged 11 to 18 years
<b>TAYLOR</b>	Toni	Crime and Drugs Partnership IAG member
<b>WALLACE</b>	Bob	Notts Black Workers Group
<b>WATERFIELD</b>	Ian	Det Chief Supt FID
<b>WEBBER</b>	Steff	Police Authority Independent Member
<b>WHITE</b>	Kate	Nottinghamshire Police Diversity Support Group

<b>WILLEY</b>	Nigel	Head of Human Resource
<b>WILSON</b>	Julie	Chair of WIN
<b>WINTERS</b>	Fleur	WIN Representative

## Endnotes

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- <sup>i</sup> In March 2009 HM Government published the revised version of Contest known as Contest 2
- <sup>ii</sup> This has been taken from Contest 2 and has changed from Contest 1, which placed more emphasis on violent extremism.
- <sup>iii</sup> See Annex A
- <sup>iv</sup> Equalities Duties required under Race, Disabilities and Gender legislation.
- <sup>v</sup> Representatives from regional and local government, police staff associations and local voluntary groups.
- <sup>vi</sup> Sex Discrimination Act 1975; Race Relations Act 1976; Disability Discrimination Act 1995; Employment Equality (Religion or Belief) Regulations 2003; Employment Equality (Sexual Orientation) Regulations 2003, all as amended; Equality Act 2006; Employment Equality (Age) Regulations 2006, and Equality Act (Sexual Orientation) Regulations 2007.
- <sup>vii</sup> A restricted document entitled “Prevent – The Policing Response to the Prevention of terrorism and Violent Extremism Strategy & Delivery Plan”.
- <sup>viii</sup> This is not an exhaustive list
- <sup>ix</sup> For a definition of the term “Stop” please visit the Home Office Website at [http://police.homeoffice.gov.uk/publications/operational-policing/Stop\\_Search\\_Explained.pdf?version=1](http://police.homeoffice.gov.uk/publications/operational-policing/Stop_Search_Explained.pdf?version=1)
- <sup>x</sup> The results from the consultation will not be available until April 2009.