

## Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

<b>What is the proposal?</b>	
Name of proposal	Reduce funding for Police Community Support Officers
Please outline the proposal.	Option 1 – To cease the funding released to the Police to employ 20 PCSOs  Option 2 – To reduction the funding of PCSOs over a five-year period
What savings will this proposal achieve?	Option 1 - £572,000 (2017-18) and £91,000 in 2020/21  Option 2 - £286,000 (2017-18) £143,000 (2020-21)
Name of Lead Officer	Peter Anderson

### **Could your proposal impact citizens with protected characteristics?**

(This includes service users and the wider community)

Please outline where there may be significant opportunities or positive impacts, and for whom.

None

Please outline where there may be significant negative impacts, and for whom.

There are 130 PCSOs in Bristol, funded by the police, the council and the Police and Crime Commissioner. We need to consider the level of funding the council continues to put into the service which may see a reduction in PCSO posts. A reduction in funding towards PCSOs will impact on the number of PCSOs across the city, thus reduce the visibility of officers on the streets, reduce the ability to enforce low level crimes and anti-social and provide reassurances to the most vulnerable people / communities in Bristol.

### **Could your proposal impact staff with protected characteristics?**

(i.e. reduction in posts, changes to working hours or locations, changes in pay)

Please outline where there may be significant opportunities or positive impacts, and for whom.

None. This proposal does not impact on BCC staff. Funding is transferred to the Police

to employ PCSOs.
Please outline where there may be negative impacts, and for whom.
As above

<b>Is a full Equality Impact Assessment required?</b>	
<p>Does the proposal have the potential to impact on people with protected characteristics in the following ways:</p> <ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> <li>• reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>	
<p>Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.</p>	<p>Yes. Will need to be prepared in partnership with the Police.</p>
<p>Service Director sign-off and date:</p>	<p>Equalities Officer sign-off and date: Wanda Knight 14/10/16</p>