

**Cabinet 23 October 2019**

## **Safer Walsall Partnership Plan 2020**

**Portfolio:** Councillor Perry – Community, Leisure and Culture

**Related portfolios:**

**Service: Community Safety**

**Wards:** All wards

**Key decision:** Yes

**Forward plan:** Yes

### **1. Aim**

Safer Walsall Partnership (The Partnership) is a statutory body, to set up and help make their communities safer. It aims to support communities develop solutions that help tackle crime, fear of crime and anti-social behaviour.

This report provides a strategic update on the Safer Walsall Partnership Plan 2020. It aims to explain its key priorities to tackle the most challenging issues for maintaining and improving community safety in Walsall, as detailed in the body of this report.

### **2. Summary**

The Safer Walsall Plan sets out its '20-20 Vision' to tackle crime and disorder and create a safer Walsall, aspiring for strong and resilient communities where people are safe from harm and feel they belong. (See draft plan **Appendix A**)

The overarching objective of The Partnership is to make our communities safer. In doing so, it has a statutory duty to produce a Community Safety Plan that is informed by a comprehensive annual strategic assessment. It is essential to draw on this data from across The Partnership to identify trends, patterns, and drivers relating to crime, victims of crime and anti-social behaviour.

This enables partners to establish themes and key priorities that will protect communities from crime and help people feel safer. These are set out in the Safer Walsall Plan 2020, with the priorities reviewed on an annual basis.

The Partnership, as the responsible body, recognises its 'duty to consult' with the public and during June 2019, a consultation exercise took place seeking views on community safety. This covered a sample population of Walsall residents, businesses, partners and voluntary groups covering all demographics. These themes are included in the plan.

On 30 July 2019 and 3 September 2019, The Partnership agreed the plan format and structure, together with the following priorities. 'Valuing and listening to the voice of the communities' underpin the priorities.

- **Reducing Violence** Tackle Domestic Abuse; reduce youth violence
- **Prevent Violent Extremism** - Increase ability to prevent and strengthen relationships with our communities and challenge hate crime
- **Reducing Substance and Alcohol Misuse** - Increase the number of people completing drug and alcohol treatment
- **Reduce Offending and Reoffending** - Design out the opportunity for crime and reduce repeat offending
- **Serious Organised Crime** - Reduce exploitation of vulnerable people, anti-social behaviour and serious crimes involving weapons.

The Partnership agreed to do a one-year plan for 2020, and this will then be reviewed in line with the West Midlands Police and Crime Commissioner's (PCC) new Crime Plan for 2021, together with the annual strategic assessment.

The detailed plan in **Appendix A** is still in draft form and is currently being developed with our Partners. For example, pages 13 – 23 are with each of the identified priority lead partners for their completion - action for 'one year' and 'three years', in preparation for the Cabinet and Full Council deadlines.

### 3. Recommendations

- i) That Cabinet recommend to Council that the Safer Walsall Partnership Plan 2020 is approved as the Community Safety Plan for the borough.
- ii) Cabinet notes the Safer Walsall Partnership Plan 2020 priorities made in response to the key issues of the communities.
- iii) Cabinet considers the information provided in the Safer Walsall Partnership Plan 2020, in their discussions on the Council's wider operational developments aligned to existing challenges and progress.

### 4. Report detail

Like other towns and cities in the West Midlands, Walsall faces significant challenges and pressures to tackle existing, new and emerging threats. To illustrate this, rates of serious violent crimes continue to be a concern across the country, including in the West Midlands. In 2018/19 there were 3700 recorded crimes of public placed violence in Walsall, with a trend of increasing offences. We have also seen an increase in domestic abuse, with 3275 offences in 2018/19, and knife crime 216 offences in the same year. Increased numbers of people exploited for labour, sex work, human trafficking, modern slavery and serious organised crimes continue to be a priority for residents, schools and businesses.

To tackle this, the Partnership strongly believes they are better when working together. It is the responsibility of the partnership to do their very best in making Walsall and its communities safer.

With a renewed optimism and determination and a new partnership structure as illustrated in page 24 of the plan, a new forward-looking 2020 plan has been developed that tackles the key issues our communities most care about. The Partnership is confident that this plan will enable Walsall to thrive and create a safer resilient borough in which to live, work and visit.

#### **4.3 New Governance structure**

The Partnership is the responsible authority board for setting and delivering community safety priorities in Walsall. It represents a significant commitment by partners that comprise: West Midlands Police, Walsall Council, West Midlands Fire & Rescue Service, NHS Walsall Clinical Commissioning Group, Probation Service, Youth Justice, West Midlands Community Rehabilitation Company and Walsall Housing Group.

The Partnership Board meet quarterly working closely with the PCC, Walsall College and One Walsall. Progress reports will be submitted to The Partnership Board by a designated lead for each priority. Rigorous performance evaluation will monitor progress looking for clear evidence based outcomes and learning from what works.

The new Partnership structure gives responsibilities for implementing the priorities to named strategic leads. Each priority lead is responsible for operational plans and the delivery of a number of actions and outcomes. Pages 13 – 23 of the plan outline the commitment from all partners. Page 23 illustrates the delivery governance of these actions, which are updated quarterly and reported to the Partnership Board.

The plan aims to tackle issues with the communities, which are supported by and connected with the Council's new 'Resilient Communities' model, Walsall for All long-term strategy and One Walsall. Together, we will involve people in the decisions that affect them through local businesses, schools and colleges, community and voluntarily groups. 'We all have a part to play'.

At The Partnership board meeting on 30 July 2019, it was agreed that there is joint accountability for tackling Domestic Abuse and this will be a common theme within the 2020 Plan. The Partnership has shared duties to provide care and support for victims, and pursue civil and criminal enforcement for perpetrators. It was recognised that all Boards and Chairs across services and partners are responsible for connecting with other Boards to ensure that each understand how they can influence and contribute to this work. The Partnership's commitment to approach these issues and create change, is outlined throughout the 2020 Plan.

#### **5. Corporate plan**

This plan supports the Council's Corporate Plan priorities in relation to Communities. It also aligns with Health and Wellbeing, Safeguarding, Supporting young people through schools and colleges, Youth Parliament, Youth Justice, Victim Support and many more.

A general duty on each local authority, which is embedded within section 17 Crime and Disorder Act 1998, is to take account of the community safety dimension in all of its work. All policies, strategies, plans and budgets will need to be considered from the standpoint of their potential contribution to the reduction of crime and disorder.

## **6. Risk management**

There are no significant risks associated with endorsing The Partnership plan other than the risk to the Council's reputation if it fails to deliver. Effective risk management practice is incorporated into the planning of all projects and initiatives that will support the delivery of the plan and this helps mitigate any risk of not delivering.

The Partnership plan fulfils the Council's statutory duty, combined with the annual Strategic Assessment and consultations (see legal implications item 8).

## **7. Financial implications**

All costs identified with this plan will be met from existing budgets.

## **8. Legal implications**

The Crime and Disorder Act 1998 as amended by section 97 and 98 of the Police Reform Act 2002, requires the Council, in partnership with other agencies to develop and publish a Community Safety Partnership plan. To inform this plan, a Strategic Intelligence Assessment is required annually, as detailed in the body of this report.

There is also a requirement on the Council and The Partnership to keep the plan under review on an annual basis to ensure that they continue to provide accurate strategic focus to the partnership.

The Partnership has statutory responsibilities to:

- Discharge the duties of Responsible Authorities under the Crime and Disorder Act 1998, section 17

- Support the delivery by partners of:

  - The Police Reform Act 2002

  - Anti-Social Behaviour Crime and Policing Act 2014

  - Police & Justice Act 2006

  - Police & Crime Act 2009 and other associated legislation.

## **9. Procurement Implications/Social Value**

There are no direct procurement decisions arising from the plan.

A safer and stronger Walsall will attract much needed new investment and business to our town centre. This plan will be integral to the Council's town centre regeneration where people feel proud and have a part to play.

Renewed confidence and a more vibrant economic growth will be our legacy for a safe, secure, happy and proud Walsall.

## 10. **Health and wellbeing implications**

The Partnership aims to create a culture where health and wellbeing plays an integral part of our strategic priorities. Being a safer Walsall will help improve and influence people's health and wellbeing, so everyone feels that together, we can make our communities and lives better.

We want to ensure that the casualty is no longer the victim, where integration and understanding flourishes and that those good old-fashioned values of neighbourliness and pride win back the streets of Walsall. These values and actions will be aligned to the Walsall plan (Health and Wellbeing strategy).

Similarly, rates of serious violent crimes continue to be of concern across the country including in the West Midlands. The Partnership has made it their key focus to support the development of a West Midlands Police multi agency Violence Reduction Unit, to protect the most vulnerable from abuse in Walsall.

We want to empower communities and young people to contribute to be more resilient as set out in page 12 of this plan and, linked to the Council's Resilient Communities PROUD programme.

## 11. **Staffing implications**

The Partnership plan helps to provide partners and staff with a clear understanding of their roles and responsibilities in delivering our agreed actions. It provides a strong vision of what the priorities are and what is expected. Connecting all agent and service roles to the new 2020 plan will ensure that together, we continue to develop integrated planning with greater clarity of how the plan connects to other priorities and activities.

All Council staff must consider their own work in the context of section 17 of the Crime and Disorder Act 1998, and identify within their directorate all existing and planned activity that may have an impact on crime and community safety.

## 12. **Reducing Inequalities**

The implications for reducing inequalities have been taken into account and assessed as set out below.

Delivery of the plan will help the council and partners to address known inequalities relating to community safety. Due regard has been given to equality of opportunity, human rights, prevention of crime and disorder, environmental and risk management considerations as appropriate.

An Equalities Impact Assessment was carried out 18 June 2019 for the Safer Walsall Partnership plan – see **Appendix B**.

The strategic aim of The Partnership plan is to foster a safer cohesive borough. It seeks to do so by tackling specific community safety issues, including violent crime, domestic abuse, exploitation, modern slavery, low public confidence, repeat victimisation, and reoffending, experienced more often in more deprived communities.

The Partnership embraces its achievements through working together, but it knows there is more to do to ensure Walsall is as safe and free from harm as it can be. That is why the Partnership is committed to a plan of reducing inequalities and embracing early intervention and prevention.

### 13. **Consultations**

The five priorities are informed by the statutory annual strategic assessment (undertaken in January 2019) and consultation with our partners, local communities and businesses, held June 2019. Further detail in relation to each priority is outlined within the plan as **Appendix A** of this report.

The Partnership came together to review findings from a variety of public consultations and identify relevant vulnerabilities and threats derived from the data within the strategic assessment. This has enabled us to understand what our collective data is telling us so that we could shape and identify our themes and strategic priorities.

The Partnership Board, at their meeting on 30 July 2019, approved the five priorities.

On 29 August 2019, Scrutiny and Overview Committee welcomed the outline of The Partnership plan 2020 and, endorsed the five priorities.

The Partnership Board meeting on 3 September 2019, approved the 2020 plan structure and format and agreed the lead partners for each priority. Work is now underway to develop the five priority actions with each lead.

The Partnership from extensive engagement with our partners, communities and young people identified that there is a high demand for action to tackle issues relating to serious youth violence. We have set out our approach to tackling these issues working closely with the Youth Justice team. The Youth Justice Strategic priorities are aligned with The Partnership action plans, to ensure they are cross-referenced in order to prevent duplication.

### 14. **Decide**

Endorse and recommend to Full Council the Safer Walsall Partnership plan 2020 attached at Appendix A, having regard to the Safer Walsall Partnership Equality Impact Assessment Appendix B.

### 15. **Respond**

After consideration by Cabinet of this report the approved recommendations will be reported back to The Partnership, with further Briefings provided to the Portfolio Holder and Cabinet Members at appropriate timescales.

The new 2020 plan will communicated to residents via web site, social media and press releases as appropriate to ensure residents and businesses are aware of The Partnership priorities and commitment.

## 16. **Review**

The 2020 plan is a live document and is reviewed annually, alongside the strategic impact assessment. It will also go to Scrutiny and Overview Committee around May 2020, to evaluate the five priorities progress and outcomes.

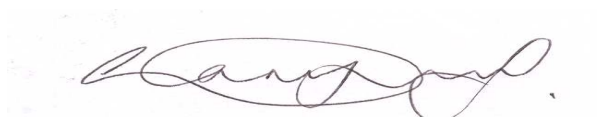
### **Author**

Susan Dicks  
Interim Community Safety Manger  
[susan.dicks@walsall.gov.uk](mailto:susan.dicks@walsall.gov.uk)



James Walsh  
Executive Director

23 October 2019



Councillor Perry  
Portfolio Holder

23 October 2019



# Our Partnership Plan for a Safer Walsall

2020 and beyond

Creating neighbourhoods you want to live in





*“Working together to create inclusive communities where every voice is heard, listened to and valued, ensuring people feel safe, secure, happy and proud in Walsall”*

## Contents

### Introductions

▪ Message from the Chair	4
▪ Message from the Vice Chair	5
▪ Introduction – <b>You told us</b> and we listened	6
▪ Our aims & priorities	7
▪ Setting our priorities	
▪ What the data tells us?	
▪ How we will deliver our priorities?	8
▪ Our plan	
▪ Why a one year plan?	
▪ Our legal responsibility	9
▪ Our shared successes	10
▪ About Walsall	11
▪ About Safer Walsall Partnership	12
▪ The Partnership	
▪ The governance structure	
▪ Enabling resilient communities to thrive	13
▪ Walsall resilient communities model	

### Priorities

▪ Violence reduction	14-15
▪ Prevent extremist activity	16-17
▪ Reduce drugs and alcohol misuse	18-19
▪ Serious and organised crime	20-21
▪ Reduce offending and re-offending	22-23

### Appendices

A. Performance delivery plan	25
------------------------------	----



### **Introduction from the Chair Councillor Garry Perry**

From feeling secure in your home to feeling confident when you are out in your local neighbourhood, community safety is one of the most important things for any resident living in the borough of Walsall.

This is why the Safer Walsall Partnership works with a number of key organisations to reduce crime and the fear of crime across Walsall and within the communities that live and work here.

Our plan for a Safer Walsall – 2020 and beyond, sets out a bold vision for maintaining and improving community safety in Walsall. Through listening to and involving our community, this has helped us identify our priorities, aspiring for safe, strong and resilient communities where people are safe from harm.

We will achieve this by ensuring the community remains a vital part of the solution and works with partners to:

- Violence reduction and Prevent extremist activity
- Reduce serious and organised crime, Offending and re-offending
- Reduce drugs and alcohol misuse

Since the last Community Safety Strategy in 2014, there have been a number of changes to the community safety landscape, and a number of factors that have presented significant challenges to making Walsall Safer. These include a challenging economic climate, changes to the way offenders are managed in the community through the National Probation Service, and of course the threat and use of violence.

Our 2020 vision is just the start, where we also hope to bring to life a new model of working that will provide a coordinated effort in resolving some of these key challenges. Time and time again I continue to be impressed with the strength of our communities. Through organisations such as Neighbourhood Watch and Victim Support dedicated volunteers support the work of the police and others by stepping in to promote personal responsibility and resilience.

Our plan re-commits ourselves to the innovative approaches being undertaken, whether that is through the use of technology to prevent crime and the availability of CCTV to provide reassurance in vulnerable areas or where emerging activity takes place. We want to create a culture where the casualty is no longer the

victim, where integration and understanding flourishes, and that those good old fashioned values of neighbourliness and pride win back our streets.

Finally, at its heart, Safer Walsall means full commitment to collaborative working both locally and at a regional level, recognising that both fighting crime and tackling the underlying causes of it are linked to our success and we will do it together in Partnership.

*Councillor Garry Perry*

Chair of Safer Walsall Partnership



**Message from Vice Chair  
Walsall Borough Commander  
Andy Parsons**



**This is Our Plan** - No single agency can deliver on the complexities of keeping communities safe and the involvement and support of the people within those communities is vital to its overall success.

Safer Walsall Partnership (SWP) brings agencies together to facilitate a joined-up approach, creating capacity by working across organisational boundaries to deliver the best possible service to the people who live and work here.

Listening to our communities, we aim to understand what it is that causes people concern, giving them the confidence, ability and resilience to tackle these issues, enabling agencies to focus resources on matters which require their intervention and that we do this in a manner that is evidence based and outcome driven.

The SWP has faced some significant new challenges in recent years; most significantly, there has been a change in the issues presented to partners to address, compounded by substantial resource pressures. This plan reflects those changes.

That being said, this is a very safe borough in which to live and work and we are confident that this Plan will enable Walsall to continue to thrive. The Plan is a living, working document. It underpins and drives the work we do to keep people safe in Walsall - our families, our friends, our colleagues. The priorities represent a real but realistic challenge for the lead partners and other groups and organisations participating alongside them.

The priorities and objectives set out in this plan are based upon an assessment of crime and disorder issues across the borough and reflect the views of the community on matters that need to be prioritised.

*Andy Parsons*

Walsall Borough Commander

# Introduction



## You told us and we listened

This document sets out our '20-20 Vision' to tackle crime and disorder and create a safer Walsall.

**You told us** you wanted us to make your streets and communities safer. You also told us that you wanted to be at the heart of local decision making to fix the issues we face together. By using tried and tested methods that work and by sharing information<sup>1</sup> and resources, we will work with our partners across Walsall to target the crime and disorder issues that you care about the most<sup>2</sup>.

A safer and stronger Walsall will also attract much needed new investment and business to our town centre. Renewed confidence and a more vibrant economy will be our legacy for a safe, secure, happy and proud Walsall. We embrace our achievements through working together, but we know there is more to do to ensure Walsall is as safe and free from harm as it can be. That is why the Partnership is committed to a plan of early intervention and prevention.

Like other towns and cities, in the West Midlands, we face significant challenges and pressures to tackle existing, new and emerging threats – we strongly believe we are better when we work together. It is the responsibility of us all to play our part in making Walsall and our communities safer.

---

<sup>1</sup> Section 115 Crime and Disorder Act 1998

<sup>2</sup> Section 17 Crime and Disorder Act 1998

## Our aims and priorities



### Our aims

- Creating safe, strong and resilient communities
- Keeping people safe from harm
- Reducing offending and preventing reoffending

### Our priorities

- Violence reduction
- Preventing violent extremism
- Reduce drugs and alcohol misuse
- Reduce serious and organised crime
- Reduce offending and re-offending

### Setting our priorities

The partnership is required to produce a Community Safety Plan and has a statutory duty to produce an annual assessment. This enables partners to set themes and strategic priorities to protect communities from crime and help people feel safer. These are set out within this Safer Walsall Partnership Plan, with the priorities reviewed on an annual basis.

Two key areas of consultation have taken place, the strategic assessment and the public consultation. The Partnership recognises that it has a 'duty to consult' with the public and during June 2019, a consultation took place seeking views on community safety, and those themes are included within the priorities. This consultation covered a sample population of Walsall residents, businesses, partners and voluntary groups covering all demographics.

### What the data tells us

The Partnership came together to review findings from a variety of public consultations and identify relevant vulnerabilities and threats derived from the data within the strategic assessment. This has enabled us to understand what our collective data is telling us so that we could shape and identify our themes and strategic priorities. This data tells us what makes people feel safe and unsafe, what concerns regarding crime and anti-social behaviour the people have and what we can do better together to improve community safety.

# How we will deliver our priorities



## Our plan

A performance delivery plan (see example **Appendix A**) has been designed, which shows the journey of how we will achieve our aims and deliver on our priorities. This live document will evolve each year and will reflect the people and partners plans moving forward.

Our promise is to support victims and witnesses and lead on enforcement, where together, we will respond to the issues that matter the most to local residents and businesses. All victims have the right to be supported under the 'Victim's code'<sup>3</sup>, to cope and recover from harm they have experienced regardless of whether they report it to the police.

## Why a one year plan?

The Safer Walsall Partnership agreed to do a one-year plan for 2020, and this will then be reviewed in line with West Midlands Police and Crime Commissioner's (PCC) new Police and Crime Plan for 2021, together with the annual strategic assessment.

---

<sup>3</sup> Ministry of Justice Code of Practice for Victims of Crime



## Our legal responsibility



The **Crime and Disorder Act 1998** as amended by section 97 and 98 of the Police Reform Act 2002, requires the Council, in partnership with other agencies to develop and publish a Community Safety Partnership plan. To inform this plan, a Strategic Intelligence Assessment is required annually.

There is also a requirement on the Council and The Partnership to keep the plan under review on an annual basis to ensure that they continue to provide accurate strategic focus to the partnership.

**Section 17** of the Crime and Disorder Act 1998 requires responsible authorities to consider crime and disorder in the exercise of **all** their duties, activities and decision-making. This means that in all policies, strategies and service delivery, there is a need to consider the likely impact on crime and disorder.

Each authority in exercising its various functions need to do all that it reasonably can to prevent crime, disorder and the fear of crime in its area.

### Information Sharing

**Section 115** of the Crime and Disorder Act 1998 empowers responsible authorities to share relevant and appropriate information for the purposes of reducing or detecting crime, disorder and the fear of crime.

For the full details of the Crime and Disorder Act 1998 (as amended) go to [www.legislation.gov.uk/contents](http://www.legislation.gov.uk/contents)

### Victim's Code

The Code of Practice for Victims of Crime (the Victims' Code) is the statutory code that sets out the minimum level of service that victims should receive from the criminal justice system. The Victims' Code applies to all criminal justice agencies, including the police, Crown Prosecution Service (CPS), Courts Service and the Probation Service. It sets out what each criminal justice agency must do for victims and the timeframe in which they must do it.

## Our shared successes



The Partnership has delivered a number of activities to make Walsall safer. Here are some of the successes we have achieved with you.

**Raised awareness  
to over  
4000 staff &  
volunteers on  
Modern Slavery  
& Human  
Trafficking**

**Creation of  
Community  
health and well-  
being hubs in  
Pelsall,  
Brownhills,  
Harden and High  
Heath.**

**In 2019-2020  
we were successful  
in gaining  
Home Office funding  
to hold local  
'Prevent' projects  
in our communities,  
Schools & staff**

**Night shelter set up  
to help support  
homeless people in  
Walsall**  
  
**57 individuals housed  
in last 12 months who  
were previously  
homeless**

**Walsall police  
joined forces with  
partners and  
the community  
to support  
'Operation Guardian'**

**'Saving lives'  
Fire Service  
completed over  
2000 'Safe and  
Well Visits'  
within our  
communities  
over the last  
12 months**

**Established the Youth  
of Walsall  
'Real Knives, Real  
Lives' campaign  
(local and regional)**  
  
**Led by young people  
around the dangers of  
carrying a knife**

**'One Walsall'  
support  
neighbourhood  
Watch – with over  
50 members  
providing high  
visibility patrols  
in the Park Hall  
area leading to  
reduced levels of  
crime**

**CCTV team proven  
track surveillance  
record helped  
victims by catching  
offenders of crime  
and anti-social  
behaviour in Walsall.  
Supporting  
community cohesion,  
safety and  
reassurance**

## About Walsall



**283,400**  
Population

### Feeling safe, secure, happy and proud

Walsall is a large industrialised market town. Covering 40 square miles, it is located 8 miles north-west of Birmingham, 6 miles east of Wolverhampton and 6 miles to the north is Cannock.

The population of Walsall stood at 283,400 in mid-2018 and it is expected to increase by 5% to 297,700 over the next 10 years. Growth of the over 65 population is expected to grow by 12.3%. Reception aged children grew by 11.34% between 2012 -2017. 23% of residents are described as belonging to the Black and Minority Ethnic groups (BAME). Unemployment rates were at 3.6% in March 2019.

Walsall has the third lowest crime rate in the West Midlands after Solihull and Dudley. Overall, we have seen a 15.3% increase in total recorded crime in comparison to 2016/7 with Walsall having a higher increase in comparison to the rest of the West Midlands. The majority of offences committed in Walsall are shown to be local re-offenders from the highest deprived areas within Walsall. Walsall is committed to multi-agency working, and works closely with the thriving Voluntary, Community and Social Enterprise sector.

# About the Safer Walsall Partnership



## The Partnership

The Safer Walsall Partnership (The Partnership) is the responsible authority for setting and delivering community safety priorities in Walsall. It comprises: West Midlands Police, Walsall Council, West Midlands Fire Service, NHS Walsall Clinical Commissioning Group, Probation Service, West Midlands Community Rehabilitation Company, Public Health and Walsall Housing Group.

The Partnership has a Board that meets quarterly, working closely with West Midlands PCC, Walsall College and One Walsall. Progress reports will be submitted to The Partnership by a designated lead partner for each priority. Rigorous performance evaluation will monitor progress looking for clear evidence based outcomes and learning from what works.

## The governance structure

With a renewed optimism, determination and a new partnership governance structure (see **Appendix B**), we have developed a forward-looking plan that tackles the key issues we most care about. We are confident this plan will enable Walsall to thrive and create a safer resilient borough in which to live, work and visit.

This plan aims to complement the West Midlands Police and Crime Plan issued by the PCC.

# Enabling resilient communities to thrive



Walsall resilient communities model

As we continue to move towards the resilient model above, we need to put in place appropriate solutions for different circumstances. If a Police response is needed you should get one and if you report child abuse, it should be dealt with swiftly and appropriately. To ensure that help is given when needed, The Partnership want to support individuals and communities, as they are the strongest part of our response to this plan to deliver appropriate activities.

More and more communities are playing an active and effective part in looking after their areas. As a partnership we will utilise community skills and commitment to deliver our outcomes differently. We also want to ensure that personal responsibility plays its part, communicating over issues such as doorstep scammers. We believe that turning your back on issues such as hate crime or bullying should not be acceptable in a modern society. Challenging unacceptable behaviour and reporting inappropriate activity must become part of our culture.

We will encourage communities to be empowered and come together to make their areas safer. Initiatives such as Neighbourhood Watch, Streetwatch, Community Watch and Speedwatch all give support to individuals and groups to make their communities safer. This will continue and be supported.

Of course when help is needed, be it violent crime, modern day slavery, domestic abuse, neglect or preventing extremism we need to ensure the appropriate and effective response is available. Still we rely on support from the public, but we must also ensure the right level of support is available. To illustrate our commitment to the resilient communities, we will involve community members in our work and to be part of delivering the outcomes to this plan. We will also facilitate a Safer Walsall Youth Partnership to raise the voice of young people.



## Priority: Violence reduction

### Lead partner: West Midlands Police



**3700**

recorded crime  
of 'public place  
violence' in  
2018/19

### Why is this a priority?

**You told us** that anti-social behaviour, youths with knives, muggings, robbery and assault are your key concerns in Walsall. Walsall saw the main increase in violent offences, particularly through violence without injury and through possession of weapons.

Rates of serious violent crimes continue to be of concern across the country including in the West Midlands and there is a focus at a regional and national level with the development of a West Midlands Violence Reduction Unit (VRU). In 2018/19, there were 3700 recorded crimes of 'public placed violence' with a trend of increasing offences. Increases have also been seen in domestic abuse (3275 offences in 2018/19) and knife crime (261 offences in 2018/19).

### Our aim

Is to reduce violence on the streets of Walsall and build resilient communities by raising awareness; work with victims and perpetrators of domestic abuse; reduce youth violence through a model based on Prevention, Diversion, Enforcement and Rehabilitation.

### Success will be measured by

1. A developed and embedded shared organisational and community response to violence prevention and reduction in Walsall
2. Stopping violence in Walsall before it starts
3. Protecting the most vulnerable in Walsall from abuse.

## Over the coming year we will

- Continue to listen to our communities to understand the root causes of the challenge in Walsall in order to effectively address the problem including community perceptions of safety relating to violent crime
- Develop a co-ordinated approach across the Safer Walsall Partnership to prevent violence through multi-agency delivery, drawing on the expertise from the newly established Violence Reduction Unit (VRU) focussing on violence, vulnerability and exploitation
- Start a conversation with communities to build awareness and understanding about how positive childhood experiences can influence life chances and build resilient communities in Walsall
- Safeguard vulnerable victims and witnesses and improve their confidence and satisfaction, embedding the Victims Code and working with the Victims' Commission
- Address safer Walsall priorities, threats and anticipated peaks in demand, delivering interventions that utilise the full capability of the partnership
- Work together to lessen the risk and demand associated with mental ill health.

## Over the next three years we will

- Consider how our services contribute to building resilient communities in Walsall & ensure effective enhancements are put in place where needed
- Apply our key principles for collaboration, governance and scrutiny; make use of what we know and generate new knowledge where required
- Tackle the root causes of violence and stop it before it starts
- Stop the progression of violence through early detection, intervention, support and enforcement for both victims and perpetrators.

## Priority: Prevent extremist activity

### Lead partner: Walsall Council



7000 Staff  
trained in  
'Workshop to  
Raise Awareness  
of Prevent'

### Why is this a priority?

**You told us** that you want to promote integration and create a sense of community and, that you would like more awareness about protecting our children and vulnerable people from becoming radicalised.

### Our aim

Is to support local communities and institutions to challenge and reject the message of extremism. Prevent in Walsall is delivered in partnership by a wide range of organisations including the Police, Council, NHS, Fire services and a number of community groups. Together we recognise that the best long term solution to preventing terrorism is to stop people becoming terrorists in the first place. To deliver this message effectively, we are fully committed to working alongside community groups and organisations within Walsall.

### Success will be measured by

1. Identifying potential vulnerabilities related to extremism or radicalisation
2. Securing support mechanisms to prevent individuals from being drawn into terrorism
3. Reducing 'hate crime' through Prevent and integration related activity in our schools and communities.



## Over the coming year we will

- Increase the understanding of partners of the local threats and vulnerabilities in relation to extremism and terrorism
- Increase the community role in tackling extremism
- Develop an early intervention and identification process which raises potential concerns of extremism or radicalisation
- Increase Hate Crime awareness and reporting
- Ensure that the service for victims and perpetrators of hate crime is fully rolled out, where a network of reporting organisations work to consistent standards
- Ensure that Partners consider a complete approach when implementing the Prevent Duty
- Continue to ensure that support offered by partners is appropriate for each individual
- West Midlands Fire Service will provide access to a range of training materials through E Learn on Prevent
- Identify third sector capacity to increase the range of support available.

## Over the next three years we will

- Continue to respond to actions of those promoting violent extremism wherever it may present
- Develop positive relationships with our community by using Prevent projects
- Ensure that information is shared between partners to address any concerns
- Ensure that staff are aware of the actions of potential extremist or terrorist and know how to respond
- Support partners to embed the Prevent Duty across all relevant organisations
- Ensure that the service for victims and perpetrators of hate crime is fully rolled out and a network of reporting organisations work to consistent standards.

## Priority: Reduce drug and alcohol misuse

### Lead partner: Walsall Council Public Health



**1,619**

In structured  
drug and alcohol  
treatment

### Why is this a priority?

**You told us** that you want to reduce the number of people taking drugs on our streets including alcohol and street drinking. Adult offenders are in the main motivated by Class A substance addiction. The younger population shows that lower level drug and alcohol use, peer pressure and gang recruitment via county lines is on the increase.

The link between reducing re-offending and drug and alcohol treatment is long established. The West Midlands Police and Crime Commissioner reports that each drug using offender, not in treatment, annually commits £26k in crime to support their addiction. In Walsall in 2018/19 there were 1,227 drug users in structured treatment (out of an estimated 1,915 users) and 392 in alcohol treatment (out of 3,360). The integrated drug and alcohol treatment services is an essential part of Walsall's crime reduction/offender management programme. It is aimed at engaging drug and alcohol using offenders in treatment, to optimise their recovery from addiction and to deliver an associated reduction in crime.

### Our aim

Is to reduce drug and alcohol related offending and anti-social behaviour and prevent or delay the onset of drug and alcohol misuse in young people.

### Success will be measured by

1. Engaging drug and alcohol related offenders in to treatment at each stage of the criminal justice system (arrest, court, probation and post custody)
2. The rate of people successfully completing drug and alcohol treatment
3. The number of Drug Rehabilitation Requirements (DRR) and Alcohol Treatment Requirements (ATR) sentences made and completed.

## Over the coming year we will

- Reduce offending by increasing the number of people entering drug and alcohol treatment services
- Develop an effective licensing policy with partners to reduce alcohol-related health harms and offending
- Prevent the early onset of drug and alcohol use in young people through a coordinated partnership approach
- Reduce repeat drug and alcohol related offending by contributing to Walsall's offender management processes
- Develop universal, selective and targeted prevention work with schools, community and youth services to work with young people who are at risk, or are already engaging in drug and alcohol offending related behaviour
- Establish a Family Drug and Alcohol Court Service with Children's Services and the Judiciary.

## Over the next three years we will

- Deliver the best outcomes for Walsall residents by aligning the drug and alcohol service's offer to the Walsall Plan and Safer Walsall Partnership priorities
- Promote evidence-based approaches to reduce drug and alcohol related offending through effective use of data, research and good practice guidance
- Build resilience and reduce drug and alcohol misuse and related offending through partnerships with key agencies to impact positively upon individuals, families and communities
- Reduce offending by supporting and promoting recovery from addiction through establishing peer-led and mutual-aid support groups
- Optimise opportunities to identify and train young people to become drug and alcohol peer educators in Walsall secondary schools.

## Priority: Serious and organised crime

### Lead partner: Clinical Commissioning Group



**3700**

recorded crime  
of 'public place  
violence' in  
2018/19

### Why is this a priority?

**You told us** that you have seen an increase in serious crime committed in your area and want to reduce the number of cases seen regarding anti-social behaviour, drug dealing, exploitation, knives and guns. Increased numbers of people exploited for sex work, modern slavery and criminal activities like begging also remains a priority for residents, businesses and visitors alike.

Analysis of organised crime within the West Midlands show generations of criminals have taken advantage and caused harm to some of our most deprived communities. They evade justice in many cases because they operate like a business that rapidly adapts to the changing environment. The layers of complexity that they create often mean they exist hidden in plain sight. The symptoms of serious and organised crime include violence, narcotics, fraud and cyber-crime, organised acquisitive crime and exploitation. The National Crime Agency advocates all partners working together and moving from 'tackling the symptoms of serious and organised crime to dismantling the underlying systems'.

### Our aim

Is to provide a local response to improve the quality of life for our communities through a partnership approach that tackles persistent criminal behaviour. We will continue to raise awareness within our communities in order to reduce the risk of exploitation, neglect and/or criminal activities. Working with the Voluntary & Community Sector (VCS), we aim to minimise labour exploitation. It is our aim to make Walsall hostile to slavery and provide the best possible support for victims and potential victims.

### Success will be measured by

1. Reducing serious and organised crime
2. Reducing the exploitation of vulnerable people
3. Reducing serious crime involving weapons.

## Over the coming year we will

- Ensure a comprehensive understanding of organised crime including who is involved and where it takes place
- Raise awareness, across staff and the community of all elements of serious and organised crime and how to identify and report it
- Gather and share information and intelligence from all partners, including the community, helping to raise awareness of the threat posed by serious and organised crime and exploitation
- Develop appropriate partnership interventions to deter people from becoming involved in serious and organised crime
- Develop a delivery model of excellence for modern slavery and human trafficking in order to meet the Modern Slavery Act 2015 statutory requirements including: operational pathways, pursuance, disruption and awareness
- In association with West Midlands Fire Service, identify risks and vulnerabilities by ensuring that all staff have mandatory training in Safeguarding awareness, Modern Slavery, Self-Neglect and Dementia
- To progress multi-agency interventions to rehabilitate those caught up in criminality – ensuring all agencies are stronger working together.

## Over the next three years we will

- Expand our understanding of the increase number of children, young people and adult with vulnerabilities being exploited to commit crimes
- Work closely with neighbouring towns, especially in relation to County Lines issues
- Design and commission support services for those that are victims and or those that are affected by neglect, serious and organised crime and anti-social behaviour
- Work closely with local, regional and national partners to expand the operating model of excellence for Modern Slavery and Human Trafficking to ensure Walsall becomes a 'slavery free community'
- Fully engaged in the Home Office and National Crime Agency endorse the "Four P" approach to tackling serious and organised crime: A fifth P, "**Partnership**" is embedded across Walsall.
  - **Prepare:** Reducing the impact of this criminality where it does occur
  - **Prevent:** Preventing and deterring people from engaging in serious and organised crime
  - **Pursue:** Exploiting opportunities to disrupt and where possible prosecute those engaged in serious and organised criminality
  - **Protect:** Taking measures to increase protection for individuals, businesses and communities from serious and organised crime and safeguarding those most at risk from it.

## Priority: Reduce offending and re-offending

### Lead partner: Community Rehabilitation Company



### Why is this a priority?

**You told us** that you are concerned about the increased levels of crime and anti-social behaviour in the communities. Analysis shows that the vast majority of offenders committing crimes in Walsall are from the Walsall area, suggesting intervention should focus on self-containment rather than travelling offenders from other local authorities.

We recognise the challenges faced in Walsall, and nationally, from youth violence and knife crime and remain committed to working with our young people to keep them, victims of crime and the community safe from violence.

Analysis for the Safer Walsall Partnership strategic assessment 2019, found that 479 individuals were repeat offenders (with two or more offences recorded in the last 12 months) accounting for 27.5% of individuals offenders. This is a higher proportion of repeat offenders than the previous year therefore suggesting that there is a key cohort of individual offenders who are continuously offending.

### Our aim

Is to create a better future for the children and youth of today. It is our responsibility to give them the best start in life and that starts with the best possible education.

Alongside this, we will work with Head Teachers and our designated Safeguarding Leads in schools to ensure that violent crime triggers are understood by schools.

### Success will be measured by

1. Reducing offending and reoffending
2. Reducing anti-social behaviour and the risk of harm
3. Improve prevention support to access Education / Training / Employment.



## Over the coming year we will

- Manage high-risk offenders and target key cohorts to reduce rates and seriousness of offences committed
- Strengthen pathways to prevent the cycle of reoffending, by ensuring that all children and young people working with the youth justice service receive their full entitlement to education and that is tailored to their specific needs and interests for job opportunities
- Develop and promote victim and witness centred practice with a focus on youth offending
- Develop a model to provide early identification and interventions preventing offending and reoffending – with a particular emphasis on youth offending
- Explore Adverse Childhood Experiences (ACEs) and the effect they have on offending behaviours
- Improve the provision and accessibility of mental health services
- Increase access to stable and sustainable accommodation, especially for those leaving custodial settings
- Ensure that appropriate risk management is in place to protect victims of abuse, neglect and exploitation
- Reducing the number of young people entering the criminal justice system for the first time.

## Over the next three years we will

- Increase focus on screening cases that may be responsive to interventions via the Personality Disorder Pathway
- Continue to develop children and young people's pathways and profile
- Continue to provide high quality Restorative Justice Services that support victims of crime and provide confidence to the community
- Work to build sustainable relationships between offenders and their families/children, creating support networks to deter offending
- Safeguard, protect and divert vulnerable young people away from gang criminality and knife crime
- Maximise successful completions of community orders and custodial licences; to increase the opportunity for offenders to complete offence focused work
- Work closely with the head teachers of our local schools and academies, with parents and MP's to get the government to make the necessary investment into our schools to aid prevention of offending and reoffending.

## APPENDIX A – Performance delivery plan

(Example)

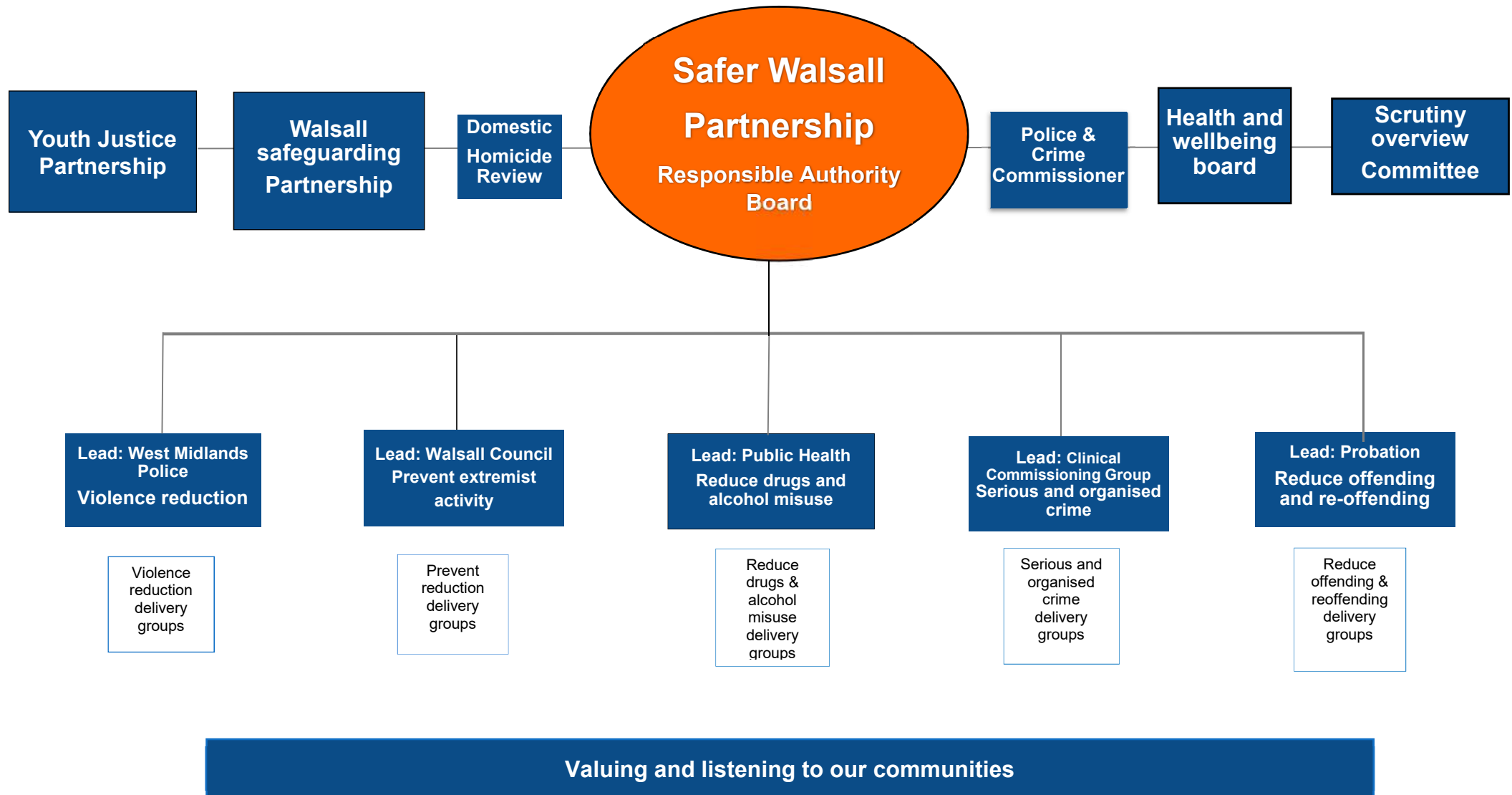
<b>Priority:</b>		<b>Violence reduction</b>					
<b>Strategic Lead:</b>		<b>West Midlands Police</b>					
<b>Lead support officer:</b>		<b>Name</b>					
<b>Measures:</b>		<ol style="list-style-type: none"> <li>1. A developed and embedded shared organisational and community response to violence prevention and reduction in Walsall.</li> <li>2. Stopping violence in Walsall before it starts.</li> <li>3. Protecting the most vulnerable in Walsall from abuse.</li> </ol>					
<b>Jan 2019 - Strategic assessment</b>		Walsall saw the main increase in violent offences, particularly through violence without injury and through possession of weapons. In 2018/19, there were 3700 recorded crimes of 'public placed violence' with a trend of increasing offences. Increases have also been seen in domestic abuse (3275 offences in 2018/19) and knife crime (261 offences in 2018/19).					
Item No.	Overall objective	Objective	Responsible Officer	Start Date	Deadline	Actual outcomes of specific actions	RAG Evaluation On Target?
1	Continue to listen to our communities to understand the root causes of the challenge in Walsall in order to effectively address the problem including community perceptions of safety relating to violent crime						
2	Develop a co-ordinated approach across the Safer Walsall Partnership to prevent violence through multi-agency delivery drawing on the expertise from the newly established VRU focusing on violence, vulnerability and exploitation						
3	We will start a conversation with communities to build awareness and understanding about how positive childhood experiences can influence life chances and build resilient communities in Walsall						





## Appendix B: Safer Walsall Partnership Governance structure

The Safer Walsall Partnership Plan 2020 is one of the thematic partnerships working towards achieving a safer Walsall for all.







Walsall Housing Group



Saferwalsall@walsall.gov.uk

## Equality Impact Assessment (EqIA) for Policies, Procedures and Services

<b>Proposal name</b>	Community Safety Plan 'working together for a safer borough'		
<b>Directorate</b>	Resources and Transformation		
<b>Service</b>	Localities & Partnerships		
<b>Responsible Officer</b>	Helen Kindon		
<b>Proposal planning start</b>	18/6/19	<b>Proposal start date (due or actual date)</b>	5/11/19
<b>1</b>	<b>What is the purpose of the proposal?</b>	<b>Yes / No</b>	<b>New / revision</b>
	Show which category the proposal is and whether it is new or a revision.		
	Policy	No	New
	Procedure	Yes	New
	Guidance	No	New
	Is this a service to customers/staff/public?	Yes	Yes
	If yes, is it contracted or commissioned?	No	No
	Other - give details	None	No
<b>2</b>	<b>What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?</b>		
	<p>Every three years the Safety Walsall Partnership is required to produce a three year Community Safety Plan and has a statutory duty to produce a strategic assessment annually. This enables partners to set themes and strategic priorities to protect communities from crime and help people feel safer. These are set out within this Community Safety Plan, with the priorities reviewed on an annual basis.</p> <p><b>The Safer Walsall Partnership</b> is made up of statutory representatives from West Midlands Police, Walsall Council, West Midlands Fire Service, NHS Walsall Clinical Commissioning Group, National Probation Service, Public Health England, Staffordshire &amp; West Midlands Community Rehabilitation Company and NHS Trust, who work together to protect communities from crime and to help people feel safe.</p> <p>The Partnership came together to review findings from a variety of public consultations and identify relevant vulnerabilities and threats derived from the data within the strategic assessment. This has enabled us to understand what our collective data is telling us so that we could shape and identify our themes and strategic priorities.</p> <ul style="list-style-type: none"> <li>• Creating safe, strong and resilient communities</li> <li>• Keeping people safe from harm</li> <li>• Reducing violence</li> <li>• Reducing offending and preventing reoffending</li> <li>• Preventing violent extremism</li> <li>• Serious organised crime</li> </ul>		



**The Safer Walsall Partnership** have statutory responsibilities to:

- Discharge the duties of Responsible Authorities under the Crime and Disorder Act 1998
- Support the delivery by partners of:
  - The Police Reform Act 2002
  - Anti-Social Behaviour Crime and Policing Act 2014
  - Police & Justice Act 2006
  - Police & Crime Act 2009 and other associated legislation

The Partnership recognises that collaborative working with other key partners and agencies is essential to the successful delivery of projects and initiatives to protect communities. With that in mind, Black Country Chamber of Commerce, West Midlands Police and Crime Commissioner, Walsall College, Walsall Housing Group and One Walsall are active members of the Partnership and jointly tackle key issues and address our strategic priorities.

In line with Walsall Cohesion and Integration Strategy and the it shows Walsall need to be able to provide care and support for those who are in protected characteristics of:

- Age
- Disability
- Sex
- Race

Others are included however these are the main characteristics affected.

We also need to be mindful that those who are key in the Corporate Plan for People – Quality of Life and Customer First outcomes

The most vulnerable are protected from avoidable harm, including treating and caring for people in a safe environment.

The Community Safety Plan is one of the thematic partnerships working towards achieving the multi-agency Walsall Plan: Our Health and Wellbeing Strategy 2019 – 2021

The Police and Crime Commissioner for the West Midlands produced a Police and Crime Plan 2016-2020 and the Partnership Plan aims to compliment the work of the Commissioner in making the borough of Walsall a safer place to live

3	<b>Who is the proposal likely to affect?</b>		
	<b>People in Walsall</b>	<b>Yes / No</b>	<b>Detail</b>
	<b>All</b>	<b>Yes</b>	Our plan is aimed at all people, customers and visitors in Walsall in order to keep people safe from harm. Consulting with our residents, businesses and visitors on what it important to their safety. Including our key priorities of reducing violence; Reducing offending and preventing reoffending; Preventing violent extremism; Serious organised crime
	<b>Specific group/s</b>		
	<b>Council employees</b>		
	<b>Other (identify)</b>		

4	<p><b>Please provide service data relating to this proposal on your customer's protected characteristics.</b></p> <p>Consultation will take place in June-July in order to establish the plan for 2019-22 which will be approved by Council in November 2019.</p> <p>A random selection by postcode has been chosen offering all the following equalities to take place.</p> <p>Age – Elderly burglary/distraction burglary/fraud  Young people – violent crime, knife crime, gang membership, sexual exploitation, all forms of abuse in the family or home</p> <p>Gender - Women – domestic abuse/sexual assaults  - Men – violence (perpetrators or victims), domestic abuse (victims and perpetrators) organised drug supply</p> <p>Disability - Hate crime – learning disabilities – exploitation / financial abuse by carers and family/friends/violence</p> <p>Marriage/Civil Partnership – domestic abuse / organised sham marriages / forced marriage</p> <p>Sexual orientation – hate crime / domestic abuse</p> <p>Race = Hate crime/ risks of gang involvement / domestic abuse /forced marriage / human trafficking / exploitation / organised drug supply</p> <p>Religious belief/Religion = hate crime / extremism</p> <p>Pregnancy – domestic abuse</p> <p>A variety of options will be made available including large print, braille, moon, audio, various languages and other options online or via paper/picture.</p>
5	<p><b>Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).</b></p> <p>Consultation will take place via online, paper with a variety of groups:</p> <p>Council Prevent &amp; Contest Group Board  Disability Forums  Walsall Society for Blind and Deaf society  Equalities and cohesion groups Inc. race, religious, hard to reach communities  Walsall for All  Nash Dom  Localities groups within Walsall  Libraries  Community Associations  Victim Support  Councillors  West Midlands Police  Schools &amp; Education  Local businesses  Walsall Economic Board: Homeserve, One Walsall, WHG Accord</p>

<b>Consultation Activity</b> Complete a copy of this table for each consultation activity you have undertaken.			
<b>Type of engagement/consultation</b>	Consultation with public	<b>Date</b>	June-July 2019
<b>Who attended/participated?</b>	Random selection of residents from each postcode, plus all listed above		
<b>Protected characteristics of participants</b>	equality monitoring will take place as part of the consultation		
Panel set up representing all key areas for the working party to monitor and evaluate the plan			
<b>6</b>	<b>Concise overview of all evidence, engagement and consultation</b>		
There should be no impact on the organisation at this stage.			
<b>7</b>	<b>How may the proposal affect each protected characteristic or group?</b> <b>The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.</b>		
	<b>Characteristic</b>	<b>Affect</b>	<b>Reason</b>
	<b>Action needed</b>	<b>Yes / No</b>	
	Age	This proposal will tackle all groups in the main age, disability, race and sex however the other areas will not be left out as it is the aim of the Safer Walsall Partnership Board (SAPB) to improve services for all users and languages. SAPB will put in governance to ensure the impact is measured and communicated.  This will have a positive impact on citizens of Walsall by the improvement of services.  Consultation engagement will influence this and future questions.	
	Disability		
	Gender reassignment		
	Marriage and civil partnership		
	Pregnancy and maternity		
	Race		
	Religion or belief		
	Sex		
	Sexual orientation		
	Other (give detail)		
	Further information		
<b>8</b>	<b>Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.</b>		(Delete one) <b>Yes /</b>
	Yes all		
<b>9</b>	<b>Which justifiable action does the evidence, engagement and consultation feedback suggest you take?</b>		



	B	<b>Adjustments needed to remove barriers or to better promote equality</b> Adjustments to existing plan need reviewing and adding in the results from the consultation process in order to form the new plan		
Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome
21/8/19	Sign off Plan	Helen Kindon	21/8/19	Approved by Working Party
29/8	Approval	Helen Kindon	29/8/19	Overviewed by Scrutiny Committee
3/9/19	Approval	Helen Kindon	3/9/19	Approval of Safer Walsall Partnership Board
18/9/19	Approval	Helen Kindon	20/9/19	Draft report to Executive Director
23/9/19	Approval	Helen Kindon	26/9/19	Draft Report to CMT
5/10/19	Approval	Helen Kindon	9/10/19	Agenda Planning CMT Cabinet
20/10/19	Approval	Helen Kindon	23/10/19	Cabinet recommendations
Autumn	Feedback	Helen Kindon	November/ December	Feedback results of consultation to public
12 month	Review	Helen Kindon	9/20	Prepare revised transparency statement for 2020/1
6 months	Set up Governance	Walsall Safer Partnership Board	30/12/19	Set up measurement and monitoring of impact on characteristics and numbers to see how Walsall are improving in comparison to other areas.

Update to EqIA	
Date	Detail

## Contact us

Community, Equality and Cohesion  
Resources and Transformation

Telephone 01922 655797

Textphone 01922 654000

Email [equality@walsall.gov.uk](mailto:equality@walsall.gov.uk)

Inside Walsall: [http://int.walsall.gov.uk/Service\\_information/Equality\\_and\\_diversity](http://int.walsall.gov.uk/Service_information/Equality_and_diversity)