

Equality Impact Assessment (EIA)

Document control

| | |
|-----------------------------------|---|
| Title of activity: | <i>Romford Town Centre PSPO EIA</i> |
| Type of activity: | <i>Anti-Social Behaviour Reduction</i> |
| Lead officer: | <i>Damien Ghela – ASB Reduction Officer</i> |
| Approved by: | *** |
| Date completed: | <i>15/12/2016</i> |
| Scheduled date for review: | <i>15/12/2020</i> |

The Corporate Policy & Diversity team requires **5 working days** to provide advice on EIAs.

| | |
|---|-----|
| Did you seek advice from the Corporate Policy & Diversity team? | No |
| Does the EIA contain any confidential or exempt information that would prevent you publishing it on the Council's website? | Yes |

1. Equality Impact Assessment Checklist

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

Please complete the following checklist to determine whether or not you will need to complete an EIA. Please ensure you keep this section for your audit trail. If you have any questions, please contact the Corporate Policy and Diversity Team at diversity@haverling.gov.uk

About your activity

| | | |
|----|---|---|
| 1 | Title of activity | <i>Romford Town Centre PSPO EIA</i> |
| 2 | Type of activity | <i>Anti-Social Behaviour Reduction</i> |
| 3 | Scope of activity | <p><i>Tools and powers to tackle anti-social behaviour were updated in October 2014.</i></p> <p><i>The Public Spaces Protection Order (PSPO) empowers Councils to set conditions to tackle nuisance behaviour within a defined area.</i></p> <p><i>In line with Police data, the Council is proposing conditions which seek to provide the Police with an additional tool to dispose of low level alcohol-related nuisance affecting the Town Centre.</i></p> |
| 4a | Is the activity new or changing? | <i>New – However the PSPO seeks to supersede the previous Romford town centre drinks banning order</i> |
| 4b | Is the activity likely to have an impact on individuals or groups? | <i>Both</i> |
| 5 | If you answered yes: | <i>Please complete the EIA on the next page.</i> |
| 6 | If you answered no: | |

| | |
|----------------------|---|
| Completed by: | <i>Damien Ghela – ASB Reduction Officer</i> |
| Date: | 15/12/16 |

2. Equality Impact Assessment

The Equality Impact Assessment (EIA) is a tool to ensure that your activity meets the needs of individuals and groups that use your service. It also helps the Council to meet its legal obligation under the [Equality Act 2010 and the Public Sector Equality Duty](#).

For more details on the Council's 'Fair to All' approach to equality and diversity, please visit our [Equality and Diversity Intranet pages](#). For any additional advice, please contact diversity@havering.gov.uk

Please note the Corporate Policy & Diversity Team require **5 working days** to provide advice on Equality Impact Assessments.

Please note that EIAs are public documents and must be made available on the Council's [EIA webpage](#).

Understanding the different needs of individuals and groups who use or deliver your service

In this section you will need to assess the impact (positive, neutral or negative) of your activity on individuals and groups with **protected characteristics** (this includes staff delivering your activity).

Currently there are **nine** protected characteristics (previously known as 'equality groups' or 'equality strands'): age, disability, sex/gender, ethnicity/race, religion/faith, sexual orientation, gender reassignment, marriage/civil partnership, and pregnancy/maternity/paternity.

In addition to this, you should also consider **socio-economic status** as a protected characteristic, and the impact of your activity on individuals and groups that might be disadvantaged in this regard (e.g. carers, low income households, looked after children and other vulnerable children, families and adults).

When assessing the impact, please consider and note how your activity contributes to the Council's **Public Sector Equality Duty** and its three aims to:

- eliminate discrimination, harassment and victimisation;
- advance equality of opportunity, and
- foster good relations between people with different protected characteristics.

Guidance on how to undertake an EIA for a protected characteristic can be found on the next page.

Guidance on undertaking an EIA

| Example: Background/context | | | | | | | |
|---|----------|--|---------|--|----------|--|--|
| <p><i>In this section you will need to add the background/context of your activity. Make sure you include the scope and intended outcomes of the activity being assessed; and highlight any proposed changes.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p> | | | | | | | |
| Example: Protected characteristic | | | | | | | |
| <p>Please tick (✓) the relevant box:</p> <table border="1"> <tr> <td>Positive</td> <td></td> </tr> <tr> <td>Neutral</td> <td></td> </tr> <tr> <td>Negative</td> <td></td> </tr> </table> | Positive | | Neutral | | Negative | | <p>Overall impact: <i>In this section you will need to consider and note what impact your activity will have on individuals and groups (including staff) with protected characteristics based on the data and information you have. You should note whether this is a positive, neutral or negative impact.</i></p> <p><i>It is essential that you note all negative impacts. This will demonstrate that you have paid 'due regard' to the Public Sector Equality Duty if your activity is challenged under the Equality Act.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p> |
| Positive | | | | | | | |
| Neutral | | | | | | | |
| Negative | | | | | | | |
| <p>Evidence: <i>In this section you will need to document the evidence that you have used to assess the impact of your activity.</i></p> <p><i>When assessing the impact, please consider and note how your activity contributes to the three aims of the Public Sector Equality Duty (PSED) as stated in the section above.</i></p> <p><i>It is essential that you note the full impact of your activity, so you can demonstrate that you have fully considered the equality implications and have paid 'due regard' to the PSED should the Council be challenged.</i></p> <ul style="list-style-type: none"> - <i>If you have identified a positive impact, please note this.</i> - <i>If you think there is a neutral impact or the impact is not known, please provide a full reason why this is the case.</i> - <i>If you have identified a negative impact, please note what steps you will take to mitigate this impact. If you are unable to take any mitigating steps, please provide a full reason why. All negative impacts that have mitigating actions must be recorded in the Action Plan.</i> <p style="text-align: right;"><i>*Expand box as required</i></p> | | | | | | | |
| <p>Sources used: <i>In this section you should list all sources of the evidence you used to assess the impact of your activity. This can include:</i></p> <ul style="list-style-type: none"> - <i>Service specific data</i> - <i>Population, demographic and socio-economic data</i> <p><i>Suggested sources include:</i></p> <ul style="list-style-type: none"> - <i>Service user monitoring data that your service collects</i> - <i>Havering Data Intelligence Hub</i> - <i>London Datastore</i> - <i>Office for National Statistics (ONS)</i> <p><i>If you do not have any relevant data, please provide the reason why.</i></p> <p style="text-align: right;"><i>*Expand box as required</i></p> | | | | | | | |

The EIA

Background/context:

Tools and powers to tackle anti-social behaviour were updated in October 2014.

Under the Anti-Social Behaviour, Crime and Policing Act 2014, the Public Spaces Protection Order (PSPO) empowers Councils to set local conditions to tackle nuisance behaviour within a defined area.

In line with Police data, the Council is proposing conditions which seek to provide the Police with an additional tool to dispose of low level alcohol-related nuisance affecting the Town Centre.

Additionally, the PSPO seeks to replace the old Romford Town Centre Drinks Banning Order, while at the same time widening the area subject to the conditions.

The PSPO is it not targeted at any individual or group but instead seeks to tackle defined nuisance behaviour from any source.

**Expand box as required*

Age: Consider the full range of age groups

Please tick (✓)
the relevant box:

Positive

✓

Neutral

Negative

Overall impact:

The PSPO conditions can be applied to anyone over the age of 10.

However, when serving an FPN against a minor, the Council will need to inform the Youth Offending Service (YOS) and the legal guardian of the young person.

**Expand box as required*

Evidence:

N/A

**Expand box as required*

Sources used:

ASB Crime and Policing Act 2014

Gov.UK Online Guidance

<https://www.gov.uk/guidance/fixed-penalty-notice-issuing-and-enforcement-by-councils>

**Expand box as required*

| |
|--|
| Sources used: ASB Crime and Policing Act 2014 Gov.UK Online Guidance https://www.gov.uk/guidance/fixed-penalty-notice-issuing-and-enforcement-by-councils |
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**Expand box as required*

| | |
|--|-------------------------------------|
| Ethnicity/race: Consider the impact on different ethnic groups and nationalities | |
| <i>Please tick (✓) the relevant box:</i> | |
| Positive | <input checked="" type="checkbox"/> |
| Neutral | <input type="checkbox"/> |
| Negative | <input type="checkbox"/> |
| Overall impact: The PSPO conditions will apply to anyone regardless of background if they are found to be in breach of the conditions within the area defined | |
| <i>*Expand box as required</i> | |
| Evidence: | |
| <i>*Expand box as required</i> | |
| Sources used: ASB Crime and Policing Act 2014 Gov.UK Online Guidance https://www.gov.uk/guidance/fixed-penalty-notice-issuing-and-enforcement-by-councils | |
| <i>*Expand box as required</i> | |

| | |
|---|-------------------------------------|
| Religion/faith: Consider people from different religions or beliefs including those with no religion or belief | |
| <i>Please tick (✓) the relevant box:</i> | |
| Positive | <input checked="" type="checkbox"/> |
| Neutral | <input type="checkbox"/> |
| Negative | <input type="checkbox"/> |
| Overall impact: <i>None of the conditions within the PSPO should have an effect on a person's ability to worship/follow religious beliefs</i> | |
| <i>*Expand box as required</i> | |
| Evidence: | |
| <i>*Expand box as required</i> | |

| |
|--|
| <p>Sources used:</p> <p>ASB Crime and Policing Act 2014</p> <p>Gov.UK Online Guidance https://www.gov.uk/guidance/fixed-penalty-notices-issuing-and-enforcement-by-councils</p> <p><i>*Expand box as required</i></p> |
|--|

ASB Crime and Policing Act 2014

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**Expand box as required*

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**Expand box as required*

Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

| | | |
|--------------------------------------|---|--|
| Please tick (✓) the relevant box: | | Overall impact: <i>None of the conditions within the PSPO should have an effect on a person's sexual preferences</i> |
| Positive | ✓ | |
| Neutral | | |
| Negative | | |

**Expand box as required*

| | | |
|--------------------------------------|---|--|
| Please tick (✓) the relevant box: | | Overall impact: <i>None of the conditions within the PSPO should have an effect on a person's sexual preferences</i> |
| Positive | ✓ | |
| Neutral | | |
| Negative | | |

**Expand box as required*

| | | |
|-----------------|---|--|
| Positive | ✓ | <i>None of the conditions within the PSPO should have an effect on a person's sexual preferences</i> |
| Neutral | | |
| Negative | | |

**Expand box as required*

*Expand box as required

Evidence:

**Expand box as required*

*Expand box as required

| |
|--|
| <p>Sources used:</p> <p>ASB Crime and Policing Act 2014</p> <p>Gov.UK Online Guidance https://www.gov.uk/guidance/fixed-penalty-notices-issuing-and-enforcement-by-councils</p> <p><i>*Expand box as required</i></p> |
|--|

ASB Crime and Policing Act 2014

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**Expand box as required*

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**Expand box as required*

<https://www.gov.uk/guidance/fixed-penalty-notices-issuing-and-enforcement-by-councils>

*Expand box as required

Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

| | | |
|--|---|--|
| <i>Please tick (✓) the relevant box:</i> | | Overall impact: |
| Positive | ✓ | <i>None of the conditions within the PSPO should have an effect on a person's sexuality or sexual identity</i> |
| Neutral | | |
| Negative | | |

**Expand box as required*

| | | |
|--|---|--|
| <i>Please tick (✓) the relevant box:</i> | | Overall impact: |
| Positive | ✓ | <i>None of the conditions within the PSPO should have an effect on a person's sexuality or sexual identity</i> |
| Neutral | | |
| Negative | | |

**Expand box as required*

| | | |
|-----------------|---|---|
| Positive | ✓ | <p><i>None of the conditions within the PSPO should have an effect on a person's sexuality or sexual identity</i></p> |
| Neutral | | |
| Negative | | |

**Expand box as required*

*Expand box as required

| | |
|--|--------------------------------|
| Evidence: | <i>*Expand box as required</i> |
| Sources used: ASB Crime and Policing Act 2014 Gov.UK Online Guidance https://www.gov.uk/guidance/fixed-penalty-notice-issuing-and-enforcement-by-councils | |
| <i>*Expand box as required</i> | |

| Marriage/civil partnership: Consider people in a marriage or civil partnership | | |
|--|-------------------------------------|---|
| <i>Please tick (✓) the relevant box:</i> | | Overall impact: <i>None of the conditions within the PSPO should have an effect on a person's marriage or civil partnership</i> <i>*Expand box as required</i> |
| Positive | <input checked="" type="checkbox"/> | |
| Neutral | <input type="checkbox"/> | |
| Negative | <input type="checkbox"/> | |
| Evidence: | | |
| <i>*Expand box as required</i> | | |
| Sources used: ASB Crime and Policing Act 2014 Gov.UK Online Guidance https://www.gov.uk/guidance/fixed-penalty-notice-issuing-and-enforcement-by-councils | | |
| <i>*Expand box as required</i> | | |

| Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave | | |
|---|-------------------------------------|---|
| <i>Please tick (✓) the relevant box:</i> | | Overall impact: <i>None of the conditions within the PSPO specifically targeted toward those who are pregnant or undertaking maternity leave.</i> |
| Positive | <input checked="" type="checkbox"/> | |
| Neutral | <input type="checkbox"/> | |

| | | | |
|---|--|--|--------------------------------|
| Negative | | | <i>*Expand box as required</i> |
| Evidence: | | | |
| | | | |
| <i>*Expand box as required</i> | | | |
| Sources used: | | | |
| ASB Crime and Policing Act 2014 | | | |
| Gov.UK Online Guidance https://www.gov.uk/guidance/fixed-penalty-notices-issuing-and-enforcement-by-councils | | | |
| <i>*Expand box as required</i> | | | |

| | | | |
|---|---|---|--|
| Socio-economic status: Consider those who are from low income or financially excluded backgrounds | | | |
| <i>Please tick (✓) the relevant box:</i> | | Overall impact: | |
| Positive | | Committing offences prohibited by the PSPO could result in a fine which some individuals may struggle to pay. However, the primary purpose of the proposed PSPO is to act as a suitable deterrent to such behaviours and therefore avert the need for such fines. | |
| Neutral | ✓ | | |
| Negative | | | |
| | | <i>*Expand box as required</i> | |
| Evidence: | | | |
| | | | |
| <i>*Expand box as required</i> | | | |
| Sources used: | | | |
| ASB Crime and Policing Act 2014 | | | |
| Gov.UK Online Guidance https://www.gov.uk/guidance/fixed-penalty-notices-issuing-and-enforcement-by-councils | | | |
| <i>*Expand box as required</i> | | | |

Action Plan

In this section you should list the specific actions that set out how you will address any negative equality impacts you have identified in this assessment.

| Protected characteristic | Identified negative impact | Action taken to mitigate impact* | Outcomes and monitoring** | Timescale | Lead officer |
|--------------------------|----------------------------|----------------------------------|---------------------------|-----------|--------------|
| | | | | | |
| | | | | | |
| | | | | | |

* You should include details of any future consultations you will undertake to mitigate negative impacts

** Monitoring: You should state how the negative impact will be monitored; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

Review

In this section you should identify how frequently the EIA will be reviewed; the date for next review; and who will be reviewing it.