

# Charnwood Borough Council

## Equality Impact Assessment 'Knowing the needs of your customers and employees'

### ■ Background

An Equality Impact Assessment is an improvement tool. It will assist you in ensuring that you have thought about the needs and impacts of your service/policy/function in relation to the protected characteristics. It enables a systematic approach to identifying and recording gaps and actions.

### ■ Legislation- Equality Duty

As a local authority that provides services to the public, Charnwood Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

- ✓ Eliminate discrimination, harassment and victimisation
- ✓ Advance Equality of Opportunity
- ✓ Foster good relations

For the following protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage and civil partnership
5. Pregnancy and maternity
6. Race
7. Religion and belief
8. Sex (Gender)
9. Sexual orientation

What is prohibited?

1. Direct Discrimination
2. Indirect Discrimination
3. Harassment
4. Victimisation
5. Discrimination by association
6. Discrimination by perception
7. Pregnancy and maternity discrimination
8. Discrimination arising from disability
9. Failing to make reasonable adjustments

## Step 1 – Introductory information

Title of the policy	Public Space Protection Order (PSPO) Loughborough Town Centre
Name of lead officer and others undertaking this assessment	Julie Robinson
Date EIA started	May 2020
Date EIA completed	May 2020

## Step 2 – Overview of policy/function being assessed:

Outline: What is the purpose of this policy? (Specify aims and objectives)

This report seeks approval to go out to consultation on a proposal to extend the current Public Spaces Protection Order (PSPO) for Loughborough Town Centre.

Public Spaces Protection Orders allow local authorities to introduce measures to defined areas to combat anti-social behaviour, as per the Anti-social, Crime and Policing Act 2014.

The current PSPO came into force on the 20<sup>th</sup> October 2020 for a period of 3 years. Therefore, it will expire at the end of 20<sup>th</sup> October 2020 and it is a requirement on the Council to review the Order and determine whether it should be extended.

The main aim of the current PSPO is to reduce anti-social street drinking which local communities have raised as having a detrimental effect in their communities. The current PSPO does not constitute a ban on drinking alcohol in public, but does allow a level of control where consuming alcohol is problematic. Authorised officers can request people to stop drinking and/or to hand over containers containing alcohol and to tackle persistent and widespread anti-social behaviour.

What specific group/s is the policy designed to affect/impact and what is the intended change or outcome for them?

It should be noted that restrictions applied by a PSPO are applicable to everyone within the designated area.

The overall aim of the PSPO is to reduce anti-social behaviour and crime in the Borough.

Which groups have been consulted as part of the creation or review of the policy?

The Partnership has previously completed a community consultation process in respect of both the Civil Injunction and Public Space Protection Order (PSPO) that are in place to tackle ASB within the designated zone. The headlines from that consultation process which involved both face to face surveys as well as the opportunity to complete online via the Borough Council's website:

- 88 members of the public completed the survey
- 70% were residents within Charnwood
- 7% were individuals who worked in Loughborough
- 5% were local businesses
- 61% felt 'safe' or 'very safe' in Loughborough during the day
- 26% felt 'safe' or 'very safe' in Loughborough during the night
- 33% felt that drinking on the street was a problem

- 97% stated they supported the continued use of the Civil Injunction/PSPO

Further consultation is planned before the PSPO is extended

### Step 3 – What we already know and where there are gaps

List any existing information/data do you have/monitor about different diverse groups in relation to this policy? Such as in relation to age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation etc.

Data/information such as:

- Consultation
- Previous Equality Impact Assessments
- Demographic information
- Anecdotal and other evidence

In accordance with statutory guidelines and detailed in Section 72, Anti-Social Behaviour, Crime and Policing Act 2014 the Council must undertake public consultation. It is therefore intended that :

- Formal Public Notices will be placed in local papers
- Letters will be sent to Partners / statutory consultees
- Letters to be sent to interested parties identified i.e. residents' groups
- Consultation survey will be undertaken through the Council's internet site and undertaken in Loughborough Town Centre
- Awareness raised through the Council's social media
- Copies of the Orders will be made available in reception

What does this information / data tell you about diverse groups? If you do not hold or have access to any data/information on diverse groups, what do you need to begin collating / monitoring? (Please list)

The overall aim of the PSPO is to reduce anti-social behaviour and crime in the Borough. The consultation process previously undertaken tells us that there is significant support for the PSPO to be in place.

### Step 4 – Do we need to seek the views of others? If so, who?

In light of the answers you have given in Step 2, do you need to consult with specific groups to identify needs / issues? If not please explain why.

Legislation requires the Council to consult on the proposed restrictions and outline the behaviours that the PSPO aims to tackle. Consultation must be reasonable and should involve local people and organisations that may be affected. Consultation must be open and transparent and include all parties that the Council thinks are appropriate. Responses and feedback from the consultation will be fully considered when formulating the final proposals and report for Cabinet.

## Step 5 – Assessing the impact

In light of any data/consultation/information and your own knowledge and awareness, please identify whether the policy has a positive or negative impact on the individuals or community groups (including what barriers these individuals or groups may face) who identify with any 'protected characteristics' and provide an explanation for your decision (please refer to the general duties on the front page).

	<b>Comments</b>
<b>Age</b>	Neutral - The process of applying a PSPO is solely focused on the restricted activity and will be the same for all regardless of age.
<b>Disability</b> (Physical, visual, hearing, learning disabilities, mental health)	Neutral - The process of applying a PSPO is solely focused on the restricted activity and will be the same for all regardless of disability
<b>Gender Reassignment</b> (Transgender)	Neutral - The process of applying a PSPO is solely focused on the restricted activity and will be the same for all
<b>Race</b>	Neutral - 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
<b>Religion or Belief</b> (Includes no belief)	Neutral - None of the conditions within the PSPO should have an effect on a person's ability to worship/follow religious beliefs
<b>Sex</b> (Gender)	Positive - The conditions of the PSPO apply equally to both men and women
<b>Sexual Orientation</b>	Neutral - None of the conditions within the PSPO should have an effect on a person's sexual preferences
<b>Other protected groups</b> (Pregnancy & maternity, marriage & civil partnership)	Neutral - None of the conditions within the PSPO should have an effect on a person's marriage or civil partnership
<b>Other socially excluded groups</b> (carers, low literacy, priority neighbourhoods, health inequalities, rural isolation, asylum seeker and refugee communities etc.)	Neutral - 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

Where there are potential barriers, negative impacts identified and/ or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.

Please note:

- a) If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.
- b) Additionally, if you have identified adverse impact that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people.

No

Summarise your findings and give an overview as to whether the policy will meet Charnwood Borough Council's responsibilities in relation to equality and diversity (please refer to the general duties on the front page).

Holding the consultation on whether to extend the current PSPO, will enable residents to express their views and ensure the Council's responsibilities in relation to equality and diversity are met.

**Step 6- Monitoring, evaluation and review**

Are there processes in place to review the findings of this Assessment and make appropriate changes? In particular, how will you monitor potential barriers and any positive/ negative impact?

In line with *Section 60, Anti-Social Behaviour, Crime and Policing Act 2014*, a PSPO may not have effect for a period of more than 3 years, therefore a review of the PSPO and EIA will be conducted at the end of the proposed extension.

How will the recommendations of this assessment be built into wider planning and review processes? e.g. policy reviews, annual plans and use of performance management systems.

Consultation with interested groups, stronger understanding of how the Orders can be implemented and reviewed.

**Step 7- Action Plan**

Please include any identified concerns/actions/issues in this action plan:

**The issues identified should inform your Service Plan and, if appropriate, your Consultation Plan**

Reference Number	Action	Responsible Officer	Target Date
001			

**Step 8- Who needs to know about the outcomes of this assessment and how will they be informed?**

	Who needs to know (Please tick)	How they will be informed (we have a legal duty to publish EIA's)
Employees	✓	This EIA will be published on the Council's website.
Service users	✓	
Partners and stakeholders	✓	
Others	✓	
To ensure ease of access, what other communication needs/concerns are there?	✓	

<b>Please delete as appropriate</b>
<b>I agree with this assessment / action plan</b>
<b>If <i>disagree</i>, state action/s required, reasons and details of who is to carry them out with timescales: N/A</b>
<b>Signed (Service Head): Julie Robinson</b>
<b>Date: 23 April 2020</b>

**[Please send completed & signed assessment to Suzanne Kinder for publishing.](#)**