

Equality Impact Assessment – A Screening Tool

This tool will help you decide whether you will need to complete a full Equality Impact Assessment (EIA) for your proposed activity.

- If you complete the tool, and this identifies either negative or positive impacts for residents/people who use services or staff with protected characteristics - you will need to complete a full EIA.
- If you decide not to complete an EIA, you must record this - explaining why an EIA is not necessary.

Consider involving your team/project team or your service representative(s) in the Diversity, Equity & Inclusion Group in completing this screening tool.

Name of activity: <i>Strategy, policy, project, service change etc.</i>				Adoption of a Public Space Protection Order
Date completed/to be completed:				31 January 2025
Name and job role of author:				Oliver Nelson , Public Protection Manager
Protected Characteristics	Potential Positive Impact	Potential Negative Impact	No Impact	Comments
Age	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>The consultation analysis suggests the targeted behaviours are more often exhibited by younger people and there is a risk that enforcement of the future PSPO will be perceived by these groups as having a negative impact. However, we also know¹ that younger people are disproportionately affected by ASB although are more inclined to view it as “normal” behaviour”.</p> <p>It is therefore expected that the impact on the protected characteristic of age is broadly neutral.</p>
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Race	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Religion or belief	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sex	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<p>Information suggests¹ ASB is most often exhibited by males - the enforcement of PSPO may therefore be perceived by these groups as having a negative impact. However, conversely males are more likely to have experienced ASB and females more likely to have witnessed it.</p> <p>Implementation of these measures will support measures preventing Violence Against Women and Girls</p>
Sexual orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

¹ Home Office 2023 “Anti-social behaviour: impacts on individuals and local communities” (online)

<https://www.gov.uk/government/publications/impacts-of-anti-social-behaviour-on-individuals-and-communities/anti-social-behaviour-impacts-on-individuals-and-local-communities> [accessed 22/1/25]

Marriage and civil partnerships	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Pregnancy and maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Q1. Does any part of the activity pose any impact on a person's protected characteristics (listed above)? Please select your answer (Y/N).	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	The above screening assessment has not found any strong impacts on any protected characteristics and where issues have been identified they are balanced. A fuller explanation around the controls in place to ensure the PSPO is compliant with equalities legislation appears below.	
Q2. Are there any proposed changes that could lead to impacts (both negative and positive) on residents or staff, who share a person's protected characteristics? Please select your answer (Y/N).	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	The drafting of the PSPO has been careful to avoid unacceptable impacts on a person's protected characteristics.	
Please record your decision to complete a full EIA. If you answer is 'No', you must explain why an EIA is not necessary and record it in the 'Comments' section.	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	See below	

If adopted, this revised Public Spaces Protection Order will seek to control behaviours identified to affect residents of the borough:

1. Harassing or intimidating residents, businesses or members of the public.
2. Threatening any person with violence and / or being verbally abusive towards any person.
3. Wearing a piece of clothing with the intent to obscure or hide their identity for the purposes of committing crime and/or anti-social behaviour.
4. Acting, or inciting others to act, in an anti-social manner, that is to say a manner that is likely to cause harassment, alarm or distress to any person.
5. Joining or remaining in a group of 2 or more people which is acting in a manner that is likely to cause harassment, alarm or distress to any person.
6. Consumption of alcohol following a verbal warning by an authorised person to stop. An authorised person includes a Police Constable, Police Community Support Officer, a Council Officer, or any other person authorised by the Council.

The behaviours of urinating in an open public place and littering or spitting with the intent to cause harassment, alarm or distress to any person, are not proposed to be taken forward as part of the PSPO but were consulted on and assessed as part of this screening evaluation.

Adherence to legislation and relevant national guides ensures the PSPO targets qualifying anti-social behaviours undertaken by ALL and not by any one particular group. This arrangement ensures that the Human Rights Act is fully considered and adhered to ensure freedom of speech, association and religious belief are not targeted.

The focus around restricting behaviours, not people, and those new restrictions applying only to those without “reasonable excuse”, ensure robust safeguards around equalities and civil liberties generally. It is therefore not intended to progress to a full Equalities Impact Assessment. Nevertheless, in the interests of transparency and accountability the following table is presented as mitigation to address the mild influence of the proposals on the two protected characteristics identified.

Issue	Action
Perception of targeting young people	Opportunity through a communications campaign to reinforce positive messages around appropriate behaviours and that to be applied universally. Timed to coincide with the deployment of required signage. Opportunity via the User Voice and Participation Team to promote the positives to the demographic.
Perception of targeting men	Opportunity through a communications campaign to reinforce positive messages around appropriate behaviours and that to be applied universally. Timed to coincide with the deployment of required signage