

EQUALITY IMPACT ASSESSMENT

Completing an EIA is the simplest way to demonstrate that the Council has considered the equality impacts of its decisions and it reduces the risk of legal challenge. EIAs should be carried out at the earliest stages of policy development or a service review, and then updated as the policy or review develops. EIAs must be undertaken when it is possible for the findings to inform the final decision.

SECTION 1:

<p>Title</p>	<p>WCC Anti-Social Behaviour Strategy EIA</p>
<p>What are you analysing?</p> <ul style="list-style-type: none"> • What is the policy/project/activity/strategy looking to achieve? • Who is it intended to benefit? Are any specific groups targeted by this decision? • What results are intended? 	<p>The purpose of the ASB strategy is to tackle ASB in all its forms across Westminster, including against residents, businesses and visitors. We aim to:</p> <ul style="list-style-type: none"> • prevent ASB from occurring • Intervene at the earliest possible point • Support the victims of ASB • Ensure perpetrators are brought to justice • Engage communities in how we tackle ASB <p>The Strategy outlines our Coordinated Community Response (CCR) to tackling ASB, which states that individuals, communities, professionals and society has to work together in order to tackle this issue.</p> <p>In what context will it operate?</p> <p>Westminster has some of the highest levels of ASB in the UK, owing to the night-time economy, high levels of social housing and overcrowding. The strategy will set out the council’s priorities. Once the strategy is published an action plan (with a separate EIA) will be developed. The action plan will be developed with partners from the Safer Westminster Partnership.</p> <p>What results are intended?</p>

Victims supported to the highest standard & a reduction in ASB across the borough. Increase in reporting.

Why is it needed?

The council currently does not have a city-wide strategy for tackling ASB, only a housing-based policy. Due to the nature of ASB, and its prevalence on our streets, businesses and housing, it was necessary to develop a general strategy to outline the Council's priorities and direction.

Who is it intended to benefit and how?

Residents, businesses, WCC staff, visitors will benefit from a better understanding of how the council treats ASB. There will be a reduction in ASB. Victims will be better supported and, where they need support (e.g. for mental health reasons) perpetrators will benefit from better referral pathways.

Who, potentially, could this project, policy or proposal have a detrimental effect on, or and how?

Perpetrators of ASB

Where the gender of the alleged perpetrator of ASB was known, the large majority (79%) were male.

Communities will be empowered to report ASB, thus potentially identifying more perpetrators. However, under this strategy perpetrators will receive appropriate support through services such as mental health/ Drug & alcohol.

Whilst holding people to account for their behaviour is vital, we also need to ensure that where appropriate we provide support to perpetrators to allow them to change their behaviour and become a positive member of society, rather than damaging it. Agencies must address any underlying issues that contribute to the offending in the first place, otherwise behaviours will continue and ASB will perpetuate.

There is a distinct link between ASB and mental health. Community Trigger data from October 2021 – September 2022 demonstrates that mental health was identified as an issue in 21% of the cases reviewed for either the complainant or alleged perpetrator. The Mayor's Office for Crime and Policing also found that repeat ASB victims were more than three times as likely to have a mental health Disability.

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	The increased focus on bringing perpetrators to justice will likely have a disproportionate impact on this group. Given the prevalence of a mental health dimension within ASB cases, it's important that measures are put in place to recognise this. This impact will be mitigated by focusing on improved referral pathways for perpetrators of ASB with better access to mental health support services.
Details of the lead person completing the screening/EIA	(i) Full Name: Wayne Chance McKay (ii) Position: Head of City Operations (iii) Contact Details: wcmckay@westminster.gov.uk
Date sent to Equalities@westminster.gov.uk	N/A
Version and date of update	2 17.01.23

SECTION 2: Do you need to complete a full Equality Impact Assessment (EIA)?

Not all proposals will require a full EIA, the assessment of impacts should be proportionate to the nature of the project/policy in question and its likely impact. To decide on the level of detail of the assessment required consider the potential impact on persons with protected characteristics.

<p>2.1</p>	<p>Please provide an overview of who uses/will use your service or facility and identify who are likely to be impacted by the proposal</p> <ul style="list-style-type: none"> <i>If you do not formally collect data about a particular group then use the results of local surveys or consultations, census data, national trends or anecdotal evidence (indicate where this is the case). Please attempt to complete all boxes.</i> <i>Consider whether there is a need to consult stakeholders and the public, including members of protected groups, in order to gather information on potential impacts of the proposal</i>
	<p>There will be no measurable impact on services at this point, a separate EIA will be completed for the action plan that is produced alongside the strategy.</p>
<p>2.2 Are there any groups with protected characteristic that are overrepresented in the monitoring information relative to their size of the population? <i>If so, this could indicate that the proposal may have a disproportionate impact on this group even if it is a universal service.</i></p>	<p><i>If yes, provide details.</i></p> <p>The strategy is aimed at all residents, irrespective of the characteristics. Where the gender of the alleged perpetrator of ASB was known, the large majority (79%) were male. Although the strategy’s emphasis on bringing perpetrators to justice means that more men will be impacted, they will also benefit from additional support for their needs.</p> <p>Mental health is a significant and increasingly common element in ASB cases. Mental Health services and people that use those services have been engaged as part of the development of the strategy. The strategy focuses on improved pathways to services so people with mental health issues should receive more care.</p>
<p>2.3 Are there any groups with protected characteristics that are underrepresented in the monitoring information relative to their size of the population? <i>If so, this</i></p>	<p><i>If yes, provide details.</i></p> <p>No</p>

<i>could indicate that the service may not be accessible to all groups or there may be some form of direct or indirect discrimination occurring.</i>					
2.4	Does the project, policy or proposal have the potential to disproportionately impact on people with a protected characteristic? If so, is the impact positive or negative?				
	None	Positive	Negative	Not sure	Analysis
Men or women	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Where the gender of the alleged perpetrator of ASB was known, the large majority (79%) were male.
People of a particular race or ethnicity (including refugees, asylum seekers, migrants and gypsies and travellers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Disabled ¹ people (consider different types of physical, learning or mental disabilities)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>Mental health is a significant and increasingly common element in ASB cases. Mental Health services and people that use those services have been engaged as part of the development of the strategy. The strategy focuses on improved pathways to services so people with mental health issues should receive more care.</p> <p>Any change in response due to the strategy will be irrespective of disability status.</p>
People of particular sexual orientation/s	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

¹ Disability discrimination is different from other types of discrimination since it includes the duty to make reasonable adjustments.

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People in particular age groups (consider in particular children, under 21s and over 65s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy has been developed in consultation with youth groups as well as a wide range of other age ranges.
People who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy is aimed at all residents, irrespective of gender reassignment status Any change in response due to the strategy will be irrespective of people who are intending to undergo, are undergoing or have undergone a process or part of a process of gender reassignment.
Impact due to pregnancy/ maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	The strategy is aimed at all residents, irrespective of pregnancy/maternity status. Any change in response due to the strategy will be irrespective of pregnancy/ maternity status
People of particular faiths and beliefs	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy is aimed at all residents, irrespective of religion/belief. The strategy places an emphasis on tolerance and celebration of different communities.
People on low incomes	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
<p>If any of the answers to the questions above is, “negative” or “unclear” you will need to undertake a detailed impact assessment.</p>					

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2.5	Based on your responses, should a full, detailed EIA be carried out on the project, policy or proposal
	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
2.6	Provide brief reasons on how have you come to this decision?
	<p>The strategy is aimed at all residents, irrespective of the characteristics. All victims and potential victims should be positively impacted by the introduction of this strategy.</p> <p>Where the gender of the alleged perpetrator of ASB was known, the large majority (79%) were male. Although the strategy's emphasis on bringing perpetrators to justice means that more men will be impacted, they will also benefit from additional support for their needs.</p> <p>Mental health is a significant and increasingly common element in ASB cases. Mental Health services and people that use those services have been engaged as part of the development of the strategy. The strategy focuses on improved pathways to services so people with mental health issues should receive more care.</p> <p>No changes to services will result directly from the adoption of this strategy. The associated action plan will be subject to its own EIA.</p>

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SECTION 3: ASSESSING THE IMPACT

In order to be able to identify ways to mitigate any potential impact it is essential that we know what those potential impacts might be. Using the evidence gathered in section 2, explain what the potential impact of your proposal might be on the groups you have identified. You may wish to further supplement the evidence you have gathered using the table below in order to properly consider the impact.

Protected Group		Positive impact?			Negative impact? If so, please specify the nature and extent of that impact	No specific impact	If the impact is negative how can it be mitigated? Please specify any mitigation measures and how and when they will be implemented	What , if any, are the cumulative effects of this decision when viewed in the context of other Council decisions and their equality impacts
		Eliminate discrimination	Advance equality	Good relations				
Gender	Men							
	Women							
Race	White							
	Mixed/Multiple ethnic groups							
	Asian/Asian British							
	Black/African/Caribbean/ Black British							
	Gypsies / travellers							
	Other ethnic group							
Disability	Physical							
	Sensory							
	Learning Difficulties							
	Learning Disabilities							
	Mental Health							

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Protected Group		Positive impact?			Negative impact?	No specific impact	What will the impact be? If the impact is negative how can it be mitigated? (action)	What are the cumulative of effects
		Eliminate discrimination	Advance equality	Good relations				
Sexual Orientation	Lesbian, gay men, bisexual							
Age	Older people (50+)							
	Younger people (16 - 25)							
Gender Reassignment								
Impact due to pregnancy/maternity								
Groups with particular faiths and beliefs								
People on low incomes								

SECTION 4: ACTION PLAN

4.1	Complete the action plan if you need to reduce or remove the negative impacts you have identified, take steps to foster good relations or fill data gaps. Please include the action required by your team/unit, groups affected, the intended outcome of your action, resources needed, a lead person responsible for undertaking the action (inc. their department and contact details), the completion date for the action, and the relevant RAG rating: R(ed) – action not initiated, A(mber) – action initiated and in progress, G(reen) – action complete. NB. Add any additional rows, if required.						
	Action Required	Equality Groups Targeted	Intended outcome	Resources Needed	Name of Lead, Unit & Contact Details	Completion Date (DD/MM/YY)	RAG
	None						
	<i>Enter additional rows if required</i>						

THIS SECTION TO BE COMPLETED BY THE RELEVANT SERVICE MANAGER

SIGNATURE:

FULL NAME: Wayne Chance-M Kay

UNIT: Environment and City Management

EMAIL & TELEPHONE EXT: wcmckay@westminster.gov.uk

DATE (DD/MM/YYYY): 17/01/2023

WHAT NEXT?

It is the responsibility of the service to complete an EIA to the required standard.

All completed EIAs should be sent to Equalities@westminster.gov.uk. This is for collation and record keeping, but the mailbox is not currently monitored.