



Welwyn Hatfield Borough Council

Equality Impact Assessment

Assessment completed by: Carla Claydon

Name of policy/project/service to be assessed	Anti-social Behaviour Policy
At what stage of consultation has this EqIA been prepared?	Pre consultation <input checked="" type="checkbox"/> Post consultation <input type="checkbox"/> No consultation required <input type="checkbox"/>
Method of analysis undertaken and dates	Managers – desktop screening <input checked="" type="checkbox"/> Date: July 2023 Employee Forum <input type="checkbox"/> Date: Stakeholder review <input type="checkbox"/> Date:
Who does the policy or service affect?	Customers (public) <input checked="" type="checkbox"/> Internal (staff/Members) <input checked="" type="checkbox"/> External (partners/contractors/agencies) <input checked="" type="checkbox"/> Other <input type="checkbox"/>
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	<ul style="list-style-type: none">• To set out how we will deal with anti-social behaviour (ASB) that adversely impacts on people and the community.• To provide a consistent and proportionate response to all behaviour we define as being anti-social.• To define our commitment to delivering a preventative and harm centred approach to tackling ASB.
What equality data is available relating to the use or implementation of the policy, project or service?	None

What consultation has taken place in the development or review of the policy, project or service?	
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Does the policy have a positive or negative impact on any of the following Protected Characteristic groups covered by the Equality Act 2010?

	Positive Yes/No	Negative Yes/No	Neutral Yes/No	Evidence & Comments
Age	Y	Y	Y	<p>Neutral Our ASB Policy doesn't discriminate by age who can access the ASB service.</p> <p>Positive Our ASB Policy works in line with our Safeguarding Adults at Risk and Safeguarding Children Policy.</p> <p>Negative Youth injunctions, under the ASB, Crime and Policing Act 2014 can criminalise children aged 10-17. These would only ever be used in the most extreme circumstances and when a full consultation with Targeted Youth Services and the Police had taken place and this was considered to be the only remaining course of action.</p>
Disability	Y	Y		<p>Positive Signposting to support agencies where the victim/perpetrator has mental health issues, working with them to ensure they maintain their tenancies or that the impact of ASB is reduced. Completion of a Risk Assessment to assess the extent of harm the ASB is having on the complainant/perpetrator and call a case conference with other interested agencies who can offer support. Completion of a proportionality statement before taking legal action to demonstrate we have considered the needs of the perpetrator and are acting with regard to the Equality Act 2010. Our ASB Policy incorporates hate crime and how we will deal with any such incidents.</p> <p>Negative The ASB may be as a result of mental health issues. We will work with the perpetrators to help them but if they do not engage we will take further action</p>

				<p>against them or their tenancy. The perpetrator may not qualify for help as they do not meet the criteria for a particular agency. The perpetrator may not be able to understand and remember what is expected from them as a tenant or what is being said to them. They also may not have the ability to change their behaviour because of their mental health needs. A better relationship with the Mental Health Team is being developed to overcome this.</p>
Ethnicity	Y	Y		<p>Positive Completion of Risk Assessment to assess the extent of harm and risk the ASB is having on the complainant/perpetrator due to their ethnicity. Our ASB Policy incorporates hate crime and how we will deal with any such incidents. Negative Communication barrier if English is not the first language – translator services will need to be employed.</p>
Gender re-assignment	Y			<p>The implementation of this policy will have no direct impact on this characteristic however our ASB Policy incorporates hate crime and how we will deal with any incidents targeted at individuals due to gender reassignment.</p>
Marriage/Civil partnership			Y	<p>The implementation of this policy will have no direct effect on this characteristic.</p>
Pregnancy & Maternity			Y	<p>The implementation of this policy will have no direct effect on this characteristic.</p>

	Positive Yes/No	Negative Yes/No	Neutral Yes/No	Evidence & Comments
Religion or belief	Y			Completion of Risk Assessment to assess the extent of harm and risk the ASB is having on the complainant/perpetrator. Our ASB policy incorporates Hate Crime and how we will deal with any such incidents whereby religion is a factor in the ASB.
Sex			Y	The implementation of this policy will have no direct effect on this characteristic.
Sexual orientation	Y			Completion of Risk Assessment to assess the extent of harm and risk the ASB is having on the complainant/perpetrator. Our ASB policy incorporates Hate Crime and how we will deal with any such incidents whereby sexual orientation is a factor in the ASB.

Equality Impact Assessment Outcome:

Low risk

Medium risk

High risk

Any other comments:

For Steering Group use only:

Comments:

10.07.2023