

# Equality Impact Assessment

## Public Spaces Protection Orders (PSPO)

- **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, Melton Borough Council has a legal responsibility to ensure that we can demonstrate having paid due regard to the need to:

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

**For the following protected characteristics:**

- ✓ Age
- ✓ Disability
- ✓ Gender reassignment
- ✓ Marriage and civil partnership
- ✓ Pregnancy and maternity
- ✓ Race
- ✓ Religion and belief
- ✓ Sex (Gender)
- ✓ Sexual orientation

**What is prohibited?**

- ✓ Direct Discrimination
- ✓ Indirect Discrimination
- ✓ Harassment
- ✓ Victimisation
- ✓ Discrimination by association
- ✓ Discrimination by perception
- ✓ Pregnancy and maternity discrimination
- ✓ Discrimination arising from disability
- ✓ Failing to make reasonable adjustments

**Please complete steps 1-9**

● **Step 1 – Introductory information**

No.	Item	Details
1.1	Title of the policy	Public Spaces Protection Orders (PSPO)
1.2	Lead officer and others undertaking this assessment <i>(Check &amp; Challenge Group are part of the sign-off process and not required to be named here)</i>	David Walker, Victoria Clarke, Tom Pickwell
1.3	Date EIA started	1 <sup>st</sup> June 2022
1.4	Date EIA completed	

● **Step 2 – Overview of policy/function being assessed**

No.	Item	Details
2.1	Outline – What is the purpose of this policy? <i>Specify aims and objectives</i>	<p>The Public Spaces Protection Order (PSPO) is one of the powers available to Local Authorities under the Anti-social Behaviour, Crime and Policing Act 2014. This legislation enables the Local Authority to introduce a PSPO to an area to deal with a particular nuisance which is detrimental to the local community's life. It is designed to ensure the majority can use and enjoy public spaces safe from crime and antisocial behaviour (ASB).</p> <p>PSPOs are a useful tool to tackle and reduce anti-social behaviours in the local authority's area in order to allow public spaces to be enjoyed by the law-abiding majority and to make them feel safer. Individuals or groups that fail to meet the requirements of the PSPOs will be subject to criminal sanctions such as service of a fixed penalty notice (maximum £100) and prosecution (maximum fine on conviction of £1000).</p> <p>Restrictions on the proposed behaviours could potentially have an impact on protected characteristics or other equalities considerations the safeguarding of children and vulnerable adults, mental well-being, community resilience and disability. The impact on all factors has been considered.</p>
2.2	What specific group(s) is the policy designed to affect / impact and what is the intended change or outcome for them?	Dog owners/people in charge – will need to pick up dog faeces forthwith, carry a device for picking up faeces, put (unruly) dogs on a lead when asked to do so by an Authorised Officer, and keep dogs out of children's play areas. This will apply throughout the Borough.
2.3	Which groups have been consulted as part of the creation or review of the policy?	The council has consulted with members of the public, Police, Leicestershire County Council, Parish Councils and The Dogs Trust.

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

No.	Item	Details
3.1	<p>List any existing information/data 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 &amp; maternity, race, religion or belief, sex, sexual orientation etc.</p> <p><i>Data/information such as:</i></p> <ul style="list-style-type: none"> <li>• <i>Consultation</i></li> <li>• <i>Previous EIAs</i></li> <li>• <i>Demographic Information</i></li> <li>• <i>Anecdotal and other evidence</i></li> </ul>	<p>The underpinning insight/intelligence to PSPOs utilised the Local Plan evidence documents, particularly data and information outlined within the Issues and Options report which can be found here at:</p> <p><a href="http://meltonplan.co.uk">Melton Borough Council AMR 2021 (meltonplan.co.uk)</a></p> <p>In summary this outlined the key characteristics of the Borough in relation to demographics, well-being, health, education, labour market, retail, community infrastructure, historic environment, and local environmental quality.</p> <p>Other (Civil partnerships/marriage, gender reassignment, pregnancy and maternity, offenders, priority neighbourhoods): EIA report for the Anti-Poverty Strategy / Social Inclusion Strategy/ Crime Reduction Dashboards / Department of Health / Census 2011 / Leicestershire Research Statistics.</p>

<p>3.2</p>	<p>What does this information / data tell you about diverse groups? If you do not hold or have access to any data or information on diverse groups, what do you need to begin collating / monitoring <i>(please list)</i></p>	<p>The information/data and reports indicate that Melton still has unacceptable levels of inequality in relation to certain areas, i.e., between rural and urban as well as amongst groups. On a range of indicators, including health and poverty, rural areas within the Borough tend to perform better than the more densely populated urban parts including Melton Mowbray.</p> <p>The proportion of households, working age people, children and pensioners in relative and absolute poverty are well below the national median, however the numbers involved are still significant – with nearly 1,000 children living in poverty within the Borough.</p> <p>This is exacerbated by the relatively small local economy and impact of a low wage/low skill economy, where average gross weekly earnings of people who live and work within Melton are very low at £369 per week, compared to the county figure of £448 and national figure of £504 per week (Source: Nomis Dec 2014). These economic pressures including any increase in cost of living are testing household resilience and well-being as well as impeding town centre performance.</p> <p>Throughout the last decade housing has been less affordable in predominantly rural villages than the town centre, although the gap narrowed slightly between 2007 and 2012 due to the recession and subdued housing market, housing affordability remains a key issue across the Borough.</p> <p>Further disadvantage remains for rural residents of Melton compared to their urban counterparts in terms of fuel poverty and access to services including GPs, schools, employment centres, shops, and town centre.</p> <p>The rural wards are home to the majority of Melton’s proportionately significant self-employed population, with 1 in 5 people of working age within the Borough registered as self-employed (25.6% of the total working age population) yet the rural area has relatively limited access to broadband services, with broadband speeds significantly lower than in urban areas.</p> <p>For economic development, the key priorities are broadband and meeting the needs of very small businesses, including self-employed workers and home workers, whilst maintaining a focus on key growth sectors such as agriculture, food and drink manufacture and tourism.</p> <p>Melton has a high-quality environment, but it is not being used to attract more value-added activities such as attracting highly qualified workers/employers to build a stronger knowledge economy across the Borough’s urban and rural base.</p> <p>The provision of unpaid care is becoming increasingly common in Melton as the population ages. This makes it an important social policy issue as it contributes to the supply of care, but has implications on employment opportunities, social and leisure activities, and health status of those providing care.</p> <p>People are migrating out of the Borough for higher education opportunities and employment. In general terms this is exacerbating the skills gap where a low skilled and low pay workforce is deepening inequalities within the Borough.</p> <p>Regarding protected characteristics, during the consultation a wide range of groups and residents were consulted which would naturally have included members of the population with protected characteristics.</p>
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- **Step 4 – Do we need to seek the views of others? If so, who?**

No.	Item	Details
4.1	Considering the answers given in Step 2, do you need to consult with specific groups to identify needs / issues?  If not explain why.	No.  The PSPO does not target any groups of people regarding protected characteristics and has exemptions in place to ensure individuals that have a registered assistance dogs under their control will not be required to comply with parts of the order.

● **Step 5 – Assessing the impact**

*Considering any data/consultation/information and your own knowledge, identify whether the policy has a positive or negative impact on the individuals or community groups who identify with any 'protected characteristics' and provide an explanation for your decision in the table below. Please refer to the general duties on page 2.*

Table 5.1

<b>Protected Characteristic</b>	<b>Positive / Negative Impact and Explanation</b> Your findings from available data, consultations, etc should help inform you of potential impact.
Age	All members of the community are treated fairly and equally regardless of their age. Where necessary additional support measures would be put in place through prevention, education and sign posting to relevant services. Young people will be referred into the safeguarding mechanisms and under 18's parents/guardians will be spoken with.
Disability <ul style="list-style-type: none"> <li>• Physical</li> <li>• Visual</li> <li>• Hearing</li> <li>• Learning Disabilities</li> <li>• Mental Health</li> </ul>	The Council would address disability concerns and put additional support measures in place if required through prevention, education and sign posting to the relevant agencies.  Those with registered assistance dogs, who, as a result of their disability are unable to comply with the orders will be exempt.
Gender Reassignment (Transgender)	No anticipated impact – The PSPOs are not gender specific and apply equally to both women and men.
Race	No anticipated impact – Members of the public will be treated fairly and equally regardless of race.
Religion or Belief (Includes no belief)	No anticipated impact – Members of the public will be treated fairly and equally regardless of their religious beliefs.
Sex (Gender)	No anticipated impact – Members of the public will be treated fairly and equally regardless of gender.
Sexual Orientation	No anticipated impact – Members of the public will be treated fairly and equally regardless of their sexual orientation.
Other protected groups <ul style="list-style-type: none"> <li>• Pregnancy &amp; maternity</li> <li>• Marriage &amp; civil partnership</li> </ul>	No anticipated impact – None of the conditions within the PSPO specially target any other protected groups, such as those who are pregnant undertaking maternity leave.



Protected Characteristic	Positive / Negative Impact and Explanation
<p>Other socially excluded groups</p> <ul style="list-style-type: none"> <li>• Carers</li> <li>• Low literacy</li> <li>• Priority neighbourhoods</li> <li>• Health inequalities</li> <li>• Rural isolation</li> <li>• Asylum seeker and refugee communities</li> <li>• Current and ex-armed HM forces personnel (Veterans)</li> </ul>	<p>Your findings from available data, consultations, etc should help inform you of potential impact.</p> <p>The primary purpose of the PSPOs is to act as suitable deterrent to defined behaviours and therefore avert the need for such fines.</p> <p>Committing offences prohibited by the PSPOs could result in a fine being issued, which some individuals may struggle to pay.</p>

No.	Item	Details
5.2	<p>Where potential barriers and negative impacts have been identified, and/or barriers or impacts are unknown, please outline how you propose to minimise all negative impact or discrimination.</p> <p><i>If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately.</i></p> <p><i>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.</i></p>	<p>Should potential barriers be identified through data we collate, we will look to engage with that specific group of people and understand why these issues are occurring and look to undertake an education path.</p> <p>Over the past 3 years no groups have yet been identified as being adversely affected.</p>
5.3	<p>Summarise your findings and give an overview as to whether the policy will meet the Council's responsibilities in relation to equality and diversity</p> <p><i>(Please refer to the general duties on page 2)</i></p>	<p>As stated, the equally impact on the members of the public will be minimal if any at all. The PSPO isn't targeting any protected groups and exemptions have been made with dog owners with registered assistance dogs. Therefore, the PSPOs meet Council's responsibilities in relation to equality and diversity.</p> <p>From my own experience in this field, the range of people who offend is very broad and cover all walks of life so I am confident the PSPO won't indirectly target specific groups.</p>

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

No.	Item	Details
6.1	<p>Are there processes in place to review the findings of this assessment and make appropriate changes?</p> <p>How will you monitor potential barriers and any positive/negative impact?</p>	<p>Quarterly review will take place which will assess any data and evaluate what that looks like. Should this highlight any areas of concern or interest we will try to understand what that means and assess, what if any actions are required.</p> <p>No barriers have been highlighted currently. We will review after a 6-month period or as and when the date is available.</p>
6.2	<p>How will the recommendations of this assessment be built into wider planning and review processes?</p> <p>For example, policy reviews, annual plans and use of performance management systems</p>	<p>The PSPOs are in place for 3 years, during this time data will be collated to show whether these orders are still relevant and have benefit to the stakeholders.</p>

● **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.*

Table 7.1

Ref. No.	Action	Responsible Officer	Target Date
1	Where possible equality data will be collated when enforcement action is conducted to monitor whether any protected groups are more likely to offend. This could result in targeted educational work being implemented.	David Walker	As and when required.

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

Table 8.1

	Who needs to know	How will they be informed <i>(We have a legal duty to publish EIAs)</i>
Employees	√	MIKE
Service Users	√	We will publish EIA
Partners & Stakeholders	√	We will publish EIA

	Who needs to know	How will they be informed <i>(We have a legal duty to publish EIAs)</i>
Others		

No.	Item	Details
8.2	To ensure ease of access, what other communication needs / concerns are there?	

- **Step 9 – Please forward your completed assessment to [checkandchallenge@melton.gov.uk](mailto:checkandchallenge@melton.gov.uk) for scrutiny and approval**
- **Step 10 - Conclusion (to be completed and signed by the Service Head) following internal scrutiny by the Check & Challenge group**

**I agree with this assessment** *(Please delete as appropriate)*

*If disagree, state action/s required, reasons and details of who is to carry them out*

Signed: Aysha Rahman

Date: 24.06.22

Name:

***Once approved, notify the person who completed the EIA to arrange for publishing on the council's website***