

Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	Communities and Wellbeing	
Service	Community Safety	
Proposed policy	Anti-Social Behaviour, Crime and Policing Act, 2014 – introduction of new measures to address anti-social behaviour, crime and disorder.	
Date	9 th October 2014	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Rachel Henry
	Post Title	Anti-Social Behaviour Manager
	Contact Number	0161 253 7785
	Signature	Rachel Henry
	Date	9 th October 2014
Equality officer consulted	Name	Mary Wood
	Post Title	Principal Officer - Equalities
	Contact Number	0161 253 6795
	Signature	 28/2014
	Date	24 th October 2014

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	<p>The Anti Social Behaviour, Crime & Policing Act constitutes the biggest reform of anti-social behaviour legislation in over 10 years and introduces new measures to provide swift, effective resolution to anti-social behaviour, crime and disorder to improve the quality of life of residents in the Borough. The Act received Royal Assent on 13 March 2014. Parts 2 – 6 will be implemented on 20 October 2014 and Part 1, relating to the power to make Injunctions, will be implemented by mid January 2014 (date to be confirmed).</p> <p>Parts 1-6 cover anti-social behaviour; six new powers replace 19 existing ones and are designed not only to provide effective respite for victims and communities but also to stop future anti-social behaviour by the offender. Through the inclusion of positive requirements, perpetrators may be required to address the underlying causes of their behaviour, for example, substance misuse, anger management or problem drinking. Two new powers, the Community Trigger and Community Remedy, have</p>
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	<p>been introduced to help focus the response to such behaviour on the needs of victims.</p> <p>The Office of the Police and Crime Commissioner has overseen consultation across Greater Manchester on the Community Remedy, which uses a restorative justice approach to deal with low level crime and anti-social behaviour, to develop a document to be used throughout the region. A significant proportion of responses collated to date have come from people living in Bury (23%).</p> <p>Work on the implementation of the new tools and powers is being undertaken through a series of working groups, overseen by the Anti-Social Behaviour Task and Finish Group, which was commissioned by the Community Safety Partnership to review and improve the borough wide response to anti-social behaviour. This will include the local response to the Community Trigger where victim(s) can request an Anti-Social Behaviour Case Review if their case meets a locally agreed threshold and the potential for social housing providers to become agents of the Council for issuing Community Protection Notices, in accordance with the provisions of the Act. All partners are working at a local and Greater Manchester level to share learning and ensure consistent and proportionate processes are in place for agencies to utilise the new powers.</p> <p>The report sets out proposals for how the measures will be implemented in Bury and seeks approval for this</p>
<p>Who are the main stakeholders?</p>	<ul style="list-style-type: none"> • Bury Council, particularly the Communities and Environmental Protection Teams. • Supporting Communities, Improving Lives (SCIL) Team. • Community Safety Partnership • Team Bury Partners • Clinical Commissioning Group • Other health care providers • Greater Manchester Police • Six Town Housing • Registered Social Landlords • Youth Offending Team • Councillors • All Residents of Bury • Other Greater Manchester Authorities

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.

Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	Yes	No	The new measures are designed to bring swift and effective resolution to a wide range of issues. They can be used (where appropriate), to address issues of hate crime perpetrated against people because of their race. Overall, the measures will be utilised to maintain strong and safe communities where people from all backgrounds feel they belong.
Disability	Yes	No	The measures introduced under the Act can be used to address ASB affecting those with disabilities. Tools and powers can be used to protect vulnerable people and build confidence in reporting to address disability hate crime.
Gender	Yes	No	The measures introduced under the Act will be used to address complaints of anti-social behaviour perpetrated against all people in Bury regardless of their gender. The Greater Manchester ASB Group is exploring potential use of the tools and powers to address some domestic violence cases. Statistically, females are more likely to be victims although domestic violence can affect all people, regardless of gender.
Gender reassignment	Yes	No	The measures introduced under the Act will be used to address complaints of anti-social behaviour from all people within Bury regardless of their sex. The new measures are designed to bring swift and effective resolution to a wide range of issues and can be used where appropriate to address issues of hate crime perpetrated against people because they have undergone gender reassignment.
Age	Yes	No	The measures introduced under the

			<p>Act will be used to address complaints of anti-social behaviour against all people within Bury regardless of their age.</p> <p>The new measures have considerably less severe penalties for breach for young people (to the ones they replace) and instead, there is an emphasis on early intervention and positive interventions. These aim to divert young people away from anti-social behaviour and crime. The longer term aim is to develop proportionate approaches to address the underlying causes of anti-social behaviour which avoid the criminalisation of young people at an early age.</p>
Sexual orientation	Yes	No	<p>The measures introduced under the Act will be used to address complaints of anti-social behaviour from all people within Bury regardless of their sexual orientation.</p> <p>The new measures are designed to bring swift and effective resolution to a wide range of issues and will be used where possible to address issues of hate crime perpetrated against people because of their sexual orientation.</p>
Religion or belief	Yes	No	<p>The measures introduced under the Act will be used to address complaints of anti-social behaviour from all people within Bury regardless of their religious beliefs.</p> <p>The new measures are designed to bring swift and effective resolution to a wide range of issues and could be used to address issues of hate crime perpetrated against people because of their religious beliefs.</p> <p>The Council will ensure that any positive requirements or prohibitions they request within the new Orders will not conflict with the individual's religious practices.</p>
Caring responsibilities	Yes	No	<p>The Council will ensure that any positive requirements or prohibitions they request within the new Orders will take account of any caring responsibilities. The emphasis will also be on working with parents and carers of young people to address the underlying causes of anti-social</p>

			behaviour.
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Yes	The Council will ensure that the new measures are used wherever possible to address harassment and victimisation.
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	No	
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	Yes	Anti-social behaviour consistently ranks as the public's highest priority when it comes to crime and disorder in their area. So improving the powers available to police and others to tackle anti-social behaviour is likely to have a positive impact on victims and communities across the borough, promoting overall community wellbeing, cohesion and a culture of tolerance and understanding.

If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4

If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6

3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
Widespread consultation with the public and practitioners was undertaken through the Home Office through every stage of the legislative changes. This was used to inform the final Act and accompanying Statutory Guidance.	Legislation (Click)	March 2014
	Guidance (Click)	July 2014
Public consultation undertaken by the Police and Crime Commissioner to inform the Community Remedy was widely publicised in Bury. 25% of responses received by the Police and Crime Commissioner are from Bury.	Community Remedy Consultation (Click)	October 2014
Putting Victims First White Paper		
Department of Communities and Wellbeing, Senior Management Team		29 September 2014
Bury Council, Overview and Scrutiny Committee	Overview and Scrutiny Report, 07.10.14 (Click)	07 October 2014
Bury Community Safety Partnership		28.10.14

4b. Are there any information gaps, and if so how do you plan to tackle them?

Need to monitor use of the new tools and powers to ensure they are supporting work to build community resilience, safety and wellbeing. The Joint Enforcement Team have agreed to review the use of the new powers in Bury after 6 and then 12 months from the implementation date of 20 October 2014. This will allow them to address any areas of concern and share good practice – including how the tools and powers have been used to address harassment and hate crime in the borough.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p>What will the likely overall effect of your policy/service plan be on equality?</p>	<p>The overall effect will be positive- the new measures will be utilised in Bury to address harassment and victimisation, promote community safety, resilience and wellbeing.</p>
<p>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</p>	<p>None</p>
<p>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</p>	<p>To agree a communication plan (for the use of the new tools and powers) to build understanding across partners and communities. This will also help to manage community expectations.</p>
<p>What steps do you intend to take now in respect of the implementation of your policy/service plan?</p>	<p>A report regarding Bury's implementation of the new legislation will be taken through:</p> <ul style="list-style-type: none"> • Senior Management Team (Communities and Wellbeing • Overview and Scrutiny (07.10.14). • Community Safety Partnership (28.10.14). • Cabinet (26.11.14) • Task and Finish groups at a Greater Manchester and Bury level will oversee implementation. • Work will continue with Six Town Housing, Police and other social landlords to build a local approach to the utilisation of Community Protection Notices. This will help ensure consistency in their use. • A review will be carried out in six and then twelve months time to address any areas of concern and ensure a continued proportionate and effective partnership response.

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

The use of the new measures will be reviewed at 6 months and 12 months from when the powers are fully implemented (on 20th October 2014).

Progress will be monitored through Bury's Community Safety Partnership.

COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX (equality@bury.gov.uk) FOR PUBLICATION.