

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 (ASB) Progress Update and Revised Statement of Policy and Procedure	
Date	08 March 2016	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Cindy Lowthian
	Post Title	Communities Manager
	Contact Number	0161 253 5121
	Signature	Cindy Lowthian
	Date	08 March 2016
Equality officer consulted	Name	
	Post Title	
	Contact Number	
	Signature	
	Date	

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 (2014) introduced new measures to provide swift, effective resolution to anti-social behaviour, crime and disorder and improve the quality of life of residents in the Borough.</p> <p>A report outlining the implications of the ASB, Crime and Policing Act, together with an Equality Analysis, was agreed by Cabinet in November 2014. Cabinet agreed to a number of recommendations to ensure the effective implementation of the Act in Bury.</p> <p>A review has now been undertaken on the use of the tools and powers within the Borough. This includes a Cost Benefit Analysis (CBA) of the work of the Joint Engagement Team (JET); a multi-agency team who work together to tackle ASB in the borough. Following this review, a revised ASB statement of policy and procedure has been developed.</p> <p>The equality analysis presented to Cabinet in November</p>
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	2014 has now been updated to incorporate the revised ASB statement of policy and procedure.
Who are the main stakeholders?	<ul style="list-style-type: none">• Bury Council, particularly the Community Safety Team and Environmental Health.• 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	<p>The tools and powers are being used to bring swift and effective resolution to a wide range of issues. In particular, to maintain strong and safe communities where people from all backgrounds feel they belong, including those who are victims of hate crime.</p> <p>The Statement of Policy and Procedure has been revised to reflect the more proactive and robust approach now being taken through the JET, updating the range of approaches that can be used to tackle a wide range of issues including hate crime.</p>
Disability	Yes	No	<p>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 the reporting of disability hate crime. The Joint Engagement Team has worked together to tackle issues involving disability hate crime, particularly 'mate crime'.</p> <p>The Revised Statement of Policy has a victim focus, including identifying and mitigating against the risk of harm for all victims including those with disabilities.</p>
Gender	Yes	No	<p>The measures introduced under the Act are used to address complaints of ASB perpetrated against all people in Bury regardless of their gender. Some of these cases can include domestic violence and abuse. Statistically, females are more likely to be victims</p>

			although domestic violence and abuse can affect all people, regardless of gender. The revised Statement of Policy sets out a range of enforcement options that can be taken against perpetrators using the tools and powers.
Gender reassignment	Yes	No	The measures introduced under the Act are used to address complaints of ASB from all people within Bury, regardless of their sex. The revised Statement of Policy aims to reflect this. They 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 ASB revised Statement of Policy reflects the range of measures (contained within the Act) that can be used to address complaints of anti-social behaviour against all people in Bury regardless of age. These measures have considerably less severe penalties for breach for young people (to the ones they have replaced) and instead, there is more emphasis on early intervention and positive interventions. These aim to divert young people away from ASB and Crime. The longer term aim is to develop proportionate approaches to address the underlying causes of ASB which can help to avoid the criminalisation of young people at an early age.
Sexual orientation	Yes	No	The revised Statement of Policy reflects the range of measures that can be used to address complaints of ASB from all people regardless of their sexual orientation. These 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.

Religion or belief	Yes	No	<p>The revised Statement of Policy incorporates a range of measures that can be used to address complaints of ASB from all people regardless of their religious beliefs. These measures are designed to bring swift and effective resolution to a wide range of issues and can be used to address issues of hate crime perpetrated against people because of their religious beliefs.</p> <p>The Council will ensure 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 ASB.</p>
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 revised Statement of Policy aims to strengthen the response provided to victims, including identifying and mitigating against the risk of harm. The Council will ensure that the measures continue to be 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	ASB consistently ranks as the public's highest priority when it comes to crime and disorder issues. The revised Statement of Policy aims to support the Council and others in their work to tackle ASB. This 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
The views of partners on the revised Statement of Policy have been sought through the ASB Working Group (which sits under the Community Safety Partnership).		January/March 2016
Springs Tenant Management Organisation (TMO) and tenants of Six Town were consulted on the draft Statement of Policy through the Neighbourhood Customer Review		Jan/February 2016

Group.		
Bury Community Safety Partnership		24 February 2016
Department of Communities and Wellbeing Management Board		08 March 2016
Community Safety Portfolio		16 March 2016
Bury Council, Overview and Scrutiny Committee		22 March 2016
Cabinet		13.04.16

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

The ASB group are committed to developing the performance framework of the JET over the next year. This will build on the work undertaken by New Economy through the Cost Benefit Analysis (CBA). It will allow us to develop more robust recording and monitoring information in relation to wider partnership ASB performance.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

What will the likely overall effect of your policy/service plan be on equality?	The overall effect will be positive- the revised Statement of Policy will provide the framework to address harassment and victimisation, promote community safety, resilience and wellbeing.
If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?	None
Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.	To build on the work to date by developing a more robust performance framework to record and monitor ASB across the borough. This will allow the partnership to identify priority areas or gaps that can further foster good community relations.
What steps do you intend to take now in respect of the implementation of your policy/service plan?	The revised Statement of Policy will be used as a framework to embed and develop the ASB tools and powers across the partnership. Work will also continue to develop the Joint Engagement Team to ensure it enhances and supports the future neighbourhood working model for the Borough.

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.

Progress will be monitored through the ASB Working Group who will provide progress reports to 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.

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