

H&F Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative, or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

1. Eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited under this Act;
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense, and reputational damage.

4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (on the intranet) or [ACAS - EIA](#). Or you can contact the councils Equalities Lead (see below).

H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	23/24 Q4
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: ADOPTION OF A PUBLIC SPACES PROTECTION ORDER (PSPO) PROHIBITING STREET HARASSMENT ACROSS THE BOROUGH</p> <p>Short summary: The Anti-Social Behaviour, Crime & Policing Act 2014 allows local authorities to introduce Public Spaces Protection Orders (PSPOs). These are intended to deal with particular nuisances or problems in defined areas that are detrimental to the local community's quality of life, by imposing conditions on the use of that area.</p> <p>A PSPO has been proposed to prohibit harassment across the borough as to reduce incidents that cause a person alarm or distress within in Hammersmith & Fulham.</p>
Lead Officer	<p>Name: Natalie Covino</p> <p>Position: Community Safety Projects and Commissioning Officer</p> <p>Email: Natalie.covino@lbhf.gov.uk</p> <p>Telephone No: 07741984252</p>
Date of completion of final EIA	03 April 2024

Section 02	Scoping of Full EIA		
Plan for completion	Timing: Resources:		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.		
	Protect ed charact eristic	Analysis	Impact: Positive, Negative, Neutral
	Age	The implementation of the proposed PSPO will not negatively impact upon individuals based on age.	Neutral
	Disabilit y	The implementation of the proposed PSPO will not negatively impact upon individuals based on disability. Disabled people and / or people with mental health needs may be at a higher risk of breaching the PSPO prohibition. This will be mitigated through a clear enforcement plan and training for authorised officers, as to ensure an individual's support needs are considered	Neutral Negative

		<p>before issuing a Fixed Penalty Notice.</p> <p>An easy read version of the consultation was made available, and an easy read version of the final order will be published on the website.</p>	
	Gender reassignment	<p>The implementation of the proposed PSPO will not negatively impact upon individuals based on gender reassignment.</p> <p>The PSPO could have positive consequences for individuals who might have undergone gender reassignment, who may experience harassment in public spaces. If witnessed, authorised staff will be able to issue a warning or FPN for perpetrators of such verbal abuse.</p>	<p>Neutral</p> <p>Positive</p>
	Marriage and Civil Partnership	<p>The implementation of the proposed PSPO will not negatively impact upon individuals on the basis of marriage and civil partnership.</p>	Neutral
	Pregnancy and maternity	<p>The implementation of the proposed PSPO will not negatively impact upon individuals on the basis of pregnancy and maternity.</p>	Neutral
	Race	<p>The implementation of the proposed PSPO will not negatively impact upon individuals on the basis of race.</p>	Neutral

		<p>The PSPO could have positive consequences for individuals from particular race in the community, who may experience harassment in public spaces. If witnessed, authorised staff will be able to issue a warning or FPN for perpetrators of such verbal abuse.</p>	<p>Positive</p>	
	<p>Religion /belief (including non-belief)</p>	<p>The implementation of the proposed PSPO will not negatively impact upon individuals based on religion/belief.</p> <p>The PSPO could have positive consequences for individuals from particular faith groups/ religious belief (including non-belief) in the community, who may experience harassment in public spaces. If witnessed, authorised staff will be able to issue a warning or FPN for perpetrators of such verbal abuse.</p>	<p>Neutral</p> <p>Positive</p>	
	<p>Sex</p>	<p>The implementation of the proposed PSPO will not negatively impact upon individuals based on sex.</p> <p>Harassment can affect anyone. However, women and girls are more likely to experience. Based on our Serious Violence Duty Needs</p>	<p>Neutral</p>	

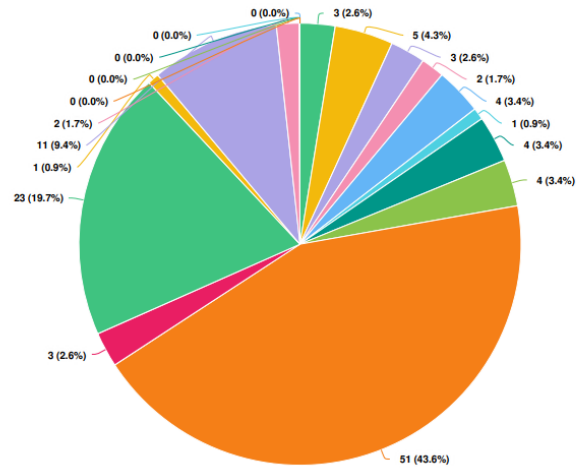
		<p>Assessment (2022), 75% of sexual offences where the suspect was known were male or female offences.</p> <p>The implementation of the PSPO will increase enforcement powers to tackle violence against women and girls. Couple with an educational campaign, the PSPO will challenge behavior that makes residents in the borough feel uncomfortable.</p>	Positive	
	Sexual Orientation	<p>The implementation of the proposed PSPO will not negatively impact upon individuals based on sexual orientation.</p> <p>Based on Galop's Hate Crime Report (2021), Two-thirds (64%) of LGBTQ+ people had experienced anti-LGBTQ+ violence or abuse.</p> <p>Of these, 9 in 10 (92%) had experienced verbal abuse, 3 in 10 (29%) had experienced physical violence and 2 in 10 (17%) had experienced sexual violence.</p> <p>The PSPO could have positive consequences for individuals within the LGBTQIA+ community, who may experience harassment in public spaces. If witnessed, authorised staff will be able to issue a warning or FPN for perpetrators of such verbal abuse.</p>	<p>Neutral</p> <p>Positive</p>	

	<p>Human Rights or Children’s Rights</p> <p>If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice.</p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998?</p> <p>No</p> <p>Will it affect Children’s Rights, as defined by the UNCRC (1992)?</p> <p>No</p>		

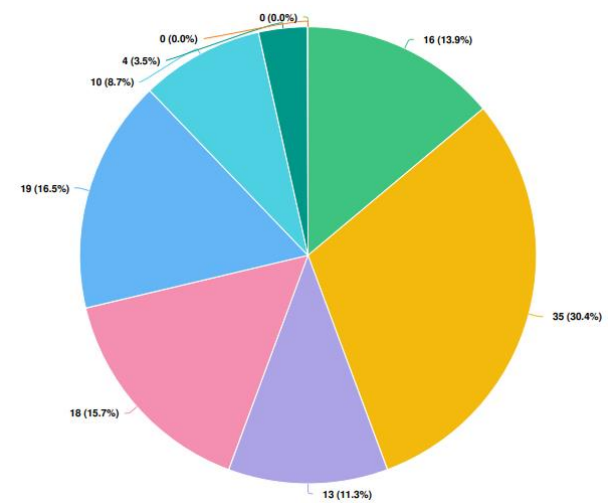
Section 03	<p>Analysis of relevant data</p> <p>Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.</p>
Documents and data reviewed	<p>The Community Safety Unit has conducted research based on similar PSPOs implemented by Redbridge Council and West Yorkshire Police.</p> <p>Local data on offences has been used from our Serious Violence Duty Needs Assessment (2022) and the Safety of Women at Night Survey conducted in 2022.</p>

	In addition, national statistics from sources such as Gallop or the UN Women have been used to obtain further context for the policy.
--	---

Section 04	Consultation
Consultation	<ol style="list-style-type: none"> 1. Public consultation took place between 23 November 2023 and 11 January 2024, for a period of 49 days. The consultation was done through Have Your Say and was advertised online on the council’s website, ward panel meetings, key partners and through email distributions. 2. To guarantee residents the opportunity to share their views on the PSPO, the online consultation reopened for a further four weeks on 2 February 2024. A further four responses were received, three of which were supportive of the PSPO. 3. The consultation received 161 responses, 84.5% of these were in favour and 3.1% of these were against the implementation of the propose PSPO. All of these responses came via the council’s online portal Have Your Say. 4. An easy-read version of the draft order and consultation was created to ensure different accessibility needs were considered. Equalities data was collected, with some highlights shown below.



Ethnicity – 115 responses



Age – 113 responses

5. The Community Safety Unit also hosted two pop-up stalls, engaging with residents directly at venues on the consultation. Meanwhile, the Law Enforcement Team signposted residents to the consultation as part of the Women Safety Patrols.
6. Following the revision of the Draft Order in March, residents were able to share their views on the PSPO for a further two weeks. 19 responses were gathered, sixteen of which expressed support.
7. Legal, Finance, Equalities, Risk Management & Climate have also been consulted on the proposed policy.

Analysis of consultation outcomes	The introduction of the PSPO has been presented as the recommended option based on this consultation. This is due to majority of respondents being in favour of introducing the order.

Section 05	Analysis of impact and outcomes
Analysis	The overall impact of the proposed PSPO will be neutral, but positive for those who have been impacted by harassment in a public space. Where there may be a negative consequence for if someone has a Disability, a comprehensive enforcement plan will ensure that these circumstances are mitigated.

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	<p>If introduced, comprehensive training for all staff responsible for issuing warnings and fines would be administered.</p> <p>A clear PSPO enforcement plan and protocol to be developed to ensure the powers are being enforced appropriately and fairly, in collaboration with our partners in the police. This is mitigating the likelihood of someone being adversely impacted by the enforcement on the policy, which is unlikely.</p>

Section 07	Action Plan
-------------------	--------------------

Action Plan	<p>General actions to reduce the risk of adverse impacts on any specific groups include:</p> <p>Clear PSPO enforcement plan and protocol to be developed to ensure the powers are being enforced appropriately and fairly.</p> <p>PSPO enforcement plan to follow an explain, engage, encourage, enforce model. This 4 'E' Model promotes transparency and ensures enforcement action is only taken as a last resort.</p> <p>Clear training to be provided to authorised enforcement officers, including service managers and supervisors, to ensure the powers are being enforced appropriately and fairly.</p> <p>The issuing of PSPO warnings and FPNs will be captured by Law Enforcement Officers on body worn video to ensure the safety of authorised officers and residents and to provide evidence and transparency (and enforcement monitoring).</p> <p>Signage will be installed across the area included in the prohibition to make individuals aware of the order. The order will also be posted on the LBHF website.</p>
--------------------	---

Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	<p>Name: Matthew Hooper</p> <p>Position: Director Public Protection</p> <p>Email: matthew.hooper@lbhf.gov.uk</p> <p>Date: 22.04.24</p>
Equalities Lead (where involved)	<p>Name: Yvonne Okiyo</p> <p>Position: Strategic Lead Equity, Diversity, and Inclusion</p> <p>Date advice / guidance given: 03.04.24.</p> <p>Email: Yvonne.Okiyo@lbhf.gov.uk</p>

Telephone No: 07824 836 012