

## **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	25/26 Q4
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: <b><i>Introduction of a Public Spaces Protection Order (PSPO) prohibiting the following: aggressive and/or persistent begging, professional begging, congregating groups causing ASB and the wearing of a face covering to conceal someone's identity to cause harassment, alarm or distress to a person</i></b></p> <p>Short summary: The Anti-Social Behaviour, Crime &amp; 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</p> <ul style="list-style-type: none"> <li>• the wearing of face coverings where it is done so to conceal someone's identity to cause harassment, alarm or distress to any person</li> <li>• Congregating groups engaged in anti-social behaviour</li> <li>• Professional and aggressive or persistent begging</li> </ul>
Lead Officer	<p>Name: Laura Seamons</p> <p>Position: Service Transformation Lead</p> <p>Email: <a href="mailto:laura.seamons@lbfh.gov.uk">laura.seamons@lbfh.gov.uk</a></p>
Date of completion of final EIA	26 January 2026

<b>Section 02</b>	<b>Scoping of Full EIA</b>		
<b>Plan for completion</b>	<p>The EIA process commenced before the PSPO consultation was started, updated throughout and will be completed and submitted as part of the decision report. <b>To note, the EIA is, and will remain, a live document throughout the life of the PSPO (if implemented).</b></p> <p>We will update the version and date of record on each change and capture this within footnotes at each page</p> <p>Within the detail below, where appropriate the Protected Characteristic has been broken down to individual prohibitions for ease – where the protected characteristic is not broken down in this manner it is due to all prohibitions being considered to share the same impact status</p>		
<b>Analyse the impact of the policy, strategy, function, project, activity, or programme</b>	<p>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.</p>		
<b>Protected characteristic</b>	<b>Analysis</b>	<b>Impact:</b> Positive, Negative, Neutral	
Age	<p>The PSPO is designed to focus solely on specific behaviours that cause harm, and it does not differentiate by age. Importantly, it cannot be enforced against under-18s, which helps ensure younger people are safeguarded and not drawn unnecessarily into the criminal justice system.</p> <p>Those engaging with ASB will be more formally engaged with allowing more officers to understand who is present and why. This may identify exploitation, coercion which can then be addressed</p> <p><b>Wearing a face covering in an attempt to conceal their identity</b></p>	Positive	Positive

	<p>Young people under 25 often spend time in public spaces, which is a normal and healthy part of adolescence. However, they can sometimes be subject to stereotyping, particularly where fashion trends—such as face coverings—are misunderstood as indicators of antisocial behaviour (ASB). It is important that any approach avoids unintentionally criminalising ordinary youth behaviour. Officers will ask an individual to remove their face coverings if they evidence that an individual is engaging or likely to engage in ASB, only if they refuse to remove the face covering will enforcement action be taken.</p> <p>Current fashion trends, including the increased use of balaclavas among under-25s, may lead to misinterpretation and a greater number of complaints. This reinforces the need for balanced, fair, and proportionate practice to prevent young people from being disproportionately affected or unfairly targeted.</p> <p>It is also important to recognise that young people covering their faces for legitimate reasons—such as cold weather or cultural expression—may be perceived differently compared with older residents. A safeguarding-focused approach emphasises understanding context, reducing bias, and ensuring that interventions protect young people's rights while keeping public spaces safe for everyone.</p> <p>People of all ages will feel safer in public spaces if enforcement officers ask those who are going to or that are causing ASB to remove their face coverings.</p> <p><b><i>Congregating or gathering in groups (of two or more) engaged in anti-social behaviour</i></b> When ASB occurs in public spaces, it can lead to others—including young people—feeling less confident using parks, sports fields, and local facilities that</p>	<p>Negative</p> <p>Negative</p> <p>Negative</p> <p>Positive</p>
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	<p>are intended to support their wellbeing. A safeguarding-led approach recognises the importance of ensuring all young people feel safe, welcome, and able to access community spaces.</p> <p>The reduction of intimidating or anti-social behaviour in public spaces may have a particularly positive impact on children, families and older adults, who are more likely to avoid areas where groups gather. Young people not involved in ASB may also benefit from safer streets, parks, estates and transport routes, improving their sense of belonging and confidence in using public spaces independently.</p> <p>People congregating and causing ASB results in people not using public spaces due to fear. For young people this may mean they are not using parks or sports fields that have been designed for them. Older adults will see more action taken to prevent or address such behaviours which could lead to positive impact(s) due to reduced fear of ASB in public spaces.</p> <p>Groups of young people congregating in public spaces are more likely to be perceived as causing ASB. Enforcement action will only be taken if enforcement officers witness ASB.</p> <p><b><i>Professional beggars, and aggressive and/or persistent begging</i></b></p> <p>People of all ages but especially young and old may find aggressive and intimidating begging alarming. Beggars may identify this cohort which could lead to them being targeted as they are more vulnerable and therefore likely to give money or food etc.</p>	<p>Positive</p> <p>Positive</p> <p>Positive</p> <p>Negative</p> <p>Positive</p>
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		<p>Those who beg tend to be of adult age. It is a known risk that begging can be organised and that OCGs can be responsible for exploiting people to beg and collect money for them. Additional PSPO powers will provide greater opportunity for Council enforcement officers, alongside Met Police officers, to engage, support and divert to care but with additional tools of powers to demand name and address through breaching this prohibition.</p> <p>If anyone was begging under the age of 18, enforcement officers asking for individuals to provide their date of birth will allow anyone under 18 to be identified and the appropriate safeguarding referral to be made.</p> <p>Preventing aggressive/ persistent begging may have a particularly positive impact on children, families and older adults, who are more likely to avoid areas aggressive or persistent begging occurs.</p>	Positive	
Disability		<p>In 2021, 12.5% (22,972) of H&amp;F residents reported to have a long-term health problem or identify as Disabled that limits their day-to-day activities (12.6% in 2011); this is lower compared to both London (13.2%) and England (17.3%).</p> <p>The PSPO does not relate to disability status and enforcement is triggered solely by behaviour, not by the presence or visibility of disability.</p> <p>An easy read version of the consultation was available and an easy read version of the final order will be published on the website.</p> <p>Those with neurodivergent needs may become anxious during interactions will be supported and officers trained on engagement.</p>	Neutral	

		<p>Disabled residents, particularly those with mobility impairments, learning disabilities, sensory needs, anxiety, or conditions that affect perception of safety, may benefit from more predictable, less intimidating public spaces.</p> <p>Clearer signage, transparent enforcement protocols and body-worn video footage support trust, accessibility, and accountability, which can be especially beneficial to Disabled people who may find interactions with officers stressful or confusing.</p> <p>Disabled people are more likely to be dissatisfied with the way that they are treated when a victim of crime (<a href="#">Victims-Survey-2024-report-16.10.25.pdf</a>). Additional enforcement approaches to tackling ASB should improve the level of satisfaction.</p> <p><b><i>Wearing a face covering in an attempt to conceal their identity</i></b></p> <p>Those with a health condition that affects their appearance may choose to wear a face covering. Whilst this would be exempt from enforcement, it may make those people feel uncomfortable and unfairly targeted. Officers will follow an “explain, engage, encourage, enforce” model and enforcement will be done in an appropriate and sensitive way so that all individuals are given the opportunity to explain the reason for wearing a face covering before any enforcement action is taken.</p> <p>Face coverings can impact Disabled people especially those who are deaf or who lip read who may find face covering particularly intimidating.</p> <p><b><i>Professional beggars, and aggressive and/or persistent begging</i></b></p>	Positive	
			Positive	
			Positive	
			Negative	
			Positive	

		<p>A higher proportion of those who beg have physical impairment or mental health needs. The census 2021 found that 44.1% of people identified as homeless or living temporary shelters in England and Wales were disabled. Enforcement officers will engage with individuals in a sensitive manner and establish if any safeguarding referrals need to be made and will always consider this before any enforcement action is taken.</p>	Neutral	
	<p>Gender reassignment</p>	<p>The behaviours addressed by the PSPO (aggressive begging, ASB, and concealing identity with intent to cause harm) do not relate to gender identity. Enforcement officers will be trained to ensure that no action is taken on the basis of a person's perceived or actual gender reassignment status and all people will be treated fairly without prejudice.</p> <p>Research completed by the National LGBT survey shows that the transgender community are less likely to report to the police and that they are dissatisfied with the response they receive when they do. The PSPO will allow immediate action to be taken if the restrictions are introduced which could improve trust and confidence.</p> <p><b><i>Congregating or gathering in groups (of two or more) engaged in anti-social behaviour</i></b></p> <p>This survey also shows that the transgender community are more likely to be victims of ASB in public spaces. Officers will be able to take action against groups causing ASB in public spaces making it safer for the transgender community.</p>	Neutral	
			Positive	
			Positive	

	<p>Marriage and Civil Partnership</p>	<p>Marriage or civil partnership status has no relevance to the prohibitions in the PSPO. Therefore, no differential impact is anticipated, and the impact is assessed as neutral.</p>	<p>Neutral</p>	
	<p>Pregnancy and maternity</p>	<p>The implementation of the proposed PSPO will not negatively impact upon individuals on the basis of pregnancy and maternity.</p> <p>Pregnancy and maternity will be considered by officers when assessing individual cases. This will be incorporated into the PSPO enforcement plan and guidance and training will be given to officers to ensure that those who are pregnant are referred into the appropriate safeguarding mechanisms and provided with appropriate offers of support.</p> <p>Pregnant people and those caring for infants or toddlers may feel an improved sense of safety when navigating streets, parks, and public transport routes due to reduced intimidating behaviour in public spaces.</p> <p>Reduced ASB around key locations such as children's centres, maternity services and GP surgeries may provide further reassurance.</p> <p><b><i>Professional beggars, and aggressive and/or persistent begging</i></b></p> <p>Those begging who are pregnant will be engaged with, supported and spoken to about maternity welfare and checks. Advice will also be provided in regard housing if the begging is related to homelessness</p>	<p>Neutral</p>	<p>Neutral</p> <p>Positive</p> <p>Positive</p> <p>Positive</p>

	Race	<p>According to the 2021 Census, LBHF is more diverse than 10 years ago with 46% of the population born outside of the UK (London 41%), an increase from 43% in 2011.</p> <p>In Hammersmith &amp; Fulham, 63.2% of people identified as 'white' and 36.8% identified as Black, Asian or minority Ethnic. In H&amp;F, the main multi-ethnic groups in the borough identified are Black African (7.2%), Mixed (6.7%), Black Caribbean (3.6%) and Arab (3%).</p> <p>The PSPO is designed to focus solely on specific behaviours that cause harm, and it does not differentiate by race.</p> <p>Potential disproportionate impact on black men who are often stereotyped and/or perceived as threatening or suspicious in public spaces. Any reports made to enforcement services calling for the PSPO will be closely considered and, only when presented with evidence of behaviour that has/or likely to cause harassment, alarm and distress will see enforcement action taken</p> <p>Increased safety and enforcement will be delivered to those affected by ASB especially on street issues. As reported by the Crime survey in England and Wales, Black ethnic groups are more likely to be victims of crime, 12.1% of victims. This is compared to 10.9% white ethnic groups in 24/25. Additional enforcement powers will provide greater opportunities to reduce the level of crime and ASB in the borough.</p> <p>Migrant communities who may be reluctant to report crime or ASB could experience indirect reassurance through visible enforcement and supportive engagement approaches</p>	Neutral	
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		<p><b><i>Congregating or gathering in groups (of two or more) engaged in anti-social behaviour</i></b></p> <p>Global Majority groups are more likely to be perceived as loitering even when engaging in culturally normative behaviour due a lack of understanding by some communities. The PSPO applies uniformly to all residents and visitors; enforcement is behaviour-based. Wording and officer training will make clear that racial appearance, cultural practice, or language background must not be used as indicators of risk.</p> <p>Residents from multi ethnic backgrounds, some of whom report heightened fear of crime or previous experiences of harassment in public spaces, may benefit from increased safety and reduced exposure to intimidating behaviour.</p>		<p>Negative</p> <p>Positive</p>
	<p>Religion/belief (including non-belief)</p>	<p>H&amp;F celebrates our diversity. The borough is blessed to have a breadth of distinct faith communities : Christian (45.7%), Muslim (11.6%), Hindu (1.2%), Buddhist (0.9%), Jewish (0.7%), Sikh (0.2%), No religion (30.6%), Other (0.7%).</p> <p>The PSPO is designed to focus solely on specific behaviour it does not differentiate by religion/belief.</p> <p>Some faith groups—particularly visibly identifiable groups—can experience harassment or feel vulnerable in public settings. Reduced ASB may create safer environments around places of worship and community venues.</p> <p>The presence of officers following an “explain, engage, encourage, enforce” model in an appropriate and sensitive way</p>		<p>Neutral</p> <p>Neutral</p> <p>Positive</p> <p>Positive</p>

		<p>may provide reassurance to faith communities who have historically experienced targeted hostility.</p> <p><b><i>Wearing a face covering in an attempt to conceal their identity</i></b></p> <p>Face coverings may be worn for religious reasons which will be exempt from enforcement. Enforcement officers will engage with individuals in a sensitive manner to ascertain why a face covering is being worn. Individuals will not be asked to remove a face covering if it is being worn for religious reasons. Enforcement Officers will receive training on when face coverings may be being worn for religious reasons.</p>	Neutral	
	Sex	<p>Enforcement applies to behaviours, not sex; therefore men and women who are not engaging in prohibited behaviours will not be differentially affected.</p> <p><b><i>Wearing a face covering in an attempt to conceal their identity</i></b></p> <p>Men are more likely to wear face coverings particularly balaclavas and perceived as threatening when they are wearing them. Enforcement officers will engage with individuals and ask them to remove their face covering, only if they refuse will enforcement action be taken.</p> <p><b><i>Congregating or gathering in groups (of two or more) engaged in anti-social behaviour</i></b></p> <p>Men are more likely to be affected due to be stereotyped as causing ASB when in groups. Enforcement will be based on</p>	Neutral	
				Negative

		<p>behaviours and only when ASB can be evidenced will enforcement action be taken.</p> <p>Men who are not involved in ASB may also benefit from clearer expectations and reduced negative associations with public spaces that are currently perceived as unsafe.</p> <p>Women are statistically more likely to report feeling unsafe in public spaces, particularly in situations involving intimidating groups or unwanted approaches. Reduced ASB and visible enforcement may significantly improve women's sense of safety and freedom of movement.</p>	Positive	Positive
	Sexual Orientation	<p>Sexual orientation will have no effect on whether enforcement action is taken. Enforcement officers are trained to ensure all individuals are treated fairly.</p> <p>LGBT residents, who are at increased risk of harassment in public spaces, may experience safer neighbourhood environments through quicker interventions and reduced intimidating behaviour. Increased visibility of officers using fair and transparent procedures may improve trust among LGBT communities who may have had mixed experiences with enforcement in the past.</p>	Neutral	Positive
<p><b>Human Rights or Children's Rights</b></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>
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<b>Section 03</b>	<p><b>Analysis of relevant data</b></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>
<b>Documents and data reviewed</b>	<p>To complete the assessment we have reviewed census data on the proportion of protected characteristics in the borough.</p>

<b>Section 04</b>	<b>Consultation</b>
<b>Consultation</b>	<p>The consultation for the PSPO proposal was launched on Friday 12<sup>th</sup> September 2025 and closed on Friday 24<sup>th</sup> October 2025. The consultation was hosted on Have Your Say. This was shared widely with residents.</p> <p>It was promoted in the weekly e-newsletter to residents and on social media channels. We held pop up stalls on four occasions at key locations in the borough to engage directly with residents. We also attended food banks to engage with residents that may not usually engage in our consultations.</p>

The survey was shared with professional partners including all community safety teams, youth justice service, public health, alcohol and substance misuse support services, homelessness and supported housing teams. It was also shared internally with staff networks.

The survey was also shared with community groups including the Faith Forum, Neighbourhood ward panels, Pubwatch. The BID's also shared as part of their newsletter.

We ensured that the survey was shared with young people, creating a specific survey for young people on Mentimeter, this was discussed with the Youth Council, and shared with colleagues in the Youth Justice Service and the Gangs Violence and Exploitation Unit to share with their service users.

Breakdown of the characteristics of those that have completed the survey

- 388 (60.7%) female, 227 (35.5%) male
- 0.2% under 18, 0.6% 18-24, 8.4% 25-34, 20.9% 35-44, 19.6% 45-54, 21.1% 55-64, 16.3% 65-74, 5.3% 75-84, 0.8% 85+
- 51.9% Christian, 0.7% Buddhist, 18.2% Atheist, 3.4% other, 0.2% Sikh, 3.3% Muslim, 0.7% Jewish, 0.5% Hindu
- 49.8% White (British, English, North Irish, Scottish or Welsh), 23.1% Another White background, 3.6% Asian or Asian British Indian, 0.5% another Asian or Asian British, 1.1% Asian or Asian British-Chinese, 1.8% White Irish, 0.8% Mixed Black African and White, 0.7% Mixed Black Caribbean and White, 1.1% mixed Asian and White, 1.8% Black or Black British Caribbean, 0.2% Black or black British African.
- 12.9% disabled
- 3.5% care leaver

#### **Analysis of consultation outcomes**

A total of 644 responses were received. Overall a majority expressed support for the PSPO prohibitions, with all prohibitions receiving at least 83% agreement that they should be implemented.

The respondents of the consultation were also asked about how much of an impact they felt that begging, congregating groups and face covering were currently having in public spaces, responses were 67% strongly agreed or agreed that professional begging and/or aggressive/persistent begging were issues, 80% strongly agreed or agreed that congregating groups causing ASB was an issue in

Hammersmith and Fulham and 83% said that the wearing of face covering to someone's identity was a concern.

Themes of the free text feedback from the consultation, which supported the introduction was as follows–

- Groups of people, particularly young people, causing ASB in neighbourhoods causing significant distress
- Groups intimidating residents and causing damage in neighbourhoods
- Threatening behaviour, making residents feel unsafe and fearful to leave their homes.
- Residents report spitting or verbal abuse if they refuse to give beggars money
- Reports of beggars following people home and children being fearful
- Respondents reported that face coverings are intimidating and scary.
- Associated between people wearing face covering and causing crime and ASB, particularly when on bicycles in the borough.

Themes of the free text feedback from the consultation, which did not support the introduction of the restrictions –

- Disagree with the blanket ban, use existing laws for more specific offences
- Residents report that they do not think these issues are a problem in Hammersmith & Fulham
- Felt that the restrictions were punishing the behaviour rather than tackling the issues, for example better youth provision or support services
- Some people felt that the restrictions were an abuse of power.

A separate survey was used to aid group discussion with young people – the youth council, youth justice service and the groups attending projects run by the gangs violence and exploitation unit. A total of 23 young people were surveyed. Young people were less supportive of the introduction but did agree that the issues were a problem in the borough. Their main concerns were around the difficulties in enforcing the restrictions. They also raised concerns around racial profiling.

	Feedback was received from residents of Caxton Village Tenants and Residents association, that they did not feel able to respond to the consultation due to insufficient information being provided.
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<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	<p>The number of respondents to the consultation that highlighted the daily or weekly occurrence of the proposed restrictions demonstrates the need to tackle these issues. The aim of the proposal is to reduce ASB across the borough which would have a positive impact on all residents, positive benefits have been especially highlighted for young and old people that may feel more able to use public spaces if these behaviors are less present.</p> <p>The EQIA has shown that there are concerns that some groups will be disproportional impacted by the introduction of the PSPO, particularly young black men, who are often unfairly perceived as causing ASB. This is further complicated by the fact that harassment, alarm and distress the definition of ASB, are perceived differently by different people.</p> <p>There is a need to ensure that support services are in place to ensure that those that are begging are able to access support.</p>

<b>Section 06</b>	<b>Reducing any adverse impacts and recommendations</b>
<b>Outcome of Analysis</b>	The Councils enforcement officers will receive training on the new PSPO, including scenarios of what behaviours should be enforced against. The LET officers are trained to respect people's rights to privacy, freedom of religion, and freedom of expression. This training will be repeated annually as a

	<p>minimum. The training materials written will be shared with the Metropolotan Police for their use and awareness as the other enforcing body.</p> <p>Following feedback from the consultation, especially from the police and young people, a change has been made to the wording of the order so an individual will be given the opportunity to remove a face covering before any enforcement action is taken against them. This means that if an individual is wearing a face covering for legitimate reasons and they are happy to remove the face covering when asked no action will be taken.</p>
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Section 07	Action Plan
Action Plan	<p><b>General actions to reduce the risk of adverse impacts on any specific groups include:</b></p> <p>A strong communications plan will be rolled out to ensure that residents are aware of our PSPO and we will use broader communications to promote the PSPO beyond our borough boundaries. Copies of all communications will be retained.</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> <p>Consider collecting information on the characteristics of those issued an FPN's to see if any group are disproportional impacted</p> <p>Monitoring of positive outcomes (e.g., increased park usage)</p> <p>Community engagement after 6 months to identify improvements felt across groups</p>
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<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Chief Officers' sign-off</b>	<p>NAME: Neil Thurlow</p> <p>Position: Assistant Director Community Safety, Resilience and CCTV</p> <p>Date: 26 January 2026</p> <p>Email: <a href="mailto:neil.thurlow@lbhf.gov.uk">neil.thurlow@lbhf.gov.uk</a></p> <p>Telephone: 07788 380 249</p>
<b>Equalities Lead (where involved)</b>	<p>Name: Yvonne Okiyo</p> <p>Position: Strategic Lead Equity, Diversity, and Inclusion</p> <p>Date advice / guidance given 19<sup>th</sup> January 2026</p>



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