

Equality Impact Assessment (EIA)

Before completing this form, please refer to the supporting guidance documents which can be found on the equality page of the intranet. The page also provides the name of your Corporate Equality Group member should you need any additional advice.

Equality Impact Assessments (EIAs) are a planning tool that enable us to build equality into mainstream processes by helping us to:

- consider the equality implications of our policies (this includes criteria, practices, functions or services - essentially everything we do) on different groups of employees, service users, residents, contractors and visitors
- identify the actions we need to take to improve outcomes for people who experience discrimination and disadvantage
- fulfil our commitment to public service.

The level of detail included in each EIA should be proportionate to the scale and significance of its potential impact on the people with protected characteristics.

This assessment may be published on the Authority’s website as part of a Council or Cabinet Report. It can also be requested under the Freedom of Information Act 2000 and can be used as evidence in complaint or legal proceedings.

Proposal details

1. Name of the policy or process being assessed	Consultation on extension of Public Spaces Protection Orders	
2. Version of this EIA (e.g. a new EIA = 1)	EIA 1	
3. Date EIA created	4 June 2020	
	Name	Service or organisation
4. Principal author of this EIA	Colin MacDonald	Environment, Housing and Leisure
5. Others involved in writing this EIA <i>EIAs should not be completed by a sole author. Think about key stakeholders and others who can support the process and bring different ideas and perspectives to the discussion.</i>	Samantha Dand Paul Worth	Local Environmental Services Housing Operations

6. What is the purpose of your proposal, who should it benefit and what outcomes should be achieved?

Public Spaces Protection Orders (PSPOs) are in place across the borough. They control dogs and the consumption of alcohol in public spaces. The PSPOs in place expire in October 2020. The proposal is to use the legislative provision to extend them. Prior to doing so it is proposed that a public consultation exercise is undertaken. The benefit of doing so is to fully understand what the public, landowners and other organisations think about the proposals so that this can be taken into account prior to taking any decision to extend them.

7. Does this proposal contribute to the achievement of the Authority's public sector equality duty? Will your proposal:

Write your answers in the table

Aim	Answer: Yes, No, or N/A	If yes, how?
Eliminate unlawful discrimination, victimisation and harassment	No	
Advance equality of opportunity between people who share a protected characteristic and those who do not	Yes	<i>An engagement plan will be developed, with input from the Participation, Advocacy and Engagement Team (PAE), to ensure that the proposed consultation will target those with protected characteristics to encourage them to have their say.</i>
Foster good relations between people who share a protected characteristic and those who do not	No	

Evidence Gathering and Engagement

8. What evidence has been used for this assessment?

The Authority last publicly consulted on PSPOs during summer 2017. The consultation included contacting over 600 people directly, conducting a survey 'online' and supplementing that by encouraging people to respond in whichever way was convenient for them. Full details were included within the report to Cabinet on 9 October 2017.

The consultation exercise yielded nearly 800 responses which, at the time, was the healthiest response to a public consultation ever conducted by the Authority relating to a specific issue. This good practice will be further refined and, of course, the impact of the Covid-19 pandemic and the potential restrictions that brings to being able to conduct the consultation will be taken into account in shaping the approach.

9.a Have you carried out any engagement in relation to this proposal?

	√
Yes - please complete 9b	
No	√

9.b Engagement activity undertaken	With	When
<i>Not applicable at this stage</i>		

9. Is there any information you don't have?

		Please explain why this information is not currently available
Yes - please list in section A of the action plan at Q13	√	Full understanding of the constraints relating to the Covid-19 pandemic that need to be taken into account in order to shape the engagement plan
No		

Analysis by protected characteristic

	A	B	C
11. Protected characteristic	Does this proposal and how it will be implemented have the <u>potential</u> to impact on people with this characteristic? (Answer – Yes or No)	If ‘Yes’ would the <u>potential</u> impact be positive or negative? (Answer – positive or negative)	Please describe the <u>potential</u> impact and the evidence (including that given in Q8 and 9) you have used
All Characteristics	No	-	
Sex – male or female	No	-	
Pregnancy and maternity – largely relates to employment, but also to some aspects of service delivery e.g. for breastfeeding women	No	-	

Age – people of different ages, including young and old	Yes	Positive	The proposal is to develop an ‘all encompassing’ engagement plan to target all members of the community. Different age groups use different ways to communicate. The plan will be shaped to take that into account in order to encourage every age group to have their say.
Disability – including those with visual, audio (BSL speakers and hard of hearing), mobility, physical, mental health issues, learning, multiple and unseen disabilities	Yes	Positive	The proposal is to develop an ‘all encompassing’ engagement plan to target all members of the community. Those with disabilities face different challenges, dependant on their circumstances in being able to access information and being in a position to respond. The plan will be shaped to take that into account in order to encourage and help those with diverse disabilities to have their say.
Gender reassignment - includes trans, non-binary and those people who do not identify with or reject gender labels	No	-	
Race – includes a person’s nationality, colour, language, culture and geographic origin	Yes	-	The proposal is to develop an ‘all encompassing’ engagement plan to target all members of the community. People from minority ethnic communities and people who may need information in other languages may face different challenges, dependant on their circumstances in being able to access information and being in a position to respond. The plan will be shaped to take that into account in order to encourage and enable them to have their say.
Religion or belief – includes those with no religion or belief	No	-	
Sexual orientation – includes gay, lesbian, bisexual and straight people	No	-	

Marriage and civil partnership status - not single, co-habiting, widowed or divorced– only relates to eliminating unlawful discrimination in employment	No	-	
Intersectionality - will have an impact due to a combination of two or more of these characteristics	No	-	

If you have answered **'Yes'** anywhere in column A please complete the rest of the form, ensuring that all identified negative impacts are addressed in either Q12 'negative impacts that cannot be removed' or Q13 'Action Plan' below

If you have answered **'No'** in all rows in column A please provide the rationale and evidence in the all characteristics box in column C and go to Q14 'Outcome of EIA'.

12.a Can any of the negative impacts identified in Q11 not be removed or reduced?

Yes - please list them in the table below and explain why	N/A
No	N/A

12.b Potential negative impact	What alternative options, if any, were considered?	Explanation of why the impact cannot be removed or reduced or the alternative option pursued.
Not applicable		

Action Planning

13. Action Plan	Impact: (Answer remove or reduce)	Responsible officer (Name and service)	Target completion date
Section A: Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them (please explain below)			
An assessment of the impact of the constraints on the engagement process due to the Covid-19 pandemic will be conducted.		Corporate Strategy	June 2020
Section B: Actions already in place to remove or reduce potential negative impacts (please explain below)			
Implementation of the actions identified in the reviewed Communications EIA will help to remove or reduce barriers to engagement.	Remove and reduce	Corporate Strategy	
Section C: Actions that will be taken to remove or reduce potential negative impacts (please explain below)			
<i>Not applicable</i>			
Section D: Actions that will be taken to make the most of any potential positive impact (please explain below)			
Development of the engagement plan		Robert Dixon Colin MacDonald PAE	July 2020
Section E: Actions that will be taken to monitor the equality impact of this proposal once it is implemented (please explain below)			
Monitor consultation responses to assess participation from those with protected characteristics		Robert Dixon Colin MacDonald	Summer 2020
Section F: Review of EIA to be completed		Colin MacDonald	July 2020

14. Outcome of EIA

Based on the conclusions from this assessment:

Outcome of EIA	Tick relevant box	Please explain and evidence why you have reached this conclusion:
The proposal is robust, no major change is required.		
Continue but with amendments	√	The engagement plan for the consultation proposal is still to be finalised. We know that the impacts of the Covid-19 pandemic will have an effect in some way on the way in which we are able to consult . The EIA will be updated when that becomes clearer, at the beginning of July just before the consultation commences
Not to be pursued		

Now send this document to the [Corporate Equality Group member for your service](#) for clearance.

Quality assurance and approval

Questions 15-18 are only for completion by the Corporate Equality Group Member for your service

15. Do you agree or disagree with this assessment?	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
16. If disagree, please explain:	Not applicable			
17. Name of Corporate Equality Group Member:	Steve Bishop			
18. Date:	4 June 2020			

Conclusion:

- If the assessment is agreed, please send the document to the Head of Service for sign off.
- If you disagree return to author for reconsideration.

Questions 19-22 are only for completion by the Head of Service

19. Do you agree or disagree with this assessment?	Agree	<input checked="" type="checkbox"/>	Disagree	<input type="checkbox"/>
20. If disagree, please explain:	Not applicable			
21. Head of Service:	Phil Scott			
22. Date:	5 June 2020			

Please return the document to the Author and Corporate Equality Group Member.