

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Anti-Social Behaviour Policy Refresh	
Date of Equality Analysis (EA): 16th December 2024	
Directorate: Regeneration & Environment	Service area: Regulation & Enforcement
Lead Manager: Paul Field	Contact number: 01709 334003
Is this a: <input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other If other, please specify	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance

Name	Organisation	Role (eg service user, managers, service specialist)
Paul Field	RMBC	ASB Principal
Lewis Coates	RMBC	Service Manager

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)

The Anti-Social Behaviour Policy sets out the principles of transparency, consistency and proportionality to which the Council will adhere in its discharge of enforcement and regulatory functions.

The Anti-Social Behaviour Policy is underpinned by the statutory guidance, but also ensures the priority of protecting the public.

The ASB Policy has the potential to affect the whole community and service users by it's broad definition.

The tools and powers contained in the ASB Policy could potentially have an impact on protected characteristics or other equalities considerations including -the safeguarding of children and vulnerable adults, mental well-being, community resilience and disability. The impact on all factors has been considered.

What equality information is available? (Include any engagement undertaken)

In order to gather feedback to inform the refresh of the ASB Policy in Rotherham, the lead Officer consulted with:

- South Yorkshire Police
- RMBC departments:
 - Legal Services
 - Community Protection
 - Housing

Methods of consultation

- In writing
- Workshops

Are there any gaps in the information that you are aware of?

The limited consultation means there is a reliance on other sources of data sources. As the Policy is Boroughwide in it's impact, the best source of data is the Rotherham Data Hub which provides a summary of the 2021 Census information:

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

The council have case management systems which enable some capture of protected characteristics and this will be encouraged where possible.

Engagement undertaken with customers. (date and group(s) consulted and key findings)

Engagement undertaken with staff (date and group(s) consulted and key findings)

Team meetings and internal communications between 5th July 2024 to 15th December 2024 with relevant departments. No objections based on equalities matters were raised.

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)

How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance)

Section 6 of the Policy addresses the needs of different communities and groups directly via an Equalities Statement on how anti-social behaviour can affect people in different ways. It also states how we will seek to identify any vulnerabilities or safeguarding concerns and make appropriate referrals for support or intervention where required.

The Equality Statement also acknowledges the impacts that can be felt because of anti-social behaviour that is targeted at an individual because of protected characteristics and highlights the Equality Act 2010 including age, disability, gender, gender identity, race or ethnicity, religion or belief and sexuality.

The refreshed ASB Policy also highlights how we will respond to hate crime and links in with the Councils existing Hate Crime and Hate Incidents procedure.

Section F of the ASB Policy recognises that perpetrators of anti-social behaviour may have protected characteristics and that we will identify and offer or direct support to those who have protected characteristics and vulnerable perpetrators of anti-social behaviour.

Finally, the refreshed ASB Policy has been drafted in compliance with the Equality Act 2010 and the Human Rights Act 1988.

Does your Policy/Service present any problems or barriers to communities or Groups?

Should potential barriers be identified through data we collate, we will look to engage with that specific group of people and understand why these issues are occurring .

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

The ASB Policy should help strengthen the Council's ability to tackle discrimination and harassment by providing the ability for an authorised officer to tackle against a list of anti-social behaviours.

The ASB Policy should help strengthen the Council's ability to support both the victims and perpetrators of ASB as well as the general public and communities Borough-wide

The ASB Policy seek to ensure Rotherham Borough remains a safe place to live, visit and work. This has a positive impact on society as well as helping to assist the economic development across the Borough.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

As the ASB Policy works to improve the life of those who are victims of ASB and Crime, it would be hoped that community relations would be improved. The ASB Policy should strengthen the Council's ability to provide safety across the Borough therefore promote good community relations by listening to and acting on the concerns of the community.

Some tensions may arise between reporters of ASB and Crime, and those alleged to be offending and perpetrating crime and ASB but this is normal for such enforcement matters and the investigative process will manage this where needed.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Anti-Social Behaviour Policy Refresh
Directorate and service area: Regeneration & Environment – Regulation & Enforcement
Lead Manager: Paul Field
Summary of findings:
The intention of the ASB Policy is to reassure the general public and provide Officers with the tools to tackle individuals who are committing antisocial behaviour. In essence, the ASB Policy protects rights of all individuals to reside, work or visit Rotherham and be free of ASB and crime, or the fear of it. This document highlights some impacts the ASB Policy may potentially have and how it addresses them.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Where possible equality data will be collated when ASB cases are reported to the council and local partners. This will take place quarterly from January 2025.	All/Any	Jan 2025 and ongoing quarterly thereafter

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval

Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.

Name	Job title	Date

7. Publishing

The Equality Analysis will act as evidence that due regard to equality and diversity has been given.

If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date Equality Analysis completed	
Report title and date	
Date report sent for publication	
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	