

EQUALITY IMPACT ASSESSMENT

The **Equality Act 2010** places a '**General Duty**' on all public bodies to have '**due regard**' to the need to:

- Eliminating discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advancing equality of opportunity for those with 'protected characteristics' and those without them
- Fostering good relations between those with 'protected characteristics' and those without them.

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Stage 1 – Screening

Please complete the equalities screening form. If screening identifies that your proposal is likely to impact on protected characteristics, please proceed to stage 2 and complete a full Equality Impact Assessment (EqIA).

Stage 2 – Full Equality Impact Assessment

An EqIA provides evidence for meeting the Council's commitment to equality and the responsibilities under the Public Sector Equality Duty.

When an EqIA has been undertaken, it should be submitted as an attachment/appendix to the final decision making report. This is so the decision maker (e.g. Cabinet, Committee, senior leader) can use the EqIA to help inform their final decision. The EqIA once submitted will become a public document, published alongside the minutes and record of the decision.

Please read the Council's Equality Impact Assessment Guidance before beginning the EqIA process.

1. Responsibility for the Equality Impact Assessment

Name of proposal	PSPO – St Ann's & Tottenham Green Wards
Service area	Community Safety & Regulatory Services
Officer completing assessment	Joan Appavoo
Equalities/ HR Advisor	Otis Williams
Cabinet meeting date (if applicable)	31 July 2017
Director/Assistant Director	Stephen McDonnell

2. Summary of the proposal

Please outline in no more than 3 paragraphs

- The proposal which is being assessed*
- The key stakeholders who may be affected by the policy or proposal*
- The decision-making route being taken*

The Council is looking to extend the period of the Public Spaces Protection Order (PSPO) operating in a defined area within South Tottenham straddling St Ann's Ward and Tottenham Green Ward, which restricts the activities listed below:

- Congregating in a group of two or more persons in such a manner as to cause obstruction or give reasonable grounds for annoyance to any person in the street or public place or the car park of Wickes Store
- Persistently loitering in a street or public place or the car park of Wickes Store
- For a person in the street, public place or Wickes Car park, including a person in a motor vehicle to solicit another for the purpose of obtaining casual labour
- Urinating, defecating or exposing genitals in a public place or in an area belonging to a private resident, business or the council (excluding a toilet designated for use by members of the public).
- Consuming alcohol or having an open container of alcohol in your possession in the street or public place or the Wickes Car Park.
- Gating an area that is blighted with drug taking resulting in defecation of alleyways.

The government guidance on PSPO states that the restrictions of a PSPO can be blanket restrictions or requirements or can be targeted against certain behaviours by certain groups at certain times. At the onset it was recognised that the PSPO was and is likely to have a more significant impact upon the activities of the Eastern European men regularly loitering around the Wickes Store, in Seven Sisters Road, waiting for or having been unsuccessful in securing any paid labour. These are the individuals largely identified as but not solely responsible for the anti-social behaviour that is detrimental to the local community's quality of life – with instances of men urinating or defecating into people's gardens, litter from consumed cans and bottles of alcohol, intimidation felt by the large numbers blocking the public highway, the noise nuisance through the men gathering together and drinking.

The introduction of a PSPO in the locality of Wickes Store, Seven Sisters Road N15 had the potential to have a positive impact on the Council's duty under the Equality Act 2010 to foster good relations between communities. The Order has assisted the Council and the police to tackle anti-social behaviour; resulting in a reduction in men gathering in the locality and reduction in men urinating, defecating and drinking alcohol in the locality; such behaviour had the potential to create tensions between different communities. In using the PSPO to tackle these ASB activities, tensions between communities has been reduced. The PSPO does apply and will continue to apply to all individuals committing antisocial behaviour within the designated area, without discrimination.

A consultation was carried out to seek the views of the public and ensured that the characteristics of respondents were recorded. An EqIA can hence be completed utilising the data obtained. As this matter relates to two wards a cabinet decision is required and

has in this instance been deferred to the Lead member.

3. What data will you use to inform your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis. Please include any gaps and how you will address these

This could include, for example, data on the Council's workforce, equalities profile of service users, recent surveys, research, results of relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national. For restructures, please complete the restructure EqIA which is available on the HR pages.

Protected group	Service users	Staff
Sex	<i>The main source of evidence to support the analysis is the results of a public consultation carried out between 13th April 2017 and 7th June 2017</i> <i>Haringey Census 2011</i>	
Gender Reassignment		
Age		
Disability		
Race & Ethnicity		
Sexual Orientation		
Religion or Belief (or No Belief)		
Pregnancy & Maternity		
Marriage and Civil Partnership		

Outline the key findings of your data analysis. Which groups are disproportionately affected by the proposal? How does this compare with the impact on wider service users and/or the borough's demographic profile? Have any inequalities been identified?

Explain how you will overcome this within the proposal.

Further information on how to do data analysis can be found in the guidance.

There is only one group which is disproportionately affected by this proposal; although this is not demonstrated through the results of the consultation. The results of the consultation show all groups as overwhelmingly in favour of the proposal. However the Council recognises that the Eastern European men who gather and loiter outside Wickes Store N15 are more likely to experience a negative impact. This is unavoidable as it is their behaviour and resulting anti-social behaviour that the PSPO is primarily trying to address – see section 6(b) below

The Haringey 2011 Census does indicate a higher proportion of residents born in post 2001 EU countries. In St Ann's ward this is 14.7% and in Tottenham Green Ward the figure is 12%, this is high when compared to 9.8% of Haringey. The 2011 Census relates to residents; the Eastern European men who gather outside Wickes are not residents within the St Ann's and Tottenham Green Wards.

The ethnic breakdown of the two wards as shown in the 2011 census does show a significant 'White Other' population: 25.8% in Tottenham Green Ward and 28.5% in St Ann's ward – representing the largest ethnic group in the two wards. The 2011 census however is not broken down by country of origin. Through the 2016 consultation relating to the PSPO and regular work undertaken in the locality, the Council is aware of a high proportion of residents of Turkish, Kurdish, Latin American and European Descent – all of whom would possibly categorise themselves as 'White Other'. It is the Council's view that all residents within the affected locality are likely to experience a positive impact from the extension of the PSPO, with the PSPO used to tackle and prevent anti-social behaviour in the area, thus improving the safety of residents and local environment.

Other key findings from the Haringey 2011 Census are:

- A higher proportion of 40-44 year olds in Tottenham Green ward than in Haringey and London*
- St Ann's ward has a smaller proportion of 5-19 year olds to Haringey and London, but a higher proportion of 20-39 year olds*
- Both wards have similar figures with regard to Religion and belief; Christianity being the dominant group 46.5% of St Ann's residents and 50.9% of Tottenham Green residents. The second largest group being 'no religion' 18.6% in Tottenham Green Ward and 22.4% in St Ann's ward. Both wards have approximately 17.5% of residents stating they are Muslim.*

There were no responses to the consultation from anyone selecting their faith as Muslim. However, the PSPO is likely to have a positive impact on all residents regardless of religion, age, health, gender, ethnicity, sexuality, gender reassignment, pregnancy & maternity, marriage & civil partnership. The PSPO will assist enforcement officers to tackle anti-social behaviour making the locality safer and cleaner.

4. a) How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff?

Please outline which groups you may target and how you will have targeted them

Further information on consultation is contained within accompanying EqIA guidance

The PSPO is likely to have a positive impact on any staff working in the locality. Staff working in and around the area of the PSPO were advised of the Consultation, however it is clear from the responses that not many staff participated in the on-line consultation.

An extensive consultation process was undertaken in 2016 when putting the PSPO initially in place. The consultation reaped a significant response and was overwhelmingly in

favour of the issuing of the PSPO – 94% of 475 respondents.

In considering whether or not to extend the PSPO the consultation was limited to an on-line questionnaire. The Consultation was promoted at Police Safer Neighbourhood Ward Panel meetings and direct contact was made with residents who had reported ASB in the locality in the past. Information about the consultation and proposal was circulated to resident's groups, associations and businesses in the locality. In addition, local ward councillors were advised and encouraged to share information about the consultation with their constituents. Notices advising of the consultation were displayed in the affected area – these notices were also in Polish, Bulgarian, Romanian and Hungarian, to ensure that the Eastern European men who may be loitering in the area would be aware of the proposal to extend the period of the PSPO beyond 31st July 2017. However, the response to the on-line questionnaire in 2017 was significantly than the 2016 consultation.

The consultation data asked respondents to specify if they are a resident, local business or work in the area. 21% of respondents selected the 'work in the area' category, but this did not differentiate between general public and council staff. There was overwhelming support for the PSPO continuing, with comments on how the area has been improved with the PSPO in place.

Results of PSPO Consultation carried out between 13th April 2017 to 7th June 2017, provided public view of the PSPO proposals: -

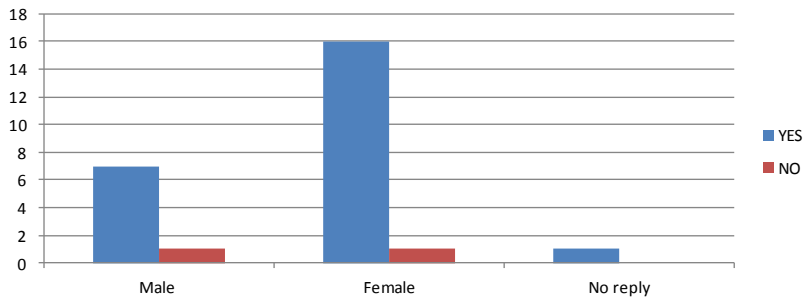
- 93% of respondents agreed with the proposal to extend the PSPO to 31st July 2020
- 50% of respondents provided further comments
- Differentiated between those living, working or local business in the affected area and those that do not;
- Included Characteristics of the Respondents: Gender, age, disability, sexual orientation, religion & belief, race, marriage & civil partnership.

A breakdown of the protected characteristics is outlined through the charts in 4(b) below

4. b) Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

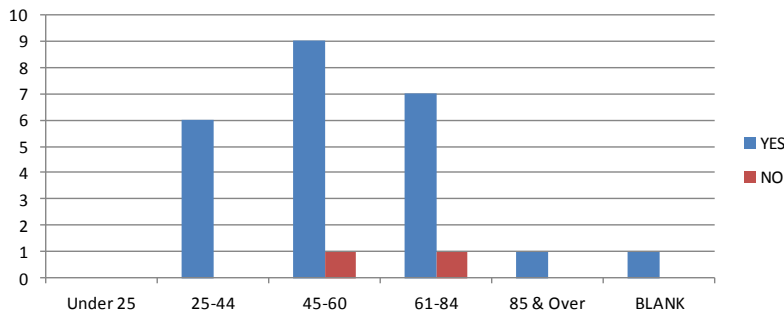
Explain how will the consultation's findings will shape and inform your proposal and the decision making process, and any modifications made?

Do you agree with the Public Spaces Protection Order being extended - By Gender



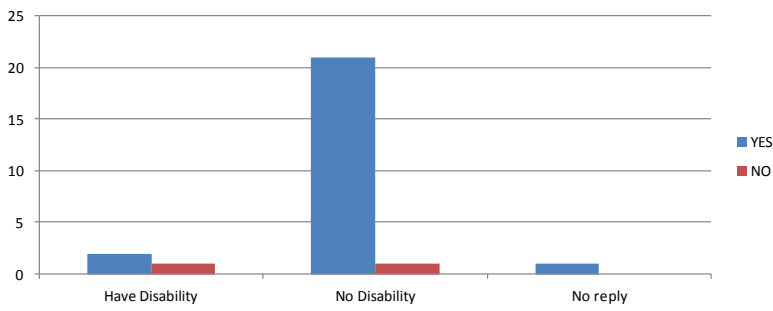
96% of female and 96% of male respondents were in favour of the proposal

Do you agree with the Public Spaces protection Order being extended - By Age



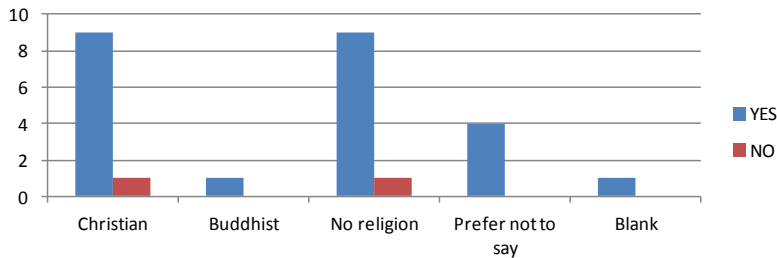
The vast majority of all age groups that completed the consultation questionnaire were in favour of the proposal

Do you agree with the Public Spaces Protection Order being extended - By Disability



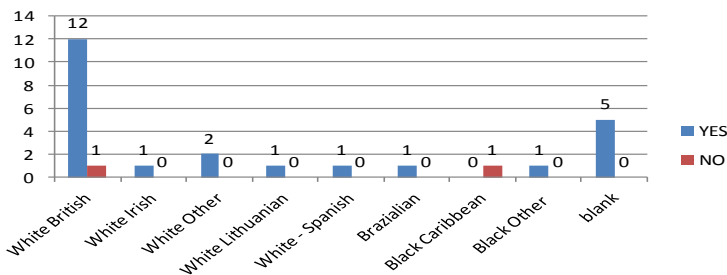
67% of respondent who felt they had a disability were in favour of the proposal. Of the female respondent with disabilities, who indicated disagreement with the PSPO being extend a comment was made stating – “*It’s essential for this order to be extended as I have been approached by a man in that area for sex which I found humiliating*”; which suggests an error being made in completing the survey.

Do you agree with the Public Spaces Protection Order being extended - By Belief/Religion



Not all religious groups were represented amongst the consultation respondents. However, the restrictions of the PSPO which the Council proposes to extend is unlikely to have a negative impact on any particular religious group

Do you agree with the Public Spaces Protection Order being extended - By Ethnicity/Race



The vast majority of ethnic groups were in favour of extending the PSPO. Of the two people who disagreed one was Caribbean and the other White British. The group of people most likely to experience a detriment in continuing the PSPO is likely to be the Eastern European Men loitering outside Wicks; they do not appear to have participated in the on-line consultation; despite additional publicity on site in Polish, Bulgarian, Romanian, and Hungarian – advising on the consultation on the proposal to extend the PSPO.

Gender-reassignment and Pregnancy & Maternity were not included in in the consultation questionnaire on advice from the Consultation Co-Ordinator. There was overall support from all groups that shared protected characteristics, for the PSPO to be extended. It is therefore the Council’s intention to continue with the proposal to extend the PSPO to 31 July 2020 with no changes to the defined restrictions and affected area.

5. What is the likely impact of the proposal on groups of service users and/or staff that share the protected characteristics?

Please explain the likely differential impact on each of the 9 equality strands, whether positive or negative. Where it is anticipated there will be no impact from the proposal, please outline the evidence that supports this conclusion.

Further information on assessing impact on different groups is contained within accompanying EqlA guidance

1. Sex (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

Of the men and women who responded to the questionnaire 96% were in favour of extending the PSPO to 31st July 2020. More women(16) than men (7) completed the on-line questionnaire.

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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2. Gender reassignment (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

Gender re-assignment was not included in questionnaire on advice from the Consultation Co-ordinator.

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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3. Age (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

The vast majority of all age groups were in favour of extending the PSPO. The largest group being 45-60. There was a noticeable lack of response from under 25 age group

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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4. Disability (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

11.5% of Respondents to the Consultation considered themselves to have a disability. Of those respondents considering themselves as having a disability (3); 2 agreed with extending the PSPO and 1 disagreed.

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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5. Race and ethnicity (Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)

A wide range of ethnic groups were represented amongst the consultation respondent; the largest group being White British (12 – 46%). 5 respondents did not specify their ethnicity/race.

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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6. Sexual orientation *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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All respondents to the on-line consultation questionnaire, who chose to define their sexuality, did so as Heterosexual. 5 Respondents left this section blank

7. Religion or belief (or no belief) *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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Not all religious beliefs or groups were represented amongst the responses to the on-line questionnaire. The vast majority of respondents were Christian or stated they had 'no religion'. Of those who disagreed with the proposal to extend the period of the PSPO 1 was Christian and 1 'no religion'.

8. Pregnancy and maternity *(Please outline a summary of the impact the proposal will have on this protected characteristic and cross the box below on your assessment of the overall impact of this proposal on this protected characteristic)*

Pregnancy & Maternity was not included in questionnaire on advice from the Consultation Co-ordinator.

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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9. Marriage and Civil Partnership *(Consideration is only needed to ensure there is no discrimination between people in a marriage and people in a civil partnership)*

In relation to marital status, of respondents who were in favour of the proposal to extend the PSPO, 42% were married and 25% single. Of those not supporting the proposal both were single

Positive	<input checked="" type="checkbox"/>	Negative	<input type="checkbox"/>	Neutral impact	<input type="checkbox"/>	Unknown Impact	<input type="checkbox"/>
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10. Groups that cross two or more equality strands e.g. young black women

Outline the overall impact of the policy for the Public Sector Equality Duty:

- Could the proposal result in any direct/indirect discrimination for any group that shares the protected characteristics?
- Will the proposal help to advance equality of opportunity between groups

who share a protected characteristic and those who do not?

This includes:

- a) Remove or minimise disadvantage suffered by persons protected under the Equality Act**
 - b) Take steps to meet the needs of persons protected under the Equality Act that are different from the needs of other groups**
 - c) Encourage persons protected under the Equality Act to participate in public life or in any other activity in which participation by such persons is disproportionately low**
- Will the proposal help to foster good relations between groups who share a protected characteristic and those who do not?**

There were 26 questionnaires completed on-line for this consultation. This was significantly less than the 475 completed questionnaires in the previous consultation which led to the implementation of the PSPO in August 2016. However, despite the drop in response there remains an overwhelming majority support for the continuance of the PSPO.

Public opinion and feedback from partners and other services without a doubt support that there are reasonable grounds that it is necessary to extend the period of this PSPO to prevent: -

- A recurrence of the activities identified in the order, and
- An increase in the frequency and seriousness of those activities

The PSPO does impact on the lives of people who live, work and visit the area of the PSPO. The restrictions of the PSPO have had a positive impact on people whose protective characteristics are impacted upon by the anti-social behaviour the order is designed to address. For example, women feeling intimidated and harassed by the groups loitering on the streets, blocking pavements. The aim has been for the PSPO to deter people from engaging in the restricted activities. Whilst the PSPO is designed to prohibit certain activities it is also designed to enable people to feel that the place where they live, work or visit, is a safe and welcoming place. The PSPO has had a positive impact upon the area, as a tool for tackling ASB

The PSPO has been and will continue to be applied to everyone within the designated area without discrimination of any kind. The authorised officers who monitor the area and enforce the PSPO have and will continue to consider the needs of the individual and their personal circumstances in order to make an informed decision as to the appropriate action to take. The police and council enforcement officers have and will continue to ensure that any action taken is proportionate to and balanced against the risks posed, either to an individual or the wider community. e.g. seriousness of offence, any past history, repeated non-compliance.

The net outcome of the consultation was an overwhelming support for the extension of the period of the PSPO.

The extended PSPO is likely to have a continued positive impact on staff; through the continued use of the PSPO to prevent ASB and tackle any persistent ASB, the area will be

improved and made a safer and cleaner working environment. An extension of the PSPO will have a significant positive impact for all people living and working in the affected area. The increased power to the Council and Police to tackle ASB in the locality is likely to improve the area in terms of improving the environment, reduce fear of crime and increase safety of residents and workers, thus improving their quality of life and community as a whole. To date the PSPO has assisted the Council and the police to tackle anti-social behaviour; resulting in a reduction in men gathering in the locality and reduction in men urinating, defecating and drinking alcohol in the locality. These positive outcomes help to foster good relations between communities.

6. a) What changes if any do you plan to make to your proposal as a result of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EqIA guidance

Outcome	Y/N
No major change to the proposal: the EqIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. <u>If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.</u>	Y
Adjust the proposal: the EqIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly <u>set out below</u> the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below	N
Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision.	N

6 b) Summarise the specific actions you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty

Impact and which protected characteristics are impacted?	Action	Lead officer	Timescale
<i>To mitigate the negative impact on Eastern European men and explore other means to assist them address their behaviour and/or situation, e.g.</i>	Continue to liaise and work in partnership with support services e.g. Thamesreach, HAGA and Bubic in relation to providing any intervention and support to address needs and prevent further	<i>Joan</i>	<i>On Going</i>

<i>reconnection to the home country, assistance with housing/benefits, support with substance misuse issues</i>	anti-social behaviour & breach of the PSPO.		

Please outline any areas you have identified where negative impacts will happen as a result of the proposal but it is not possible to mitigate them. Please provide a complete and honest justification on why it is not possible to mitigate them.

The proposal is to extend the period of the existing PSPO, with its specific prohibitions and parameters remaining the same (unchanged). Hence previous impact analysis remains the same:

- There is likely to be a negative impact upon the Eastern European men who tend to loiter outside Wickes waiting for work, as a group. In so far as the PSPO will restrict them from loitering in the area, which will then in turn impact on them seeking employment in this informal manner in the area.

It is not possible to avoid this negative impact upon this group as the above activity and resulting anti-social behaviour, is central to the inherent problems within the locality of the PSPO

The Council is also undertaking work in relation to understanding Haringey's recent and emerging migrant communities. This is a research project to better understand the issues faced by recently arrived Eastern European communities in Haringey; where they turn to for advice and support; and their relationship with the wider community. This research includes interviews with a wide range of frontline professionals and is training peer researchers from these groups. The research will help to identify interventions which could be used to support more effective integration of these communities and to reduce potential sources of tension. The project will help to develop more effective communications channels, and to provide accurate information about life in the UK. It is the evidence-gathering phase for a wider bid.

6 c) Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented:

- **Analysis of any anti-social behaviour reports received from residents and business within the locality of the PSPO as related to the prohibited activities of the PSPO**

- **Maintain records of all individuals issued warnings or other enforcement measures in respect of the PSPO**

7. Authorisation

EqlA approved by



(Assistant Director/ Director)

Date 7 July 2017

8. Publication

Please ensure the completed EqlA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EqlA process.