

APPENDIX 3

Equality Impact Assessment

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 protect 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	Public Spaces Protection Order Love Lane Estate
Service area	Enforcement Services - Chief Operating
Officer completing assessment	Allison Pibworth
Equalities/ HR Advisor	Otis Williams
Cabinet meeting date (if applicable)	October 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 proposal is for a public consultation to take place in respect of a proposed Public Spaces Protection Order (PSPO) for the Love Lane Estate in the Northumberland Park Ward, with particular emphasis on ascertaining the views of local residents and people working within the affected area

The proposed PSPO will operate in a defined area, namely the Love lane Estate and restrict the activities listed below:

- a. A person not legally resident on the estate is prohibited from entering blocks on the estate unless visiting a named legal resident or engaging in work
- b. A person is prohibited from taking part in any sexual acts in any public place within the boundary of the area marked red on the map
- c. A person is prohibited from soliciting another for the purpose of obtaining sex or drugs
- d. It is prohibited for any person to ingest, inhale, inject, smoke, possess or otherwise use intoxicating substances *
- e. It is prohibited for any person to possess, sell or supply intoxicating substances*
- f. It is prohibited for any person to urinate, defecate or expose genitalia in a public place or in an area designated for use by members of the public
- g. A person is prohibited from entering the play area unless supervising or accompanying a children).
- h. A person is prohibited from sleeping rough inside any block, garage or any communal parts of the estate including the roads within the boundary of the area marked red on the map.
- i. Persons other than those resident on the estate may only access the estate to visit a legal resident, to engage in legitimate work on the estate, to pass through the estate or to access the doctors surgery (Tottenham Health Centre) at 759 High Road, London N17.
- j. No person shall loiter on the estate when not visiting a named person legally resident on the estate

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. The implementation of this PSPO is likely to have a more significant impact upon Eastern European males who have been rough sleeping inside blocks on the estate. Whilst the PSPO is designed to prohibit certain activities it is also designed to prohibit behaviours which make people feel unsafe, not tackling the

behaviours which have caused nuisance to residents, e.g. urine and faeces in communal areas, belongings/bedding blocking walkways, could have a negative impact on those living on the estate. The implementation of the PSPO is likely to have a positive impact for many residents on the Love Lane Estate.

The introduction of a PSPO will assist the Council and the police to tackle anti-social behaviour; resulting in a reduction in individuals engaging in anti-social behaviour such as consuming alcohol or other intoxicating substances, sexual activity in public areas, urinating and defecating in the locality; such behaviour is often to the detriment of local residents and has the potential to create tensions between different communities. In using the PSPO to tackle these ASB activities, tensions between communities may be reduced. The PSPO would apply to all individuals committing antisocial behaviour within the designated area, without discrimination.

Tackling the anti-social behaviour on the Love Lane estate also has the potential of have a significant positive impact on the effectiveness and success of local regeneration initiatives in the local and surrounding areas.

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	From the online public consultation, meetings and one to one discussions with residents	
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 do this compare with 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.

The only group who may be disproportionately affected by the proposed PSPO are Eastern European Males. In comparison with other estates in the borough, the Love Lane estate has had a significant number of rough sleepers and the majority of these have been EEA Nationals. The ASBAT, along with the police and homelessness outreach services, have conducted numerous site visits to engage with the rough sleepers and provide advice and support. Support and intervention can be limited for rough sleepers who are ineligible for housing assistance; in such circumstances No Second Night Out accommodation is offered and rough sleeper assisted to such accommodation. Assistance and advice is also offered in respect of reconnection to country of origin.

It is the council's intention to ensure that all homeless individuals will be visited by StreetLink and offered housing assistance if eligible or reconnection before the PSPO comes into force making it unnecessary to take action against existing rough sleepers on the estate prior to the PSPO coming into force. Legal action will be taken through the county court to evict all rough sleepers from the estate who have refused housing assistance or reconnection. Once the estate is free of rough sleepers any new individuals entering the blocks to sleep rough regardless of their sex or race will do so having full knowledge that a PSPO is in force and a breach of the order will constitute an offence.

The Haringey 2011 Census does indicate a higher proportion of residents born in post 2001 EU countries. In Northumberland Park Ward this is 10.1% compared to 9.8% of Haringey. The 2011 Census relates to residents; the Eastern European men who are sleeping rough on the Love Lane estate are not residents within Northumberland Park Ward.

The ethnic breakdown for Northumberland Park Ward as shown in the 2011 census does show a significant 'White Other' population: 20.7% – representing the second largest

ethnic group in the two wards. The 2011 census however is not broken down by country of origin. 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:

- 23.8% of households in Northumberland Park are owner occupiers, this is the lowest proportion in Haringey (Haringey being 40.3%). 48.6% live in social rented accommodation compared to 26.7% of the borough as a whole.
- Northumberland park ward has the highest proportion of residents in the borough who have never worked or are long term unemployment
- The biggest increase in religion comes in the Muslim group, with 8.4% increase from 15.8% in 2001 to 24.2% in 2011
- There are more workers who 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 There are three tower blocks which make up the Love Lane estate: Charles House, Moselle House and Ermine House, as well as a few properties on Whitehall Street. The permanent tenants of all three tower blocks have been decanted and these properties are currently being utilised by Temporary Accommodation, many of which are families with young children.

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

There is a requirement for a period of statutory consultation to be undertaken before a decision can be taken. The consultation will be both accessible and engaging with those

likely to be affected by the order (positively and negatively). It must also consider the communication needs of those living within the designated area and ensure that they have access to translation services as required.

Consultation will be in the form of an online survey. Door knocking will be carried out on the estate during the day and evenings visits for those residents who are at work during the day.

A breakdown of tenants by language groups for the blocks in question will be requested from Homes for Haringey, this will ensure that all persons will be informed of the proposal and encouraged to comment through the survey. It will also ensure that translation and interpreting services will be available to those who need it. Evening meetings will be arranged for specific language groups to ensure they fully understand the proposal and can be given assistance to complete the survey.

Information will be made available online (dedicated council webpage) explaining the PSPO, displaying the proposed control area, displaying the draft PSPO and the online survey for completion.

One of the concerns about the PSPO in regard to rough sleeping is that it could be used unfairly to target men from Eastern Europe within the designated area. It will be important to evidence that the PSPO is not used or is not perceived to being used in this way. The preventative work undertaken by the council before the PSPO comes into force will give strong evidence that prevention has been undertaken negating the need for action once the PSPO comes into force.

This decision will ensure that the most appropriate form of help will be provided to each rough sleeper.

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?

- The consultation will enable members of the community and stakeholders to give their comments and views which enable enable us to understand any issues, concerns or barriers.
- The consultation at public meetings and direct one to one meetings with residents and those affected by the PSPO will help us better understand their concerns, worries and fears. This will enable us to address these whilst looking to foster better relationships within the community to promote community cohesion.
- Monitoring of equality data information will help to better understand the issues faced within the community, to ensure there is a fair and consistent approach to the application of the PSPO, to militate against discrimination, tackle inequalities and to ensure the reporting mechanisms and information on the PSPO is

accessible to everyone.

- Should residents elect to have a PSPO in the designated area monitoring the impact that it has on the community will help reduce the likelihood of any disproportionate negative impacts on those with protected characteristics. When resident meetings are held by either the council or Regeneration Team this will be a further way to gather this information.
- Monitoring the PSPO will ensure that the PSPO does not displace the issue and create issues within other areas which adjoin the Love Lane Estate.

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 EqIA guidance

1. Sex

The activities of rough sleepers who are largely male will be hindered, but action will be taken through outreach services and enforcement work to ensure all rough sleepers are assisted prior to the PSPO coming into force.

Positive	√	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

We do not have data based on this protected characteristic. We also do not envisage the PSPO will have a disproportionate impact on this particular protected characteristic. We will identify any equality implications for this group raised via the consultation.

Positive		Negative		Neutral impact	X	Unknown Impact	
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3. Age

The activities of rough sleepers will be hindered, but unfortunately owing to the fluidity of rough sleeping it has not been possible to obtain data with regard to age, other than the general view that all have been over 25 years of age.

Positive	√	Negative		Neutral impact		Unknown Impact	
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4. Disability

The PSPO is likely to have a positive impact on all regardless of disability. It is noted that residents with disabilities are often more vulnerable, unable to choose to avoid areas of ASB, e.g. having no choice but to use a lift which is used as a toilet by rough sleepers and street drinkers as they are unable to use the stairs, dealing with these ASB activities

will improve the quality of life for local residents

Positive	√	Negative		Neutral impact		Unknown Impact	
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5. Race and ethnicity

Whilst the PSPO will hinder certain activities this is aimed at reducing ASB not aimed at any particular ethnic group. Rough sleepers have been primarily but not solely of Eastern European origin.

Positive	√	Negative		Neutral impact		Unknown Impact	
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6. Sexual orientation

The PSPO is likely to have a positive impact on all regardless of sexual orientation which we hope will be demonstrated through the proposed public consultation

Positive	√	Negative		Neutral impact		Unknown Impact	
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7. Religion or belief (or no belief) We do not expect this decision to impact upon religion or belief

The PSPO is likely to have a positive impact on all regardless of religion or belief which we hope will be demonstrated through the proposed public consultation

Positive	√	Negative		Neutral impact		Unknown Impact	
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8. Pregnancy and maternity We do not expect this decision to impact upon pregnancy and maternity

The PSPO is likely to have a positive impact on all regardless of pregnancy and Maternity which we hope will be demonstrated through the proposed public consultation

Positive	√	Negative		Neutral impact		Unknown Impact	
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9. Marriage and Civil Partnership

The PSPO is likely to have a positive impact on all regardless of marriage and civil partnership which we hope will be demonstrated through the proposed public consultation

Positive	√	Negative		Neutral impact			
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10. Groups that cross two or more equality strands e.g. young black women

This decision will impact on Eastern European men which consists of Sex and Ethnicity

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?

The PSPO will not result in any direct discrimination for any group which shares the protected characteristic as the PSPO applies to all persons. Mitigation will be undertaken to ensure that men from Eastern Europe who are sleeping rough are given appropriate advice and assistance by StreetLink prior to the PSPO coming into force.

Interpreters and translation services will be made available where English is not the first language. All residents and stakeholders will have the opportunity to engage in the consultation process.

The general public will have a more informed approach that Haringey Council has taken a considered and measured view of the issues that exist on the Love Lane Estate and have done so taking into account the Equality objectives.

A meeting was held with the Residents of Love Lane on the evening of 2nd March 2017. Residents raised the issue of the rough sleeping but this evidences that there was no bad feeling towards the Eastern Europeans who are known to sleep rough in the blocks. The residents referred to them as rough sleepers without bringing their ethnicity into the equation and raised their concerns for their welfare due to their being homeless and having nowhere to live once they were evicted from the estate.

The PSPO will impact on the lives of people who live, work and visit the area of the PSPO. The restrictions of the PSPO will have 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, residents with disabilities or the elderly who often feel intimidated and harassed by those engaging in anti-social behaviour on the estate, either through taking and selling drugs, drinking alcohol, rough sleeping, urinating in communal areas or blocking stairwells, lifts or entrances. The aim will be 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 will have a positive impact upon the area, as a tool for tackling ASB

The PSPO will to be applied to everyone within the designated area without discrimination of any kind. The authorised officers who will monitor the area and enforce the PSPO have and will 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 will 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 extended PSPO is likely to have a positive impact on staff; through preventing ASB and tackling any persistent ASB, the area will be improved and made a safer and cleaner working environment. 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 this tool has been effective in the South Tottenham area, where a PSPO has assisted the Council and the police to tackle anti-social behaviour outside Wickes in Seven Sisters Road and surrounding areas. This PSPO has resulted in a reduction in men gathering in the locality and reduction in men urinating, defecating and drinking alcohol in the locality. These positive outcomes have helped to foster good relations between communities.

The achievement of positive outcomes through a PSPO on the Love Lane Estate could like-wise foster good relations between communities; with local people being less suspicious of each other, reduction in the fear of crime and ASB resulting in improved neighbourly relations,

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 EqlA guidance

Outcome	Y/N
No major change to the proposal: the EqlA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any	Y

inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them.				
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	
Sex	Offer assistance to the men sleeping rough by engaging with StreetLink. Negating the need for enforcement action under the PSPO.	Allison Pibworth	Engagement has already started with the relevant agency. The estate to be free of rough sleepers before the PSPO comes into force.	
Race	As above	Allison Pibworth	During consultation period	
	Ensure interpreters and translation is available for the consultation documents when requested. Attempt to engage with PEEC to see if they can offer any further assistance to the Eastern European men.	Allison Pibworth		28/2/16

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 put in place a PSPO, with restricted activities that are likely to have a negative impact upon the Eastern European men are sleeping rough on the estate. In so far as the PSPO will restrict them from sleeping rough in the blocks, communal areas and garages within the Love Lane Estate.


It is not possible to avoid this negative impact upon this group as the above activity and resulting anti-social behaviour, is a key concern in the locality; in terms of the negative impact on the local environment but also in relation to the well-being of those sleeping rough in in the most appalling and unacceptable conditions.

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:

- Should residents elect to have a PSPO in the designated area monitoring the impact that it has on the community will help reduce the likelihood of any disproportionate negative impacts on those with protected characteristics. Regular discussions with the police will take place to see if there have been breaches of the PSPO who assess who have been involved. Reminders can be given to residents at council meetings or Ward Panel Meetings held by the police.
- The PSPO will be monitored to ensure that the behaviour complained of is not displaced or create problems to the adjoin properties to the Love Lane Estate.

7. Authorisation

EqlA approved by  (Assistant Director/ Director)	Date 20/9/17
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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.

