

APPENDIX 3 – DRAFT 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.

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).

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.

Name of proposal	Public Spaces Protection Order Finsbury Park & Green Lanes area
Service area	Enforcement Services – Environment and Neighbourhoods
Officer completing assessment	Joan Appavoo/David Shipp
Equalities/ HR Advisor	Lucy Fisher
Cabinet meeting date (if applicable)	February 2020
Director/Assistant Director	Stephen McDonnell/Eubert Malcolm

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The Council is looking to introduce a Public Spaces Protection Order (PSPO) for Finsbury Park and its surrounding areas, as shown on the attached Map. The affected areas fall within three wards: Haringay, St Ann's and Stroud Green wards. The boundary of the PSPO will include the following roads: part of Green Lanes N4, Wightman Road, Pemberton Road, Kimberley Gardens, Cleveland Gardens, Mattison Road, Chesterfield Gardens, Sussex Gardens, Duckett Road, Roseberry Gardens, Devon Gardens, Cavendish Road, Rutland Gardens, Essex Gardens, Grafton Gardens Burgoyne Road, Stanhope Gardens, Portland Gardens, Umfreville Road, Woollaston Road, Atterbury Road, Cyprus Close, Lothair Road South, Lothair Road North, Coningsby Road, Tancred Road, Venetia Road, Sybil Mews, Endymion Road, Urban Mews, part of Seven Sisters Road, part of Stroud Green Road, Upper Tollington Park, Woodstock Road, Ennis Road, Perth Road, Osborne Road, Victoria Terrace, Oxford Road, Florence Road, Scarborough Road, Carlisle Road.

The PSPO will prohibit the activities listed below:

- a. The consumption of alcohol or being in possession of an open container of alcohol in the restricted area other than at an event or place licensed for the sale and consumption of alcohol, and acting in manner that is causing or is likely to cause alarm, harassment or distress.
- b. Obstructing a building entrance or exit, stairwell or highway after being asked to move by an authorised officer.
- c. The ingestion, inhalation, injection or smoking, or otherwise of intoxicating¹ substances.
- d. To possess, sell or supply intoxicating¹ substances
- e. Discarding hypodermic needles or syringes in a public space (except in an appropriate sharps container)
- f. Soliciting others for the purpose of obtaining sex or drugs
- g. Participating in any sexual acts in any public place
- h. 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)

¹ Intoxicating Substances means substances with the capacity to stimulate or depress the central nervous system but does not include alcohol, vaporisers or tobacco

- i. Behaving in a manner, either as an individual or within a group of people, which causes or is likely to cause harassment, alarm or distress.

The proposed Public Spaces Protection Order (PSPO) is part of a coordinated tri-borough approach between Haringey, Islington and Hackney Councils and Police, to tackle drug-related incidents and ASB, which traverse the borough boundaries around Finsbury Park.

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 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.

The PSPO is being proposed as part of a tri-borough initiative. Islington and Hackney are also looking at introducing PSPOs in their respective boroughs in the areas bordering Haringey (around the Finsbury Park locality). If they are successful and Haringey has no similar provision then it is likely that ASB activity will be displaced to within Haringey from our partner boroughs

Tackling the anti-social behaviour in proposed area has the potential to have a significant positive impact. To promote the use of Finsbury Park as a safe and accessible public space, increase public confidence in the Police and Enforcement Services in tackling anti-social behaviour and crime to increase public safety and reduce fear of crime. As well as contribute to the effectiveness and success of local business and services in the local and surrounding areas, in making the area a cleaner, safer and attractive locality.

The decision-making route:

The Council are currently seeking Cabinet approval to consult on a proposed PSPO for Finsbury Park. This is due to go to Cabinet in March 2020 and we hope to commence consultation shortly after for a period of 12 weeks. The findings of the public consultation will then inform the Cabinet Report and EqlA, for the actual PSPO, which will go to Cabinet in the latter half of 2020.

Protected group	Service users	Staff
Sex	<ul style="list-style-type: none"> • <i>Haringey Ward profile</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Gender Reassignment	<i>No available data for Haringey</i>	
Age	<ul style="list-style-type: none"> • <i>Haringey Ward profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Disability	<ul style="list-style-type: none"> • <i>Haringey Ward profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Race & Ethnicity	<ul style="list-style-type: none"> • <i>Haringey Ward profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Sexual Orientation	<i>No available data for Haringey</i>	
Religion or Belief (or No Belief)	<ul style="list-style-type: none"> • <i>Haringey Ward Profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
Pregnancy & Maternity	<i>No available data for Haringey</i>	
Marriage and Civil Partnership	<ul style="list-style-type: none"> • <i>Haringey ward profiles</i> • <i>Haringey EQIA data</i> • <i>Haringey Census 2011</i> 	
<p>It is the Council's view that almost all residents within the affected locality are likely to experience a positive impact from the implementation 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.</p>		

Key findings Haringey 2011 Census and other local data sources² are:

Haringay Ward

- In Haringay Ward 51.4% of residents are males and 48.6% are females. This reflects the relatively equal split by sex of the borough as a whole, although Haringey's female population is 50.5%, which is more closely in line with England and London.
- The age profile of Haringay ward is such that the 20-44 age cohort make up the largest proportion of any ward in the borough. Haringay has amongst the smallest proportions of 0-19 and 45+ age cohorts in Haringey.
- Haringay's population ethnicity shows that the proportion of residents of 'White Other' ethnicity is 6 percentage points higher than the borough average.
- In terms of religion, Haringay has a greater proportion of residents identifying as having no religion compared to the borough average, and a smaller proportion of residents identifying as being Christian than the borough average.
- In Haringay 14.1% of residents have a limited long-term health problem or disability. This is below the rate seen in Haringey (16.7) and London (16.4%) more widely
- Haringay ward has a lower population density than the Haringey average, although this is still higher than the London average.
- Almost half of Haringay ward is open space, owing to the presence of Finsbury Park. This is well above the Haringey and London averages.
- Haringay's educational outcomes is in line with the borough average
- Haringay's median household income is in line with the borough average, and its unemployment rate is below the borough average.
- Haringay has the highest proportion of households in the borough, which are privately rented. By contrast, social renting in the ward is almost half in comparison to the borough average.
- Haringay was directly in line with the borough average in terms of rate of crime, which is 19% above the London average.

St Ann's Ward

- In St Ann's 51.5% of residents are male and 48.5% are female. This reflects the relatively equal split by sex of the borough as a whole, although Haringey's female population is 50.5%, which is more closely in line with England and London.
- The age profile is such that the 20-44 age cohort is slightly overrepresented

² SOURCES: Haringey Ward profiles, Haringey Ward level EQIA Data.

compared to the borough average, whilst all other groups are slightly underrepresented compared to the borough average.

- Those of 'white other' ethnicity are slightly overrepresented in St Ann's compared to the borough average, whilst those of 'White British' ethnicity is slightly underrepresented.
- St Ann's religious profile mirrors that of the rest of the borough, with Christianity being the largest religion, followed by Islam.
- In St Ann's 17.9% of residents have a limited long-term health problem or disability. This is slightly higher than the rate seen in Haringey (16.7%) and London (16.4%) more widely.
- St Ann's has the second highest population density of all Haringey wards
- Only 20% of St Ann's is open space, the fifth lowest of all Haringey wards (although residents have good access to open space, with Finsbury Park nearby).
- St Ann's has the third lowest rate of pupils achieving the expected educational outcomes in the borough.
- The median household income in St Ann's is below the borough average, without being one of the lowest levels within the borough. The unemployment rate is 8.9%, slightly higher than Haringey and London averages.
- Housing tenure in St Ann's generally reflects borough averages.
- The rate of crime in St Ann's is below the borough average, without being amongst the lowest in the borough.

Stroud Green Ward

- In Stroud Green ward, 49.8% of residents are males and 50.2% are females. This reflects the relatively equal split by sex of the borough as a whole, in line with England and London.
- In terms of age profile, 20-44 year olds are overrepresented in Stroud Green, with 0-19 year olds being amongst the lowest in the borough.
- Those of White British ethnicity are overrepresented in Stroud Green compared to the rest of the borough.
- Of all Haringey wards, Stroud Green has the highest number of residents who identify as having no religion- the ward has the smallest proportion of Christian residents of all wards, with the Islamic faith also underrepresented.
- In Stroud Green 13.4% of residents have a limiting long-term health problem or disability. This is lower than the rate seen in Haringey (16.7%) and London (16.4%) more widely

- Stroud Green has an above average population density in Haringey.
- The amount of open space in Stroud Green is in line with the rest of the borough
- Stroud Green pupils perform in line with the London average and slightly above the Haringey average.
- The median household income in Stroud Green is 20% above the Haringey average, with a significantly lower rate of unemployment than the Haringey average.
- There are fewer social rental properties in Stroud Green than the borough average, and a greater percentage of properties that are lived in by their owners.
- The rate of crime in Stroud Green is the third lowest of all Haringey wards.

The PSPO is likely to have a positive impact on almost all residents regardless of religion, age, health, gender, ethnicity, sexuality, gender reassignment, pregnancy & maternity, marriage & civil partnership. The PSPO will assist the Police and Council Enforcement Officers to tackle anti-social behaviour making the locality safer and cleaner.

While the impact for most residents is expected to be positive, the proposal will have a negative impact on those participating in anti-social behaviour. Given that, the data shows certain protected characteristic groups are over-represented among those that commit ASB; these groups are therefore more likely to be negatively impacted by the proposed PSPO. For example, males are the suspects in over 85% of all crime in Harringay and Stroud Green, and over 95% for drug offences for the same wards. However, anti-social behaviour in the area has a negative impact on all residents, including protected characteristic groups, and actions taken by the Council to prevent ASB will be carried out in line with its equalities duties. Enforcement of the PSPO will be carried out by officers that have been trained to do so in a way that eliminates discrimination, and is in line with the Equalities Act and will not discriminate against any protected characteristic group. The trigger for any enforcement action would always be the presence of anti-social behaviour and the risks and impact on other individuals, and where an alleged perpetrator belongs to a protected characteristic group this would be taken into account when determining any intervention that may be appropriate alongside or as an alternative to enforcement.

Haringey does have a large number of rough sleepers in the Finsbury Park and Green Lanes area, who may feel that this proposal would present a negative impact upon them. In collaboration with partners (including Islington and Hackney), it has been agreed that the PSPO would not be used as an enforcement tool to address rough sleeping, but would be utilised only to address and prevent any anti-social behaviour which is detrimental to the public and present health and safety or risk of harm issues. We will continue to arrange joint outreach operations, to engage with rough sleepers and work with them (through homelessness outreach) to obtain appropriate accommodation and other relevant support.

Further information on consultation is contained within accompanying EqlA guidance

There is a requirement for a period of statutory consultation to be undertaken before a decision can be taken. A consultation for a period of twelve weeks is proposed. The consultation will be both accessible and engaging with those likely to be affected by the order (positively and negatively). The Consultation will be in the form of an online survey. A letter and hard copy of the consultation questionnaire will be distributed to all residents in the affected area. A hard copy of the survey will also be made available, through planned surgeries, public/residents' meetings and upon request.

We will also ensure that translation and interpreting services will be available to those who need it.

We will also:-

- supply the letter/consultation document to businesses for their information and to display for customers;
- Advise any identified Housing Associations with properties within the proposed area;
- Make contact and hold surgeries at public service providers within the proposed area, e.g. schools, nursing homes, doctors' surgeries, churches;
- Organise events in the park to publicise the consultation and engage with users/visitors in the park – utilising the café, friends of the park, Parks services, clubs and associations.
- Attend evening/day time meetings with residents/business/community association within the proposed area.
- Liaise with homelessness outreach workers and services, to ensure that they and rough sleepers within our borough are informed and assisted to participate in the consultation process

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.

- The consultation will enable members of the community and stakeholders to give their comments and views, which will enhance our understanding of the key issues, concerns or barriers.
- The consultation, public meetings and direct one to one meetings with residents and those affected by the PSPO will help us gain a better understanding of 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 us 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 and other members of the public, 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.
- Residents' meetings and meetings with other stakeholders will be a further way to gather this information. Monitoring the PSPO will ensure that the PSPO does not displace the ASB issues and create issues within other areas which adjoin the affected area of the proposed PSPO. See Section 6 c) for information about how the PSPO will be monitored.

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

1. Sex

The percentage of males in Harringay ward is 51.4%, and the percentage of females is 48.6%. In St Ann's, 51.8% of residents are male. The balance of males and females is almost exactly even in Stroud Green, being 49.8% and 50.2% respectively.

As was found in the Haringey Residents Survey 2018, females are significantly more likely than males to say that they feel unsafe in their local area after dark, and therefore this group is more likely to benefit from the introduction of the PSPO. By contrast, males will be more likely to breach the terms of the PSPO. For example, males are the suspects in over 85% of all crime in Harringay and Stroud Green, and over 95% for drug offences for the same wards- it is therefore fair to assume that, in terms of restricting behaviour, the

PSPO will affect more males than females, in terms of potential enforcement.

To ensure that the PSPO does not impact disproportionately on males, the decision to take enforcement action will not be based on the sex of the perpetrator of anti-social behaviour; decisions will be based on the anti-social behaviour taking place, and the

impact this has on others; Anti-social behaviour in the area has a negative impact on all residents, including protected characteristic groups; by reducing crime and anti-social behaviour the PSPO will assist in creating a safer and cleaner environment and hence positively impact both males and females.

Positive	√	Negative		Neutral impact		Unknown Impact	
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2. Gender reassignment

We do not hold data on the number of people who are seeking, receiving or have received gender reassignment surgery in the affected wards, and there is no national data collected for this protected characteristic. The Equality and Human Rights Commission estimate that there is between 300,000 and 500,000 transgender people in the UK.

The PSPO will assist in creating a safer and cleaner environment for all local residents, including those who have undergone or are undergoing gender reassignment. At this stage, we do not have any data to suggest that this group would be any more or less likely than the rest of the population to live in the area of the PSPO or breach its terms. Therefore, it is anticipated that the proposal will not have a disproportionate impact on this protected characteristic group, however the Council will monitor the implementation of the PSPO to ensure that no inequalities emerge.

Positive	√	Negative		Neutral impact		Unknown Impact	
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3. Age

Children and young people are underrepresented across Harringay, St Ann's and Stroud Green, particularly in Harringay and Stroud Green, which have amongst the smallest proportion of 0-19 year olds in the borough. All 3 wards also have a higher proportion of residents between the ages of 20 and 45, with Harringay having the highest proportion in the borough at 55% compared to the borough average of 43%. Harringay also has amongst the lowest proportion of over 65s in Haringey. This general trend is also replicated in Stroud Green and St Ann's.

South Harringay Junior School and Nursery, and Stroud Green Primary School and Nursery, fall within the boundary of the PSPO. Stroud Green Clinic and Osborne Grove Nursing Home, both on Upper Tollington Park in Stroud Green, also fall within the boundary of the PSPO. This area has previously been identified as a hotspot for crime in the Drugs Market profile. Venetia Care Home in Harringay is also within the PSPO. Overall, the PSPO may impact disproportionately on people of a working age who make up the majority of the residential population within the 3 wards, but the presence of schools and care homes within the PSPO would also suggest that children and the elderly will be impacted by the enforcement of the PSPO. The impact of the PSPO should be positive on all age groups, as it should reduce levels of ASB and crime. This is perhaps particularly true for children who are especially likely to be exposed to ASB, substance misuse, and other activities, which will be prohibited under the PSPO.

Positive	√	Negative		Neutral impact		Unknown Impact	
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4. Disability

Activity Level	Harringay	St Ann's	Stroud Green	Haringey	London	England & Wales
Day-to day activity limited a lot	5.9%	7.8%	5.5%	6.8%	6.7%	8.3%
Day-to-day activity limited a little	6.6%	7.6%	6.2%	7.2%	7.4%	9.3%
Day to day activity not limited	87.5%	84.6%	88.3%	86%	85.8%	82.4%

As can be seen, only St Ann's ward has a higher proportion of residents with a disability relative to the rest of Haringey. We will need to consider the impact of the proposed PSPO on residents who share this protected characteristic by monitoring its impact during the implementation.

However, the PSPO is likely to have a positive impact on all regardless of disability, though it may also affect more positively on those with a disability. It is noted that residents with disabilities are often more vulnerable, unable to choose to avoid areas of ASB, and vulnerable to abuse or exploitation. In the Residents Survey 2018, those who were permanently sick or disabled were also more likely to say they felt unsafe in their local area after dark, compared to the broader population.

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

The proportion of White British residents in Harringay Ward is 33.8%. This has decreased from 44.3% since 2001. Harringay has 28.3% of White Other residents – this is the 3rd largest proportion in Haringey for that group. In Harringay, Black/African/Caribbean/Black British groups are underrepresented, whereas Asian and Asian British groups are marginally overrepresented relative to the rest of Haringey.

There are 28.5% White other, 23% White British, 10% Black Caribbean and 8.2% Black African residents in St Ann's Ward. Residents of 'White Other' ethnicity are overrepresented in St Ann's, compared to the rest of Haringey, while BAME groups are

overrepresented. The proportion of White British residents has decreased from 34.9% to 23.1% since 2001, Black Caribbean residents have also decreased from 10% to 8.2%.

There are 52.9% White British, 17% White Other, 5.3% Black Caribbean and 4.3% Black African residents in Stroud Green Ward. In Stroud Green, those of 'White British' ethnicity are overrepresented relative to the rest of Haringey, while BAME groups are significantly underrepresented.

In Haringey ward, Afro-Caribbean groups are suspects in 42% of crime, rising to 53% in drug offences. In Stroud Green, these figures are 46% and 48%. For comparison, Black/African/Caribbean/Black British groups make up about 12% of the population in both wards, showing that these groups are four times more likely to be suspects in certain crimes. Hence, it is fair to assume that this group will be disproportionately impacted upon by this proposal. However, anti-social behaviour in the area has a negative impact on all residents, including protected characteristic groups; any actions taken by the Council to enforce the PSPO will not discriminate against any protected characteristic group. The decision to take enforcement action will be based on the anti-social behaviour taking place, and the impact this has on others. Anti-social behaviour in the area has a negative impact on all residents, including those from protected characteristic groups; by reducing crime and anti-social behaviour, the PSPO will assist in creating a safer and cleaner environment and hence should have a positive impact on all ethnic groups by reducing crime and anti-social behaviour.

Whilst the PSPO will hinder certain activities this is aimed at reducing ASB, not aimed at any particular ethnic group.

Positive	√	Negative	√	Neutral impact		Unknown Impact	
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6. Sexual orientation

We do not hold ward or borough level data on sexual orientation, and it is not nationally collected through the census. However, the ONS data suggests that 4% of Haringey residents are gay or lesbian; this is slightly above the London average of 3.1%, giving Haringey the 9th largest LGB community in the UK, and the 6th largest in London. The data is not available to assess whether LGB groups are over or underrepresented within Haringey, Stroud Green and St Ann's relative to the rest of Haringey, however the PSPO should have a positive impact on residents of all sexualities, by reducing crime and anti-social behaviour. We will need to consider the impact of the proposed PSPO on residents who share this protected characteristic, but do not anticipate that its impact will be disproportionate on this group. If any inequalities were to emerge, these would be addressed through monitoring the implementation and enforcement of the PSPO.

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

Almost one in three Harringay residents stated that they had no religion. 42.7% of residents in Stroud Green have no religion, the highest proportion in Haringey. The religious profile of St Ann's, Stroud Green and Harringay wards, mirrors that of the rest of Haringey, with Christianity being the largest religion followed by Islam. Hinduism, Judaism, Buddhism and Sikhism are also noted religions within these three ward, though at a significantly lower percentage³

Three churches, all within Harringay ward, fall within the boundary of the PSPO. No other religious buildings are within the boundary.

It is not anticipated that the PSPO will have a disproportionate impact on any one religious group; however, the positive impact of the PSPO will benefit residents of all faiths.

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 wards and specific areas within the PSPO boundary have amongst the lowest proportion of under 18s in the borough. In Haringey, the average live birth rate per ward in 2016 was 216. That year Harringay ward had 217 live births, St Ann's ward had 236 live births and Stroud Green Ward had 168. The number of live births and hence to an extent the number of residents who are in the pregnancy and maternity group, are not disproportionately higher within the area of the PSPO; in comparison to wards such as Seven Sisters which had 355 live births or Northumberland Park with 332 live births⁴. Hence, it is unlikely that the PSPO would have a disproportionate impact upon this protected characteristic group, but would impact positively by virtue of parents being able to bring up their children in an environment with less ASB.

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

Haringay has the 2nd lowest proportion of residents who are married in Haringey, with Stroud Green having the lowest percentage across the borough at 27.5%. St Ann's also has a lower proportion of residents who are married relative to the borough average, which is 33.3%.

There are 104 couples in a same sex civil partnership in Stroud Green. There are also 84 couples in a same sex civil partnership in Harringay, and 83 in St Ann's. In the case of civil partnerships, it is not anticipated that the PSPO will have a disproportionate impact upon this protected characteristic, but that it should have a positive impact on all residents regardless of their married or civil partnership status, by reducing crime and

³ Haringey 2018 resident Survey

⁴ Office for National Statistics: Number of live births by electoral ward, England and Wales, 2016

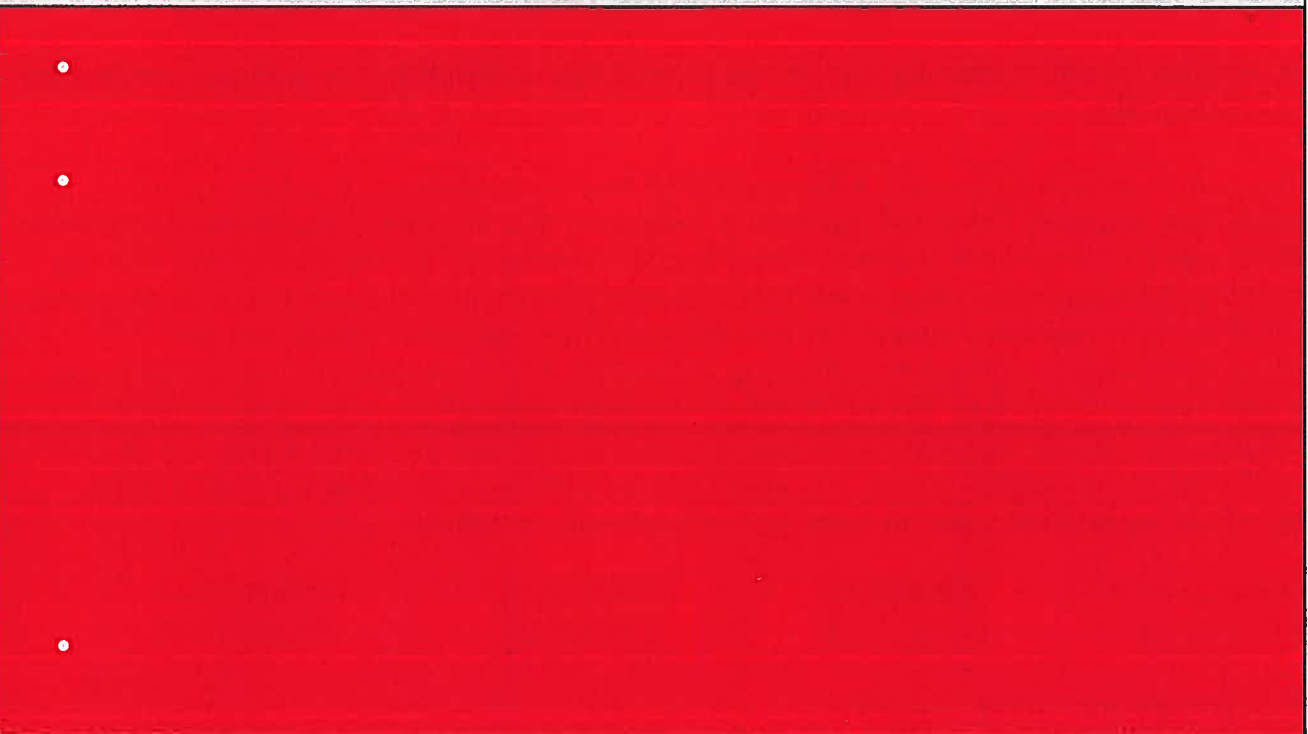
anti-social behaviour.

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

The PSPO is likely to have a positive impact on all regardless of any held protected characteristic. We do not have data to suggest that any groups that cross two or more equality strands would be more or less affected by the PSPO.

Through monitoring the implementation and enforcement of the PSPO, we will continue to identify and address any equality implications.



The impact of the proposal will be broadly positive for all residents, as it will reduce the incidence of anti-social behaviour in the area. The PSPO will not result in any direct discrimination for any group which shares the protected characteristic as the PSPO applies to all persons. However, some groups may be more likely to carry out ASB and therefore are more likely to be negatively impacted by the PSPO. This impact will be mitigated by ensuring that actions taken by the Council to prevent ASB will be carried out in line with its equalities duties. Enforcement action will be taken if an individual is engaging in anti-social behaviour or crime, to the detriment of others and presenting risk to others. The decision to take enforcement action will be based on the anti-social behaviour taking place, and the impact this has on others. Anti-social behaviour in the area has a negative impact on all residents, including those from protected characteristic groups; by reducing crime and anti-social behaviour, the PSPO will assist in creating a safer and cleaner environment and hence should have a positive impact on all protected characteristic groups by reducing crime and anti-social behaviour.

All residents and stakeholders will have the opportunity to engage in the consultation process. The Consultation process will assist in identifying any groups with shared protected characteristics that the PSPO may have a disproportionate impact upon; amendments can then be made to remove or minimise any disadvantage and ensure the needs of persons protected under the Equality Act.

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. 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, to either an individual or the wider community. e.g. seriousness of offence, any past history, repeated non-compliance.

The 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 enhance 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 in the Finsbury Park & Green Lanes area could 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.

Further information on responding to identified impacts is contained within accompanying EqIA 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.		Y
Adjust the proposal: the EqlA 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
Impact and which protected characteristics are impacted?	Action	Lead officer
All	If it is shown through the consultation results that any groups with shared protected characteristics could be unduly impacted upon by certain aspects of the PSPO, then appropriate adjustments could be considered	Joan Appavoo David Shipp
Consultation Review		
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.		
<ul style="list-style-type: none"> The ASB Enforcement team will monitor the implementation and enforcement of the PSPO. All enforcement will be recorded on the Council's M3 database system so that reports can be generated to gauge the level of warnings and fines issued or prosecutions pursued. Regular discussions with the Police will take place to see if there have been breaches of the PSPO and to assess who have been involved, to enable evaluation of any disproportionate impact. 		

- Reminders/updates can be given to residents at Council meetings or Ward Panel meetings convened by the Police, or Resident/Association meetings in the affected area, to ascertain public satisfaction with the implementation of the PSPO
- The PSPO will be monitored to ensure that the behaviour complained of is not displaced or creates issues for areas adjoining the affected area of the proposed PSPO.

EqlA approved by



(Assistant Director/ Director)

Date

13/01/2020

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

