

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	Housing ASB Policy
<b>Date</b>	01/04/2021
<b>Officer carrying out screening</b>	Sally Tynan
<b>Service Area</b>	Community Support
<b>Project Sponsor</b>	

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

## 1. Project/Proposal/ Service changes

<p><b>What is proposed?</b></p>	<p>The Anti-Social Behaviour (ASB) Housing Policy has been revised to ensure it is fit for purpose. It sets out the Council's approach in tackling antisocial behaviour that impacts on its tenants and leaseholders and/or is perpetrated by them.</p> <p>ASB can have a significant impact on the health and wellbeing of victims, their families and the community. The revised ASB Policy sets out the councils' commitment to delivering a preventative and victim centred approach in tackling ASB that impacts on tenants and leaseholders and/or is perpetrated by them.</p>
<p><b>Why are the changes being introduced?</b></p>	<p>The revised policy is intended to ensure that the Council is equipped to deal with occurrences of ASB when they are reported and is compliant with the requirements of the ASB Crime and Policing Act 2014.</p> <p>The development of this Policy reflects the existing statutory obligation under section 12 of the Anti-social Behaviour Act 2003, which requires a landlord to prepare a policy and procedure in relation to anti-social behaviour and to publish the same.</p> <p>The current Policy was approved by the Executive Committee in December 2015 and was due for review in November 2018, then every three years thereafter.</p> <p>The revised ASB Policy reflects changes to the previous policy in the following areas -</p> <p><b>Clarification on what the Council considers to be ASB</b> - The reviewed policy states what ASB is and sets out the guiding principles for the Officers who deal with ASB</p> <p><b>Removal of: 'case management', 'available actions' and 'managing expectations'</b> - These are outlined within the ASB Procedure document.</p>

	<p><b>Removal of ‘References’</b> - These no longer apply to the ASB Housing role</p> <p><b>Reference to the tools and powers available under the ASB, Crime and Policing Act 2014</b> - The Council have additional powers to take action against those causing ASB under this Act.</p> <p><b>Inclusion of children, young people and vulnerable adults</b> - This provides clear evidence that the Council is committed to ensuring concerns of a person’s welfare are dealt with appropriately.</p> <p><b>Inclusion of partnership working</b> - Working with our key partners to deliver an effective, value for money service for Council housing tenants and leaseholders</p> <p><b>Inclusion of information sharing and confidentiality</b> - The Council is required under section 115 of the Crime and Disorder Act 1998 to work in partnership and share information, when required, in order to tackle ASB priorities.</p>
<p><b>What evidence is being used to support this equality impact analysis?</b></p>	<p>Building a Better Ipswich underlying principle:</p> <ul style="list-style-type: none"> <li>• Priority 4 – A Healthy Community</li> <li>• Priority 6 – Safe Communities</li> <li>• Priority 7 – An Efficient and Effective Council</li> </ul> <p>Housing Act 1985  Crime and Disorder Act 1988  Human Rights Act 2002  Anti Social Behaviour Act 2003  Equality Act 2010  Anti-social Behaviour, Crime and Policing Act 2014  Data Protection Act 2018  Ipswich Housing Strategy 2019 - 2024  2020 Social Housing White Paper: ‘Charter for Social Housing Residents  Tenancy Agreement</p>

<b>How will this change be implemented?</b>	<p>There has been considerable internal consultation between Community Support and Tenancy Services to ensure the revised policy and procedures supports corporate objectives.</p> <p>A further consultation has been completed involving tenants/leaseholders, key partners, including the Police, and Cllrs who were invited to contribute their views and suggestions on the revised Policy.</p> <p>The revised Policy will now be taken to the June 2021 Executive meeting for approval.</p>
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## 2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
<b>Age</b>	Positive	The ASB Policy sets out a harm centred and victim first approach to have a positive impact on health and wellbeing of tenants and leaseholders of all ages	<p>Proportionality is considered in all cases where tenancy enforcement action is taken which ensures that all possible steps have been taken, as well as providing evidence to the Court that the Council is acting reasonably.</p> <p>An Equality Impact Assessment is undertaken to ensure that we do not discriminate against any group of people who share a protected</p>

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
			characteristic as defined by the Equality Act 2010.
<b>Disability</b>	Positive	Using a multi-agency approach, contact with a range of external agencies and organisations including ACS and mental health services will benefit both victim and perpetrators	As stated previously. Help can also be sourced for those who are visually impaired which can be found on the IBC website: <a href="https://www.ipswich.gov.uk/content/accessibility-statement">https://www.ipswich.gov.uk/content/accessibility-statement</a>
<b>Gender reassignment</b>	Positive	These groups may be more likely than others to be victims of hate crime	As stated previously
<b>Pregnancy and maternity</b>	No change	No impact has been identified	As stated previously
<b>Race</b>	Negative	Complex and changing information in relation to the reviewed Policy may be more difficult to understand for those where English is not their first language.	Access to translation services is available and can be arranged where required.

<b>Who is affected?</b>	<b>Impact (positive/negative/no change)</b>	<b>Explanation of impact</b>	<b>Actions to mitigate any adverse impact or further promote positive impact</b>
<b>Religion or belief</b>	Positive	Minority religious groups may be more likely than others to be victims of hate crime	As stated previously
<b>Sex</b>	No change	No impact has been identified	As stated previously
<b>Sexual orientation</b>	Positive	These groups may be more likely than others to be victims of hate crime	As stated previously
<b>Marriage and civil partnership</b>	No change	No impact has been identified	As stated previously

### 3 Sign Off

<b>Assessment Author:</b>		<b>Date:</b>
<b>Project Sponsor:</b>		<b>Date:</b>

Please provide any supporting documents in the appendices below.

## Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

<b>Age</b>	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
<b>Disability</b>	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
<b>Gender reassignment</b>	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
<b>Marriage and civil partnership</b>	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
<b>Pregnancy and maternity</b>	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
<b>Race</b>	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
<b>Religion and belief</b>	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)