

Equality Impact Assessment

This document is intended to act as a guide and point of reference, rather than be a template. There is no requirement to use this document as part of the policy development or decision-making process; although it may help.

When using this form, please feel free to enter as much or as little information as you feel is appropriate.

Name	Amanda Smith	Date	19.6.24
Job title	Engagement and Research Support Officer		
What are you thinking of changing or implementing?			
Implementing a new Anti-Social Behaviour Policy (ASB) for the Borough of Fareham. The policy will outline how the Council will respond to acts of anti-social behaviour and provide an easily accessible document listing a balanced and incremental approach we will take to improve the situation.			
What is the expected or anticipated impact of this change?			
<p>The aim of the policy is to set out how the Community Safety and Housing team will deal with anti-social behaviour within our communities, improving the environment in which our residents live.</p> <p>The new policy sets out how we aim to:</p> <ul style="list-style-type: none">• Take effective and prompt action to deal with severe and/or persistent ASB• Engage with residents on how we tackle ASB• Set realistic expectations in how we tackle ASB• Provide support and advice to victims of ASB• Ensure a partnership approach is taken to tackle ASB <p>This will impact all residents living within Fareham. It will also provide clarity to victims, Council officers and partners involved in managing ASB.</p> <p>The policy sets out what our service standards are and what we want our service to achieve for victims and witnesses of anti-social behaviour, by adopting a fair, timely, equal and reasonable approach to any action taken to resolve anti-social behaviour.</p> <p>The Policy recognises that a coordinated multi-agency approach and interventions are often needed when dealing with ASB. Cases may be referred to a variety of multi-agency forums with statutory and voluntary partners present, including the Partnership Action Group, Multi-Agency Risk Assessment Conference or Team Around the Family meetings, to name a few. This will help to facilitate joint working and ensure a co-ordinated multi agency approach.</p>			



Protected characteristic: Age (including children and young people)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

This policy aims to support people living and working in Fareham with cases of anti-social behaviour regardless of age.

Identified Impact:

Age may be a precursor to vulnerability either as a perpetrator or victim. Both young people and older people living within Fareham may be victims of ASB such as verbal abuse, exploitation and cyber bullying

ASB is sometimes caused by young people and children. In some instances, the perpetrator of ASB may be an older person due to health issues such as dementia.

Action we will take to mitigate impact:

A strong, clear ASB Policy will bring about positive impacts to any victims of anti-social behaviour.

Children, young people and older people that are victims of ASB will be treated appropriately using our victim and witness support policy framework. If appropriate, referrals will be made to further support agencies to ensure children and adult safeguarding action is taken.

Where the perpetrator of anti-social behaviour is caused by a young person we will engage with other professionals working in children's services, schools, youth justice services to agree appropriate action. The policy is designed to meet a range of different needs of those who use our service and those whom action may be taken against.

In cases where vulnerable perpetrators are involved, we will work closely with various support agencies with the aim of improving the behaviour. If the perpetrator is a tenant and it is felt that they cannot sustain a general needs tenancy, we will advocate relocating them to more suitable accommodation.

The Community Safety Team and Housing Team regularly make referrals to a range of support services and will work alongside partner agencies to ensure appropriate support is provided.

Protected characteristic: Disability (including physical and those with mental health conditions)

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

Disability can be a factor in anti-social behaviour cases.

Identified impact:

Recent research shows that those with long-term physical or mental health conditions were more likely to have experienced or witnessed ASB in the last 12 months compared to those without the same conditions (Home Office March 2023)

Tenants with disabilities are also more likely to cause ASB (Regulator of Social Housing EIA 2023).

Vulnerabilities such as mental health issues, physical or learning disabilities of some people can contribute to behaviour which is classed as anti-social to those around them

Action we will take to mitigate impact:

A strong, clear ASB Policy will bring about positive impacts for victims with either long-term physical or mental health conditions. They will be treated appropriately using our victim and witness support policy framework. If appropriate, referrals will be made to further support agencies to ensure safeguarding action is taken if required.

In cases where vulnerable perpetrators are involved, we will work closely with various support agencies with the aim of improving the behaviour.

The Community Safety Team and Housing Team regularly make referrals to a range of support services, such as the Community Mental Health team and will work alongside partner agencies to ensure appropriate support is provided.

Understanding that a coordinated multi-agency approach is often needed, cases will be referred to the various multi-agency forums mentioned above to facilitate joint working and ensure a co-ordinated multi agency approach.

Protected characteristic: Gender reassignment

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?

- What steps or action is planned to mitigate any negative impact?

Identified impact: Those wishing to undergo gender reassignment could be more at risk of anti-social behaviour such as hate speech.

Action we will take to mitigate impact: All reports relating to a hate incident will be responded to by the Community Safety Team within seven working days and the team will work in partnership with the police to resolve the issue. The Community Safety and Housing team will consider the protected characteristic/s of the victims/witnesses and suspects and treat them according to their needs and to avoid making assumptions or stereotyping.

Protected characteristic: Marriage and civil partnership

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

Identified impact:

No specific impact identified

Protected characteristic: Pregnancy and maternity

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

No specific impact identified

Protected characteristic: Race

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

Anti-social behaviour can involve victims and perpetrators from all races and cultural backgrounds.

Identified impact: Residents with a different race, language and cultural background can be subject to incidents of hate crime and verbal abuse.

Action we will take to mitigate the impact: All reports relating to a hate incident will be responded to by the Community Safety Team within seven working days and the team will work in partnership with the police to resolve the issue. The Community Safety and Housing team will consider the protected characteristic/s of the victims/witnesses and suspects and treat them according to their needs and to avoid making assumptions or stereotyping.

Protected characteristic: Religion or belief

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

Anti- social behaviour can involve victims and perpetrators from all religious backgrounds and beliefs.

Identified Impact: Residents with different religious beliefs and cultures can be victims of Anti-Social behaviour in the form of hate crime and verbal abuse.

Action we will take to mitigate the impact: All reports relating to a hate incident will be responded to by the Community Safety Team within seven working days and the team will work in partnership with the police to resolve the issue. The Community Safety and Housing team will consider the protected characteristic/s of the victims/witnesses and suspects and treat them according to their needs and to avoid making assumptions or stereotyping.

Protected characteristic: Sex

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

Both men and woman may be victims and offenders in anti-social behaviour cases.

Identified impact: Gender may be a motivating factor for anti-social behaviour.

Action we will take to mitigate the impact: This policy is designed to be inclusive, regardless of protected characteristics and the service provided by the Community Safety

and Housing team is designed to meet a range of different needs of those who use our service and those whom action may be taken against

All reports relating to a hate incident, either related to someone's sex will be responded to by the Community Safety Team within seven working days and the team will work in partnership with the police to resolve the issue. The Community Safety and Housing team will consider the protected characteristic/s of the victims/witnesses and suspects and treat them according to their needs and to avoid making assumptions or stereotyping.

Protected characteristic: Sexual orientation

Points to consider:

- How have you considered the potential impact on people with this protected characteristic?
- What, if any, is the expected impact on people with this protected characteristic?
- What steps or action is planned to mitigate any negative impact?

Anti-social behaviour may be motivated by sexual orientation

Identified impact: Residents who are of a particular sexual orientation such as Lesbian, Gay or Bisexual may be victims of hate crime

Action we will take to mitigate the impact: All reports relating to a hate incident will be responded to by the Community Safety Team within seven working days and the team will work in partnership with the police to resolve the issue. The Community Safety and Housing team will consider the protected characteristic/s of the victims/witnesses and suspects and treat them according to their needs and to avoid making assumptions or stereotyping.