

## Colchester Borough Homes

### Equality Impact Assessment Form - An Analysis of the Effects on Equality

#### Section 1: Initial Equality Impact Assessment

Name of policy/ decision to be assessed:

- **Anti-Social Behaviour (ASB) Policy**

1. What is the main purpose of the policy?

- To Reduce complaints of ASB by known individuals or families
- To work with police and other partner agencies in reducing ASB

2. What main areas or activities does it cover?

- Receiving complaints of ASB from members of the public, Ward Councillors, Police and other partner agencies.
- Investigate in a fair and impartial manner and seek to modify behaviour either informally or formally.

3. Are there changes to an existing policy being considered in this assessment? If so what are they?

- The new ASB policy is the existing policy with some minor amendments, removing procedural elements from the policy.
- There is also the removal of named organisations.

4. Who are the main audience, users or customers who will be affected by the policy?

- Colchester Borough Homes tenants and other residents of the Colchester Borough

5. What outcomes do you want to achieve from the policy?

- To modify the behaviour of individuals or families to stop ASB and to support and resolve ASB issues for victims

6. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- Safer Colchester Partnership, Police, Colchester Borough Council and local registered social landlords

7. Are you aware of any relevant information, data, surveys or consultations which help us to assess the likely or actual impact of the policy upon customers or staff?

- No

8. The 'general duty' states that we must have "due regard" to the need to:

- (a) eliminate unlawful discrimination, harassment and victimisation;
- (b) advance equality of opportunity between people who share a 'protected characteristic'<sup>1</sup> and those who do not<sup>2</sup>;
- (c) foster good relations between people who share a protected characteristic and those who do not<sup>3</sup>

The policy helps us to 'eliminate unlawful discrimination, harassment and victimisation' in the following way(s):

- This policy seeks to help eliminates unlawful discrimination and harassment, including protecting people from hate crime related to the 'protected characteristics'. We encourage victims to keep a reliable written record of incidents and to use the Noise App where appropriate.

The policy helps us to 'advance equality of opportunity...' in the following way(s):

- We have Tenancy Support Officers who work with external agencies including social care and CMHT to support residents experiencing ASB and to help enable perpetrators to change their behaviour. These strategies help to advance equality of opportunity.

The policy helps us to 'foster good relations...' in the following way(s):

- Referrals to mediation services, Victim Support and Stop the Hate can help 'tackle prejudice' and 'advance understanding':

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<sup>1</sup> The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

<sup>2</sup> This involves having due regard, in particular, to the need to: (a) remove or minimise disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic; (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

<sup>3</sup> This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

9. This section helps us to identify any disproportionate impacts. Please indicate in the table below whether the policy is likely to particularly benefit or disadvantage any of the 'protected characteristics'.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Age	Older people (60+)	X	<ul style="list-style-type: none"> <li>○ Home visits are offered with either a male or female officer. This may particularly benefit this group due to increased vulnerability due to disability or age-related frailty.</li> <li>○ Different ways to record incidents (either by telephone or written record) may particularly benefit older groups due to the greater prevalence of sensory disability.</li> <li>○ Contact with a range of external agencies and organisations such as Age UK and social care helps meet complex needs and increased vulnerability.</li> <li>○ Referrals to support agencies including CMHT benefit alleged perpetrators and helps support behaviour change.</li> </ul>		None identified
	Younger people (17-25) and children (0-16)	X	Some studies suggest that teenagers and younger people are more likely to be victims and perpetrators of Hate Crime and other anti-social behaviour. The service may therefore particularly benefit this group.		None identified

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Disability	Physical	X	<ul style="list-style-type: none"> <li>○ Different ways to record incidents (either by telephone or written record) may particularly benefit people with a sensory disability.</li> <li>○ Contact with a range of external agencies and organisations including social care helps meet complex needs and increased vulnerability.</li> <li>○ Referrals to support agencies including CMHT benefit alleged perpetrators and helps support behaviour change.</li> </ul>		None identified
	Sensory				
	Learning				
	Mental health issues				
Ethnicity <sup>4</sup>	White		No disproportionate benefit has been identified for these groups.		None identified
	Black				
	Chinese				
	Mixed Ethnic Origin				
	Gypsies/ Travellers				
Language	English not first language		No disproportionate benefit has been identified for these groups.	X	People who do not have English as a first language may be not be able to access the policy and/or the service as well as other groups.
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		None identified		None identified
Religion or Belief	People with a religious belief (or none)	X	Minority religious groups may be more likely than others to be victims of hate crime		None identified

<sup>4</sup> National Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British), African, Caribbean, Other Black (Black or Black British), White and Black African, White and Asian, White and Black Caribbean (Mixed), British, Irish, Other White (White), Chinese, Other (Other Ethnic Group).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Sex	Men		No disproportionate benefit has been identified for these groups.		None identified
	Women	X	<ul style="list-style-type: none"> <li>○ Home visits are offered with either a male or female officer.</li> <li>○ The operation of the Colchester Sanctuary Scheme may particularly benefit this group. (Women are more likely to be victims of domestic abuse.)</li> </ul>		None identified
Gender Reassignment <sup>5</sup>	Transgender/ Transsexual <sup>6</sup>	X	<ul style="list-style-type: none"> <li>○ Home visits are offered with either a male or female officer.</li> <li>○ These groups are statistically more likely than others to be victims of hate crime.</li> </ul>		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	X	These groups are statistically more likely than others to be victims of hate crime.		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership		No disproportionate benefit has been identified for these groups.		None identified

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<sup>5</sup> The protected characteristic of gender reassignment is defined by the Equality Act 2010 as “a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to.

<sup>6</sup> It is generally held that people who are *transgender* disguise their features or clothing to resemble their preferred sex, whereas people who are *transsexual* wish to change their body to completely resemble their preferred sex.

10. If you have identified any negative impacts (above) how can they be minimised or removed?

*People who do not have English as a first language may be not be able to access the policy and/or the service as well as other groups.*

**Staff are encouraged to access a range of translation and interpreting services on behalf of customers.**

Note:

The following groups may be less likely to report incidents of ASB including Hate Crime:

- Younger people (17-25) and children (0-16)
- English not first language
- Minority religious groups
- Transgender or Transsexual
- Bisexual, Gay or Lesbian

CBH works with Victim Support to actively encourage victims to report Hate Crimes. We have also trained staff to be Hate Crime Ambassadors who have knowledge of how to report and to minimise 'under-reporting'. CBH ensures it advertises the service well to ensure all people including particularly vulnerable groups, are aware of the service

11. Could the policy discriminate<sup>7</sup> against any 'protected characteristic', either directly or indirectly<sup>8</sup>? **No**

No unlawful discrimination has been identified. Regular analytics will help to monitor impacts.

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<sup>7</sup> The Council has a general duty to 'eliminate unlawful discrimination, harassment and victimisation'. Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or marriage and civil partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic'.

<sup>8</sup> If you answer 'yes' to question 11 (above) you will need to complete this section *and* go on to complete Section 2 in order to conduct a full Equality Impact Assessment.

## Summary and findings of Initial Equality Impact Assessment

12. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No negative impacts have been identified <input type="checkbox"/>	Sign off screening and finish.
<b>Negative impacts have been identified but have been minimised or removed X</b>	<b>Sign off screening and finish.</b>
Negative impacts could not be minimised or removed <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

13. Name and job title of person completing this form:

- Nathan Suley, Community Safety Manager

14. Date of completion:

- February 2020

15. Date for update or review of this screening:

- February 2023

(The policy will be reviewed earlier where feedback raises concerns about specific impacts.)