

EQUALITY IMPACT ASSESSMENT

Community Connections



STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

What is being assessed - including a brief description of aims and objectives?	<p>This EIA applies to the new policy, guidance and procedure for ASB Case Reviews (also known as the 'Community Trigger'). The ASB Case Review is a statutory function for 'responsible authorities' introduced under Sections 104 and 105 of the Anti-Social Behaviour, Crime and Policing Act 2014. The purpose of this function is to give victims of anti-social behaviour (ASB) the ability to demand a formal case review where a locally defined threshold is met, in order to determine whether there is further action that can be taken.</p> <p>Plymouth City Council manages the ASB Case Review process on behalf of 'responsible authorities' in the City of Plymouth.</p> <p>Prior to this policy, there was no specific policy in relation to the ASB Case Review process. Plymouth City Council have collaborated with ASB Help to develop a new ASB Case Review policy, demonstrating a commitment to being victim-focused and proactively finding solutions to resolve anti-social behaviour in the city.</p> <p>Plymouth City Council will be working with ASB Help to ensure the new draft policy and process are assessed as ASB PLEDGE compliant.</p>
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Department and service	People - Community Connections – Safer Communities Team
Date of assessment	8 th October 2021

STAGE 2: EVIDENCE AND IMPACT

Protected characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact See guidance on how to make judgement	Actions	Timescale and who is responsible
Age	The average age in Plymouth (39 years) is about the same as	Concerns are noted regarding the potential ability of older persons	Concerns are mitigated through the use of multiple	Safer Communities Team to brief staff in libraries and PCC

	<p>the rest of England (39.3 years) but less than the South West (41.6 years)</p> <p>ONS predicts a rise in the percentage of the 65+ population in Plymouth from 17.9% in 2016 to 22.7% by 2034.</p> <p>Older people are less likely to use modern technology than young people.</p>	<p>to access information and / or apply for an ASB Case Review using internet based facilities.</p>	<p>platforms to access information or request an ASB Case Review.</p> <p>Residents of any age can request a written copy of the PCC ASB Case Review policy and guidance by phoning Community Connections or visiting their local library. Staff will be briefed in how to assist with this query.</p> <p>Residents of any age can be supported to request an ASB Case Review by calling Devon & Cornwall Police, or by visiting their local library, instead of using online methods.</p> <p>The Police call centre at 101 is already set-up to receive requests for ASB Case Reviews.</p> <p>Staff within local libraries will be briefed and made aware of how to assist individuals presenting in person.</p> <p>The mitigation outlined above will improve upon previous access to ASB Case Reviews and it is therefore considered as a positive impact and requires no further mitigation.</p>	<p>call centre to ensure they are trained around the new process and can assist as required.</p>
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Disability	<p>A total of 31,164 people (from 28.5% of households) declared themselves as having a long-term health problem or disability (2011 Census)</p> <p>Disabled people are less likely to live in households with access to the internet than non-disabled people</p> <p>People with disabilities face a number of barriers to participation in public life. For example, they may require information in different formats such as 'easy read', large print or brail etc.</p>	<p>Concerns are noted regarding the potential ability of individuals with disabilities to access information and / or apply for an ASB Case Review using internet based facilities.</p> <p>Disabled persons are also one group vulnerable to hate related ASB.</p>	<p>Concerns are mitigated through the use of multiple platforms to access information or request an ASB Case Review – including online, by phone or in person.</p> <p>The policy and procedure can be requested in alternative formats and individuals can request that reasonable adjustments are made to enable them to utilise this tool.</p> <p>Individuals can access information or request an ASB Case Review at local libraries – all of which are accessible for those with physical disabilities. Staff in libraries are also trained in equality and diversity so can provide appropriate support.</p> <p>Improvements to the ASB Case Review process will also provide additional protection for disabled persons who are victims of hate crime and this is therefore a further positive impact.</p> <p>The mitigation outlined above will improve upon previous access to ASB Case Reviews and it is therefore considered as a positive</p>	<p>Safer Communities Team are responsible for providing policies and processes in alternative formats and making reasonable adjustments – as and when required.</p> <p>Safer Communities Team to brief staff in libraries to ensure they are trained around the new process and can assist as required.</p>
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			impact and requires no further mitigation.	
Religion or belief	<p>Christianity is the biggest faith in the city with more than 58% of the population.</p> <p>32.9% of the Plymouth population stated they had no population (2011 census)</p> <p>Those who identified as Muslim was just under 1% while Hindu, Buddhist, Jewish or Sikh combined totalled less than 1% (2011 census)</p> <p>0.5% of the population had a current religion that was not Christian, Muslim, Hinduism, Judaism, or Sikh, such as Paganism or Spiritualism</p>	<p>Religion and belief is a protected characteristic that is vulnerable to hate-related ASB.</p> <p>It is also noted that some religious groups such as the Plymouth Exclusive Brethren (within Christianity), along with very specific sects within Judaism and Islam, place greater restrictions on internet use.</p>	<p>Improvements to the ASB Case Review process will provide additional protection for persons who are victims of hate crime and it is therefore considered as a positive impact and requires no further mitigation.</p> <p>Individuals from religious groups with restrictions on internet use are small locally and have the ability to request an ASB Case Review over the phone or in person. This mitigation will improve upon previous access to ASB Case Reviews and it is therefore considered as a positive impact and requires no further mitigation.</p>	N/A
Sex - including marriage, pregnancy and maternity	50.2% of our population are women and 49.8% are men.	No adverse impact anticipated	NFA	N/A
Gender reassignment	There are no official estimates for gender reassignment at either national or local level. However, in a recent study founded by the Home Office, the Gender Identity Research and Education Society (GIRES) estimate that between 300,000 and 500,000 people aged 16 or over in the UK are	Gender reassignment is a protected characteristic that is vulnerable to hate-related ASB.	Improvements to the ASB Case Review process will provide additional protection for persons who are victims of hate crime and it is therefore considered as a positive impact and requires no further mitigation.	N/A

	experiencing some degree of gender variance.			
Race	<p>92.9% of Plymouth's population identify themselves as White British.</p> <p>7.1% identify themselves as Black, Asian or Minority Ethnic (BAME) with White Other (2.7%), Chinese (0.5%), and Other Asian (0.5%) the most common ethnic groups.</p> <p>Recent Census shows that we have at least 43 main languages spoken in the city, showing Polish, Chinese and Kurdish as the top three.</p> <p>Plymouth is a refugees dispersal location under the Vulnerable Persons Resettlement Scheme.</p>	<p>Concerns are noted regarding the potential ability of persons to access information or request an ASB Case Review via the online route where English is not their first language.</p> <p>Race is also a protected characteristic that is vulnerable to hate-related ASB.</p>	<p>These concerns can be partially mitigated through the use of online translation systems such as Google Translate.</p> <p>Residents of any race can request an ASB Case Review by phoning the Police on 101; where a verbal translation service will be provided</p> <p>The ASB Case Review process also gives provision for a representative of a victim, e.g. family member, friend or professional, to request an ASB Case Review on their behalf. A victim could therefore request an advocate who speaks both languages to support them with the process.</p> <p>Provision of translated documents can also be made available, where appropriate and on request.</p> <p>The mitigation outlined above will improve upon</p>	<p>Safer Communities Team to provide translated documents where appropriate and upon request</p>

			<p>previous access to ASB Case Reviews and it is therefore considered as a positive impact and requires no further mitigation.</p> <p>Improvements to the ASB Case Review process will also provide additional protection victims of race-related hate crime and this is therefore a further positive impact.</p>	
Sexual orientation - including civil partnership	<p>There are no official estimates for sexual orientation at a local level. There is no precise local data on sexual orientation in Plymouth, but based on the ONS Annual Population Survey 2017 estimates, approximately 1.7% of the UK population is lesbian, gay or bisexual (LGB). This would mean there are approximately 3,649 LGB people in the city (Plymouth Report, 2019)</p>	<p>Sexual orientation is a protected characteristic that is vulnerable to hate-related ASB.</p>	<p>Improvements to the ASB Case Review process will provide additional protection for persons who are victims of sexual orientation hate crime and it is therefore considered as a positive impact and requires no further mitigation.</p>	N/A

STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN

Local priorities	Implications	Timescale and who is responsible
Celebrate diversity and ensure that Plymouth is a welcoming city.	The new ASB Case Review policy and process will provide additional protection for those with protected characteristics and will therefore positively contribute to this local priority.	N/A

Pay equality for women, and staff with disabilities in our workforce.	N/A	N/A
Supporting our workforce through the implementation of Our People Strategy 2020 – 2024	N/A	N/A
Supporting victims of hate crime so they feel confident to report incidents, and working with, and through our partner organisations to achieve positive outcomes.	<p>This new ASB Case Review policy and process offers additional protection to those who are victims of hate crime. Specifically, the threshold to qualify for an ASB Case Review is reduced to just two incidents in a six month period, rather than the statutory threshold of three, where a hate crime or incident has taken place. This locally set threshold is in-line with best practice promoted through ASB Help.</p> <p>This Policy also increases the opportunities for Plymouth City Council to work in partnership with other agencies to resolve anti-social behaviour, including those involving hate crime / incidents.</p>	N/A
Plymouth is a city where people from different backgrounds get along well.	<p>This policy outlines a proactive approach to problem solving ASB, some of which may include hate-related issues. By intervening with a multi-agency approach to these incidents, we can set a standard that hate-related ASB will not be tolerated and encourage community cohesion.</p>	N/A
Human rights Please refer to guidance	N/A	N/A

STAGE 4: PUBLICATION

Responsible Officer



Date 18 Jan 2022

Strategic Director, Service Director or Head of Service