

## **Impact and Needs/Requirements Assessment (INRA)**

<b>Name of Policy:</b>	Public Spaces Protection Order (PSPO)
<b>Lead Officer (responsible for assessment):</b>	Nick Ball
<b>Department:</b>	Community and Leisure Services
<b>Others Involved in the Assessment (i.e. peer review, external challenge):</b>	Constabulary
<b>Date INRA Completed:</b>	28 November 2015

**'Policy' needs to be understood broadly to include all Council policies, strategies, services, functions, activities and decisions.**

- (a) **What is the policy trying to achieve?** i.e. What is the aim/purpose of the policy? Is it affected by external drivers for change? What outcomes do we want to achieve from the policy? How will the policy be put into practice?

To allow additional deterrent and enforcement capabilities against anti social behaviour in communities. A PSPO needs to be authorised by a relevant Committee of the Council (currently Commercial Services Committee).  
The Order is enacted by Committee and then a notice is published in the press and signs placed at the designated area to notify the public about the restrictions on behaviour now in place.  
Breaches of the Order's prescriptions can result in the issue of a FPN by a Police Officer or designated enforcement Officer of the Council.

- (b) **Who are its main beneficiaries?** i.e. who will be affected by the policy?

Members of the public.  
Frequent users of the area covered by the PSPO.

- (c) **Is the INRA informed by any information or background data (quantitative or qualitative)?** i.e. consultations, complaints, applications received, allocations/take-up, satisfaction rates, performance indicators, access audits, census data, benchmarking, workforce profile etc.

INRA is informed by public consultation for a PSPO which has to take place as a statutory requirement. Rather than complete a new INRA for any new PSPO this INRA is treating the impact of the Orders per se and not the specific circumstances of each new Order.

Public consultation has to reach those most affected by any potential Order. This includes all domestic and business premises in the immediate vicinity of the area proposed to be designated.

Police and other statutory bodies including the County Council Highways team must be consulted. The office of the Local Police and Crime Commissioner must also be consulted. The owners of the land affected by potential designation must also be consulted.

**(d) Does this policy have the potential to cause an impact (positive, negative or neutral) on different groups in the community, on the grounds of (please tick all that apply):**

**Ethnicity**

**Gender**

**Disability**

✓
✓
✓

**Age**

**Religion and Belief**

**Sexual Orientation**

✓

**Please explain any impact identified (positive, negative or neutral):** i.e. What do you already know about equality impact or need? Is there any evidence that there is a higher or lower take-up by particular groups? Have there been any demographic changes or trends locally? Are there any barriers to accessing the policy or service?

The PSPO is designed to have positive impacts for those in communities adversely affected by anti social behaviour. The PSPO is designed to improve the quality of life of local people in designated neighbourhoods by enforcing more rigorously against specific instances and types of anti social behaviour.

There will be no adverse impact on any specific identified group or groups as perpetrating anti social behaviour is not a preserve of any age /gender/status/ethnic/sexual orientation group.

The only barriers to uptake of a PSPO are that public consultation reveals that the proposals are not popular or are based on questionable assumptions.

(e) Does the policy have a differential impact on different groups?

YES/NO/Not Applicable

(f) Is the impact *adverse* (i.e. less favourable) on one or more groups?

YES/NO/Not Applicable

(g) Does it have the potential to disadvantage or discriminate unfairly against any of the groups in a way that is unlawful?

YES/NO/Not Applicable

(h) What additional information is needed to provide a clear picture of how the activity is impacting on different communities and how will you collect this information, i.e. expert groups, further research, consultation\* etc? Where there are major gaps in information that cannot be addressed immediately, these should be highlighted in your recommendations and objectives at the end of the INRA.

Ongoing consultation with residents and businesses in the area of a PSPO should be conducted to determine the effectiveness of the Order and also identify any possible adverse impacts on those residents and business users. Data may be collected by surveys (online or by post). Public open meetings with Parish Council support are also a means of gathering feedback.

\* The Consultation Register is available to assist staff in consulting with the Council's stakeholders. If you are consulting on a new or revised policy contact the Principal HR Officer.

(i) Do you envisage any problems with these methods of information collection? i.e. not accessible to all, timescale not long enough to obtain all of the necessary information, translation facilities not available, insufficient resources etc.

There are no difficulties envisaged with the data gathering methods outlined previously.

**(j) If it has been possible to collect this additional information, summarise the findings of your research and/or consultation (please use a separate sheet if necessary).**

Public consultation data is required to be collected for any proposed new PSPO.

**(k) What are the risks associated with the policy in relation to differential impact and unmet needs/requirements? i.e. reputation, financial, breach of legislation, service exclusion, lack of resources, lack of cooperation, insufficient budget etc.**

No specific differential risks can be identified with the PSPO policy.

**(l) Use the information gathered in the earlier stages of your INRA to make a judgement on whether there is the potential for the policy to result in unlawful discrimination or a less favourable impact on any group in the community, and what changes (if any) need to be made to the policy.**

Option 1:	No major changes, the evidence shows no potential for discrimination.	✓
Option 2:	Adjust the policy to remove barriers or to better promote equality.	
Option 3:	Continue the policy despite potential for adverse impact or missed opportunity to promote equality.	
Option 4:	Stop and remove the policy – if the policy shows actual or potential unlawful discrimination it must be stopped and removed or changed.	

**(m)Where you have identified the potential for adverse impact, what action can be taken to remove or mitigate against the potential for the policy to unlawfully discriminate or impact less favourably on one or more communities in a way that cannot be justified?** Include key activities that are likely to have the greatest impact (max. 6). Identified actions should be specified in detail for the first year but there may be further longer term actions which need to be considered. To ensure that your actions are more than just a list of good intentions, include for each: the person responsible for its completion, a timescale for completion, any cost implications and how these will be addressed. It is essential that you incorporate these actions into your service plans.

This completed INRA will need to be countersigned by your Head of Service. **Please forward completed and signed forms to Nicole Pema, Principal HR Officer.**

All completed INRAs will need to be scrutinised and verified by the Council's Equal Opportunities Working Group (EOWG) and published on the Council's Intranet to demonstrate to local people that the Council is actively engaged in tackling potential discrimination and improving its practices in relation to equalities. Please be aware that you will be asked to attend a half-an-hour session to summarise the findings of the INRA to the EOWG Verification panel.

**Signatures:**

<b>Completing Officer:</b>	<b>Nick Ball</b> _____	<b>Date:</b> <u>28 November 2015</u>
<b>Head of Service:</b>	<b>Emma Grima</b> _____	<b>Date:</b> _____