

## Thanet District Council (TDC) Equality Impact Assessment

### Step one: test for relevance

## 1 Person responsible for this assessment

Name:	Jo-Anna Taylor		
Job title:	Community Services manager		
Phone:	01843 577910		
Service area:	Community Services	Date of assessment:	24/05/2024

## 2 Others involved in carrying out the analysis

Name:	
Name:	
Name:	

## 3. Description of strategy, policy, service, project, activity or decision

Title:	Alcohol and Anti-social behaviour Public Space Protection Order
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Is it new?	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
A review of existing?	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

### 3.1 Aims and objectives

**Consider:** **what** you are doing? **why** you are doing it? **who** will benefit?

Thanet District Council is proposing to combine the Alcohol and Anti-Social Behaviour PSPO to incorporate the whole district of Thanet to create safer communities and deter and reduce crime and anti-social behaviour.

PSPOs will only be used to protect communities from unwanted anti-social behaviours and the misuse of alcohol and shall only be enforceable where there is reasonable evidence to do so. A breach of the order is a criminal offence reported to the court or the breach being discharged through a Fixed Penalty Notice. Restrictions on the proposed behaviours may have an impact on protected characteristics or other strategic equalities considerations, in particular the safeguarding of children

and vulnerable adults, mental well-being and community resilience, and disability. The impact on all factors has been considered as part of the Equality Impact Assessment.

### 3.2 What outcomes are expected? Who is expected to benefit?

The expected outcome of the order is to reduce the impact of anti-social behaviour and the misuse of alcohol which is having an ongoing negative impact upon residents of Thanet and visitors to the district. The conditions of the PSPO are covered below.

- I. All persons are prohibited from congregating as part of a group of 2 or more for such duration as specified when directed not to do so by an authorised officer; on the basis that the behaviour is causing or is likely to cause harassment, alarm or distress to others in the locality.
- II. All persons are prohibited from misusing any public space, facility or installation; when directed not to do so by an authorised officer and that the behaviour is causing or is likely to cause harassment alarm or distress to others in the locality. Officers will have particular regard to the rights of freedom of expression and freedom of assembly set out in articles 10 and 11 of the convention.
- III. All persons are prohibited from using foul or abusive language in such a manner that it is likely to cause harassment, alarm or distress to any other person in any public place.
- IV. All persons are prohibited from excreting bodily fluid, including but not limited to urinating, defecating or spitting in any public place that is not a specified toilet facility.
- V. All persons are prohibited from consuming alcohol where it is having or is likely to have a detrimental effect on the wider community and must dispose of any vessel believed to contain alcohol, when asked to do so by an authorised person. This provision does not apply to alcohol being consumed within premises (including designated outdoor areas) that have obtained a licence under the Licensing Act 2003 or section 115E of the Highways Act 1980.
- VI. All persons are prohibited from the consumption of Psychoactive Substances where it is likely to have a detrimental effect on the quality of life of those within the community, leading to anti-social behaviour, likely to cause harassment, alarm or distress to any other person in any public place.
- VII. All persons are prohibited from being abusive to any person or behaving in a way which causes or is likely to cause harassment, alarm or distress to any other person. This includes but is not limited to, approaching women in the area, asking if they are for hire or making sexually inappropriate comments.

The benefit of the PSPO is to all Thanet residents and visitors to the district, with an aim to reduce crime and anti-social behaviour, allowing them to live and visit Thanet with the knowledge that the aforementioned restrictions have been put in place for their safety and peace of mind.

## 4 Who is affected?

- 4.1 Which groups or individuals does the strategy, policy, service, project, activity or decision affect? For example, the Council, employees (including temporary workers), other public authorities, contractors, partner organisations, wider community, others.

Staff, Internal departments, Police, County council, residents, visitors and businesses

- 4.2 Does the strategy, policy, service, project, activity or decision relate to a service area with known inequalities? (Give a brief description).

Thanet continues to rank as the most deprived local authority in Kent.

## 5 Equality Act 2010

How does the strategy, policy, service, project, activity or decision actively meet the public sector equality duties to:

**Eliminate unlawful discrimination** (including harassment, victimisation and other prohibited conduct)

Once agreed, this will be the 04th PSPO within the district, as two current PSPOs will be combined. In review of other PSPO's there have been no complaints of evidence to support a premise of a negative impact on the wider community and for groups that may have protected characteristics.

**Advance equality of opportunity** (between people who share a protected characteristic and people who do not share it)

The PSPO does not target any groups of people regarding protected characteristics and following in the principles of previous PSPO's implemented across the district, Individuals are given an opportunity to mitigate risk behaviour to prevent and enforcement activity.

**Foster good relations** (between people who share a protected characteristic and people who do not share it). Could it have an adverse impact on relations between different diverse groups?

The consultation showed Thanet residents are in agreement with the changes proposed on the combined PSPO. The majority of Thanet residents strongly agreed with all 8 elements of the consultation.

The consultation was both easy read and pictorially, for all individuals to be able to respond. The consultation is a process to not only gain the views on the PSPO but to also build positive relations. For TDC to understand the needs of the community and the need of individual residents.

## 6 Priority

The following questions will help you to identify whether this 'service' is a high priority. Please answer all questions with particular reference to the protected characteristics; race, gender, gender reassignment, disability, religion or belief, sexual orientation, age, marriage and civil marriage/partnership and pregnancy and maternity.

**Please provide a comment for each answer, providing evidence for your answer, regardless whether you have answered yes or no.**

Questions	Yes	No
1. Are there any particular groups who may have trouble accessing the 'service'?		X
<b>Comments:</b> The PSPO is equally applicable to all in the defined geographical location		
2. Does your information suggest that some groups of people are less satisfied than others with this 'service'?		X
<b>Comments:</b> The PSPO recognises the diversity of the Thanet district and all events work to ensure that everyone has the same opportunities and they are inclusive.		
3. Will this service have a significant impact on any of our residents?		X
<b>Comments:</b> The enforcement of the PSPO will follow an incremental progression the situation of individuals will be taken in to account on each occasion prior to enforcement being undertaken		
4. Do you have any evidence that discrimination, harassment and/or victimisation could occur as part of this service?		X
<b>Comments:</b> The PSPO is inclusive for all.		
5. Do you think the service will hinder communication and negatively impact relations between the organisation and its employees, residents, contractors or anyone else?		X
<b>Comments:</b> The rich variation of ethnicities and communities within Thanet is something to be celebrated and with a district wide annual survey and neighbourhood engagement meeting, we envisage that the positive relations will grow further.		
6. Does this service need to improve the way in which it is communicated to people who have literacy, numeracy or any other access needs?		X
<b>Comments:</b> The development of the PSPO is designed to improve the quality of life for residents. The PSPO can be seen as beneficial for increasing wellbeing and reducing anti-social behaviour, directly within the proposed area. All information on the PSPO can be found on the Thanet District Council website in an easy read format.		
7. Does consultation need to be carried out?	X	

**Comments:**

A consultation was carried out over a three week period, the consultation was placed on the TDC website, in Your Voice Thanet, social media, posters in the community and paper copies.

The short period of time is due to election restrictions (PCC).

In order to assess the priority of your '**service**' please complete the table below by adding up how many questions you answered yes to and following the appropriate action.

Priority	Number of questions answered 'yes'	Rating	Action
High	3 or more		Continue to section 2
Medium	1 to 2	1	Please provide evidence to any questions you answered 'yes' to in section 1. Test for relevance complete (sometimes a full assessment may be required).
Low	0		Test for relevance complete.

**If, following the completion of the test for relevance, a full assessment is not required, go straight to the declaration. If a full assessment is required, go to Step two: full equality impact assessment.**

**Step two: full equality impact assessment**

1 Could the strategy, policy, service, project, activity or decision have a **negative, positive or neutral** effect on groups or individuals?

**Consider:**

**What** you are doing?

**Why** you are doing it?

**How** you are doing it?

**Who** can access the service easily and who may not be able to access the service and **why**?

**The full analysis explores ways to reduce or eliminate barriers and/or negative impacts.**

Protected characteristics	N e g a t i v e	P o s i t i v e	N e u t r a l	Evidence/Reasoning (Consider any barriers which will have negative impact and/or good practices giving positive impact)
<p><b>Age</b></p> <p><b>Consider:</b></p> <ul style="list-style-type: none"> <li>• The way younger and older people access services may be different</li> <li>• Use of technology</li> <li>• Child care/care of other dependant</li> <li>• Timings/flexibility, such as work patterns</li> <li>• Transport arrangements</li> <li>• Venue location</li> </ul>		X		<p><b>Recommendations:</b></p>
<p><b>Disability (Includes: physical, learning, sensory (deaf/blind), mental health)</b></p> <p><b>Consider:</b></p> <ul style="list-style-type: none"> <li>• Communication methods</li> <li>• Accessibility – venue, location, transport</li> <li>• Range of support needed to participate</li> <li>• Hearing Loops/Interpreters</li> <li>• Disability awareness training for employees</li> </ul>		X		<p><b>Recommendations:</b></p>
<p><b>Race (Includes; gypsy, travelling, refugee and migrant communities)</b></p> <p><b>Consider:</b></p>		X		<p><b>Recommendations:</b></p>

<ul style="list-style-type: none"> <li>• The size of the BME communities that your service/project affects.</li> <li>• Language(s) spoken/understood.</li> <li>• Culture, such as hygiene, clothing, physical activities, mixed gender activities.</li> <li>• What access support can you offer?</li> </ul>			
<p><b>Religion, faith or belief</b></p> <p><b>Consider:</b></p> <ul style="list-style-type: none"> <li>• The diversity within the communities that your service/project affect</li> <li>• Prayer times, meal times, food (some religions do not eat meat), cultural habit or belief, religious holidays such as Ramadan</li> <li>• Awareness training for employees</li> </ul>		X	<p><b>Recommendations:</b></p>
<p><b>Pregnancy and maternity</b></p> <p><b>Consider:</b></p> <ul style="list-style-type: none"> <li>• Flexible hours of the service/project</li> <li>• Is there access to private area for breastfeeding mothers?</li> </ul>			<p><b>Recommendations:</b></p>
<p><b>Gender</b></p> <p><b>Consider:</b></p> <ul style="list-style-type: none"> <li>• The impact on men and women</li> <li>• Child care/care of other dependant</li> <li>• Mixed/single gender groups/activities</li> <li>• Timing of services/projects</li> </ul>			<p><b>Recommendations:</b></p>
<p><b>Sexual orientation (Includes: lesbian, gay, bisexual)</b></p> <p><b>Consider:</b></p> <ul style="list-style-type: none"> <li>• LGB people should feel safe to disclose their sexual orientation without fear of prejudice</li> <li>• Make it clear you recognised civil</li> </ul>			<p><b>Recommendations:</b></p>



marriage and partnerships <ul style="list-style-type: none"> <li>• Awareness training for employees</li> </ul>			
<b>Transgender</b> <b>Consider:</b> <ul style="list-style-type: none"> <li>• Trans people should be able to disclose their gender identity without fear of prejudice</li> <li>• Making it clear you have a Trans policy and process</li> <li>• Awareness training for employees</li> </ul>		X	<b>Recommendations:</b>
<b>Marriage and civil marriage/partnership</b> <b>Consider:</b> <ul style="list-style-type: none"> <li>• All couples or partners, regardless of gender, should be able to access services</li> </ul>		X	<b>Recommendations:</b>

<b>Outsourced services</b>	
If your policy/process is partly or wholly provided by external organisations/agencies (such as Civica or Capita), please list any arrangements you plan to ensure that they promote equality and diversity. Include this in your improvement plan	N/A
<b>Relations between different equality groups</b>	
Does your assessment show that a strategy, policy or process may amount to potential adverse impact between different equality groups? If yes please explain how the improvement plan is going to tackle this issue	The PSPO is structured to ensure that everyone has the same opportunities and they are inclusive.
<b>Consultation responses</b>	
Summary of replies from individuals and stakeholders consulted including any previous complaints on equality and diversity issues about the strategy, policy or process	141 responses All 7 elements of the proposed PSPO have had a positive response, with the majority of this responding, agreeing with the proposals.  Whilst there are several comments, the common themes made were expressing concerns around enforcement of the PSPO and officers available to educate and enforce.

Summary of recommendations		
Actions	By Who	By When

**Declaration**

I am satisfied that a Test for Relevance has been carried out on the matter named in this Analysis and conclude that a full Equality Impact Assessment **is not required**.

Yes  No

If you do not think that a full Equality Impact Assessment is required – please give your reasons:

The implementation of a Public Spaces Protection Order is related to a geographical area and the impact is equitable across all groups including those with protected characteristics, supporting policies, services and legislation that do not discriminate against anyone and that, where possible, promotes equality of opportunity.

I confirm that a full Equality Impact Assessment has been completed.

Yes  No

Signature of Head of Service:	Date:

Recommendations agreed:	Yes <input type="checkbox"/> No <input type="checkbox"/>
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Signed: (Director):	EIA date: