

Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. If your EqIA does not require you to carry out additional consultation, please omit section 04.
7. Further advice and guidance can be accessed from the separate guidance document ([link](#)), as well as from your service or borough lead:

<p>RBKC Corporate Equalities Officer: angela.chaudhry@rbkc.gov.uk 020 7361 2654</p>

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Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2015 – 2016 Quarter 1
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Public Space Protection Order (PSPO) 2015 – noise, nuisance and disturbance associated with motor vehicles</p> <p>State whether new or existing: New</p> <p>Short summary: The Royal Borough of Kensington and Chelsea is considering introducing a Public Space Protection Order (PSPO), to address the excessive level of noise, nuisance, annoyance, danger or risk of harm or injury caused by motor vehicles to members of the public and property.</p> <p>Note: If your proposed strategy will require you to assess impact on staff, please consult your HR Relationship Manager. N/A</p>
Lead Officers	<p>Name: Desmond Zephyr</p> <p>Position: Safer Neighbourhood Officer</p> <p>Email: desmond.zephyr@rbkc.gov.uk</p> <p>Telephone No: 020 7341 5793</p>
Lead Borough	State which officer is co-ordinating the EIA and other associated documentation Mr Desmond Zephyr
Date of completion of final Full EIA	(before consultation commences) 23rd July 2015

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: Feedback from residents would suggest the activities the PSPO are targeted to address occur in the evenings and late nights going into the early hours of the morning. The latter part of the week going into the weekend tends to be when the issues occur judging from residents' feedback. This will be confirmed further through the consultation.</p> <p>Resources: Enforcement of the PSPO could be labour intensive to ensure there is a robust and consistent response. Enforcement will be delivered by the police and supported by council enforcement officers.</p>

Analyse the impact of the policy, strategy, function, project, activity, or programme

Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.

Protected characteristic	Borough Analysis	Impact: Positive, Negative, Neutral
Age	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect age to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of age. However it is acknowledged that drivers of high performance vehicles in the boundary area of the order may be aged under forty (40), an approximate estimation, and therefore it can be anticipated that younger drivers may be disproportionately affected by the order.	Negative
Disability	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect disability to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of disability. There is no evidence to suggest disability of the driver/passengers would be affected by the order.	Neutral
Gender reassignment	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect gender reassignment to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of gender reassignment. There is no evidence to suggest gender reassignment would be affected by the order.	Neutral
Marriage and Civil Partnership	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect marriage or civil partnership to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of their	Neutral

		relationship status. There is no evidence to suggest marriage or civil partnership would be affected by the order.	
	Pregnancy and maternity	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect pregnancy or maternity to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of pregnancy or maternity. There is no evidence to suggest pregnancy and maternity would be affected by the order.	Neutral
	Race	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect race to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of race. However it is acknowledged that drivers of high performance vehicles in the boundary area of the order may be visitors from the Middle East, Gulf and Arab states etc. and therefore it can be anticipated that race may be disproportionately affected by the order.	Negative
	Religion/belief (including non-belief)	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect religion/belief to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of religion/belief. However it is acknowledged that drivers of high performance vehicles in the boundary area of the order may be Muslims from the Middle East, Gulf and Arab states etc. and therefore it can be anticipated that religion/belief may be disproportionately affected by the order.	Negative
	Sex	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect the gender of the driver to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of their gender. However it is acknowledged that drivers of high performance vehicles in the boundary area of the order are generally male and therefore it can be anticipated that males	

		may be disproportionately affected by the order.	
	Sexual Orientation	The process of carrying out the order (PSPO) is solely focused on the vehicle and its misuse during the period of enforcement therefore we do not expect sexual orientation to influence the actions of the enforcement officer or the execution of the order. The treatment and process of applying the order remains the same for all drivers and their vehicles irrespective of their sexual orientation. There is no evidence to suggest sexual orientation would be affected by the order.	Neutral
<p>Human Rights or Children's Rights If your decision has the potential to affect Human Rights or Children's Rights, please contact your Borough Lead for advice</p>			

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	Data reviewed has come from the police and council (noise and nuisance) where residents have called in to complain about excessive noise being created by high performance motor vehicles which is causing them disturbance.
New research	If new research is required, please complete this section N/A

Section 04	Consultation
	Complete this section if you have decided to supplement existing data by carrying out additional consultation.
Consultation in each borough	Consultation will be carried out in the Royal Borough of Kensington and Chelsea however the council is mindful that issues of displacement may affect the bordering borough, Westminster. Consultation will be sought with residents, businesses and visitors to the Royal Borough of Kensington and Chelsea.

	<p>The consultation period will commence on 23rd July 2015 and close on 20th September 2015</p> <p>Consultation will be in the form of an online survey in addition to three (3) drop in sessions delivered on 12th August 2015, 8th September 2015 and 17th September 2015 between the hours of 13:00 – 15:00, 14:00 – 16:00 and 10:00 – 12:00 respectively. Drop in sessions will be held in Hans Town Crescent and Brompton Library.</p> <p>Residents and businesses of Brompton and Hans Town ward will be written to, informing them of the proposed PSPO and inviting them to comment, through the survey, on the proposal.</p> <p>Faith groups from the Muslim community will be informed of the proposal and invited to comment through completion of the survey.</p> <p>Information will be made available online (dedicated council webpage) explaining the PSPO, displaying the proposed control area, displaying the draft PSPO and containing the survey for completion.</p>
<p>Analysis of consultation outcomes for each borough</p>	<p>N/A</p>

<p>Section 05</p>	<p>Analysis of impact and outcomes</p>
<p>Analysis</p>	<p><i>What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).</i></p> <p>The data from the police and noise and nuisance complaints suggest the issue of noise from high performance motor vehicles is largely an issue affecting the south of the borough in Chelsea which predominantly affects residents in and around Knightsbridge, Hans Town, Sloane Street and along the Brompton Road. The proposed PSPO would concentrate on these areas.</p>

<p>Section 06</p>	<p>Reducing any adverse impacts and recommendations</p>
<p>Outcome of Analysis</p>	<p><i>Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for each borough, and the overall outcome.</i></p> <p>The council is aware that the order may disproportionately affect young males and Muslims from the Middle East Gulf and Arab States. Before each operation officers are briefed in relation to the objectives and purpose of the operation which is to improve the quality of life of residents and to focus on vehicles that are being used in an antisocial manner which is or is likely to cause harassment, alarm or distress to the community. Both the police and council officers undergo diversity awareness training and are aware of their organisation's equal opportunities and diversity policies and procedures.</p>

Section 07	Action Plan					
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis					
	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan
	N/A					

Section 08	
Chief Officers' sign-off	Name: Sue Harris Position: Director Email: sue.harris@lbhf.gov.uk Telephone No: 02087534295
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 22 / 10 / 2015 Key equalities issues have been included: Yes/No
Lead Equality Manager (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No:

Please ensure that a final version of your EqIA is sent to the Equalities Officer, Angela Chaudhry, so that it can be published on our intranet