

# Equality Analysis (EA)

Financial Year  
**2017/18**

See Appendix  
**A**

Current decision  
rating



## Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose

*(Please note – for the purpose of this doc, 'proposal' refers to a policy, function, strategy or project)*

Anti-Social Behaviour (ASB): A Blueprint for Local Action in Tower Hamlets

The Anti-Social Behaviour (ASB): A Blueprint for Local Action sets out three Priorities and a targeted approach that the Council and the Tower Hamlets Community Safety Partnership (the Partnership) will take to address the issues of Anti-Social behaviour (ASB) in the borough over the next year.

### Conclusion - To be completed at the end of the Equality Analysis process

*(the exec summary will provide an update on the findings of the EA and what outcome there has been as a result. For example, based on the findings of the EA, the proposal was rejected as the impact on a particular group was unreasonable and did not give due regard. Or, based on the EA, the proposal was amended and alternative steps taken)*

**Name:**

(signed off by)

**Date signed off:**

(approved)

Service area:

Adult's Directorate

Team name:

Community Safety

Service manager:

Ann Corbett, Divisional Director – Community Safety

Name and role of the officer completing the EA:

Keiko Okawa, Senior Strategy Policy and Performance Officer, Governance Directorate

## Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

A range of evidence informs the ASB Blueprint, including:

- Police 101 calls for ASB and drugs in Tower Hamlets, 2012-2016
- FPNs issued by THEOs, 2016-2017
- Tower Hamlets Annual Residents Survey (ARS) 2016
- Drugs and Alcohol related ASB (from presentation by the Tower Hamlets Borough Commander at the Tower Hamlets Council Overview and Scrutiny Committee meeting on 1 September 2016)
- Police 101 calls for ASB and drugs, September 2015 – August 2016
- Population density in Tower Hamlets by LSOA, 2015
- ASB hotspots in THH estates, January 2014-December 2015
- Index of Multiple Deprivation (IMD) 2015
- Number of crimes in Tower Hamlets 2016-2017
- Composition of crime in Tower Hamlets 2016-2017
- MPS data and the Tower Hamlets Community Safety Partnership Strategic Assessment 2016
- Population in Tower Hamlets (GLA 2015 Round Population Projections (SHLAA, capped household size)
- Criminal justice and ethnicity data from Lammy Review.

### **Section 3 – Assessing the Impacts on the 9 Groups**

Please refer to the guidance notes below and evidence how your proposal impacts upon the nine Protected Characteristics in the table on page 3?

**For the nine protected characteristics detailed in the table below please consider:-**

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

List all examples of quantitative and qualitative data available  
(include information where appropriate from other directorates, Census 2001 etc)  
- *Data trends – how does current practice ensure equality*

- **Equalities profile of staff?**

Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- **Recent consultation exercises carried out?**

Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

**Please Note -**

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	<p>Please add a narrative to justify your claims around impacts and,</p> <ul style="list-style-type: none"> <li>Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</li> </ul> <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul> <p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p> <p>The ARS 2016 show that overall concern with levels of ASB has been declining in the past several years. More BME (and even more so, Bangladeshi) residents tend to see 'drunk and rowdy behaviour' and 'drug use and dealing' is a fairly big or very big problem in their area than white residents. Also, MPS data show that BAME individuals are more likely to be subject to hate crime than white individuals and reported hate crime incidents increased in 12 months to Sept 2016.</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand this gap, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p> <p>Lammy Review (Urhig 2016) found that BAME communities are over-represented in our prisons (25% prisoners BAME; 13% of the total population is BAME) and secure youth institutions for under 18s (40% of those in secure youth institutions BAME).</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. There is a possibility that this group is adversely affected by robust enforcement, as the Lammy review found nationally. The impact of enforcement on this group will continue to be monitored.</p>
Disability	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p>

		<p>Although the volume of reported disability hate crime in the borough is low, there has been an increase in the number of disabled people impacted by hate crime motivated by their disability.</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand this gap, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. The impact of enforcement on this group will continue to be monitored.</p>
Gender	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p> <p>77% of those issued with FPNs were male in 2016-17. Males are overrepresented in relation to the borough's population. In London, in year to Sept 2016 across London, just over 75% of DV victims were female.</p> <p>Lammy Review (Urhig 2016) found that black boys, girls and men and women are more likely than White counterparts (three times for boys and men; twice for girls and women) to be arrested.</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand these gaps, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. There is a possibility that this group is adversely affected by robust enforcement. The impact of enforcement on this group will continue to be monitored.</p>
Gender Reassignment	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p> <p>In London, reports of hate crime directed towards trans people increased in the 12 months to Sept 2016 (40 % up on the previous year).</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand the gap, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p>

		<p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. The impact of enforcement on this group will continue to be monitored.</p>
Sexual Orientation	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p> <p>In London, sexual orientation hate crime rose 12.8 % in the 12 months to Sept 2016. Men are more likely to be victims of this crime than women (77% vs 21%)</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand the gap, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. The impact of enforcement on this group will continue to be monitored.</p>
Religion or Belief	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p> <p>In London, in the 12 months to September 2016, Islamophobic reported offences increased by 65.6%. Faith-hate offences increased by 45.1% over this period</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand these gaps, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. The impact of enforcement on this group will continue to be monitored.</p>
Age	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p> <p>Jennings et al. (2012) states that young people are disproportionately impacted by crime both as victims</p>

		<p><i>and</i> offenders (especially repeat offenders) and 18-24 year olds are the largest single cohort of offenders.</p> <p>FPN data of Tower Hamlets show that those issued FPNs in 2016-17 in Tower Hamlets were broadly in line with the age groups of the borough's population and young people were not disproportionately represented. It suggests that the FPN data alone are unable to depict the whole picture of ASB in the borough.</p> <p>Lammy Review (Urhig 2016) found that black boys, girls and men and women are more likely than White counterparts (three times for boys and men; twice for girls and women) to be arrested.</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand a real picture of ASB in the borough, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. There is a possibility that this group is adversely affected by robust enforcement. The impact of enforcement on this group will continue to be monitored.</p>
Marriage and Civil Partnerships.	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p> <p>We did not find data to show how this group was affected by ASB.</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand a real picture of ASB in the borough, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. The impact of enforcement on this group will continue to be monitored.</p>
Pregnancy and Maternity	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion.</p>

		<p>We did not find data to show how this group was affected by ASB.</p> <p>Implementing Priorities 1-3 of this Blueprint will help understand a real picture of ASB in the borough, prevent ASB, provide victim-focused services and tackle ASB by closely working with the partners and communities.</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. The impact of enforcement on this group will continue to be monitored.</p>
Other Socio-economic Carers	Positive	<p>The approach stated in this Blueprint aims to ensure that victims and communities will be placed at the centre of the re-designed ASB service delivery in Tower Hamlets. If it is not dealt with, ASB can severely damage the residents' quality of life and destroy community cohesion. The Blueprint will help all regardless of their background.</p> <p>The approach stated in the Blueprint includes a clear and robust focus on enforcement where appropriate. The impact of enforcement on this group will continue to be monitored.</p>



## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

Yes?                      No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

*Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.*

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?                       No?

How will the monitoring systems further assess the impact on the equality target groups?

As the Blueprint states, the Community Safety Partnership (CSP) will also be responsible for the delivery of the agreed action plan and will be held to account by the CSP Board, which is co-chaired by the Police and Council.

Does the policy/function comply with equalities legislation?  
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes?                       No?

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?

The results of this EA will be as a baseline against which future performance can be measured.

## Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>
<b>Example</b>				
1. Better collection of feedback, consultation and data sources	1. Create and use feedback forms. Consult other providers and experts	1. Forms ready for January 2010 Start consultations Jan 2010	1.NR & PB	
2. Non-discriminatory behaviour	2. Regular awareness at staff meetings. Train staff in specialist courses	2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	2. NR	

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>

