

Equalities Impact Assessment: Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

Summary of proposal

Name of proposal	Anti-Social Behaviour Policy
Reference number (if applicable)	
Service Area	Community Safety, Security & Resilience
Date assessment completed	10/05/2024

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

Currently, Islington Council's Anti-Social Behaviour (ASB) policy defines what constitutes ASB and outlines the principles guiding the council's response to reports of ASB. The policy also addresses situations where reported behavior does not meet the ASB threshold. Additionally, the policy links to the council's Good Neighbourhood Policy which manages neighbour relationships in council properties where behavior falls below the ASB threshold.

The suggested changes aim to:

1. Clarify Reporting Process: Enhance clarity on how residents impacted by ASB can report incidents and seek help from the council.
2. Streamline Response Mechanisms: Improve the efficiency of the council's response to reports of ASB.
3. Provide Comprehensive Support: Ensure that residents are provided with information on where to seek support or guidance, even when the reported behavior does not meet the ASB threshold.
4. Enhance Partnership Collaboration: Clarify the roles of partners such as the police and other external organizations in addressing ASB.

Intended Beneficiaries and Outcomes:

The intended beneficiaries of the proposed changes are:

- Residents Impacted by ASB: Clearer reporting mechanisms and improved response times will ensure that residents receive the necessary support and assistance in a timely manner.
- Community as a Whole: Enhanced collaboration between the council, police, and other external organizations will lead to more effective management of ASB, contributing to a safer and more harmonious community.

The outcomes of the proposed changes include:

- Improved Resident Satisfaction: Residents will feel supported and reassured by the council's response to ASB incidents.
- Safer Community Environment: Timely and effective responses to ASB reports will contribute to a safer and more pleasant living environment for all residents.

Reference to Savings or Income Generation:

While the primary focus of the proposed changes is to improve the effectiveness of the council's response to ASB, the resulting efficiencies may lead to cost savings in the long term. These savings could be realized through:

- Streamlined Processes: By improving the efficiency of ASB response mechanisms, the council may reduce operational costs associated with handling ASB incidents.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

- **Prevention of Further Incidents:** Timely intervention and support may prevent escalation of ASB incidents, potentially reducing the need for more costly interventions in the future.

Overall, while the primary goal is to enhance the council's ability to address ASB effectively, the proposed changes may also lead to cost savings and more efficient resource allocation.

2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

Overall, the impact of the proposed changes will primarily be external, benefiting residents, service users, and the local communities by improving the council's response to ASB incidents and creating a safer living environment. However, there will also be an internal impact on staff, who will need to adapt to the new procedures and may experience increased workload initially.

Internal Impact:

- **Staff:** The proposed changes will impact staff involved in responding to ASB reports. They will need training to understand the updated procedures and may experience increased workload initially as they adapt to the new processes.

External Impact:

- **Residents:** Residents impacted by ASB will benefit from clearer reporting mechanisms and more efficient responses from the council. They will have better access to support and assistance.

- **Service Users:** Service users who rely on council services may indirectly benefit from a safer and more harmonious community environment resulting from improved management of ASB.
- **Local Communities:** The local community as a whole will benefit from a reduction in ASB incidents, contributing to a safer and more pleasant living environment.

Broad Impact:

- **Improved Response Times:** Residents impacted by ASB will experience quicker and more effective responses from the council, leading to faster resolution of issues and a greater sense of security.
- **Enhanced Collaboration:** Clearer delineation of roles between the council, police, and external organizations will lead to more coordinated efforts in addressing ASB, reducing confusion and improving overall effectiveness.
- **Reduced Incidents:** Timely intervention and support may prevent the escalation of ASB incidents, leading to a reduction in the overall number of incidents and creating a safer community environment for all.

Specific Impact:

- **Residents:** Improved access to support and assistance when experiencing ASB.
- **Staff:** Increased workload initially due to training and adaptation to new procedures, but ultimately more efficient processes may lead to smoother operations.
- **Local Communities:** Reduction in ASB incidents leading to a safer and more harmonious living environment.
- **Service Users:** Indirect benefits from a safer community environment resulting from improved ASB management.

Examples of Impact:

- **Residents:** Quicker resolution of ASB issues, increased sense of security.
- **Staff:** Increased workload during the implementation phase, but smoother operations in the long term.
- **Local Communities:** Reduction in ASB incidents leading to a safer living environment.
- **Service Users:** Indirect benefits from a safer community environment.

3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Islington Council recognise that some ASB can be driven by and exacerbated by the vulnerabilities of those who are involved. This could include issues involving drug and alcohol misuse, mental health issues, and the housing crisis. The council has a responsibility to ensure that we consider this in our approach and to balance the need to ensure effective respite for residents, along with addressing the underlying problems that may be driving those behaviours.

Islington Council's ASB policy aims to improve the experience of our vulnerable tenants and residents by adopting a harm-reduction approach. Our strategy emphasises prevention and intervention to create a safer and healthier environment for all residents. By addressing the underlying issues that contribute to ASB, we aim to build a community where everyone feels safe and supported.

Our approach is led by the intelligence we collect, working closely with the police and other partners to ensure the most effective use of available resources. This will improve our approach and how we manage cases which involve those that may experience vulnerabilities.

We encourage residents to accurately report the issues they are facing to the correct agency so that we can develop our approach and allocate resources accordingly. Your reports are vital in helping us take suitable action and develop effective solutions.

Our commitment to creating safer neighborhoods is outlined in the Islington Together 2030 plan. This plan sets out how we will ensure that residents feel safer in their neighborhoods, parks, and on high streets.

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Age	Positive	<p>The positive impact of the policy will result in the identification at the earliest opportunity, if support is needed or an accommodated service to best suit a user that is within our service capacity, and officers will discuss these needs with the user.</p> <p><u>These needs can relate to the age of the resident and/or household members.</u></p>	<p>Staff are trained to recognise if a resident may need additional support, the signs of potential additional support or circumstances that may mean a resident would need additional support to receive a service and are able to have sensitive and appropriate conversations to determine if and when the resident and their household may require this. Ensuring there is a</p>

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Disability (include carers)	Positive	The positive impact of the policy will result in the identification at the earliest opportunity, if support is needed or an accommodated service to best suit a user that is within our service capacity, and officers will discuss these needs with the user.	high level of customer care, professional curiosity and trauma informed practice.
Race or ethnicity	Positive		
Religion or belief (include no faith)	Positive		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Gender and gender reassignment (male, female, or non-binary)	Positive		
Maternity or pregnancy	Positive		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Sex and sexual orientation	Positive		
Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)	Positive		
Marriage or civil partnership	Positive		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?

4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

There are no expected negative impacts of the policy, as its primary objective is to provide residents with fair accessible access to improved services, regardless of their circumstances. It highlights an individualised approach that considers individuals' and households' needs as well as the support they require or in offering sign posting to more appropriate services.

5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

We have carried out engagement with a large group of key resident stakeholders who represent large groups of residents including ward panel chairs in the form of a policy workshop. Attendees included representatives from six police ward panels across the borough, the Islington Stop and Search Monitoring Group, Islington Faith Forum, Octopus Network, Ben Kinsella Trust & Manor Gardens Young People Service.

A variety of feedback was received at these consultations and has been implemented into the final version of the policy. Furthermore, there is a development plan that runs alongside

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the policy for a review of the policy initially at six months to ensure that any possible unknown implications of the policy can be considered as part of a review.

6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
Initial six month review	CSSR	Jan 2025
Annual review	CSSR	May 2025

Please send the completed EQIA to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Kitty Taylor-Walker	KTW	10.05.2024
Fairness and Equality Team			
Director or Head of Service	Johnathon Gallagher		20/5/24