

# Equality Impact Assessment

<b>Directorate: Place and Development</b>	
<b>Service: Neighbourhood Services</b>	
<b>Name of Officer/s completing assessment: Ian Blake</b>	
<b>Date of Assessment: 3<sup>rd</sup> July 2018</b>	
<b>Name of service/function or policy being assessed:</b>	
1.	<p>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</p> <p>Due to the prolific use of catapults, slingshots and other devices used to launch a variety missiles at animals, people and property with evidence to support such claims from local residents and the police there is a substantial need to vary the existing PSPOS in the ward areas of Langley, Foxborough &amp; St Marys and Colnbrook to include a prohibition with regards to the following draft wording –</p> <p>“Possessing any item, of any description, capable of launching a missile, of any description, that could cause harm or damage to a person, animal or property other than an item recognised in law as an offensive weapon.”</p> <p>“Possessing any item capable of being launched as a missile, by an item of any description or by manual force (i.e. throwing), that could cause harm or damage to a person, animal or property.”</p>
2.	<p>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</p> <p>Implementation of this will be carried out by delegated officers of Slough Borough Council and also Thames Valley Police officers.</p>

3.	<p>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</p> <p><b>Age:</b>  <b>Disability:</b>  <b>Gender Reassignment:</b>  <b>Marriage and Civil Partnership:</b>  <b>Pregnancy and maternity:</b>  <b>Race:</b>  <b>Religion and Belief:</b>  <b>Sex:</b>  <b>Sexual orientation:</b>  <b>Other:</b></p> <p>Variance of the existing PSPO will affect the whole community with the ward areas of Langley, Foxborough &amp; St Marys and Colnbrook. These proposed variations do not single out any particular group in anyway.</p>
4.	<p>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</p> <p>The positive impact for these communities is that this PSPO variation will allow the police and council to address the current prolific use of devices used to launch missiles at people, animals and property that are being regularly used and carried by individuals.</p>
5.	<p>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</p> <p>The only legitimate reason to carry a catapult in a public place is for the use of launching bait when fishing. Within Langley and Foxborough there are stretches of the Grand Union Canal where fishing with a licence is permitted. Therefore if someone was carrying a catapult in this area you would reasonably expect them to be equipped to go fishing.</p>

6.	<p>Have the impacts identified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</p> <p>Evidence to support this PSPO Variation has been provided by local councillors, community groups, members of the public, police reports, police statements and statements from members of the public.</p>
7.	<p>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results, e.g. have the staff forums/unions/ community groups been involved?</p> <p>The local Neighbourhood Action Groups, local Councillors and Parish council Groups have all been informed. The results were in favour of this PSPO Variation.</p>
8.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>No negative impact is perceived.</p>
9.	<p>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</p> <p>Monitor the number of reported incidents after implementation, the number of breaches of the PSPO and under what circumstances and by who.</p> <p>Monitor the success of the PSPO Variation in reducing the number of reported incidents.</p> <p>Monitor to potential for displacement.</p>

<b>What course of action does this EIA suggest you take? More than one of the following may apply</b>	✓
<b>Outcome 1: No major change required.</b> The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	X
<b>Outcome 2: Adjust the policy</b> to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
<b>Outcome 3: Continue the policy</b> despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
<b>Outcome 4: Stop and rethink</b> the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

### Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date
No concerns noted during EIA						

**Name: Ian Blake**

**Signed: Ian Blake.....(Person completing the EIA)**

**Name: Ian Blake**

**Signed: Ian Blake.....( Policy Lead if not same as above)**

**Date: 3<sup>rd</sup> July 2018**