

## **Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA)**

**Name of service change: Public Spaces Protection Order Shrewsbury Town Centre**

### **Contextual Notes 2016**

#### ***The What and the Why:***

The Shropshire Council Equality and Social Inclusion Impact Assessment (ESIIA) approach helps to identify whether or not any new or significant changes to services, including policies, procedures, functions or projects, may have an adverse impact on a particular group of people, and whether the human rights of individuals may be affected.

This assessment encompasses consideration of social inclusion. This is so that we are thinking as carefully and completely as possible about all Shropshire groups and communities, including people in rural areas and people we may describe as vulnerable, for example due to low income or to safeguarding concerns, as well as people in what are described as the nine 'protected characteristics' of groups of people in our population, eg Age. We demonstrate equal treatment to people who are in these groups and to people who are not, through having what is termed 'due regard' to their needs and views when developing and implementing policy and strategy and when commissioning, procuring, arranging or delivering services.

It is a legal requirement for local authorities to assess the equality and human rights impact of changes proposed or made to services. Carrying out ESIIAs helps us as a public authority to ensure that, as far as possible, we are taking actions to meet the general equality duty placed on us by the Equality Act 2010, and to thus demonstrate that the three equality aims are integral to our decision making processes. These are: eliminating discrimination, harassment and victimisation; advancing equality of opportunity; and fostering good relations.

#### ***The How:***

The guidance and the evidence template are combined into one document for ease of access and usage, including questions that set out to act as useful prompts to service areas at each stage. The assessment comprises two parts: a screening part, and a full report part.

**Screening (Part One)** enables energies to be focussed on the service changes for which there are potentially important equalities and human rights implications. If screening indicates that the impact is likely to be positive overall, or is likely to have a medium or low negative or positive impact on certain groups of people, a full report is not required. Energies should instead focus on review and monitoring and ongoing evidence collection, enabling incremental improvements and adjustments that will lead to overall positive impacts for all groups in Shropshire.

A **full report (Part Two)** needs to be carried out where screening indicates that there are considered to be or likely to be significant negative impacts for certain groups of people, and/or where there are human rights implications. Where there is some uncertainty as to what decision to reach based on the evidence available, a full report is recommended, as it enables more evidence to be collected that will help the service area to reach an informed opinion.

## Shropshire Council Part 1 ESIIA: initial screening and assessment

*Please note: prompt questions and guidance within boxes are in italics. You are welcome to type over them when completing this form. Please extend the boxes if you need more space for your commentary.*

### Name of service change

Proposed Consultation on a Public Spaces Protection Order for Shrewsbury Town Centre

### Aims of the service change and description

The Anti-Social Behaviour, Crime and Policing Act 2014 gained Royal Assent in April 2014 and sets out a host of provisions to help target antisocial behaviours (ASB) that have a detrimental impact on the lives of those within a community. One of the provisions within the Act enables local Authorities to introduce Public Spaces Protection Orders (PSPO's) which are intended to provide the means of preventing individuals or groups committing anti-social behaviour in a public space where the behaviour is having, or likely to have, a detrimental effect on the quality of life of those in the locality; be persistent or continuing in nature; and be unreasonable.

Whilst local authorities are responsible for making a PSPO, they must do so in consultation with the police and other relevant bodies who may be affected. A PSPO can be created to cover any public space within the local authority's administrative boundary and this will include any place to which the public or any section of the public has access, on payment or otherwise, as of right or by virtue of express or implied permission.

A PSPO can be in force for any period up to three years maximum after which the Local Authority must consider whether or not to put in place another PSPO. A breach of a PSPO can be dealt with through the issuing of a Fixed Penalty Notice of up to £100, or a level 3 fine (max £1000) on prosecution.

Tackling ASB is a Shropshire Council priority and will often be linked with other core Council services around Social care, vulnerable adults, safeguarding and hate crime, Highways and public health so the consideration of a measure to help reduce ASB would go some way to help achieve the Councils corporate aims.

Evidence from a number of bodies including West Mercia Police, the Shrewsbury Business Improvement District (BID) and representation from the Shrewsbury Town Centre Residents Association (STCRA) has identified significant concern at the increase in ASB occurring within the Shrewsbury town centre area which is having a persistent and detrimental impact on the lives of the residents, visitors and local businesses. These behaviours are often linked to or associated with the night time economy, alcohol consumption and the presence of an increasing number of individuals frequenting the town centre at all times whose behaviours are often linked with drugs or substance misuse.

Despite the efforts and initiatives of a number of agencies including the Police and both Shrewsbury Town Council and Shropshire Council these behaviours are continuing to affect the community. A request to Shropshire Council has been made by the Police with support from other interested parties in the form of 'Team Shrewsbury' for a PSPO to be considered which it is anticipated would help curb the ASB being experienced for the benefit of the community as a whole.

Team Shrewsbury have for some time been recording the incidents of ASB within the town

centre and from an analysis of this extensive data including police recorded incidents/crimes has resulted in the identification of a number of behaviours and activities which are considered to be persistent in nature, unreasonable and affecting the community in a detrimental way. As such the proposed PSPO has been drafted to take into account these specific behaviours and activities. The following prohibitions will be included in the PSPO:

- a) No person shall urinate or defecate in a public area not being a facility intended for such use.
- b) No person shall, for any duration of time, leave unattended in a public area any personal effects or belongings or any other material or paraphernalia including anything that may be considered discarded or waste material.
- c) No person shall refuse to stop drinking alcohol or hand over any containers (sealed or unsealed) which are believed to contain alcohol, when required to do so by an authorised officer, provided that officer has reason to believe that that person is causing or is likely to cause nuisance, alarm, harassment or distress to any other person or to prevent public disorder.
- d) No person shall refuse to disperse from a public area and not to return to that public area for 48 hours when required to do so by an authorised officer, provided that officer has reason to believe that that person is causing or likely to cause nuisance, alarm, harassment or distress to any other person or to prevent public disorder.

The intention behind this order is to provide a mechanism to allow the police and other authorised officers to address behaviours that are causing concern without the order targeting any particular group of the community and in particular those that may be considered vulnerable or in need of help. This has often been a criticism of PSPOs and this is not the intention behind this order. This is about targeting an individual whose behaviour is causing community alarm, distress etc..

Accordingly, only two behaviours are actually being criminalised outright (see (a) and (b) above) with the other two prohibitions simply providing an ability for authorities to respond effectively to concerns by stopping unacceptable individual behaviour and where necessary to remove the cause. Only where a reasonable request from an authorised officer is refused would that individual commit a criminal offence under the PSPO.

The PSPO therefore does not stop any activity, where that activity is being undertaken in an appropriate manner and therefore does not criminalise specific activities (although some activities may already be a criminal act by virtue of other legislation) other than urinating and defecating and leaving belongings in a public place for which there are strong arguments to prohibit outright.

It should be noted that prohibition c) is a continuation of a prohibition from a previous order/bye law brought about by Shrewsbury and Atcham Borough Council so in effect this is not a new restriction for the town centre and simply updates and renews a historical issue.

In establishing a PSPO, appropriate signage must be displayed in accordance with the requirements of the Act and regulations made under it. This requires the PSPO to be made available on the Councils website and for adequate signage to be placed on entry points to the public area and within the said area.

## Intended audiences and target groups for the service change

The intended audiences and target groups are considered to be:

- Residents and visitors of the town centre.
- Local businesses operating within the town centre.
- Shrewsbury Town Council.
- Shropshire Council (Environmental Maintenance, Public Health, Housing Options, Highways, Safeguarding, Social Care).
- Chief inspector of West Mercia Police.
- Police and Crime Commissioner.
- Shrewsbury MP (Daniel Kawczynski)
- Shrewsbury BID
- Shrewsbury Town Centre Residents Association
- The Ark (Outreach Service)
- Team Shrewsbury
- Street Pastors
- Accommodation providers (Shropshire Housing Alliance, Parish rooms)
- Shropshire Fire and Rescue Service.
- Shropshire Tourist Board (Visit Shrewsbury)
- The Marches Local Enterprise Partnership
- Fairness, Respect Equality Shropshire (FRESH)
- Shropshire Community Health Trust
- South Staffs and Shropshire Healthcare NHS Foundation Trust
- The Shrewsbury and Telford Hospital NHS Trust
- Shropshire Clinical Commissioning Group (CCG)
- Voluntary Groups (see below)

This list is not intended to be exhaustive or in order of priority and will be added to and amended as and when appropriate. The following Voluntary Groups and organisations will be included in a general notification and request to consider the consultation by a news update from the Feedback and Insight Team:

Aquarius

Barnabas Church Centre (Foodbank Plus)

British Red Cross

Churches Together in Shrewsbury

Citizens Advice Shropshire

Energize Shropshire, Telford & Wrekin

Hope Church Centre (Shrewsbury)

Impact Addiction Services

Landau Limited

Royal Air Forces Association Shrewsbury Branch

Royal British Legion

Shrewsbury Christian Centre Association

Ark

Shrewsbury Furniture Scheme

Shrewsbury Homes for All

Shropshire Housing Alliance

Shropshire Football Association

Shropshire RCC

Shropshire Youth Association  
 Sova Staffordshire & Shropshire Young People Project  
 SPC  
 SSAFA Shropshire  
 Stonham  
 Street Pastors (Ascension Trust)  
 The Roy Fletcher Centre  
 The Hive  
 Trident Reach  
 Victim Support  
 Youth Support Services Ltd (YSS)

**Evidence used for screening of the service change**

The evidence used to inform the PSPO has been collated over a significant period of time by the agencies in addition to data held by the police. Latterly, local businesses via the Shrewsbury BID have started to add to the data through a manual recording and reporting system to demonstrate their concerns and experiences.

Formal analysis of the data has been undertaken to help identify the behaviours being experienced within the community. The key findings of the report and the data collected has been the main factor determining the content of the proposed PSPO to be published as part of the formal 12 week consultation process. In Summary the following data is available

**Supporting Data: Excrement and urination**

INCIDENT TYPE	DATA SOURCE	1 <sup>st</sup> October 15 – 31 <sup>st</sup> March 16	1 <sup>st</sup> April 16 – 30 <sup>th</sup> September 16	Sept 16 Total
Excrement/Urinating	Team Shrewsbury	7	5	0
Excrement/Urine	Police	0	5	0
Excrement/Urine	Public Protection	0	4	3

**Supporting data: Alcohol related**

INCIDENT TYPE	DATA SOURCE	1 <sup>st</sup> October 15 – 31 <sup>st</sup> March 16	1 <sup>st</sup> April 16 – 30 <sup>th</sup> September 16	Sept 16 Total
Alcohol related crime	Police	156	173	36
Alcohol related incidents	Police – PSPO database	7	15	3
All alcohol related incidents	Police - OIS	248	262	45
Alcohol litter	Team Shrewsbury	8	10	2
Drunk individuals	Team Shrewsbury	2	17	9

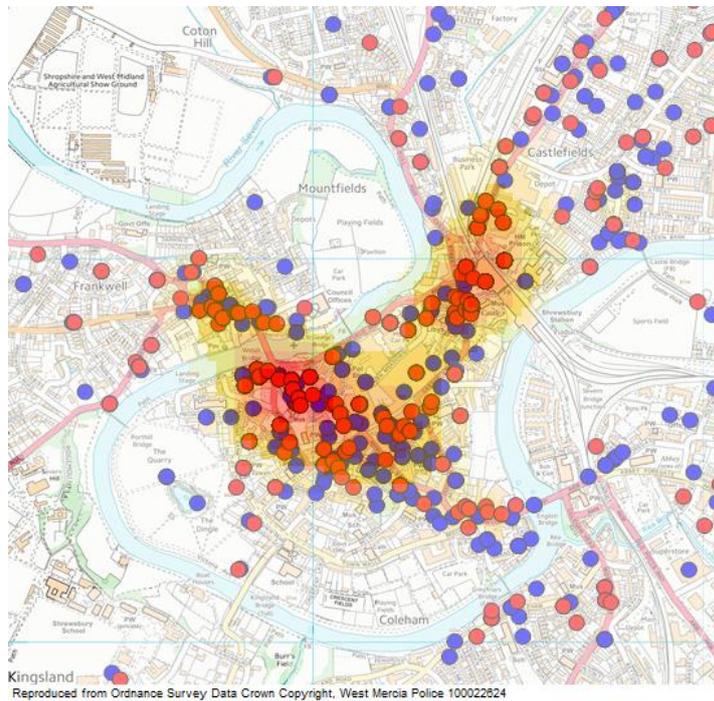
**Supporting data: General behavioural issues**

<b>INCIDENT TYPE</b>	<b>DATA SOURCE</b>	<b>1<sup>st</sup> October 15 – 31<sup>st</sup> March 16</b>	<b>1<sup>st</sup> April 16 – 30<sup>th</sup> September 16</b>	<b>Sept 16 Total</b>
Rough Sleepers, Beggars, Drunks, Drug Addicts	Team Shrewsbury	31	113	54
Congregation of Youths	Team Shrewsbury	3	8	3
Suspicious Individuals	Team Shrewsbury	2	1	0
Damage to Property/Graffiti/Arson	Team Shrewsbury	37	42	13
Homeless Incidents	Police	61	69	13
Damage	Police	0	1	0
Rough Sleepers	Public Protection	1	2	1
Congregation of Youths	Public Protection	0	1	1

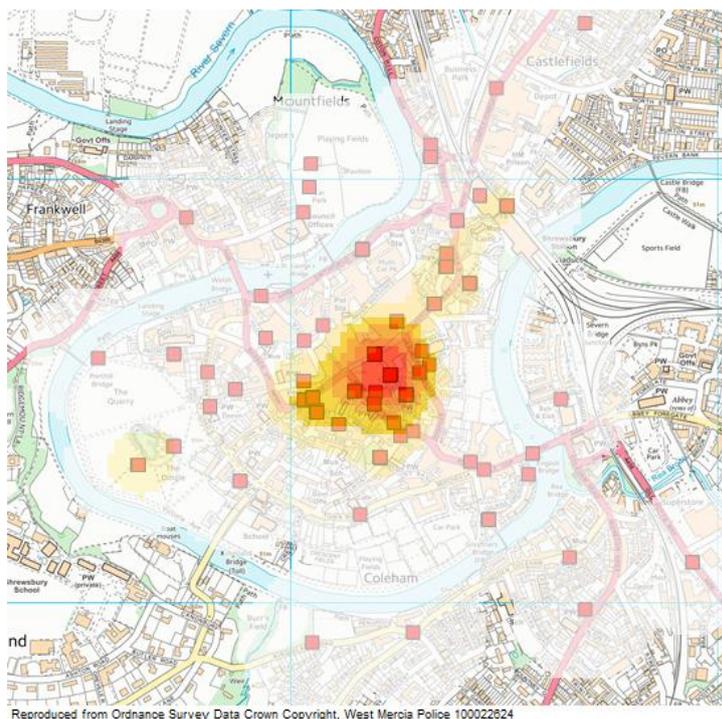
**Supporting Data: Belongings and possessions**

<b>INCIDENT TYPE</b>	<b>DATA SOURCE</b>	<b>1<sup>st</sup> October 15 – 31<sup>st</sup> March 16</b>	<b>1<sup>st</sup> April 16 – 30<sup>th</sup> September 16</b>	<b>Sept 16 Total</b>
Fly Tipping/Litter	Team Shrewsbury	10	6	3
Drug Paraphernalia	Team Shrewsbury	55	77	13
Litter/Belongings left by Rough Sleepers	Team Shrewsbury	12	16	4
Rubbish	Police	1	1	1
Drug litter	Police	0	4	0
Litter/Belongings left by Rough Sleepers	Public Protection	2	1	0

**POLICE Alcohol related Crimes and incidents with hotspot in the background.**  
1st October 2015 to 30th September 2016



**TEAM SHREWSBURY related incidents (all categories) showing locations affected along with hotspot demonstrating incident frequency.**  
1st April 2016 to 30th September 2016



In addition to the data sets above additional information in the form of witness statements provide evidence of the issues the PSPO seeks to address with two employees at the old Market Hall in the Square in Shrewsbury highlighting the issues they have and are continuing to experience with individuals urinating and defecating in the 'under croft' of the building. Also statements from three police officers, a town council gardener, a representative of the Shrewsbury BID and three business representatives also highlight the issues they have and are continuing to experience with individuals urinating and defecating in the town centre. Further, an image of a male urinating in Church Street has been captured by the Town CCTV in October 2016.

The statement from PC Evans also provides a summary of the types of calls and incidents being received by the police and which the town centre officers are being called upon to deal with. Whilst many of the incidents in this particular statement relate to behaviours of vagrants or rough sleepers, importantly it is their behaviour as opposed to their status or lifestyle that can be challenged by the PSPO.

### **Specific consultation and engagement with intended audiences and target groups for the service change**

We have consulted regularly with our key stakeholders including the Police, Team Shrewsbury and the BID and now we need to consult wider with the community and other interested parties. This wider consultation will focus on the actual content and the prohibitions set out in the draft PSPO as well as provide opportunity to provide additional comments in respect to other concerns within the proposed town centre area.

It is our intention to request comment from a wide range of organisations including the voluntary sector so that we can collate the views from all parts of the community. A list of potential consultees has been prepared and is detailed in the section above.

The proposed Public Consultation will be published on the Shropshire Councils website with notice posted on town council notice boards, Public Protection Facebook and via email or direct communication to those identified interested parties listed above. Further, a press release will be issued when the consultation period begins. Councillor Mal Price along with Senior Public Protection Managers will be available to provide any response to media requests.

Consultees will be encouraged to complete the on-line survey; however, any comments received by whatever method will be taken into account. The consultation documentation focuses specifically on the prohibitions set out in the draft PSPO but also gives the opportunity for consultees to provide additional comments. In addition we will utilise the Shropshire Council Community Hub at 1a Castle Gates, Shrewsbury so that individuals may visit in person and make use of facilities present at the Hub in order to complete the survey.

The consultation will last for eight weeks with the current intention to start on 9 January 2017. In addition to the survey a copy of the proposed PSPO and a FAQ document will be available which will assist everyone to understand what a PSPO is, the process being undertaken and what the implications are.

The consultation will not only help the Council engage with the community and interested parties it will also help the Council to ensure that the correct measures are identified and to reduce the risk of a legal challenge as to the validity of the PSPO. An appeal against a PSPO

can be lodged by anyone who lives in, or regularly works in or visits the area in the High Court within six weeks of issue. Further appeal can be made when a PSPO is varied by the local authority.

Information and data received from the consultation will be assessed, considered and reported on at a future meeting of Shropshire Councils Cabinet along with any recommendations around the PSPO, including whether to continue, amend or modify the draft PSPO.

## Potential impact on Protected Characteristic groups and on social inclusion

Using the results of evidence gathering and specific consultation and engagement, please consider how the service change as proposed may affect people within the nine Protected Characteristic groups and people at risk of social exclusion.

1. Have the intended audiences and target groups been consulted about:
  - their current needs and aspirations and what is important to them;
  - the potential impact of this service change on them, whether positive or negative, intended or unintended;
  - the potential barriers they may face.
2. If the intended audience and target groups have not been consulted directly, have their representatives or people with specialist knowledge been consulted, or has research been explored?
3. Have other stakeholder groups and secondary groups, for example carers of service users, been explored in terms of potential unintended impacts?
4. Are there systems set up to:
  - monitor the impact, positive or negative, intended or intended, for different groups;
  - enable open feedback and suggestions from a variety of audiences through a variety of methods.
5. Are there any Human Rights implications? For example, is there a breach of one or more of the human rights of an individual or group?
6. Will the service change as proposed have a positive or negative impact on:
  - fostering good relations?
  - social inclusion?

### Initial assessment for each group

*Please rate the impact that you perceive the service change is likely to have on a group, through inserting a tick in the relevant column. Please add any extra notes that you think might be helpful for readers.*

Protected Characteristic groups and other groups in Shropshire	High negative impact <i>Part Two ESIIA required</i>	High positive impact <i>Part One ESIIA required</i>	Medium positive or negative impact <i>Part One ESIIA required</i>	Low positive or negative impact <i>Part One ESIIA required</i>
Age (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg older person with disability)				YES

<b>Disability</b> (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)				YES
<b>Gender re-assignment</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				YES
<b>Marriage and Civil Partnership</b> (please include associated aspects: caring responsibility, potential for bullying and harassment)				YES
<b>Pregnancy &amp; Maternity</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				YES
<b>Race</b> (please include: ethnicity, nationality, culture, language, gypsy, traveller)				YES
<b>Religion and belief</b> (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)				YES
<b>Sex</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				YES
<b>Sexual Orientation</b> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				YES
<b>Other: Social Inclusion</b> (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)				YES

## Guidance on what a negative impact might look like

<b>High Negative</b>	Significant potential impact, risk of exposure, history of complaints, no mitigating measures in place or no evidence available: urgent need for consultation with customers, general public, workforce
<b>Medium Negative</b>	Some potential impact, some mitigating measures in place but no evidence available how effective they are: would be beneficial to consult with customers, general public, workforce
<b>Low Negative</b>	Almost bordering on non-relevance to the ESIA process (heavily legislation led, very little discretion can be exercised, limited public facing aspect, national policy affecting degree of local impact possible)

## Decision, review and monitoring

Decision	Yes	No
Part One ESIIA Only?	YES	
Proceed to Part Two Full Report?		NO

***If Part One, please now use the boxes below and sign off at the foot of the page. If Part Two, please move on to the full report stage.***

### **Actions to mitigate negative impact or enhance positive impact of the service change**

This proposal is considered likely to have an overall 'Low positive or negative impact'. The proposal stems from provisions within the Anti-Social Behaviour, Crime and Policing Act 2014 legislation and is intended to benefit the community as a whole by reducing ASB and providing a mechanism to resolve issues quickly and efficiently, and therefore also be of benefit to Protected Groupings within the community. The PSPO will in effect be an additional enforcement tool for agencies to utilise which it is anticipated will help to improve the public places for the majority of the community.

The details of the public consultation will help the Council to modify the proposed PSPO where concerns are raised and to help inform whether the prohibitions suggested are correct and that the proposed area being covered is adequate. The results of the consultation along with any proposed amendments will be presented to a Council cabinet meeting as soon as practicable following the end of the consultation period.

Having already assessed the evidence collected over the last 12 months there have been improvements to the recording process with more focus around individual behaviours of individuals as opposed to generic data. This will enable a clear and improved monitoring process which can be utilised by Team Shrewsbury. In turn it is anticipated that this will help to identify where additional support is needed and to react to any emerging threats. This could include additional prohibitions by amending the PSPO in the future.

### **Actions to review and monitor the impact of the service change**

A PSPO can be put in place for a maximum period of three years and then must be reviewed if it is proposed to renew the order. Also during this period, evidence of the issues affecting the town centre will continue to be gathered. Through the use of the ASB reporting form Team Shrewsbury will be able to monitor the effects of the PSPO on an ongoing basis and if necessary throughout the life of the Order it can be amended to remove specific elements where the evidence demonstrates that the prohibitions/requirements have been sufficiently effective or indeed to include new prohibitions/requirements to tackle emerging problems.

The Public Protection Service will undertake to work with the police where enforcement is required and will monitor any offences reported by the police. Shropshire Council is the only

Authority able to prosecute a case in the Court where a breach of a PSPO is identified. Any such case will be assessed in line with the Council Better Regulation and Enforcement Policy which can be found on the Shropshire Council website at

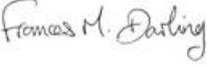
<https://www.shropshire.gov.uk/media/892162/Better-regulation-and-encorcementPolicy-Aug-13.pdf>

This will ensure that any enforcement action undertaken in respect to the PSPO is consistent and in line with that of any other enforcement process undertaken by the Council.

Feedback from the local members covering the geographical area for the PSPO along with the current and future Portfolio holder, local MP and the Police and Crime Commissioner will be key to aiding understanding of the impact on the local community as these are key engagement channels for the community alongside direct feedback to the service area.

It is anticipated that they will therefore be able to help to feedback on the effectiveness and continued need or otherwise of the PSPO, along with ongoing liaison with the Town Council and local businesses.

## Scrutiny at Part One screening stage

People involved	Signatures	Date
<b>Grant Tunnadine</b>	 Investigation, Compliance and Intervention Team Manager	21 <sup>st</sup> November 2016
<b>Frances Darling</b>	 Trading Standards & Licensing Operations Manager	21 <sup>st</sup> November 2016
<b>Lois Dale</b>	 Rurality and Equalities Specialist	18 <sup>th</sup> November 2016
<b>Rod Thomson</b>	 Director of Public Health for Shropshire	21 <sup>st</sup> November 2016

*\*This refers to other officers within the service area*

*\*\*This refers either to support external to the service but within the Council, eg from the Rurality and Equalities Specialist, or support external to the Council, eg from a peer authority*

## Sign off at Part One screening stage

Name	Signatures	Date
<b>Grant Tunnadine</b>	 Investigation, Compliance and Intervention Team Manager	21 <sup>st</sup> November 2016
<b>Rod Thomson</b>	 Director of Public Health for Shropshire	21 <sup>st</sup> November 2016

## Shropshire Council Part 2 ESIIA: full report

### Guidance notes on how to carry out the full report

The decision that you are seeking to make, as a result of carrying out this full report, will take one of four routes:

1. To make changes to satisfy any concerns raised through the specific consultation and engagement process and through your further analysis of the evidence to hand;
2. To make changes that will remove or reduce the potential of the service change to adversely affect any of the Protected Characteristic groups and those who may be at risk of social exclusion;
3. To adopt the service change as it stands, with evidence to justify your decision even though it could adversely affect some groups;
4. To find alternative means to achieve the aims of the service change.

The Part Two Full Report therefore starts with a forensic scrutiny of the evidence and consultation results considered during Part One Screening, and identification of gaps in data for people in any of the nine Protected Characteristic groups and people who may be at risk of social exclusion, eg rural communities. There may also be gaps identified to you independently of this process, from sources including the intended audiences and target groups themselves.

The forensic scrutiny stage enables you to assess:

- **Which gaps need to be filled right now, to help you to make a decision about the likely impact of the proposed service change?**

This could involve methods such as: one off service area focus groups; use of customer records; examination of data held elsewhere in the organisation, such as corporate customer complaints; and reference to data held by similar authorities or at national level from which reliable comparisons might be drawn, including via the Rural Services Network. Quantitative evidence could include data from NHS Foundation Trusts, community and voluntary sector bodies, and partnerships including the Local Enterprise Partnership and the Health and Well Being Board. Qualitative evidence could include commentary from stakeholders.

- **Which gaps could be filled within a timeframe that will enable you to monitor potential barriers and any positive or negative impacts on groups and individuals further along into the process?**

This could potentially be as part of wider corporate and partnership efforts to strengthen the evidence base on equalities. Examples would be: joint information sharing protocols about victims of hate crime incidents; the collection of data that will fill gaps across a number of service areas, eg needs of young people with learning disabilities as they progress through into independent living; and publicity awareness campaigns that encourage open feedback and suggestions from a variety of audiences.

Once you have identified your evidence gaps, and decided on the actions you will take right now and further into the process, please record your activity in the following boxes. Please extend the boxes as needed.

**Evidence used for assessment of the service change: activity record**

*How did you carry out further research into the nine Protected Characteristic groups and those who may be at risk of social exclusion, about their current needs and aspirations and about the likely impacts and barriers that they face in day to day living?*

*And what did it tell you?*

**Specific consultation and engagement with intended audiences and target groups for the service change: activity record**

*How did you carry out further specific consultation and engagement activity with the intended audiences and with other stakeholders who may be affected by the service change?*

*And what did it tell you?*

**Further and ongoing research and consultation with intended audiences and target groups for the service change: activity record**

*What further research, consultation and engagement activity do you think is required to help fill gaps in our understanding about the potential or known affect that this proposed service change may have on any of the ten groupings and on the intended audiences and target groups? This could be by your service area and/or at corporate and partnership level.*

## Full report assessment for each group

*Please rate the impact as you now perceive it, by inserting a tick. Please give brief comments for each group, to give context to your decision, including what barriers these groups or individuals may face.*

<b>Protected Characteristic groups and other groups in Shropshire</b>	<b>High negative impact</b>	<b>High positive impact</b>	<b>Medium positive or negative impact</b>	<b>Low positive or negative impact</b>
<b>Age</b> (please include children, young people, people of working age, older people. Some people may belong to more than one group eg child for whom there are safeguarding concerns eg older person with disability)				
<b>Disability</b> (please include: mental health conditions and syndromes including autism; physical disabilities or impairments; learning disabilities; Multiple Sclerosis; cancer; HIV)				
<b>Gender re-assignment</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				
<b>Marriage and Civil Partnership</b> (please include associated aspects: caring responsibility, potential for bullying and harassment)				
<b>Pregnancy &amp; Maternity</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				
<b>Race</b> (please include: ethnicity, nationality, culture, language, gypsy, traveller)				
<b>Religion and belief</b> (please include: Buddhism, Christianity, Hinduism, Islam, Judaism, Non conformists; Rastafarianism; Sikhism, Shinto, Taoism, Zoroastrianism, and any others)				
<b>Sex</b> (please include associated aspects: safety, caring responsibility, potential for bullying and harassment)				
<b>Sexual Orientation</b> (please include associated aspects: safety; caring responsibility; potential for bullying and harassment)				
<b>Other: Social Inclusion</b> (please include families and friends with caring responsibilities; people with health inequalities; households in poverty; refugees and asylum seekers; rural communities; people for whom there are safeguarding concerns; people you consider to be vulnerable)				

## ESIIA Full Report decision, review and monitoring

### Summary of findings and analysis - ESIIA decision

*You should now be in a position to record your decision. Please highlight in bold the route that you have decided to take.*

1. To make changes to satisfy any concerns raised through the specific consultation and engagement process and through your further analysis of the evidence to hand;
2. To make changes that will remove or reduce the potential of the service change to adversely affect any of the Protected Characteristic groups and those who may be at risk of social exclusion;
3. To adopt the service change as it stands, with evidence to justify your decision even though it could adversely affect some groups;
4. To find alternative means to achieve the aims of the service change.

*Please add any brief overall comments to explain your choice.*

*You will then need to create an action plan and attach it to this report, to set out what further activity is taking place or is programmed that will:*

- *mitigate negative impact or enhance positive impact of the service change,*  
*AND*
- *review and monitor the impact of the service change*

*Please try to ensure that:*

- *Your decision is based on the aims of the service change, the evidence collected, consultation and engagement results, relative merits of alternative approaches and compliance with legislation, and that records are kept;*
- *The action plan shows clear links to corporate actions the Council is taking to meet the general equality duty placed on us by the Equality Act 2010, to have due regard to the three equality aims in our decision making processes.*

## Scrutiny at Part Two full report stage

<b>People involved</b>	<b>Signatures</b>	<b>Date</b>
<i>Lead officer</i>		
<i>Any internal support</i>		
<i>Any external support</i>		
<i>Head of service</i>		

## Sign off at Part Two full report stage

<b>Signature (Lead Officer)</b>	<b>Signature (Head of Service)</b>
Date:	Date:

## Appendix: ESIIA Part Two Full Report: Guidance Notes on Action Plan

Please base your action plan on the evidence you find to support your decisions, and the challenges and opportunities you have identified. It could include arrangements for:

- continuing engagement and involvement with intended audiences, target groups and stakeholders;
- monitoring and evaluating the service change for its impact on different groups throughout the process and as the service change is carried out;
- ensuring that any pilot projects are evaluated and take account of issues described in the assessment, and that they are assessed to make sure they are having intended impact;
- ensuring that relevant colleagues are made aware of the assessment;
- disseminating information about the assessment to all relevant stakeholders who will be implementing the service change;
- strengthening the evidence base on equalities.

Please also consider:

- resource implications for in-house and external delivery of the service;
- arrangements for ensuring that external providers of the service are monitored for compliance with the Council's commitments to equality, diversity and social inclusion, and legal requirements including duties under the Equality Act 2010.

And finally, please also ensure that the action plan shows clear links to corporate actions the Council is taking to meet the general equality duty placed on us by the Equality Act 2010, to have due regard to the three equality aims in our decision making processes.

These are:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

***Note: Shropshire Council has referred to good practice elsewhere in refreshing previous equality impact assessment material in 2014 and replacing it with this ESIIA material. The Council is grateful in particular to Leicestershire County Council, for graciously allowing use to be made of their Equality and Human Rights Impact Assessments (EHRIs) material and associated documentation.***

***For further information on the use of ESIIAs: please contact your head of service or contact Mrs Lois Dale, Rurality and Equalities Specialist and Council policy support on equality, via telephone 01743 255684, or email [lois.dale@shropshire.gov.uk](mailto:lois.dale@shropshire.gov.uk).***