

## HDC Due Regard (Equality Analysis)

Due Regard (Equality Analysis) is an on-going proactive process which requires us to consider the effect our decisions are likely to have on local communities, service users and employees, particularly those most vulnerable and at risk of disadvantage.

This template has been designed to assist in the collation of information and evidence required to support the 'Due Regard' process when introducing new policies/procedures/functions and services or reviewing existing ones.

**Name of policy/procedure/function/service being analysed:** ASB Policy 2024

**Department and section:** Community Safety

**Name of lead officer:** Sarah Pickering

**Other people involved (assisting or reviewing – including any service users or stakeholder groups etc.):**

**Date assessment completed:** 17<sup>th</sup> September 2024

### Step 1: Defining the policy/procedure/function/service

Is this a new, amended, or reviewed policy? What are the aims, objectives and purpose and how will they be achieved? What are the main activities and which communities are likely to be affected by these activities? What are the expected outcomes?

This is a reviewed policy with minor amendments updated from 2019.

Harborough District Council aims to achieve sustained low levels of anti-social behaviour (ASB), thus creating a safer environment. This Anti-Social Behaviour Policy is an integral part of achieving these objectives.

It provides a clear statement of the District Council's policies, and the way in which the Council will tackle anti-social behaviour. The content includes information on what a number of different agencies can do to address anti-social behaviour, reflecting how a partnership approach is the most effective means of dealing with anti-social behaviour.

It clarifies types of anti-social behaviour and how it will be investigated, how victims will be supported and options for enforcement.

Aims and Objectives.

In meeting the aims of the policy the Council accepts that:

- Individuals have the right to their chosen lifestyle – providing this does not spoil the quality of life for others – and that this implies some degree of tolerance of, and respect for, the requirements and needs of others.
- The problem of ASB is robustly challenged across the district.

- Awareness and education of communities is required and residents and visitors of all ages have a key part to play in resolving problems.
- Local residents feel confident to report their concerns.
- Enquiries will be dealt with in a timely manner as set out in our customer service standards.
- Local residents feel satisfied with our response in relation to their complaint and the outcome achieved.
- Vulnerable people in our communities are identified and supported.

### Step 2: Data collection & evidence

What relevant evidence, research, data, and other information do you have and is there any further research, data or evidence you need to fill any gaps in your understanding of the potential or known effects of the policy on different communities? Include quantitative data as well as qualitative intelligence such as community input and advice.

The ASB Policy is aimed at supporting all Harborough District residents.

### Harborough District Census Data 2021 (Data from initial releases so may be unrounded)

**Total Population:** 97,631, an increase of 14.3% since 2011 which is significantly higher than the overall increase for England of 6.6%.

**Total number of households:** 40,400

Age	Number of residents	% of Harborough District population
<b>Census Question: What is your date of birth?</b>		
All usual residents:	97,631	100.0%
Aged 0-4 years	4,719	4.8%
Aged 5-9 years	5,371	5.5%
Aged 10-15 years	7,106	7.3%
Aged 16-19 years	4,200	4.3%
Aged 20-24 years	4,344	4.4%
Aged 25-34 years	10,487	10.7%
Aged 35-49 years	18,336	18.8%
Aged 50-64 years	21,570	22.1%
Aged 65-74 years	11,429	11.7%
Aged 75-84 years	7,336	7.5%
Aged 85 years and over	2,733	2.8%

### Household Composition

One person household aged 65 and over	5,335 (13.2%)
One person household other	5,179 (12.8%)
Lone parent household with dependent children	2,066 (5.1%)

### Ethnic Group

Census Question: What is your ethnic group?	Number of residents	% of Harborough District population
All usual residents:	97,623	100.0%
Asian/Asian British:	5,298	5.4%
Black/Black British/Caribbean/African:	699	0.7%
Mixed/multiple ethnic groups:	2,003	2.1%
White:	88,851	91.0%
Other ethnic group	205	0.24%

**Population by residents born in the UK:** Harborough 92.8%

### Household Language

All adults in household have English as a main language	39,029 (96.6%)
At least 1 but not all adults in household have English as main language	721 (1.8%)
No adults but at least 1 person aged 3 to 15 has English as main language	143 (0.4%)
No people in household have English as a main language	520 (1.3%)

### Main Language: Top 10

English	92,200 residents
Gujarati	363 residents
Panjabi	335 residents
Polish	307 residents
Romanian	222 residents
Portuguese	99 residents
Spanish	92 residents
Hungarian	72 residents
Greek	56 residents

Sign Language, 23 residents (British Sign Language, 16 residents)

### Gender

<b>Census Question: What is your sex?</b>	<b>Number of residents</b>	<b>% of Harborough District population</b>
All usual residents:	97,625	100.0%
Female	49,276	50.5%
Male	48,349	49.5%

### **Gender Identity**

#### **Census Question: Is the gender you identify with the same as your sex registered at birth?**

	<b>Number of residents</b>	<b>% of Harborough District population</b>
All usual residents aged 16 and over	80,430	100.0%
Gender identity the same as registered at birth	76,560	95.2%
Gender identity different from sex registered at birth but no specific identity given	69	0.1%
Trans woman	44	0.1%
Trans man	40	0.0%
Non-binary	24	0.0%
All other gender identities	15	0.0%
Not answered	3,678	4.6%

### **Health**

#### **Census Question: Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?**

	<b>Number of residents</b>	<b>% of Harborough District population</b>
Day to day activities limited a lot	5296	5.4%
Day to day activities limited a little	9413	9.6%
Day to day activities not limited	82917	84.9%

### **Legal Partnership Status**

#### **Census Question: What is your legal marital or same-sex civil partnership status?**

	<b>Number of residents</b>	<b>% of Harborough District population</b>
All usual residents aged 16 and over:	80,428	100.0%
Never Married or registered a Civil Partnership	23,779	29.6%
Married or in a registered Civil Partnership	42,622	53.0%
Separated/Divorced or formerly in a Civil Partnership	8,889	11.0%
Widowed or surviving Civil Partnership partner	5,138	6.4%

**Religious Belief****Census Question: What is your religion?**

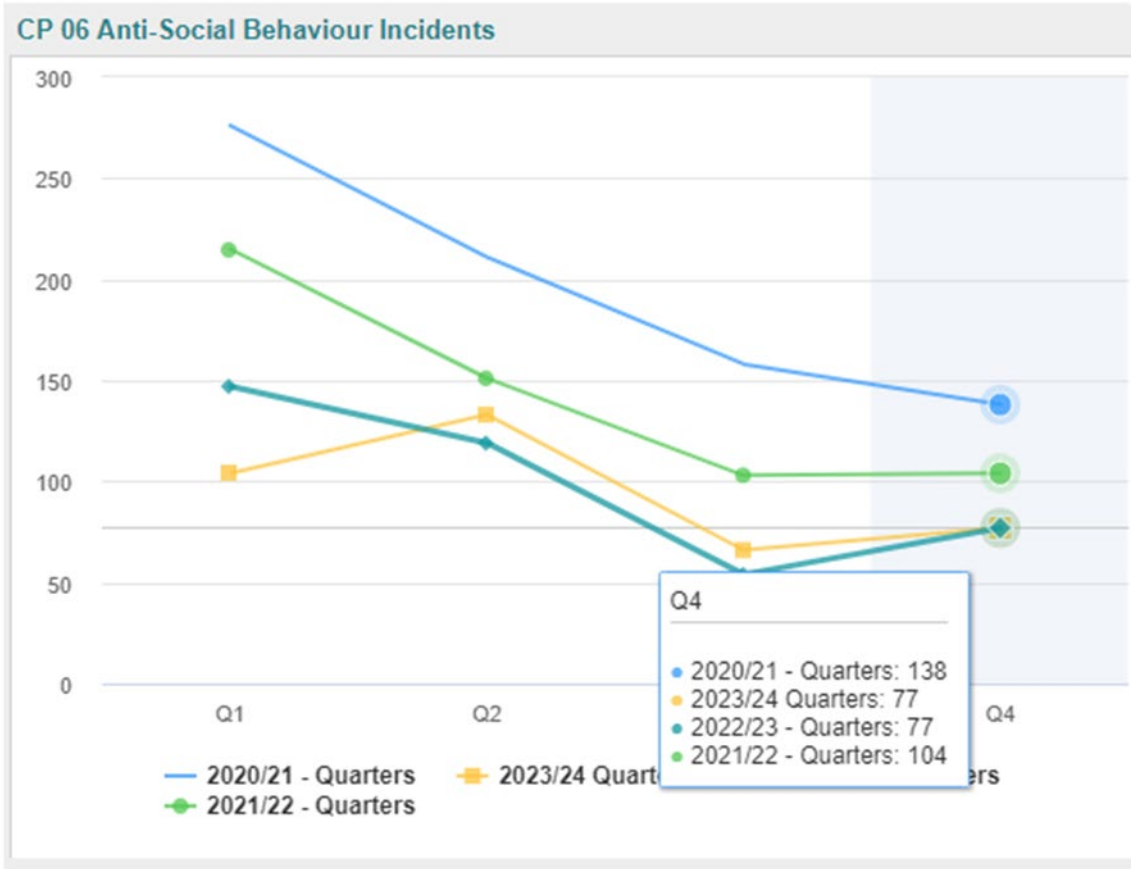
	<b>Number of residents</b>	<b>% of Harborough District population</b>
All usual residents:	97,624	100.0%
Buddhist	256	0.3%
Christian	49,046	50.2%
Hindu	2,477	2.5%
Jewish	118	0.1%
Muslim	1,120	1.1%
Sikh	1,467	1.5%
Other religion	379	0.4%
No religion	37,480	38.4%
Religion not stated	5,281	5.4%

**Sexual Orientation****Census Question: Which of the following best describes your sexual orientation?**

	<b>Number of residents</b>	<b>% of Harborough District population</b>
All usual residents aged 16 and over	80,427	100.0%
Heterosexual or Straight	73,899	91.9%
Gay or Lesbian	923	1.1%
Bisexual	620	0.8%
Pansexual	90	0.1%
Asexual	36	0.0%
Queer	8	0.0%
All other sexual orientations	6	0.0%
Not answered	4,845	6.0%

**Households not deprived in any dimension:** Harborough 57.9%

**Population who have previously served in any UK armed services:** 3,145 residents (3.9%)



**Overall ASB data** from police above.

**Hate Incidents**

Rolling 12-month data to March 2024 shows a small increase of 39 “all hate Crime and offences” year to date of 36% to 147. The majority of the incidents relate to the characteristic of race (58.9%) with the next largest category being in relation to sexual orientation (18.2%), disability (14%),religious (6.2%) and transgender (1.4%). In terms of offence type, the majority of these incidents were “violence against the person” (110 incidents). There was an increase in HATE recorded on Sentinel (ASB system) from 6 to 14.

**Home Office Survey – Anti-social behaviour: Impacts on individuals and Local communities. 2023**

<https://www.gov.uk/government/publications/impacts-of-anti-social-behaviour-on-individuals-and-communities/anti-social-behaviour-impacts-on-individuals-and-local-communities#personal-factors-influencing-asb-impacts>

Part of this survey looked at personal factors influencing ASB – Key findings were:

- Demographics were a key factor in the scale of impacts experienced by the individual. Based on the national survey, those that were more likely to experience a significant negative impact from ASB included younger people (those aged 18 to 34), men, those living in London or Wales, people from white ethnic backgrounds, people with higher incomes and those who lived in more deprived areas.
- Personal and circumstantial factors also played a role in the severity of ASB impacts. Those who had pre-existing mental or physical health conditions, those who were pregnant and those who had children all experienced greater ASB impacts.
- There was a perception among many qualitative participants that the elderly faced more severe consequences of ASB. However, survey data demonstrated that younger people (those aged 18 to 34) were more likely to feel a significant negative impact from ASB compared with other age groups overall. This was likely driven by the types of ASB they more commonly experienced (aggressive begging and sexual ASB).
- A paradox was observed in more deprived areas. While ASB tended to be more prevalent, fewer incidents were reported to the relevant agencies and organisations. More affluent communities were perceived to be less tolerant of ASB, whereas more deprived communities tended to accept a higher level of ASB.

**Step 3: Consultation and involvement**

Have you consulted and if so outline what you did and who you consulted with and why.

Consultation has not specifically taken place regarding this policy, but ASB remains a high priority for HDC and the Community Safety Partnership. Priorities were decided through data and through consultation taken place with residents via a survey monkey questionnaire which had been widely advertised through various social media channels and through our Parish email newsletter. The survey has also been sent out via Leicestershire Police's neighbourhood link, through partnership networks. There is also a Leicestershire County Council insight survey. Face to face consultation took place with Harborough Action Team which is a district wide group for people with learning disabilities and also for families/carers. List of main surveys below used to inform our priorities:

Violence Reduction Network Community Safety Survey 2023

Parish Community safety Survey 2023

Leicestershire Community insight Survey Sept 2023

Police Neighbourhood link

#### **Step 4: Potential impact**

Considering the evidence from the data collection and feedback from consultation, which communities will be affected and what barriers may these individuals or groups face in relation to Age, Disability, Gender Reassignment, Marriage and Civil Partnership, Pregnancy and Maternity, Race, Religion or Belief, Sex, Sexual Orientation, Other groups e.g. rural isolation, deprivation, health inequality, carers, asylum seeker and refugee communities, looked after children, current and ex-armed forces personnel (Veterans), deprived or disadvantaged communities and also the potential impact on Community Cohesion. Remember people have multiple characteristics so the impact of a policy on a particular community may impact people within the community differently. Where possible include numbers likely to be affected.

Through the ASB policy for HDC and the priorities and range of actions outlined within the Community Safety Plan there should be a positive impact on all individuals who share a protected characteristic as the Plan aims to help people be and feel safe within the Harborough district. In some areas, such as Hate reports there will potentially be a particularly positive and supportive impact for people with the protected characteristics of ethnicity, sexual orientation, disability, religions or belief and gender reassignment through targeted hate awareness campaigns.

ASB Policy requires officers to have regard to the underlying reasons behind behaviour and vulnerabilities of perpetrators and victims. This will mean that no single approach is suitable in each case but the approach to assessing the situation is consistent.

All reports of ASB that go through the Community Safety Team are recorded on a joint system with the police -Sentinel- and all of these incidents are risk assessed and any safeguarding issues or vulnerabilities taken into account and supported.

#### **Step 5: Mitigating and assessing the impact**

If you consider there to be actual or potential adverse impact or discrimination, please outline this below. State whether it is justifiable or legitimate and give reasons. If you have identified adverse impact or discrimination that is illegal, you are required to take action to remedy this immediately. If you have identified adverse impact or discrimination that is justifiable or legitimate, you will need to consider what actions can be taken to mitigate its effect on those groups of people. Consider what barriers you can remove, whether reasonable adjustments may be necessary and how any unmet needs have identified can be addressed.

There are perceived to be no adverse impacts identified in relation to the ASB Policy. This policy aims to provide a framework for which all the various anti-social behaviour types can be considered in a holistic way to enable partners to respond collectively to better meet the needs of all individuals and communities.



More detailed guidance on specific types of ASB and reporting will be kept updated on our website.

**Step 6: Making a decision**

Summarise your findings and give an overview of whether the policy will meet Harborough District Council’s responsibilities in relation to equality, diversity and human rights. Does it contribute to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations?

The Harborough District ASB Policy meets Harborough District Council’s responsibilities in relation to equality, diversity and human rights. It contributes to the achievement of the three aims of the Public Sector Equality Duty – eliminate unlawful discrimination, harassment, victimisation; advance equality of opportunity and foster good relations.

**Step 7: Monitoring, evaluation & review of your policy/procedure/service change**

What monitoring systems will you put in place to promote equality of opportunity, monitor impact and effectiveness and make positive improvements? How frequently will monitoring take place and who will be responsible?

Police anti-social behaviour statistics are looked at on a quarterly basis by the Community Safety Partnership and any trends used to inform how funding is directed towards projects and initiatives such as use of re-deployable camera, visits using the Community Safety Vehicle.

The Community Safety team monitor internal figures on a monthly basis and report via Pentana and to portfolio holder.

A Satisfaction Survey will be developed with an expected change of the Countywide ASB recording system in 2025-2026.

## Equality Improvement Plan

### Equality Objective :

To look at the possibility of collecting statistics around characteristics of victims and perpetrators in particular ages, and running a quarterly report.



**Officer Responsible:** Community Safety Manager      **By when:** End of Quarter 3 (December 31<sup>st</sup> 2024)

### Equality Objective :

**Action:** Satisfaction Survey to be developed for new recording system in 2025-26

**Officer Responsible:** Community Safety Manager

**By when:** June 30<sup>th</sup> 2025

### Equality Objective :

**Action:**

**Officer Responsible:**

**By when:**

### Equality Objective :

**Action:**

**Officer Responsible:**

**By when:**

**Signed off by:**

**Date:**

Once signed off, please forward a copy for publication to Julie Clarke, Equality and Diversity Officer  
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