

Initial Equality Analysis (EIA) Resident/Service User

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Corporate Enforcement and Prosecution Policy	
Is it a new or revised function, policy, procedure or service? New Corporate Enforcement and Prosecution Policy	
Department and Section: Commissioning Group for Environment and all affected delivery units in Regulated Services (Re) and ALMO services (Barnet Homes).	
Date assessment completed: 22/12/16	
2. Names and roles of people completing this assessment:	
Lead officer	Kiran Vagarwal, Strategic Lead for Safer Communities
Other groups	N/A
3. Employee Profile of the Project	<p>Will the proposal affect employees? YES</p> <p>If no please explain why.</p> <p>If yes, please seek assistance from HR to complete the employee EIA.</p>

4. How are the following equality strands affected? Please detail the effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data. If you do not have relevant data please explain why / plans to capture data			
Equality Strand	Affected?	Explain how affected	Indicate what action has been taken / or is planned to mitigate impact?
1. Age	Yes	May impact a varying range of ages of residents and general public	As the council does not have any data to currently assess the impact the action to be taken is that this data will be collated and reviewed quarterly upon approval of the policy.
2. Disability	Yes	Offences may be committed by persons without capacity	As the council does not have any data to currently assess the impact the action to be taken is that this data will be collated and reviewed quarterly upon approval of the policy.
3. Gender	No	N/A	N/A

reassignment			
4. Pregnancy and maternity	No	N/A	N/A
5. Race / Ethnicity	Yes	May impact service users who do not speak English as a first language.	As the council does not have any data to currently assess the impact the action to be taken is that this data will be collated and reviewed quarterly upon approval of the policy.
6. Religion or belief	No	N/A	N/A
7. Gender / sex	No	N/A	N/A
8. Sexual orientation	No	N/A	N/A
9. Marital Status	No	N/A	N/A
10. Other key groups?	Yes	N/A	N/A
Carers	No	N/A	N/A
People with mental health issues	Yes	Offences may be committed by persons without capacity	As the council does not have any data to currently assess the impact the action to be taken is that this data will be collated and reviewed quarterly upon approval of the policy.
Households with a low income	Yes	Offences may be committed by family members	
Unemployed people	Yes	Offences may be committed by persons without the means to pay fines.	
Young people not in employment education or training	Yes	Offences may be committed by persons without the means to pay fines.	
Rough Sleepers/homeless	Yes	Offences may be committed by persons	

		without the means to pay fines.	
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5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes

The council currently have in place various service specific enforcement policies and procedures for the respective delivery units who have a duty of care regarding enforcement.

The Corporate Enforcement and Prosecution Policy will ensure there is a consistent approach to enforcement and prosecution by the council and any other organisation delivering regulatory/enforcement services on behalf of the council, therefore ensuring Council compliance with the Cabinet Office Enforcement Concordat and the Statutory Code for Regulators introduced in 2014.

As the policy is embedded into all services areas one way of measuring the impact will be the collation and assessment of the tools and powers used broken down by demographic and assessing against the assessment strands identified.

This will form two impact streams for further assessment:

1. The impact assessment against those identified with protected characteristics
2. The identification of any other unknown groups or persons being affected by the policy.

By proactive quarterly monitoring of this data captured by the Delivery units with enforcement tools and powers we will be able to ensure that the Council is continually re assessing the impact of this policy upon the community it is seeking to protect.

This will serve to meet the Council's Corporate Plan 2015-20 which sets out the following strategic objectives:

That Barnet Council, working with local, regional and national partners, will strive to make sure that Barnet is the place:

- Of opportunity, where people can further their quality of life.
- Where responsibility is shared, fairly.
- Where people are helped to help themselves, recognising that
- prevention is better than cure.
- Where services are delivered efficiently to get value for money for the
- taxpayer.

Additional methods have yet to be agreed by Commissioning Group Community Safety Project Board to monitor the impact of the Corporate Enforcement and Prosecution Policy but are likely to include; resident satisfaction surveys, use of council-held demographic data (per

household), and real-time monitoring by the appropriate service areas (Community Safety Team, Re Planning, Re Trading Standards & Licensing, Re Private Sector Housing, Re Highways, Re Building Control, Re Food, Health & Safety, Re Public Health and Nuisance, Barnet Homes, Street Scene Delivery Unit ,NSL contracted services).

6. Initial Assessment of Overall Impact		
Positive Impact	Negative Impact or Impact Not Known¹ √ (Impact not yet known)	No Impact
7. Scale of Impact		
Positive impact	Negative Impact or Impact Not Known √ (Scale of impact not yet known)	

8. Outcome			
No change to decision √	Adjustment needed to decision	Continue with decision <i>(despite adverse impact / missed opportunity)</i>	If significant negative impact - Stop / rethink

9. Please give a full explanation for how the initial assessment and outcome was decided.

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

As referred to in section 5 above, the actual impact on service users is not yet known because the detail of how the Corporate Enforcement and Prosecution Policy will affect the community and visitors to the borough is not known.

However, there are eight service user groups with protected characteristics that have been identified as having the potential to be impacted by the Corporate Enforcement and Prosecution Policy as noted in section 4 above.

These groups are:

- All ages above 10 years old
- People whose first language is not English
- People who do not speak English as a first language (or at all)
- People with mental health issues
- Households with a low income
- Unemployed people
- Young people not in employment education or training
- Rough Sleepers/homeless

These groups have been noted because they are currently impacted by business as usual service delivery, so it is not unreasonable to assume that they would be in scope of any potential changes which may be implemented by the Council's Corporate Enforcement and Prosecution Policy.

This assumption is founded on evidence from previous engagement with service users as part of; policy/strategy consultation, ongoing performance monitoring through resident satisfaction surveys, complaints monitoring, and requests for supported services and complex case management issues for the Council and Safer Communities Partnership.

However, it is not yet known if these groups will definitely be affected and, if so, to what extent. As the Corporate Enforcement and Prosecution Policy is to be embedded into all delivery unit and partnership work areas a further EIA will be conducted in line with project consultation requirements and in accordance with Barnet project management methodology.

By proactive quarterly monitoring of this data captured by the Delivery units with enforcement tools and powers we will be able to ensure that the Council is continually re assessing the impact of this policy upon the community it is seeking to protect.

Borough Data

The link below is to demographic data held by the council, by borough and by ward, which can be used to identify who the protected groups might be and where they might be located. This data is not only useful for conducting an EIA but can also be used as a tool for effective demand management; whereby services can be targeted to those who need them most:

<https://employeeportal.lbbarnet.local/home/departments-and-services/central-services/Barnet-Facts-and-Figures.html>