

People Impact Assessment Template

For help in completing this assessment see the guidance notes at the end of these forms

Directorate: Communities	Service: Community Wellbeing
Accountable Officer: Emily Jones	Telephone & e-mail: 01452 396268 emily.jones@gloucester.gov.uk
Date of assessment: 29/05/2018	Who was involved in completing this assessment? Emily Jones
Name of service/function/policy/strategy or process: Public Space Protection Order	
Is this new or existing? New (superseding existing legislation)	

Part 1 – Screening

1. Please provide an Executive Summary of this service/function/policy/strategy or process, including the reasons behind the proposed change and who will deliver this service. Remember to demonstrate how you have shown due regard to both negative and positive aspects, for example:

Negative

- Discrimination, harassment, victimisation and any other prohibited conduct (state how you will eliminate this)
- Prejudice and lack of understanding (how will you foster good relations between people to tackle prejudice and promote good understanding?)
- Which protected characteristics could be negatively affected by this change? Use the table in question 2 to explain these fully

Positive

- Who is to benefit from this change, and what positive opportunities does this offer to Gloucester (residents, GCC and partner agencies)
- Advance equality of opportunity: (remove or minimise disadvantage; meet people’s needs; take account of disabilities; encourage participation in public life). (Does not apply to marriage and civil partnership or pregnancy and maternity)
- How might ABCD approaches be implemented?

The City Council proposes to implement a Public Spaces Protection Order for the City, which will incorporate provisions relating to dogs and alcohol. This PSPO would largely simply supersede existing orders, but there is recommendation that an alcohol free zone is implemented for the City centre which would mean that on-street drinking is not permitted.

The proposed change is required due to changes in legislation and following calls from residents of Gloucester and the business community to consider the implementation of a PSPO. Designated Public Place Orders and Dog Control Orders are now to be superseded by Public Spaces Protection Orders. This means it has been necessary to review existing orders and alongside this consider the detrimental impact of other behaviours on our communities. An enhanced Alcohol Free Zone would be a change to existing provision and is proposed due to the detrimental effect of street drinking on our communities.

The City Council and Police will be responsible for enforcement of the alcohol provision of proposal. It should be noted that City Council and Police were the responsible agencies for enforcing the previous Designated Public Place Order and so there would in effect be no change to this process.

An in-depth Equality Impact Assessment has been undertaken to understand the potential impact on protected characteristics and further explore potential impact on other socio-economic groups that are not protected groups but may be affected by the proposals. It should be noted that *potential* impact of prohibiting street drinking may occur to a very small number of people, and that the detrimental impact caused to the wider community by this group outweighs the proportionality of changing the PSPO proposal.

2. Which groups could be affected by this change, in either a negative or positive way?

Please include the evidence (i.e. consultation/research) as to how you reached this decision.

(**Positive** – it could benefit, **Negative** – it could disadvantage, **Neutral** – neither positive nor negative impact or **Not sure?**)

'Protected Characteristic'	Type of impact, reason & evidence base for decision
Age	Neutral
Disability	Neutral
Gender	Neutral
Marriage and Civil Partnerships	Neutral
Pregnancy and Maternity	Neutral
Race (including Gypsy & Traveller)	Neutral
Religion/Belief	Neutral
Sexual Orientation	Neutral
Transgender	Neutral
Community Cohesion	<p>Positive – the PSPO will mean that council and partner agencies will be addressing issues reported by the community, who will see positive action taken.</p> <p>A recent Overview & Scrutiny Task and Finish Group report cited how high strength alcohol is impactful on the health of individuals and the community, and that measures should be taken to address this.</p>
Other Socio-economic Groups (i.e. Single Parents)	<p>Dog Owners – Neutral. This proposal simply duplicates legislation already in place that has been superseded by Public Space Protection Orders, therefore there is no change in this respect.</p> <p>People drinking in public spaces – Neutral. Existing legislation relating to alcohol related nuisance is simply superseded by the PSPO. If an alcohol free zone is implemented this is seen as positive as it reduces the opportunities for problem drinking.</p> <p>Street Drinkers – this is included in this assessment as a specific sub-group to comprehensively explore any potential impact. There may be potential implications for a very small group of entrenched “street drinkers” who may be displaced if they drink in the designated area or enforced against if they continue to do so. However this is mitigated by the fact that proportionately more residents are impacted by anti-social behaviour associated with street drinking in the designated area.</p> <p>We acknowledge that there may be some displacement of “street drinkers” however through the Street Aware process Council and partner agency staff will engage with individuals to offer support and referrals to agencies who can help with addictions or other root causes. The Council continues to work with commissioned services to address issues of substance misuse and to feedback operational learning to inform future strategies. It is the Council’s priority to engage and support where practicable, before enforcement is considered and this approach will continue alongside any PSPO.</p>
Any Human Rights implications?	<p>Regard has been given to the Human Rights Act, specifically the right to freedom of expression and right to assembly, as specifically directed in the Anti-Social Behaviour, Crime and Policing Act 2014 as part of decision making for Public Space Protection Orders.</p>

3. Is any part of this policy/service to be carried out wholly or partly by contractors?


If yes, please consider equalities impact through procurement.

- Yes The dog related provisions (already existing but superseded by the PSPO) may be enforced by a contractor. There is neutral impact to this as the process would remain the same as if Council staff were enforcing it.

4. Is a Full People Impact Assessment required? If you have identified any potential or actual negative impact you will need to complete a Full People Impact Assessment.

- No

I AM SATISFIED A FULL PEOPLE IMPACT ASSESSMENT IS NOT REQUIRED

Author of People Impact Assessment to complete:	
Assessment completed by: Emily Jones Role: Community Wellbeing Officer	Date: 29/05/2018
GM/ Director to Complete	
Countersigned by: Lloyd Griffiths Role: Head of Communities	Date: 30/05/2018
Date Reviewed at SMT	
	Date: 05/06/2018
Cabinet Member to complete:	
Signature:  Jennie Watkins Post: Cabinet Member for Communities and Neighbourhoods	Date: 22/06/2018