

Equality Impact Assessment (EIA) Tool:

Title of proposal	Anti-Social Behaviour Public Space Protection Order (PSPO) – Zone 1 City Centre
Name of division/service	Neighbourhood and Environmental Services
Name of lead officer completing this assessment	Barbara Whitcombe
Date EIA assessment commenced	05/11/2024 18/03/2025
Date EIA assessment completed (<i>prior to decision being taken as the EIA may still be reviewed following a decision to monitor any changes</i>)	
Decision maker	City Mayor
Date decision taken	

EIA sign off on completion:	Signature	Date
Lead officer	Barbara Whitcombe	Version 1 05/11/2024 Version 2 18/03/2025
Equalities officer (has been consulted)	Sukhi Biring	Version 1 12/11/2024

EIA sign off on completion:	Signature	Date
Divisional director		

Please ensure the following:

- a) That the document is **understandable to a reader who has not read any other documents** and explains (on its own) how the Public Sector Equality Duty is met. This does not need to be lengthy but must be complete and based in evidence.
- b) That available support information and data is identified and where it can be found. Also be clear about highlighting gaps in existing data or evidence that you hold, and how you have sought to address these knowledge gaps.
- c) That the equality impacts are capable of aggregation with those of other EIAs to identify the cumulative impact of all service changes made by the council on different groups of people.
- d) That the equality impact assessment is started at an early stage in the decision-making process, so that it can be used to inform the consultation, engagement and the decision. It should not be a tick-box exercise. Equality impact assessment is an iterative process that should be revisited throughout the decision-making process. It can be used to assess several different options.
- e) Decision makers must be aware of their duty to pay ‘due regard’ to the Public Sector Equality Duty (see below) and ‘due regard’ must be paid before and at the time a decision is taken. Please see the Brown Principles on the equality intranet pages, for information on how to undertake a lawful decision-making process, from an equalities perspective. Please append the draft EIA and the final EIA to papers for decision makers (including leadership team meetings, lead member briefings, scrutiny meetings and executive meetings) and draw out the key points for their consideration. The Equalities Team provide equalities comments on reports.

1. Setting the context

Describe the proposal, the reasons it is being made, and the intended change or outcome. Will the needs of those who are currently using the service continue to be met?

The Public Spaces Protection Order (PSPO) is one of the powers available to Local Authorities under the Anti-social Behaviour, Crime and Policing Act 2014. This legislation enables the Local Authority to introduce a PSPO to an area to deal with a particular nuisance which is detrimental to the local community’s life It is designed to ensure the majority can use and enjoy public spaces safe from crime and antisocial behaviour (ASB).

PSPOs are a useful tool to tackle and reduce anti-social behaviours in the local authority's area in order to allow public spaces to be enjoyed by the law-abiding majority and to make them feel safer. Individuals or groups that fail to meet the requirements of the PSPOs will be subject to criminal sanctions such as service of a fixed penalty notice (maximum £100) and prosecution (maximum fine on conviction of £1000).

Restrictions on the proposed behaviours could potentially have an impact on protected characteristics or other equalities considerations the safeguarding of children and vulnerable adults, mental well-being, community resilience and disability. The impact on all factors has been considered.

When making a PSPO, the Council must have regard to the rights of freedom of expression and freedom of assembly and association set out in the Human Rights Act 1998.

The Council's previous Public Spaces Protection Order, which covered drugs and alcohol, expired on 30th November 2023. This order covered public spaces within the city centre defined as Zone 1 on the appended map. This zone consists of the main retail areas of the city but also encompassing the main rail station and a zone of London Road and New Walk. This has been carefully planned to ensure it captures the zone that attracts shoppers, tourism and out of town visitors as well as being home to many Leicester residents.

Since the expiry of previous PSPO officers have been developing a new order to cover the following:

- Street drinking
- Begging
- Microphones, loudspeakers, megaphones, loudhailers or any other equipment used to amplify the volume of speech or music.
- Chugging (charity or commercial subscription collections- providing bank details for direct debits)
- Pedal cycles, e-bikes, skateboarding and manual scooters
- Temporary Structures

2. Equality implications/obligations

Which aims of the Public Sector Equality Duty (PSED) are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes.

a. Eliminate unlawful discrimination, harassment and victimisation

- How does the proposal/service aim to remove barriers or disproportionate impacts for anyone with a particular protected characteristics compared with someone who does not share the same protected characteristics?

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To have robust procedures in place

Continual staff training

Working in pairs and use of body cam footage

The PSPO does not target any groups of people regarding protected characteristics, we can only take enforcement action if a breach of the PSPO has been committed.

b. Advance equality of opportunity between different groups

- Does the proposal/service advance equality of opportunity for people?
- Identify inequalities faced by those with specific protected characteristic(s).
- Is this a relevant consideration? What issues could arise?

Enforcement is over 18s only

If a criminal offence is committed, there is no defence based on the protected characteristics

Article 11 of the Human Rights Act 1998 allows everyone the right to freedom of peaceful assembly and to freedom of association with others, including the right to form and to join trade unions for the protection of his interests. The PSPO ONLY puts restrictions on the use of Microphones, loudspeakers, megaphones, loudhailers or any other equipment used to amplify the volume of speech or music.

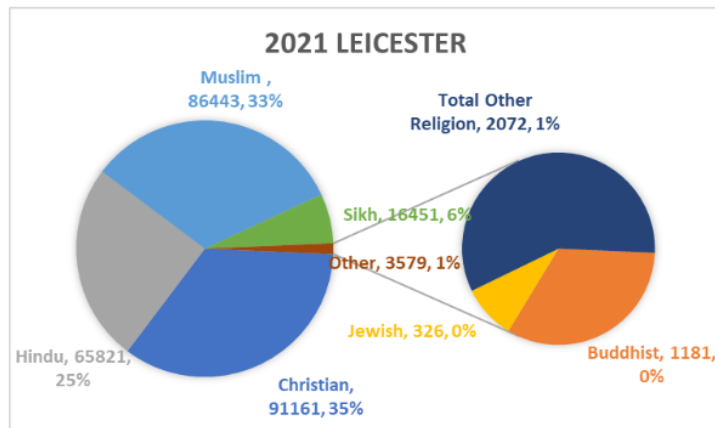
c. Foster good relations between different groups

- Does the service contribute to good relations or to broader community cohesion objectives?
- How does it achieve this aim?
- Is this a relevant consideration? What issues could arise?

Our Outreach services interact with rough sleepers and homeless and can help people find suitable accommodation, access hostels and clothing and offer advice on health access, benefits and housing in line with our Homelessness Strategy.

<https://www.leicester.gov.uk/your-council/policies-plans-and-strategies/housing-and-homelessness/leicester-homelessness-strategy-2023-2028/>

Leicester is known as one of the UK's most religiously diverse cities with representation within the 2021 census as Christian (35% of residents and 91,161 in total), Muslim (33%), Hindu (25%) or Sikh (6%).



Source -<https://emedr.dmu.ac.uk/census-2021-religion-in-leicester>

The introduction of a PSPO does not restrict the right to preach under the Human Rights Act 1998 – this remains firmly in place. However, under part (e) of the Order measures are proposed to prohibit the use of amplification equipment including speakers and microphones that are often heard in the city centre and were identified as a detriment to respondents. This extends to the playing of pre-recorded materials for the same purpose. Part (f) also restricts the use of gazebos and other ancillary items that are now commonplace at religious stalls and obstruct pavement space in the city centre and access to shops.

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3. Who is affected?

Outline who could be affected, and how they could be affected by the proposal/service change. Include people who currently use the service and those who could benefit from, but do not currently access the service. Where possible include data to support this.

Anyone who is breaching the exemptions stated in the Public Space Protection Order

Street Beggars – the PSPO will make begging extremely difficult within Zone . Beggars will be asked to move on and this will impact their income. It should be noted that the council's outreach teams work extensively alongside partner agencies to support those in financial hardship removing the need to beg on streets of the city. Aggressive begging – where individuals target or approach the public will be a particular focus of this PSPO which may be used in conjunction with the councils other CPN powers.

Homeless people – Homelessness is not an anti social behaviour or in scope of the proposed order. However often those that are homeless are led into a lifestyle whereby anti social behaviours are displayed, such as street drinking. The council has extensive programmes to support individuals to reintegrate with society and reduce homelessness.

Religious groups – there is likely to be a perception that this PSPO is removing the right to preach; it is not. The PSPO only restricts the use of microphones, amplification of preaching, and pre-recorded materials being broadcast openly in the Zone. Preaching is a right under the HRA but must be done so without the use of amplification equipment, thus creating an environment of peaceful enjoyment of all visitors and residents.

Over 18s Only – FPN's cannot legally be served on minors.

The PSPO does not target any groups of people regarding protected characteristics, just behaviours

4. Information used to inform the equality impact assessment

- What **data, research, or trend analysis** have you used?
- Describe how you have got your information and what it tells you
- Are there any gaps or limitations in the information you currently hold, and how you have sought to address this? E.g. proxy data, national trends, equality monitoring etc.

Intelligence has been collected from complaints, investigations and enforcement taken by Leicestershire Police and Leicester City Council

Benchmarking exercise completed with 56 other authorities including Birmingham City Council, Coventry City Council, Derby City Council, Nottingham City Council, Warwick District Council and Wolverhampton City Council to understand their Orders and impacts.

The PSPO does not target any groups of people regarding protected characteristics.

5. Consultation

Have you undertaken consultation about the proposal with people who use the service or people affected, people who may potentially use the service and other stakeholders? What did they say about:

- What is important to them regarding the current service?
- How does (or could) the service meet their needs? How will they be affected by the proposal? What potential impacts did they identify because of their protected characteristic(s)?
- Did they identify any potential barriers they may face in accessing services/other opportunities that meet their needs?

Consultation has taken place with internal and external stakeholders.

Internal – 7th February 2024, 28th February 2024. 3rd April 2024, 28th August 2024

Parks Services, Festival and Events, Noise Team, Licensing, Legal Services, Housing (outreach and homeless), Highways, City Centre Director, Communications and Marketing,
Assistant Mayor.- 8th October 2024

External

Bid Leicester,- 22nd March 2024

Leicestershire Police – 27th February 2024, 4th November 2024

Police and Crime Commissioner – 10th October 2024

The 4 week Consultation went public on the Councils website and social media channels from 11am on 20th January 2025 to midnight 17th February 2025.

Stakeholders were informed of the consultation and link to the online portal.

Consultation findings

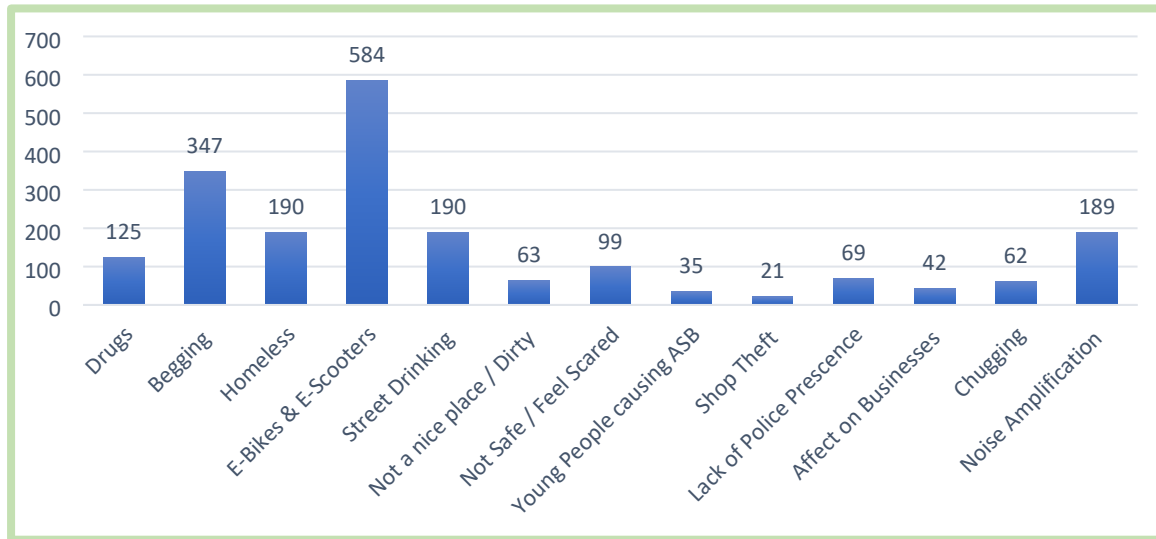
Response rate and localism

The consultation reach was broad, and responses were received from across Leicester, Leicestershire and other neighbouring counties with most responses returned 302 (26.51%) by those living in the LE2 area of the City which is not surprising as it is the most densely populated residential area nearest to the city centre:

Question 1 - Do you agree that there is behaviour in the city centre that is having a detrimental effect on those living, working, or visiting the city centre?

An overwhelming response and feedback have been received in relation to the behaviour affecting the city. Of the 1139 responses, 1092 answered, yes, totalling 95.87% of responses.

Question 2 - Type of ASB experienced? - Respondents Concerns / Views, were thematically analysed and the following was found:



NB. please note most of the respondents commented on more than one concern

Question 3: Should Leicester City Council introduce measures to address anti-social behaviour related to Bikes, E-Bikes and Scooters?

Of the responses received 1067 want measures introduced to address anti-social behaviour related to Bikes, E-bikes and Scooters. It should be noted that a significant number of responses were related to E-scooters and that this consultation does not address this as riding an E-scooter in a public area is against the law. Those that responded 'no' did so in defence of ordinary cyclists at risk of being penalised unfairly.

Question 4: Should Leicester City Council introduce measures to control anti-social behaviour related to drinking alcohol in public spaces?

Of the responses 1059 (92.8%) want measures in place to control anti-social behaviour related to drinking alcohol and those that responded 'no' did so because they did not want ordinary people enjoying a drink on a summers evening to be penalised.

Question 5: Should Leicester City Council introduce measures to address begging in public spaces?

Of the responses 1019 (92.8%) want measures to address begging in public spaces. Of those that responded 'no' they stated concerns for those that were vulnerable needing to be helped and not penalised and others shared concerns that it would push the problem out of the city centre and into other areas where the Order will not cover.

Question 6: Should Leicester City Council introduce measures to address unlicensed amplification and loudspeakers?

Of the responses 1024 (89.9%) want measures introduced to address unlicensed amplification and loudspeakers in the city centre. Those that responded 'no' was generally because of wanting freedom of speech and enjoying the sound of some faith groups and also raised concerns about the lack of entertainment.

Question 7: Should Leicester City Council introduce measures to address unlicensed charity or commercial subscription collections?

Of the responses 1024 (91.57%) want measures introduced to address unlicensed charity or commercial subscription collections and of those that responded 'no' there appeared to be a consensual mis-understanding of the question as the comments narrate that charities will suffer.

Question 8: Should Leicester City Council introduce measures to address obstructions caused by temporary structures such as gazebos, marquees, tents, tables, and counters which attract behaviours that are anti-social?

Of the responses 966 (84.81) want measures introduced to address obstructions caused by temporary structures. This question attracted the highest percentage of 'no' responses at 163 (14.31%) and of those the reasons given were the potential curtailing of demonstration or protest. 10 (0.88%) did not complete this question.

Question 9: Are any of the above issues affecting you in the area that you live in?

Of the responses 642 (56.37%) responded 'yes'. Of which were from residents who live within the city boundaries. Most of the responses related to street drinking and begging however the perception in some areas about street drinking was that it should be banned and this is not what this Order seeks to do.

Question 10: Do you have any comments to make on the proposed draft order?

There were 444 written responses to this question, these have been thematically analysed and the following was found:

- 249 (56.08%) were supportive
- 35 (7.88%) were 'not' supportive
- 20 (4.51%) Provided suggestions and were neither supportive nor not supportive
- 140 (31.53%) Responses were not applicable as they didn't answer the proposed question

6. Potential Equality Impact

Based on your understanding of the service area, any specific evidence you may have on people who use the service and those who could potentially use the service and the findings of any consultation you have undertaken, use the table below to explain which individuals or community groups are likely to be affected by the proposal because of their protected characteristic(s). Describe what the impact is likely to be, how significant that impact is for individual or group well-being, and what mitigating actions can be taken to reduce or remove negative impacts. This could include indirect impacts, as well as direct impacts.

Looking at potential impacts from a different perspective, this section also asks you to consider whether any other particular groups, especially vulnerable groups, are likely to be affected by the proposal. List the relevant groups that may be affected, along with the likely impact, potential risks and mitigating actions that would reduce or remove any negative impacts. These groups do not have to be defined by their protected characteristic(s).

Protected characteristics

Impact of proposal:

Describe the likely impact of the proposal on people because of their protected characteristic and how they may be affected. Why is this protected characteristic relevant to the proposal? How does the protected characteristic determine/shape the potential impact of the proposal? This may also include **positive impacts** which support the aims of the Public Sector Equality Duty to advance equality of opportunity and foster good relations.

Risk of disproportionate negative impact:

How likely is it that people with this protected characteristic will be disproportionately negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For disproportionate negative impacts on protected characteristic/s, what mitigating actions can be taken to reduce or remove the impact? You may also wish to include actions which support the positive aims of the Public Sector Equality Duty to advance equality of opportunity and to foster good relations. All actions identified here should also be included in the action plan at the end of this EIA.

a) Age

Indicate which age group/s is/ are most affected, either specify general age group (children, young people, working aged people or older people) or specific age bands.

What is the impact of the proposal on age?

This is not targeted on any specific age group but will impact over 18's. Children are not in scope legally.

What is the risk of disproportionate negative impact on age?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

If a criminal offence is committed, there is no defence based on the protected characteristics

b) Disability

A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. If specific impairments are affected by the proposal, specify which these are. Our standard categories are on our equality monitoring form – physical impairment, sensory impairment, mental health condition, learning disability, long standing illness, or health condition.

What is the impact of the proposal on disability?

None - If a criminal offence is committed, there is no defence based on the protected characteristics

What is the risk of disproportionate negative impact on disability?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

If a criminal offence is committed, there is no defence based on the protected characteristics.

Signage will be large, visible and clear for all to interpret.

c) Gender reassignment

Indicate whether the proposal has potential impact on trans men or trans women, and if so, which group is affected. a trans person is someone who proposes to, starts, or has completed a process to change his or her gender. A person does not need to be under medical supervision to be protected.

What is the impact of the proposal on gender reassignment?

None - If a criminal offence is committed, there is no defence based on the protected characteristics

What is the risk of disproportionate negative impact on gender reassignment?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

If a criminal offence is committed, there is no defence based on the protected characteristics

d) Marriage and civil partnership

Please note that the under the Public Sector Equality Duty this protected characteristic applies to the first general duty of the Act, eliminating unlawful discrimination, only. The focus within this is eliminating discrimination against people that are married or in a civil partnership with regard specifically to employment.

What is the impact of the proposal on marriage and civil partnership?

None - If a criminal offence is committed, there is no defence based on the protected characteristics

What is the risk of disproportionate negative impact on marriage and civil partnership?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

If a criminal offence is committed, there is no defence based on the protected characteristics

e) Pregnancy and maternity

Does the proposal treat someone unfairly because they're pregnant, breastfeeding or because they've recently given birth.

What is the impact of the proposal on pregnancy and maternity?

None - If a criminal offence is committed, there is no defence based on the protected characteristics

What is the risk of disproportionate negative impact on pregnancy and maternity?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

If a criminal offence is committed, there is no defence based on the protected characteristics

f) Race

Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. A racial group can be made up of two or more distinct racial groups, for example Black Britons, British Asians, British Sikhs, British Jews, Romany Gypsies and Irish Travellers.

What is the impact of the proposal on race?

None - If a criminal offence is committed, there is no defence based on the protected characteristics

What is the risk of disproportionate negative impact on race?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

Further support and translation services are available

Citizens advice is available

g) Religion or belief

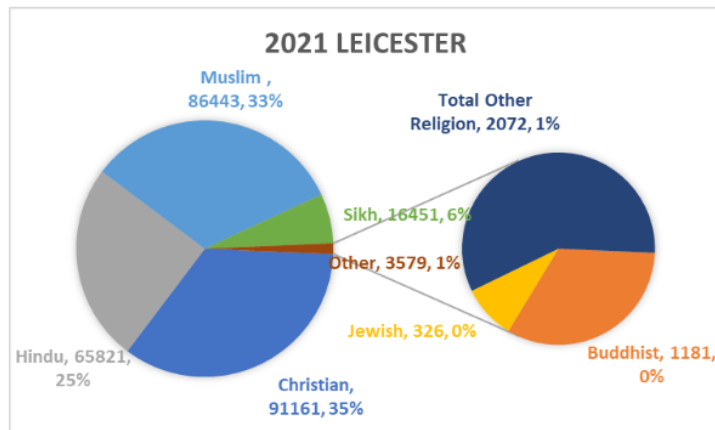
Religion refers to any religion, including a lack of religion. Belief refers to any religious or philosophical belief and includes a lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition. This must be a belief and not just an opinion or viewpoint based on the present state of information available and;

- be about a weighty and substantial aspect of human life and behaviour
- attain a certain level of cogency, seriousness, cohesion, and importance, and
- be worthy of respect in a democratic society, not incompatible with human dignity and not in conflict with fundamental rights of others. For example, Holocaust denial, or the belief in racial superiority are not protected.

Are your services sensitive to different religious requirements e.g., times a customer may want to access a service, religious days and festivals and dietary requirements

What is the impact of the proposal on religion or belief?

Leicester is known as one of the UK's most religiously diverse cities with representation within the 2021 census as Christian (35% of residents and 91,161 in total), Muslim (33%), Hindu (25%) or Sikh (6%).



Source -<https://emedr.dmu.ac.uk/census-2021-religion-in-leicester>

The introduction of a PSPO does not restrict the right to preach under the Human Right Act 1998 – this remains firmly in place. However, under part (e) of the Order measures are proposed to prohibit the use of amplification equipment including speakers and

microphones that are often heard in the city centre and were identified as a detriment to respondents. This extends to the playing of pre-recorded materials for the same purpose. Part (f) also restricts the use of gazebos and other ancillary items that are now commonplace at religious stalls and obstruct pavement space in the city centre and access to shops.

Article 9 of the Human Rights Act 1998 allows everyone the right to freedom of thought, conscience and religion. It also states that freedom to manifest one's religion or beliefs shall be subject only to such limitations as are prescribed by law and are necessary in a democratic society in the interests of public safety, for the protection of public order, health or morals, or for the protection of the rights and freedoms of others.

In short the council is ONLY restricting the use of Microphones, loudspeakers, megaphones, loudhailers or any other equipment used to amplify the volume of speech or music and not the freedom to manifest their religion or belief, in worship, teaching, practice and observance.

What is the risk of disproportionate negative impact on religion or belief?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

Religious festivals and celebrations that are organised and permitted will be unaffected. If a criminal offence is committed, there is no defence based on the protected characteristics

h) Sex

Indicate whether this has potential impact on either males or females.

What is the impact of the proposal on sex?

None - If a criminal offence is committed, there is no defence based on the protected characteristics

What is the risk of disproportionate negative impact on sex?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

If a criminal offence is committed, there is no defence based on the protected characteristics

i) Sexual orientation

Indicate if there is a potential impact on people based on their sexual orientation. The Act protects heterosexual, gay, lesbian or bisexual people.

What is the impact of the proposal on sexual orientation?

None - If a criminal offence is committed, there is no defence based on the protected characteristics

What is the risk of disproportionate negative impact on sexual orientation?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

If a criminal offence is committed, there is no defence based on the protected characteristics

7. Summary of protected characteristics

a. Summarise why the protected characteristics you have commented on, are relevant to the proposal?

Only those of religion may be affected if preaching with the city. However the council does offer mitigation by allowing for and celebrating planned religious festivals and events in the city.

b. Summarise why the protected characteristics you have not commented on, are not relevant to the proposal?
If a criminal offence is committed, there is no defence based on the protected characteristics

8. Armed Forces Covenant Duty

The Covenant Duty is a legal obligation on certain public bodies to 'have due regard' to the principles of the Covenant and requires decisions about the development and delivery of certain services to be made with conscious consideration of the needs of the Armed Forces community.

When Leicester City Council exercises a relevant function, within the fields of healthcare, education, and housing services it must have due regard to the aims set out below:

a. The unique obligations of, and sacrifices made by, the Armed Forces

These include danger; geographical mobility; separation; Service law and rights; unfamiliarity with civilian life; hours of work; and stress.

b. The principle that it is desirable to remove disadvantages arising for Service people from membership, or former membership, of the Armed Forces

A disadvantage is when the level of access a member of the Armed Forces Community has to goods and services, or the support they receive, is comparatively lower than that of someone in a similar position who is not a member of the Armed Forces Community, and this difference arises from one (or more) of the unique obligations and sacrifices of Service life.

c. The principle that special provision for Service people may be justified by the effects on such people of membership, or former membership, of the Armed Forces

Special provision is the taking of actions that go beyond the support provided to reduce or remove disadvantage. Special provision may be justified by the effects of the unique obligations and sacrifices of Service life, especially for those that have sacrificed the most, such as the bereaved and the injured (whether that injury is physical or mental).

Does the service/issue under consideration fall within the scope of a function covered by the Duty (healthcare, education, housing)? Which aims of the Duty are likely be relevant to the proposal? In this question, consider both the current service and the proposed changes. Are members of the Armed Forces specifically disadvantaged or further disadvantaged by the proposal/service? Identify any mitigations including where appropriate possible special provision.

If a criminal offence is committed, there is no defence based on the protected characteristics

9. Other groups

Other groups

Impact of proposal:

Describe the likely impact of the proposal on children in poverty or any other people who we may consider to be vulnerable, for example people who misuse substances, care leavers, people living in poverty, care experienced young people, carers, those who are digitally excluded. List any vulnerable groups likely to be affected. Will their needs continue to be met? What issues will affect their take up of services/other opportunities that meet their needs/address inequalities they face?

Risk of disproportionate negative impact:

How likely is it that this group of people will be negatively affected? How great will that impact be on their well-being? What will determine who will be negatively affected?

Mitigating actions:

For negative impacts, what mitigating actions can be taken to reduce or remove this impact for this vulnerable group of people? These should be included in the action plan at the end of this EIA. You may also wish to use this section to identify opportunities for positive impacts.

a. Care Experienced People

This is someone who was looked after by children's services for a period of 13 weeks after the age of 14', but without any limit on age, recognising older people may still be impacted from care experience into later life.

What is the impact of the proposal on Care Experienced People?

If a criminal offence is committed, there is no defence based on the protected characteristics

What is the risk of negative impact on Care Experienced People?

If a criminal offence is committed, there is no defence based on the protected characteristics

What are the mitigating actions?

If a criminal offence is committed, there is no defence based on the protected characteristics

b. Children in poverty

What is the impact of the proposal on children in poverty?

Over 18s Only

Not Relevant

What is the risk of negative impact on children in poverty?

Click or tap here to enter text.

What are the mitigating actions?

Click or tap here to enter text.

c. Other (describe)

What is the impact of the proposal on any other groups?

Over 18s Only

Not Relevant

What is the risk of negative impact on any other groups?

Click or tap here to enter text.

What are the mitigating actions?

Click or tap here to enter text.

10. Other sources of potential negative impacts

Are there any other potential negative impacts external to the service that could further disadvantage service users over the next three years that should be considered? For example, these could include:

- other proposed changes to council services that would affect the same group of service users;
- Government policies or proposed changes to current provision by public agencies (such as new benefit arrangements) that would negatively affect residents;
- external economic impacts such as an economic downturn.

If a criminal offence is committed, there is no defence based on the protected characteristics

11. Human rights implications

Are there any human rights implications which need to be considered and addressed (please see the list at the end of the template), if so, please outline the implications and how they will be addressed below:

Article 9: Right to freedom of thought, conscience and religion

The proposed Order does not prevent the right to preach or practice religion

Article 10: Right to freedom of expression

The proposed Order does not restrict the freedom of expression

Article 11: Right to freedom of assembly and association

The freedom of assembly or association is not affected by this order.

If a criminal offence is committed, there is no defence based on the protected characteristics

12. Monitoring impact

You will need to ensure that monitoring systems are established to check for impact on the protected characteristics and human rights after the decision has been implemented. Describe the systems which are set up to:

- monitor impact (positive and negative, intended and unintended) for different groups
- monitor barriers for different groups
- enable open feedback and suggestions from different communities
- ensure that the EIA action plan (below) is delivered.

If you want to undertake equality monitoring, please refer to our [equality monitoring guidance and templates](#).

Monitoring will be put in place to understand;

- 1) offences, who is has committed them and where
- 2) Perception of the effectiveness of the PSPO in achieving its objective of creating an environment for all to enjoy

13. EIA action plan

Please list all the equality objectives, actions and targets that result from this assessment (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Outcome	Action	Officer Responsible	Completion date
Reduction in Complaints	Monitoring Recording Reviewing the PSPO after 3 years	Barbara Whitcombe City Wardens Team Manager Nicola Odom- Head of Service Safer Communities	Quarterly review over 3 years of Implementation.
Location of offences	Monitoring Recording Reviewing the PSPO after 3 years	Barbara Whitcombe City Wardens Team Manager Nicola Odom- Head of Service Safer Communities	Quarterly review over 3 years of Implementation.
Number of offences committed	Monitoring Recording Reviewing the PSPO after 3 years	Barbara Whitcombe City Wardens Team Manager Nicola Odom- Head of Service Safer Communities	Quarterly review over 3 years of Implementation.

Human rights articles:

Part 1: The convention rights and freedoms

Article 2: Right to Life

Article 3: Right not to be tortured or treated in an inhuman or degrading way

Article 4: Right not to be subjected to slavery/forced labour

Article 5: Right to liberty and security

Article 6: Right to a fair trial

Article 7: No punishment without law

Article 8: Right to respect for private and family life

Article 9: Right to freedom of thought, conscience and religion

Article 10: Right to freedom of expression

Article 11: Right to freedom of assembly and association

Article 12: Right to marry

Article 14: Right not to be discriminated against

Part 2: First protocol

Article 1: Protection of property/peaceful enjoyment

Article 2: Right to education

Article 3: Right to free elections