

# Equality Analysis Form / EqIA

By completing this form, you will provide evidence of how your service is meeting Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

*A public authority must, in the exercise of its functions, have **due regard** to the need to –*

- (a) eliminate discrimination, harassment, victimisation, and any other conduct that is prohibited by the Equality Act 2010.*
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.*
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at:

<https://inform.glos.ac.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

**Guidance available on the HUB**

## 1. Persons responsible for this assessment:

Name(s): Tony Dix	Telephone:
	E-Mail:tony.dix@stroud.gov.uk
Service: Community Services	Date of Assessment: 23/07/24

## 2. Name of the policy, service, strategy, procedure, or function:

Stroud District Council Anti-Social Behaviour Policy 2024-2027

Is this new or an existing one? New

## 3. Briefly describe its aims and objectives

The Council's anti-social behaviour policy is due for a review. Since the last policy update, the Council has adopted additional tools and powers contained within the Anti-Social Behaviour, Crime and Policing Act 2014.

This new policy reflects the powers within the Act and set out the Council's approach to tackling anti-social behaviour.

The Policy informs residents, workers, and visitors how Stroud District Council will investigate ASB in all its forms regardless of protected characteristics or living in a rural community. This

policy will provide reassurance that any report will be dealt with fairly and comprehensively.

#### 4. Are there external considerations? (Legislation / government directive, etc)

- Crime & Disorder Act 1998
- Anti-Social Behaviour, Crime and Policing Act 2014

#### 5. Who is intended to benefit from it and in what way?

- Residents of rural & urban communities of the Stroud District Council area
- People who work in the district
- Visitors/Tourists to the district
- Including those whose status are defined as 'protected characteristics'

#### 6. What outcomes are expected?

By using the 4 stages outlined within the policy the overall aim is to build stronger communities.

The expected outcomes:

1. An initial increase in reporting of ASB at all levels low, medium, and high
2. The use of intelligence within communities to support the data supplied by external agencies and through our own Report IT data base to build joint working projects in the areas with the greatest of need.
3. Become a victim centric organisation where the victim of ASB is put at the very centre of our actions.
4. Make effective use of the powers available to us
5. Train officers in good practice when dealing with ASB victims
6. Train officers to confidentially issue orders which will be adhered
7. Work in partnership with external agencies on tackling ASB at all levels
8. Proactively report on the success of all work related to ASB from prevention through to enforcement.

#### 7. What evidence has been used for this assessment?: (e.g. Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

**Gloucestershire Inform – Stroud District Profile.**

**Crime analysis provided by MaiDen (GCC) iQuanta and the ONS to monitor crime and anti-social trends.**

**Gloucestershire Community Safety Strategic Assessment 2023 – 2026**

**HM Government: Anti-social behaviour: impacts on individuals and local communities Study 2023**

## 8. Has any consultation been carried out? See list of possible consultees

### List of consultees:

- Stroud District Council Members anti-social behaviour workshop
- Stroud District Youth Council
- Thomas Keble School Year 9 Pupils
- Katherine Lady Berkeley Year 9 Pupils
- The Door (Young people)
- Rednock School Year 9 Pupils
- Gloucestershire Police
- Office of the Police & Crime Commissioner (Gloucestershire)
- Gloucestershire Domestic Abuse Support Service (GDASS)
- Gloucestershire County Council Departments
- Gloucestershire Fire & Rescue Service
- Gloucestershire Integrated Care Board
- Barnardos
- Victim Support
- Trading Standards
- Solace
- Town Councils
- Safe Space
- Clewer Initiative (Modern Slavery)
- Bromford Housing
- Sovereign Housing
- Sanctuary Housing
- P3 Charity
- VIA (Drug & Alcohol services) CGL.

## 9. Could a particular group be affected differently in either a negative or positive way?

(Negative – it could disadvantage and therefore potentially not meet the General Equality duty.

Positive – it could benefit and help meet the General Equality duty.

Neutral – neither positive nor negative impact / Not sure)

Protected Group	Type of impact, reason, and any evidence (from Q7 & 8)
Age	<p>The ASB policy does not discriminate by age who can report ASB and expect it to be fully investigated and supported.</p> <p>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. Nearly 3 in 10 (29%) participants in this age group reported feeling a significant negative impact on their quality of life from ASB, whereas 22% of those aged 35 to 54 and 10% of those who were aged 55 and over indicated the same.</p> <p>The younger age group (those aged 18 to 34) were significantly more likely to encounter aggressive begging (25% compared with 21% overall) and</p>

	<p>sexual ASB (15% compared with 9% overall). As sexual ASB has some of the greatest impacts overall, this type of ASB being more likely to be experienced by a younger age group could offer some explanation as to why the younger age group experienced more significant negative impacts.</p> <p><b>As sexual/violence &amp; intimidation of women and girls (VIAWG) ASB has some of the greatest impacts overall, this type of ASB being more likely to be experienced by a younger age group, particularly women.</b></p> <p>(HM Government Anti-Social Behaviour: impacts on individuals and local communities study March 2023)</p> <p>The population of Stroud District is 123,205 ((Inform Gloucestershire) June 2024</p> <p>Ages – 0-19 = 26,294 20- 64 = 68,010 65+ = 28,901</p>
<b>Disability</b>	<p><b>POSITIVE IMPACT</b></p> <p>The ASB policy does not discriminate by disability who can report ASB and expect it to be fully investigated and supported.</p> <p>Victims with disabilities are more likely to be victims of ASB, having a strong, clear ASB Policy will bring about positive impacts.</p> <p>Anti-social behaviour can significantly impact people with disabilities, exacerbating their challenges and affecting their well-being. (HM Government Anti-Social Behaviour: impacts on individuals and local communities study March 2023)</p> <p><b>Emotional Impact:</b></p> <ul style="list-style-type: none"> <li>• Nearly all participants in a study reported emotional impacts due to ASB. Annoyance (56%) and anger (42%) were widespread feelings across different types of ASB.</li> <li>• Living in fear and increased stress can lead to anxiety and depression.</li> </ul> <p><b>Quality of Life:</b></p> <ul style="list-style-type: none"> <li>• ASB negatively impacts the quality of life for those who experience it.</li> <li>• This impact is greater when individuals personally experience ASB rather than witnessing it.</li> <li>• Frequent ASB incidents and certain personal or situational circumstances (such as mental or physical health conditions) further amplify the impact</li> </ul> <p><b>Social Avoidance:</b></p> <ul style="list-style-type: none"> <li>• ASB can lead to social avoidance and distress.</li> <li>• People with disabilities may separate from mainstream social groups due to fear of ASB, affecting their socializing, learning, rehabilitation, and overall development.</li> </ul> <p><b>Co-occurring Issues:</b></p> <ul style="list-style-type: none"> <li>• ASB is associated with other behavioural and developmental issues, including hyperactivity, depression, learning disabilities, and impulsivity.</li> <li>• Additionally, co-occurring mental health conditions like anxiety or depression may develop alongside ASB.</li> </ul> <p>It is essential to address ASB and provide targeted support to those disproportionately impacted, considering their unique circumstances. An anti-social database will monitor any disability issues declared by the service users. This will help to target resources more appropriately in the future and identify cases of discrimination on the grounds of disability. Access to the service user is also considered and home visits are available. Mental, social, and behavioural health issues could create a barrier for accessing the service. Mental health is a complex area. Some complainants and victims of anti-social behaviour can have an impact on a person's quality of life and physical and emotional health. It is recognised and acknowledged that some perpetrators of anti-social behaviour have mental health problems.</p>

	<p>Responses are tailored around an individual's needs.</p> <p>Disabilities Stroud District DATA (Inform Gloucestershire)(June 2024) Not disabled under the Disability Act 2021 100,583 = 83.1% Disabled 20,521 = 16.9%</p> <p><b>POSITIVE IMPACT</b></p>
<b>Gender Re-assignment</b>	<p>The ASB policy does not discriminate by gender reassignment who can report ASB and expect it to be fully investigated and supported.</p> <p>The policy is aimed at all residents and communities, irrespective of gender reassignment status.</p> <p>ASB can significantly affect people of gender reassignment, creating additional challenges and stress.</p> <p><b>Harassment and Discrimination:</b></p> <ul style="list-style-type: none"> <li>• Transgender individuals may face verbal abuse, threats, or physical violence due to their gender identity.</li> <li>• ASB can exacerbate this mistreatment, leading to feelings of fear, anxiety, and isolation.</li> </ul> <p><b>Safety Concerns:</b></p> <ul style="list-style-type: none"> <li>• ASB can compromise safety in public spaces, making it difficult for trans people to navigate their daily lives.</li> <li>• Fear of encountering harassment or violence may limit their mobility and access to essential services.</li> </ul> <p><b>Mental Health:</b></p> <ul style="list-style-type: none"> <li>• Persistent ASB can contribute to mental health issues such as depression, anxiety, and post-traumatic stress disorder.</li> <li>• Transgender individuals already face higher rates of mental health challenges, and ASB exacerbates these struggles.</li> </ul> <p><b>Isolation:</b></p> <ul style="list-style-type: none"> <li>• ASB can isolate trans individuals, making them reluctant to participate in community activities or socialize.</li> <li>• Feeling unwelcome or unsafe in public spaces can lead to social withdrawal.</li> </ul> <p><b>Access to Services:</b></p> <ul style="list-style-type: none"> <li>• ASB may disrupt access to healthcare, housing, and employment opportunities.</li> <li>• Transgender people may avoid certain areas due to fear of ASB, limiting their access to essential resources.</li> </ul> <p><b>Legal Protections:</b></p> <ul style="list-style-type: none"> <li>• While legal protections exist, enforcement can be challenging.</li> <li>• ASB incidents may go unreported due to fear of retaliation or lack of confidence in the justice system.</li> <li>• Any change in response due to the policy will be irrespective of people who are intending to undergo, are undergoing, or have undergone a process or part of a process of gender reassignment.</li> </ul> <p>Stroud District Gender Reassignment DATA (Inform Gloucestershire) Number of persons 16+ Gender identity same as at birth – 94,647 = 94.5% Number of persons 16+ Gender different from sex identified at birth - 376 = 0.4% Number of Trans women 16+ = 71 = 0.1% Number of Trans men 16+ = 60 = 0.1% Number of Non-Binary 16+ = 89 = 0.1% Number of all other gender identities = 41</p> <p><b>POSITIVE IMPACT</b></p>

<b>Pregnancy &amp; Maternity</b>	<p>The ASB policy does not discriminate by pregnancy and maternity who can report ASB and expect it to be fully investigated and supported. Having children or being pregnant tended to make participants feel more vulnerable to ASB impacts, both individually and for their children.</p>
<b>Race</b>	<p><b>POSITIVE IMPACT</b></p> <p>The ASB policy does not discriminate by race who can report ASB and expect it to be fully investigated and supported.</p> <p>People from white ethnic backgrounds were generally more likely to report a significant impact from ASB than other ethnic groups.</p> <p>While people from white ethnic backgrounds reported the most impact from ASB, other ethnic groups reported having experienced or witnessed more types of ASB. For instance, people from black ethnic backgrounds had experienced or witnessed a significantly higher number of different types of ASB than people from white ethnic backgrounds. People from black ethnic backgrounds were also more likely to have experienced or witnessed loud music/noise, aggressive and sexual ASB.</p> <p>There is a perception from people who were from Black, Asian or minority ethnic backgrounds that they were more likely to be targets of ASB (as well as being targeted for crimes such as racism and hate crimes which were perceived to have similarities with ASB). People from black ethnic backgrounds who have experienced ASB are less likely to report incidents.</p> <p>(HM Government Anti-Social Behaviour: impacts on individuals and local communities study March 2023)</p> <p>Stroud District Ethnicity – DATA (Inform Gloucestershire)  Number of Persons – White 116,701  Ethnic Minorities – 4,403</p>
<b>Religion – Belief</b>	<p><b>POSITIVE IMPACT</b></p> <p>The ASB policy does not discriminate by religion or belief who can report ASB and expect it to be fully investigated and supported.</p> <p>There are no direct impacts from the policy in respect of religion and belief. Any person affected by ASB or is found to be a perpetrator of ASB will be dealt with following the policy and taking account of the circumstances surrounding the ASB. However, there is scope for religion and belief to be a factor in alleged ASB cases and this should be recognised when dealing with cases.</p> <p>Stroud District -Religion – DATA (Inform Gloucestershire)  Christian – 57,482  Buddhist – 530  Hindu - 278  Jewish – 141  Muslim – 409  Sikh - 79</p>
<b>Sex</b>	<p><b>POSITIVE IMPACT</b></p> <p>The ASB policy does not discriminate by sex who can report ASB and expect it to be fully investigated and supported.</p> <p>In terms of gender, men (25%) were significantly more likely to report significant impacts from ASB compared to women (15%). This can be somewhat explained by the types of ASB they experience. Men were more likely than women to experience and witness people being intimidated/harassed and were also more likely to encounter problems with out-of-control dogs. These types of ASB had some of the greatest impacts on</p>

	<p>quality of life overall. (HM Government Anti-Social Behaviour: impacts on individuals and local communities study March 2023)</p> <p>overall.</p> <p><b>Anti-social behaviour (ASB) and Violence, intimidation against women and girls (VIAWG) can significantly impact females, affecting their well-being, emotions, and daily lives.</b></p> <p><b>Emotional Impacts:</b></p> <ul style="list-style-type: none"> <li>• Anxiety and Fear: Females who experience or witness ASB often report increased anxiety and fear. Feeling unsafe in one's own environment can lead to persistent stress.</li> </ul> <p><b>Emotional Toll:</b></p> <ul style="list-style-type: none"> <li>• ASB disrupts emotional well-being, causing annoyance, anger, and frustration. These negative emotions can accumulate over time.</li> </ul> <p><b>Quality of Life:</b></p> <ul style="list-style-type: none"> <li>• ASB impacts nearly all participants' quality of life to some degree.</li> <li>• Personal experiences of ASB have a more significant effect than witnessing it.</li> <li>• Frequent incidents further diminish overall well-being. (Harassment/Stalking)</li> </ul> <p><b>Avoidance Behaviours:</b></p> <ul style="list-style-type: none"> <li>• Females may alter their routines to avoid areas or situations associated with ASB.</li> <li>• Fear of encountering ASB can lead to avoidance behaviours, limiting their freedom and enjoyment.</li> </ul> <p><b>Social Trust and Community Bonds:</b></p> <ul style="list-style-type: none"> <li>• ASB erodes trust in institutions and community cohesion.</li> <li>• Females may become more cautious about engaging with others due to safety concerns.</li> </ul> <p><b>Gender Disparities:</b></p> <ul style="list-style-type: none"> <li>• Women are more likely to witness ASB than personally experience it.</li> <li>• Witnessing ASB still impacts their emotional state and perception of safety.</li> <li>• Vulnerable groups of females (e.g., elderly women, women with disabilities) may face compounded effects.</li> <li>• ASB affects females emotionally, alters their behaviour, and influences their overall sense of safety and well-being. Recognising these impacts is crucial for tailored support and intervention.</li> </ul> <p><b>Anti-social behaviour (ASB) can have varying effects on males, impacting their well-being, emotions, and daily lives.</b></p> <p><b>Emotional Impacts:</b></p> <ul style="list-style-type: none"> <li>• Annoyance and Anger: Nearly all participants in studies reported emotional impacts due to ASB.</li> <li>• Stress and Anxiety: Living in fear of ASB can lead to increased stress and anxiety.</li> <li>• Victims may experience panic attacks and even depression.</li> </ul> <p><b>Quality of Life:</b></p> <ul style="list-style-type: none"> <li>• ASB negatively affects the quality of life for nearly all individuals who experience or witness it.</li> <li>• The impact is more significant when individuals personally experience ASB rather than merely witnessing it.</li> </ul> <p><b>Adaptation and Fear:</b></p> <ul style="list-style-type: none"> <li>• Fear of ASB can lead to behavioural adaptations:</li> <li>• Changing routines (avoiding certain areas or times)</li> <li>• Modifying daily activities (e.g., avoiding parks or public spaces)</li> </ul>
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	<ul style="list-style-type: none"> <li>Males may alter their behaviour due to fear of encountering ASB.</li> </ul> <p><b>Context Matters:</b></p> <ul style="list-style-type: none"> <li>The impact of ASB varies based on the specific incidents and personal circumstances.</li> <li>Certain factors (such as living in more deprived areas or having long-term physical or mental health conditions) increase vulnerability to ASB impacts.</li> </ul> <p><b>Gender Disparities:</b></p> <ul style="list-style-type: none"> <li>Men are more likely than women to personally experience ASB.</li> <li>Women, on the other hand, are more likely to witness ASB.</li> <li>ASB affects males emotionally, disrupts routines, and can significantly impact their overall well-being. Recognising these effects is crucial for targeted interventions and support.</li> </ul> <p><b>ASB and Serious Violence particularly violence against women and girls</b></p> <ul style="list-style-type: none"> <li>While not all ASB leads directly to serious violence, there are connections:</li> <li>The link between anti-social behaviour and serious violence is a complex.</li> </ul> <p><b>Pathway:</b></p> <ul style="list-style-type: none"> <li>ASB can be a precursor to more severe criminal behaviour.</li> </ul> <p><b>Risk Factors:</b></p> <ul style="list-style-type: none"> <li>Childhood experiences (neglect, abuse) contribute to both ASB and later criminality.</li> </ul> <p><b>Social Context:</b></p> <ul style="list-style-type: none"> <li>Exposure to violence, substance abuse, and lack of positive support systems increase the risk of developing serious criminal behaviour.</li> </ul> <p><b>Policy Implications:</b></p> <ul style="list-style-type: none"> <li>Addressing ASB effectively can prevent its escalation into serious violence.</li> <li>Early intervention, community engagement, and targeted support are crucial.</li> <li>Understanding and addressing ASB play a vital role in preventing serious violence and maintaining safer communities.</li> </ul> <p>Recent studies indicated that there are 3000 reports of violence against women and girls every day.</p> <p>Stroud District Gender – DATA (Inform Gloucestershire)    Male – 60,231    Female – 62,974</p> <p><b>POSITIVE IMPACT</b></p>
<b>Sexual Orientation</b>	<p>The ASB policy does not discriminate by sexual Orientation who can report ASB and expect it to be fully investigated and supported.</p> <p>In Stroud District there is an estimated 2,714 who identify as being LGBT. (Inform Gloucestershire)</p> <p>Homophobic ASB appears to be on the increase, especially in schools. Improving the data in this area will allow targeted action to be taken, contribute towards making Stroud a safer, more inclusive environment for this group. The Hate Crime Data system will strengthen our ability as a partnership to respond to and prevent homophobic persecution which will have a positive impact for the LGBTQ+ community.</p> <p><b>POSITIVE IMPACT</b></p>

<b>Marriage &amp; Civil Partnerships</b> (part (a) of duty only)	<p>The ASB policy does not discriminate by Marriage &amp; Civil Partnerships who can report ASB and expect it to be fully investigated and supported. There is no evidence to show that people who are married or in a civil partnership will be directly impacted by ASB.</p>
<b>Rural considerations:</b>	<p><b>NEUTRAL IMPACT</b></p> <p>The ASB policy does not discriminate people from rural communities who can report ASB and expect it to be fully investigated and supported. Anti-social behaviour (ASB) impacts both urban and rural communities, but there are specific challenges faced by rural areas. Effective solutions require tailored approaches that consider the specific challenges faced by these areas.</p> <p><b>Isolation and Limited Services:</b></p> <ul style="list-style-type: none"> <li>• Rural communities often have fewer resources, including limited access to police stations, health services, and community centres.</li> <li>• Isolation can exacerbate the impact of ASB, as victims may feel more vulnerable without nearby support.</li> </ul> <p><b>Lack of Anonymity:</b></p> <ul style="list-style-type: none"> <li>• In close-knit rural communities, anonymity is harder to maintain.</li> <li>• Victims may fear retaliation or social consequences if they report ASB.</li> </ul> <p><b>Youth Boredom and Recreation Spaces:</b></p> <ul style="list-style-type: none"> <li>• Rural youth may experience boredom due to limited recreational opportunities.</li> <li>• Lack of safe spaces can lead to gatherings that result in ASB incidents.</li> </ul> <p><b>Seasonal Economy and Tourism:</b></p> <ul style="list-style-type: none"> <li>• Some rural areas rely heavily on seasonal tourism.</li> <li>• ASB incidents during peak tourist seasons can impact local businesses and community relations.</li> </ul> <p><b>Farm-Related ASB:</b></p> <ul style="list-style-type: none"> <li>• Rural ASB can involve farm-related issues, such as livestock theft, damage to property, or illegal off-road driving.</li> <li>• These incidents affect livelihoods and community cohesion.</li> </ul> <p><b>Transport Challenges:</b></p> <ul style="list-style-type: none"> <li>• Sparse public transport means residents often rely on personal vehicles.</li> <li>• Vehicle-related ASB (e.g., dangerous driving, vandalism) directly affects rural mobility.</li> </ul> <p><b>Social Networks and Trust:</b></p> <ul style="list-style-type: none"> <li>• Rural communities thrive on social networks and trust.</li> <li>• ASB erodes trust and disrupts community bonds.</li> </ul> <p><b>Hidden Vulnerabilities:</b></p> <ul style="list-style-type: none"> <li>• Vulnerable individuals (e.g., elderly, disabled) may be more isolated in rural areas.</li> <li>• ASB can disproportionately impact them.</li> </ul> <p><b>Wildlife Crime and Environmental ASB:</b></p> <ul style="list-style-type: none"> <li>• Rural areas face unique environmental challenges (e.g., fly-tipping, illegal hunting).</li> <li>• These offenses harm the local ecosystem and community well-being.</li> </ul>

	<p><b>Community Policing Constraints:</b></p> <ul style="list-style-type: none"> <li>• Rural police forces cover large areas with limited personnel.</li> <li>• Responding to ASB incidents can be challenging.</li> <li>• Rural communities grapple with distinct ASB issues due to their unique context.</li> </ul> <p>‘normalised.’</p> <p><b>POSITIVE IMPACT</b></p>
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**10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?**

**Please transfer any actions to your Service Action plan on Excelsis.**

Action(s):	Lead officer	Resource	Timescale

### **Declaration**

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure, or function \* (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment

Completed by:	Date:
Role:	
Countersigned by Head of Service/Director:	Date:

**Date for Review: Please forward an electronic copy to policy@stroud.gov.uk**