

1 Identify the aims of the policy/service/function and how it is implemented.			
	Key questions	Answers / Notes	Actions required
1.1	Is this an existing or a new policy / function?	Existing Policy.	
1.2	Who defines or defined the policy/function?	Service Manager (Housing Landlord Services)	
1.3	Who is the policy/function being aimed at?	Tenants and Leaseholders of Council Owned Buildings	
1.4	Who implements the policy/function?	Housing Services	
1.5	What is the objective or purpose of the policy/service/function?	The objective of this policy is to set out how GBC manage cases of anti social behaviour for tenants and leaseholders.	
1.6	What outcomes do you want to achieve with this policy / function and for whom?	<p>To ensure that tenants and leaseholders understand what ASB is and how it will be dealt with by the Housing team.</p> <p>To ensure that any reports of ASB are dealt with in the correct, legal, transparent and fair manner. Ensuring that both the victim and perpetrator are given the necessary support and guidance needed to resolve ASB cases.</p> <p>To ensure cases are dealt with in a timely manner.</p>	
1.7	Do these outcomes complement or hinder other policies, values or objectives of the organisation?	<p>Complement</p> <ul style="list-style-type: none"> GBC Corporate Plan 2019-23 <p>Hinder</p>	

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		<ul style="list-style-type: none"> N/A 	
1.8	What factors or forces are at play that could contribute or detract from the outcomes identified earlier?	<p>Contribute</p> <ul style="list-style-type: none"> Pre tenancy checks Robust sign up process Introductory tenancies Estate Inspections <p>Detract</p> <ul style="list-style-type: none"> Poorly designed estates that encourage ASB Budget limitations 	
1.9	How does the organisation interface with other bodies in relation to the implementation of this policy / function?	<p>Housing Services and CSU have been involved in the development of this policy.</p> <p>The policy has been reviewed by the Council's Legal Team to ensure it is legally correct.</p> <p>The policy will be reviewed and approved by both the Management Team and Housing Committee before becoming a live document.</p>	
1.10	Taking the nine protected characteristics is there anything in the policy or how the service is delivered that could discriminate or disadvantage any of these groups?	<p>Age</p> <ul style="list-style-type: none"> There is no lower or upper age limit to being a victim or perpetrator of anti social behaviour. Different approaches may be required for engaging with different age groups, which could be inconsistently delivered across the council. 	<p>The policy will ensure that as consistent an approach as possible is followed throughout the council.</p> <p>ASB Officer will oversee any multiagency responses, liaising with youth agencies, health and social care.</p>

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		<p>Marriage and Civil Partnership</p> <ul style="list-style-type: none"> No issues identified. <p>Race</p> <ul style="list-style-type: none"> There is a risk that Minority Ethnic communities may feel isolated and may be unsure or unaware of the procedure for reporting anti-social behaviour. <p>Pregnancy and maternity</p> <ul style="list-style-type: none"> There are no direct impacts from the policy in respect of pregnancy and maternity. <p>Religion and belief</p> <ul style="list-style-type: none"> ASB can involve offences relating to a victim's religion and beliefs. <p>Sexual Orientation</p> <ul style="list-style-type: none"> ASB can involve offences relating to a victim's sexual orientation. 	<p>Reports of Hate crimes will be prioritised.</p> <p>Information about the service and reporting procedures can be made available, on request, in different languages. Interpreters can also be made available, on request.</p> <p>Regular review of ASB activities undertaken in respect of the policy and perpetrator/victim race to ensure this group is not being disadvantaged.</p> <p>A Specialist Housing Officer is responsible for working with the GRT community.</p> <p>Regular review of ASB activities undertaken in respect of the policy and perpetrator/victim religion and beliefs to ensure this group is not being disadvantaged.</p> <p>Regular review of ASB activities undertaken in respect of the policy and perpetrator/victim religion and beliefs to ensure that no one is</p>

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		<p>Gender</p> <ul style="list-style-type: none"> ASB affects all genders. The policy covers all genders in terms of victims and perpetrators, therefore access to services is not affected by gender. <p>Gender Reassignment</p> <ul style="list-style-type: none"> There are no direct impacts from the policy in respect of gender reassignment. <p>Disability</p> <ul style="list-style-type: none"> Different approaches may be required for engaging with people with a range of disabilities depending on their individual needs. This may result in inconsistent approaches delivered across the council. Mental health is a complex area. Some complainants and victims of anti-social behaviour may have a reduced level of mental well being generally and as a result of issues of anti-social behaviour that they are suffering. It is also recognised and acknowledged that some perpetrators of anti-social behaviour have mental health problems. There is a link between mental health problems and drug/alcohol misuse for both perpetrators and complainants. The behaviour of a person with a disability can be 	<p>being disadvantaged as a result of their sexual orientation.</p> <p>All complainants and victims are offered referrals to support agencies, such as Victim and Witness Support.</p> <p>The policy will ensure that as consistent an approach as possible is followed throughout the council.</p> <p>On request, information can be made available in large print and Braille.</p> <p>Access to service is also considered and home visits are available. Referrals to support agencies are also available.</p> <p>Mental Health training is made available for Housing Staff.</p>

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		perceived as being ASB when in fact it is due to their impairment.	
1.11	From your perspective, how is the policy actually working in practice for each equalities group?	<ul style="list-style-type: none"> • The policy engages with tenants and leaseholders throughout the whole of the ASB case, providing support tailored to individual needs. • Risk Assessments are carried out for all victims, witnesses and complainants to assess what support may be necessary. • All complainants and victims are offered referrals to support agencies, such as Victim and Witness Support. • The policy highlights the importance of safeguarding, identifying a number of reasons why a person may be considered vulnerable. • The policy highlights that tenants and leaseholders have cultural differences that will not be considered ASB, however any hate related incidents will not be tolerated. 	

2 Consideration of available data, research and information			
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2.1	What do you already know about who uses and delivers this service?	The Council already has a Housing ASB Policy in place to be used by all of the Housing Team for both tenants and leaseholders. This policy has been reviewed to ensure it is update with relevant legislation and procedures.	
2.2	What additional information is	None identified.	

	needed to ensure that all equality groups' needs are taken into account?		
2.3	How are you going to go about getting the extra information that is required?	N/A	

3 Formal consultation			
	Key questions	Answers / Notes	Actions required
3.1	Who do we need to consult with?	No formal consultation is required. The Policy is accessible via our website for all tenants and leaseholders to view.	

4 Assessment of impact			
	Key questions	Answers / Notes	Actions required
4.1	Have you identified any differential impact and does this adversely affect any equalities groups?	Any identified impact has been mitigated by the action being taken to support any equality issues.	
4.2	If there is an adverse impact can it be avoided, can we make changes, can we lessen it etc?	N/A	
4.3	If there is nothing you can do, can the reasons be fairly justified?	N/A	

5 Assessment of impact			
	Key questions	Answers / Notes	Actions required
5.1	Do any of the changes in relation to the adverse impact have a further adverse affect on any other group?	No	