

Equalities Impact Assessment – Environmental Enforcement Policy

Names of Team members (min of 2 – Author, manager and or staff member/equality lead) and Lead Officer/Director	John McArthur: Service Manager
Consultation mechanism (names of equality groups liaised with) i.e. Access Forum, Staff Group	<p>Previous discussions between the Head of Waste, Recycling, Street Scene & Fleet Services and the Director of Community Services</p> <p>Assisted Collections Strategy document has been completed. Further discussions to be held with the Member of Environment, Cllr. Philip Circus.</p> <p>Consultation with the Policy Development and Advisory Group (PDAG).</p> <p>It may be considered that staff undertake a refresher training course on Equalities.</p>
Date Equality Impact Assessment submitted to Member for Environment, Cllr. Philip Circus	7 th November 2018
Are there resource implications to deliver actions from this EIA? If yes, please detail	There may be resource implications for the authority related to the supply of an interpreter for those whose first language is not English.
Name of policy/strategy	Environmental Enforcement Policy 2018
Aim of policy/strategy (maximum 100 words)	<p>Horsham District Council has a wide range of environmental crime enforcement duties employing officers authorised to investigate environmental crime collating information in order to secure an appropriate sanction related to any breach of legislation.</p> <p>Enforcement policy.</p>

IMPACT ASSESSMENT

Does the policy/strategy target or exclude a particular equality group listed? (Consider Direct Discrimination)	Race		No
	Disability/carers		No
	Gender/gender identity		No
	Age		No
	Sexual orientation		No
	Religion & Belief		No
	Marriage & Civil Partnership		No
	Gender Reassignment		No
	Pregnancy & Maternity		No
	Age		No
Does the policy/strategy affect any of the equality groups listed disproportionately? (Consider Indirect Discrimination) (List all negative and positive impacts)	Race		YES
	Disability/carers		YES
	Gender/gender identity		No
	Age		YES
	Sexual orientation		No
	Religion & Belief		No
	Marriage & Civil Partnership		No
	Gender Reassignment		No
	Pregnancy & Maternity		No
Age		YES	

The Council will consider Equalities and protected characteristics at all stages of any enforcement action taken.

Race / Language / Disability: If English is not a person’s first language, then the Council would look to provide an interpreter / translation during any relevant part of any investigation to ensure that the person can exercise their rights and understand the action being taken. If a person may have impairments which affect their ability to understand, the Council will ensure that they are accompanied by an appropriate person to assist them and provided with appropriate assistance.

Age: FPN’s will not be issued to persons under the age of eighteen, however a warning letter may issued and with the young person’s parents or guardian informed of the offence. Depending upon the seriousness of the offence other interventions (including court action) will be considered by Legal Services.

What evidence has been used to

A review of other

make these judgements? Please tick one or more

Comparisons between similar functions / policies either internally or with other District Councils	Yes	local authority application processes including neighbouring authorities.

How is the effect of the policy/strategy on different equality groups going to be monitored? Please specify for each equality group

Race	YES	<p>Any adverse impact would be evident in any investigation therefore the policy covers the Equality Act 2010 and the Human Rights Act 1998.</p> <p>All Authorised Officers undertaking enforcement duties will ensure that all persons dealt with will receive fair and equitable treatment irrespective of their background or protected characteristic in the Equality Act 2010.</p>
Disability/carer	N/A	
Gender/gender identity	N/A	
Age	YES	
Sexual orientation	N/A	
Religion & Belief	N/A	
Marriage & Civil Partnership	N/A	
Gender Reassignment	N/A	
Pregnancy & Maternity	N/A	

<p>Does the document have an access statement offering the document in alternative formats</p> <p>N/A –</p> <p>If no, please add to action plan as evidence that this assessment has assisted.</p>	<p>Do staff dealing with this document know where to get alternative formats if a request is made?</p> <p>N/A – no document.</p> <p>If no, please add awareness training needed to action plan (Equalities Officer can provide)</p>	<p>Does the document need to be translated into key locally used languages?</p> <p>N/A – no document.</p> <p>If yes, how will this be distributed and funded?</p>
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Action Plan (to reduce or eliminate any adverse impacts)

Equality Strand	Action and Resources	Lead Person	Timescale
Race	Interpreter / translation to be provided if English is not the first language.	John McArthur	As required
Age	FPN's will not be issued to persons under the age of eighteen, however a warning letter may issued and with the young person's parents or guardian informed of the offence. Depending upon the seriousness of the offence other interventions (including court action) will be considered by Legal Services.	John McArthur	As required
Disability	The Council will ensure persons are accompanied by an appropriate person to assist them and will be provided with appropriate assistance where necessary.	John McArthur	As required