

Equality Impact Assessment (EqIA) – Mid Devon District Council – Anti-Social Behaviour (ASB) Policy

Section 1: Equality Impact Assessment Screening

Basic Details

Field	Entry
Title and description of the policy/ decision:	Anti-Social Behaviour (ASB) Policy — Sets out MDDC’s approach to preventing, managing and resolving anti-social behaviour using a proportionate, victim-centred and partnership-led response across the district.
Job title of the person(s) undertaking the assessment:	Specialist Lead for Community Safety & Safeguarding
Council service:	Community Safety (with Corporate/Legal input)
Date of assessment:	16 February 2026

What are the aims, purposes, objectives and proposed outcomes of the policy/ decision?

- Provide a clear, fair and consistent approach to tackling ASB.
- Define what the Council can/cannot deal with; how to report; and expected standards of behaviour.
- Place victims and witnesses at the centre of decisions; recognise and address vulnerability for both victims and perpetrators.
- Use early intervention first; apply enforcement proportionately and lawfully where necessary.
- Work in partnership across statutory, voluntary and community sectors.
- Develop multi-agency work engagement to improve outcomes for victims and perpetrators
- Comply with the Equality Act 2010, Public Sector Equality Duty and data protection law.

Further Details

Who may be affected by the policy/ decision?

- Residents, tenants (Council and Housing Association), private tenants, landlords, businesses, and visitors.
- Victims/witnesses of ASB, and individuals alleged to be responsible (including those with vulnerabilities).

- Staff who investigate and manage cases.
- Partners: Police, Fire & Rescue, Health, Probation, Social Services, Housing providers, Town/Parish Councils, and community/voluntary groups.

How have stakeholders been involved in the development of the policy/ decision? (e.g., consultation exercise)

- Developed with reference to the East & Mid Devon Community Safety Partnership standards and Devon-wide ASB Escalation Process.
- Practitioner input from Community Safety, Housing, Legal and Environmental Health teams.
- Engagement/feedback planned with partner agencies (Police, Housing Associations, Health, Probation) and community organisations.
- Resident feedback and Community Trigger learning to inform iterative improvements.

Will there be scope for prompt, independent reviews and appeals against decisions arising from the policy/ decision?

Yes. Routes include the ASB Case Review (Community Trigger), corporate complaints process, Member oversight/scrutiny, and statutory legal routes where relevant (e.g., appeals against Community Protection Notices to the Magistrates' Court).

To which part(s) of the Public Sector Equality Duties is the policy/ decision relevant:

Duty	Yes	No	Details
1. Eliminate unlawful discrimination	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Victim-centred approach; case-by-case assessment; hate-related ASB recognised; proportionate, evidence-based decisions; reasonable adjustments for access.
2. Advance equality of opportunity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Focus on vulnerability; accessible reporting; support/referrals; reasonable adjustments; trauma-informed practice.

Duty	Yes	No	Details
3. Foster good relations between different groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Partnership working, early intervention, mediation, and targeted communications to improve trust and confidence across communities.

Which of the protected characteristics is the policy/ decision relevant to? Tick and briefly describe any likely equalities impact (positive, negative, or neutral)

Characteristic	Positive	Negative	Neutral	Comments
Sex	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Women disproportionately affected by harassment/intimidation; policy emphasises safeguarding, support and proportionate enforcement for all genders.
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Older people may feel more vulnerable; young people may be over-represented in public-space ASB. Policy emphasises risk assessment, early help, and youth partnership pathways.
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Recognises vulnerability (incl. mental health, neurodiversity); reasonable adjustments and support/referral pathways; careful assessment to avoid misinterpretation of disability-related behaviours.
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Hate-related ASB addressed; case-by-case assessment where religious practice is misinterpreted;

Characteristic	Positive	Negative	Neutral	Comments
				engagement with faith/community groups.
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Addresses hate-related harassment; interpreters/translated info where needed; anti-discriminatory practice reinforced.
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Recognises and responds to harassment/hate towards LGBTQ+ residents; confidential reporting and inclusive practice.
Gender reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Addresses targeted harassment; respectful communication and secure information handling.
Pregnancy/ maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Flexible evidence-gathering and support; consideration of welfare and safeguarding needs.
Marriage and Civil partnership*	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Limited direct impact; general case management and support apply. *Applies only to Employment and the duty to give regard to the elimination of discrimination.*

Decision by Head of Service to recommend this policy/ decision for an Equality Impact Assessment?

Yes/ No

If the answer is “Yes”, please continue to the Section 2 and complete the Equality Impact Assessment. If the answer is “No”, please give a brief reason here.

EIA Screening Complete

Section 2: Equality Impact Assessment

Evidence and Consultation

What existing sources of information have you gathered to help identify how people covered by the protected characteristics may be affected by this policy/ decision? E.g. consultations, national or local data and/or research, complaints or customer feedback. Please identify any gaps in the available information that might make it difficult to form an opinion about the effect of the policy on different groups.

- Statutory definitions and powers under the Anti-Social Behaviour, Crime and Policing Act 2014.
- Equality Act 2010 and Public Sector Equality Duty (PSED) requirements.
- Local case data/trends from Community Safety, Housing and Environmental Health.
- Feedback from residents (including Community Trigger learning), Members and partner agencies.
- Feedback from community organisations.
- Practitioner experience on vulnerability, safeguarding and multi-agency responses across East & Mid Devon CSP.
- National research on ASB, vulnerability and hate crime.

Gaps/limitations:

- Limited disaggregated local data by all protected characteristics.
- Under-reporting among some groups (e.g., LGBTQ+, minority ethnic communities, disabled residents, rural households, hate incidents).
- Need to strengthen systematic capture of reasonable adjustment needs and outcomes.

Impacts, Mitigations and Actions

Protected Characteristic	Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
Sex	Women disproportionately affected by harassment/intimidation ; men may under-report certain ASB.	Maintain victim-centred pathways; link with DA services; staff training on gender-sensitive practice; targeted comms	Specialist Lead – Community Safety. Within 12 months of policy adoption	Increased reporting confidence; improved safety planning; proportionate decisions

Protected Characteristic	Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
		to improve male reporting.	for comms and training refresh.	for all genders.
Age	Older residents may feel more vulnerable; young people over-represented in public-space ASB and also as victims.	Age-aware risk assessments; youth diversion/early help; accessible channels for older/ digitally excluded residents. Developed multi-agency work to enhance community inclusion.	Community Safety with Youth & Housing partners. Within 6 months.	Reduced escalation; improved access; fewer enforcement-only outcomes for young people.
Disability	Heightened impact of noise/harassment; risk of misinterpreting neurodivergent/mental health-related behaviours.	Reasonable adjustments; disability-informed assessments; referral to support and advocacy; staff training on neurodiversity/mental health.	Community Safety & Environmental Health with safeguarding leads. Within 3–6 months.	Fairer outcomes; improved engagement and evidence quality; reduced unnecessary enforcement.
Religion or Belief	Hate-related ASB; misinterpretation of religious practices.	Clear hate-ASB pathways; engagement with faith/community groups; proportionate decision-making. Promotion of reporting methods to impacted groups / individuals.	Community Safety. Ongoing; first engagement plan within 6 months.	Improved trust; faster, appropriate resolutions; reduced repeat incidents.
Race	Disproportionate targeting in hate	Interpreters/translated info;	Community Safety	Increased reporting;

Protected Characteristic	Potential Impacts/ Issues Identified/ Opportunities identified	Mitigation required (action) or Justification	Lead Officer and target completion date	What is the expected outcome from the action?
	incidents; language barriers; under-reporting.	targeted comms; case reviews to check for bias. Enhanced involvement with impacted groups / individuals.	with Corporate Comms. Within 6 months.	equitable case handling; reduced harm.
Sexual Orientation	Under-reporting; targeted harassment.	Confidential reporting routes; staff training on inclusive practice; links to LGBTQ+ support services.	Community Safety. Within 6 months.	Higher confidence to report; improved victim support; reduced repeat victimisation.
Gender Reassignment	Risk of targeted harassment; privacy concerns.	Respectful, secure information handling; explicit inclusion in hate-ASB pathways; practitioner guidance.	Community Safety & Data Protection Officer. Within 3 months.	Safer disclosures; timely, appropriate interventions.
Pregnancy/ maternity	Stress and barriers to evidence-gathering/engagement.	Flexible evidence processes; links with health visiting/midwifery; safeguarding-first approach.	Community Safety with Health partners. Within 6 months.	Reduced stress; improved access; timely safeguarding.
Marriage and civil partnership *	Limited direct impact; relationship-based conflict may occur.	Standard case management, mediation/early resolution as appropriate.	Community Safety. Ongoing.	Consistent and fair resolutions.

Monitoring and Review

Please provide details of arrangements to monitor and review the policy/ decision and any mitigating actions or actions to promote equality:

