

# South Cambridgeshire District Council Equality Impact Assessment (EqIA)

## Introduction – Please read

Equality Impact Assessments (EqIAs) allow the Council to:

- Show that the Council are meeting its legal duty, demonstrating due regard for the provisions of the [Public Sector Equality Duty](#) as below:
  - Eliminate unlawful discrimination, harassment, and victimisation
  - Advance equality of opportunity between those who share a protected characteristic and those who do not
  - Foster good relations between those who share a relevant protected characteristic and those who do not
- Methodically consider and assess the impacts of proposals across the [nine protected characteristics](#)
- Allow the Council to develop and implement high quality proposals that maximise positive outcomes for all.

EqIAs should be completed during the development and review of all Council policies, strategies, procedures, projects or functions. Where there is any doubt, the completion of an EqIA is always recommended.

When the form is completed, please send an electronic copy to [equality.schemes@scambs.gov.uk](mailto:equality.schemes@scambs.gov.uk). Further support and guidance, [including a video on how to fill out EqIAs](#), is available on Insite or you can contact the Policy and Performance Team.

# Equality Impact Assessment Complete Form

## Section 1: Identifying Details

- 1.1 Officer completing EqIA:  
Claire Gilbey and Martyn Hilliam
- 1.2 Team and Service:  
Housing (Housing Enforcement Team)
- 1.3 Title of proposal:  
Anti-Social Behaviour Policy (Relating to Council Tenants & Leaseholders)
- 1.4 EqIA start date:  
06/01/2025
- 1.5 Proposal implementation date:  
24/06/2025
- 1.6 Who will be responsible for implementing this proposal (Officer and/or Team):  
Claire Gilbey (Housing Enforcement Team)

## Section 2: Proposal to be Assessed

- 2.1 Type of proposal:  
Policy  
If other, please specify  
Click or tap here to enter text.
- 2.2 Is the proposal:  
Review of existing
- 2.3 State the date of any previous equality impact assessment completed in relation to this proposal (if applicable):  
Click or tap to enter a date.

2.4 What are the headline aims of the proposal and the objectives that will help to accomplish these aims? (Max 250 words)

The policy and related documents apply to Council tenant and Leaseholders only.

The purpose of the policy is to outline what we mean by ‘anti-social behaviour’ (ASB) and to set out the guiding principles for officers within the Council that deal with ASB. It will detail what we want our services to achieve for people experiencing ASB and sets out the principles on the service level and quality we aim to provide.

The procedures outline how you can expect officers within the Housing Service who deal with anti-social behaviour (ASB) to deal with a case.

We want to ensure that residents can enjoy their homes and surrounding areas and will take action to tackle ASB where it may occur.

The goal when dealing with ASB is always to try and help people to sustain their tenancies. However, we recognise the effects that anti-social behaviour can have on people’s quality of life and will utilise any powers to prevent or stop any behaviour that is detrimental to others.

2.5 Which of the Council’s equality objectives (as detailed in the Council’s Equality Scheme) does this proposal link to or help to achieve?

Identify, prioritise and deliver actions that will narrow the gap in outcomes between disadvantaged groups and the wider community

SCDC is an employer that values difference and recognises the strength that a diverse workforce brings.

- Protected characteristic groups have a voice and are represented in forming the future shape of the district.
- None.

2.6 Which groups or individuals will the proposal affect:

- Service Users  Councillors
- External Stakeholders  Other
- Employees

If other, please specify [Click or tap here to enter text.](#)

2.7 Broadly speaking, how will these groups or individuals be affected? (you will be asked to provide more detail on the specific impacts on different protected characteristic groups later in the form) (max 250 words)

The Anti-Social Behaviour Policy will be applicable to all tenants and leaseholders of South Cambridgeshire District Councils Housing Service. It will also be relevant to external stakeholders (such as police, social care etc.), Councillors and employees.

The above groups are all individuals who may identify under one, or more, of the different protected characteristics.

2.8 If any part of the proposal is being undertaken by external partners, please specify how the Council will ensure that they will meet equality standards? (Max 250 words)

N/A. Our policy document sets out how our internal Housing Enforcement Team at SCDC deals with reports of anti-social behaviour; however the policy does detail our partnership working. Whilst we may work alongside external partners in some cases, they will follow their own policies and procedures.

## Section 3: Evidence and Data

3.1 Describe any work you have done (this could include consultation) to understand any effects on groups of people, including those within [9 protected characteristic groups?](#) Please list any key sources (e.g. web-search, previous versions of document, customer feedback etc) that you used to reach your conclusions.

(Max 250 words)

The ASB policy was produced in consultation with tenant representatives. As part of our resident involvement activities, we have a policy panel that have input into our policies and can help to shape our service. We have also asked for feedback and comments from our Housing Service Managers and a copy of the policy has been shared with our colleagues in Communities and People Protection Planning. The Policy was approved by Cabinet in June 2025.

3.2 If you have not undertaken any consultation, please detail why not, or when consultation is planned to take place.

(Max 250)

N/A.

## Section 4: Impact of proposal on those with protected characteristics

4.1 Please select all characteristics that may or will be impacted (positive or negative). When providing details of the impact please consider the following questions

- whether each impact is positive, neutral or negative
- whether it is a high, medium or low impact. (both the number of persons affected and the severity of the impact)
- you will be asked to set out actions to manage these impacts in the following question (4.2)



All - general to all protected Characteristics.

Details: [Click or tap here to enter text.](#)

Age

Details: Positive - Low. People of any age can be affected by ASB, but age can also be a factor in establishing if someone is vulnerable (e.g. with reference to safeguarding concerns etc.). We may also need to tailor how we communicate with people based on their preferences. Our policy notes that we will adapt our approach to dealing with ASB on a case by case basis. We understand that age can sometimes play a part in perceived ASB (e.g. noise, parking etc.), and we will factor these aspects in when ensuring we take the right, and proportionate, approach to finding a resolution to the issue(s).

Disability

Details: Positive – Low: As outlined above, our policy notes that we will adapt our approach to dealing with ASB on a case by case basis. For example, when a case is logged and initial contact is made, if any disabilities are disclosed, we will have a discussion with the person to understand how best to accommodate their needs. Our systems also allow us to record any disabilities (if they wish to) and we will ensure that they are considered as part of delivering our ASB service. Hate incidents and hate crimes are also specifically referenced within our policy. Hate incidents and/or hate crimes can affect those are within this protected characteristic, and we will take any reports of these very seriously.

Gender reassignment

Details: Neutral – Low. Hate incidents and hate crimes are also specifically referenced within our policy. Hate incidents and/or hate crimes can affect those are within this protected characteristic, and we will take any reports of these very seriously.

Marriage and Civil Partnership

Details: Neutral – Low/No Impact.

Pregnancy and maternity



Details: Neutral – Low.

Race

Details: Neutral – Low: Hate incidents and hate crimes are also specifically referenced within our policy. Hate incidents and/or hate crimes can affect those are within this protected characteristic, and we will take any reports of these very seriously.

Religion and belief

Details: Neutral – Low: Hate incidents and hate crimes are also specifically referenced within our policy. Hate incidents and/or hate crimes can affect those are within this protected characteristic, and we will take any reports of these very seriously.

Sex

Details: Neutral – Low.

Sexual orientation

Details Neutral – Low: Hate incidents and hate crimes are also specifically referenced within our policy. Hate incidents and/or hate crimes can affect those are within this protected characteristic, and we will take any reports of these very seriously.

None of the above

#### 4.2 Other characteristics

Some characteristics are not yet protected in law, but the Council has made declarations it will consider them in policy making.

Digital inclusion ([what is this?](#))

Details: Low - Neutral. We do not envision that this policy would have a negative impact to those that do not use digital devices or the internet. There are no barriers within the policy that would prevent any of our ASB services from being accessed

due to not being online. We will take people’s communication preferences into account and will provide physical documentation where it is required.

Care experience ([what is this?](#))

Details: Neutral – Low.

Rurality

Details Neutral – Low.

Socio-economic

Details Neutral – Low.

4.3 Considering the above impacts you have identified above, please detail any actions (specific or general) which may help to enhance or mitigate impacts.

Please include the timescale for completing the action.

Action and timescale	Officer
Review ASB related content for Tenants and Leaseholders on the SCDC website to ensure it is up to date and includes a digital version of our ASB service standards.	Housing Enforcement Team & Housing Policy Officer/Q4 2025
Research into best practice and adopt an approach on how best to collect customer feedback.	Housing Enforcement Team & Business Improvement Officer/2025.
Click or tap here to enter text.	Click or tap here to enter text.
Click or tap here to enter text.	Click or tap here to enter text.

4.4 How will you monitor that the above actions have been completed and that this proposal, once implemented, is impacting fairly on everyone it affects? In answering

this question, please include information about feedback you will seek and/or data you will collect and analyse, and how often you will do this

The Housing Enforcement Team Leader reports and monitors on cases, and case outcomes on a regular basis. This will be used to reflect upon both the service we provide and the impact of this policy. We have also added an action plan task to research into best practice and adopt an approach on how best to collect customer feedback, to also inform us of the policy's impact and fairness.

## Section 5: Summary

5.1 Briefly summarise the key findings of the EqIA and any significant equality considerations that should be taken into account when deciding how to proceed with the proposal (this section can be included within the 'equality implications' section of any committee reports). (Max. 250 words)

Generally, the impacts identified relating to protected characteristics are positive, brought about by either the legislation on anti-social behaviour or the actions identified within the policy.

5.2 Confirm the recommendation of the officer completing the EqIA:

Proceed with the proposal (with any actions identified as required within Section 4 of the EqIA). Analysis demonstrates that the proposal is robust, we have taken all appropriate opportunities to advance equality and foster good relations between groups.

Reject the proposal: Analysis demonstrates that the proposal will cause unlawful discrimination and it must be removed or changed

## Section 6: Sign Off

6.1 Signature of individual completing EqIA:



Claire Gilbey & Martyn Hilliam

(Housing Enforcement Team & Housing Policy Officer).

6.2 Date of completion:

24/06/2025

6.3 When will this proposal next be reviewed and who will this be? (when in doubt 3 years minimum)

24/06/2028

6.4 Approving officer signature \*, this should be your Head of Service, Service Area Manager, or Project Sponsor:

Peter Campbell (Head of Housing)

6.5 Date of approval:

24/06/2025

Please send the completed document to [Equality.Schemes@scambs.gov.uk](mailto:Equality.Schemes@scambs.gov.uk) for publishing on the website.

*\*in the event that this EqIA is completed by Head of Service, then no additional approving signature is required.*