

EQUALITY IMPACT ASSESSMENT

Reduce Graffiti Crews

Reference: EIA000363



EIA Form – About your EIA

Reference number	EIA000363
Date Submitted	08/02/2024
Subject of the EIA	Reduce Graffiti Crews
Brief description of the policy, service or function covered by the EIA	<p>The Street Scene service currently operates 6 dedicated graffiti removal teams across the city. This work entails carrying out graffiti and graffiti tag removal from the highway and park land from across the city. It is also responsible for addressing racist or offensive graffiti within the 24-hour KPI timeframe. The whole of the city is covered and we plan to remove any reported graffiti within 2 working days. The proposal is to reduce the service to offer a saving of £200,000.00 against base budgets, this will be done by reducing the staffing via agency workers and vehicle elements to achieve the savings highlighted. This service reduction will still be able to undertake the full range of activities that is currently provided against the agreed SLA. However, as with any reduction in service the delivery model will have to be more flexible and the planned approach to this flexibility is to align resource to risk / demand. This means there will be a triage methodology that will see the most offensive graffiti still removed within the agreed SLA timeframes and the less offensive graffiti may have an increased removal timeframe. Because of this approach we feel that we are managing areas of risk proportionately and appropriately. We have considered all the different areas of the protected characteristics and this resource to risk methodology will apply across the whole approach.</p>
Equality Assessment is in support of..	["Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-02-07

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Street Scene
Service area	Street Cleansing
Budget Saving	Yes



Officers

What is the responsible officer's email address?	Neil Griffiths
What is the accountable officer's email address?	Andy Vaughan

Data Sources

Data sources	["Birmingham City Observatory data and insight", "Relevant reports/strategies", "Relevant research"]
Data source details	N/A

Protected Characteristics

Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	No
What age groups are impacted by your proposal?	N/A
Please describe the impact to the age characteristic	N/A
How will you mitigate against any negative impact to the age characteristic?	N/A

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	With Graffiti removal waiting times potentially being extended before removal we recognise that this can impact on residents that may have neuro diverse symptoms. it may give the impression that the street scene is reducing and having a negative impact
How will you mitigate against any negative impact to the disability characteristic?	The reduction of the graffiti crews will mean that there will potentially be a longer wait for graffiti to be removed. whilst we understand that this may affect some residents mental wellbeing as and when we get enquires of this impacting nature we will look to clear at the earliest opportunity.

Protected Characteristic – Sex



Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["Male","Female","Non-binary"]
Please describe the impact to the sex characteristic	The City does receive requests to remove sexist graffiti. this has a 24 hour KPI for clearance once received through the contact centre and is managed through the agreed SLA timeframes
How will you mitigate against any negative impact to the sex characteristic?	The reduction of the graffiti crews will mean that instances for this type of graffiti will be prioritised as defined in the SLA.

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	Yes
Please describe the impact to the gender reassignment characteristic	The City does receive requests to remove sexist graffiti. This has a 24 hour KPI for clearance once received through the contact centre and is managed through the agreed SLA.
How will you mitigate against any negative impact to the gender reassignment characteristic?	The reduction of the graffiti crews will mean that instances for this type of graffiti will be prioritised agreed in the SLA.

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A



Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["Pakistani","Indian","Bangladeshi","Chinese","African","Caribbean","Black British","Central and Eastern Europe","Western and Southern Europe"]
Please describe the impact to the ethnicity and race characteristic	The City does receive requests to remove this type of graffiti. This has a 24 hour KPI for clearance once received through the contact centre and is managed through the agreed SLA timeframes
How will you mitigate against any negative impact to the ethnicity and race characteristic ?	The resources that remain for graffiti removal will continue to operate the 24 hour clearance time for removal. Other non offensive graffiti will take longer to remove.



Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["Buddhist", "Jewish", "Sikh", "Hindu", "Muslim", "Christian"]
Please describe the impact to the religion or beliefs characteristic	Currently we are seeing an increase in racist graffiti against certain areas of religion. The City has a 24 hour KPI for clearance once received through the contact centre and is managed through the agreed SLA timeframes
How will you mitigate against any negative impact to the religion or beliefs characteristic?	Resources will look to keep to the 24 hour timeline to remove this type of graffiti. other non-offensive graffiti will take longer to clear.

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["Gay or lesbian", "Bisexual", "Pansexual", "All other sexual orientations", "Queer", "Asexual", "Straight or heterosexual"]
Please describe the impact to the sexual orientation characteristic	The City does receive requests to remove sexually defined graffiti. This has a 24 hour KPI for clearance once received through the contact centre.
How will you mitigate against any negative impact to the sexual orientation characteristic?	Resources will look to keep to the 24 hour timeline to remove this type of graffiti. Other non-offensive graffiti will take longer to clear.

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Graffiti is managed through the city councils reporting system. This will continue and we will keep a clear focus on anything that is Racist or offensive to keep to the 24 hour KPI for clearance. Other none offensive graffiti will continue to be managed and work will be allocated to ensure that the shortest timeline for removal is achieved as defined through the SLA
Please enter the email address for the officer responsible for monitoring impact and mitigation	Les Williams

