



# Equality Impact Assessment

Please refer to the accompanying Frequently Asked Questions document for support in completing an assessment.

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<b>Title of Equality Impact Assessment</b>	Graffiti Removal Policy
<b>Name of lead report author</b>	Sam Kirk

<b>Job Title</b>	Assistant Director Climate, Sustainability & Environmental Services
<b>Service Area</b>	Environment & Climate Change
<b>Name of Director</b>	Geeta Subramaniam-Mooney

## 1: Proposal

<b>Question</b>	<b>Response</b>
<p><b>Describe the proposal</b></p> <ul style="list-style-type: none"> <li>Summarise the aims and objectives of the proposal - this will link with the "legitimate aim".</li> <li>What is the background or context to this decision?</li> <li>Why are you making this decision - is it about finding savings, improving services, integrating functions?</li> <li>Who are the key stakeholders whom this decision will impact?</li> <li>What does the decision relate to - is it a policy, practice, service, function or initiative?</li> <li>What is the decision-making route (Cabinet, Executive decision)?</li> <li>What are the timescales?</li> <li>What are the key documents that are being produced?</li> </ul>	<p>The proposal aims to create a balanced and comprehensive policy for managing graffiti and street art removal within the London Borough of Hackney. Objectives include distinguishing between graffiti and street art, maintaining public safety and clean spaces, respecting artistic expression, fostering community cohesion, and ensuring consistency in decision-making regarding removal. It also aims to define "offensive, discriminatory or inflammatory content" in a nuanced and objective way.</p> <p>The background is the "evolving dynamics and tensions within urban spaces" where graffiti and street art exist. The Council acknowledges different views on street art and recognises both positive and negative impacts of these forms of expression on public spaces. The Council also has commitments to the Public Sector Equality Duty and the Hackney Equality Plan.</p> <p>This decision is about improving services and ensuring consistency in managing graffiti and street art removal, maintaining clean and safe spaces, and balancing artistic value with public perception. It also relates</p>

Question	Response
	<p>to adhering to legal considerations and the Council's overarching responsibilities in regard to equality and community cohesion.</p> <p>Key stakeholders include residents, business owners, housing associations, artists, community groups, and the Council's various departments (e.g., Environmental Services, Regeneration, Culture and Heritage, Policy &amp; Strategy).</p> <p>The decision relates to a new policy: LB Hackney Graffiti Removal Policy, and the decision on whether to adopt this policy or not will be taken at Cabinet, Winter 2025.</p>
<p><b>Outline the information or evidence in support of the proposal and NOT in support of the proposal</b></p> <ul style="list-style-type: none"> <li>● What involvement and consultation has been carried out, and with whom?</li> <li>● Who has been involved, consulted with and co-produced? Have we gone back to them with the proposed outcome of the assessment process? Who are the people that we believe are affected by the proposal, and have we reached out/co-produced with them? Why or why not?</li> <li>● Has the involvement and consultation been considered part of the assessment process, and how? Why or why not?</li> <li>● Are their gaps in the data, or groups missing?</li> </ul>	<p>Information supporting the proposed Graffiti Removal Policy includes the evolving dynamics and tensions within urban spaces, the need to distinguish between graffiti and street art, and the requirement to maintain community safety and cohesion. It is also supported by the Public Sector Equality Duty, commitment to the Hackney Equality Plan, and the need for a comprehensive and balanced framework with consistent decision-making. Further support comes from the recognition that both graffiti and street art have a spectrum of styles, intentions, and impacts, alongside legal considerations under the Criminal Damage Act 1971, Town &amp; Country Planning Act 1990, and Equality Act 2010, and the necessity to address complaints from residents and businesses about graffiti.</p> <p>There is no specific information in the document that overtly argues against the Graffiti Removal Policy proposal. While the document acknowledges differing viewpoints, it positions them within the context of</p>

Question	Response
<ul style="list-style-type: none"> <li>● What local and national data sources have been used?</li> <li>● How does this relate to existing plans and strategies?</li> <li>● What information, insight and data does not support this proposal?</li> </ul>	<p>needing the policy rather than presenting them as arguments against it. Implicitly, the document recognises varying perspectives on what is deemed "art" versus "graffiti" but frames this as a need for clearer definition within the policy, rather than an argument against establishing the policy.</p> <p>There is no statutory consultation required in updating this policy. Internal teams have been consulted including Streetscene, Parks &amp; Green Spaces, Planning, Legal and Community Safety, Enforcement and Business Regulation, Regen and Culture, and Policy.</p> <p>The document focuses largely on outlining the policy itself. Gaps may exist in specific data about graffiti incidents, community views, costs, or previous engagement. It doesn't provide the background data, it is a policy document. Further, the document does not explicitly present data or arguments against the proposal. It acknowledges differing views on graffiti vs. street art but frames this as a reason for needing the policy, not as a reason against it.</p> <p>The document directly references the Hackney Equality Plan, and references the Public Sector Equality Duty that will be part of Hackney's plans and strategies. In terms of maintaining a clean and safe public realm, this Graffiti Removal Policy will link to the priorities as set out in the Strategic Plan.</p>
<p><b>What are the arrangements for monitoring impact?</b></p>	<p>Climate, Sustainability &amp; Environmental Services will be responsible for equality impact monitoring, and this will be reviewed every two years, with input from other departments. Incidents of graffiti however, are</p>

Question	Response
<ul style="list-style-type: none"> <li>Who has responsibility for ongoing equality impact monitoring?</li> <li>How frequently will this equality impact assessment be reviewed?</li> </ul>	monitored monthly through service KPI reporting.
<p><b>Previous review date</b></p> <ul style="list-style-type: none"> <li>Leave blank if this is the first assessment</li> </ul>	N/a
<p><b>Next review date</b></p> <ul style="list-style-type: none"> <li>How often will you review and update this assessment?</li> </ul>	Every two years

## 2: Impact Analysis

### 2.1: Protected Characteristics

There are nine Protected Characteristics outlined in the Equality Act 2010.

When assessing the impact of decisions public authorities have a duty to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Your equality impact assessment should consider each protected characteristic and how the decision-making might affect people with these characteristics. Please include both Hackney Council staff and residents in your analysis.

Protected Characteristic	Is there a potential positive and/or negative impact?	Explain impacts and provide evidence.  Consider potential evidence gaps and how these could be filled.	What actions will be taken to mitigate negative impacts and to maximise positive impacts?
Where does systemic inequality show up in our service under these characteristics?			
Age	Potential negative	Older people or young children may be disproportionately affected by offensive graffiti near homes, schools, or care facilities.	Prioritise removal of offensive graffiti in areas frequented by older people and children, e.g., care homes and schools.
Disability	Potential negative	Visually impaired individuals may struggle to report graffiti; those with mobility issues may find graffiti removal disruptive if equipment blocks access; those with disabilities may be the target of graffiti.	Provide multiple reporting mechanisms, including phone, online, and direct contact with disability advocacy groups.  Ensure access routes remain clear during removal.
Gender Reassignment	Potential negative	Transphobic graffiti could cause significant distress and contribute to harassment.	Implement fast-track removal for hate-related graffiti, including transphobic content.  Engage with LGBTQ+ groups to monitor concerns.

<b>Marriage or Civil Partnership</b> (only applies in respect of the requirement to have due regard to the need to eliminate discrimination)	No significant impact	No specific barriers identified.	Continue monitoring for emerging concerns.
<b>Pregnancy &amp; Maternity</b>	Potential negative	Graffiti removal chemicals and equipment could pose risks near maternity services or childcare centres.	Ensure risk assessments consider locations with high footfall of pregnant people or young children.  Use non-toxic removal methods where possible.
<b>Race / Ethnicity</b>	Potential negative	Racist graffiti can cause fear and distress in impacted communities. Language barriers may hinder reporting.	Fast-track removal of racist graffiti.  Engage with communities to monitor concerns.
<b>Religion and Belief-any religious or philosophical Belief including no religion/belief</b>	Potential negative	Religious sites and places of worship may be targeted, impacting community cohesion.	Fast-track removal of religiously offensive graffiti.  Liaise with faith leaders to address concerns.

<b>Sex</b>	Potential negative	Sexist graffiti, particularly in areas associated with gender-based violence, could contribute to an unsafe environment.	Prioritise removal of sexist and misogynistic graffiti.  Work with women's organisations for monitoring.
<b>Sexual Orientation</b>	Potential negative	Homophobic graffiti can contribute to hostility and discrimination.	Fast-track removal of homophobic graffiti.  Engage with LGBTQ+ groups for reporting support.
<b>Systemic inequality</b>	Graffiti targeting specific groups could contribute to an unwelcoming environment and may reinforce existing inequalities. The policy should ensure prioritisation of removal for hate-based graffiti and provide accessible reporting mechanisms.		

## 2.2: Additional Groups

Your assessment should also include addressing the Socio-Economic Duty and other groups identified locally to be facing inequality, for example those identified in the Equality Plan.

The Socio-Economic Duty extends Due Regard under the Equality Act; that public bodies adopt transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class

The duty states that when making decisions of a strategic nature about how to exercise its functions public authorities must do so in a way that is designed to reduce inequalities of outcome which result from socio-economic disadvantage.

The Equality Plan 2024-2026 identifies a number of other groups who experience inequality of outcomes locally. These groups should also be considered as part of this assessment, along with any other groups that have been identified in your consultation or evidence gathering that may be impacted.

The Objectives of the Anti-Racist Framework, LGBTQIA+ Framework and Poverty Reduction Framework should be considered in your analysis.

<b>Group or characteristic</b>	<b>Is there a potential positive and/or negative impact?</b>	<b>Explain impacts and provide evidence.  Consider potential evidence gaps and how these could be filled.</b>	<b>What actions will be taken to mitigate negative impacts and to maximise positive impacts?</b>
<b>Socio-economic Inequalities</b>	Potential negative	Low-income residents may struggle to afford graffiti removal from private property.	Consider offering discretionary free removal for low-income households.

<p><b>Other groups as outlined in the Equality Plan:</b></p> <ul style="list-style-type: none"> <li>• Looked after children, care experienced people and care leavers</li> <li>• Single parents and teen parents</li> <li>• People with insecure immigration status</li> <li>• Ex Armed Forces</li> <li>• People with multiple interconnected challenges (“complex needs”) including those who fall below statutory thresholds</li> <li>• People experiencing perimenopause and menopause</li> <li>• People in insecure private</li> </ul>	<p>Potential negative</p>	<p>Groups such as care leavers, people at risk of homelessness, and those in insecure accommodation may face barriers in reporting or having graffiti removed.</p>	<p>Work with council teams to identify if this is an issue and find solutions to barriers.</p>
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<p>rented accommodation, at risk of homelessness or living in precarious conditions (eg sofa surfing) and people in temporary accommodation</p> <ul style="list-style-type: none"> <li>• Domestic abuse victims and survivors</li> <li>• People with an offending history</li> </ul>			
<p><b>Any other groups identified during evidence gathering</b></p>	<p>Potential negative</p>	<p>Graffiti near shelters or support centres could intimidate or deter individuals from seeking help.</p>	<p>Prioritise removal near domestic abuse services.</p>
<p><b>Where does systemic inequality show up in our service under these characteristics?</b></p>	<p>Graffiti removal processes should consider financial and social barriers preventing certain groups from accessing services.</p>		

### 2.3: Intersectional Analysis

Taking an **Intersectional Approach** means that we are alert to how intersections of different characteristics can create very different experiences for different people due to the interaction of different types of systemic discrimination.

An intersectional approach in an Equality Impact Assessment requires that we don't just look at each characteristic in isolation, but explore, understand and record how we have considered impacts of discrimination across multiple characteristics.

This will vary depending on the decision being made, the communities affected and the type of evidence explored.

<p><b>Describe actions taken to identify impacts on intersectional attributes/experiences. Are there themes in the impacts you have noticed that affect multiple groups ?</b></p>	<p>Themes identified that affect multiple groups include:</p> <p>Targeted hate: Graffiti can be used to target specific groups based on race, religion, sexual orientation, or other protected characteristics. When these characteristics intersect, individuals may experience heightened vulnerability to targeted harassment through graffiti.</p> <p>Social and economic vulnerability: People from marginalised communities, those in high-deprivation areas, and those with socio-economic inequalities face disproportionate impacts. This includes potential difficulty in reporting graffiti, feeling intimidated by graffiti in their neighborhoods, and struggling to afford removal from private property.</p> <p>Community perceptions: Graffiti can influence perceptions of certain groups, such as young people, particularly those from marginalised communities. It can reinforce negative stereotypes or create an environment where certain groups feel unwelcome.</p>		
<p><b>Describe emerging theme or group</b></p>	<p><b>Is there a potential positive and/or negative impact?</b></p>	<p><b>Explain impacts and provide evidence.</b></p> <p><b>Consider potential evidence gaps and how these could be filled.</b></p>	<p><b>What actions will be taken to mitigate negative impacts and to maximise positive impacts?</b></p>
<p>Targeted hate</p>	<p>Potential negative</p>	<p>Graffiti can be used to specifically target individuals or groups based on their race, religion, sexual orientation, or other protected characteristics. This can create fear, anxiety, and a sense of being unwelcome within the community. The document indicates that when multiple characteristics intersect, such as an LGBTQ+ person of a</p>	<p>Ensure intersectional approaches in prioritisation for removal, or engagement as to why not removed.</p>

<p><b>Describe actions taken to identify impacts on intersectional attributes/experiences. Are there themes in the impacts you have noticed that affect multiple groups ?</b></p>	<p>Themes identified that affect multiple groups include:</p> <p>Targeted hate: Graffiti can be used to target specific groups based on race, religion, sexual orientation, or other protected characteristics. When these characteristics intersect, individuals may experience heightened vulnerability to targeted harassment through graffiti.</p> <p>Social and economic vulnerability: People from marginalised communities, those in high-deprivation areas, and those with socio-economic inequalities face disproportionate impacts. This includes potential difficulty in reporting graffiti, feeling intimidated by graffiti in their neighborhoods, and struggling to afford removal from private property.</p> <p>Community perceptions: Graffiti can influence perceptions of certain groups, such as young people, particularly those from marginalised communities. It can reinforce negative stereotypes or create an environment where certain groups feel unwelcome.</p>		
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		<p>specific faith, they may experience heightened vulnerability to targeted harassment.</p> <p>The document doesn't provide specific data on the prevalence of hate-related graffiti in Hackney or its precise impacts on affected communities. To fill these gaps, the Service could collect incident</p>	

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<p><b>Describe emerging theme or group</b></p>	<p><b>Is there a potential positive and/or negative impact?</b></p>	<p><b>Explain impacts and provide evidence.</b></p> <p><b>Consider potential evidence gaps and how these could be filled.</b></p>	<p><b>What actions will be taken to mitigate negative impacts and to maximise positive impacts?</b></p>
		<p>reports specifically detailing hate-based graffiti and engage with local organisations / community leaders representing targeted groups to gather their experiences and insights, as well as other Council teams such as the Gangs Team.</p>	

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<p><b>Describe emerging theme or group</b></p>	<p><b>Is there a potential positive and/or negative impact?</b></p>	<p><b>Explain impacts and provide evidence.</b></p> <p><b>Consider potential evidence gaps and how these could be filled.</b></p>	<p><b>What actions will be taken to mitigate negative impacts and to maximise positive impacts?</b></p>
<p>Social and economic vulnerability</p>	<p>Potential negative</p>	<p>People from marginalised communities and those in high-deprivation areas may face disproportionate impacts from graffiti. They may lack the resources to remove graffiti from their private property, feel intimidated by graffiti in their neighbourhoods, and encounter barriers to reporting incidents.</p>	<p>Continue free removal services for Hackney Housing, and consider free removal for low-income households.</p> <p>Additional actions may involve community clean-up initiatives, and implementing educational programmes about graffiti prevention and reporting.</p>

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<p><b>Describe emerging theme or group</b></p>	<p><b>Is there a potential positive and/or negative impact?</b></p>	<p><b>Explain impacts and provide evidence.</b></p> <p><b>Consider potential evidence gaps and how these could be filled.</b></p>	<p><b>What actions will be taken to mitigate negative impacts and to maximise positive impacts?</b></p>
		<p>Low low-income residents may struggle to afford graffiti removal from private property.</p> <p>There might be a lack of data on the economic impact of graffiti on low-income households and the social impact on residents in high-deprivation areas.</p> <p>Analysing service requests and</p>	

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<p><b>Describe emerging theme or group</b></p>	<p><b>Is there a potential positive and/or negative impact?</b></p>	<p><b>Explain impacts and provide evidence.</b></p> <p><b>Consider potential evidence gaps and how these could be filled.</b></p>	<p><b>What actions will be taken to mitigate negative impacts and to maximise positive impacts?</b></p>
		<p>comparing graffiti incidents across different neighbourhoods could provide further insights.</p>	
<p>Community perceptions</p>	<p>Potential negative</p>	<p>Graffiti can influence perceptions of certain groups, particularly young people from marginalised communities. It may reinforce negative stereotypes or create an environment where specific</p>	<p>Work with the Gangs Team to understand any issues and how they could be overcome.</p> <p>Develop a public art guideline document to distinguish between graffiti and street art, enabling our communities to</p>

<p><b>Describe actions taken to identify impacts on intersectional attributes/experiences. Are there themes in the impacts you have noticed that affect multiple groups ?</b></p>	<p>Themes identified that affect multiple groups include:</p> <p>Targeted hate: Graffiti can be used to target specific groups based on race, religion, sexual orientation, or other protected characteristics. When these characteristics intersect, individuals may experience heightened vulnerability to targeted harassment through graffiti.</p> <p>Social and economic vulnerability: People from marginalised communities, those in high-deprivation areas, and those with socio-economic inequalities face disproportionate impacts. This includes potential difficulty in reporting graffiti, feeling intimidated by graffiti in their neighborhoods, and struggling to afford removal from private property.</p> <p>Community perceptions: Graffiti can influence perceptions of certain groups, such as young people, particularly those from marginalised communities. It can reinforce negative stereotypes or create an environment where certain groups feel unwelcome.</p>		
<p><b>Describe emerging theme or group</b></p>	<p><b>Is there a potential positive and/or negative impact?</b></p>	<p><b>Explain impacts and provide evidence.</b></p> <p><b>Consider potential evidence gaps and how these could be filled.</b></p>	<p><b>What actions will be taken to mitigate negative impacts and to maximise positive impacts?</b></p>
		<p>groups feel unwelcome or targeted. Graffiti may therefore reinforce stereotypes or gang-related affiliations, impacting perceptions of young people.</p> <p>There may be a lack of data on how graffiti shapes community perceptions and impacts social relations between different</p>	<p>also celebrate graffiti culture rather than stigmatise it, while maintaining clean and safe public spaces.</p>

<p><b>Describe actions taken to identify impacts on intersectional attributes/experiences. Are there themes in the impacts you have noticed that affect multiple groups ?</b></p>	<p>Themes identified that affect multiple groups include:</p> <p>Targeted hate: Graffiti can be used to target specific groups based on race, religion, sexual orientation, or other protected characteristics. When these characteristics intersect, individuals may experience heightened vulnerability to targeted harassment through graffiti.</p> <p>Social and economic vulnerability: People from marginalised communities, those in high-deprivation areas, and those with socio-economic inequalities face disproportionate impacts. This includes potential difficulty in reporting graffiti, feeling intimidated by graffiti in their neighborhoods, and struggling to afford removal from private property.</p> <p>Community perceptions: Graffiti can influence perceptions of certain groups, such as young people, particularly those from marginalised communities. It can reinforce negative stereotypes or create an environment where certain groups feel unwelcome.</p>		
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		<p>groups.</p>	
<p>Systemic inequality</p>	<p>The policy should actively counteract graffiti used as a tool of intimidation against those with intersecting marginalised identities. Community engagement will be key to achieving this.</p>		

## 2.4 Community Impact Analysis

Public Sector Equality Duty requires us to have due regard to fostering good relations between those that share a relevant protected characteristic and person who do not share it. This aligns with creating an inclusive borough with strong community cohesion.

<p><b>Describe actions taken to identify the wider community impact - for example</b></p> <ul style="list-style-type: none"> <li>• Community Cohesion</li> <li>• Local Economy</li> <li>• Relations between those who share a protected characteristic and those who do not</li> <li>• Long term cumulative impact</li> </ul>	<p>Actions taken to identify wider community impact include recognising that prompt removal of offensive graffiti fosters inclusion while removing community-approved street art could reduce public trust, considering that reducing graffiti may improve perceptions of safety and cleanliness, encouraging footfall and investment, acknowledging that perceived bias in removal decisions could exacerbate tensions between community groups, and understanding that a clear and fair removal policy can support a cleaner and more inclusive borough over time.</p>	
<p><b>What Communities may be impacted</b></p>	<p><b>What are or might be the positive or negative impacts</b></p> <p><b>Consider potential evidence gaps and how these could be filled</b></p>	<p><b>How do we mitigate the negative and maximise the positive ?</b></p>
<p>Community Cohesion</p>	<p>Prompt removal of offensive graffiti fosters inclusion, but also removing community-approved street art could reduce public trust.</p>	<p>The Graffiti Removal Policy aims to address the impact on our diverse communities, ensuring a fair and balanced approach is taken to remove graffiti.</p>
<p>Local Economy</p>	<p>Reducing graffiti may improve perceptions of safety and cleanliness, encouraging footfall and investment.</p>	

<p><b>Describe actions taken to identify the wider community impact - for example</b></p> <ul style="list-style-type: none"> <li>• Community Cohesion</li> <li>• Local Economy</li> <li>• Relations between those who share a protected characteristic and those who do not</li> <li>• Long term cumulative impact</li> </ul>	<p>Actions taken to identify wider community impact include recognising that prompt removal of offensive graffiti fosters inclusion while removing community-approved street art could reduce public trust, considering that reducing graffiti may improve perceptions of safety and cleanliness, encouraging footfall and investment, acknowledging that perceived bias in removal decisions could exacerbate tensions between community groups, and understanding that a clear and fair removal policy can support a cleaner and more inclusive borough over time.</p>	
<p><b>What Communities may be impacted</b></p>	<p><b>What are or might be the positive or negative impacts</b></p> <p><b>Consider potential evidence gaps and how these could be filled</b></p>	<p><b>How do we mitigate the negative and maximise the positive ?</b></p>
<p>Relations between those who share a protected characteristic and those who do not</p>	<p>Perceived bias in removal decisions could exacerbate tensions between community groups.</p>	
<p>Long term cumulative impact</p>	<p>A clear and fair removal policy can support a cleaner and more inclusive borough over time.</p>	

### 3: Action Plan

How will you bring together the actions needed in the identified timeframe, working with stakeholders identified from the learning above, and how will the plan embed the councils Equality Objectives?

<p><b>Action Plan</b></p> <ul style="list-style-type: none"> <li>● Outline how the identified benefits will be maximised and how this will be measured</li> <li>● Outline how the identified or potential negative impacts will be mitigated and how this will be measured</li> <li>● How will stakeholders be involved?</li> <li>● Who will be responsible, what are the timescales?</li> </ul>	<p>Continue with fast-track removal of hate-based and offensive graffiti: Fast removal of graffiti containing offensive, discriminatory, or inflammatory content. This aims to directly mitigate harm to targeted groups. Measure success by tracking response and removal times, the number of hate-based incidents reported and resolved, and gather feedback from affected communities.</p> <p>Consider discretionary free removal for vulnerable residents: Offer a service providing free removal of graffiti from private properties for low-income households and those in temporary accommodation. This addresses the socioeconomic burden. Measure uptake, geographic distribution of service requests, and the socioeconomic background of recipients.</p> <p>Continue with multiple reporting mechanisms: Continue with diverse reporting channels (phone, online, direct contact with community groups) to ensure accessibility for individuals with varying needs. This mitigates barriers faced by those with disabilities, language barriers, or hesitation to report. Measure usage of each method, and processing times.</p> <p>Review and monitoring: Establish a schedule for reviewing the policy and its impact, including data analysis of incidents, removal rates, and community feedback. This mitigates unforeseen negative impacts and allows for adjustments. Measure through a Fix My Street, key performance indicators for removal times, bi-annual Equality Impact Assessments, and community feedback collection and analysis.</p> <p>For all the above actions:</p> <p>Responsible Team: Climate, Sustainability &amp; Environmental Services</p> <p>Reporting Timescales: Monthly incident reporting; specific project reporting as noted in each action; Overall policy review every two years. However, this assessment will of course be a live document,</p>
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<p>updated as required should the need arise before the two year review.</p> <p>Stakeholders: LGBTQ+ groups, faith leaders, race/ethnicity community organisations, Gangs Team, Housing teams, support organisations, residents in high-deprivation areas, disability advocacy groups, community organisations, frontline staff, youth organisations, schools, and local artists.</p> <p>These actions collectively ensure that we are meeting our Equality Objectives, including eradicating inequality, building opportunity and well-being, celebrating diverse communities, embedding equality into practice, and driving institutional change.</p>				
<p><b>How will this plan ensure that we are meeting our Equality Objectives, or mitigating against negative impact on these objectives?</b></p>				
<p>Objective 1:</p> <p>Eradicate inequality at every life stage by taking protective, preventative positive action</p>	<p>Objective 2:</p> <p>Building opportunity and well-being</p>	<p>Objective 3:</p> <p>Celebrate and serve diverse communities and value the contribution they make</p>	<p>Objective 4:</p> <p>Embed equality into service plans and practice across the council and the borough</p>	<p>Objective 5:</p> <p>Change as an institution to ensure internal and systemic change</p>
<p>The plan prioritises removing hate-based graffiti, ensuring fast-track removal for targeted groups, which protects affected individuals and prevents further discrimination. This action actively addresses inequality.</p>	<p>Considering the offer of discretionary free removal for residents on low income, which will address socioeconomic disparities, promote well-being by easing financial burdens and improve living environments. This creates opportunities for those who may not have had them otherwise.</p>	<p>By continuing with multiple reporting mechanisms and engaging with various community groups, the plan ensures diverse voices are heard and valued. This celebrates their contributions and serves them better.</p>	<p>The plan integrates equality considerations into its core actions (removal, reporting, monitoring) and processes (review schedules), ensuring equality is consistently embedded in practice across the Council.</p>	<p>Regular review and monitoring of the policy's impact, including Equality Impact Assessments, drives institutional change by identifying areas for improvement and ensuring accountability. This fosters systemic change by adapting the policy and approach.</p>

## 4:Evaluation

Demonstrate how this assessment has influenced the proposal and decision.

<p><b>Describe how the assessment findings have influenced your proposal</b></p> <ul style="list-style-type: none"><li>• What changes have been made as a result of this assessment? How has the assessment impacted or not impacted the final decision?</li><li>• Where a negative impact has been identified but a decision has been made to proceed with justification outline how this is a legitimate aim.</li><li>• Have you taken advice on the justification if so from whom</li></ul>	<p>The assessment highlighted the need for several key actions to mitigate negative impacts and ensure fairness:</p> <p>A focus on the continued fast-track removal of hate-based and offensive graffiti was reinforced, recognising its disproportionate impact on vulnerable groups.</p> <p>Consideration of discretionary free removal for residents on low incomes, acknowledging socioeconomic inequalities.</p> <p>Emphasis on multiple reporting mechanisms to ensure accessibility for all.</p> <p>Implementation of a regular review and monitoring schedule, including Equality Impact Assessments.</p> <p>The assessment has strongly influenced the proposal by embedding equality considerations throughout the policy. It has ensured that the policy is not just about graffiti removal, but also about community cohesion, safety, and fairness. The assessment's findings necessitate the actions to be included within the plan, and will form part of any decision to adopt the policy, so are therefore crucial and impactful.</p> <p>The document doesn't specifically outline instances where a negative impact was identified, and a decision was made to proceed regardless with justification. However, the document acknowledges the tension between removing all graffiti (for cleanliness and order) and preserving street art (for artistic expression and community value). A justification for removing any street art would be that the policy aims to balance the need to maintain clean and safe public spaces with respecting artistic expression, taking on board the removal criteria in the policy, thus the aim would be legitimate.</p> <p>Internal teams including Internal teams have been consulted including Streetscene, Parks &amp; Green Spaces, Planning, Legal and Community Safety, Enforcement and Business Regulation, Regen and Culture, and Policy have been consulted. As such</p>
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	legal justifications and potential impacts have been sought from these teams.
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Please contact [Equality & Diversity \(Shared Mailbox\)](#) early for assistance/ suggestions /updates.  
There are drop-in sessions where equality analysis can be discussed further  
Every 2nd Monday 2-3pm and 4th Thursday 11-12 of the month.

Please send a link to your EIA to [Equality & Diversity \(Shared Mailbox\)](#) This enables an overview of work that is being carried out for the cumulative impact assessments that we undertake.