

Equality Impact Assessment [EIA] – Crime and Policing Bill Public Order Measures

1. Name and outline of policy proposal, guidance, or operational activity

The new measures in the Bill include:

1. **Possession of Pyrotechnics:** This measure will make it an offence for a person to have a pyrotechnic article in his or her possession at any time when taking part in a protest in a public place. The maximum penalty would be a fine of £1,000.
2. **Climbing a War Memorial:**
This measure will create a new criminal offence of climbing on a war memorial specified in the provisions.

In addition to the 25 war memorials designated as Grade I listed sites by Historic England, the offence will also apply to other specified memorials of significant public interest. This includes the Statue of Sir Winston Churchill in Parliament Square, London. The Home Secretary has also publicly committed to including the forthcoming National Holocaust Memorial and the National Muslim War Memorial once built. Further memorials may be added in due course.

The penalty for this offence will be a fine of up to £1,000 and/or imprisonment for a term not exceeding 3 months.

3. **Items to Conceal Identity:** This measure will create a new criminal offence of wearing, or otherwise using, an item that conceals identity in an area designated by police to prevent or control the commission of offences connected to protest activity.

The penalty for this offence will be a fine of up to £1,000 and/or imprisonment for a term not exceeding 1 month.

4. **Place of Worship:** This measure will amend sections 12, 14, and 14ZA of the Public Order Act 1986 to allow police to impose conditions on public processions, public assemblies, or one-person protests where a senior officer reasonably believes the activity may have an intimidatory impact on individuals seeking to access a place of worship for religious activities. This applies even if the protest was not intended to have that effect.

The penalty for breaching these conditions is up to 6 months imprisonment, a fine of up to £2,500, or both for organisers. A one-person protester is liable for a fine of up to £2,500. Participants in a procession or assembly may receive a fine of up to £2,500.

5. **Senior Officer Amendment:** This measure will amend the Public Order Act 1986 to enable Strategic (Gold) and Tactical (Silver) police commanders, specifically Public Order/Public Safety (POPS) commanders, to impose conditions under sections 12(1) and 14(1) on public processions and assemblies, including where people are assembling with a view to taking part.

Currently, only the most senior officer physically present at the scene can impose such conditions in real time. This change allows commanders based in off-site control

rooms, who often have better access to real-time intelligence and broader oversight, to act swiftly and consistently in managing protests. The thresholds for imposing conditions remain unchanged.

6. **British Transport Police and Ministry of Defence:** This measure proposes two key changes: first amending the definitions in the Public Order Act 1986 to allow the British Transport Police to impose conditions on public and trespassory assemblies at railway stations, which current law limits due to an open-air requirement.

Secondly, it corrects a legislative error that has prevented the British Transport Police from using powers under section 60AA of the Criminal Justice and Public Order Act 1994 to require the removal of face coverings and enables the Ministry of Defence Policing to issue authorisations under sections 60 and 60AA to permit use of these powers by Ministry of Defence Policing officers within their jurisdiction.

7. **Offences for the abuse of emergency workers:** This measure introduces two new offences for targeting threatening, abusive or insulting behaviour directed towards emergency workers (as defined under the Assaults on Emergency Workers Act 2018) on the basis of any protected characteristic. These offences will specifically apply where the individual:
 - **Intends their words**, behaviour, writing, sign or other visible representation to be threatening, abusive or insulting; or
 - **Is aware** that they may be threatening, abusive or insulting.

This amendment addresses the current gap in legislation where emergency workers with protected characteristics may be subject to aggravated abuse or behaviour within a private dwelling, as opposed to a public place, but no offence is committed.

2. Consideration of limb 1 of the duty: Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act.

The Department has considered potential direct and indirect impacts of measures below. Where direct and indirect discrimination is not addressed, that is because at this time the Department has assessed that there is no direct or indirect discrimination to be considered for that measure or in relation to a particular protected characteristic; the Department will keep this under review and update as necessary.

Direct Discrimination

The public order measures introduced in the Crime and Policing Bill apply equally to all individuals, regardless of their protected characteristics. We do not consider that the proposed measures will subject any person to less favourable treatment than any other person and therefore no direct discrimination arises in relation to any protected characteristics with the exemption of positive discrimination under some measures. These measures include:

- The Possession of Pyrotechnics seeks to criminalise possession at a protest.

- The specified Memorials measure aims to preserve public monuments of national and historical significance.
- The Concealing of Identity measure makes it a criminal offence to wear a face covering at a designated protest.
- The Places of Worship measure considers the potential intimidatory impact on individuals seeking to access religious services. It applies equally to all faiths and is intended to protect the right to religious observance. This measure may, in some circumstances, confer positive direct discrimination in favour of individuals based on their religion or belief. This is because it provides enhanced protection for those attending places of worship, recognising the particular importance of safeguarding religious practice.
- The Senior Officer Amendment is intended to improve operational oversight by allowing off-site commanders to impose conditions using real-time intelligence.
- The British Transport Police and Ministry of Defence measure proposes two changes. The first will amend the Public Order Act 1986 to allow the British Transport Police to impose conditions on assemblies at railway stations. Secondly British Transport Police will be able to impose Section 60 AA of the Criminal Justice and Public Order Act 1994 and Ministry of Defence Policing will now be able to issue authorisation under sections 60 and 60 AA.
- The Offences for the Abuse of Emergency Worker makes it a criminal offence to intentionally direct threatening, abusive, or insulting behaviour in a private dwelling on the basis of race and religion. This measure will be extended to all protected characteristics this includes sexual orientation, gender reassignment, and disability. This measure may positively discriminate against those who face abuse due to these characteristics.

Whether these measures may result in individuals being treated less favourably because of a protected characteristic has also been considered, including age, disability, gender reassignment, pregnancy and maternity, race (including nationality, ethnicity, colour and national or ethnic origins), religion or belief, sex, sexual orientation, or marriage and civil partnership. With the exception of the positive direct impact identified under the Places of Worship measure and the Offences for the Abuse of Emergency Workers, no direct discrimination arises under the Equality Act 2010.

Indirect Discrimination

Age

Concealing identity

Although the new offence of concealing identity at a designated protest applies equally to all people regardless of age, there is a possibility that a greater number of older people may wear face masks in crowded places for health reasons. This can include those seeking to avoid or prevent the spread of respiratory infections. The measure may therefore disadvantage older people more than younger people if they feel worried about protesting due to the new offence. However, we hold no evidence pertaining to this consideration.

Notwithstanding these potential disadvantages, the Department considers the measure to be a proportionate means of achieving the legitimate aim of preventing crime and public disorder arising from protests, and ensuring those who may seek to commit crimes whilst concealing their identity can be brought to justice. The potential impact on older people from the measure is mitigated by the express defence available where a face covering is worn for health reasons.

The Department recognises that the potential impacts of the new offence of concealing identity at a designated protest, particularly on older individuals who may wear face coverings for health reasons, will be kept under regular review. The Department remains committed to eliminating discrimination, advancing equality of opportunity, and fostering good relations throughout the development, implementation and evaluation of this measure.

Disability

Concealing identity

Certain protests, depending on the cause they represent, may be attended by a greater than average proportion of people with a particular protected characteristic. As with the use of all public order powers, the Department expects the police to apply the proposed measures in a fair and proportionate manner that carefully considers the individual's freedoms of religion, expression and assembly under the Human Rights Act 1998, as well as the protected characteristics of anyone at the protest. The police must consider these rights and freedoms in light of the prohibition from discrimination also contained in the ECHR (Article 14), in addition to the requirement to comply with the Equality Act 2010. The Department considers that this is sufficient to ensure that the rights of these individuals and groups are protected.

Having a ban on concealing identity in a particular locality would be more likely to impact on individuals with health concerns who routinely wear face masks for medical purposes, as compared to individuals who do not usually wear face coverings for these purposes. We do not hold evidence or data regarding this consideration. That said, our view is that these individuals may feel more uneasy about attending protests than they ordinarily would for fear of being criminalised. However, to mitigate the impact on those wearing face covering for health reasons the offence has been designed to include an explicit defence where a person is wearing an item for health reasons. Therefore, those wearing face coverings for legitimate medical purposes will not be committing an offence. Given this, we consider the measures to be a proportionate means of achieving the legitimate aim of preventing crime and public disorder and protecting the rights of others.

The concealing identity designation provisions will operate in a similar way to the current Section 60AA Criminal Justice and Public Order Act 1994 authorisations, which are issued by the police in relation to particular areas when they reasonably believe that protest activities are likely to involve the commission of offences. Under Section 60AA authorisations, any constable can require a person to remove or seize any item the constable reasonably believes the person is wearing wholly or mainly for the purpose of concealing his identity. The new measure will largely mirror Section 60AA, however an offence will be committed the moment that an individual is wearing or otherwise using an item that conceals their or another person's identity in a designated locality. However, as noted above, the new measure explicitly provides for a defence where an individual is wearing an item for health reasons.

The Department will keep the impact of this measure under review, including any unintended effects on individuals who wear face coverings for health reasons, to ensure it continues to be applied fairly and proportionately.

Places of worship

Protest routes that have repeatedly passed by places of worship may have intimidated or otherwise limited the ability of individuals to access these sites. However, we hold no evidence or data pertaining to this consideration.

The Places of Worship measure was not created specifically to address this issue, but it may help individuals reach accessible entrances, as protest conditions may be applied to direct routes, as well as start and finish times to avoid impacting access. This is important because some individuals, especially those with disabilities, may need particular access routes to enter the building or require support to do so safely.

The Department will keep the impact of this measure under review, including any unintended effects on individuals requiring accessible entry to places of worship, to ensure it continues to support fair and proportionate access.

Abuse of emergency workers

This measure is unlikely to have a negative impact on persons with protected characteristics. However, there still may be an unintentional impact on individuals with mental health conditions, learning disabilities, or from ethnic minority backgrounds who may have more frequent or complex interactions with emergency services. To combat this, it may be the view of CPS, College of Policing and legal advisors to provide training on the application of this measure.

Additionally, the new emergency workers measure could risk impacting individuals with Tourette's Syndrome, if their tics include swearing (though this is noted to be rare). We hold no evidence regarding this consideration. However, the new amendment is intended solely to make it a criminal offence to intentionally use, threatening, or harassing language or behaviour towards an emergency worker with protected characteristic within a private dwelling.

The Department therefore considers the measures to be a proportionate means of achieving the legitimate aim of preventing crime and public disorder and protecting the rights of others.

The Department will keep the impact of this measure under review, including any unintended effects on individuals with mental health conditions, learning disabilities, or neurological conditions, to ensure it continues to be applied fairly and proportionately.

Gender Reassignment

Certain protests, depending on the cause they represent, may be attended by a greater than average proportion of people with a particular protected characteristic. For example, if there was a protest with respect to discrimination faced by transgender individuals, protesters at that protest could be more likely to belong to this protected group. As with the use of all public order powers, the Department expects the police to apply the measures in this Act in a fair and proportionate manner that carefully considers individuals' freedoms of religion, expression and assembly under the Human Rights Act 1998, in light of the prohibition from discrimination also contained in the ECHR (Article 14), as well as the protected characteristics of anyone at the protest whilst complying with the Equality Act 2010.

The Department considers that this is sufficient to ensure that the rights of these individuals' and groups are protected, and, as above, considers the measures to be a proportionate means

of achieving the legitimate aim of preventing crime and public disorder and protecting the rights of others.

The Department will keep the impact of this measure under review, including any unintended effects on individuals with the protected characteristic of gender reassignment, to ensure it continues to be applied fairly and proportionately.

Race

Certain protests, depending on the cause they represent, may be attended by a higher-than-average proportion of individuals with a particular protected characteristic. For example, if there was a protest with respect to racial inequalities, protesters at that protest may be more likely to be from non-white backgrounds. As with the use of all public order powers, the Department expects the police to apply the measures in this Act in a fair and proportionate manner that carefully considers the individual's freedoms of religion, expression and assembly alongside the prohibition from discrimination under the Human Rights Act 1998 under the Human Rights Act 1998, as well as the protected characteristics of anyone at the protest. The police are required to comply with the Equality Act 2010. The Department considers that this is sufficient to ensure that the rights of these individuals' and groups are protected.

In any event, the Department considers that the measures are a proportionate means of achieving the legitimate aim of preventing crime and public disorder and protecting the rights of others.

The Department will keep the impact of these measures under review, including any unintended effects on individuals from ethnic minority backgrounds, to ensure it continues to be applied fairly and proportionately.

War Memorials

Certain protests, particularly those addressing issues of racial injustice, colonial history, or inequality, may be attended by individuals from minority ethnic backgrounds. Some of these protests have historically focused on memorials or statues associated with figures linked to the British Empire or colonialism. As such, there is a potential risk that individuals from these communities may be disproportionately affected by the new offence of climbing on specified war memorials, particularly if enforcement is perceived to target protests that challenge historical narratives.

In addition, the process of selecting which memorials are designated for protection under this measure may itself give rise to perceptions of unequal treatment. If memorials associated with certain historical figures or communities are protected while others are not, individuals from underrepresented groups may feel that their history is not equally valued or respected. This could contribute to a sense of exclusion, particularly among communities with historical experiences of colonialism or racial injustice.

The selection of memorials to be protected under this measure will be made with careful consideration, following a clearly defined curated set of criteria to ensure fairness, transparency, and inclusivity.

The Department will keep the impact of this measure under review, including any unintended effects on individuals from minority ethnic backgrounds or communities with historical

experiences of colonialism, to ensure it continues to be applied fairly, transparently and proportionately.

Religion or belief

Places of worship

Certain protests, depending on the cause they represent, may be attended by a greater than average proportion of individuals with a particular protected characteristic. For example, if there was a protest against the persecution of individuals who share a common faith, or another cause relevant to a particular faith, protesters may be more likely to be of that faith. In this context, it could be argued that the measure affords greater protection to those who use a particular place of worship than to those who do not. In some instances, this may amount to a form of positive discrimination on the ground of the religion or belief of those attending the place of worship.

Recent events have shown that particular religious communities such as Jewish and Muslim communities have been affected by protests near places of worship. Following the events in October 2023, large-scale pro-Palestinian protests in the UK have led to reports of intimidation, especially near synagogues in London. Mosques in Southport, Hull and Sunderland have also been targeted during previous periods of unrest, causing distress to worshippers.

The new measure around places of worship is designed to protect the right to religious observance by ensuring that individuals can access places of worship for the purpose of religious activities without fear or intimidation. It applies equally to all faiths and is intended to strike a balance between the right to protest and the right to worship. However, given that the protection is specifically tied to places of worship, it may result in a higher level of safeguarding for religious individuals compared to those who do not practise a religion or express their beliefs in non-religious settings. This could give rise to concerns about whether the measure affords equal protection to all belief systems, including non-religious ones.

The Department will keep the impact of this measure under review, including any unintended effects on individuals of different faiths or belief systems, to ensure it continues to be applied fairly, inclusively and proportionately.

War Memorials

The inclusion of the upcoming National Holocaust Memorial and National Muslim War Memorial is intended to reflect broad public interest and promote inclusivity in the protection of sites of national remembrance. The measure applies equally to all individuals, regardless of their religion or belief, and is designed to safeguard memorials that hold significant cultural, historical, or spiritual meaning. However, as the offence only applies to memorials that are specifically designated for protection, there is a possibility that some faith or belief communities may feel that their memorials have not been equally recognised or valued. This could give rise to concerns about whether the measure affords equal symbolic protection to all belief systems, particularly if enforcement is perceived to prioritise certain memorials over others.

The Department acknowledges this risk and will ensure that the process for selecting protected memorials is guided by a clear and inclusive set of criteria, with careful consideration given to representation across different communities.

The Department will keep the impact of this measure under review, including any unintended effects on individuals from different faith or belief communities, to ensure it continues to be applied fairly, inclusively and proportionately.

Pyrotechnics

Given certain religious events involve the use of fireworks, there is a risk that there will be a greater impact on persons of those religions as, for example, people may have concern about taking fireworks to such an event. We do not hold evidence or data pertaining to this consideration. However, the ban on the possession of pyrotechnic articles for protest participants will not impact religious events which use pyrotechnics as they are not protests. To mitigate concern among the public, the provisions expressly exclude cultural and religious events with an established history of pyrotechnic use. For example, the use of pyrotechnics for public Diwali celebrations, a religious festival celebrated by followers of Hinduism, Jainism and Sikhism, would not be impacted by this measure.

The Department will keep the impact of this measure under review, including any unintended effects on individuals participating in cultural or religious events involving pyrotechnics, to ensure it continues to be applied fairly and proportionately.

Concealing identity

Having a ban on concealing identity in a particular locality could affect the likelihood of individuals who wear face coverings for religious purposes taking part in protests. There is a risk that there may be an indirect impact on those who wear religious items such as a burka or niqab as part of religious observance in the sense that, with the introduction of the new measure, those individuals may feel more uneasy about attending protests than they ordinarily would for fear of being criminalised. This means that these individuals could be indirectly affected by the concealing identity measure in that those who do not wear religious coverings would not experience this same uneasiness and reluctance to attend protests.

However, the offence has been designed to include an explicit defence for those wearing items for religious purposes. Therefore, individuals wearing face coverings for religious purposes will not be committing the offence.

The concealing identity authorisation will be similar to the current Section 60AA Criminal Justice and Public Order Act 1994 authorisations which are issued by the police in relation to particular areas when they reasonably believe that protest activities are likely to involve the commission of offences. Under Section 60AA authorisations, any constable can require a person to remove or seize any item the constable reasonably believes the person is wearing wholly or mainly for the purpose of concealing his identity. The new measure will largely mirror Section 60AA, however an offence will be committed the moment that an individual is wearing or otherwise using an item which conceals their identity in a designated locality.

Notwithstanding the above impacts, the measures are considered to be a proportionate means of achieving the legitimate aim of preventing crime and public disorder and protecting the rights

of others, particularly in the light of the duty on the police to exercise their powers in a manner that is compliant with equalities and human rights legislation.

As with the use of all public order powers, the Department expects the police to apply the measures in this Act in a fair and proportionate manner that carefully considers the individual's freedoms of religion, expression and assembly alongside the prohibition from discrimination under the Human Rights Act 1998, as well as the protected characteristics of anyone at the protest. The police are required to comply with the Equality Act 2010. The Department considers that this is sufficient to ensure that the rights of these individuals' and groups are protected.

The Department will keep the impact of this measure under review, including any unintended effects on individuals who wear face coverings for religious purposes, to ensure it continues to be applied fairly, respectfully and proportionately.

Sex

Concealing identity

Certain protests, depending on the cause they represent, may be attended by individuals with a particular protected characteristic. For example, protests about women's rights could see a greater than average number of protesters who are women in attendance.

As with the use of all public order powers, the Department expects the police to apply the measures in this Act in a fair and proportionate manner that carefully considers the individual's freedoms of religion, expression and assembly alongside the prohibition from discrimination under the Human Rights Act 1998, as well as the protected characteristics of anyone at the protest. The police are required to comply with the Equality Act 2010. The Department considers that this is sufficient to ensure that the rights of these individuals' and groups are protected.

Having a ban on concealing identity in a particular locality would be more likely to impact women as the custom of wearing a face covering as part of religious observance usually applies to women of certain faiths, rather than to men of the same faiths. There is a risk that there may be an indirect impact on women who wear religious face coverings in the sense that, with the introduction of the new measure, these women may feel more uneasy about attending protests than they ordinarily would for fear of being criminalised. This means that women could be indirectly affected by the concealing identity measure. However, the offence has been designed to include an explicit defence for those wearing face coverings for religious purposes. Therefore, women wearing face coverings for religious purposes will not be committing the offence.

The concealing identity authorisation will be similar to the current Section 60AA Criminal Justice and Public Order Act 1994 authorisations which are issued by the police in relation to particular areas when they reasonably believe that protest activities are likely to involve the commission of offences. Under Section 60AA authorisations, any constable can require a person to remove or seize any item the constable reasonably believes the person is wearing wholly or mainly for the purpose of concealing his identity. The new measure will largely mirror Section 60AA, however an offence will be committed the moment that an individual is wearing or otherwise using an item which conceals their identity in a designated locality. Given the mitigation of the specific defence relating to religious reasons in relation to the offence of

concealing identity, and the duties on the police in the exercise of their powers, the Department considers the measures to be a proportionate means of achieving the legitimate aim of preventing crime and public disorder and protecting the rights of others.

The Department will keep the impact of this measure under review, including any unintended effects on women who wear face coverings for religious purposes, to ensure it continues to be applied fairly, respectfully and proportionately.

Sexual Orientation

Certain protests, depending on the cause they represent, may be represented by a higher-than-average proportion of people with a particular protected characteristic. For example, if there was a protest with respect to inequalities that are linked to sexual orientation, protesters at that protest could be more likely to belong to that protected group. As with the use of all public order powers, the Department expects the police to apply the measures in this Act in a fair and proportionate manner that carefully considers the individual's freedoms of religion, expression and assembly alongside the prohibition from discrimination under the Human Rights Act 1998, as well as the protected characteristics of anyone at the protest. The police are required to comply with the Equality Act 2010. The Department considers that this is sufficient to ensure that the rights of these individuals' and groups are protected.

The Department will keep the impact of this measure under review, including any unintended effects on individuals with the protected characteristic of sexual orientation, to ensure it continues to be applied fairly and proportionately.

3. Consideration of limb 2: Advance equality of opportunity between people who share a protected characteristic and people who do not share it.

These measures will not positively advance the equality of opportunity between people who share a protected characteristic and those who do not. However, the measures have been designed to mitigate the effects on certain groups as set out above, and the Department considers this will reduce the risk of individuals from those groups feeling unable to exercise their right to protest.

Possession of Pyrotechnics:

This measure is expected to have a neutral impact on advancing equality of opportunity between person who share a protected characteristic and person who do not.

Climbing on a War Memorial:

While the measure is neutral, there is a risk that individuals from minority ethnic communities may feel disproportionately affected if the memorials protected are perceived to reflect dominant historical narratives. The Department has committed to applying a clear and inclusive set of criteria for selecting protected memorials, which will help mitigate this risk.

Conceal Identity at a protest:

This measure is expected to have a neutral impact on advancing equality of opportunity between person who share a protected characteristic and person who do not.

Place of Worship:

This measure is expected to have a positive impact on individuals with the protected characteristic of religion or belief, as it enhances their ability to access places of worship without fear or intimidation. While it does not advance equality for non-religious individuals, it meets a specific need for religious communities and is considered proportionate.

Senior Officer Amendment

This is an operational change and does not result in a negative outcome for any protected group.

The British Transport Police and Ministry of Defence:

This is an operational change and does not result in a negative outcome for any protected group.

Abuse of emergency workers:

This measure is expected to positively affect persons with protected characteristics, including religion, race, sexual orientation, gender reassignment, and disability, by offering additional protection against aggravated assault in private dwellings when such incidents are motivated by these characteristics.

4. Consideration of limb 3: Foster good relations between people who share a protected characteristic and persons who do not share it.

The measures help to make sure that the police have the necessary powers to manage protests effectively. This legislation provides clarity regarding what both the police and protestors can and cannot do. The Department expects the police to continue to maintain open communication with protestors throughout their protests.

Police Liaison Teams (PLT) have been used by the police to interact with protestors, the HMICFRS report has found that PLTs had generally developed good relationships across a network of protest groups.

The Department has also considered and taken into account the possibility that the decisions to use the measures will be viewed differently by different groups and those with different characteristics. For example, some groups may criticise the police for being too heavy handed in how they deal with a particular protest, while others will say they were not sufficiently robust. The public may also draw comparisons between the policing of different protests where protests are championing competing views. Either situation may negatively impact relations between people who share a protected characteristic and those who do not. By providing clarity regarding whether particular acts are covered by criminal offences, the new legislation offers transparency as to how particular actions should be policed. This should improve relations between those who do and do not share protected characteristics.

The police and Government are aware of the issues of managing protests even-handedly irrespective of the cause they seek to promote. The police continuously make efforts to learn from the management of past protests and listen and learn from criticism from third parties to

ensure that their use of powers is fair and proportionate, regardless of the type of protest being managed.

Possession of Pyrotechnics:

In addition to the challenges already outlined above this measure will have a neutral impact on fostering good relations between people who share a protected characteristic and persons who do not.

Climbing a War Memorial:

This measure is likely to have a neutral to positive impact on community relations by reinforcing shared respect for national symbols. However, there is a risk it could be seen as targeting certain protest groups if enforcement appears selective. Clear communication and consistent application will be key to avoiding perceptions of bias.

Conceal Identity at a protest:

In addition to the challenges already outlined above this measure will have a neutral impact on fostering good relations between people who share a protected characteristic and persons who do not.

Places of Worship:

This measure is likely to have a positive impact on fostering good relations, particularly for religious communities. By enabling police to act where protests may intimidate worshippers, it supports the right to practice religion free from harassment. This may be especially important for minority faith groups who may already feel vulnerable.

Senior Officer Amendment:

This operational change is unlikely to directly impact relations between groups with protected characteristics.

The British Transport Police and Ministry of Defence:

In addition to the challenges already outlined above this measure will have a neutral impact on fostering good relations between people who share a protected characteristic and persons who do not.

Abuse of emergency workers:

It is expected that this measure will foster good relations and increase mutual respect between emergency workers and the public as inclusive enforcement practices are being promoted in this measure and protecting emergency workers in the course of their duties based on protected characteristics.

5. Review Date

The proposals considered in this document will be reviewed throughout the legislative process and will be subject to the normal post-legislative review three to five years after Royal Assent.

6. Declaration

I have read the available evidence, and I am satisfied that this demonstrates compliance, where relevant, with Section 149 of the Equality Act and that due regard has been made to

the need to: eliminate unlawful discrimination; advance equality of opportunity; and foster good relations.

SRO sign off: Lizzy Gummer, Head of Police Powers Unit, Policing Policy Directorate

Lead contact: CrimeandPolicingBillTeam@homeoffice.gov.uk

Date: 2 December 2025

For monitoring purposes all completed EIA documents must be sent to psed@homeoffice.gov.uk

EIA enquiries must also be sent to psed@homeoffice.gov.uk

Date sent to PSED Team: 2 December 2025